

2015

STATE OF THE GAME

— 3RD QUARTER —

of
Santa Monica®

 City of
Santa Monica®



 **USAVolleyball**

City of



DOUG BEAL

CHIEF EXECUTIVE OFFICER

USA Volleyball’s summer months were packed with competition and some spectacular successes!

1. I attended the FIVB Beach World Championships in Holland for a few days. It was a remarkable event, held in four different cities around the country. It allowed us to further engage with FIVB leadership, including preliminary discussions about examining this event for the United States in 2017.
2. Our U.S. Men’s Team completed the preliminary round of the FIVB World League in Poland, winning its preliminary pool and qualifying for the Final Round in Rio at the Olympic venue. The Final Round was a fantastically competitive series of matches among the teams, all of which will be fighting for Olympic qualification. Almost every match went the full five sets and our U.S. Men climbed the medal stand again with a strong third-place finish. The depth of the men’s competition was reinforced when France won the event after coming from the World League second division during the preliminary round.
3. We hosted our annual Boys’ and Girls’ Junior National Championships with record participation and great success in Columbus for the boys and New Orleans for the girls.
4. USA Volleyball was privileged and honored to host the FIVB World Grand Prix Finals in Omaha. While our team automatically qualified for the final, it also won its preliminary pool with only a single loss during the last weekend to China. In the Final Round, our women won the gold medal with the loss of only two sets. The final match on Sunday, July 26, was broadcast live on NBC with a wonderful television rating to more than one million households.
5. I attended the organizing meetings for the 2016 editions of both the World League and World Grand Prix and the United States will once again participate in both these signature FIVB activities. The U.S. Men will host a World League weekend in the United States with Russia, Bulgaria and Australia on July 1-3. The U.S. Women will host a preliminary weekend of the World Grand Prix for the first time since 1996 on June 17-19 with Germany, Japan and Turkey in our group.
6. Olympic qualification began with the traditional World Cup events hosted in Japan. Our women’s team just missed qualifying at this event, finishing a very close third behind China and Serbia, who were the first two countries after Brazil to qualify. At the men’s event, which is featured later in this report, our team captured the gold medal for the first time since 1985, also earning early qualification to Rio! It was a remarkable performance by our men. Matt Anderson earned tournament MVP honors while leading the team to this historic achievement.
7. The U.S. Olympic Committee hosted its annual assembly in Colorado Springs on Sept. 23-25. A broad range of programs were discussed and explained, including the SafeSport initiative, updates on the Rio Olympics, and the change in bids for the 2024 Olympics from Boston to Los Angeles.
8. Here in Colorado Springs at our national headquarters, we are expanding our office space into the first floor due to staff growth. We plan to have construction completed for occupancy around the first of next year.
9. Congratulations to the Florida Region, led by Commissioner Mary Andrews and President Steve Bishop, for a wonderful job in hosting a NORCECA beach event in Tavares over the second weekend in September at a new facility that proved exceptional.
10. The United States was honored to host a major FIVB event when the Beach World Tour Finals were held in Fort Lauderdale, Fla., on Sept. 29-Oct. 4. The new U.S. men’s team of Phil Dalhausser and Nick Lucena lost in the finals, but made a strong statement about its drive for Olympic qualification.





CHRIS VADALA

CHIEF OPERATING OFFICER

The senior management team met for a two-day, off-site planning retreat at the Olympic Training Center in Colorado Springs in August. The goals of the meeting were:

1. Identify revenue sources and develop plan to increase revenue
2. Evaluate the organizational chart
3. Explore ideas for event growth and enhancement
4. Explore ideas for membership growth and value
5. Strategize on USAV brand building
6. Discuss strategic plan integration

It was a productive retreat that generated several ideas for both short-term and long-term initiatives that will be incorporated into our planning process.

As USAV continues to experience growth in all facets of the organization (membership, events, programs, services, revenue and staff), it requires us to invest in the necessary operational infrastructure. An area of emphasis over the past year has been human resources and leadership development. In early August 2014, Bernie MacLean, manager of human resources, was hired as the first human resources manager and has created the human resources department from the ground floor. The HR department was created to provide USAV with the structure and ability to meet the organization's strategic objectives through enabling the company's most valuable resources – its people. The key roles and responsibilities of this department are to:

- Develop / enhance HR functional areas
- Ensure compliance with federal and staff employment legislation
- Provide organizational and individual training opportunities
- Provide a safe working environment

As part of USAV's new professional development program, the first supervisor training session was held in late September. This was the first of an ongoing professional development program, with our next session being dedicated to customer service. Another area of emphasis this quarter is the development of a comprehensive succession plan.

Lastly, to better align with the strategic plan and ensure we are meeting the needs of the organization we are doing a redeployment of three existing staff members to create a video production and web streaming department. This will allow us to better coordinate and organize our efforts with an extra level of consistency and continuity to all of our video production and streaming needs.





