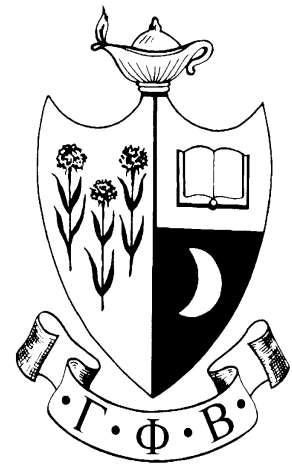


Gamma Phi Beta Sorority

REPORT OF THE
EIGHTIETH
CONVENTION

June 23-25, 2022
Hyatt Regency at the Arch
St. Louis, Missouri



2022

Convention Minutes Committee

Jolene Lessard Stiver, Chairwoman
Stephanie Gauchat Carriere
Autumn Hansen

Gamma Phi Beta Board Leadership 2020-22 Biennium

International Council

International President	Autumn Hansen
Vice President	Crissy Buchanan Carlisle
Vice President	Stephanie Gauchat Carriere
Vice President	Kelly Brown Dunne
Vice President	Judy E. Graham
Vice President	Lillian Hallstrand Lammers
Vice President	Fran Mayfield Stevenson

Gamma Phi Beta Facilities Management Company

FMC Chairwoman	Barbara Chadwick (2020-22)
FMC Chairwoman	Jennifer Moody Ogden
FMC Manager	Jennifer Moody Ogden (2020-22)
FMC Manager	Amy Apostol
FMC Manager	Shery Armstrong Layne
FMC Manager	Melinda Sutton
FMC Manager	Hillary Stevens
Ex-Officio Board Member, Vice President	Judy E. Graham
Ex-Officio Board Member, Sorority Executive Director	Megan Smiley Wick

Gamma Phi Beta Foundation Trustees

Foundation Chairwoman	Angela Jordan Dimit (2020-22)
Foundation Chairwoman	Barbara Chadwick
International Council Representative	Autumn Hansen
International Council Representative	Fran Mayfield Stevenson
Trustee	Jill Wallace Castilla (2021-22)
Trustee	Karen Kendall (2020-21)
Trustee	Rosemary Milew (2020-21)
Trustee	Fraya Hirschberg Black
Trustee	Harriett Bedwell Cogan
Trustee	Kathy Sackmaster George
Trustee	Annabel Jones
Trustee	Margaret Myers
Trustee	Dawn Menegos Randolph
Trustee	Melanie Martin Roussos
Trustee	Susan Grant Schneider
Trustee	Heather Holland Swindells
Trustee	Karen Gamel Urette
Executive Director	Megan Smiley Wick

A full list of the Gamma Phi Beta workforce for the 2020-22 biennium is maintained by Gamma Phi Beta International Headquarters and available by written request.

Collegiate Chapter Delegates

Alpha Chapter	Syracuse University	Nicole LaFiandra
Beta Chapter	University of Michigan	Mimi Maixner
Gamma Chapter	University of Wisconsin-Madison	Abigail Crinks
Eta Chapter	University of California-Berkeley	Desiree Martinez
Theta Chapter	University of Denver	Alexandra Van de Water
Iota Chapter	Columbia University of New York	Caroline Itzkoff
Kappa Chapter	University of Minnesota-Twin Cities	Erin Nelson
Lambda Chapter	University of Washington	Graycelin Hare
Nu Chapter	University of Oregon	Myrihe Rohbock
Xi Chapter	University of Idaho	Blazie Gilder
Omicron Chapter	University of Illinois at Urbana-Champaign	Diana Pod
Pi Chapter	University of Nebraska-Lincoln	Ann Gregory
Sigma Chapter	University of Kansas	Gabriella Findley
Tau Chapter	Colorado State University	Jordyn "Jojo" Boston
Phi Chapter	Washington University	Yael Shaw
Psi Chapter	University of Oklahoma	Abby Daniels
Omega Chapter	Iowa State University	Kathryn Lent
Alpha Alpha Chapter	University of Toronto	Grace Karbonik
Alpha Beta Chapter	University of North Dakota	Anneka Linstrom
Alpha Delta Chapter	University of Missouri-Columbia	Natalie Tuttle
Alpha Epsilon Chapter	University of Arizona	Karli Ramsey
Alpha Iota Chapter	University of California-Los Angeles	Annabel Lewis
Alpha Lambda Chapter	University of British Columbia	Ava Bampton
Alpha Nu Chapter	Wittenberg University	Emily Gibson
Alpha Xi Chapter	Southern Methodist University	Victoria Romanczyk
Alpha Upsilon Chapter	Pennsylvania State University	Yani Hawthorne
Alpha Chi Chapter	College of William & Mary	Helen Treadway
Beta Alpha Chapter	University of Southern California	Charlotte Collins
Beta Beta Chapter	University of Maryland	Erica Baranick
Beta Delta Chapter	Michigan State University	Paige McGuire
Beta Epsilon Chapter	Miami University	Viviana Selvaggi
Beta Lambda Chapter	San Diego State University	Victoria Rivera
Beta Mu Chapter	Florida State University	Isabella Aragao
Beta Xi Chapter	Ohio State University	Cailey Hansen-Mahoney
Beta Omicron Chapter	Oklahoma City University	Ellie Shumate
Beta Pi Chapter	Indiana State University	Courtney Sprowl
Beta Rho Chapter	University of Colorado-Boulder	Kinley Rex
Beta Sigma Chapter	Washington State University	Amehra Welch
Beta Upsilon Chapter	Kansas State University	Elle Eilert
Beta Phi Chapter	Indiana University	Caroline Hager

Beta Chi Chapter	Wichita State University	Payton Dearmont
Beta Omega Chapter	Northern Arizona University	McKenna Keen
Gamma Beta Chapter	Gettysburg College	Emma Hladik
Gamma Gamma Chapter	University of Wisconsin-Milwaukee	Nora Harryman
Gamma Epsilon Chapter	University of Puget of Sound	Olivia "Liv" Brenneman
Gamma Zeta Chapter	Texas A&M University-Commerce	Destiny Skidmore
Gamma Eta Chapter	California State University-Long Beach	Jaclyn Leon
Gamma Iota Chapter	Midwestern State University	Taylor Boyce
Gamma Kappa Chapter	University of Nebraska-Kearney	Brooke Benck
Gamma Omicron	University of Kentucky	Alyssa Hargis
Gamma Pi Chapter	Minnesota State University-Mankato	Molly Nhean
Gamma Rho Chapter	University of Wisconsin-Oshkosh	Trinity Oliver
Gamma Tau Chapter	Saint Louis University	Mary Kate Pikus
Gamma Phi Chapter	Auburn University	Sophia Franz
Gamma Chi Chapter	Texas State University-San Marcos	Atlanta Flower
Gamma Psi Chapter	University of Northern Iowa	Jenna Louch
Gamma Omega Chapter	University of Wisconsin-Platteville	Emma Skrepenski
Delta Delta Chapter	California State University-Fullerton	Kiersten Kim
Delta Eta Chapter	University of California-Irvine	Meghan Powers
Delta Theta Chapter	California Polytechnic State University	Alexis Lupton
Delta Iota Chapter	Purdue University	Bailey Tucker
Delta Kappa Chapter	Lehigh University	Eva Bartell
Delta Lambda Chapter	University of California-Riverside	Alissa Friedman
Delta Mu Chapter	Rutgers University	Julianna Shaltis
Delta Nu Chapter	Missouri State University	Caitlynn Chaney
Delta Pi Chapter	Illinois State University	Anna Flatt
Delta Sigma Chapter	Florida Institute of Technology	Graziela Encarnacion
Delta Tau Chapter	Colgate University	Ellie Doolittle
Delta Upsilon Chapter	University of Georgia	Maddie Hamas
Delta Phi Chapter	California State University-Bakersfield	Jezelle Velasquez
Delta Chi Chapter	California State University-Sacramento	Jocelyn Burger
Delta Psi Chapter	University of California-Santa Barbara	Ria Lian Bierling
Delta Omega Chapter	Oakland University	Keyara Pepper-Cameron
Epsilon Alpha Chapter	La Salle University	Jillian Herr
Epsilon Beta Chapter	Alma College	McKenna Lindsay
Epsilon Gamma Chapter	University of San Diego	Elise Ricamoto
Epsilon Delta Chapter	Creighton University	Gaby Hansen
Epsilon Epsilon Chapter	Union College	Maya Acampora
Epsilon Zeta Chapter	Jacksonville University	Shauna Lowry
Epsilon Iota Chapter	Christopher Newport University	Anna Osenkowsky
Epsilon Kappa Chapter	California State University-Chico	Hannah Bolton
Epsilon Lambda Chapter	University of Alabama	Carleigh Kahle
Epsilon Mu Chapter	Loyola University New Orleans	Bailee Nguyen
Epsilon Nu Chapter	Chapman University	Abigail Agheshen

