



Tennis South Africa

2017/18 Annual Report

(1st April 2017 – 31st March 2018)







Table of Contents.

03. The President's summary of the year

14. The CEO's report

18. Overview of our governance

21. Financial matters for the year

24. Departmental & affiliate reports

24. High Performance

26. Coaching

29. Development

31. Schools

34. Juniors, tournaments & new formats

37. Officiating

39. Seniors

43. Wheelchair Tennis SA

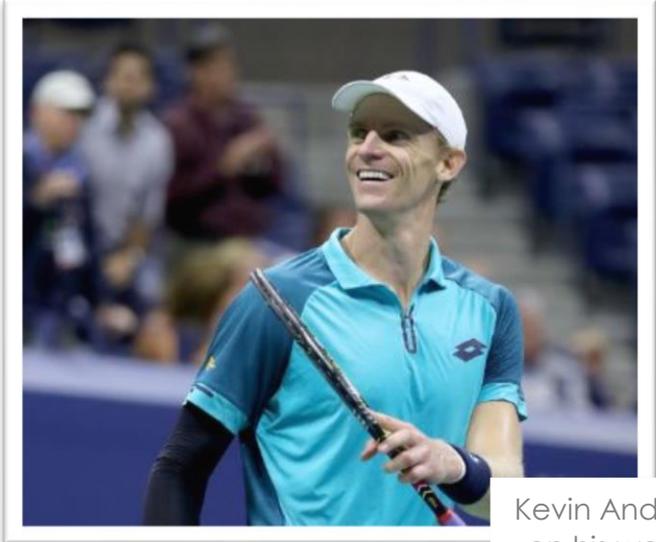
48. Transformation

51. Commercial partners



The President's summary of the year

INTRODUCTION:



Kevin Anderson in action - on his way to the final of the 2017 US Open year.

This report is presented at the end of a significantly more active and pleasing year for the National Federation. We have made progress in many areas. However there remain many mountains that need to be climbed to achieve our Mission Statement – ***“To enhance the quality of life for all South Africans of any age group, by growing the sport of tennis at every level, for everyone who wants to become involved”***.

Amongst the many milestones, local tennis has reached this last year, are the achievements of Kevin Anderson and Raven Klaasen on the international tour (Kevin progressed to the US Open Men's Singles final in September – dare I mention his and Raven's achievements at the 2018 Wimbledon Championship at this point as well), Phillip Henning's reaching the fourth round of the 2018 Junior Australian Open in January, the promotion of our Davis Cup Team to the Euro Africa Group 1 division of the event and the promotion of our Federation Cup Team to Euro Africa Group 2. Meanwhile, we have maintained our Silver Status Coaching Accreditation from the International Tennis Federation (we are the only country in Africa to have this level of accreditation) and continue to have several our technical officials represent our country at major overseas tournaments.



In addition, several of your administrators continue to serve with distinction on various International Tennis Federation Committees and Taskforces - thus ensuring that we remain a well-respected tennis nation in the world community.

Most importantly we have seen a significant uplift in the attitude of and support from sponsors this past year – we have concluded agreements with no fewer than five new sponsors during the year under review and a further two (Wiphold and BNP Paribas) post the 31 March year end – taking our current sponsor compliment to nine in total. It is also important to note that in certain instances some of these sponsorship agreements have been increased over their terms - as their expectations have been exceeded. As a result, we have also seen a significant turnaround in our finances for the 2017/18 financial year, which without doubt has aided our ability to invest in several programmes. The various Development Centres around the country are growing and the Junior Super 8 Growthpoint events, inclusive of the Junior Nations and Masters, are cases in point.



Gavin Crookes – the TSA President speaking at the launch of the Growthpoint Centre in Soweto.

We always need to acknowledge our challenges. In June 2017 we presented to the Parliamentary Portfolio Committee. Once again, although acknowledging improvements, we were criticised for the slow progress in promoting female participation in our sporting code and extending our programmes into rural areas. We have also commented on several occasions that we need to try and support our up and coming professional players more than what we currently are. The final point of disappointment has been the drop in the levels of behaviour - both on and off the courts at junior events around the country - by both players and parents. All these challenges are capable of being resolved and we have strategies in place to address them.

At the end of a year we should always pause and reflect on our Vision, Mission and Values:-

Vision:- "To see someone playing tennis, somewhere, every day"

Mission:- "To enhance the quality of life for all South Africans of any age group, by growing the sport of tennis at every level, for everyone who wants to become involved"



Values:- "Transparency, Personal Accountability, Sportsmanship"

Tennis South Africa remains committed to these and we believe every decision we make has as its foundation these three core components.

BOARD OF DIRECTORS:

Your Board met four times during the past year. The TSA Board is a unitary body consisting of both elected (ten) and co-opted (six) members. Four of the co-opted members are Special Interest Group appointments – namely seniors, coaches, wheelchair and schools. Board Meetings are robust, proposals are rationally debated, and informed decisions are made.

Governance remains a non-negotiable element of all interaction, interrogation and decision making. In line with good governance practices, principally guided by King IV, various Board sub-committees exist and hold meetings, both in person on a scheduled basis and telephonically - as the need arises.



Muditambi Ravele – who has joined the TSA board as the Wheelchair Tennis SA representative.

Terms of Reference have been drawn up for each of these Committees and, as and when approved by the Board, are added to the documentation available to all stakeholders on our website. That said, most of the sub-committees have functioned well, and a significant amount of positive work and results has emanated. Without doubt it is in these committees that most of the work is done by Board Members in conjunction with our Chief Executive Officer (CEO) and senior staff members.

I take this opportunity of thanking Ronnie VT Hoff for his contribution over several years to the Board, both as an elected member and the Special Interest Group representative for seniors. Ronnie also chaired the important Audit Committee portfolio which he led in an exemplary manner and with unquestionable professionalism. In addition, I acknowledge the significant contribution Ronnie made in leading our Federation through the development of our Strategy Document and the formulation of our Vision, Mission and Value Statements.



Rose VD Meer, the Special Interest Group representative for Wheelchair Tennis also stepped down during the year concerned after some time on the Board. Rose's passion for tennis, is unequalled. We wish her and her husband all the joys of parenthood going forward.

We welcomed Bertie Conradie and Muditambi Ravele to the board as the Senior's and Wheelchair representatives respectively.

In this coming year a Code of Ethics for Board Members will be drawn up and prepared for consideration by the Board and Council. This document will incorporate all the requirements contained in the King IV recommendation and those that will be contained in the International Tennis Federation Code of Ethics document that is currently under review within our mother-body.

I remind everyone that no Board Member is remunerated for his or her services as a director of the company. Several Board Members also do not accept reimbursement for their costs incurred in travelling to Board, Committee Meetings and other Federation commitments. On both counts I thank members most sincerely.

AUDITORS AND AUDIT COMMITTEE:

In early February this year we were engaged by our auditors of many years, Haroon Takolia & Company, and advised that certain challenges had arisen within their organization relating to the person appointed as the principal auditor responsible for our annual audit. Changes in the regulations governing the audits of national bodies requires that the principal must be rotated every five years, with further changes ahead where the actual audit firm also must be rotated.

The culmination of this process was the decision by the Audit Committee to recommend to the Board that Tennis South Africa change auditors. Various audit firms were engaged and Mahdi, Meyer & Steyn were duly appointed. I take this opportunity of thanking Mr Haroon Takolia for his services, sound advice and guidance over the many years he and his firm were our auditors.

With the stepping down of Mr Ronnie VT Hof as a Board Member, the position of chairman of the Audit Committee became vacant. On assessment of and further careful consideration of the current Board Members commitments, it was decided to appoint an independent Audit Committee chairperson. Mr John Seymour, a chartered accountant, with considerable experience on serving on Public Benefit Organizations Boards and Audit Committees, was approached and accepted this important position.

TASKFORCES:

In line with the International Tennis Federation's initiative of forming taskforces of person's who have specialist expertise, experience and knowledge in specific areas of tennis, your Federation has likewise constituted three such Committees, namely:-

- High performance
- Women's tennis
- Constitutional



Person's serving on these taskforces include board members and other invited persons. The non-board persons participating in each of these taskforces, apart from being appreciative of being called upon to serve and thus contribute to tennis in South Africa, have made and are making a significant contribution in making recommendations to the various sub-committees of and the main board itself. I am confident that the recommendations that come from these bodies will result in change for the better in our organization.

The High-Performance Taskforce has produced a Selection Criteria Framework document which sets out the guidelines for all stakeholders regarding the selection of juniors for National Teams. This document continues to be a "work-in-progress" and further to a combined workshop that has been held consisting of both the High-Performance and Women's Taskforce post March 2018, further refinements will be forthcoming.

The Women's Taskforce consists of three work streams consisting of developing tennis in the areas of High-Performance, Federation Cup and Schools. Much of the work being undertaken by this Taskforce compliments work being undertaken by the High-Performance Taskforce, although with a focus on women.

The work of the Constitution Taskforce has in principle been concluded with the presentation of a finalized Constitution for ratification at the August 2018 Special General Meeting. That said, it is my intention to retain this Taskforce as a reference group for interpretation of the Constitution as and when required and for review purposes – a Constitution is a living document.

FINANCES:

The Board, and, particularly the MANCO and the Risk and Audit Committees, have monitored our financial position carefully over the past twelve months. It is with some pride that we, without doubt, find ourselves in a significantly better financial position than twelve months ago. Our surplus is more than ninety (90%) percent better than last year and our cash reserves some fifty (50%) percent better. More importantly has been the growth in revenue over the previous year by some fifty (50%) and the ability to increase our investment expenditure in the areas of development and high-performance. I acknowledge with thanks the significant contributions from our sponsors, the Department of Sport & Recreation, National Lotteries Board and the International Tennis Federation.

Let us never forget that we are running a business and without financial resources and income streams we cannot hope to realize what our Vision, Mission and Values task us to do.

STAFFING:

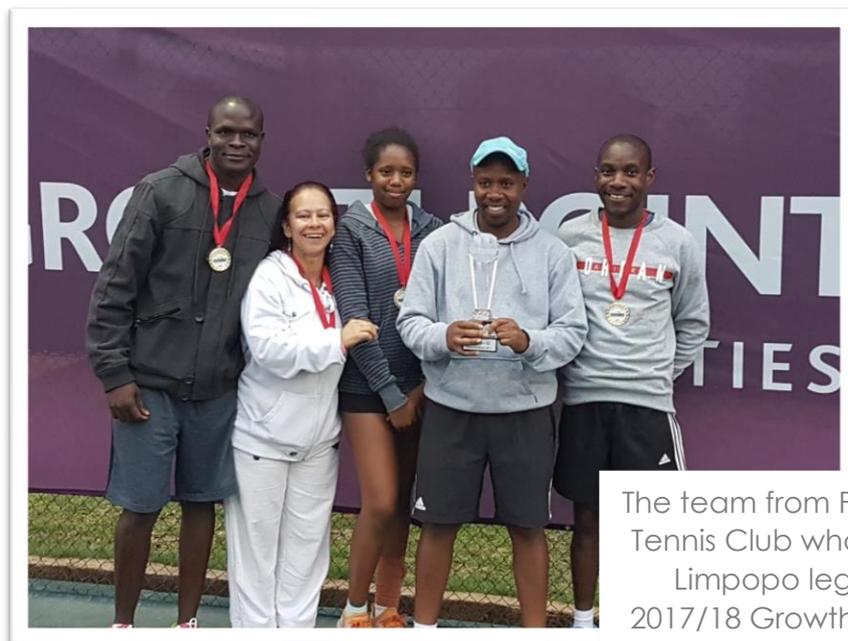
It is my view that our staff, under the able leadership of Richard Glover, our Chief Executive Officer, is a happy and motivated team – albeit overworked. All of them work long hours way and beyond the call of duty.