KERRY KLOSTERMANN

SECRETARY GENERAL

Hosting major events in the U.S. and preparing for the important 2016 season was a big part of the third quarter.

USOC

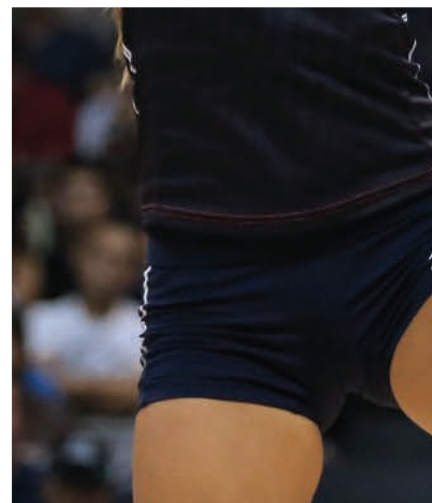
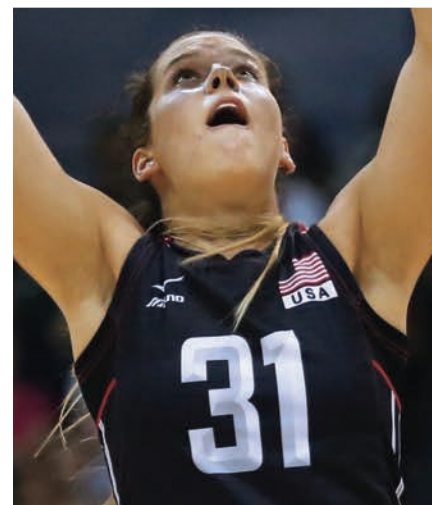
1. 2016 High Performance plans and funding requests submitted to the USOC for beach, indoor and sitting. Expect to have funding award amounts in late September
2. Conducted initial meeting with USOC (and Charlie Snyder) regarding plans for the website and Digital Media Agreement for 2017 through 2020.
3. Discussed potential events in 2016 at which we could partner with USOC / NBC for an Olympic Exhibition event for one of the indoor teams.

Sponsorship

1. Discussing with MuscleAidTape (current official supplier) an expanded relationship for 2016 through 2020.
2. Completed agreement with Sports Illustrated Play as the Official Club Management System of USAV that include discount for USAV Clubs
3. All current sponsor partners contacted and timeframes for discussion of renewal scheduled.

International Events and Television

1. Developing sites / budgets with Melissa Weymouth for hosting the preliminary round of the 2016 FIVB Men's World League and the 2016 FIVB Women's World Grand Prix. FIVB contracts for events prepared. Discussing with NBC broadcasts for the events.
2. May also host the Women's NORCECA Olympic Qualification Tournament – awaiting confirmation from NORCECA.
3. 2015 Television Coverage Summary:
 - a. World Grand Prix Finals – Live NBC Network (.74 household rating) USA vs China.
 - b. World Grand Prix Finals – Live (3 matches) and 2-hour delay (1 match) Universal Sports plus 22 hours of re-airs and 4 hours of re-air of the NBC China broadcast.
 - c. World League – Live and Same Day NBC Sports Network 12 hours.
 - d. World League – Delayed Universal Sports Network 88 hours of air and re-airs plus 8 hours of the World League Final match.
4. 2015 World Grand Prix Finals
 - a. Providing the opportunity for our U.S. Women to compete in this prestigious event on home soil was a significant benefit and contributed to taking the gold medal for the fourth time in six years. The event was highly praised by the FIVB, a tremendous amount of advertising was generated in the Omaha / Lincoln region and the national television coverage was exceptional.
5. 2015 USA Home World League Matches (6)
 - a. Great job by Melissa and her team in match production and marketing. Performance against budget best in recent memory. Total attendance for the six matches 38,500 - best in recent history of World League.
 - b. First sellout of major arena in recent memory. USA vs Poland at the Sears Centre (10,500 capacity).





MARGIE MARA

SENIOR DIRECTOR

Final end-of-season regional registration data and payments indicate the 2014-2015 season numbers are up compared to the figures from the previous season. We ended the season with 324,464 full members.

- This represents a 3.3 percent increase over the previous (2013-14) season.
- Junior Females comprise 76.1 percent of the total full memberships (247,027), Junior Males 4.7 percent (15,260), Adult Females 12.3 percent (39,824) and Adult Males 6.9 percent (22,353).
- 34 of the 40 regions reported growth in full memberships.
- The regions showing the greatest percent growth in total memberships include Intermountain (24.6 percent), Moku O Keawe (14.9 percent), New England (10.9 percent) and Iroquois Empire (15.81 percent).
- Regions with the greatest increase in full members are Northern California (1,364), Ohio Valley (1,079), New England (960), Lone Star (798) and North Texas (764).
- Southern California (23,534), Ohio Valley (20,800) and North Country (19,456) continue as the largest regions.
- The RVAA Membership Initiative Group (Sandy Abbinanti, John Bryant, Jimmy Peden and Andy Reitingner) met with staff in Colorado Springs on September 29, in preparation of the October meetings.