Epsilon Omicron Chapter	University of California-Santa Cruz	Jessica Duggan
Epsilon Pi Chapter	George Mason University	Julia Bortz
Epsilon Sigma Chapter	Morehead State University	Bailey Watkins
Epsilon Tau Chapter	University of Rochester	Hannah Teets
Epsilon Phi Chapter	Bentley University	Kathleen Rooney
Epsilon Psi Chapter	University of North Carolina-Asheville	Kathryn Maser
Zeta Alpha Chapter	Eastern Washington University	Adrienne Vogel
Zeta Beta Chapter	University of Virginia	Olivia Prendergast
Zeta Gamma Chapter	Sonoma State University	Peyton Vernon
Zeta Delta Chapter	Southeast Missouri State University	Remy Terbrock
Zeta Zeta Chapter	Coastal Carolina University	Rachel Brim
Zeta Eta Chapter	Lander University	Lillian Strawn
Zeta Theta Chapter	Pepperdine University	Carmen Glaze
Zeta Iota Chapter	Valparaiso University	Jillian Seeger
Zeta Lambda Chapter	Texas A&M University-Corpus Christi	K'Lynn Martinez
Zeta Mu Chapter	St. John's University	Madison Kirch
Zeta Nu Chapter	University of Detroit-Mercy	Tanu Singh
Zeta Omicron Chapter	John Carroll University	Constance Economus
Zeta Rho Chapter	Texas A&M University-College Station	Jacie Quinney
Zeta Sigma Chapter	University of South Carolina	Emily Hasenau
Zeta Tau Chapter	Emory University	Meg Ruder
Zeta Phi Chapter	University of Arkansas-Fort Smith	Isabelle Tillman
Zeta Chi Chapter	Texas Christian University	Mary Ellen Pratt
Zeta Psi Chapter	University of Texas-San Antonio	Serena Godwin
Zeta Omega Chapter	Kennesaw State University	Amber Anderson
Eta Beta Chapter	Florida Southern College	Ruby Silver
Eta Delta Chapter	Grand Valley State University	Molly Landa
Eta Epsilon Chapter	Virginia Polytechnic State University	Sydney Livingston
Eta Zeta Chapter	University of Cincinnati	Ava Gyurczsik
Eta Eta Chapter	University of South Florida	Brianna Miller
Eta Theta Chapter	University of Connecticut	Taylor Gourdiere
Eta Iota Chapter	Rockhurst University	Maria Mueller
Eta Lambda Chapter	University of Central Florida	Felicity Baldwin
Eta Nu Chapter	James Madison University	Abigail Alexander
Eta Xi Chapter	University of Florida	Molly Sankey
Eta Omicron Chapter	Ohio University	Hannah Hartman
Eta Pi Chapter	Quinnipiac University	Julia DiNapoli
Eta Rho Chapter	University of Nevada, Las Vegas	Chloe Love
Eta Sigma Chapter	University of Central Missouri	Katlyn Bolek
Eta Tau Chapter	Colorado Mesa University	Molly Hemmen
Eta Upsilon Chapter	Nicholls State University	Adrienne Cedotal
Eta Phi Chapter	Virginia Commonwealth University	Hannah Howell
Eta Chi Chapter	California State University-San Marcos	Melanie Castellanos

Alumnae Chapter Delegates

California	Balboa Harbor	Cathy Simon
	Diablo Valley	Stella Kondonijakos
	La Jolla	Cinda Lucas
	Long Beach	Kimberly Idio
	Pasadena	Linda Royer
	South Bay	Hannah Sullivan
Colorado	Denver	Jazmyn Wilson
District of Columbia	Washington, D.C.	Milissa Rhodes
Florida	Naples	Barbara Hurt-Simmons
	Tampa Bay	Bernadette Hardigan
Georgia	Atlanta	Audrey Herndon
	Atlanta Southern Crescent	Kara Chiumento
Iowa	Cedar Rapids	Nicole Pedron
Illinois	Chicago	Fraya Black
	Chicago FW Suburban	Lauren Neill
	Chicago NW Suburban	Marnie Kapuscinski
Indiana	Evanston North Shore	Linda Bergdahl
Kansas	Greater Kansas City	Alexandra McAndrew
Michigan	Grand Rapids	Ellen Schiller
Missouri	Columbia	Annetta Boysan
	Saint Louis	Haley Fisher
	Omaha	Carlyn Pentzien
Nebraska	Princeton	Cathy Griffin
New Jersey	Syracuse	Deidre Elleman
New York	Cincinnati	Brittany Dickerson
Ohio	Cleveland East	Lauren Yanosko
	Dayton	Jennifer Meyer
	Tulsa	Nicollette West
	Portland	Julie Williams
Texas	Dallas	Mandy Chen
	Greater Austin Area	Laura Banks
	Greater Fort Worth	Cheryl Mireles
	Houston	Catherine Donohue
Virginia	Fairfax County	Elizabeth Denning

**GAMMA PHI BETA SORORITY
80TH INTERNATIONAL CONVENTION
BUSINESS MEETING**

The 80th International Convention of Gamma Phi Beta Sorority was held at the Hyatt Regency at the Arch Hotel in St. Louis, Missouri, Thursday, June 23, through Saturday, June 25, 2022.

**Thursday Evening, June 23
First Session**

The 80th International Convention of Gamma Phi Beta Sorority was called to order by International President Autumn Hansen (Idaho) on Thursday, June 23, 2012, at 8:30 p.m. with the opening Business Meeting, ritual and presentation of the flags.

Roll Call and Presentation of the Flags

Vice President Crissy Buchanan Carlisle (Alabama) and Vice President Lillian Hallstrand Lammers (Denver) called the roll of the alumnae chapters. Vice Presidents Stephanie Gauchat Carriere (Arizona), Fran Mayfield Stevenson (Kansas State) and Kelly Brown Dunne (William & Mary) called the roll of collegiate chapters with the presentation of chapter flags and introduced the new collegiate chapters installed during the biennium. Judy E. Graham (Oklahoma) provided a reading of the Gamma Phi Beta Creed and Victoria Lopez-Herrera (Alumna Initiate—St. John’s) shared a land acknowledgement statement.

Welcome Letter

Megan Smiley Wick (Washington State) read a letter of welcome from Tishaura Jones, Mayor of St. Louis, Missouri.

Introductions

Autumn Hansen recognized five past Grand or International Presidents: Ann Mullen Bronsing (Indiana State), Krista Spaninger Davis (Bowling Green), Linda Daniel Johnson (Vanderbilt), Jolene Lessard Stiver (North Dakota State) and Annabel Jones (Oklahoma). She also recognized the many former Grand or International Council members, the 2020-22 International Council, the Facilities Management Company (FMC) Board of Managers, the Gamma Phi Beta Foundation (Foundation) Board of Trustees, regional team leaders and alumnae chapter team leaders and Gamma Phi Beta staff.

Credentials Report

Credentials Chair Jolene Lessard Stiver presented the report of the Credentials Committee: 170 delegates were registered, and one alternate was accredited and registered. The total number of delegates and alternates entitled to vote was 152. Quorum was established at 77.

The credentials report was adopted as presented.

Rules of Convention - Motion 1

Autumn Hansen read the Rules of Convention. It was moved by Stella Kondonijakos (California-Berkley), Diablo Valley Alumnae Chapter, California, and seconded, to amend the Rules of Convention.

To amend Rules of Convention, bullet three, by striking: ***“comment in debate and vote”***

The motion was adopted.

Rules of Convention - Motion 2

It was moved by Alexandra Van de Water (Denver), and seconded, to adopt the amended Rules of Convention.

The motion was adopted.

Convention Committees

International President Autumn Hansen announced the appointment of the following Convention committees:

Tellers

Head Teller: Katherine Pezzella (Colgate)
Ann Hipskind Campbell (Northwestern)
Jessica Jecmen (Oklahoma City)
Tanya Coll LaRochelle (Miami)
Nerissa Neal Rouzer (Virginia)
Tiffany Thompson (Eastern Washington)
Sonya Striggles (Bridgewater State)
Brandy Shiver Vess (Texas A&M-Commerce)
Cynthia Gates Wood (Missouri-Columbia)
Ruthe Wynne (California State-Sacramento)
Caitlyn Zang (California State-Fullerton)

Credentials Committee

Chair: Jolene Lessard Stiver
Kendra Gates Bocher (California State-Long Beach)
Barbara Weiss Boenzli (Oregon State)
Cheryl Hipp (Bowling Green)
Joanne Roman (Vanderbilt)

Sergeants-At-Arms

Ellen Malito-Green (Indiana State)
Brittany Dickerson (Bowling Green)
Brooke Jacobson (Wisconsin-Milwaukee)
Heather Johnson (Morehead State)
Karen Kendall (Vanderbilt)
LeAnne Kudloff (Denver)
Kayla Pelletier (Toronto)
Chelsea Ostebo (South Carolina)
Megan Bawden Westphal (Valparaiso)
Hillary Barker Stevens (Morehead State)
Shauna Revello Wilson (Washington State)

Courtesy Resolution Committee

Mary Vanier (Kansas State)
Susie Knetter McCracken (Kansas State)

Time Keeping Committee

Kendra Bocher

Cheryl Hipp

Parliamentarian

Cheryl Hipp

Nominating Committee Chair

Tanya Jordan (Purdue)

Ritual Chair

Mary Knaup (California State-Fullerton)

Initiating Chapter

Phi Chapter at Washington University

Convention Minutes Committee

Chair: Jolene Lessard Stiver

Autumn Hansen

Stephanie Gauchat Carriere

Standing Committee Chairs in Attendance

Krista Davis – 150th Celebration Committee Chairwoman

Judy E. Graham – Audit and Finance Committee Chairwoman

Rachel Christine (Texas A&M-Corpus Christi) – Belonging and Inclusion Committee Co-Chair

Samantha Keltner (Northern Iowa)– Belonging and Inclusion Committee Co-Chair

Jolene Lessard Stiver – Bylaws Committee Chairwoman

Jessica Jecmen – Leadership Development Committee Chairwoman

Mary Knaup – Ritual and History Committee Chairwoman

Crissy Carlisle – Governance and Personnel Committee Chairwoman

Message from the International President

International President Autumn Hansen, along with Executive Director Megan Smiley Wick, gave the International President’s address to the Convention body. (The complete text of this address is printed following the minutes.)