As part of the process of increasing and improving the capacity and abilities of the office two full time managers were appointed during the year, name Andre De Beer and Ghizela Enslin, in charge of high performance and coaching respectively. Already their respective contributions to the improved performance of the office are being noticed.

The CEO and MANCO continually assess the staffing needs of tennis – without doubt we remain under-capacitated but limited by funding. The Remunerations Committee decided to increase our staff's salaries with effect from 1 May 2018 to bring them closer to industry norms. My sincere thanks to each one of our loyal staff for both their individual and collective contribution to Tennis South Africa this past year.

CLUB TENNIS:



The team from Polokwane Tennis Club who won the Limpopo leg of the 2017/18 Growthpoint Top Guns.

The level of participation and the standard of club tennis in South Africa remains a challenge. The statistics reflect that close to six million people watch the grand-slams on television in South Africa when these are being played (I would be interested to know whether this figure was higher when Kevin Anderson was playing in the US Open and Wimbledon finals), seven hundred thousand people are considered to be tennis players in South Africa (defined as someone who plays tennis at least twice a month) but less than fifteen thousand belong to affiliated tennis clubs.

Whilst Tennis South Africa has neither the mandate nor capacity (or intention) to assist in the day to day running of clubs, we do believe in creating an enabling environment that will hopefully assist clubs with the running of their affairs and holding events that require clubs to enter teams. Further to this, in 2017 we launched the very successful Growthpoint Top-Guns competition which invited entry from affiliated clubs all over the country on a Provincial basis. The winners of the Provincial events were then invited to Sun City by us and were hosted to a long weekend of finals tennis. This whole event was without doubt a resounding success and will be amplified this 2018 year.



We are also looking to improve our offerings to ordinary club members over the coming year be it in the form of better communication and special offers for various tennis apparel and merchandising.

DAVIS AND FEDERATION CUP:

As I mentioned above both our Davis and Fed Cup Teams were promoted to Euro Africa 1 and Euro Africa 2 Divisions respectfully – the former beating Denmark in September 2017 and the latter because of winning their round-robin event in Montenegro. These were important steps in our overall strategy - which has as its goal our return to the World Group Divisions of both competitions.

Unfortunately, our first Davis Cup tie of the 2018 event was against Israel at home which we narrowly lost, which puts us in the position of having to win our tie in October 2018 against either the Ukraine or Portugal. The importance of the October tie has been elevated with the likely changes in the 2019 Davis Cup format as the highest ranked Davis Cup team from Africa in the Euro Africa Group 1 Division will likely be promoted to play in the World Group Division. At present South Africa is the highest ranked country in Africa which means that, if we are successful in October, we could be promoted to the top Division.

We have also begun assisting our Davis Cup team members and certain of our Fed Cup team financially with a monthly stipend and in certain instances with travel grant assistance. This assistance comes with a reciprocal requirement to play Davis Cup and Fed Cup ties when selected. In the past we have not been in a financial position to do this. This has without doubt been appreciated by the team and I am convinced has added significantly towards our successes over the past twelve months.

Finally - the terms of appointment of both our David Cup and Fed Cup Captains ended with the conclusion of 2017. As is procedure, we conducted a vigorous appointment process, and this resulted in Marcos Ondruska being reappointed Davis Cup captain and Rene Plant being appointed Fed Cup captain. Our congratulations to them both. I would like to thank Earl Grainger who held the Fed Cup captaincy for the past six years for his contribution towards captaining and coaching the national team.

INTERNATIONAL TENNIS FEDERATION:

We remain a committed and active member of the world's mother body of tennis (we are one of its founder members). This organization continues to reassess its position in the world of tennis – the 2018 Annual General Meeting of our mother body looks to be a watershed one with urgent and necessary changes *inter alia* being voted on to Davis Cup, the implementation of a Transition Tour, and Board Membership composition. Both your Vice-President and I have been intimately involved in the processes involved in formulating what we believe are proposals that will not only ensure the primary function of creating a much-improved enabling environment for the enhancement of the game of tennis but also the allied requirement of having a sustainable business model that assures all stakeholders that their needs are met well into this current century.



Tennis South Africa is fully committed to all the proposed amendments as tabled by the International Tennis Federations Board of Directors. In the case of Davis Cup, the proposed changes to the World Group division of still having a "home and away" ties adequately cater for those nations who have little or no international tennis opportunities to host world class tennis. Furthermore, the significant additional funding that results from the changes will mean that host nations and players in all divisions of the event will receive additional funding and prize money. The likely prospect of additional development funding coming from the event's likely surpluses also provide a compelling reason to support the changes to the 2019 Davis Cup.

In the likelihood of success, similar changes will be most likely be made to Federation Cup in 2020. The Transition Tour offers much needed events to young lower ranked players and in our case we believe this is an opportunity not to be missed. We have already engaged with several our neighbouring countries with the view to have a Transition Tour swing of tournaments in Southern Africa in 2019. This will be of considerable cost saving to our players who will not have to spend significant sums on travel.

Both Riad Davids and I continue to nurture Tennis South Africa's relationship with the ITF. We firmly believe that as South Africa strives to re-establish its position as a "world-class tennis nation" we need to positively engage with and be part of the International Tennis Federations processes, engagements and structures. To this end already we both believe that TSA has already benefitted in terms of additional funding and recognition.

Riad and I retain the opinion that there continues to be significant improvements and advances being made in our ultimate mother body. The greater inclusiveness, treating people with respect, conducting business with integrity and focusing on the development of the game at grass roots level are to be commended and supported.

CONFEDERATION OF AFRICAN TENNIS:



TSA received a special recognition award from CAT for our progress in 2017. Pictured: Tarak Chérif (CAT), Riad Davids (TSA) & David Haggerty (ITF).



Tennis South Africa is a member of the African tennis body. African tennis is notable for the fact that most tennis is played in the north and in the south with generally a large void in-between. Facilities are likewise largely situated in the north (mainly clay) and in the south (hard court).

We have taken the decision to be proactive in the southern region - as the biggest tennis playing nation south of the equator - to engage with our neighbours with the view to creating a tennis hub that will *inter alia* promote and develop tennis particularly about initially co-operating with the holding of Transition Tour and Futures events in 2019.

In addition, over the last couple of years we have hosted ITF technical official (umpires) courses in Stellenbosch around the three weeks of Futures events. Officials from all over sub-Saharan Africa have attended these courses. We have also, in conjunction with an application to the International Federation, commenced the process of applying to be a host country for an ITF High-Performance Centre (most likely Cape Town).

Whilst Tennis South Africa has good relationships with most African tennis nations, it is our view that the level of activity and co-operation between countries needs to be increased significantly for tennis to be a meaningful sport on the continent.

PROSPECTS FOR 2018/19:

I have already addressed the question of our significantly better financial position earlier in this Annual Report. That said the Board of Tennis South Africa (including our CEO) is continually assessing and evaluating opportunities to improve revenues. Tennis South Africa is committed to be a self-sustaining business that is not dependent on grants from the Department of Sport and National Lottery Board.

The Board of Tennis South Africa will continue its strategy of:-

- reassessing what its stakeholders want and need, against the cost of providing such services;
- changing tournaments into events that result in an income;
- carefully assessing the overhead structure to ensure operations run at maximum efficiencies;
- actively seeking sponsorships with potential stakeholders who wish to see the game of tennis prosper at all levels.

As indicated previously we are looking to actively engage with the International Tennis Federation and our neighbouring tennis countries to create a “swing” of Transition Tour events. We also remain committed to the three weeks of Futures Events in Stellenbosch and are still hopeful that the numbers of these events will increase over the next couple of years. To this end Riad Davids and Richard Glover have accepted appointments as directors on the non-profit company that hosts these Futures Events. Furthermore, we have applied for an ITF Grade A Junior Event in 2019 which, if successful, will result in us hosting and seeing world class junior tennis in the country.

Transformation and development in our game is a non-negotiable. The TSA Transformation Charter was ratified at our 2017 Annual General Meeting. We are now



part of the Eminent Persons Group reporting requirements and are evaluated on an annual basis. I would appeal to all our stakeholders to support with the collection of the data that our office needs to compile these reports. The support we need from SRSA and SASCO depends on this.

The 2018/19 has been and is busy to date. We have been promoted to the Euro Africa Group 2 Division of Federation Cup, we have held several high-performance camps for our up and coming juniors, the Growthpoint Super 8 continue to grow in stature, we are actively involved in promoting and playing beach tennis and have launched three Growthpoint Development Centres in Cape Town, Soweto and Tshwane. We have been actively assisting a number of our high-performance players financially in their endeavours overseas and are part of a joint venture with the University of Stellenbosch that will look to both retain our top players in the country and simultaneously provide them with a world-class education.

I cannot conclude this section without once again acknowledging Kevin Anderson's and Raven Klaasen's successes at Wimbledon in July. Their successes once again underscore the necessity to have role models in our sport to which people aspire. Both their successes have helped raise the profile of tennis in South Africa and it is for us as a Federation to build on this interest they have helped elevate.

CONCLUSION:

Last year I reflected that I believed we as a Federation were in a better place than we were the year before. It is with confidence that this year I can say that we are in a better place and space. Success comes from team work and I can state that without reserve that Richard Glover and his team need to take most if not all the recognition in this regard. Thank you and well done from all of us.

I thank the Board, of which I am one part, for their individual and collective enthusiasm, passion and determination to strategically guide our organization to better levels. Interactions and meetings are informative, robust and invigorating – always with the goal of creating an environment conducive to the fostering of the game of tennis at all levels with the goal of wanting to see someone playing tennis somewhere every day.

The future of tennis in South Africa is in good hands. I believe we are meeting our goals and expectations. We will be inclusive, we will listen, and we will deliver.

Thank you.

Gavin Crookes.
President – Tennis South Africa.





The CEO's report

Let's talk about apples.....

I have this theory that people within our local tennis community can be grouped into three distinct categories. The mindset of these three groups or categories can be demonstrated by using the simple analogy of giving someone an apple.

If TSA was to give each person in each group an apple the collective group reaction would be as follows....

GROUP 1: "Thanks for the apple – awesome, great to see some progress and TSA finally producing some apples."

GROUP 2: "Thanks for the apple, but why only one apple? I need three apples. Why are you giving other people apples? TSA - you are wasting your apples."

GROUP 3: "Typical TSA, giving me an apple when I really want an orange – oh I remember the 'good old days', when oranges grew plentifully on the trees at the TSA farm."

Don't get me wrong, I don't have an issue with any group, all three are important and necessary – indeed group two and three keep TSA honest, accountable and focused on the task at hand.

However, as CEO of TSA it is my role to try and migrate as many people from group two and three into group one and while all three groups seem to be sizeable, it does feel like group one is growing.

This is my first full year in the position and I have been pleased with the progress we have made to this point. However - I recognise our many challenges.....

- Are we growing enough apples? **NO!**
- Are we growing enough apples of different colours? **NO!**

However - I do think more and more people are sitting up and taking notice of our little apple farm! Ok....enough of the heavy-handed apple analogy!



