



GAMMA Phi BETA CONVENTION 2026

**Gamma Phi Beta
Convention Reports
2026**

Table Of Contents



INTERNATIONAL COUNCIL REPORTS... 3

WORKFORCE REPORTS... 9

FACILITIES MANAGEMENT COMPANY REPORT... 30

FOUNDATION REPORT...36

INTERNATIONAL COUNCIL BOARD-APPOINTED COMMITTEE REPORTS... 40

Information contained in this report is current through March 31, 2026.

International Council Reports





Dear sisters and friends of Gamma Phi Beta,

Two years ago, International Council (IC) stepped up to the starting line of a long-distance race, one that would demand endurance, discipline and a willingness to grow along the way. But before the first mile could truly begin, there was essential preparation to complete. IC's first task was to work with the Board of Trustees (BOT), Board of Managers (BOM) and the Executive Team to create and implement a new strategic plan, a map that would guide every step forward. It set the direction, clarified priorities and ensured that the journey ahead would be intentional rather than reactive. With that plan in hand, we were ready to begin.

At the outset of the journey, attention turned to the strength of the Sorority itself. Recruitment became a priority, not simply to increase numbers, but to strengthen our chapters on college campuses, bring chapters closer to total membership and stay ahead of declining enrollment across many universities. As membership goals were surpassed, it brought renewed energy and a deeper sense of shared purpose. Like a well-coordinated race team, the organization grew stronger through the collective efforts of our collegiate members, alumnae volunteers and staff.

As momentum built, IC recognized that even the most dedicated runners need the right equipment and sometimes a new approach to the race itself. Alongside upgrading tools, we began innovating the organization's business model, rethinking how value is delivered to members and how the organization sustains its work. This meant exploring new ways of operating, identifying opportunities for growth and ensuring that the organization could remain relevant and resilient in a changing environment. In parallel, we approved and began transitioning to a new technology platform, one designed to better serve members and support the organization's operations. Together, these efforts positioned the organization not just to keep pace, but to run smarter and more strategically.

In the early stages of the race, it also became clear that this would not be a race run on autopilot. Like runners adjusting their form to meet the demands of the course, IC made a deliberate choice to look inward. We began asking hard questions about our committee structure. It wasn't always comfortable. Some of those questions challenged long-standing practices and revealed opportunities for improvement. But instead of avoiding the discomfort, we embraced it and realigned committees with the strategic work of the board so that every effort supported the broader vision.

Throughout the race, IC committed to communicating openly and honestly. We studied the results of Amplifying Sorority Campaign research projects to ensure we understood the changing landscape of campuses, potential new members, parental support and alumnae interests. There was no pretense about the challenges or the work required. Instead, we invited our members into the process with transparency and candor. The message was clear: this is a shared effort, and the organization's success depends on collective engagement. That openness helped build trust and encouraged more individuals to step forward and take part.

We saw this at REAL Leadership Institute (RLI) as volunteer teams created work plans to support strategic priorities. We also saw this at REAL Leadership Academy (RLA) and Recruitment Summit as collegiate chapter presidents, membership vice presidents and their respective advisors created plans focused on small, incremental gains to support various portions of our strategic plan.



All the while, the board kept a steady eye on sustainability. No race can be completed without careful management of energy and resources. Financial sustainability remained a constant priority, guiding decisions and reinforcing the need for a strong, adaptable business model that could support both current operations and future ambitions.

Now, at the close of the biennium, IC has reached an important milestone. The strategic plan is not just a document, but a living framework. Governance is more aligned, membership is stronger, systems are improving, the business model is evolving, communication is clearer and the organization stands on firmer financial ground. Yet, like any meaningful race, this isn't the end. It is a marker of how far we have come and how much stronger we have become in the process.

The most significant outcome isn't just what was accomplished, but how it was accomplished. It came from a growth mindset that welcomed challenge, encouraged reflection and prioritized continuous improvement.

And with that mindset firmly in place, Gamma Phi Beta is well prepared for the miles still ahead.

With gratitude in ILKE,



Stephanie Gauchat Carriere (Arizona)
International President 2024-26



The 2024-26 International Council (IC) has guided Gamma Phi Beta through a period of meaningful transformation. From launching the organization's first unified strategic plan across the Sorority, Foundation and Facilities Management Company (FMC), to modernizing governance practices and championing recruitment growth, this biennium has been defined by intention, collaboration and forward momentum. The following report captures the work undertaken in service of three strategic priorities that will shape Gamma Phi Beta for the next generation.

Strategic Priority One: Cultivate Engagement: Recruitment, Retention, Alumnae and Facilities

Collegiate Recruitment and Retention

Strengthening chapter health and membership growth has been a central focus. IC engaged in extensive discussions around our recruitment philosophy, clarifying how the Sorority projects its brand, which campuses we prioritize and how chapter expectations align with organizational goals. These conversations are actively shaping how staff and volunteers deploy resources to best support chapters.

- Reviewed chapter health data and approved a chapter viability framework that clusters chapters by campus Total, institution type and open house pool size to guide resource allocation.
- Supported the Recruitment Summit, made possible through the Gamma Phi Beta Foundation, recognizing chapters for meaningful membership growth and investing in the development of recruitment leaders.
- Reviewed findings from the Amplifying Sorority Campaign's parent research, informing new strategies to reach prospective members and their families.
- Reviewed and approved the annual Extension Strategy, funding new chapters in alignment with organizational capacity and long-term growth priorities.
- Discussed a member advocacy and risk response framework to guide IC in situations where a member's experience warrants organizational support.
- Reinstalled Epsilon Chapter at Northwestern University.
- Approved an extension opportunity for Texas A&M University-San Antonio for Fall of 2027.

Alumnae Engagement

IC devoted substantial time to reimagining how Gamma Phi Beta serves its alumnae members across every stage of life.

- Met with alumnae engagement staff and volunteers to evaluate the alumnae chapter model, discussing geographic connections, chapter affinity, volunteering, shared interests and Foundation support as pathways to sustained engagement.
- Explored whether the existing alumnae chapter structure best serves today's members or whether alternative models could better meet evolving needs — a conversation that will continue into the next biennium.
- Received the final report from the 150th Celebration Committee and applied lessons learned to guide future milestone celebrations and in-person event planning.



Facilities

- Reviewed the portfolio of FMC-owned properties, connecting facility health data with broader strategic priorities to inform capital and operational decisions.
- Discussed how to make facilities more accessible and responsive to the physical, mental and emotional needs of residents and members.
- Discussed the need for alternative long-term financing options for extension projects, which are currently absorbed in the annual operating budget, to create a more sustainable funding model for future chapter growth.

Strategic Priority Two: Innovate the Business Model: Think Differently and Update Outdated Processes

IC embraced a culture of strategic inquiry, challenging longstanding practices and exploring structural improvements across governance, policy and operations.

Governance and Leadership Pipeline

- Launched the first unified strategic plan for One Gamma Phi Beta (spanning the Sorority, Foundation and FMC), developed with the support of La Piana Consulting and informed by extensive stakeholder input.
- Accepted the Terms of Service Task Force report, examining term lengths, continuity and leadership pipeline development for elected and appointed roles. This work originated from the SortSol Governance Review.
- Conducted a comprehensive review of all board committees, evaluating whether each committee's scope is realistic, goals clearly defined and volunteer time used wisely. Changes will ensure meaningful volunteer opportunities and stronger alignment with the strategic plan.
- Established an Awards of Honor Selection Workgroup to bring greater consistency and equity to the recognition process for the Carnation and Honor Roll Awards.

Policy and Organizational Culture

- Reviewed and approved updates to Sorority policies and position statements (including alcohol and drugs, amnesty, hazing prevention, non-discrimination, personal conduct and facility behavior), ensuring language is current, clear and aligned with member safety and inclusion.
- Engaged in generative discussion on Gamma Phi Beta's organizational culture philosophy, examining how staff, volunteers, members and external partners perceive our culture and what evolution may be needed.
- Explored Hammer's Intercultural Conflict Style framework to strengthen how IC and staff navigate team dynamics and shared decision-making.
- Reviewed research on belonging, equity, diversity and inclusion (BEDI), celebrated progress on original task force recommendations and aligned future BEDI work with the strategic plan.
- Reviewed the Volunteer Engagement Survey results, with 96% of volunteers reporting their time makes an impact and a 73% net promoter score, and used findings to shape strategies for an even stronger volunteer experience.