Lifetime Giving Recognition

Foundation Chairwoman Barbie Chadwick (Vanderbilt) announced new lifetime giving levels and recognized donors in the Clara Warden Order, the Helen M. Dodge Order, the Frances E. Haven Order, the E. Adeline Curtis Order, the Mary A. Bingham Order and the Syracuse Order.

The business meeting was recessed at 11:08 p.m. to reconvene at 8:30 a.m. on Friday, June 24.

**Friday Morning, June 24, 2022
Second Session**

The Business Meeting was reconvened on Friday, June 24, 2022, at 8:30 a.m. by International President Autumn Hansen.

Credentials Report:

The Credentials Chairwoman Jolene Lessard Stiver presented the credentials report: 154 delegates were registered. Two alternates were accredited and registered. The total number of delegates and alternates entitled to vote was 156. Quorum was established at 79. Two-thirds vote was 104. The chairwoman declared a quorum was present.

Nominating Committee Report:

Nominating Committee Chairwoman Tanya Jordan acknowledged the 2020-22 Nominating Committee and read the criteria for slating candidates for International Council. She then presented the slate of nominees for the 2022-24 International Council.

For International President	Autumn Hansen, Xi Chapter (Idaho)
For Vice President	Crissy Buchanan Carlisle, Epsilon Lambda Chapter (Alabama)
For Vice President	Judy E. Graham, Psi Chapter (Oklahoma)
For Vice President	Teresa Jones Haney, Beta Omega Chapter (Northern Arizona)
For Vice President	Lillian Hallstrand Lammers, Theta Chapter (Denver)
For Vice President	Victoria Lopez-Herrera, (Alumna Initiate—St. John’s)
For Vice President	Fran Mayfield Stevenson, Beta Upsilon Chapter (Kansas State)

2022-24 Nominating Committee Nominations:

The Nominating Committee chairwoman then presented the criteria and the candidates slated for the 2022-24 Nominating Committee.

Nominating Committee Member:	Bree Brownlee, Epsilon Beta Chapter (Alma)
Nominating Committee Member:	Lindsay Young Champion, Alpha Xi Chapter (Southern Methodist)
Nominating Committee Member:	Jennifer Kurumada Chuang, Eta Chapter (California - Berkeley)
Nominating Committee Member:	Kelly Brown Dunne, Alpha Chi Chapter (William & Mary)
Nominating Committee Member:	Tamara Sprull Rudnicki, Epsilon Zeta Chapter (Jacksonville)
Nominating Committee Member:	Chandra Claassen Soule, Pi Chapter (Nebraska-Lincoln)
Nominating Committee Member:	Marlo Edwards Tapley, Beta Rho (Colorado-Boulder)

The International President shared that no one provided at least seven days’ notice that she intended to run from the floor. There being none, the nominations for the 2022-24 International Council were declared closed.

The International President shared that no one provided at least seven days' notice that she intended to run from the floor. There being none, the nominations for the 2022-24 Nominating Committee were declared closed.

Although no member ran from the floor, a candidate forum was held so that the voting body could hear from each candidate for International Council as well as the Nominating Committee.

Nominating Committee Chairwoman Tanya Jordan led the forum.

Each candidate for International Council was given an opportunity to speak to their qualifications for serving at the elected-level of leadership.

The slated members of International Council were elected by voice vote.

Each candidate for the Nominating Committee was given an opportunity to speak to their qualifications for serving as a team member of the committee.

Votes for the Nominating Committee were cast by paper ballot.

Bylaws Chair Jolene Lessard Stiver conducted a Bylaws forum to prepare for the Bylaws discussion.

Annual Giving Society Recognition

Foundation Trustee Heather Holland Swindells (Clemson) recognized donors who joined an annual giving society this year. Those societies included Carnation Nation, Crescent Society, Sisterhood Society, 1874 Society, Founders Circle, Pearl Circle and the Legacy Circle.

The Business Meeting recessed at noon to reconvene at 2 p.m. on Friday, June 24, 2022.

Friday Afternoon, June 24, 2022 Third Session

The Business Meeting was reconvened on Friday, June 24, 2022, at 2 p.m. by International President Autumn Hansen.

Credentials Report:

The Credentials Chairwoman Jolene Lessard Stiver presented the credentials report: 157 delegates were registered. Two alternates were accredited and registered. The total number of delegates and alternates entitled to vote was 159. Quorum was established at 80. Two-thirds vote was 106. The chairwoman declared a quorum was present.

Proposed Bylaws Amendments:

International President Autumn Hansen reviewed the Convention rules and Bylaws Chairwoman Jolene Lessard Stiver moved the adoption of each of the following proposed amendments individually or in groupings to the Bylaws as they were presented.

Motion 3 – Proposed Bylaw Amendments 1, 2, 5, and 7

Amendment 1

To amend Article I, Section 6, by striking *“in November.”*

Amendment 2

To amend Article II, Section 1, by striking *“by a collegiate chapter.”*

Amendment 5

To amend Article II, Section 2 by adding a new subsection after subsection b.(2):

“(3) Initiation Service — A new member shall be initiated by a collegiate chapter.”

Amendment 7

To amend Article II, Section 3, by adding a new subsection after subsection c.(2):

“(3) Initiation Service — A member initiated as an alumna shall be initiated by a collegiate chapter or in an international Initiation Service.”

The amendments were adopted.

Motion 4 – Proposed Bylaw Amendment 3

Amendment 3

To amend Article II, Section 1, by striking *“by removal for cause”* and inserting *“termination.”*

The amendment was adopted.

Motion 5 – Proposed Bylaw Amendment 4

Amendment 4

To amend Article II, Section 2.b.(1)(a), by substituting the following: *“She has completed new member education.”*

The amendment was adopted.

Motion 6 – Amendment to Proposed Bylaw Amendment 6

Amendment to Amendment 6

To amend the amendment by striking content in a new Article II, Section 4.c. *“c. Reinstatement — Only former members who have voluntarily resigned with an endorsement for reinstatement or whose memberships have otherwise been terminated for financial reasons may be reinstated by the Membership Review Committee following the procedure set forth in the Rules and Procedures of the Sorority”* and inserting as follows:

c. Reinstatement

(1) A member is eligible for reinstatement when:

(a) At least two years have elapsed since the effective date of membership termination or resignation. Under special circumstances, a reinstatement may occur before two years have elapsed.

(b) All financial obligations in arrears at the time of termination have been satisfied as outlined in the Rules and Procedures.

- (c) A reinstatement fee is paid.*
- (d) A badge is procured through the Sorority.*
- (e) A member has applied for reinstatement as outlined in the Rules and Procedures.*

The amendment to the amendment failed.

Motion 7 – Proposed Bylaw Amendment 6

Amendment 6

To amend Article II by striking subsections 2.d., 2.e., 2.f., and 3.d. and consolidating the content in a new Article II, Section 4, as follows:

“SECTION 4. TERMINATION AND REINSTATEMENT

a. Resignation — A member in good standing may submit a voluntary resignation to terminate her membership following the procedure set forth in the Rules and Procedures of the Sorority.

b. Disciplinary Action

(1) A member is subject to disciplinary action and possible termination of membership:

(a) If she fails or refuses to perform or accept her duties and obligations of membership; or

(b) If she violates any official rule or policy adopted by the Sorority or her chapter; or

(c) If she is disloyal to the Sorority or her chapter; or

(d) If she fails to cooperate in the best interest of the Sorority or her chapter; or

(e) If she engages in conduct detrimental to the reputation or wellbeing of the Sorority, her chapter or other members.

(2) The procedure for disciplining a member shall be as set forth in the Rules and Procedures of the Sorority.

c. Reinstatement — Only former members who have voluntarily resigned with an endorsement for reinstatement or whose memberships have otherwise been terminated for financial reasons may be reinstated by the Membership Review Committee following the procedure set forth in the Rules and Procedures of the Sorority.”

The amendment was adopted.

Motion 8 – Proposed Bylaw Amendments 9, 10, 11, 12 and 13

Amendment 9

To amend Article III, Section 6, by striking “CHAPTER PROBATION — A chapter may be placed on probation by International Council for a specified period of time:” and inserting the following:

“SECTION 6. CHAPTER DISCIPLINE — A chapter may be placed in a disciplinary status by International Council or its designee for the following:”

Amendment 10

To amend Article III, Section 6.d., by substituting the following:

“d. If it has failed to abide by the Sorority’s Bylaws, Rules and Procedures, or policies.”

Amendment 11

To amend Article III, Section 11.d. by substituting the following:

“Meetings — Each collegiate chapter shall hold regular business meetings during the college term at which all members shall be required to be present and ritual must be observed.”

Amendment 12

To amend Article III, Section 12, by striking subsection 12.b.

Amendment 13

To amend Article IV by striking ***“SECTION 1 ALUMNAE CHAPTERS”*** and converting subsections 1.a. through 1.g. to ***“SECTION 1 through SECTION 7,”*** respectively.

The amendments were adopted.

Motion 9 – Amendment 8

Amendment 8

To amend Article III by inserting a new Section after Section 5:

“SECTION #. CHAPTER CEASE AND DESIST — A chapter may be placed in a cease and desist status by International Council for a specified period of time for a policy violation or any action that could damage the reputation or interfere with the operations of the Sorority or Facilities Management Company.”

The amendment was adopted.

Motion 10 – Proposed Bylaw Amendments 14, 15, 16, 17, 19, 20 and 21

Amendment 14

To amend Article IV, Section 1.b., by striking ***“when International Council deems the alumnae chapter has met the standards of the Sorority.”***

Amendment 15

To amend Article IV, Section 1.c., by inserting ***“they are”*** before ***“founded.”***

Amendment 16

To amend Article IV, Section 1.g., by striking subsection g.(1).