Which group do you sit in?

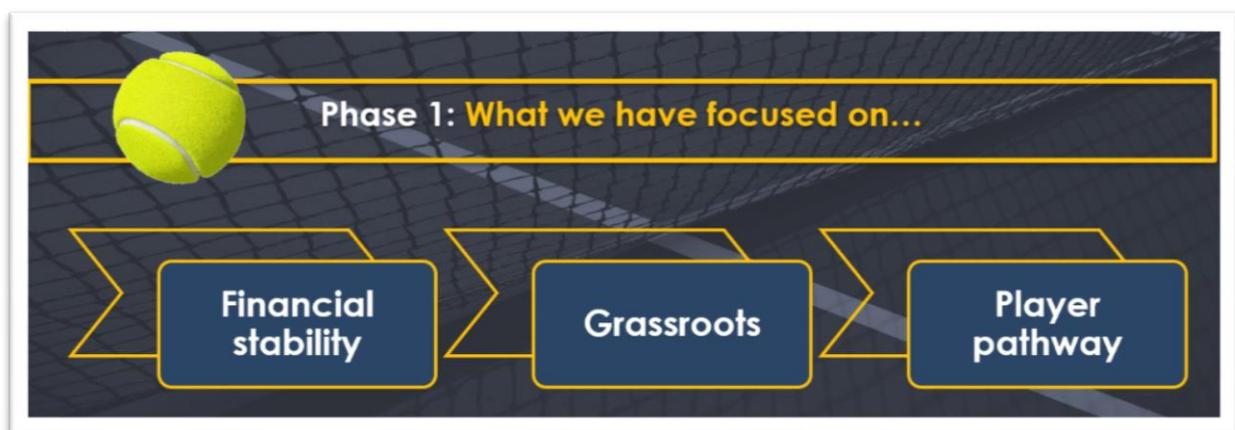


You will not always agree with what we are doing – trust me I read your emails - but I don't believe anyone can criticise us for not trying. Also, the fact you are willing to reach out and provide (mostly) constructive criticism is a positive sign.

Our focus for the year in review has been on building a more professional organisation - underpinned by four key foundations:

- A fresh and dynamic culture,
- Strong governance,
- Improved communication
- A clear plan for where we want to go and how we are going to get there.

All four of these foundations are a work in progress – this is perhaps best illustrated by our plan – which is based on a phased approach and phase one has been about rebuilding in three areas:



Financial stability has been the number one priority. We have a long way to go, but we are in a much healthier position than we were a year ago and hope to show further improvement this time next year.

This is mainly down to the financial contributions of the nine sponsors secured in the last 18 months. We appreciate and value the investment that every one of them has made into local tennis. They are helping us build a platform for the future.

Indeed, their investment has enabled us in turn to start to focus on the grassroots (Top Guns, Development Centres, new formats such as beach tennis and cardio tennis etc) and the player pathway (national squads, financial support for selected players in our Davis Cup and Fed Cup structures).

As an aside, two sponsorships secured after the end of the financial year in review - Wiphold and BNP Paribas – will help us to further strengthen these three critical focus areas. Wiphold are on board as an official supporter of women's tennis, while BNP Paribas are the title sponsor for our new Coaches Mentorship Programme. Both are exciting interventions that should bear fruit (or is that apples?) in the coming years.

The work in these three areas is largely unfinished and will continue, however – increasingly - attention is turning to phase two – which in simple terms is about:

1. Growing schools tennis
2. Bringing more international events and tournaments to South Africa (both from a junior tennis and professional tennis perspective).



If we can focus on building on these four key areas - namely:

- Financial stability,
- The grassroots of the game (including schools),
- Our player pathway
- international tournaments in South Africa

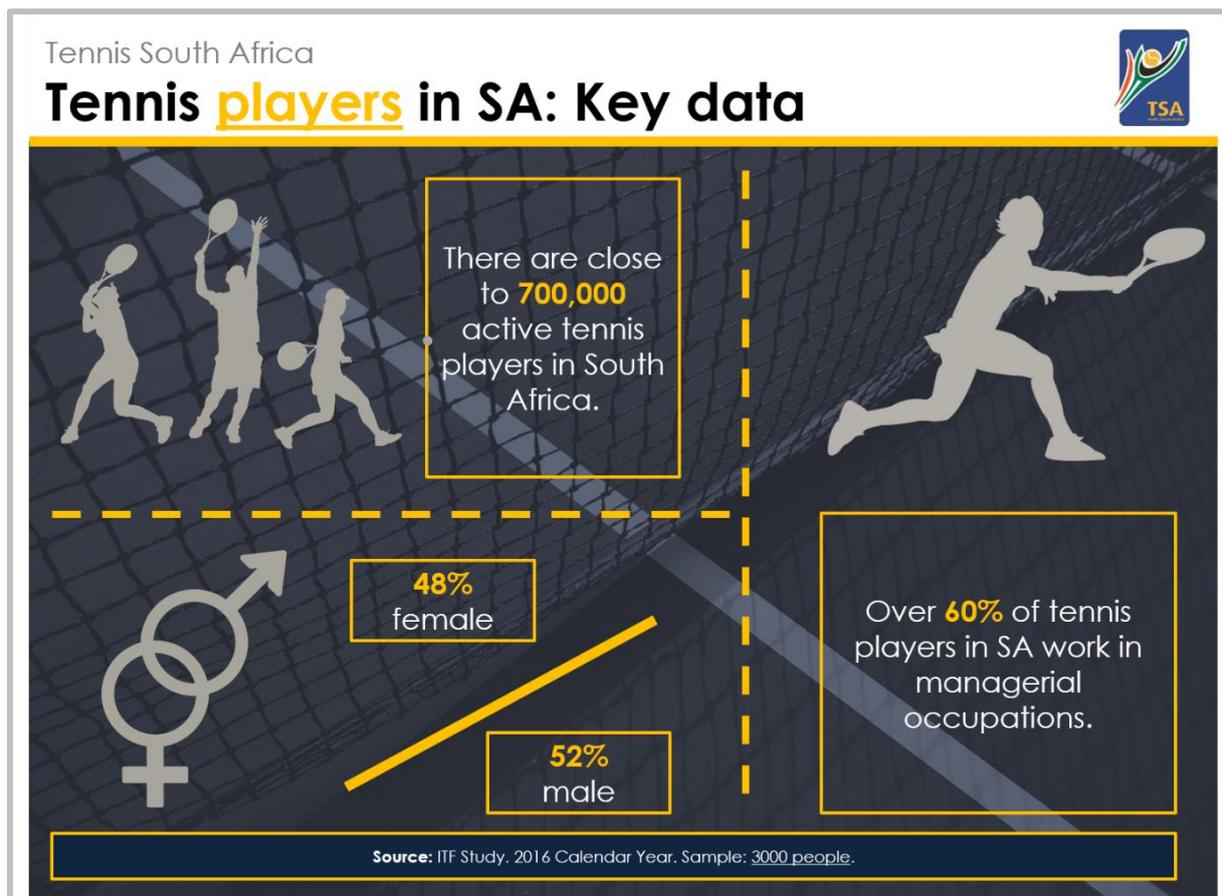
Then we can grow a healthy sport for all communities in our country.

Will we achieve everything we set out to do? No, we will not...life does not work like that and we will always be affected by our socio-economic environment.....but we are going to have a proper crack!

I would like to conclude my section of this annual report with a big thank you to - all the staff at the TSA office for their hard work, the many unsung heroes within our provincial committee and officiating structures and the hundreds of volunteers across the country - who sacrifice many hours next to a tennis court.

Right – time for me to go. For some reason I have a craving to eat an apple.

Richard Glover.
CEO – Tennis South Africa.







Overview of our governance

TENNIS SOUTH AFRICA BOARD OF DIRECTORS:

The board of directors' key purpose is to ensure the company's development and growth, by collectively directing the company's affairs, whilst meeting the appropriate interests of its stakeholders. The board meets four times a year to review all aspects of the business of the Federation. The current board of directors at TSA is as follows:

Name	Designation
1. Gavin Crookes	President & elected board member
2. Riad Davids	Vice-President & elected board member
3. Hubert Brody	Elected board member
4. Shaun Liebenberg	Elected board member
5. Zaida Beukes	Elected board member
6. Anthony Loubser	Elected board member
7. Jacob Klaasen	Elected board member
8. Fuad Cassim	Elected board member
9. Allan Karam	Elected board member
10. Gustav Fichardt	Elected board member
11. Gugu Ntuli	Co-opted board member
12. Geoff Whyte	Co-opted board member
13. Bridget Visee**	Coaches Representative



14. David Jaquire**	Schools Representative
15. Bertie Conradie**	Seniors Representative
16. Muditambi Ravele**	Wheelchair Tennis Representative

Note: **represent a special interest group or an associate member of the Federation.

BOARD SUB-COMMITTEES:

The sub-committees consist of board members and each focus on a particular task or area. The TSA sub-committees (and chair-person for each) are as follows:

- **MANCO:** Gavin Crookes
- **Audit:** John Seymour
- **Risk & Ethics:** Hubert Brody
- **Transformation & Development:** Anthony Loubser
- **Remuneration:** Gavin Crookes
- **Innovation:** Gugu Ntuli
- **International Tennis:** Jacob Klaasen
- **Juniors:** Riad Davids
- **Seniors:** Bertie Conradie
- **Coaches:** Bridget Visee
- **Technical & Officiating:** Gavin Crookes

All committees meet at least twice per year. The committee which meets most regularly is the MANCO. This committee is made up of the TSA President, Vice-President and two board members, as well as the TSA CEO and key staff, and is responsible for providing oversight on operational and management decisions.

TENNIS SOUTH AFRICA HEAD OFFICE:

Comprises of the CEO and 15 Staff Members based in Centurion, as well as at our three Growthpoint Development Centres in Cape Town, Soweto and Atteridgeville. There are various departments within TSA (Coaching, high-Performance, Junior Tennis, Senior Tennis, Officiating, Tournament Structures and running of Events, Admin & Finance). Head Office attends to all queries and assists stakeholders daily to ensure the smooth running of Tennis in the Republic.





Financial matters for the year

The full audited financial statements for the 2017/18 financial year will be released once they have been approved at the Tennis South Africa AGM – taking place at the end of September 2018. What follows is a high-level snap-shot of the Federation’s financial performance from the 1st April 2017 to the 31st March 2018. As a result, these financials exclude recent sponsorship developments such as the securing of Wiphold and BNP Paribas as new sponsors of Tennis South Africa.