SafeSport

- USAV staff is working on educational videos directed to athletes. Earlier this year the USOC launched a new SafeSport course for Parents. It is free and can be accessed at <http://training.safesport.org/store/details/8>
- The USOC SafeSport Working Group led by Malia Arrington has continued to work with risk managers, legal advisors and key NGB leadership to define the parameters for the National SafeSport Center, whose launch is now planned for July, 2016.

Officials

- Officials' dues renewal and online payment in Webpoint was opened in September. The national referee clinic schedule is being finalized. National level officials may take the clinic on-line or in-person. In-person clinics are being run in conjunction with the RVAs as hosts, several Qualifiers, and at the PAVO convention in Omaha in December. USAV will host a breakfast and informal discussion session at the PAVO Convention, as well as a meeting for RVA Referee Chairs.

USA Volleyball Academy

- For 2015-16, USAV rolled out a new, easier and greatly enhanced software platform for the USA Volleyball Academy, home to the coaching and officiating on-line courses. Coupled with single sign on from Webpoint, the new learning-management system has a new look that will be easier to navigate and administer. The RVAs are again able to completely customize their regional officiating curricula, with more than 200 expected for 2015-16. New materials are continuously being added to our officials' education offerings, providing both basic and advanced training for officials.





TOM PINGEL

SENIOR DIRECTOR, INDOOR HIGH PERFORMANCE AND EVENTS

USAV National Championship Events

- Conducted a very successful 2015 Girls' Junior National Championships in New Orleans, featuring a record-high number of teams: 1,278.
- Conducted a very successful 2015 Boys' Junior National Championships in Columbus with 479 teams – also a record high. This is a 20 percent increase over 2014.

International Events

- Executed the Grand Prix Finals Event in Omaha with the U.S. Women winning the title
 - First-ever live broadcast on NBC of Women's National Team Volleyball in non-Olympic competition
- In partnership with the Reno Sparks Visitors Bureau executed the Men's Pan American Cup in Reno, Nev. U.S. finished sixth.
- Produced the USA Volleyball Cup men's matches in Southern California
 - Four matches with Brazil – the U.S. Men went 1-3
- Preparing for the Women's Olympic Qualifier to take place in January

Other Department Functions (Staff Involvement)

- Working on the return of the National Ranking System for the start of the 2015-16 season.
- Reviewing bids from companies hoping to become the official Merchandiser of USAV's National Championships from 2017-20. The process is expected to be completed before the end of the year.





COLLIN POWERS

DIRECTOR, INDOOR HIGH PERFORMANCE

The year 2015 again can be considered the best yet in the history of USAV Indoor High Performance. Approximately 6,400 athletes registered to participate in an HP tryout and approximately 1,500 athletes participated in some level of Indoor HP summer program. All four U.S. HP National Teams competed in at least one international competition.

2015 USAV HIGH PERFORMANCE NATIONAL TEAMS

In 2015, three of the four HP U.S. National Teams competed in their respective 2015 FIVB World Championships. Due to the September timing of Women's Junior Worlds, the U.S. Women's Junior Team was unable to compete, and instead traveled to Europe in July to participate in the Global Challenge.