Amendment 17

To amend Article IV by striking Section 2.

Amendment 19

To amend Article V, Section 2.a., by striking ***“charter, articles of incorporation and bylaws”*** and inserting ***“governing documents.”***

Amendment 20

To amend Article V, Section 2.b., by striking ***“charter, articles of incorporation or bylaws”*** and inserting ***“governing documents.”***

Amendment 21

To amend Article V, Section 2.c., by striking *“charter or articles of incorporation and bylaws and all amendments thereto”* and inserting *“governing documents.”*

The amendments were adopted.

Motion 11 – Proposed Bylaw Amendments 18, 22 and 23

Amendment 18

To amend Article V by striking Section 1.

Amendment 22

To amend Article V, Section 2.e., by striking *“and the local alumnae shall form a local facilities advisory committee consistent with this Article V.”*

Amendment 23

To amend Article V, Section 3, by striking *“and local facilities advisory committees.”*

The amendments were adopted.

Motion 12 – Proposed Bylaw Amendment 24

Amendment 24

To amend Article VI, Section 1.a.(1), by substituting the following:

“(1) Purpose — With respect to positions elected by the membership, the Nominating Committee is responsible for the strategic recruitment of applicants, evaluation of potential candidates, preparation of a slate for all elected positions, and distribution of candidate names and qualifications on or before April 1 of the Convention year.”

The amendment was adopted.

Motion 13 – Proposed Bylaw Amendment 25

Amendment 25

To amend Article VI, Section 1.a.(2), by striking *“five”* and inserting *“seven.”*

The amendment was adopted.

Motion 14 – Proposed Bylaw Amendment 26

Amendment 26

To amend Article VI, Section 1.a. (5), by striking *“who may be a former International Council member as designated in the Rules and Procedures of the Sorority”* and inserting *“who must have either served on the Nominating Committee or International Council.”*

The amendment was adopted.

Motion 15 – Proposed Bylaw Amendment 27

Amendment 27

To amend Article VI, Section 1 a. (5), by striking “*serve no*” and inserting “*not be appointed for more*” in the last sentence.

The amendment was adopted.

Motion 16 – Proposed Bylaw Amendment 28

Amendment 28

To amend Article VI, Section 1 a. (5), by inserting “*The Nominating Committee will select a vice chairwoman from among its membership as designated in the Rules and Procedures. In case of a vacancy in the chairwoman’s position, the vice chairwoman will serve the remainder of the term.*” at the end of the paragraph.

The amendment was adopted.

Motion 17 – Proposed Bylaw Amendment 29

Amendment 29

To amend Article VI, Section 1, by striking subsection b.

The amendment was adopted.

Motion 18 – Proposed Bylaw Amendment 30

Amendment 30

To amend Article VI, Section 2 a., by substituting the following:

“a. Nominations at Convention

(1) Nominations for any office may be made from the floor, provided that the candidate applied during the Nominating Committee slating process.

(2) Any member intending to be nominated from the floor at Convention must notify the Nominating Committee chairwoman by April 15 preceding Convention.”

The amendment was adopted.

Motion 19 – Proposed Bylaw Amendment 31

Amendment 31

To amend Article VI, Section 2.b.(2), by substituting the following:

“(2) Election of Alumnae Members of Nominating Committee — Seven alumnae members shall be elected at each Convention.

(a) Delegates will vote for seven alumnae members of the Nominating Committee. Subject to Article IX, Section 3. (b), the seven candidates receiving the highest number of votes shall be elected to the Nominating Committee.

(b) Vacancies shall be filled by the unanimous vote of the remaining voting members of the Nominating Committee as outlined in the Rules and Procedures.”

The amendment was adopted.

Motion 20 – Proposed Bylaw Amendment 32

Amendment 32

To amend Article VI, Section 1.a.(4), by striking ***“No elected member or alternate who participates in the Nominating Committee meeting referenced in Article VI Section 1 b. (1) may serve two consecutive terms.”*** and inserting ***“No voting member of the Nominating Committee may serve two consecutive terms.”***

The amendment was adopted.

Motion 21 – Proposed Bylaw Amendment 33

Amendment 33

To amend Article VII, Section 1, by striking ***“; provided, however, that International Council may not, without a vote of the chapters pursuant to Article IX of these Bylaws, require individual members of the Sorority to pay for any fee or dues other than those specified in Section 6 of Article X of these Bylaws.”***

The amendment was adopted.

Motion 22 – Proposed Bylaw Amendments 34, 36, 37 and 41

Amendment 34

To amend Article VII, Section 2, by striking ***“Until July 31, 2018, International Council shall consist of the International President, the Alumnae Vice President, the Collegiate Vice President, the Education Vice President, the Financial Vice President, the Membership Vice President, and the Panhellenic Affairs Vice President, all of whom shall be elected and voting members of International Council. Effective August 1, 2018.”***

Amendment 36

To amend Article IX, Section 1.b., by striking ***“at a place”*** and inserting ***“in such format.”***

Amendment 37

To amend Article IX, Section 3.c. by substituting the following: ***“International Council will determine the appropriate mechanism for taking votes at Convention or a special meeting based on the format of such meeting. Voting by proxy is prohibited.”***

Amendment 41

To amend the Bylaws by striking Article XV.

The amendments were adopted.

Motion 23 – Proposed Bylaw Amendment 35

Amendment 35

To amend the Bylaws by striking “*Executive Director*” and inserting “*Chief Executive Officer*” wherever “*Executive Director*” appears.

The amendment was adopted.

Motion 24 – Amendment to Proposed Bylaw Amendment 38

Amendment to Amendment 38

To amend the amendment of Article X, Section 5, by substituting the following and inserting 5e.:

“FEE SETTING —

a. Fees shall be set by International Council except for facilities fees determined by the Facilities Management Company Board of Managers or Affiliated House Corporations.

b. All fees will be set by March 1 for the upcoming fiscal year and a complete schedule of fees will be distributed.

c. In setting fees, International Council will evaluate the size of the membership, services and benefits provided, environmental and economic impacts, United States Consumer Price Index, as well any other relevant considerations.

d. Fees will include annual dues, membership fees, affiliation fees, local facilities fees, international facilities fees, reinstatement fees, technology fees, and any such fee as deemed necessary by International Council or Facility Management Company.

e. International Council will not raise fees set by International Council, respectively, more than 10% in any fiscal year. Facilities Management Company will not raise the local facilities fee or international facilities fee, respectively, more than 10% in any fiscal year.”

The amendment to the amendment failed.

Motion 25 – Proposed Bylaw Amendment 38

Amendment 38

To amend Article X, Section 5, by substituting the following:

“FEE SETTING —

a. Fees shall be set by International Council except for facilities fees determined by the Facilities Management Company Board of Managers or Affiliated House Corporations.

b. All fees will be set by March 1 for the upcoming fiscal year and a complete schedule of fees will be distributed.

c. In setting fees, International Council will evaluate the size of the membership, services and benefits provided, environmental and economic impacts, United States Consumer Price Index, as well any other relevant considerations.

d. Fees will include annual dues, membership fees, affiliation fees, local facilities fees, international facilities fees, reinstatement fees, technology fees, and any such fee as deemed necessary by International Council or Facility Management Company.

The amendment was adopted.

Motion 26 – Proposed Bylaw Amendments 39 and 40

Amendment 39

To amend Article III by adding a new section after Section 4:

“SECTION #. CHAPTER GOOD STANDING — Good standing of chapters shall mean fulfillment of all international financial and reporting obligations.”

Amendment 40

To amend Article IV, Section 1, by adding a new subsection after subsection 1.c.:

“CHAPTER GOOD STANDING — Good standing of chapters shall mean fulfillment of all international financial and reporting obligations.”

The amendments were adopted.

Motion 27 – Proposed Bylaw Amendment 42

Amendment 42

To amend Article XVI, Section 3.c., by striking ***“accompanied by a statement of International Council’s recommendation”*** and inserting ***“as prepared by the Bylaws Committee and recommended for adoption by International Council.”***

The amendment was adopted.

Motion 28

The Bylaws Chairwoman moved that International Council be authorized to make technical and conforming changes to the Bylaws adopted at the 2022 Convention.

The motion was adopted.

Report of the Tellers:

Head Teller Katherine Pezzella presented the report of the tellers for the election of the 2022-24 Nominating Committee. The seven women elected to service on the nominating committee were:

Bree Brownlee
Lindsay Young Champion
Jennifer Kurumada Chuang
Kelly Brown Dunne
Tamara Sprull Rudnicki
Chandra Claassen Soule

Marlo Edwards Tapley

Director of Ritual Mary Knaup (California State-Fullerton) administered the oath of confidentiality to the incoming Nominating Committee members.

Tau Epsilon Pi Society Recognition

Foundation Trustee Dawn Menegos Randolph (Penn State) recognized donors who joined the Tau Epsilon Pi Society which recognizes Gamma Phi Betas who have arranged a gift through an estate plan that will benefit the Sorority at a later date.

The Business Meeting recessed at 4:02 p.m. to reconvene at 9 a.m. on Saturday, June 25, 2022.

Saturday Morning, June 25, 2022 Fourth Session

The Business Meeting was reconvened on Saturday, June 25, 2022, at 9 a.m. by International President Autumn Hansen.

Credentials Report:

The Credentials Chairwoman Jolene Lessard Stiver presented the credentials report: 157 delegates were registered. Four alternates were accredited and registered. The total number of delegates and alternates entitled to vote was 161. Quorum was established at 81. The chair declared a quorum was present.

Girls on the Run

Executive Director Megan Smiley Wick introduced Liz Wian, vice president of partnerships and development at Girls on the Run International, to celebrate Gamma Phi Beta's 10-year philanthropic relationship with Girls on the Run.