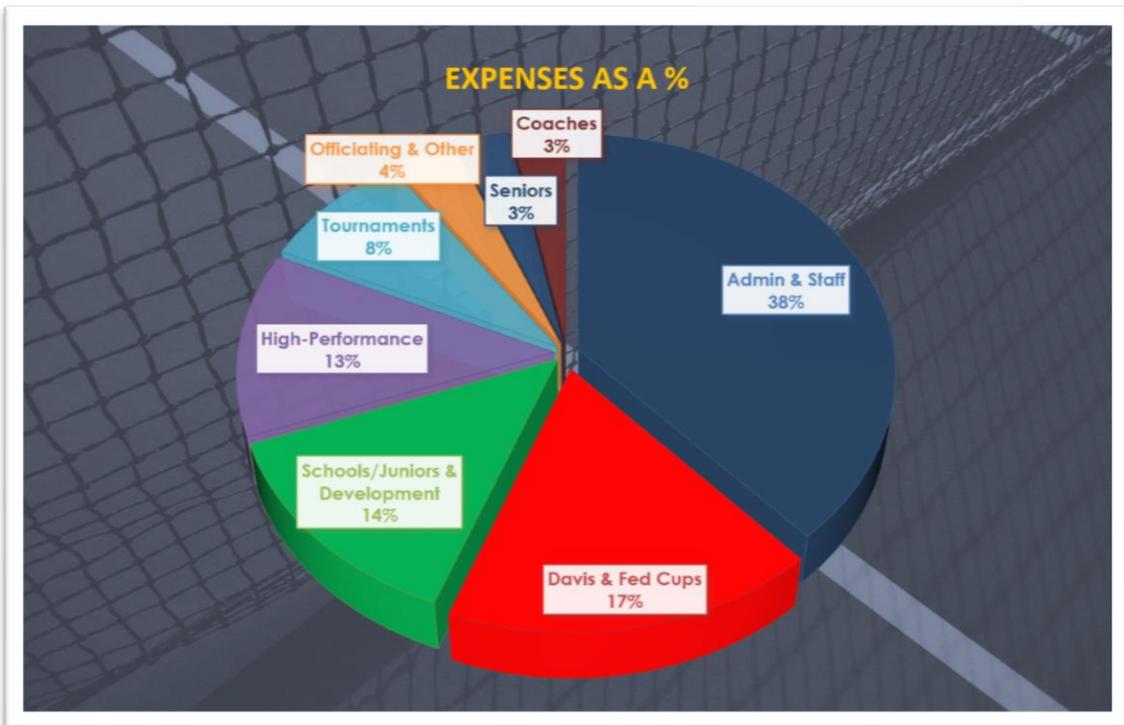
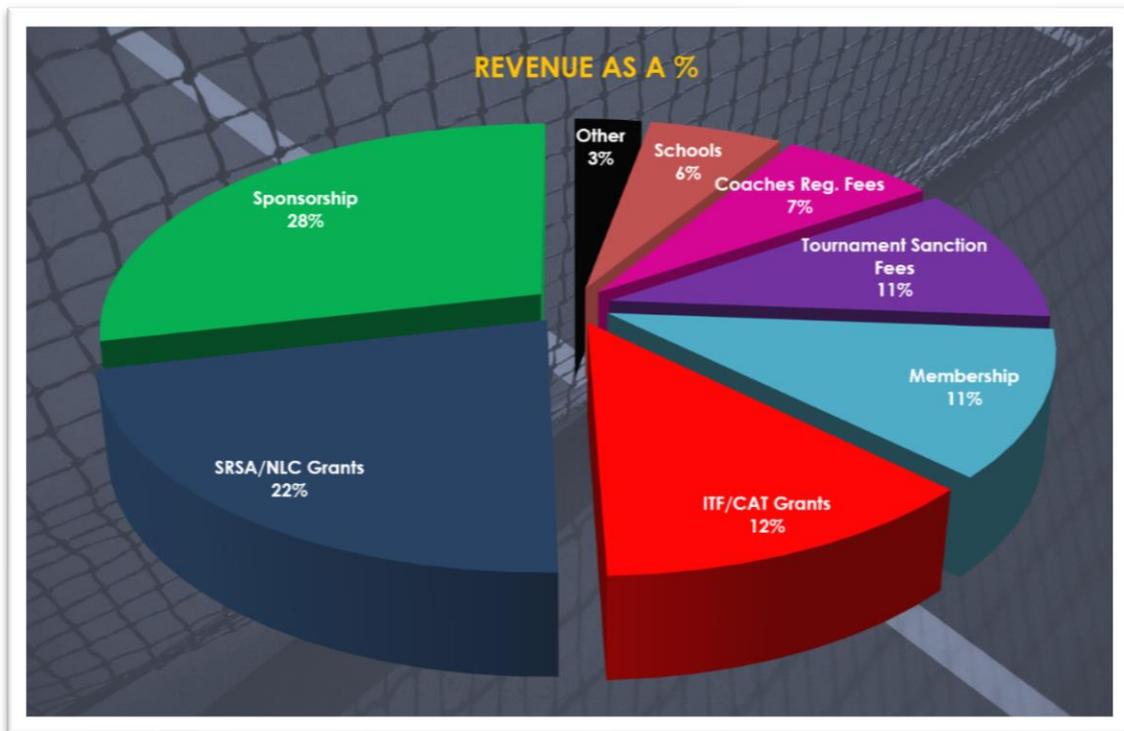
FINANCIAL PERFORMANCE:

Below is comparison of the performance of the Federation over the last three financial years.

	2017/18	2016/17	2015/16
Total Income	R20 663 057	R13 998 350	R13 093 882
Total Expenses	R20 297 763	R13 944 078	R15 079 063
Surplus/(Deficit)	+R365 294	+R54 272	-R1 985 181



REVENUE AND EXPENSE ANALYSIS:







Department & affiliate reports

These reports mainly cover the period from the 1st April 2017 to the 31st March 2018.

HIGH PERFORMANCE



Some of our U14 girls flying the flag in Africa.

HIGHLIGHTS OF THE YEAR IN REVIEW

AJTC's 14 & Under - Date: 27 June - 2 July 2017, Tunisia - SA 14's & Under girls came 2nd

"Young Stars" Europe Tour - Date: 6 July - 17 August 2017 - Carl Roothman and Connor Kruger were invited to take part in the 2017 edition of the Young Stars Europe Tour.

CAT Junior Masters - Date: October 2017 - South Africa was well represented by some of our top 14 & Under players, namely Carl Roothman, Christine Kruger and Connor Kruger.

Australian Open Juniors - International tour - Date: 6-18 January 2018

Players: Philip Henning, Christiaan Worst, Charl Morgan, Marne Dercksen, Myah Petchey. Coach: Allan Karam



Philip Henning: Round of 16 singles & ¼ finals doubles at the Australian Open Juniors

Zonals u/14 & u/16: Gaborone, Botswana - Date: 7-16 January 2016 - Both u/14 boys & girls and u/16 girls qualified for AJTC's in June 2018

12 & Under team event - Date: 14 - 18 March, Bulawayo, Zimbabwe - Both u/12 boys and girls qualified for AJTC's in August

ITF/Cat 18 & U African junior championships - Date: 2-18 March 2018, Marrakesh, Morocco - Philip Henning AJC Junior Champion

14 & Under AJC/CAT circuit - Date: 21-31 March 2018, Pretoria, SA - SA hosted a very successful event. Girls - Runners up in doubles. Boys – Anro Nel 4th position in the singles

TSA HP Junior national squads - Camp 1 - Date: January 2018. We had a very successful national training camp for u/12's - u/18's in January. A total of 104 TSA high performance squad players attended. Two more camps for 2018 are planned where the focus will primarily be on the u/14's - u/18's

Financial assistance from ITF – Grand Slam Development Fund - TSA junior and senior players received financial assistance from ITF through the GSDF:

- Lloyd Harris, Philip Henning and Chanelle Simmonds – Grand Slam Development Fund
- Lara van der Merwe, Delien Kleinhans and Kholo Montsi – ITF/CAT touring team to North Africa
- Philip Henning: GSDF A-Team to Europe.

KEY FOCUS AREAS:

1. Better support for our National Junior High-Performance Squads

- Establishing LTPD pathways for players and coaches
- Creating a training support program
- Setting benchmarks – physically, tactically, mentally, technically
- Annual planning and periodization and tournament schedules
- Fitness and Condition planning and monitoring

2. Clear planning for our High-Performance Elite players for 2018/2019

- Key focus: Annual planning - planning and periodization for our top junior players
- US College tennis pathway: High Performance U/18 players
- TSA HP department to create better guidance for players/parents wanting to follow the US college tennis pathway
- Junior ITF's and Futures pathway: High Performance U/14 - U/18 players
- Establishing an ITF ranking from age 16 and start playing ITF's from age 14
- TSA/University of Stellenbosch project: Launching in January 2019
- Studying and training in a High-Performance environment

3. Provide support to create a good Fed Cup structure

- Fed Cup 2018: 16-21 April, Montenegro: Very successful campaign in Montenegro. SA Fed Cup team winners and promoted to Euro Africa Group 2 for next year
- TSA & Wiphold U/16 Girls super squad: A Total of six U/16 girls will be selected. They will get an opportunity to travel as a squad and participate in selected ITF



junior tournaments. They will also be monitored in terms of physical conditioning and fitness testing

4. Educate parents on Fitness and Conditioning structure for junior HP players

- Better understands and implement concept of peaking and tapering physically
- Diaries of daily training and well-being.

5. Focus on High Performance pipeline – Transition from juniors to Pro

- Coaches to follow a holistic approach (physical, tactical, mental, technical) in terms of LTPD for their players
- Junior Academy visits: TSA HP to visit Academies and continue to train/travel with the top SA juniors. Training is done on a weekly basis in preparation for National and ITF junior tournaments

6. High Performance Junior National team coaches

- A total of nine TSA touring coaches (3 per age group) were selected at the beginning of 2018
- These coaches are appointed for a two-year period. The aim is to work closely with their respective age group players and guiding these players on their LTPD pathway.

COACHING



Neville Godwin – the 2017 ATP Coach of the Year presenting at the National Coaches Conference.

ITF SILVER STATUS

Progress have been made in the following areas:

1. **CPD workshops (requirement):** Most provinces were asked to complete 2017 workshops by March 2018. The concern is that some Provinces were unable to for several reasons: Provinces submit dates too late and then the numbers that sign up are too low, a lack of entries to attend, lack of communication etc.



2017 Provincial workshops that still need to take place are Boland, Mpumalanga, Gauteng East. Limpopo remains a problem for the Province had no activity in 2017/2018.

245 Coaches attended Provincial CPD workshops in 2017/18. Northern Cape coaches attended the Free State CPD workshop. Mpumalanga hosted a Play Tennis update course which is part of the continuous coach development.

2015-2017-point cycle ended 31 March 2018. Coaches must maintain 10 structured points over 3 years. Structured Points: 1 credit = 1 hour of tennis specific/TSA approved courses/ seminars/ workshops/ conferences. Unstructured Points: ½ credit = 1 hour of relevant/sport science/nutrition/online courses/first aid etc.

2. **Tutor training (ITF recommendation):** Play Tennis Tutor training held on 28 & 29 January. 12 Candidates (GAU, WC, LIM, MP, NC, KZN, NW, EC) completed the course of which 8 were black and female candidates. Candidates will complete training by assisting at the next Play Tennis course in their Province. We aim to have all Provinces self-sufficient by 2019.
3. **ITF/Olympic Solidarity Regional Coaching Advanced Players (Level 2):** 7 of 13 Candidates from South Africa were black or female coaches. All facilitators were local: Andre de Beer, Pieter Joubert and Ghizela Enslin. TSA Continue to be a leader in coach education in our region and Tapiwa Masunga (Development Officer Southern Africa) requested TSA to send a tutor to present a tutor course for the region.

COACH EDUCATION

1. **General Update:** TSA's first National Coaches Conference took place 5 & 6 April 2018 at Free State Stadium as well as Oud Studente Club. Over 100 coaches from across SA attended the two-day workshop. The five-hour workshop welcomed Neville Godwin and Cyril Genevois as expert speakers. Overall, feedback was positive, but the department will look to improve the event next year.

TSA worked on a bid for the 2019 Worldwide Coaches Conference but decided not to submit due the financial burden that would be incurred.