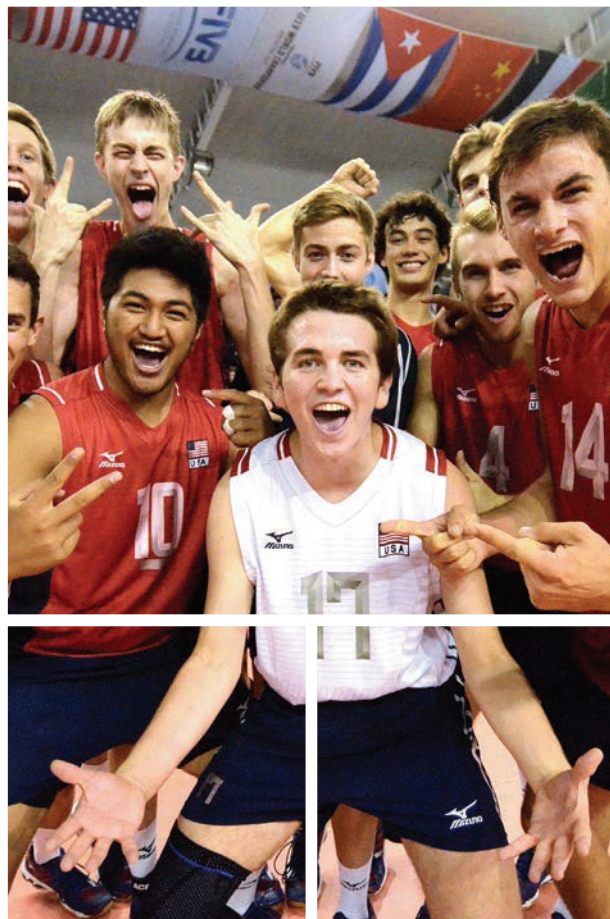
- **Girls' Youth:** The team competed at the 2015 FIVB U18 World Championship (Aug. 7-16) and took silver, the second-ever medal for an HP National Team at a World Championship. It lost to Italy in the final. The coaching staff included head coach Jim Stone and assistants Lindsey Devine and Michelle Chatman.
- **Women's Junior:** The 2015 FIVB U20 World Championship was scheduled for July, but was canceled one month prior to the tournament. The event was rescheduled for Puerto Rico in September, which falls in the middle of junior athletes' collegiate seasons and academic calendar. The U.S. Women's Junior National Team scheduled a tour of Europe, playing Federation and professional teams in Italy and Slovenia before competing in the 2015 European Global Challenge in Pula, Croatia. The team defeated Italy to win the gold medal and the championship of the Brujuni (U21) Division. The U.S. coaching staff included head coach Tom Hogan and assistant coaches Erin Virtue and three-time Olympian Stacy Sykora.
- **Boys' Youth:** The team earned a program-best, seventh-place finish at the 2015 FIVB U19 World Championships. The team used the HP Championships as part of its preparation as well as hosting the Boys' Youth National Team of Germany. The coaching staff that led the team to this accomplishment were head coach Ken Shibuya and assistant coaches Kris Berzins and Brad Keller and technical coordinator Kevin Burch.
- **Men's Junior:** This team competed in U21 Pan Am Cup in June in Gatineau, Quebec, Canada, finishing second to Brazil. The team then reconvened in September for 2015 FIVB U21 World Championship on Sept. 10-20 in Tijuana and Mexicali, Mexico. Team USA finished Worlds with a 4-4 match record and took 11th place. The U. S. coaching staff included head coach Dan Friend and assistants Jay Hosack and Sam Shweisky. Cecile Reynaud served as Head of Delegation.

2015 USA VOLLEYBALL HIGH PERFORMANCE CHAMPIONSHIPS

- The 2015 High Performance Championships, one of USA Volleyball's flagship events, fielded 97 teams including 56 USAV Region HP teams, 11 international teams and 30 teams from the USAV HP pipeline, competing in seven divisions: Women's International Junior, Boys' International Youth, Girls' International Youth, Girls' National Youth, Girls' National Select, Boys' National and Boys' Regional. Both male and female teams compete at the Championships providing a unique atmosphere and opportunity for elite athletes across the U.S. to gain valuable experience as they work hard to become the next Olympians.

2015 USA National A2 Invitational Team Program

- In 2015, Indoor HP hosted the largest ever A2 Invitational Team Program at the University of Colorado at Colorado Springs. The five-day event included two days of tournament play.
- Another component of the training is dedicated TrueSport classroom sessions covering materials such as nutrition and hydration, goal-setting and mental toughness.





JOHN RUGER

SENIOR DIRECTOR, BEACH

SENIOR BEACH NATIONAL TEAM PROGRAMS

FIVB

- Nick Lucena/Phil Dalhausser: Gold - Xiamen, CHN - Open
- Nick Lucena/Phil Dalhausser: Silver - Long Beach, USA - Grand Slam
- Kerri Walsh Jennings/April Ross: Silver - Long Beach, USA - Grand Slam
- Jake Gibb/Casey Patterson: Silver - Olsztyn, POL - Grand Slam
- Nick Lucena/Phil Dalhausser: Silver - Sochi, RUS - Open
- Nick Lucena/Phil Dalhausser: Silver - Fort Lauderdale, USA - World Tour Final
- Nick Lucena/Theo Brunner: Fourth - The Hague, NED - World Championships

NORCECA

- Irene Hester/Caitlin Ledoux: Gold - North Bay, Canada
- Sara Hughes/Kelly Claes: Bronze - North Bay, Canada
- Mark Burik/Curt Toppel: Silver - North Bay, Canada
- Sara Hughes/Kelly Caes: Gold - Varadero, Cuba
- Mark Burik/Curt Toppel: Bronze - Varadero, Cuba
- Kim DiCello/Kendra Vanzwieten: Gold - Tavares, Fla., USA
- Delaney Knudsen/Katie Spieler: Silver - Tavares, Fla., USA
- Jeremy Casebeer/Derek Olson: Silver - Tavares, Fla., USA

PROGRAMS

- Plans for Rio 2016 are well underway with several site visits completed, hotels secured and a test event run in Rio at the future site of the beach volleyball venue on Copacabana Beach.
- The Elite Development Program wrapped up in early July.

RANKINGS

- Our current ranking system uses a rubric to allocate points to players based on type of competition and number of teams. We're working with Peter Vint from USOC to produce a more accurate ranking that takes into consideration quality of field by using head to head results.