Financial Stewardship and Planning

- Reviewed a comprehensive financial trend analysis spanning 2015-24, examining asset growth, revenue and expense trends, investment performance and membership data to support long-term sustainability planning.
- Advanced the use of set-aside funds from the sale of the former International Headquarters (IH), establishing a gift agreement with the Foundation to create the Educational and Leadership Program Fund in support of member development.
- Approved dues and fees for fiscal year (FY) 2026 — holding rates steady — and initiated a formal recruitment and financial program (RFP) process for audit and tax services to ensure continued fiscal accountability.
- Reviewed the Sorority's investment portfolio with Bernstein, discussing asset allocation, performance benchmarks and potential adjustments for the year ahead.

Strategic Priority Three: Build a Technology Roadmap: Elevate the Gamma Phi Beta Experience for All

Building a technology roadmap is one of the three pillars of the 2024-26 strategic plan, with IC taking an active role in overseeing this critical infrastructure investment.

- Received a full briefing on the database migration project, including the transition from iMIS to Fonteva (powered by Salesforce). This new system is designed to provide reliable and consistent data, eliminate redundant tools, improve accuracy controls and offer a more user-friendly experience for members, volunteers and staff.
- Reviewed the project background, implementation timeline and IC's role in key decision points throughout the migration, ensuring board-level accountability for this significant investment.

The technology roadmap work is designed to directly elevate the member experience by simplifying how members engage with the Sorority, improving data accuracy and modernizing the systems that power Gamma Phi Beta's programs and services.



Dear sisters and friends of Gamma Phi Beta,

The past biennium evolved Gamma Phi Beta into a charged, innovative, strategic organization that is working to push boundaries on almost every front. While we launched the beginning of the biennium with an ending to the 150th celebrations, we simultaneously created and delivered our first ever enterprise strategic plan.

Believe it or not, the amazing 2024 Convention only marked the halfway point of the 150th Celebration. In addition to four coast-to-coast events remaining, we were also gearing up for our capstone event in Syracuse, New York, an event that defied all expectations for celebration and sisterhood honoring our history.

Meanwhile, with the trust and commitment of all three companies — Sorority, Foundation and Facilities Management Company (FMC) — we set about creating the first strategic plan that encompassed all three companies. With an outside partnership, we spent months evaluating the needs of all three companies and determining how best to focus our work aligned with one another.

Ultimately, we crafted three dynamic priorities that have set in motion transformation, growth and, more than anything, excitement. Once given a charge, the workforce responded, and collectively, staff and volunteers met the occasion with new programs, fresh approaches and strategic change that truly brought donors and members together to grow Gamma Phi Beta.

Our first strategic priority of Cultivating Engagement speaks for itself. It is easy to understand the “why” but more incredible to see the “how”. The workforce set out to create new alumnae engagement initiatives, establish connection through social media, increase the alumnae initiate program and dedicate the needed human and financial resources into volunteer recruitment and retention. Investing in our greatest resource, volunteers, is by far one of the greatest outcomes of the biennium. Across all three companies, volunteer roles have been created and filled followed by relevant onboarding and training.

My personal focus has primarily been on our second priority, Innovate the Business Model. This priority pushes us to directly challenge the norm and asks us to look at all business practices within our current local and global environment. Where are we stalled? Where have we stopped? Where do we need to grow? This priority has been truly liberating and has given us the agency to channel energy into priorities such as recruitment, social media marketing, partnerships and technology.

Evolving a new culture around recruitment has been a true team effort, bringing volunteers and staff together to focus on goals and strategy specific to chapters and regions. The return of Recruitment Summit 2025 launched us successfully toward an incredible 2025-26 recruitment season, leading us to incorporate collegians into future summits.

With the support of the Foundation and her donors, in-person programs have been restructured to accommodate today’s collegiate leaders and their campus environments. This support has been game-changing, not just for programming, but in providing access to all chapters.



Elsewhere in the FMC, we have set about evaluating the portfolio business model and assessing the unique needs of residents and facilities across the country. Creating a committee to focus solely on supporting Affiliated House Corporations (AHC) has helped give staff the bandwidth to focus on AHCs seeking to dissolve, as well as facilities within the portfolio that need maintenance and improvements.

Nowhere are we looking forward to innovation more than in our third priority of Building a Technology Roadmap. This biennium saw us take the leap to a new membership platform, Salesforce. We are taking this great opportunity to question and evaluate all operations and processes and systems of Gamma Phi Beta today so that we set up our new database to align work, maximize efficiencies and increase access for all members, alumnae and collegiate for the future.

As we work to automate segments of our operations, human and financial resources will open, allowing for greater engagement and support of members, innovation and overall growth.

Gamma Phi Beta is taking bold steps to increase our leadership, influence and impact not only through chapters, but in the communities in which live and thrive.

I look forward to sharing all that we have accomplished when I see you again in 2028!

Sincerely,



Megan Smiley Wick (Washington State)
Chief Executive Officer

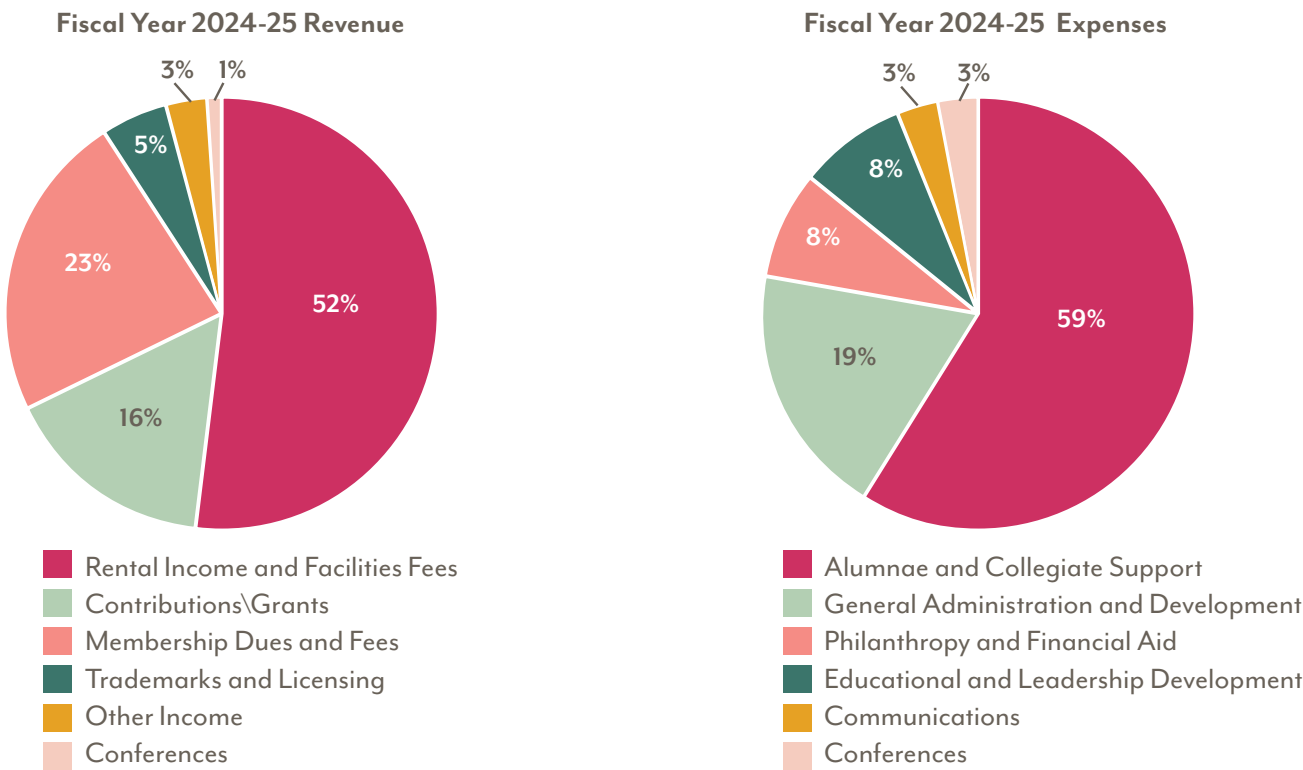


Financial State of One Gamma Phi Beta

The Finance division works closely with all three boards, various committees and internal divisions to provide accurate and timely financial reports. This financial information demonstrates accountability for the use of Gamma Phi Beta’s resources and ensures that operational efficiencies and controls are functioning as designed.