2022 Carnation Awards

Past International President Annabel Jones presented the 2022 Carnation Awards to the following:

Dr. Margaret Myers (Colorado College)
Shibani Joshi (Oklahoma)
Jeanne Duncan Waggener (Texas-Austin)
Heather McDonald Dobias (Southern California)

Dr. Margaret Myers and Jeanne Duncan Waggener were in attendance to receive their awards in person. Shibani Joshi and Heather McDonald Dobias shared video acceptance speeches which were broadcast to the Convention body.

Courtesy Resolutions

Courtesy Resolutions Co-Chairs Mary Vanier and Susie Knetter McCracken presented the report of the 2022 Courtesy Resolutions Committee.

WHEREAS, Gamma Phi Beta collegians, alumnae, volunteer leaders and staff convened in St. Louis, the Gateway to the West.

WHEREAS, Bylaws Chairwoman Joey Stiver got to sleep in this morning as this courtesy resolution is the one and only resolution to be presented at the 2022 Gamma Phi Beta Convention.

WHEREAS, Sorry Mary... I'm a little slow this morning. That Confirmed Conventioneers last night was... wow. Can I get a round of applause for Kristin Slaughter and the Committee for an amazing time in the STL?

WHEREAS, the Hyatt Regency spoiled us with St. Louis hospitality, complete with a stunning view of the Arch, great jazz, delicious food and a police escort.

WHEREAS, even when times can be hard or challenging, it's always better to go through those times with your sisters close by – and Megan Wick up front with a hug.

WHEREAS, free and unlimited access is granted to all members for Rachel Christine's Outfit Of The Day posts on social media. Because we all need that joy and inspiration in our lives.

WHEREAS, wait I can't read this Mary. What does this say? Excuse me, would someone happen to have a pair of glasses that would go perfectly with both our outfits? A Reverend Doctor who is an eyewear fashionista perhaps?

WHEREAS, our professional staff flawlessly executed each and every event and be it further.

WHEREAS, when an amendment to an amendment to an amendment must be amended, we call on our human carrier pigeons and our delegates to make Autumn "work for her badge."

WHEREAS, we must find a way to organize the elevator lines. Because the only thing longer than that line is Mary's lanyard ribbons. Geeze Mary. Wait, they couldn't find a way to get you a 150th donor ribbon? That seems like a miss.

WHEREAS, the next time we get together we will celebrate 150 years of Gamma Phi Beta sisterhood! May the next 150 be as fantastic as the last 148, which gave us the women's right to vote, Title 9, and Autumn Hansen's red lipstick. It's an honor to be in your presence.

WHEREAS, we so look forward to the work of the newly elected International Council, which represents our membership in ways it never has before, by including the first African American woman and one of the first Latina women on Council.

WHEREAS, ... wait... what was I going to say... I just pulled a Lindsey Healless pulling a Steph Carriere. Hate it when that happens.

WHEREAS, may the next Convention bag contain a glossary of terms – so that we all understand what Gamma Phi-rific and Gamma Fri-yay mean.

WHEREAS, Gamma Phi Beta is now uber-prepared for potential natural disasters. Like hurricanes in Louisiana, Wildfires in California, tsunamis in Nebraska, the plague in Oklahoma.

BE IT RESOLVED that we never, ever, have to do a virtual Convention again because we are obviously better together!

And now, we will cease and desist.

Mentor's Report

The International President read the Mentor's Report.

Dearest Sisters,

As we wrap up our time together in St. Louis, I find myself reflecting not only on Convention but also the past biennium. With the onset of a worldwide pandemic, we experienced so much change. Sisters went from hugging each other at in-person events to waving to sisters on computer screens. College campuses, once hustling and bustling with students, became empty and quiet as students stayed home and learned virtually. I have thought long and hard about our amazing collegiate chapter officers who not only had to navigate virtual classes but also how to keep their members engaged virtually. Our volunteers and staff worked harder than ever to support our chapters. Gamma Phi Beta went from hosting a four-day Convention in Dallas to a one-day virtual event, to three days in St. Louis. Shortening our time together meant finding efficient ways to complete business and celebrate sisterhood. Let's face it, we've had to work harder at this thing we call sorority than many of us have ever had to before, and given the circumstances, I think we are all doing a pretty amazing job.

I know change is hard. I've heard it a million times in my life. Change is scary. Change takes work. Change makes people uneasy. And at the same time, change is exciting and brings about new opportunities. It forces us out of doing things the way we've always done them and into exploring new ideas and approaches. Change brings growth and new traditions. The changes I've experienced in the past several years have allowed me to grow and evolve. Change has pushed me to dive deeper into what is most important to me. As our world continues to go through change, I have to remember to give myself, and others, a little bit of grace.

And although many things have changed, there are still so many constants. Our beautiful ritual that we get to experience when opening and closing business meetings and in the lovely memorial and Initiation services that we will participate in later today. The music that our ritual choir will perform. I get the chills every time I hear them sing. The business of electing our next International Council and Nominating Committee. Bylaws amendments, and amendments to the amendments. The flag processional. The fun we have at Confirmed Conventioneers, dancing, socializing and just plain having fun. And most importantly, our True and Constant sisterhood. This Convention has reminded me of the importance of staying connected with my sisters, leaning on them when times are rough and being there for them in their time of need, too. Because honestly, as long as we're together, I know we'll be ok.

Whether this was your first Convention or your 25th, I hope that you witnessed the depth of love our sisters have for each other and our Sorority. I hope that you are invigorated and excited to celebrate 150 years of Gamma Phi Beta. I hope that you share with sisters back home just how grand our Sorority is. And I hope that you remember who we are. We are confident women of character. We celebrate our sisters. And we make a difference in the world around us.

With love in IIKE,

The Mentor

There being no further business, International President Autumn Hansen declared the 80th International Convention of Gamma Phi Beta adjourned at 10:25 a.m.

**80th Convention of Gamma Phi Beta
International President's Address
Presented by Autumn Hansen
Business Session
Thursday, June 23, 2022**

Autumn Hansen: One of the great honors bestowed upon me as your International President is to deliver the State of Gamma Phi Beta address. The State of Gamma Phi Beta address is an opportunity for me to share everything that has happened in the past biennium across our organization's three entities, the Sorority, the Foundation and the Facilities Management Company — and the challenges we faced, accomplishments we celebrated and anticipations for the next biennium.

I am so grateful to be standing here with you today, just as so many other incredible International Presidents have done before my time. This experience has been joy-filled and simultaneously punishing; one filled with many challenges, but also filled with so much hope. As I was thinking about what I wanted to talk to you about today, I remembered a story that I would like to share with you.

I am a first-generation college student from Northern Idaho. My dad worked in the lumber industry and my mom stayed at home caring for five children, with me as the eldest. I was raised in what is academically categorized as a high-demand, peripheral religion. When I left for college, I adhered to all the tenets of the religion, including no drinking alcohol or coffee, no smoking, no tank tops or shorts above the knees, no dating before 16 years old, no swearing and no R-rated movies. I knew just a handful of women in my community who had gone to college. The enrollment counselor at the satellite location for the University of Idaho suggested I consider sorority recruitment. I was wholly ignorant as to what a sorority was or what it was about. She had mentioned leadership, and I thought it sounded nice. I went through sorority recruitment and was fully myself. I didn't hide my religious identity or shy away from asking about being accepted as I had become slightly savvier about the stereotypes of sorority by then. I was assured there were other girls in the chapter who shared my religious identity (there were not) and that I would be accepted as I was (that I was).

During Initiation Week, the chapter rented a movie theatre the night before the Initiation service. This had happened a few years in a row, and I was aware that the chapter often saw R-rated movies. I told my Big Sister Robin I wouldn't be able to participate and asked if I would get in trouble. She assured me it would be okay, and I would still be able to join. Robin notified chapter leaders who made sure we viewed something other than an R-rated movie so I could participate. To the chapter leadership, I imagine it wasn't a major issue but, to me, it meant so much; it meant I could practice my religion without missing a sisterhood activity. Before I went to college, my dad reminded me to stand by my values with courage and confidence. But before college, when I stood by my personal values as a member of my religion, it meant I was most often on the outside.

In our sisterhood, I could be my whole self and be a part of Gamma Phi Beta where there was no one like me.

My dad's advice has stuck with me throughout my life. I especially leaned into it while serving as your International President over the past biennium; but instead of standing by my personal values, I leaned into the values of our organization with courage and confidence. In the past two years, our sisterhood

made hard choices together. We made choices that came with necessary growing pains to move our organization forward. We worked together to unlearn, relearn, grow and achieve.

Gamma Phi Beta was founded on a rock, and Gamma Phi Beta is a dynamic, ever-evolving organization.

Being True and Constant, the unmoving rock, while at the same time always adapting? I realize those two concepts seem to be opposing ideas, but the reality is at the same time, they can both be true. This statement is rooted in dialectical thought, a concept I regularly explore with my clients as a counselor and licensed clinical social worker. In its essence, dialectical thinking is the practice of accepting opposites. It's moving away from black and white thinking and leaning into the in-between or gray space. Let me give you some other statements rooted in this concept, and maybe one will resonate with you.

I am doing my best, and I want to do better.

I need to study for my test, and I need to be there for my sister who is hurting.

I want to make change in my chapter, and I'm not ready to be accountable to those changes.

I miss my kids at home, and I'm thrilled to be away. (Parents in the room, you get it!)

I want to share an image that represents dialectical thinking. A silhouette of a goblet sits front and center. The white space around it reveals the side profile of two faces. One image where two different things are true.