DEVELOPMENT

- USAV Junior Beach Tour 2015 had more than 62 events with a total of more than 8,500 participants.
- USAV Junior Beach Tour National Championships on July 24-26 in Virginia Beach, Va., had 342 teams participate.
- California will be running its Premier Winter Series for the second year and Arizona will be running its first Winter Series.

HIGH PERFORMANCE

- 120 A1 and Elite 10 team participants continued their weekly trainings ahead of the HP Championships. Additionally, we ran two HP camps, an overnight A2 camp in Hermosa Beach, Calif., and an overnight A3 camp at the OTC in Chula Vista, Calif. Both camps totaled more than 150 athletes.
- The HP Championships took place in both Hermosa Beach and Santa Monica with more than 240 total teams, including 23 international teams from Canada and Australia. Both of these totals are up from last year's event.





JOHN SPERAW

HEAD COACH, U.S. MEN'S NATIONAL VOLLEYBALL TEAM

As you can probably guess, the highlight of the third quarter for the U.S. Men's National Team was its victory at the FIVB World Cup, which qualified it for the 2016 Olympic Games. The team went to Japan, not just hoping to qualify, but wanting to win. After 15 days, it all came down to the final day of competition on Sept. 23 as Italy defeated Poland and then, in the final match of the tournament, the U.S. Men beat Argentina to finish the tournament at 10-1.

- Matt Anderson was named Most Valuable Player, Micah Christenson won Best Setter and Erik Shoji took Best Libero.
- The hard work that the players and staff put in to make this victory happen cannot be underestimated.
- The quarter began in July with the U.S. Men winning their World League pool and advancing to the Final Round in Rio de Janeiro. The U.S. lost to Brazil in its first match, but came back to beat France in the second and made it to the semifinals. After a shocking five-set loss to Serbia in the semifinals, the U.S. rebounded to defeat Poland in the third-place match to win bronze.
- After the World League Final Round, the U.S. Men had four weeks of training before the USAV Cup, when they played Brazil in four locations around Southern California. The U.S. Men went 1-3 against Brazil, but it was very important preparation for the World Cup.





KARCH KIRALY

HEAD COACH, U.S. WOMEN'S NATIONAL VOLLEYBALL TEAM

The U.S. Women's National Team won three gold medals and a bronze in four tournaments played in the third quarter.

FIVB World Grand Prix

- Team USA won the gold medal with a 5-0 record in the Final Round held in Omaha, Neb. – the first time the Finals have ever been held in the United States. Karsta Lowe was named the most valuable player, Molly Kreklow was chosen best setter, Kelsey Robinson was selected second-best outside hitter and Christa Dietzen was tabbed second-best middle blocker. The U.S. went 8-1 during the preliminary round with its only loss at the hands of China in the final match.

Pan American Games

- The U.S. captured the Pan American Games gold medal for the first time since 1967. The Pan Am Games, held in Toronto, were run concurrently with the FIVB World Grand Prix Finals and the Americans came away with gold in both events. The U.S. swept Brazil in the gold medal match to avenge a pool play loss to the South Americans and two-time reigning Olympic Games champions. Carli Lloyd was named the most valuable player, Nicole Fawcett earned best opposite, Krista Vansant was chosen best outside hitter and Rachael Adams was tabbed second best middle blocker.

FIVB World Cup

- The U.S. reached the FIVB World Cup podium, but its bronze-medal finish was one place out of earning a 2016 Olympic Games berth in the first qualification tournament. The Americans ended the 11-match, 16-day tournament held in Japan with a 9-2 record with losses to Serbia (3-2) and Russia (3-0). Team USA swept China on the third day of the competition, the only team to defeat the eventual champions. The standings were so close that a reversal of fortune against Serbia in the fifth set would have earned the U.S. a ticket to the 2016 Olympics. Tori Dixon was named second-best middle blocker.

- NORCECA Championship: Team USA won the biennial NORCECA Women's Continental Championship for the third straight edition, going undefeated in five matches and beating zone rival Dominican Republic in the gold-medal match in Morelia, Mexico. Nicole Fawcett was named the most valuable player of the tournament and Kayla Banwarth was tabbed as the best receiver.

By reaching the semifinals, the Americans earned a spot into the NORCECA Olympic Qualification Tournament with dates and country still to be determined. They will be joined by Dominican Republic, Puerto Rico and Canada in a four-team round-robin to determine NORCECA's entry into the 2016 Olympic Games.