During the 2024-26 biennium, the Sorority, Facilities Management Company (FMC) and Foundation have experienced improvements in membership numbers, facility occupancy and fundraising. As a result, fiscal year (FY) 2025 results show increased revenue on a consolidated basis. At the end of FY2025, surplus funds were designated for future use in the areas of alumnae engagement, operating reserves and chapter support. In FY2026, membership numbers continue to grow and boost revenue, while expenses are monitored in accordance with strategic planning priorities and approved budgets. Throughout the biennium, Gamma Phi Beta has maintained a strong financial position and realized significant growth in assets.

Throughout the biennium, in addition to the normal day-to-day responsibilities, the Finance team supported the Sorority as it held several coast-to-coast events celebrating the Sorority’s 150th anniversary. The team supported the FMC through major projects at its facilities and assisted the FMC team with the migration to a new housing platform which facilitates the collection of facility fees, inventory tracking and maintenance requests. Working with the Foundation, the Finance team facilitated the payout of scholarships and fellowships to recipients’ colleges and universities as well as the payment of annual grants to Girls on the Run (GOTR) and the Sorority. The team also directed the proposal process for audit and tax services for all entities and worked with Chase to design and implement a new employee credit card program.



Revenue for FY2024-25 totaled \$19,182,779. Overall, the largest sources of revenue for Gamma Phi Beta include rental income and facilities fees, membership dues and fees and contributions and grants.

Expenses for FY2024-25 totaled \$18,590,301. Support of Gamma Phi Beta collegians and alumnae plus educational and leadership development accounts for 67% of all spending.



The Marketing and Communications division is responsible for how our organization shows up to our members, our partners and the world around us.

Across the Sorority, Foundation and Facilities Management Company (FMC), the division elevates the materials, messaging and experiences that define our brand. From the emails members open, to the events they attend, to the stories we tell, this work shapes how people understand and experience Gamma Phi Beta.

This work includes conferences and meetings, marketing, communications and Convention volunteers. Together, the division leads the strategy behind communications, events, public relations and brand presence, ensuring everything produced reflects the Sorority's mission and strengthens connection across membership.

The division partners closely with staff, volunteers and leadership to bring ideas to life, provide guidance and maintain consistency across the organization. At the same time, it is responsible for protecting and advancing our reputation in an environment where visibility and expectations continue to grow.

The following highlights how this work has moved forward over the past two years.

Awards and Recognition

Gamma Phi Beta continued to earn national recognition through the Fraternity Communications Association Awards Program, ranking among the top organizations in total awards received in 2025.

2024 Awards

- Third Place: Critic's Choice: Single Page Design: *The Crescent* Summer 2023 150th Celebration Teaser Ad
- Second Place: Video Presentation (Long): Strong Women Building Strong Girls video
- Third Place: Fred F. Yoder Award for Overall Excellence: *The Crescent*

2025 Awards

- First Place: Promotional Resources: Party in a Box
- First Place: Print or Digital Newsletter: 150th Quarterly Newsletter
- Second Place: Critic's Choice: Magazine Cover Design: *The Crescent* Fall 2024 issue
- Third Place: Overall Social Media Strategy and Engagement
- Third Place: Overall Digital Integrated Marketing

Impact and Strategy

- Established unified marketing and communications goals across the Sorority, Foundation and FMC, bringing stronger alignment to how we operate as one organization.
- Implemented new and updated communication cadences for key audiences, including new members, families and potential new members to create a more consistent and intentional experience.
- Transitioned social listening and scheduling to Sprout Social, allowing us to be more strategic and responsive across our digital platforms.
- Continued to serve as a trusted partner to International Council (IC), the Board of Trustees (BOT) and the Board of Managers (BOM), providing guidance on communications, public relations and brand positioning.



Events and Experiences

- Planned and executed Convention 2024 for more than 800 attendees, where 94% of attendees reported overall satisfaction and 95% reported satisfaction with the Pink Carnation Banquet.
- Successfully executed the 150th Celebration, culminating in the Syracuse Coast-to-Coast event (attended by 267 guests), featuring a weekend long Founders Day celebration.
- Planned and hosted 10 Coast-to-Coast celebrations across North America with more than 1,500 attendees, creating meaningful opportunities for members to connect and celebrate.
- Developed and distributed the final 150th assets, including videos, newsletters, podcast content and a special edition of The Crescent, extending the celebration beyond in-person events.
- Produced the “150 Reasons to Celebrate” video series and quarterly newsletters to sustain engagement throughout the celebration.
- Supported and executed major organizational events, including REAL Leadership Institute (RLI), REAL Leadership Experience (RLE), Recruitment Summit, Belonging, Equity, Diversity and Inclusion (BEDI) Summit and REAL Leadership Academy (RLA).
- Led full-scale event strategy across all major events, including registration, branding, programming, speaker coordination and overall attendee experience.

Brand, Content and Storytelling

- Continue to publish quarterly issues of The Crescent, distributing 24,000 pieces each quarter, including milestone editions tied to the 150th Celebration and a fully Foundation-focused issue.
- Expanded our digital storytelling by launching and growing new platforms, including a YouTube channel geared toward potential new members that has generated more than 415,000 views.
- Created high-performing social content, including some of the most engaged posts in Gamma Phi Beta’s social media history.
- Collected and produced member stories and videos that highlight the impact of Gamma Phi Beta and the experiences of our members.

Public Relations, Brand Protection and Influence

- Provided crisis communications coaching and real-time support to chapters navigating media attention and complex situations.
- Supported leadership in developing messaging related to national and global current events, ensuring our voice remained thoughtful and aligned with our values.
- Maintained oversight of all brand partnerships to ensure alignment and protect the reputation of Gamma Phi Beta.
- Represented Gamma Phi Beta in broader industry work, including participation in developing the toolkits for the Amplifying Sorority Campaign.

Marketing, Growth and Recruitment Support

- Supported recruitment marketing efforts across chapters through consultations and the development of practical resources for collegiate officers.
- Supported the Nominating Committee (NC) with marketing efforts that resulted in an approximate 300% increase in collegian applications.
- Created and managed social media strategy for the reestablishment of Epsilon Chapter at Northwestern University.
- Partnered with chapters to support housing marketing efforts and address empty room fees.
- Recruited and managed collegiate content creators, expanding our reach and ensuring our content resonates with current and prospective members.



Partnerships, Merchandise and Revenue Growth

- Shifted the approach to merchandise and partnerships from passive to more intentional and marketing-led.
- Royalty revenue trended at an approximate 30% increase over the biennium, driven by both membership growth and expanded strategy.
- Improved the member shopping experience through enhancements to Crescent Corner and expanded access through ShopGammaPhiBeta.com.
- Increased co-branded merchandise opportunities with universities, creating more ways for members to engage with the brand.
- Secured and activated partnerships with brands such as Lululemon and Katyluxe.
- Initiated the development of a Gamma Phi Beta Amazon storefront to further expand accessibility.

Foundation

- Reimagined the Foundation Annual Report as a “Donor Impact Report,” making it more engaging and accessible for our donors.
- Launched a new Foundation impact page and “Your Foundation Dollars At Work” campaign to clearly demonstrate how donor dollars are making a difference.
- Developed and executed campaigns supporting Gamma Phi Gives Day, scholarships, fellowships and annual appeals.
- Established a consistent communication cadence with donors through quarterly appeals, newsletters and reporting.
- Supported leadership in writing and positioning major donor communications.
- Collected and shared member stories to better connect donor support to real impact.
- Produced more than 80 personalized scholarship and fellowship videos, strengthening donor stewardship and connection.

Facilities Management Company

- Completed and published the FMC’s Annual Report.
- Developed more targeted communication systems to improve speed and clarity with FMC stakeholders.
- Created facility-specific web pages with updated photography and resources.
- Supported marketing and communications for facility openings, updates and events.
- Improved internal communication processes for urgent and chapter-specific needs.



MEMBERSHIP

This biennium there was a dramatic increase in collegiate membership with a strategic focus on membership recruitment.

Members	FY2024-25	FY2025-26*
Lifetime Initiated Members	260,538	267,049
Living Alumnae Members	181,161	189,052
Alumnae Chapter Members	5,275	5,671
Collegiate Members	16,566	17,561
New Members Pledged	6,554	7,151

*Statistics as of April 15, 2026

ALUMNAE ENGAGEMENT

Guided by the **alumnae engagement philosophy**, the division continued to expand programs and services for alumnae members and chapters to engage more alumnae in Gamma Phi Beta this biennium. Volunteers and staff worked together to encourage a lifetime commitment to the sisterhood.