Let me offer another example of dialectical behavior best captured by the Disney movie "Encanto;" there is one song in particular...does anyone know it?

We don't talk about Bruno, and we have a whole song written and prepared to talk about Bruno. My 4-year-old twins would be very impressed I connected "Encanto" to Gamma Phi Beta.

There are so many benefits to practicing dialectical thought.

You grow to see the bigger picture, to adapt and maintain mental flexibility in the face of complex situations. You set down the proverbial tug of war rope that is instinctual when we hear an opposing point of view or truth. You become more responsive than reactive. You focus on solutions instead of problems. This way of thinking nurtures emotional intelligence and self-awareness, meaning you build empathy toward yourself and others.

These past few years have been the ultimate exercise in dialectical thought and behavior for our organization. We've experienced a resurgence in the civil rights movement and reckoning of racial injustice. We've been living through a deadly global pandemic, where each of us has likely lost a loved one to COVID-19. We have witnessed and seen our members personally impacted by gun violence, war in the Ukraine, subsequent economic hardship in the United States. We've faced political divisiveness that pinned us against our friends, families, neighbors and sisters.

Preceding and following the murder of George Floyd, Gamma Phi Beta was working to become a more inclusive sisterhood. We started giving attention to and naming inequities and biases embedded in our organization's foundation. From a dialectical thought perspective, I could say: **Gamma Phi Beta is a**

value-based organization that celebrates lifelong friendships and empowers women, and Gamma Phi Beta was born of system discrimination and oppression.

Both things are true.

We began making progress in areas of belonging, equity, diversity and inclusion, or BEDI for short, by changing irrelevant and exclusive policies and practices. So, **Gamma Phi Beta is an inherently privileged and exclusive membership organization, and Gamma Phi Beta can prioritize belonging, equity, diversity and inclusion.**

Both things are true.

We saw members celebrate how we led our community in BEDI initiatives and programs. Others might say, **“Gamma Phi Beta’s work in belonging, equity, diversity and inclusion is excessive, and Gamma Phi Beta’s work in belonging, equity, diversity and inclusion is ‘too little, too late.’”**

Truths yet again.

In terms of the pandemic, life as we knew it changed overnight and without notice. Our organization had to follow suit. From events to protocols and procedures, International Headquarters staff adapted everything to function in a virtual landscape. Staff took pay cuts and furloughs as we were faced with financial uncertainty. Our volunteers not only provided troubleshooting solutions to our chapters but emotional support as well. Our collegians pioneered new ways of learning and celebrating milestones, like graduation, and it was hard.

Dialectical thoughts that may have crossed your mind during the pandemic could have sounded like:

We must be responsible community members and keep one another safe, and we are tired of wearing masks and social distancing.

We survived the pandemic as an organization, and we sustained significant impact to our sisterhood and operations as a result of the pandemic.

Sisters living in FMC facilities were kept safe with restricted visitors and visitation policies negatively impacted sisterhood in our facilities during COVID-19.

Sisters found new ways to connect and engage in a virtual world and have never felt lonelier.

Change is hard, frustrating, anxiety-inducing and scary, and change is necessary for survival and evolution. See what I did there? I hope learning more about dialectical thought today encourages you to lean into the in-between. Doing so will not only help you grow but our organization, too. To echo my dad’s wise words that I shared earlier, we want to look back on the choices we made together and know we stood by our values with courage and confidence, knowing that they were in the best interest of our beloved Gamma Phi Beta. Sometimes the best decisions come when we acknowledge and accept truths other than our own.

As we recount our successes in the past biennium, it cannot be without acknowledging the dialectic dynamics of our “wins” and “losses.” For every win, there was great sacrifice and consequence. We can offer immense data, fancy charts, share the dollars raised, chapter grade point averages, the number of

events, etc., etc., etc., but measuring the health of our organization won't happen like it has in the past, in black and white, with numbers and stats, it will be shared in the narratives pulled from the gray and in the ways our members have pivoted, adapted and flexed during this profoundly different period.

We've survived, and we are forever changed.

Before we get into how we operationalized the wins and losses of the biennium, let's talk briefly about how One Gamma Phi Beta leadership took a strategic approach to help International Headquarters approach their work. One Gamma Phi Beta encompasses the Sorority, Foundation and Facilities Management Company, or FMC. Each of our boards are uniquely responsible for setting the strategic direction of One Gamma Phi Beta. So, in early 2020, we spent time doing just that. Over several days, we evaluated the state of One Gamma Phi Beta and the industry at-large. These intentional conversations allowed each company to set priorities for the next three to five years focusing on our membership, culture, enterprise and industry. And then we entered March 2020. As the pandemic set in, we were forced to pause and redirect all human and financial resources to keep Gamma Phi Beta running and relevant.

We needed to pivot to address urgent and acute issues and we needed to maintain day-to-day operations.

In August 2020, International Council met to discuss our focus for the biennium and how to support Executive Director Megan Wick and her team at International Headquarters to drive work toward these priorities even without understanding the full duration or impact of global events. We moved forward with three of our vision areas: Strategic Financial Discipline, Innovative and Accessible Lifetime Member Engagement, and Inclusive and Diverse Membership.

Continuing to propel One Gamma Phi Beta forward required clear strategic direction for each entity while keeping the day-to-day operations running with a new fully remote workforce. We had nothing but confidence in Megan and her team in operationalizing our vision, even amidst these extraordinary new challenges. I've invited Megan today to share more of those wins and losses for all of One Gamma Phi Beta, starting with the Sorority.

Megan Wick: This biennium has certainly been unique in the challenges our workforce has faced. In the past two years, **Gamma Phi Beta has felt extreme contraction in membership, and we are experiencing a sense of rebirth and growth with greater understanding of the new campus, global, social and health climate.**

We are proud to share that we accomplished an impressive amount of work in the biennium, and I am honored to share some our "wins" and "losses," as Autumn attested to earlier.

Collegiate Chapters

First, I'd like to share a bit information about where we are regarding collegiate membership. Gamma Phi Beta currently has 137 active collegiate chapters in the United States and Canada. Over the biennium, we saw a decline in our collegiate membership numbers as shown in the following slide. This decline is primarily attributed to COVID-19, which appeared to significantly deter potential new members from participating in primary recruitment.

Members	Previous Biennium	Current Biennium
Members ever initiated	228,992	242,105
Living alumnae members	167,312	174,962
Alumnae chapter members	5,112	5,506
Collegiate members	16,461	16,701
New members pledged	7,028	6,271

Autumn Hansen: Since spring 2020, the National Panhellenic Conference as a whole has experienced several recruitment downward trends that can be attributed to delayed or even the absence of recruitment due to COVID-19, the impact of anti-sorority activism and Generation Z students' lagging interest in formally structured recruitment. In the 2020-21 academic year, campuses experienced a 16.2% decrease in potential new members signing up for recruitment. This contributed to a 13.3% decrease in potential new members pledging during that same time. Total was artificially inflated in an attempt to prevent Panhellenic communities from restricting membership and chapters felt fatigued by the need to continually recruit.

Panhellenic Total helps campuses optimize membership growth, and Panhellenic Total can arbitrarily restrict Sorority community size in periods of membership contraction.

Megan Wick: That's right, Autumn. The decline is certainly not unique to Gamma Phi Beta. But despite the decline, Gamma Phi Beta had the highest new member initiation rate among all NPC sororities in 2020-21 and we have initiated more than 242,000 members since 1874, which is pretty incredible. More impressive is our members who joined Gamma Phi Beta in the past two years, and the chapter members who welcomed them. These members came to Gamma Phi Beta in an unusual time that required a high level of trust. They joined through virtual recruitments, without typical bid days and in-person new member education, they met their big sisters online and found meaningful connections in the most difficult of circumstances. While not pandemic proof, our organization was literally made to provide community during impossible times. So, while participation decreased in Sorority recruitment overall, our collegiate chapters outperformed our projections and retained members at a higher rate in an incredibly volatile environment.

In addition to declined enrollment, as predicted, the opportunities for extension to new campuses also continue to decline, as only approximately eight opportunities were released this biennium, down from 30 in 2018-20.

We are thrilled that California State University-San Marcos was officially installed as Eta Chi Chapter on September 9, 2020, after operations were halted in spring 2020 due to the emergence of COVID-19. We are also excited that Gamma Phi Beta was invited to join the Villanova University fraternity and sorority community and start a new chapter in spring 2022. Due to the emergence of the highly contagious omicron variant of COVID-19, extension recruitment was postponed until this upcoming fall 2022.

Autumn Hansen: While we are excited to start a new chapter at Villanova this fall, it does not make up for the chapters we've lost in the past biennium.

Since August 2020, three collegiate chapters closed due to low membership numbers: Zeta Xi at the College of Idaho, Gamma Mu at Minnesota State-Moorhead and Eta Mu at Duke University. One collegiate chapter, Epsilon at Northwestern University, relinquished its charter in response to Abolish

Greek Life activity; International Council ultimately suspended the charter in hope we can return to campus soon.

The Abolish Greek Life, or AGL movement, was a fully virtual and anonymous attack on the relevancy of fraternity and sorority life in today's world. The AGL movement led to mass member resignation and chapter closure for many organizations. This movement calls out the fraternity and sorority community's history of racism, sexism, hazing, patriarchy, violence and classism and names fraternities and sororities as 'fundamentally incompatible with multi-racial, progressive society.' Many of our collegiate chapters were faced with addressing the movement in their own membership and campus communities. I want to personally acknowledge the fortitude of our collegiate chapter officers who responded to these attacks with acknowledgement, ownership and action, who partnered with us and helped inform some of the progress we've been able to make in rectifying problematic aspects of our history and current member experience.