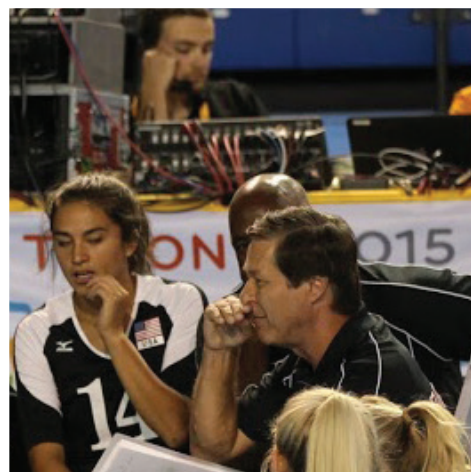
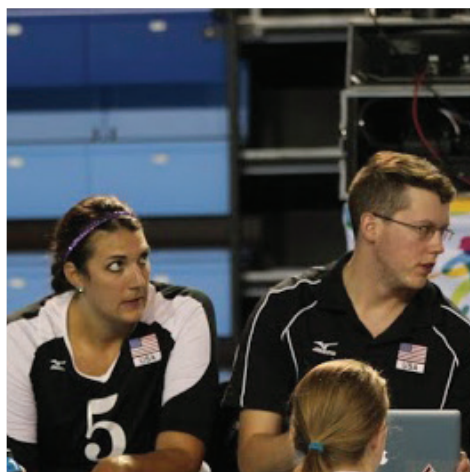
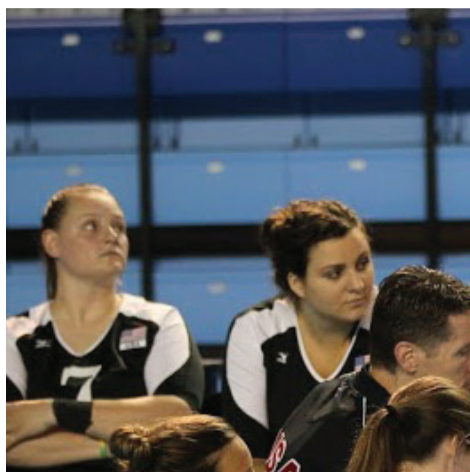


BILL HAMITER

DIRECTOR, HIGH PERFORMANCE SITTING PROGRAM

Sitting Volleyball had an impressive third quarter with both our Men's and Women's Sitting Teams.

- U.S. Men's Sitting Team earned qualification to the 2016 Paralympic Games after finishing with the silver medal at the Parapan American Games in Toronto. Team USA went 5-2 during the tournament with its only two losses coming at the hands of eventual champion Brazil.
- U.S. Women's Sitting Team won the first-ever women's sitting volleyball competition held during the Parapan American Games. Team USA went 5-0 without dropping a set. The U.S. had already qualified for the Paralympic Games after earning silver at the 2014 ParaVolley Sitting Volleyball World Championship.
- The U.S. Women's Sitting Team traveled to Europe in September to hold a joint training session with the Slovenia National Sitting Team.
- Planned a joint training session with the U.S. Women's National Sitting Team and China to be held Oct. 22-24 at the University of Central Oklahoma in Edmond, Okla. The training block includes four exhibition matches with the top-ranked China and second-ranked USA. The location is where Team USA trains.





JOHN KESSEL

DIRECTOR, SPORT DEVELOPMENT

Region Services – Sport Development

- Several exciting projects to grow the game are in the works.
- \$7,500 P&G Grant to seed beach and balloon volleyballs with skill panels and ball seams
- Eurofit 8x10-foot style joint logo displays for 31 Regions at no cost
- RVA/USAV info inserted for all Why USAV videos
- Met with 12 USAV AO/USOC MSOs at U.S. Olympic Assembly about youth and RVA programming.
- STEM Project finalization of two chapters each on science, technology, engineering and math volleyball project (kit available to schools in Dec 2015)
- USOC American Development Model symposium presentation and collaboration at University of Delaware – start of RVA Volleyball parent / coach manual
- CAP clinic in Iowa RVA and GMS Youth presentation in Hoosier RVA
- Updated World ParaVolley DVD for national and RVA use
- Conducted four sitting experience clinics for the USOC.
- Served on Jury for 2015 ParaPanAms in Toronto, Canada – captured several thousand U.S. team photos and the U.S. team RVA thank you videos.
- Sent the bi-monthly Grow the Games Newsletter to more than 25,000 registered coaches with record-setting open rates.
- Added 11 new Growing The Game Together blogs to the USAV website
- State Games – Organized indoor, beach and grass doubles volleyball



Boys' and Men's Programming

- Boys' USAV full membership growth exceeded 5 percent in 2014-15.
- Men's Collegiate Commission continues with conference calls and growing the men's game, more than 10 new DIII schools to date.
- Hosted and conducted NCAA Division I-II and separate NCAA Division III Men's Coaches meetings at BJNC
- Commission is currently working with the NCAA/AVCA and RVAs to host clinics in conjunction with the NCAA DI/II and DIII Championships
- We have 34 RVA Boys' Liaisons

Grant Programming Quick Facts

- We have awarded 28 grants to date in 2015.
- We have processed \$109,000 to date in 2015.
- We have awarded \$175, 500 to date in 2015.