Alumnae Chapters

Gamma Phi Beta has 114 alumnae chapters in the United States, Canada and London. One alumnae chapter closed this biennium. One alumnae chapter was installed this biennium.

Each alumnae chapter is evaluated for good standing annually. Good standing is defined in the Gamma Phi Beta Bylaws as the annual fulfillment of all international financial and reporting obligations.

	January–December 2024	January–December 2025
% Chapters in Good Standing	72%	67%

The Alumnae Order of the Crescent (AOOC) empowers chapters to assess strengths and identify opportunities across key areas of chapter operations. The highest designation a chapter can receive is the “Order of 1874.” Participation in the program is voluntary, and total submissions increased by 100% from the previous biennium to the current one, reflecting strong engagement and commitment to chapter excellence.

Order of the Crescent Level	January–December 2024	January–December 2025
Order of 1874	22	24
3 Crescents	2	12
2 Crescents	1	4
1 Crescent	0	1

Alumnae Chapter Officer Education

Alumnae chapter officer education consists of a variety of programs, including Fidelity for Alumnae Officers, officer training webinars and web-based officer resources. With the exception of Fidelity for Alumnae Officers, all alumnae chapter education is supported and facilitated by the alumnae engagement department.



Fidelity for Alumnae Officers

This biennium, the Education and Alumnae Engagement departments collaborated to create three lessons to support alumnae chapter officers in successful onboarding practices and to provide a refresher for officers continuing to serve in their role. These lessons included a General Officer 101, President 101 and Treasurer 101. The departments plan to launch additional position-specific lessons in the next biennium.

Officer Training Webinars

Throughout the biennium, volunteers and alumnae engagement staff have hosted webinars for alumnae chapter officers on various areas of alumnae chapter life, such as recruitment event planning and successful chapter programming. Additionally, the International President and Chief Executive Officer led a webinar on Gamma Phi Beta’s strategic plan and how alumnae chapters can support efforts to make an impact.

Officer Resources

The alumnae engagement department provides a variety of technical resources to support key audiences, including alumnae chapter officers. During the biennium, all existing resources were updated using new accessible templates to improve usability and consistency. In the next biennium, the resource library will continue to expand by developing new materials aligned with the upcoming Fidelity for Alumnae Officers lessons.

Alumnae Initiate Program

During the previous biennium, volunteers and staff implemented recommendations from the Alumna Initiate Task Force to expand access and increase participation in the program. Enhancements included adding alumnae initiate information to the public-facing website, creating a volunteer team to meet with prospective candidates who do not already know a Gamma Phi Beta member and allowing alumnae initiates to participate in virtual Initiation. These changes significantly increased program participation.

In the current biennium, Gamma Phi Beta onboarded 12 alumna initiate specialists. These volunteers support awareness, education and promotion of the program, while guiding candidates and sponsors through the application process, educational experience and initiation service.

	FY2024-25	FY2025-26*
Alumnae Initiates	27	21

**Statistics as of April 20, 2026*

Dinner With 12 Sisters

In February 2020, Gamma Phi Beta introduced a new program for alumnae engagement, **Dinner with 12 Sisters**. Dinner with 12 Sisters is designed to be a one-night, low-pressure, sisterhood bonding experience that allows alumnae to meet and connect with others in their local community.

	2025	2026
Dinner With 12 Sisters Events	38	42



Gamma Phi Getaway

Gamma Phi Getaway is Gamma Phi Beta’s alumnae travel program, created to foster connection, sisterhood and shared experiences through curated group travel opportunities. The inaugural trip to Ireland welcomed 17 participants, and 20 members are registered for the upcoming Italy experience in April 2026.

Program expansion is already underway for the next biennium, with a plus-one eligible trip to Portugal planned for October 2026 and a members-only trip to Greece scheduled for July 2027. Moving forward, Gamma Phi Beta plans to offer two trips annually — one member-only experience and one plus-one eligible opportunity — while also exploring additional travel experiences beyond traditional land-based itineraries.

Gamma Phi Get-Together

Gamma Phi Get-Together provides members with an opportunity to connect with sisters near and far while celebrating the lifelong sisterhood that unites Gamma Phi Betas.

Held annually during the final week of September, these gatherings honor Gamma Phi Beta’s Founders’ first meeting on September 24, 1874. During the biennium, the program engaged nearly 2,000 members.

	FY2024-25	FY2025-26
Gamma Phi Get-Together Events	57	66

Merit Roll, Service Roll and Loyalty Awards

Merit Roll, Service Roll and Loyalty Awards are some of the ways that Gamma Phi Beta recognizes volunteer service to the Sorority. These honored awards celebrate our sisters’ passion for service and their dedication to others. Gamma Phi Beta awarded the following individuals this biennium:

Award	FY2024-25	FY2025-26*
Merit Roll	Tammy West Laudan (Rockhurst) Sita Vemuri Beasley (California-Irvine) Suzanne Rosen (Syracuse) Kathy Meyer (Wittenberg) Susan Bertoia Banting (Toronto) Theresa Fry Geraghty (Nebraska-Omaha) Betty Quick (Indiana)	Billie Trocke Nancy Montgomery Rosa Negrete Amber Alford
Service Roll	Kelly Jessica Witt (San Diego)	
Loyalty Award	Harriett Cogan (Indiana State) Alicia O’Connell (Nebraska-Kearney) Christy Woltzen Ehrenreich (Missouri-Columbia) Megan Byrne Krueger (Indiana) Tamara Sprull Rudnicki (Jacksonville)	

**Statistics as of April 20, 2026*



Member Milestones

In August 2020, Gamma Phi Beta launched the Member Milestones volunteer team. This team recognizes members celebrating the 50-year and 75-year anniversaries of their membership by sending handwritten notes or making phone calls. Volunteers have devoted time to researching 50- and 75-year members and have assisted in updating almost 2,000 alumnae member records.

Members	FY2024-25	FY2025-26*
50-Year Members	1,405	1,489
75-Year Members	691	876

**Statistics as of April 20, 2026*

International Alumnae Dues and Life Loyal Subscriptions

Payment of annual alumnae dues or Life Loyal subscriptions are a meaningful form of alumnae engagement that support so many areas of Gamma Phi Beta’s sisterhood. To date, 7,574 members have become Life Loyal members, fulfilling their annual alumnae dues commitment for their lifetime.

Following the biennium increase in alumnae dues from \$25 to \$40, participation totals for dues payers may appear lower; however, overall revenue generated through these programs continues to exceed previous funding levels.

	FY2024-25	FY2025-26*
Alumnae Dues Payers	2,210	1,870
New Life Loyal Subscribers	350	250

**Statistics as of April 20, 2026*

International alumnae dues and Life Loyal numbers also include gifted international alumnae dues/Life Loyal.

Sponsor a Senior

In 2020, Gamma Phi Beta launched the Sponsor a Senior program, which allows donors to gift alumnae dues to graduating seniors as they transition into alumnae membership. The program sees its greatest impact each May through July, when the majority of members graduate.

Following the biennium increase in alumnae dues from \$25 to \$40, participation totals for Sponsor a Senior may appear lower; however, overall revenue generated through these programs continues to exceed previous funding levels.

To date, 2,092 graduating seniors have had their first year of alumnae dues sponsored through donor support. This meaningful investment continues to strengthen lifelong membership, and the organization is deeply grateful for the generosity of those who make it possible.

	FY2024-25	FY2025-26*
Sponsored Graduating Seniors	266	72

**Statistics as of April 20, 2026*



CHAPTER SERVICES

In the past biennium, the Chapter Services department staff worked closely with regional and chapter-based volunteers to support Gamma Phi Beta’s collegiate chapters and the experience of collegiate members.

Collegiate Chapters

Gamma Phi Beta has 133 active collegiate chapters in the United States and Canada. Gamma Phi Beta reinstalled Epsilon Chapter at Northwestern University in Spring 2026. In the biennium, three collegiate chapters closed due to low membership numbers — Zeta Beta (Virginia), Delta Nu (Missouri State) and Iota (Columbia).

Each collegiate chapter is evaluated for good standing annually. Good standing is defined in the Gamma Phi Beta Bylaws as the annual fulfillment of all international financial and reporting obligations.

	January – December 2024	January – December 2025
Chapters in Good Standing	121	123

Order of the Crescent (OOC) is used by collegiate chapters to identify strengths and opportunities in all areas of chapter life. The highest designation a chapter can receive is “Order of 1874”. Participation in the program is compulsory, and the organization hopes to see even more chapters achieve an “Order of 1874” designation in the coming biennium.