Gamma Phi Beta has felt the change as we've worked toward a more inclusive and diverse organization that is holding space for the entirety of our membership and the many intersectional identities we have as women.

It is uncomfortable to feel Gamma Phi Beta make changes toward inclusivity, and it is the first time members feel included in Gamma Phi Beta.

Inclusive and Diverse Membership

Next, let's jump into our strategic priorities for the Sorority and look at how we tackled International Council's vision area of Inclusive and Diverse Membership.

In December 2020, the Sorority implemented changes to foster a more diverse, equitable and inclusive approach to recruitment and membership selection. International Council decided to eliminate the preferential treatment of legacies during recruitment, effective fall 2021. The elimination of preferential treatment of legacies during recruitment allows every potential new member to have an equal opportunity to receive an invitation to join Gamma Phi Beta.

But we still honor and cherish the special bond between legacies and legacy-makers, and we were committed to seeking new ways to celebrate that unique relationship. That same month, a Legacy Celebration Task Force was established. Their report was submitted to International Council in May 2022 and is available in its entirety in the Convention Report.

Gamma Phi Beta can make recruitment more inclusive and honor and cherish legacies and legacy-makers.

Megan Wick: Another win in the area of Inclusive and Diverse Membership was the launch of our Belonging, Equity, Diversity and Inclusion, or BEDI, Summit. The BEDI Summit was first hosted as a one-day virtual event in February 2021. More than 1,700 attendees participated in the inaugural event. The 2021 BEDI Summit was also selected as the winner of the Association of Fraternity and Sorority Advisor's (AFA's) Excellence in Educational Programming award, distinguishing Gamma Phi Beta not only from other sororities but universities Greek communities, as well. Our second BEDI Summit took place in February 2022 and featured a two-day virtual event schedule. More than 2,200 members of the Gamma Phi Beta community attended the event, making it the single largest event in the Sorority's history. This program reflects not only our priority of inclusive and diverse membership as well as our enduring commitment to lifelong learning as Gamma Phi Betas.

Innovative and Accessible Lifetime Membership

Autumn Hansen: Let's move on to our next strategic priority of innovative and accessible lifetime member engagement. This priority focuses on keeping our members engaged in new and creative ways no matter where they are in their Gamma Phi Beta journey.

Megan Wick: One of the ways we tackled this priority this biennium was by expanding upon programs and services for alumnae members and chapters. Significant effort was made to continue innovation and excitement about a growing alumnae experience. Staff and volunteers worked together to encourage a lifetime commitment to our sisterhood.

In August 2020, we began our Member Milestones volunteer team. This team of volunteers recognizes members celebrating the 50-year and 75-year anniversary of their membership by sending handwritten notes or making phone calls to members. This group of volunteers has devoted time to researching 50- and 75-year members, updating contact information in our database and sending personalized outreach to members celebrating a significant milestone in their membership.

	50-year members	75-year members
August 2020-July 2021	1540	520
August 2021-July 2022	1403	549

This biennium, we also established new, and built upon current, ways for our alumnae to connect with one another through programs such as Dinner with 12 Sisters, our Confident Women of Character Series and Gamma Phi Beta Get-Together.

Dinner with 12 Sisters is a low-pressure sisterhood bonding experience that returned in 2022 with 11 dinners taking place in 10 cities. Our Confident Women of Character Series, a benefit to Life Loyal members and international alumnae due payers, allows members to share their passions with fellow sisters, using their expertise to inspire conversation and connection with women at all stages of life. During the biennium, 15 Confident Women of Character webinars were hosted! And finally, our Gamma Phi Get-Together, which takes place annually on September 24 to honor our Founders first meeting, is an opportunity to connect with sisters near and far and celebrate our sisterhood.

Another success this biennium was our Sponsor a Senior program – this program continues to engage our most generous alumnae. Since spring 2020, more than 1,200 seniors have had their first international alumnae dues or Life Loyal memberships sponsored.

Autumn Hansen: Some of the programs Megan has mentioned may be new to those of us who have remained involved with Gamma Phi Beta through the years; and that is the point! Our aim is to bring members back to Gamma Phi Beta in their alumnae years.

Finally, in an effort to both engage alumnae in new and creative ways and to create additional revenue sources for Gamma Phi Beta, we established a partnership with a winery. Our sister Ruthe Wynne first introduced us to Fairwinds Estate Winery in Napa Valley. The winery, which is co-owned by our Gamma Phi Beta sister Carey Chaney Kaspari, helped us to establish our wine brand First Moon Napa Valley. 20% of the proceeds from wine sales go back to Gamma Phi Beta and her areas of greatest need. To date, we have received nearly \$53,000 from this partnership!

And how do I know the wine club improved member engagement? Throughout the biennium, I was on literally hundreds of Zoom gatherings for Gamma Phi Beta. And there was only ONE alumna call where, of the 40+ participants, I knew just two. And Megan was one of the two and she was required to be there. It was at the inaugural Wine Club tasting. The beautiful thing was that this call was like any other Gamma Phi Beta gathering; sisters were making personal connections and celebrating exciting news with one another. It was delightful. Not only did this initiative increase connections; it increased revenue.

Strategic Financial Discipline

Megan Wick: In the 2020-22 biennium, our organization prioritized strategic financial discipline out of both self-interest and necessity. When the pandemic hit in March 2020, just like you, we had no idea what the fall term would look like in Gamma Phi Beta. International Council did know that the safest approach was a disciplined one. Open staff positions remained unfilled, and all professional staff positions incorporated furloughs. We eliminated all in-person events and travel through July 31, 2021, and renegotiated contracts with vendors to reflect our new reality. We feared the unknown. Ultimately, our diligence and discipline meant an increase in our operating reserves. However, these decisions also came at a huge cost to the culture of our organization and to the morale of our workforce and professional staff.

Gamma Phi Beta financially weathered the COVID-19 pandemic and Gamma Phi Beta's human resources were significantly depleted during the pandemic.

Autumn Hansen: One of the elements of our work on the strategic financial discipline was the adoption of a concept coined by author Jim Collins in the book "Great by Choice." This strategy, called the 20-mile march, defines the necessity of self-control in an out-of-control environment. This analogy is used to describe different strategies used by two different explorers in 1911 who were trying to lead teams to the South Pole. One explorer, Amundsen, planned carefully and would march 20-miles each day, no more and no less. The second explorer, Scott, was less prepared, marching 40-miles some days and camping on others. While Amundsen achieved the goal of trekking to the South Pole, Scott and his associated perished in their journey.

International Council worked to discern the one strategy that, when applied with discipline and careful planning, would ensure our stability and success during times of chaos. International Council named our 20-mile march as seeing an increase in alumnae in good standing by 1% year over year.

Megan Wick: We understand that there is a direct correlation between being a member in good standing and the relevancy of Gamma Phi Beta to our alumnae members. Focusing on increasing ways to engage our alumnae has been exciting and rewarding as we see new alumnae engaging with Gamma Phi Beta across different experiences and programs. Where we used to measure engagement through volunteering and alumnae chapter involvement, we have expanded that list to include many other options such as the Confident Women of Character Series, Dinner with 12 Sisters, the Clara Project and new Foundation fundraising events.

Our 20-mile march not only ensures increased attention on the revenue of alumnae dues but serves as a measure of bringing disengaged alumnae back to Gamma Phi Beta. When we started this march in November 2020, there were 7,632 alumnae in good standing. As of June 15, 2022, there are 7,945 alumnae in good standing. We have successfully met our 20-mile march for the biennium and ultimately, we know that members who are engaged will care to be in good standing. We hope to continue to diversify those touch points in the upcoming biennium.

Facilities Management Company

Autumn Hansen: The Sorority operates in partnership with both the Gamma Phi Beta Foundation and the Facilities Management Company. As a critical partner to the Sorority and collegiate member experience, the FMC similarly settled on strategic priorities that would prioritize the member and their experience living in the facility and creating safe and relevant facilities to survive the pandemic. Led by Barbie Chadwick and Jen Moody Ogden, the FMC's biennium priorities of financial and operational strength, relevant and adaptable chapter facilities and collaborative and coordinated decision-making and implementation with the Sorority gave staff and volunteers the opportunity to focus on the whole member and understand the true role of sorority facilities in the member experience and overall retention.

Megan Wick: The FMC currently owns, manages or supports 64 chapters, including 29 facilities, ranging from free-standing, lodges and resident halls. The FMC also provides financial services to five affiliated house corporations (AHCs).

This biennium, the FMC leased a property at the University of Kentucky for Gamma Omicron Chapter in August 2020.

Additionally, the FMC grew by transitioning three properties managed by AHCs to the FMC in spring 2022. These are Beta Lambda at San Diego State University, Beta Sigma at Washington State University and Delta Pi at Illinois State University.

We also have plans to move Beta Xi at Ohio State University and Eta Omicron at Ohio University into new facilities. We have sold Zeta Alpha's facility at Eastern Washington University and are looking at alternative options for the chapter. We will continue to evaluate our facilities and options for chapters while making decisions that are best for the membership, Sorority and FMC.

The FMC was uniquely impacted during the pandemic. Our priority was the safety of our residents, which also meant restricting access of non-resident members to chapter facilities. This type of dialectical dynamic created strain and frustration.

The FMC is prioritizing resident safety, and the FMC's policies are negatively impacting our chapter's sisterhood.

We are eager to return to standard operations within our chapter facilities while also recognizing that the pandemic impacted our member's ideas of desirable housing arrangements. In the upcoming biennium, the FMC will be focused on facing the reckoning in fraternity and sorority housing and the industry-wide challenge of keeping our facilities full. The FMC will continue explore ways to make our facilities relevant to today's member while maintaining our focus on financial discipline.

