



Transition Forum Q-and-A



Volunteer and Staff Transition Committee

Chairwoman

- Managing Director of Risk and Policy Megan Wick

Members

- Programming Manager Jill Duffy
- Sorority Director-Recruitment Rachel Taube
- Sorority Coordinator-New Chapter Linda Johnson
- Sorority Growth Manager Jaclyn Laviage
- Sorority Director-Alumnae Resources East Anne Layton
- FMC Housing and Facilities Manager Anne Lease
- Sorority Director-Panhellenic Resources Betty Quick
- Sorority Coordinator-New Chapter Mary Jo Silsby
- Marketing Manager Teresa Tisserat

Supporting International Council with:

- Understanding the board role in Governance
- Governance coaching
- Board role in organizational culture
- Board development
- Volunteer development
- Engaging and retaining volunteers
- Understanding volunteering across generations

Strategic Board Governance

- Focus IC meetings on governing rather than managing
- Help shape the organization's priorities through the strategic planning process
- Align agendas with goals and priorities
- Place high priority on addressing strategic issues that confront the organization
- Anticipate potential problems before the issues become urgent
- Sharpen direction, address difficult issues and identify opportunities.
- Allocate time to what matters most to the performance and success of the organization

With the number of extensions in the past two years and the addition of staff positions, how is the Sorority managing this financially? Could you review the financial aspects of the transition?

What is the Leadership Development Committee working on, specifically? And, how will this group support volunteer growth and movement?

LDC

Chairwoman: Linda Malony

Members: Krista Davis, Jessica Jecmen, Barbara Hurt-Simmons and Deb Jones

How will decisions be made and/or where is authority for decision making?

How will volunteers and staff be involved in upcoming decisions about the transition and how it will affect them specifically?

Transition Timeline

	Sept. 2016	Oct. 2016	Nov./Dec. 2016	Jan. 2017	Feb. 2017	Mar. 2017	Apr. 2017	May 2017	June 2017
Collegiate Department	Overall Timeline Presented	Evaluate functions and identify alignments	Evaluate functions and identify alignments	Collegiate Resources Team Transitions	Begin planning remaining CD transitions		New Chapter Team Transitioned		RLI 2017 Committees Approved and Shared
		Review RsPs for transition		Review proposal/budget with IC					
Panhellenic Department	Overall Timeline Presented	Review RsPs for transition		Discuss transition budget needs	Evaluate functions and identify alignments	Evaluate Functions and identify alignment	Review proposal with IC		RLI 2017 Committees Approved and Shared
Membership Department	Overall Timeline Presented	Evaluate functions and identify alignments	Evaluate functions and identify alignments	Review proposal/budget with IC	Begin Planning MD Transitions		Public Relations Transitions	Extension Transitions	RLI 2017 Committees Approved and Shared
		Review RsPs for transition							
Financial Department	Overall Timeline Presented	Evaluate functions and identify alignments	Evaluate functions and identify alignments	Review proposal/budget with IC		Begin planning FD Transition			RLI 2017 Committees Approved and Shared
		Review RsPs for transition							
Alumnae Department	Overall Timeline Presented	Review RsPs for transition		Discuss transition budget needs	Evaluate functions and identify alignments	Evaluate Functions and identify alignment	Review proposal with IC		RLI 2017 Committees Approved and Shared
IP Department	Overall Timeline Presented	Review RsPs for transition		-Review IC Only functions and discuss alignments -IC Committee Discussion -Discuss transition budget needs	Evaluate functions and identify alignments	*Regional Teams Transitioned	Review Proposal with IC for IP functions and committees		-RLI 2017 Committees Approved and Shared -Begin Bylaw Review
					Committee Dev.			Committee Dev.	

Transition Timeline

	July/August 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2018	Jan. 2018	Feb. 2018	Mar. 2018	Apr. 2018	May 2018	June 2018
Collegiate Department		-IC committee creation -Update RsPs -Review Bylaws				IC Committees Begin/ Discuss transition budget needs					Dallas 2018
Panhellenic Department		-IC committee creation -Update RsPs -Review Bylaws				Panhellenic Transition					Dallas 2018
						IC Committees Begin/ Discuss transition budget needs					
Membership Department		-IC committee creation -Update RsPs -Review Bylaws		Recruitment Transitions		IC Committees Begin/ Discuss transition budget needs					Dallas 2018
Financial Department	Finance VLs Transition	-IC committee creation -Update RsPs -Review Bylaws				IC Committees Begin/ Discuss transition budget needs					Dallas 2018
Alumnae Department		-IC committee creation -Update RsPs -Review Bylaws	Alumnae Department Transition			IC Committees Begin/ Discuss transition budget needs					Dallas 2018
IP Department		-IC committee creation -Update RsPs -Review Bylaws				IC Committees Begin/ Discuss transition budget needs					Dallas 2018

International Council Member Transition Tasks

Department Transition

International Council Meeting or Task

How are things going with the Education department and Human Resources Team that have already transitioned?

Strategic Plan – Phase 1

April 2015-June 2016

Education Department

**Goal 1: Build an organization that reflects the best
Gamma Phi Beta**

**Objective 1: Provide a quality member experience for our
collegians.**

- **Strategy 1:** Provide a quality leadership opportunity and training.
- **Strategy 2:** Provide an inviting and enriching new member experience.

Strategic Plan – Phase 1

April 2015-June 2016

Education Department

**Goal 1: Build an organization that reflects the best
Gamma Phi Beta**

**Objective 4: Develop specific standards and programs
that encourage our members to exemplify the highest
type of womanhood.**

- **Strategy 1:** Educate our members on Gamma Phi Beta including policies and procedures.
- **Strategy 4:** Further foster philanthropic interest.

Strategic Plan – Phase 1

April 2015-June 2016

Human Resources

Goal 3: Develop and manage our human resources

Objective 1: Educate and train people who are instrumental to the success of the organization.

- **Strategy 2:** Create educational opportunities for all alumnae to learn about volunteer leader opportunities.
- **Strategy 3:** Develop education and training tools for advisors.

Strategic Plan – Phase 1

April 2015-June 2016

Human Resources

Goal 3: Develop and manage our human resources

Objective 4: Assess and develop operational structures to maximize efficiency and effectiveness.

- **Strategy 1:** Evaluate the current professional staff and volunteer leader roles to determine if the needs of the Sorority are being met.
- **Strategy 2:** Evaluate the tools for professional staff and volunteer leaders to determine if their needs are being met.



GAMMA PHI BETA

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