Order of the Crescent Level	January – December 2024	January – December 2025
Order of 1874	9	10
5 Crescents	9	8
4 Crescents	43	51
3 Crescents	50	34
2 Crescents	14	17
1 Crescent	7	12

Recruitment

Gamma Phi Beta evaluates two key metrics for collegiate chapters related to recruitment performance. First, the organization evaluates whether a chapter achieved Quota. Chapters that achieved Quota took the maximum number of new members allowed during primary recruitment. Second, the organization evaluates whether a chapter is at or above Panhellenic Total on its campus. Panhellenic Total describes the maximum number of new and initiated members any chapter may have on a given campus.

	FY2024-25	FY2025-26*
Chapters That Achieved Quota	125	123
Chapters At/Above Total	29	34

*Statistics as of April 15, 2026



Retention

The Sorority evaluates two key metrics for collegiate chapters related to member retention. First, the organization evaluates the retention of new members. This number reflects the chapter’s ability to retain 90% of new members from the date the new member pledged to the date of Initiation. Second, the organization evaluates the retention of initiated members. This number reflects the chapter’s ability to retain 90% of initiated members from Initiation until a member graduates, transfers to another institution or leaves school.

	FY2024-25	FY2025-26*
Chapters That Retained At Least 90% of New Members	91	91
Chapters That Retained At Least 90% of Initiated Members	105	107

*Statistics as of April 15, 2026

Finance

Staff and volunteer support teams aim to achieve financial efficiency. To measure financial health, the organization evaluates on-time payments and monitors the number of member accounts that are delinquent by 60 days or greater. On-time payment is often a proxy indicator of member engagement and can help alert chapters to potential retention concerns.

	FY2024-25	FY2025-26*
Chapters With No Member Account More Than 60+ Days Delinquent	14	8
Members With 60+ Days Delinquent Accounts	1,166	1,425

*Statistics as of April 15, 2026

Chapter Volunteer Staffing

The organization aims to provide all collegiate chapters with three unique individuals serving in advisory roles as chapter advisor, finance advisor and recruitment advisor. Engagement of three unique individuals in a volunteer advisory capacity has been shown to be a differentiating factor in overall chapter health.

	FY2024-25	FY2025-26*
Chapters With Three Unique Individuals Serving in Key Advisor Roles	103	117

*Statistics as of April 15, 2026

Collegiate Leadership Consultant Program

During the 2024-25 academic year, three consultants were hired to support collegiate chapter operations. For the spring 2025 term, the organization piloted a residential collegiate leadership consultant (CLC) model. Six consultants were hired to serve as resident consultants during the 2025-26 academic year, supporting the areas of recruitment, retention, public relations and sisterhood.



Regional Teams

In 2025, Gamma Phi Beta piloted a model in three regions where chapter advisors were supervised directly by regional team leaders. After a successful pilot, Gamma Phi Beta fully implemented this model across all 12 regions beginning in 2026.

Extension

In the previous biennium, the National Panhellenic Conference (NPC) released ten bulletins with 19 campuses open for extension. Gamma Phi Beta already had chapters at three of these locations and evaluated the remaining 16, applying for three opportunities. The organization supported extension efforts at Northwestern and updated materials, including a presentation at Texas A&M-San Antonio, and was invited to extend in Fall 2027.

EDUCATION

The Education department is responsible for providing both holistic education and technical training to a variety of audiences including collegiate chapter officers, new and initiated members, volunteers and more. This education is delivered through a variety of methods including online lessons, in-person events, virtual and in-person training, resource documents and more.

Fidelity for New Members

The Sorority continued utilizing a four-week program for new member education. New member retention for the biennium averaged 95% during the 2024-25 academic year and 94% during the 2025-26 academic year. These retention rates remain above the 89.5% retention rate seen during past use of the six to eight-week new member education model.

New members complete a series of four online lessons and an optional post-Initiation online lesson.

	FY2024-25	FY2025-26*
Total Number of Fidelity for New Members Lessons Completed	28,839	32,569

**Statistics as of April 17, 2026*

On average, new members reported understanding of all learning outcomes at high levels. When asked to self-report learning, over 95% of survey respondents agreed or strongly agreed that Fidelity for New Members programming enabled them to utilize the skills and knowledge outlined in the program’s learning objectives.

Fidelity for Initiated Members

Fidelity for Initiated Members includes a flexible course library of 23 courses. During the biennium, six new courses were added to the course library, including, but not limited to, Enhancing Your Recruitment Skills, Living in Your Gamma Phi Beta Facility and Building Connection Through Daring Dialogue. Additionally, the fall and spring core lessons are updated annually for a total of four newly designed core lessons over the course of the biennium.



	FY2024-25	FY2025-26*
Total Number of Fidelity for Initiated Member Lessons Completed	50,235	54,220

*Statistics as of April 17, 2026

On average, members reported understanding of all learning outcomes at high levels. When asked to self-report learning, over 95% of survey respondents agreed or strongly agreed that Fidelity for Initiated Member programming enabled them to utilize the skills and knowledge outlined in the program’s learning objectives.

Collegiate Chapter Officer Education

Collegiate chapter officer education consists of a robust series of program offerings including Fidelity for Officers, REAL Leadership Retreat (RLR), Officer 201s and web-based officer resources.

Fidelity for Officers

Fidelity for Officers consists of 36 courses assigned to specific officers based on their elected or appointed officer role. These courses include the Officer 101s (i.e. one unique Officer 101 per officer role for a total of 27 unique courses), Event Planning for Officers and Executive Council General Training. These online lessons include training about basic job functions and skills for each role.

In FY26, a collection of new courses were delivered to executive council officers. These lessons are referred to as Four-Minute Fidelity courses. These courses were redesigned to provide content in a bite-sized, microlearning format to target position-specific skill development. Seven Four-Minute Fidelity courses were delivered to officers in FY26.

REAL Leadership Retreat

Collegiate chapter officers elected to executive council officer roles participated in the REAL Leadership Retreat (RLR), a live virtual retreat designed to equip new officers with knowledge and skills to successfully fulfil their roles. Officers spend time developing team norms and setting goals for their chapter during this program. During this biennium, this program was rebranded as the RLR (formerly called Executive Council Retreat). Longitudinal data continues to demonstrate the effectiveness of this program, thereby supporting the retention of this program as a REAL Leadership initiative.

	FY2024-25	FY2025-26
Number of RLR Attendees	1,040	1,056

On average, officers reported understanding of all learning outcomes at high levels. When asked to self-report learning, over 99% of survey respondents agreed or strongly agreed that RLR programming enabled them to utilize the skills and knowledge outlined in the program’s learning objectives.



Officer 201s

Officer 201s provide in-time education to collegiate chapter officers on timely topics related to their elected and appointed officer roles. Officer 201s are delivered live, then recorded and uploaded to the Officer 201 YouTube playlist to enable collegiate officers to engage with ongoing learning at their leisure. Select Officer 201s are delivered in a recorded only format. A total of 27 new live Officer 201s were delivered during the biennium.

	FY2024-25	FY2025-26
Number of New Live Officer 201s Hosted	14	13
Number of New Live Officer 201 Attendees	205	223
Total Officer 201 Attendees in Both Live and Recorded Sessions	556	1,149

REAL Leadership Events

One way that Gamma Phi Beta fulfills its commitment to build confident women of character is through REAL Leadership events. These events are dedicated to helping Gamma Phi Betas become responsible, ethical, authentic and lifelong leaders.

REAL Leadership Institute

In June 2025, Gamma Phi Beta hosted the REAL Leadership Institute (RLI) in Chicago, Illinois. RLI featured certificate bearing education delivered in partnership with the National Conflict Resolution Center (NCRC). NCRC partners delivered a multi-session training equipping Gamma Phi Beta’s volunteer workforce with skills necessary to effectively navigate difficult conversations within the chapters and teams they support. In addition, all volunteer teams were guided by their respective team leaders through a structured curriculum that empowered all teams to leave with a two-year work plan. 173 attendees participated in the event including 94 international volunteers, 79 chapter advisors and 27 sponsor, vendor, and staff attendees.

REAL Leadership Experience

The REAL Leadership Experience (RLE) is Gamma Phi Beta’s premier in-person leadership event for emerging chapter leaders. FY2025 marked the return of this program after a pause in the previous biennium. 67 collegians applied to participate in 2025 RLE programming and 37 collegians participated in the multi-day retreat. Program participants expressed an over 99% learning effectiveness rate across all program elements.