The Gamma Phi Beta Foundation

Autumn Hansen: The final partner in the trifecta of leadership in Gamma Phi Beta is the Foundation. The Foundation focused on three priorities in the last biennium: Building and Maintaining a Consistent, Robust and Sustainable Financial Position; Building and Maintaining a Strong and Clear Brand Presence and Creating Meaningful Lifetime Donor Engagement.

Megan Wick: Under the leadership of Angie Dimit and Barbie Chadwick, the Foundation has worked to grow unrestricted annual support by 20% by July 31, 2022, and continue growing this support by 5% annually in subsequent fiscal years. Thanks to our many generous donors who made gifts of all sizes to

help make this possible, we are on track to meet that goal. Contributing to this success were two campaigns, Chapter Challenge in October 2021 and the first annual Gamma Phi Gives Day in March 2022. Chapter Challenge raised over \$60,000 in unrestricted funds and Gamma Phi Gives Day raised over \$160,000, going toward the Sorority's greatest needs as well as leadership training, historical preservation and belong, equity, diversity and inclusion efforts. Additionally, the Foundation has grown and retained their donor base, welcoming over 500 new donors and totaling nearly 6,000 total donors this biennium.

In addition to building new gifts, the Foundation has been working hard to be good stewards of gifts already made. The Foundation has continued to work with Alliance Bernstein to manage our investment portfolio. While we have experienced positive investment returns during this volatile market, the Trustees have also been conservative with our spending to ensure we continue to improve our financial position.

Donors can give to so many great organizations, and we are honored when they choose to give to Gamma Phi Beta. In order to recognize the commitment of donors who have given generously for many years, the Foundation announced a new lifetime giving recognition program. Foundation Chairwoman Barbie Chadwick will share more about this program later this evening.

As part of its mission to support Gamma Phi Beta and her members who have scholarship, leadership, philanthropic and emergency needs, the Foundation gave out over 160 scholarships and fellowships during the biennium and provided \$25,000 in Loyalty Grant funds to sisters impacted by COVID-19 and other environmental and health crises.

In the upcoming biennium, the Foundation will focus their efforts to digitize our museum and archives through HistoryIT, while supporting the 150th Committee in raising funds for our 150th celebration. Increasing donor communication and transparency remains an ongoing effort and priority for Trustees, volunteers and staff of the Foundation.

Autumn Hansen: Thank you, Megan. These past two years have truly shown what this sisterhood is capable of. All of you – our volunteers, staff, chapter leaders, alumnae and collegians – have demonstrated an unbelievable amount of strength, resilience and adaptability to what has certainly been a challenging, yet flourishing biennium. And we have so much to look forward to in this next biennium. If you want greater detail about the work of One Gamma Phi Beta from the biennium, I urge you to read the Convention Report in its entirety. The report offers a review in totality and appropriately acknowledges the many volunteers and staff who were part of our accomplishments.

What's Next

Autumn Hansen: Let's talk about a few large projects you can expect from Gamma Phi Beta in this upcoming biennium.

First and foremost, our 150th celebration. 2024 will certainly be an extraordinary year, and I know every Gamma Phi Beta is anxiously waiting for its arrival. And I'm so grateful that the details of this monumental occasion are in the capable hands of past International President Krista Davis and Director of Conferences and Meetings Page Adams (Indiana). These leaders, alongside their talented committee and sub-committees, have already started outlining the framework of this joyous occasion. I hope that many of you will be attending the 150th luncheon tomorrow to get the inside scoop of what's to come in 2024.

Megan Wick: And while we are busy getting ready to celebrate our history, we also have a couple other history projects in the works, including the digitization of our archives and museum through HistoryIT as well as the contextualization of history, conducted by Historical Research Associates, which should be completed by December 2022.

Finally, the last big project that we want you to know about is the evaluation of Gamma Phi Beta's physical footprint. In 1990, Gamma Phi Beta first broke ground in Centennial, Colorado, following a Capital Endowment Campaign, which many generous donors, some in this room, played a big role. And over the course of 32 years, that building has served Gamma Phi Beta to a great extent – it has been a home to our museum, a host for countless meetings and a point of interest for our sisters to visit and take a photograph next to the Gamma Phi Beta rock. But the building has also been an annual financial hindrance to the organization and is in need of major capital improvements. And while COVID-19 produced a number of challenges to our sisterhood, our workforce learned that we might not need a physical space to accomplish our day-to-day work. Ahead of a move this size, we are asking the necessary questions to ensure that this is the right move. A working group is gathering information and data to share with International Council. We will be sure to keep you updated on the progress of that working group, and ultimately the decision made by International Council.

Autumn Hansen: These are all examples of what you might expect to hear about in the next State of Gamma Phi Beta at Convention 2024. I want to inform you of some of the other dynamics that we anticipate as we look to the coming biennium.

The pandemic showed us our resilience, fortitude and capacity for adaptability. It also humbled Gamma Phi Beta and reminded us of the importance of disciplined and paranoid planning for future catastrophes. Our primary revenue is from collegiate membership, by far. And we know that collegiate membership is declining with an expected college enrollment cliff in 2026, exactly 18 years following the financial catastrophe of 2008. College students today represent a more diverse, globally minded generation who expect values alignment with their organizations.

We continue to see a charged, polarized environment where people are unable to discuss differences. International Council released a statement in advance of Convention in an attempt to acknowledge the draft ruling of the Supreme Court of the United States and its implication for Roe v. Wade anticipated to be announced during our Convention program. For many, it hit the mark and for some, it was not representative of all members' beliefs. Our intent was to acknowledge the complexity of an issue that we are all tied to in some way and that our job as a sisterhood is to respect each member's opinion and self-determination on the topic. The sentiment of our message was meant to encourage civil discourse and engagement; for those who did not feel represented by our words, I am truly sorry. Leadership is a practice of continual growth and learning. International Council is uniquely tasked with interpreting the mission and vision of our organization in today's world; sometimes we will get it right and sometimes we will not. But I can assure you our work is always with Gamma Phi Beta's strategic position and long-term sustainability at the forefront of our decision-making.

Brené Brown, author and academic, describes the current state of the world as being in a spiritual crisis; unable to see humanity in the people we disagree with. Sorority can play a unique role in addressing this crisis, as we are one of the few spaces that bring together people from different parts of North America, of different generations and identities to find commonality. In our earliest years, our Founders would meet in the evening hours to present their debates to one another and receive direct feedback about the shortcomings and pitfalls of the arguments so that, when interfacing with the hostile world, they were

better prepared to represent themselves and their opinions. We will continue to hold space for sisters of all identities to explore who they are, what they value and who they aspire to be in this world.

Gamma Phi Beta does not reflect my personal values and no single community reflects the identities of all its members, and this is the cost of community.

Closing Remarks

Autumn Hansen: Sisters, we have accomplished so much, and we have even more to look forward to. When I think about this work, I am overwhelmed with gratitude. The accomplishments of this sisterhood would not be possible without the perseverance, dedication and passion of some incredible people. So, I'd like to take a moment to sit in that gratitude and recognize a few of the individuals and groups that make Gamma Phi Beta who she is.

Let's start with a team of sisters I was fortunate to work with personally, the 2018-20 International Council.

This Council worked tirelessly to keep our members, volunteers and staff safe during the first months of a deadly pandemic. They established a Belonging, Equity, Diversity and Inclusion Task Force to begin the necessary and hard work of making Gamma Phi Beta an anti-racist organization. These women served when our organization needed fearless leaders the most. For that, we thank you tremendously.

Next, I'd like to thank our Board of Managers and Board of Trustees, both current and those who have stepped off the boards in the past two to three years. Both boards are critical to the success of One Gamma Phi Beta, and both have faced their fair share of obstacles over these past few years. Yet, they turned those obstacles into achievements. This kind of teamwork is only possible with strong and compassionate leadership behind it.

Last but not least, thank you to our volunteers who provided support beyond their job descriptions. Thank you to International Headquarters staff who worked around the clock to ensure our chapters, volunteers and members had what they needed to succeed in this biennium.

To our collegiate members, thank you for the ways you have continued to teach us as alumnae members about what matters most to you as sisters and how we can best support you in being confident women of character who celebrate sisterhood and make a difference in the world around us. I see the ways you represent Gamma Phi Beta, and I am proud to be in fellowship with you.

As you can tell by this lengthy speech, I've had plenty of time to reflect on my service as your International President. There were challenges. There were times I felt like we were not making quick enough progress. I questioned everything. I cried a lot, but I laughed a lot, too. I learned more from our members, staff and volunteers than ever before.

I witnessed our sisterhood unite in a profound way. I watched us make tough decisions that were also the right decisions. I saw leaders emerge and support flow freely among our membership. I even witnessed our sisters lean into that gray space of dialectical thinking over the two years, and I hope we all continue to embrace it as the years go on.

Growth happens in the gray; in the discomfort of questioning and evaluating. We have grown despite the challenges we've faced these past two years, and I am eager to see our growth in the coming biennium. Gamma Phi Beta has changed, morphed, evolved this biennium and all members are important to

Gamma Phi Beta. What we look like, how we operate, the way we maintain relevancy is different today than it was two years ago, and we are still rooted in our Core Values and principles. We are fortunate our Founders gave us the guideposts we need to exist in the in-between. Love, Labor, Learning, Loyalty. True and Constant friendship. Our secret motto, pledge and rituals. The shared values that make us uniquely Gamma Phi Beta.

I think again of my dad's advice, "Be you with confidence and courage." If he were alive to ask if Gamma Phi Beta was able to do this under my service as the 48th president of this organization, I would say with assurance, "Yes. And we will continue to do so."