SUSAN BARKLEY

DIRECTOR, REGION SERVICES

Webpoint membership registration is going well for the new season, with 37 Regions using Webpoint, and more than 34,500 current full memberships in place.

General Updates

- Webpoint/USAV Academy: Transitioned to new host site and software for USAV Academy, with data transfer between Webpoint and USAV Academy. Successful “single sign-on” functionality from Webpoint to USAV Academy. After clicking the “Login to USAV Academy” or “USAV Academy” button, the user is automatically logged in to USAV Academy and can view the coursework associated with the clinic(s) for which he/she has registered.
- Credit Card Fee Reduction: For Regions that accept credit card payment in Webpoint, the following rate reductions were effective Sept. 1, 2015: (a) Transaction fee lowered 3 cents from 13 cents to 10 cents; (b) Qualified rate lowered from 2.25 to 2.20; and (c) Non-qualified rate was lowered .40 basis points.
- Webpoint Session in October: We will have an extended Webpoint discussion session on Friday, Oct. 9, 9:30 a.m. - 12:30 p.m, in conjunction with the October meetings in Denver.

Recent Webpoint Enhancements

- Pennsylvania Background Screening Law (PA 153) Incorporated into Webpoint: New Pennsylvania law requirements relating to background screenings have been incorporated into certification tracking and search options in Webpoint for Region Administrators and will soon be in place for Club Administrators.
- Join process/user interface improvements: A new member now sets up his/her login information (username, password, security question, and security answer) during the membership registration process, which is much friendlier for the user than relying on system defaults and login update requirements. The Forgot Password, Forgot User Name, and Forgot Answer to Security Question process interfaces are also all improved.
- Event/Clinic Listing Display: Adjustments have been made to the event/clinic displays, including the addition of “Date From” and “Date To” search filters. There is no longer an option for Website Display = “Yes, with registration” for events. The Website Display status will control displaying the event on the website. The registration Start Date will determine if the event has registration and when registration opens.
- Membership Processing Fee Option: Regions can implement a membership processing flat fee that is applied during the membership registration process. The Region determines the amount of the fee and the text that displays to identify the fee.





DIANA COLE

DIRECTOR, EDUCATION

Approximately 10 coaches in the Puget Sound Region are participating in the first “Semester” CAP Level I course in Bellevue, Wash., on Sept. 9-Nov. 14, 2015. Coaches receive access to online training sessions and materials, as well as weekly on-site, on-court sessions with Bill Neville. PS RVA coaches completing the program and certification may earn a rebate of registration fees from the PS RVA. Washington state school coaches may be able to earn WIAA “clock hours” (CEU’s) for attending this semester course.

HOSTING ON-SITE CAP AND BEACH CAP COURSES

CAP is currently accepting applications to host indoor and beach courses in January 2016 and beyond. Dates in January are very popular, as are summer months and are first-come, first-served for reserving dates. The education department requires a minimum of three months lead time to build and publicize each course.

Q3 COURSES/MODULES CLINICS

- July 24-26: CAP Level I Course – hosted by USAV @ Grand Prix Final in Omaha, Neb.

Q3 (2016 SEASON) IMPACT WEBINARS COMPLETED

- IMPACT Instructor Refresher Webinars #1-8 on Sept. 9-16

RVA ON-SITE IMPACT COURSES

- Updates completed to 2016 season IMPACT Manual and instructor PowerPoints
- Instructor Materials posted to new home on USAV Academy and available for download

ONLINE IMPACT COURSES

- Cost of OnDemand courses reduced from \$50 to \$40
- Length of time to access a course increased from 21 days to 60 days
- RVA allotment of free OnDemand courses now released to Regions in September each year, instead of January each year.
- Any number of free OnDemand courses may be requested to be converted to the Beach IMPACT version.
- Live webinar version of Indoor IMPACT will be eventually phased out over the next year.





CHARLIE SNYDER

DIRECTOR, COMMUNICATIONS & CREATIVE SERVICES

The USA Volleyball mobile app provided by the USOC will launch by Nov. 3, 2015. Training began on Aug. 25 for Corinne Calabro, who will work with the USOC to transfer news items and build out the app for the launch. The mobile app will include select items from the usavolleyball.org website, as chosen by the USOC, but branded as a USAV app. The app will feature past and new news items, athlete bios, photo galleries, videos, links to social media accounts, live events and a ‘find a place to play’ functionality. In addition, it is expected that the entire website will be mobile responsive by the end of the year.