Planning for 2026 RLE is currently in progress with an anticipated successful delivery. Programming from 2022 RLE was retained in 2025 and will continue to be used in 2026 programming, suggesting successful learning outcomes based on previous program data. 89 collegians applied to participate in 2026 RLE and 40 were invited.



REAL Leadership Academy

This biennium marked the return of the REAL Leadership Academy (RLA), Gamma Phi Beta's highest leadership experience for newly elected chapter presidents. RLA was hosted in January 2026 in St. Louis, Missouri. 249 total attendees participated RLA including 114 chapter presidents and 99 chapter advisors. Curriculum delivered during 2026 RLA centered on making 1% improvements in day-to-day leadership practices and offered tailored education to chapter presidents and chapter advisors. Over 98% of survey respondents expressed that content provided effectively supported learning.

Belonging, Equity, Diversity and Inclusion Summit

In February 2025, Gamma Phi Beta hosted the fifth annual Belonging, Equity, Diversity and Inclusion (BEDI) Summit. Feedback data from the 2023-24 BEDI Summit programs indicated significant satisfaction with a half-day virtual event, therefore this schedule was retained in 2025. 2025 programming focused on strategies to engage in difficult conversations referred to as daring dialogues and had 1,466 attendees at the live event. When asked to self-report learning, over 98% of survey respondents agreed or strongly agreed that BEDI Summit programming enabled them to utilize the skills and knowledge outlined in the program's learning objectives.

In February 2026, the sixth annual BEDI Summit maintained the same half-day event schedule. The 2026 BEDI Summit focused on concepts related to inclusive leadership and hosted 1,424 attendees at the live event. When asked to self-report learning, over 98% of survey respondents agreed or strongly agreed that BEDI Summit programming enabled them to utilize the skills and knowledge outlined in the program's learning objectives.

The Clara Project

The Clara Project (TCP) is designed to equip Gamma Phi Beta alumnae with the skills necessary to serve at the highest levels of an organization by delivering board-level skill education. In 2024, primary ownership of TCP programming shifted to staff. Fall 2024 TCP programming retained the eight-week cohort-based model utilized in previous iterations of the program. 27 alumnae applied to participate and 12 were accepted. 2024 TCP programming featured the first-ever facilitator recruitment and selection process for small group facilitators. Seven alumnae applied and three were selected. Over 98% of survey respondents agreed or strongly agreed that TCP curriculum effectively supported learning.

Fall 2025 TCP programming retained program and selection models used in fall 2025 programming. 24 alumnae applied to participate and 12 were accepted. Nine alumnae applied to facilitate and three were selected. Over 99% of survey respondents agreed or strongly agreed that TCP curriculum effectively supported learning.

VOLUNTEERS

During the 2024-26 biennium, efforts to support volunteers were expanded, including the implementation of a Volunteer 201 series modeled after Officer 201s, the launch of periodic updates on the Amplifying Sorority Campaign and an update of volunteer resources. The bi-monthly Volunteer Update continued as a vital source of information for volunteers, with updated sections including Minute with the Board to allow volunteers to connect with International Council (IC) members and a dedicated section focused on volunteer development.



In April 2025, support for the volunteer experience was transitioned from Human Resources (HR) to Member Experience, and a full-time role was added to the alumnae engagement team to support the recruitment, onboarding and ongoing support of international and local volunteers, including regional teams, specialty teams and advisory board members. HR continues to support all board-level roles as well as Foundation and Facilities Management Company (FMC) volunteers. As part of this transition, the work of the onboarding and HR specialist teams was paused for assessment and enhancement. These teams will be returning in the coming months as the reimagined volunteer experience specialist team with a focus on supporting all elements of the volunteer journey.

Volunteer hiring was transitioned from Jobvite to JazzHR for international roles and key advisory board positions during summer 2025. During this transition and aligned with the strategic priority of innovating the business model, processes were re-examined and refined to move the administrative burden away from volunteer leaders throughout the hiring process and provide additional staff support for outreach efforts.

Volunteer recognition and appreciation remained a key initiative, with volunteers recognized throughout Volunteer Appreciation Month each April and during Length of Service Awards at RLI. Volunteer Appreciation Month 2026 saw the addition of a robust social media campaign in partnership with Marketing and Communications to publicly celebrate Gamma Phi Beta’s volunteers.

	FY2024-25	FY2025-26*
Total Volunteers**	3,149	3,002
First Time Volunteers	453	616
Volunteer Appointments Made	444	351
Volunteer Interest Forms Received	89	123

**Statistics as of April 15, 2026*

***Includes all international volunteers and local advisory board members. Does not include Affiliated House Corporations (AHC) officers and AC officers*

Fidelity for Volunteers

In 2024, Gamma Phi Beta launched a flexible course library to support volunteer training and development. This library contains nine courses on topics such as leading an advisory board, day-one as new advisor, understanding collegiate chapters and more. Courses in the Fidelity for Volunteers sequence are completed by volunteers as part of the onboarding process.



In 2025, Gamma Phi Beta restructured the Administration division into the Operations division following the retirement of 30-year employee Kendra Bocher. The Operations division is comprised of the Data Strategy, Human Resources (HR), Operations and Technology departments. This division is a shared services division and provides integral support for day-to-day operations of the Sorority, Foundation and Facilities Management Company (FMC).

Data Strategy

The Data Strategy department is dedicated to leveraging Gamma Phi Beta's customer relationship management (CRM) technology and association management software (AMS) to ensure the business needs and goals of the enterprise are met. This team leads data strategy initiatives with a focus on using data to drive business decisions.

In October 2025, Gamma Phi Beta hired a director of data strategy to lead this team. In partnership with the Technology department, the team has focused on implementation of the strategic priority to build a technology roadmap. Specifically, the team is focused on transitioning Gamma Phi Beta's member database from iMIS to Salesforce.

The work to migrate the database will continue in the next biennium in accordance with Gamma Phi Beta's Strategic Plan.

Human Resources

The HR team builds and leads systems and programs and provides support to ensure that Gamma Phi Beta is a great place to work. The team continues to focus on designing and implementing processes that expand capacity to recruit, onboard and engage staff in meaningful ways across the organization.

Gamma Phi Beta remains a competitive employer. Since April 2024, Gamma Phi Beta posted 35 job openings and received 2,562 job applications. Of the 12 externally posted International Headquarters (IH) roles, six of those openings received more than 200 applications. This record number of applications translated to 365 interviews during this past biennium and a staff that currently numbers 48 IH employees, six collegiate leadership consultants (CLCS) and ten facility directors. Of the 48 IH employees, 14 reside in Colorado and 34 employees span across 17 other states. Facility directors and CLCs are based at collegiate chapters.

In support of the CLC program, the HR team:

- Participated in application review, phone screenings and interview weekends. Interviews were conducted in-person in Detroit, Michigan, in March 2025, and Chicago, Illinois, in March 2026.

In support of the FMC, the HR team:

- Helped plan and facilitate a successful in-person facility director training every summer. These trainings were held in Columbus, Ohio, in July 2024 and July 2025.
- In partnership with FMC staff, we increased the facility director substitute roster by 68% from 28 to 47 individuals.



To ensure staff engagement and retention, the HR team has:

- Utilized an annual benefits survey to make data driven comprehensive benefits decisions.
- Created a professional development program for staff training and development. Since April 2024, Gamma Phi Beta has funded 42 individual professional development opportunities.
- Established an annual staff week held in Centennial, Colorado, in 2025. The week featured professional development and Belonging, Equity, Diversity and Inclusion (BEDI) focused trainings, volunteering at the Denver Food bank, the celebration of Founders Day, team building, honoring staff milestones and staff values and an afternoon of fun!
- Participated in two staff surveys during the 2026 fiscal year (FY). The first was focused on belonging and was conducted by consultant Eboné Bell. The second was an engagement survey conducted by HR. The results of this survey were used to create a staff engagement plan.
 - Points of pride from this survey included:
 - ◇ 100% of respondents agreed that they contribute to the mission and vision of Gamma Phi Beta
 - ◇ 100% of respondents agreed that Gamma Phi Beta fosters a sense of community and connection among a remote workforce
 - ◇ Staff rated Gamma Phi Beta an 8.7 out of 10 as a great place to work.

Operations

The Operations department maintains the physical office and storage solutions in Colorado. This team is also responsible for relationships with the VOIP phone provider, access control provider and shipping partners, helping to ensure that day-to-day work happens seamlessly and without interruption. Additionally, the department supports collegiate chapters through the processing of new members and by managing badge and membership certificate orders.