- 37 x Coach education events took place during the calendar year:
- 1 x Annual National Coaches Conference
- 9 x Provincial CPD Workshops
- 3 x Volunteer Courses
- 9 x Play Tennis Courses
- 9 x Pre-2008 Play Tennis Update Courses
- 3 x Instructor Courses
- 1 x Advanced Instructor
- 1 x ITF Regional CAP Course

2. **Courses:** Worldwide Coaches Conference: 5 South African Coaches attended the Worldwide Coaches Conference in Bulgaria in October 2017.



Pre-2008 Update Courses: 9 x Provinces hosted free update Play Tennis courses and can now apply for dates to host free Level 1 Instructor courses which commenced April 2018. Majority of the responses we received regarding the updates have been positive. Most coaches welcomed the gesture from TSA and appreciate the effort. 149 coaches attended and passed.

3. Course Assessment Procedures: This is the first-year official face to face assessments were removed from the courses in order for course candidates to go and do apprenticeships before submitting assessments. Course tutors are concerned with the number of candidates that don't complete the assessments as well as the admin and problems involved with the assessment process.

4. Centre of Apprenticeship Programme: The first year was a trial to present coaching course candidate's opportunity to prepare for assessment and gain experience to enter the coaching profession or further develop as a coach. Challenges are that some CAPs do not apply the modern methodologies not assisting with the long-term development of coaches.

Accredited Centres this year:

- 55 BRONZE Level
- 25 SILVER Level
- 2 GOLD Level
- 2 PLATINUM Level

PROVINCIAL MATTERS:

Provincial coach's chairpersons meeting was held on 3 February 2018 with 14 representatives attending. The main discussion points on the agenda were: General update; TSA constitution; Provincial Committees & responsibilities; Pirate coaches; Coach licensing/registration; Transformation; Coach Education; and SASCO update.

Official TSA Letter to clubs and schools that employ unlicensed/unqualified coaches were circulated to all chairpersons.

Concerns after the meeting: some Provinces are not requesting dates for events in their Province / Province not following up or sending letters out to unlicensed/unqualified coaches / lack of communication.

Limpopo finally established a committee.

COACH REGISTRATIONS FOR 2018/19:

Benefits include: Provincial CPD, Free to attend level 1 update courses, Free entry to NCC 2018, 40% off Rudy Project sunglasses and High5 Nutrition products online. Coaches had until 31 March to make payments. Full license fee: R1800. Play tennis trainer fee R1560. TSA offer two payment options this year. 1. Full payment/2. Pay off with 4 instalments.

New 2018 Coaches Policy was circulated to all coaches.

- 671 Licensed Coaches on the database at the end of the year.

Concern is that TSA continue to receive late payments and there is no penalty.



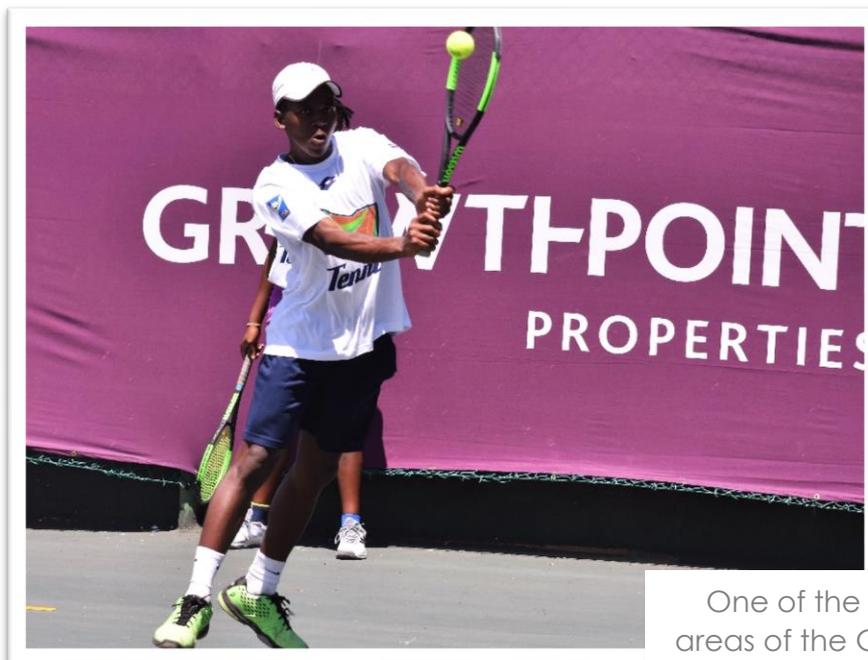
UNLICENSED/UNQUALIFIED COACHES:

Since November 2017 the department and the CEO have contacted coaches at large academies, schools or clubs. Progress have been made, however, this continuous to be a challenge the coaching department.

BNP PARIBAS COACHES MENTORSHIP PROGRAMME:

Coach Mentorship Programme. The new programme is being rolled out on a trial basis in 2018 and the first year will focus on 45 coaches across South Africa. TSA's intention is to initially assist coaches who have undertaken courses - especially at Play and Stay level or higher but have not had the opportunity to create a sustainable career for themselves as tennis coaches. Provinces could nominate candidates and encourage candidates to apply until 26 March. After the deadline applications were sent directly to TSA. More detail on this programme is provided in the Development report that follows.

DEVELOPMENT



One of the key focus areas of the Growthpoint Sponsorship are our new Development Centres.

DEVELOPMENT CENTRES:

Thanks to the support of Growthpoint Properties, we have begun to roll our centralised Development Centre programme - in selected Provinces in South Africa.

Three are currently operational:

- 3 Anchor Bay (Cape Town)
- Arthur Ashe Tennis Facility (Soweto)
- Atteridgeville (Tshwane)



Atteridgeville is the latest to launch and was selected after a comprehensive tender process run by TSA, in conjunction with Gauteng North Tennis and the City of Tshwane.

Meanwhile, TSA is also currently providing funding for the growing development programme in Durban – run by eThekweni Tennis. This programme will shortly be rebranded as a Growthpoint Development Centre. The fifth centre will be launched in the Eastern Cape in due course.

Anchored by a highly qualified coach, these Centres have three key focal points:

1. Supporting existing grassroots initiatives in each Province.
2. Partnering with local primary schools to provide tennis in their Physical Education lessons.
3. Providing a high performance programme for the best talent identified via above initiatives.

SCHOOLS:

A key challenge in the schools development space is the lack of schools tennis structures in some (albeit not all) Provinces. Moving forward - TSA is looking to work with Provinces (and then districts) to ensure these structures are in place.

BNP PARIBAS COACHES MENTORSHIP PROGRAMME:

One of the most exciting initiatives in the development space is the Coaches Mentorship programme which will really gather momentum in the next financial year (1st April 2018 onwards.) The programme aims to widen the demographic of registered coaches in South Africa by providing more sustainable opportunities for black and/or female coaches.

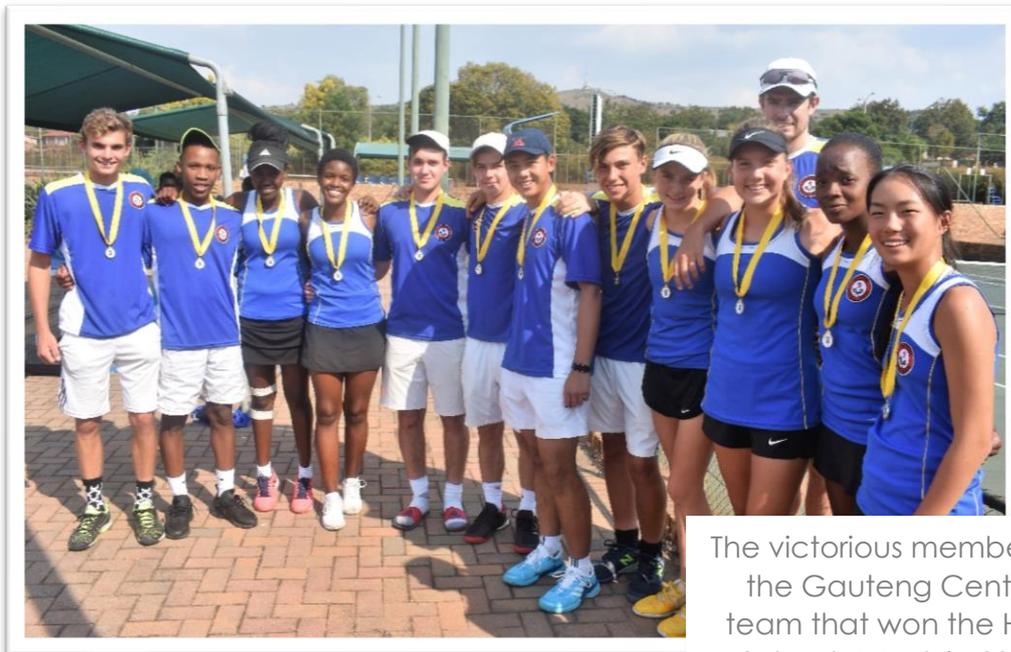
All nine provinces in South Africa are represented in year one and 44% are black females.

The mentorship programme covers:

- Sponsorship of the selected coaches' 2018 TSA Coaches Registration Fees.
- Skills/Training courses - covering: Child Protection, anti-doping, computer skills, business administration & first aid.
- Sponsorship to attend TSA coaching courses.
- Sponsorship to attend Provincial CPD (Continuous Professional Development) Workshops.
- Work integrated learning & practical experience to prepare for assessments - at either TSA accredited Centres of Apprenticeship or TSA Growthpoint Development Centres.
- Assistance with drafting CVs, as well as job placements (where possible) at the end of the year.



SCHOOLS



The victorious members of the Gauteng Central team that won the High Schools Week in 2018.

HIGH SCHOOLS:

High Schools Week: The School's week took place during the long weekend in April. During the short March / April holiday there was only enough time to fit the Free State tournament as well as Nationals. Separating the TSA events had its pros and cons. On the one side it was less strenuous on the players.

On the other hand, it made the tournament more expensive with especially the Primary Schools players traveling all the way back just to return two weeks later to the same venue. The other down side was the selected SA High Schools players who had a month less to raise funds for the tour. The results were:

	U15		U19
1	KZN	1	Gauteng Central
2	Western Province	2	Gauteng North
3	Western Cape Cavaliers A	3	Free State
4	Gauteng Central	4	KZN
5	Gauteng North	5	Gauteng East
6	Free State	6	Western Cape Cavaliers A
7	Eden	7	Mpumalanga
8	Eastern Cape Elephants	8	Gauteng Central B
9	Zimbabwe	9	Western Province
10	Western Cape Cavaliers B	10	Northern Cape
11	Eastern Cape	11	Eastern Cape Elephants



12	Gauteng East	12	Zimbabwe
13	Northern Cape	13	North West Province
14	Mpumalanga	14	Limpopo
15	Limpopo	15	Eastern Cape Elephants
16	North West Province	16	Eden

A potential change needs to be considered for 2019 - currently we have 14 regions and Zimbabwe participating. The 16th spot goes to the strongest B-side applying. The B-side should be replaced in 2019 with a combined team from the TSA Growthpoint Development Centres. A National competition between the Centres for age groups U/12, U/14 and U17 should take place towards the end of 2018. Three teams must be selected with a coach and manager for each team to attend the School's Week in 2019.