- We have begun the conversations internally about a **new membership growth initiative**. It is broken into three main components: building a ‘find a place to play’ functionality on our site, partnering with NBC and NBCOlympics.com on its Gold Map programs, then launching a national post-Games promotion, “Open Court,” partnering with participating RVAs and clubs to open their facilities to new, prospective members to ‘try volleyball.’
- We are in the planning stages to conduct a three-week **social media campaign** beginning with the 64-team field and concluding with the NCAA Women’s National Championship on Dec. 17 and 19 in Omaha. Our plan is to work directly with the NCAA, ESPN, AVCA, participating school sports information directors and the City of Omaha on this social media campaign: #GetToOmaha. We will use tools from our partners SpredFast and eCal150 and will focus on our ‘NCAA Volleyball on TV’ web page, our online FanZone, and the on-site social media hub.
- ESPN3 and various college athletic conferences have agreed to air a **USAV 30-second promo spot** in selected volleyball matches this fall. The spot was produced by Echo Entertainment and features Karch Kiraly. In addition, a “Why USAV” video, produced internally by USAV staff, will be made available for RVAs and clubs to use. The “Why USAV” video features coaches and club directors speaking about programs and resources offered by USA Volleyball. Finally, a video has been produced to welcome new and returning members. This video features Matt Anderson, April Ross, Phil Dalhausser, Christa Dietzen, members of the USAV sitting teams and many more.





STACIE KEARNS

SENIOR DIRECTOR, FINANCE

In the third quarter, the Finance Staff implemented innovative new changes, such as syncHR and multi-year forecasts, to improve efficiencies, planning and communication.

- Finance and Senior Management held budget reviews with individual staff members and departments from Sept. 16-Oct. 1. The written report summarizes the variances (known and forecasted) from the budget for 2015. The report will be discussed in the next Audit, Finance & Budget Committee meeting on Oct. 11, 2015. Our activity for the year has been positive both from the program and budget side. We are anticipating a positive impact on net income of \$538,500.
- Planning for the 2016 budget started this quarter. A new four-year budget forecast has been implemented as well as a standardized presentation template. All budget presentations will focus on aligning divisional budgets with the operating plan. Training for the budget was provided to all-staff with budget responsibility.
- The finance department held its annual strategic planning retreat in August. The focus was developing our departmental operating plan around the new key strategic priorities approved by the board of directors. In addition, the finance internal control policies were updated and individuals were identified for emergency succession needs.
- The finance and human resources group attended the USOC NGB Finance Best Practices Seminar held in July. Topics included risk management, PCI Compliance, people hot topics and accounting for fundraising. The seminar will be a biennial event.
- Construction began on the renovations to suite 130 on the first floor of the Sinton office building. Estimated time for completion is eight weeks. The events and high performance departments will be moving around the end of the year.
- The finance and human resources staff worked together to identify, compare, and select a human resource / payroll service compatible with NetSuite. SyncHR was selected and implementation began in August, with a go-live goal of Nov. 1. The new system will enhance staff on-boarding experience, improve leave functionality, and bring accuracy and efficiencies to the payroll process.





CARLA HALL

SENIOR MANAGER, INTERNATIONAL PROGRAMS

The summer was filled with more events than ever; travel and logistics were completed for the following events:

- Pan American/ParaPan American Games in Toronto
- World Grand Prix (Turkey, Russia, Hong Kong, Omaha)
- World Cup (men's and women's indoor) in Japan
- Medical staff attending FIVB and NORCECA beach tour events
- Various domestic sitting team training camps and travel for the women's sitting team to Slovenia
- World League finals for men's indoor (Brazil)

International Transfer Certificates:

- The FIVB opened the portal for international transfers for the 2015-2016 season on Aug. 11. At the present, 275 transfers have been initiated in the system and 137 have been completed. I expect at least another 100-150 international transfers to be initiated for the season.

USADA

- The athletes who are members of the USADA Registered Testing Pools for the indoor, beach, and sitting disciplines completing their whereabouts filings for fourth quarter 2015. Compliance is at 97 percent for the registered testing pool for sitting volleyball, and 96 percent for beach and indoor volleyball.



LAUREN SCHOENHERR

COORDINATOR, DEVELOPMENT

It was a busy summer of meet-and-greets while telling people all about the USAV Foundation.

- Hosted donors and donor prospects at the following events:
 - FIVB World Grand Prix, Omaha, Neb.
 - FIVB Grand Slam, Long Beach, Calif.
 - USA Volleyball Cup, Southern California
- Hosted winetasting and silent auction fundraiser for parents at the Beach High Performance Championships in Hermosa Beach.
- Launched #rumbleinrio campaign on Aug. 5, marking one year to the opening of the Olympic Games in Rio. Campaign will run for the next few months.
- Co-hosted the welcome reception at LAX for the Men's National Team following their win at the World Cup; coordinated media and fan attendance.
- Participated in planning meetings with USOC NGB fundraising adviser.
- Have raised almost double the amount compared with the third quarter in 2014. Also, the number of donors has increased by 35 percent compared with Q3 2014.
- Ongoing follow-up on all gifts to the Foundation with thank you and acknowledgement letters.
- Continued Foundation stewardship and donor-relations activities, including planned-gift solicitations.
- Continue to seek the support in identifying individuals who may have an interest in supporting USA Volleyball.