Since August 1, 2024, Gamma Phi Beta has hosted 16 meetings or events at the new office. These include routine meetings for International Council (IC), the Board of Trustees (BOT), the Board of Managers (BOM) and a variety of staff teams. Additionally, the organization hosted several special meetings for National Panhellenic Conference (NPC) peers who used the space for board and committee meetings.

In January 2026, Gamma Phi Beta upgraded the access control system for the office. Physical keys were replaced with electronic fobs, and a system was implemented that allows remote access control to the office suite. These upgrades improved the accessibility and security of the office for both staff and visitors.

Technology

The Technology team is responsible for managing and maintaining Gamma Phi Beta's technology suite of software and hardware, ensuring optimal, relevant and efficient IT operations, as well as accurate and timely member information, reporting and analytics for all Gamma Phi Beta entities.

In partnership with the Technology committee, this department was responsible for scoping the project and solution for our database transition.

Operations Division



This department partners with all divisions across the organization to maintain accurate member and chapter records. Data hygiene has been a particular focus of this team during the biennium as they prepare to migrate data to a new platform. This team remains focused on managing legacy software throughout the remainder of the database transition and partnering with the Data Strategy department for a successful migration.

Additionally, they continue to focus on IT security and AI issues and concerns, as well as streamlining hardware equipment tracking, inventory, provisioning and distribution processes.

Facilities Management Company Report





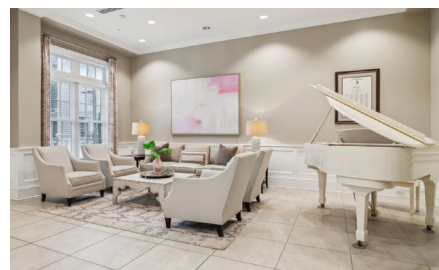
During the 2024-26 biennium, the Facilities Management Company (FMC) aligned its work with the strategic pillars of Gamma Phi Beta's new strategic plan, with a focus on cultivating engagement, innovating the business model and building a technology roadmap. This work positioned the FMC to better support the member experience while also strengthening the organization's long-term financial sustainability.



Key accomplishments for this biennium included:

- **Identifying FMC Strategic Priorities for the Future**

Through the collaborative process of creating the first-ever joint strategic plan for Gamma Phi Beta, the FMC identified several strategic priorities to focus on over the next few years. These strategic priorities include increasing occupancy in facilities, collecting and sharing the positive experiences of members living in facilities and Affiliated House Corporations (AHC) volunteers, developing a rolling capital improvement and housing plan, implementing a new billing platform, evaluating the housing portfolio model and elevating the housing program. In the first year of the new strategic plan, the FMC has made significant progress in implementing a new billing platform, creating a five-year capital improvement plan, evaluating support for affiliated house corporations (AHCs) and evaluating the housing portfolio which included evaluating property insurance coverage.



- **Creating an AHC Evaluation Committee**

Recognizing the importance of AHCs to Gamma Phi Beta's housing portfolio, the FMC Board of Managers (BOM) established a new AHC Development Committee. The purpose of this group is to:

- Identify and understand key drivers of AHC health and sustainability.
- Develop tools and resources to support AHC operations to keep them healthy and viable.
- Create educational resources to help sustain volunteer engagement and property stewardship.

The inaugural AHC Development Committee members were appointed by the FMC BOM in May 2025. The AHC Development Committee led a listening tour to learn from AHC leaders and volunteers, reviewed AHC resources and worked to identify gaps in support and ensure strong solutions that meet real needs are being built.

- **Transitioning to StarRez Platform**

After experiencing ongoing challenges with the Armatic platform used for residential contracts and billing, FMC staff researched new platforms with the help of the accounting and IT departments. A new platform, StarRez, was selected because it allowed staff to complete residential contracts, billing, work order requests, occupancy reports, property management and more in one system. StarRez replaced two systems: Armatic, used for residential contracts and billing, and BlueFolder, used to manage internal work orders. International Headquarters (IH) staff began the transition to StarRez in November 2025 and welcomed the first users to the platform in April 2025. During the first academic year in StarRez, staff focused on the residential billing experience for members and identified several changes needed to improve this experience for members.



- **Hosting the Biennial Housing and Facilities Conference**

The Housing and Facilities Conference (HFC) was held alongside the Recruitment Summit in St Louis, Missouri, in February 2025. With the return of the Recruitment Summit, the Sorority and FMC worked collaboratively to host in-person events together. FMC staff reported assessment results, which included:

- 33 of 35 learning objectives successfully achieved a 95% or higher agree/strongly agree response rate.
- 31 of 35 learning objectives achieved a 100% agree/strongly agree response rate.

High levels of success across all learning objective assessment questions suggest that HFC programming successfully increased attendee learning and achieved the primary objective of the event. Hosting HFC alongside Recruitment Summit also allowed members, vendors and guests to interact across One Gamma Phi Beta at meals and activities hosted throughout the weekend.

- **Creating and Piloting New Facility Documents**

With the goal of strengthening the record keeping of our facility information, FMC staff developed and piloted two important new facility documents. The first document the FMC piloted was a facility operations manual. The manual allows FMC staff to capture facility-specific information on a chapter house in areas including access, vendors, maintenance, kitchen, safety and security, chapter usage, opening and closing, storage, supplies and general information. The second document the FMC piloted was a facility maintenance tracker, which allows FMC staff to track preventative and reoccurring maintenance on 60 different maintenance items related to a facility. A maintenance item can be coded as completed, scheduled or past due and tracked by month and fiscal year (FY). Piloting these documents has allowed our FMC staff to have more insight and information on facilities and allows us to better anticipate facility needs.



- **Revising Annual In-Person and Virtual Training for Facility Directors**

The FMC revamped its annual in-person training for FMC facility directors through a rebranded program called Facility Director Summer Summit. The program was hosted at the Beta Xi Chapter at Ohio State University, which allowed facility directors and FMC staff to learn and build relationships in a communal environment much like our collegiate chapters do throughout the year. The FMC revamped and restarted Coffee and Chat, a virtual ongoing development program for FMC facility directors. This monthly program features rotating topics and provides ongoing development for facility directors during the school year. Educational sessions for both programs included customized content related to accounting and budgeting, preventative and deferred maintenance, capital projects, vendor relations, chapter support, chapter operations and human resources (HR). Facility directors also received training on topics including risk management and crisis communications, FMC move-in procedures, how to host a house meeting and facility goals for the year.



- **Strengthening National Vendor Partnerships**

FMC staff continue to maintain a preferred group of national vendor partners to help provide commercial services and products at a discounted rate to FMC and AHC properties alike. Those vendor relationships include national partners Cintas, ServPro, UpperCrust and Wayfair.



Our Portfolio of Work

FMC staff oversees in-house property management, which includes the direct oversight of the day-to-day operations of the properties, billing and collections, capital project planning and new initiatives.

The FMC currently owns, manages and supports 67 chapters; this equates to 50 percent of Gamma Phi Beta chapters. There are 28 chapters within the FMC that have facilities: 16 free-standing facilities, eight residence halls and four rooms or suites. There are 13 chapters within the FMC that have storage facilities. The FMC also provides financial services to four AHCs. The FMC houses 957 members, or 26 percent of Gamma Phi Beta's 3,731 members living in our facilities.

Major projects occurred during the biennium, including:

- **Beta (Michigan)** – Purchased new washers, dryers and a boiler.
- **Phi (Washington University)** – Moved into a new suite in the Panhellenic building.
- **Beta Beta (Maryland)** – Replaced washing machines and new televisions in common areas.
- **Beta Delta (Michigan State)** – Upgraded washing machines, installed new ceiling fans, installed new flooring on residential floors, painting updates, upgraded kitchen and updated camera system.
- **Beta Lambda (San Diego State)** – Upgraded plumbing system, updated first and second floor bathrooms and upgraded vanity room and laundry room.
- **Beta Mu (Florida State)** – Updated Wi-Fi system, updated access control, updated burglar alarm, updated fire panel, additional cameras added around the exterior of the property, new attic insulation, preventative wood decaying treatment, increased security guard services from three nights to seven nights a week, replaced rugs and accents, replaced boiler and circulating pump, resecured and repainted emergency stairs, added a new grinder pump and grease trap, repaired the soffit, gutter and roof, replaced lawn irrigation system, added new landscaping and painted exterior doors.
- **Beta Sigma (Washington State)** – New roof for entire facility and upgraded basement furniture.
- **Gamma Beta (Gettysburg)** – Refreshed lounge with art, throw pillows, accessories, lamps and more.
- **Gamma Chi (Texas State-San Marcos)** – Replaced some common area furniture, the water heater and added new grease trap.
- **Delta Pi (Illinois State)** – Replaced two furnaces, replaced commercial freezer, added new commercial dishwasher, replaced hot water heater and replaced north side windows.
- **Delta Psi (UC Santa Barbara)** – Replaced northern wall and upgraded six unit bathrooms.