All provinces attended the 2018 School's Week. Limpopo who was absent in 2017 were well organized. The week clashed with the Botswana and Namibia ITF tournaments. Clashes like this only gives opportunities to more players.

PRIMARY SCHOOLS:

The Primary Schools Week was held in Bloemfontein in April 2018.

Teams: 16 Teams participated from 14 provinces. Western Cape Cavaliers and KZN sending B-teams to complete the 16. Most of the provinces did not send teachers as managers nor qualified coaches. Most provinces did again not meet the requirements and were represented by parents - this lead to some minor issues. We need to get provinces compliant with a qualified coach and teacher as manager. There are no schools committee functioning in some provinces, with coaches/parents running the province. This must be corrected.

Ranking: The teams were ranked according to the combined total of their individual ranking on the TSA u/13 ranking. Where a player did not have a ranking 499 was allocated to the individual.

Round Robin Results: According to ranking teams were divided into 4 pools. Scores after Round Robin

RED	1	2	3	4	Total
Gauteng North		38	43	45	126
WC Eden	10		33	42	85
Mpumalanga	5	15		37	57
Northwest	3	6	11		20

Yellow	1	2	3	4	Total
KZN A		30	38	39	107
Free State	18		32	32	82
Eastern Cape	10	16		21	47
Northern Cape	9	16	27		52



Yellow	1	2	3	4	Total
WC Disas		43	32	47	122
Eastern Cape Elephants	5		22	22	49
WC Cavaliers B	16	26		32	74
KZN B	1	26	16		43

Yellow	1	2	3	4	Total
Gauteng Central		21	36	48	105
WC Cavaliers A	27		40	48	115
Gauteng East	12	8		33	53
Limpopo	0	0	15		15

Knock-out Positions 1-16(seeding in brackets) 1-16

1. WC Cavaliers "A" (5) (second year in succession winners)
2. WC Disas (3)
3. KZN "A" (2)
4. Gauteng North (1)
5. Free State (7)
6. Gauteng Central (4)
7. WC Eden (8)
8. WC Cavaliers "B" (12)
9. Northern Cape (15)
10. Eastern Cape (10)
11. KZN "B" (14)
12. Eastern Cape Elephants (6)
13. Mpumalanga (9)
14. Northwest (16)
15. Gauteng East (11)
16. Limpopo (13)

Schools side:

Boys: Imaad Taliep (WC Disas), John Coetzee (WC Cavaliers), Drikus de Jager (WC Eden), Kyle Erwee (Gauteng North), Martin Mostert(WC Eden), Jordan Georgiev (Gauteng Central), Leo Matthuysen (WC Disas) Guy Vorwerk (KZN)

Girls: Kaitlyn Ramduth (KZN), Jani Steyn (WC Cavaliers), Tyla Wilmot (Gauteng East), Nadia Gouws (Gauteng North), Hanmare McAslin (WC Disas), Lilitha Ndungane (Gauteng Central), Janke Viljoen (WC Cavaliers), Anna Wise (KZN).

Reserves:

Boys: Willem de Waal (WC Cavaliers), Connor Doig (Gauteng Central), Jake Downie (WC Cavaliers), Cornel Liebenberg (Free State), Nikhil Naidoo (Eastern Cape), Keanu Saunders (Northern Cape), Jaco Snyman (WC Disas), Stuart vd Merwe (Gauteng Central)

Girls: Arili Boshoff (Mpumalanga), Carlè Botha (Gauteng North), Anke Heyns (Free State), Celina Joseph (WC Cavaliers), Annika Kleynhans (Eastern Cape Elephants), Amelia Kruger (WC Disas), Erin McKenzie (Gauteng East), Erin Peters(Eastern Cape).

Courts: Courts used were at the Stadium, Grey & Eunice and FSU. The courts were all in a good condition with good surfaces. The exception is the stadium courts. These



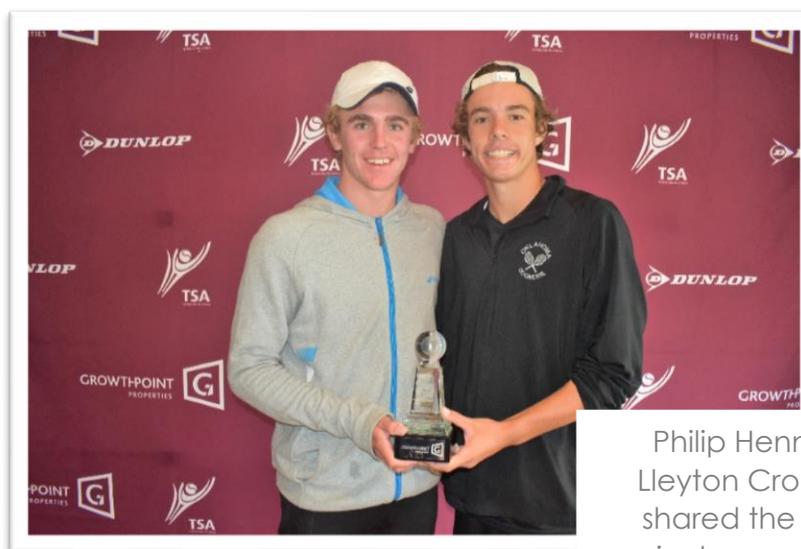
courts need resurfacing and many nets had holes in them. We tied some with cable ties, but the overall condition of the Free State stadium, courts and nets needs urgent attention. Refuse removal from the municipality was also a big problem with bins overflowing with rubbish at the stadium.

Discipline. Was far better than last year and the snippet from the players Code of Conduct in the booklet was well received by the coaches and managers. Louwtjie Louw, the referee, was very helpful and did a good job.

A few thoughts. Some provinces do not have a schools committee and are being run by the Junior Committee. In some provinces the school system is being run by an individual tennis academy with no say from other coaches/schools. Some provinces do not have their rules for team selection in writing and was not given through to parents before the trials. Some provinces are not diligent in their communications. These thoughts need to be addressed.

A big word of thank you to Louwtjie, our referee, Mariette Maritz and Hendri Steyn from Free State Tennis, as well as Sean Topper from SA Schools. Without these people and their efforts, the week would not have been a success. Thank you all for time and effort being put into tennis and primary school players.

JUNIORS, TOURNAMENTS & NEW FORMATS



Philip Henning and Lleyton Cronje – who shared the U18 boys singles crown at the Growthpoint Junior

JUNIOR MASTERS 2017:

The Junior Masters was held at the RVTA Academy in Potchefstroom for the first time. The u12 and u14 draws were 16 draws, with the u16 and u18 age groups being 8 draws. The 16 draws presented a scheduling challenge and the decision after the event was to revert to 8 draws for all age groups from 2018. The addition of Growthpoint as a sponsor made a major impact on the way the event was run.



Singles – Finals

Boys

Under 12

1-Jordan Georgiev (GC) bt 2-John Coetzee (BOL) 6-1 6-3

Under 14

4-Carl Roothman (BOL) bt 1-Devin Badenhorst (GN) 6-0 7-5

Under 16

Kholo Montsi (GN) bt Robbie Arends (WP) 6-2 6-4

Under 18

1-Philip Henning (FS) bt Siphos Montsi (GN) 6-2 6-3

Girls

Under 12

Anna Wise (KZN) bt Lilitha Ndungane (GC) 7-6(3) 4-6 6-0

Under 14

1-Kelly Arends (WP) bt 2-Christine Kruger (FS) 6-1 6-1

Under 16

2-Delien Kleinhans (FS) bt 1-Myah Petchey (WP) 6-1 6-1

Under 18

3-Lize-Alet Morkel (BOL) bt Megan Lombardi (BOL) 6-1 6-7 (5) 6-1

GROWTHPOINT SERIES RACE:

A race has been introduced for the top performers at the local Growthpoint series events, whereby various prizes are up for grabs. This is an initiative to reward local players for supporting and participating at local events and above all for their performances at these events.

JUNIOR NATIONALS 2018:

Junior Nationals yet again saw entries pass the 700 mark for the second year in succession. Rain unfortunately hampered the event resulting in various finals having to be cancelled. While the record entries are something that TSA can be proud of, however the ability to arrange and run an event of such proportion is becoming more challenging. The concept of Junior Nationals and the format is currently being reviewed by TSA.

Singles final results from the Growthpoint Junior Nationals -

Boys

Under 10

Evan Swart (EP) bt 2-Bodgan Mandic (FS) 7-5 6-2

**Under 12**

1-Jordan Georgiev (BOL) bt 2-Guy Vorwerk (KZN) 6-2 6-0

Under 14

1-Devin Badenhorst (GN) vs. 4-Rohan Loubser (WP) 7-5 5-5 Play cancelled due to rain. Trophy and points shared

Under 16

1-Damien Nezar (EDEN) bt 15-Luc Koenig (KZN) 6-2 6-1

Under 18

1-Philip Henning (FS) vs. 2-Lleyton Cronje (GN) 6-1 5-6 Play cancelled due to rain. Trophy and points shared

Girls**Under 10**

1-Morgan Jordaan (GN) bt 2-Lisa-Marie Du Toit (WP) 6-3 6-3

Under 12

2-Jani Steyn (BOL) vs. 3-Mari-Louise Van Zyl (NWP) 6-3 2-1 Play cancelled due to rain. Trophy and points shared

Under 14

4-Suzanie Pretorius (FS) vs. 1-Leigh Van Zyl (BOL) 6-2 5-4 Play cancelled due to rain. Trophy and points shared

Under 16

1-Megan Basson (GC) bt 5-Kelly Arends (WP) 6-2 6-0

Under 18

4-Lize-Alet Morkel (BOL) bt 2-Corin De Waal (BOL) 6-1 6-1

GROWTHPOINT TOP GUNS:

2017 was the inaugural event of the Top Guns National Club Championships. The concept was well received with all Provinces participating. Hopefully in 2018, there will be an increase in numbers in some of the regions, but first year is always difficult with a new concept.

The National final was held at Sun City in February 2018. The event was a great success and enjoyed by all the players, with a lot of positive feedback being received.

The idea for 2018, would be to introduce a "B" division to reach the true social ember at clubs.

The winning club for 2017 event was Camps Bay from Western Cape, with Brighton from Kwa-Zulu Natal being the Finalists.

BEACH TENNIS:

TSA commenced with several trail events during 2017 with beach tennis. General activations were held at Davis Cup ties at Irene and TSA was approached to be part of the Getaway Show in Johannesburg. Further activations were held during December on the South Coast, where TSA was approached by a management



company who owns the rights to various beaches to be part of the December holiday festivities.

The Davis Cup tie in February 2018 at Irene saw TSA hold the first local prize money event (R10,000) which was well supported by local players. March 2018 saw TSA formally launch Beach Tennis to the media and unveil the TSA Beach Tennis logo. In addition, the focus on beach tennis for the short term is as follows:

Rand Show Tournament, where R15,000 prize money is on offer and the winning men's and women's doubles teams will represent SA in Russia at the ITF Beach Tennis Team Championships.

Arnold Classic in May will be TSA's first ITF ranking event with prize money of \$2,500 followed by another 2 ITF events at Pockocks (TSA indoor venue in Randburg)

Looking ahead:

- Focus on schools and juniors
- Planning for December to possibly host more ITF events along the coast.

OFFICIATING



Tebogo Maleke – one of our leading officials – who did duty at Wimbledon in 2018.

TSA's Officiating department had another productive year, unfortunately the officials credibility continues to be questioned, although most decisions taken by the officials is correct and outweighs the incorrect decisions.

Work experience is key in terms of continual development, confidence and managing difficult situations.



TSA Level 1 Officiating Courses were held as follows:

- Kwa Zulu Natal
- Western Province
- Eastern Province
- Mpumalanga
- Gauteng Government Course

Working Together Seminars were held as follows:

- Gauteng North
- Eastern Province
- Western Cape

TSA hosted an ITF Level 2 School during the Digicall Futures in November. The schools was taught by Soeren Friemel (ITF Head of Officiating), Pascal Maria (Grand Slam Chair Umpire), Iain Smith (ITF Regional Officer for Africa) and Robert Balmford (ITF Chair Umpire). Six (6) candidates from South Africa attended, 4 chair umpires and 2 Referee's. Both Referee's passed, and three of the four chair umpires passed the school. The newly certified officials for South Africa are:

- Johann Greyling (MPUM) – Referee
- Loutjie Louw (FS) – Referee
- Glen Campbell (WP) – Chair Umpire
- Samiraa Woodman (WP) – Chair Umpire
- Denerick October (BOL) – Chair Umpire

South Africa was also represented at the following major international events:

- Wimbledon 2017: Iain Smith - Review Official, George Phiri, Patrick Selepe and Suzette Hattingh (Qualifying)
- US Open 2017: Iain Smith – Review Official and Referee for Wheelchair event
- Australian Open 2018: Iain Smith - Review Official

The Digicall Futures again provided an opportunity for local officials to maintain ITF qualifications and for some local officials to gain experience both as chair umpires and line umpires.

DISCIPLINE:

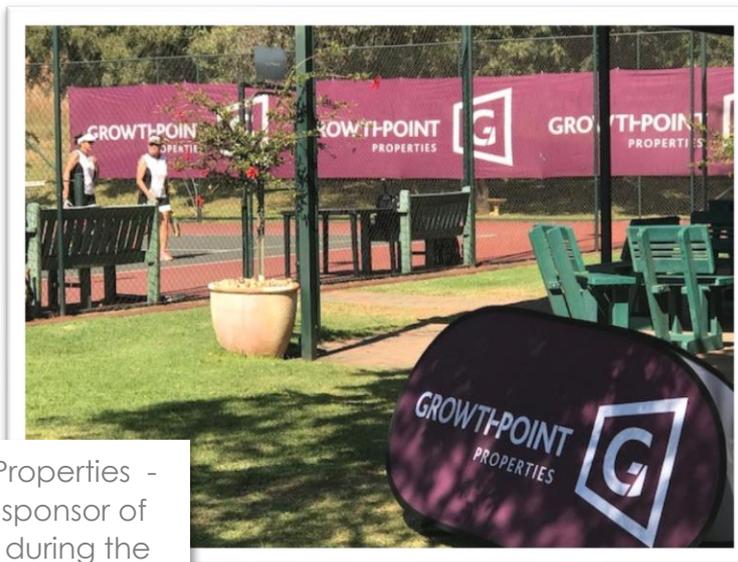
A couple of incidents took place during the year which were acted upon - an U12 Player was suspended for a month and excluded from a SA team to Madagascar. Meanwhile, the Verbal abuse section of the Code of Conduct was also amended due to "hate speech" incident and to also include communication via electronic mediums.

Concern has been raised over the code of conduct and changes will be made soon to ensure that stricter measures are taken. To ensure that officials are not verbally abused by parents and coaches.

TSA is regularly informed of TIU incidents and suspensions/Life Time bans being imposed by ITF. Three incidents occurred at the Digicall Futures in Stellenbosch involving court siders and an approach being made to a chair umpire to delay inputting of scores. All three incidents were dealt with and we are proud of the officials for having the integrity to report such approaches.



SENIORS



Growthpoint Properties - became the sponsor of Seniors tennis during the year.

WORLD CHAMPIONSHIPS:

The **Young Seniors ITF World Team and Individual Championships** was very successfully held in Cape Town from 19th March to the 1st April 2017. Bertie Conradie was the Tournament Director appointed to assist the Seniors Chairman, Ronnie van 't Hof, who was the ITF Representative at the tournament. The organising committee was made up of members of the Western Province and Boland Seniors Committees. Preparations for this went extremely well and the event was hugely successful. The ITF were very complimentary about the event and Iain Smith, who was the Referee, was asked to run the Seniors World Championships in Miami in October 2017.

The **Super Seniors World Championships** in Orlando went ahead at the beginning of October and our teams did reasonably well, especially our Women's 70+ team who came 4th out of 13 teams and the Women's 65+ team who came 8th out of 19 teams. The organization of the accommodation, functions and transport was below par, and many players complained to the ITF, including some of our South African players. This highlighted even more the incredible success of the World Champs hosted by **Ronnie van 't Hof, Bertie Conradie** and their Organising Committee in Cape Town earlier this year. In the individuals, Petro Kruger received two bronze medals in the singles and doubles and a gold medal in the mixed doubles with her Swiss partner.

The **Seniors World Championships** in Miami Beach went ahead at the end of October after a seriously damaging hurricane season. **Iain Smith** was the Referee for this event. The **official hotel** in Miami Beach had a serious fire before the hurricanes hit, so new official hotels had to be appointed by the ITF. Similar problems were experienced with the accommodation being a long distance from the venues, functions being below par and the cleanliness of certain venues. Our teams did well. The Women's 50+ team came 6th out of 20 nations, the Women's 60+ came 8th out of 13 nations and the Men's 60+ team came 5th out of 22 nations. Jenny Cerff and Lindsay North received



bronze medals in the XD60+ and Jenny also received a silver medal in the WD60+ with her American partner. Lindsay North and Neville Wright of KZN got to the quarter-finals of the MD60+.

The **International Tennis Federation** in London announced a change in venue for the **Young Seniors World Championships** due to be held in Argentina in April 2018, after our players had already been selected. The venue changed to Miami Beach in Florida and the event was postponed to **October 2018**. The entire process was most frustrating for all concerned, as their late decisions about venues and dates for all three World Championships resulted in several clashes with the Seniors Calendar, which is planned well in advance.

TOURNAMENTS HELD IN SOUTH AFRICA:

The **Seniors IPT (50 - 60+)** was held in **Gauteng East** and was extremely successfully run by **Owen O'Neill** and his team from 23rd to 29th April 2017. The TSA banners were used for the first time and Owen really went the extra mile with his sponsor displays and venue setup. His social functions were outstanding, and he certainly raised the bar in terms of hosting an IPT! Morne Gouws was the Referee and the tournament was run on the **old League Planner** as the SportyHQ programme was not yet ready to be used. Richard Glover attended the final Gala Dinner and addressed over 200 Senior players!

The **Cape Town Seniors tournament** was successfully run despite the Committee just having completed hosting the Young Seniors World Championships. Problems were again encountered on SportyHQ with the walkovers and retired matches but otherwise the tournament went very smoothly.

The **Super Seniors IPT (65 – 75+)** was held in Hartenbos, Eden from 21st to 27th May 2017. Debra Hyde and her team were congratulated by many of the players on hosting an outstanding IPT. The setting of the venue of the partly sponsored accommodation in Hartenbos was exceptional and players thoroughly enjoyed the beautiful surroundings, the excellent accommodation and the functions. Johann Greyling and I again used the League Planner software as the league setup on SportyHQ was not yet functional. The tournament ran very smoothly and was thoroughly enjoyed by all the players.

The **2018 Eden Seniors Tournament** was hosted in George from 16th to 20th Dec 2017 and was very successful with only slightly lower entries than in 2016. Morne Gouws Refereed the tournament for the first time and all went very smoothly. Discussions were held at this tournament between the Chairperson of Seniors, the Vice-Chairperson and myself on the way forward in the implementation of a **Transformation Strategy** for Seniors Tennis.

Two of our biggest tournaments were hosted in **Western Province Seniors** and **Gauteng East Seniors** in January 2018. The lead up to these two tournaments during Nov and Dec 2017 was extremely frustrating as Henry Weber couldn't make a suitable payment arrangement for Seniors Subscriptions on SportyHQ in time for the opening of online entries for both tournaments. He therefore made a temporary arrangement to combine the TSA and Seniors Fee payable on entry so that we could open the tournaments. Many players had already paid TSA fees, so then had to pay direct EFTs into TSA's account. The result was that a **manual** record had to be kept of all transactions for both tournaments. Midway through this process the pay arrangement was changed online and although it was a positive change, it confused the players even more.



Players are still not able to only pay their Seniors subscription fees separately online. Henry Weber also introduced a player privacy policy during January which prevented administrators from accessing players profiles and helping them with registration or membership queries. It also dramatically affected access to the information necessary to do the seedings for tournaments and providing contact lists for desk organisers. The negative impact was experienced by both Juniors and Seniors administrators.

Johann Greyling, our TSA Seniors Assistant, obtained his **White Badge Qualification** as a Tournament Referee. The exam was presented and led by Iain Smith in Stellenbosch and the delegates are most grateful to him for the thorough way he supported and prepared the candidates during the weeks leading up to the exam.

We sent out a “**Seniors Updates for 2018**” to all players early in the year, highlighting the decisions taken at the Workshop and the approved fees for 2018. This helped players to understand the reasons for the re-introduction of Seniors Subscriptions and although some were not happy about paying out another fee, most of them accepted the decision. There were a few who were not happy with our explanation and a player from Gauteng North insisted on seeing a full set of detailed accounts and a separate balance sheet for Seniors Tennis to ensure that the finances are being managed to his satisfaction. A full set of accounts were submitted to him.

Seniors subscription fees collected during 2018 will go a long way to counteracting the deficit experienced by Seniors Tennis during the past few years and assisting us to become financially independent.

The **2018 Jozi Seniors tournament** was again run between two of our major tournaments and Nationals and although the tournament went ahead at the German Club in Sunninghill, the numbers were very low. It was decided at the last National Seniors Committee meeting that Gauteng Central will only host one Seniors tournament instead of two in 2019 and a tournament will instead be awarded to the **South Coast of KZN** where several requests have been put forward to host an additional KZN Seniors tournament.

The announcement by **Growthpoint Properties** that it would extend its headline sponsorship of Tennis South Africa to include Seniors Tennis was an exciting and very welcome decision.

The **Growthpoint SA Nationals ITF Seniors** closed tournament was held in Bloemfontein from 3rd to 7th March 2018. The extreme heat experienced in Bloemfontein that week took its toll on some of the players, especially some players in the older age groups. We had a **Men’s Singles and Women’s Singles event in the 80+ age category** this year, which hasn’t happened for several years! The tournament was a huge success and the **Growthpoint** branding displayed at the venues was admired by many of the players as it created a festive, competitive atmosphere. **Dunlop** sponsored the tennis balls and a few prizes for the Dinner/Dance function held during the tournament. There were very few complaints about the cost of the tournament this year, although a couple of top players still insist that they should be charged less as they choose not to attend any functions. **Kloppers** once again very generously gave each player **R100 voucher**.



SENIORS ANNUAL NATIONAL WORKSHOP:

Henry Weber attended the **Seniors Annual National Workshop** which was hosted at the Italian Club on 21st October along with his local employee, Gary Comins from KZN. He highlighted the progress that SportyHQ has made globally and the wide range of facilities that it provides for players, clubs and administrators. The Workshop included twenty-four delegates. The agenda and documents were circulated prior to the meeting. Delegates approved the rule changes and confirmed the **fees for 2018**. It was agreed that the Seniors Subscription Fee would remain R250. This is paid by Senior Tournament players in addition to the normal TSA annual fee of R280. Players over 70 may request a 50% refund and those who only play one tournament, excluding Nationals or an Inter-Provincial, during the calendar year, may obtain a full refund. The fees for local Seniors tournaments were set at R420 and Nationals at R700. The **2018 Seniors Calendar** was approved and was published on the website under Senior News.

NEW CHAIRPERSON:

The Chairman of Seniors Tennis, **Ronnie van 't Hof**, decided not to make himself available for re-election for 2018. He has served on the NSC for the past seven years as Chairman. This meant that he would no longer represent Seniors on the TSA Board or on the ITF Committee in London. **Bertie Conradie** (BOLAND) was voted in as the new Chairman of Seniors for 2018.

The **NSC members elected for 2018 are as follows:**

FIVE CHAIRPERSONS: Debra Hyde (EDEN) Vice Chair; Johan Botha (FS); Russell Schluter (GC); George Holloway (EP); Ed Murray (GN); and **FIVE SPECIALIST MEMBERS:** Johann Greyling (TSA) Referee/Scheduling/Programme Development/Seedings; Andrew Comrie/Sarah Cubitt (GC) scheduling/Reports/Seedings; Adam Myburgh (GC) Referee/HR guidance/Seedings; Lyn Lyndon (GC) Seedings/Selections; Jaco Jacobs (GN) Security.

CONCERNS:

Our **areas of concern** continue to be **declining numbers** and the problems encountered with **SportyHQ**. Seniors Tennis is serious about **transformation** within its Committee and a draft transformation strategy has been formulated. This strategy will be implemented during 2018 once Board Approval has been obtained and will be one of our focus areas during the coming year. Other focus areas include a **revision of our key seniors events** and an attempt to provide a new **exciting event** to attract our **30 – 45-year age category!**

IN CONCLUSION:

The past twelve months have been extremely busy but very exciting. Our new sponsorship and recently established income stream via our Seniors Fees, bade well for our financial future. There is no doubt that change is imminent within Seniors and we look forward to embracing that change during the coming months.



WHEELCHAIR TENNIS SA



One to watch: Alwande Skhosana in action.

Wheelchair Tennis South Africa has had a trying year in 2017/2018, as our primary game sponsor, Airports Company South Africa, did not renew the contract, and we have not been able to secure a new replacement sponsor yet.

The focus for the year has therefore been on continuing the programme in the communities for as long as possible, provide as many opportunities for our athletes as we can have funded, and to focus on attracting and confirming new sponsors.

DEVELOPMENT:

Wheelchair Tennis has an active grassroots programme that offers activity in the community & exposes as many players as possible to wheelchair tennis.

The main aims of the development programme in 2017/2018 were to:

- consolidate the number of active centres
- ensure the active centres are functioning optimally

The Wheelchair Tennis beneficiaries for 2017/2018 were as follows

Black	White	Coloured / Indian
97%	2,5%	0,5%

Of the above participants, all are physically disabled. In addition, 98% live in outlying or poor socio-economic environments.

We provided weekly coaching at the schools and centres to improve the level of skill of the players, provide access to as many disabled players as possible, and increase the profile of the sport within the community.



Most centres offered school championships for the first time to promote competition from as early as possible, and we sent teams to the school championships from 6 provinces.

PERFORMANCE LEVEL PROGRAMME:

We held a few clinics and events in SA during 2017. The events we hosted are listed below.

Name	Dates	Level	Venue
ACSA SA 2017 (ITF Super Series)	April 2017	International Event	Ellis Park
ACSA Jhb Open 2017 (ITF Grade II)	June 2017	International Event	Soweto
ACSA Soweto Open (ITF Future)	July 2017	International Event	Soweto
John Cruyff Junior Camp for Africa 2017 (Regional)	September 2017	Regional African Event	Soweto

Each event catered for around 80-130 participants, with the large majority being from SA.

We believe events like this are important as they allow us to see and identify players with potential and give an opportunity for up and coming players to gain or improve their world and national rankings. As a result, in 2017 we had around 60 players on the world ranking, which is second only to Japan. This also allows us the opportunity to pick players with potential and fast track their development.

The SA Open is our most prestigious event and allow us the opportunity to host the top players in the world and see them play SA stars on home soil. We have not only seen the same matches and finals as are played at the Grand Slams and Paralympics, but we have been able to raise the profile of our top players, inspire up and coming players and the public, and allow our players and coaches to see and learn from the world's best.

PERFORMANCE ATHLETES:

Besides the impressive number of players, we have on the international ranking, we have also started to produce players that are breaking into the top levels internationally. This highlights the great pool of talent we have in SA.



Top SA players to keep an eye on are:

Athlete	SA Ranking	World Singles Ranking	World Doubles Ranking	World Junior Ranking
Women				
Kgothatso Montjane	1	8	9	
Mariska Venter	2	33*	26*	
Men				
Evans Maripa	1	12	11	
Alwande Skhosana	2	61*	48*	7*
Leon Els	3	66*	60*	
Quads				
Lucas Sithole	1	4	5	
Danny Mohlamonyane	3	42*		
Juniors				
Mpho Mhlongo	2	141*	95*	20*
Tiisetso Motoung	3			27*

**Insufficient international tournaments played, ranking is therefore negatively affected*

WORLD MASTERS:

Lucas Sithole was one of 6 quad players invited to play in the World Singles Masters, finishing 3th. He also played in the World Doubles Masters with Heath Davidson (AUS) and finished 4th.

Evans Maripa was invited to the World Double Masters, where he played with Frederic Cattenao (FRA) and finished playing off for position 5-6

Kgothatso Montjane was one of 8 women invited to the World Singles Masters and finished playing for position 5-6. She also participated in the World Doubles Masters with Charlotte Famin (FRA), and finished 4th.

Alwande Skhosana was one of 8 Junior boys invited to the World Junior Masters U18. He lost in the Semi Finals in the singles and was Runner Up in the doubles.

Mpho Mhlongo was also invited to the World Junior Masters, where he finished playing for position 5-6, and was runner up in the doubles with partner Alwande Skhosana.

WORLD TEAM CUP:

In place of a Davis or Fed Cup event, wheelchair tennis has an annual World Team Cup, where all teams play the event over a 10-day period. SA did not send any teams to participate in 2017 due to lack of funding.



AWARDS:

Patrick Selepe was awarded the Tour Spirit Award from the ITF, for his approach to the game, and embodying the spirit of the Tour.

Patrick Selepe was also nominated as the Sports Representative for Africa to go to the USA on an exchange for the month of April.

Kgothatso Montjane won Disabled Athlete of the Year at the G Sport Awards, while **Wheelchair Tennis** was a nominee for Federation of the Year, **Nokwanda Hlongwane** and **Asive Gilifile** were nominees for the School Sport Athlete of the Year and the Newcomer of the Year respectively. **Bellinah Matshediso** was also nominated as Volunteer of the Year.

Evans Maripa was named Gauteng Sportsman of the Year with a Disability, **while Lucas Sithole**, and **Kgothatso Montjane** were named as finalists.

WTA won awards for the Best ITF tour events globally in three categories - (SA Open – Super Series); Future level - Bloem Open and Grade III level (Soweto Open)

SUMMARY AND WAY FORWARD:

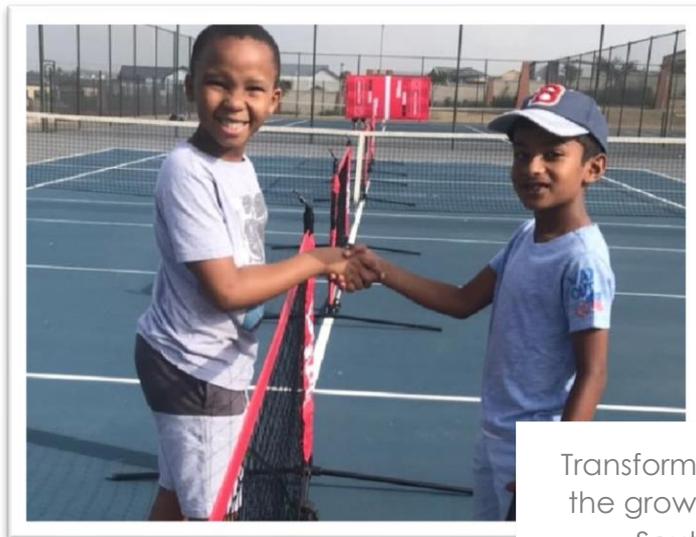
Although we had a tough 2017, due to lack of funding, and had to spend the year consolidating, and limiting the number of events and opportunities for the players, we believe we still have a lot to be proud of including the size and scope of our grassroots programme, the pipeline of potential stars, the performance of our top athletes, and the commitment of our staff to ensuring we provide professional events, and a good programme.

We are working hard to ensure 2018 is a better year and can provide bigger and better opportunities for players of all levels, the staff and the coaches we employ.





Transformation



Transformation is key to the growth of tennis in South Africa.

TSA is committed to Transformation both as:

- a **moral imperative** - a process which addresses the imbalances of the past by seeking to restore trust and remove conditions undermining relationships of trust, whether of a socio-economic, political or structural nature, as well as
- a **strategic imperative** - the incubation, nurturing and development of the country's actual and potential human capital and the creation of an environment in which human capital can be nurtured, and can prosper and grow.

As such TSA's commitment to Transformation is grounded in the belief that as a tennis nation we can compete effectively in the global arena based on innovative and creatively crafted strategies, such as the TSA Transformation Strategy.

PRINCIPLES UNDERPINNING OUR STRATEGY:

1. TSA's transformation strategy is multi-dimensional and focused on **changing demographic profiles** on and off the field of play;



2. It will ensure **equitable access, participation and resource availability** through extensive **community involvement**;
3. It will **develop skills and capability on and off the field**;
4. It will build and shape relationships with **future support and spectator base** and future leaders and decision-makers based on **broad-based community engagement**;
5. TSA is committed to practicing **Employment Equity, Gender Equity, Preferential Procurement** and the Promotion **of Disability Sport**;
6. The strategy is underpinned by **Good Governance**;
7. It will **uphold standards** while at the same time removing barriers to access, thus creating a system that is accessible, demographically representative, sustainable and competitive;
8. The Strategy will see TSA co-operate with **government initiatives** and to align our portfolio of programs/projects with that of national, provincial and local government and sport structures.

OUR SPECIFIC TRANSFORMATION COMMITMENT:

TSA will:

1. In keeping with the values enshrined in the Equality Clause of the Bill of Rights of the South African Constitution, ensure that no player, coach, administrator, etc, is unfairly discriminated against on the basis race, gender, sexual orientation, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language or birth. It shall not be deemed unfair discrimination when affirmative measures are taken and implemented which are consistent with the Transformation Policy of TSA.
2. Monitor and evaluate its Transformation status and progress by the implementation of a balanced scorecard reflecting the sum of the weighted contributions of each of the selected focus areas as well as the trends in each one of these focus areas.
3. Ensure that each Provincial Affiliate adopts a similar balanced scorecard to monitor and evaluate its Transformation status and progress.
4. Report regularly to the appropriate agency of the South African Government in accordance with government regulations on its Transformation status.
5. Review its Transformation Strategy and Policy at least every three years.
6. Set up a transformation committee, under the Chairpersonship of a TSA Board Member, to oversee the implementation of the TSA Transformation Strategy.





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