- **Epsilon Theta (Clemson)** – Replaced the study room desks and chairs, added storage cabinet and updated some lounge furniture.
- **Epsilon Pi (George Mason)** – Moved to a new storage unit and reduced costs.
- **Eta Gamma (Delaware)** – Replaced some common area furniture and restored access to offsite storage unit.
- **Eta Lambda (Central Florida)** – Provided financial support for the chapter's recruitment rental space.
- **Eta Nu (James Madison)** – Replaced all common area furnishings with furniture, added complimentary accents and repainted common area.
- **Eta Xi (Florida)** – Replaced all carbon dioxide detectors, replaced exterior lounge cushions and umbrellas, repaired exterior facade, replaced some smaller furnishings in common area, replaced staircase runner, repaired heating, ventilation and air conditioning (HVAC) with preventative improvements, reupholstered large ottomans and updated landscape.

The FMC also continues to support AHCs by providing advice about contracts, employment issues, governing documents, resident situations and various other issues that AHCs face during the year.

FMC Growth

The FMC grew by merging with two AHCs during the biennium. The FMC welcomes Epsilon Chapter at Northwestern University and Zeta Sigma Chapter at the University of South Carolina to the FMC portfolio.

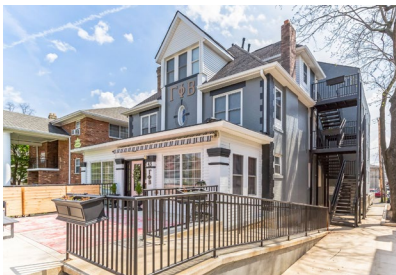
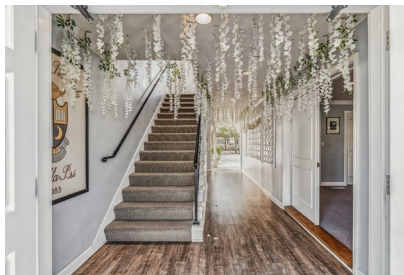
We are proud of the following major projects that occurred for Zeta Sigma during the biennium including:

- **Zeta Sigma (South Carolina)** – Paid off mortgage, updated landscaping, replaced three HVAC units, replaced the roof and added a new resident fridge and microwave.

The FMC is currently working with PDR Interiors and Northwestern University on facility updates to the Epsilon (Northwestern) facility for residents to move in September 2026.

In addition to merging with two AHCs, the FMC also entered into a management agreement with Alpha Xi (Southern Methodist) to manage the chapter facility while the chapter is closed. Work done through the management agreement that occurred during the biennium includes:

- **Alpha Xi (Southern Methodist)** – Created an Alpha Xi website, email, signage and marketing materials to rent out the house to prospective students. Distributed rental agreements as requested, which has kept the house occupied with students. Repaired roof damage, repaired and remediated a moisture issue in crawlspace, improved HVAC, repaired exterior bricks, updated electrical and plumbing, updated facility director suite, replaced furniture, added lighting, repaired and updated landscape.





The Future of the FMC

The FMC will continue to evaluate facilities and options for chapters while making decisions that best meet the needs of members and Gamma Phi Beta. The FMC is committed to exploring how facilities can be made more accessible to meet the physical, mental and emotional needs of residents and members. The FMC also plans to improve support for AHCs and FMC chapters without residential facilities.



Current Year Financial Review

The Board of Managers (BOM) spends a significant part of every meeting discussing the organization's current financial picture, while evaluating opportunities for growth. Below is a summary of the budgeted and actual spending numbers for the biennium.



FY2024-25 Actuals

Actual Revenue	\$10,183,346
Actual Expenses	<u>10,044,713</u>
Change in Net Assets	
from Operations	138,633
Investment Return	<u>336,139</u>
Change in Net Assets	\$474,772



FY2025-26 Budgeted Numbers

Budgeted Revenue	\$10,604,622
Budgeted Expenses	<u>10,322,049</u>
Change in Net Assets	
from Operations	282,573
Budgeted Investment Return	<u>65,140</u>
Budgeted Change in Net Assets	\$347,713



FY2025-26 Actuals (through 3/31/26)

Actual Revenue	\$11,714,415
Actual Expenses	<u>7,972,504</u>
Change in Net Assets	
from Operations	3,741,911
Investment Return	<u>140,567</u>
Change in Net Assets	\$3,882,478

Foundation Report





In the last biennium, the vision of the Foundation has been to inspire and invest in a culture of philanthropy for the benefit of sisterhood. This new vision was created along with a new mission statement that better reflects the work of the Foundation. With this new mission and vision in mind, staff and Trustees have maintained a laser focus on the three strategic pillars of cultivating engagement, innovating the business model and building a technology roadmap.

To help cultivate engagement, the Foundation worked to increase opportunities for students and alumnae to work with the Foundation. In partnership with the Sorority, the Foundation created a collegiate Foundation Relations Chair. This appointed officer assists in educating collegians about opportunities to receive support from Foundation grants and how they can pay it forward through the Carnation Nation. Moreover, the Foundation revised Foundation committees and added volunteer opportunities with the stewardship, scholarship, grant and finance committees.

Over 200 dedicated volunteers reviewed scholarship and fellowship applications over this biennium. These volunteers were critical in helping award \$967,203 in scholarships and fellowships. This includes awarding our largest scholarships ever through the Ruth Seeler Medical School Fellowships.

More than 300 volunteers worked as Gamma Phi Gives Day ambassadors, helping raise \$578,000 this biennium. These gifts helped fund programs like Recruitment Summit, Belonging, Equity, Diversity and Inclusion (BEDI) Summit, Fidelity for Initiated members, chapter visits, REAL Leadership Experience, scholarships and more.

The Foundation focused on increasing engagement for donors as it works to create a culture of philanthropy. Donors were invited to attend and participate in more programs that they are helping to fund, such as Recruitment Summit, allowing them to see their Foundation dollars at work. The Foundation also launched a campaign to clearly identify programs which are funded by donor dollars. The new “Your Foundation Dollars at Work” logo can be found in newsletters, on social media posts and at events. This was created to visually help donors see where their dollars are being spent. During the past year, the Foundation held nine gatherings to share the work that is being done with friends and donors. Finally, the spring 2026 issue of *The Crescent* was dedicated solely to the Foundation. These accomplishments are a true testament to the Foundation’s vision of inspiring a culture of philanthropy.

The increase in transparency of how dollars are being spent has led to an increase in gifts to the Foundation. During the biennium, we added eighteen new endowment funds to support scholarships, educational programs and Foundation operations. In addition, our donors supporting the area of greatest need continued to grow. We had nearly 300 1874 Society members, which is a 10% growth over last biennium. Our Tau Epsilon Pi Society, the giving society that recognizes donors with estate gifts, grew with eighteen new donors declaring a legacy gift.

To innovate the business model, staff size was doubled. This increase in staff has allowed the Foundation to increase gifts and to better support member programs. Because of this additional staff, the Foundation was able to launch the Parent and Family Giving Society and relaunch the Collegiate Giving Society — the Carnation Nation. With these two giving societies, inaugural efforts generated \$20,000 to support educational programs.



On the Governance side, many Foundation policies were updated to ensure continued operation using best practices. The finance committee did a thorough review of the investment policy and made updates to ensure continued sound management of donors’ gifts. The Foundation adopted a pass-through gift policy to help manage restricted gifts from donors which are not allocated to endowments. Finally, the Foundation revised the gift acceptance policy to provide guidance to donors and staff. At the end of the biennium, all governing policies and procedures are current and up to date.

Donor Impact Over the Biennium





Financial State of the Foundation

The Foundation continues to maintain a strong financial position and has realized significant growth in assets over the biennium.

FY2024-25 Actuals

Actual Revenue	\$2,981,243
Actual Expenses	<u>2,996,726</u>
Change in Net Assets	
from Operations	(15,483)
Investment Return	<u>1,881,665</u>
Change in Net Assets	\$1,866,182

FY2025-26 Budgeted Numbers

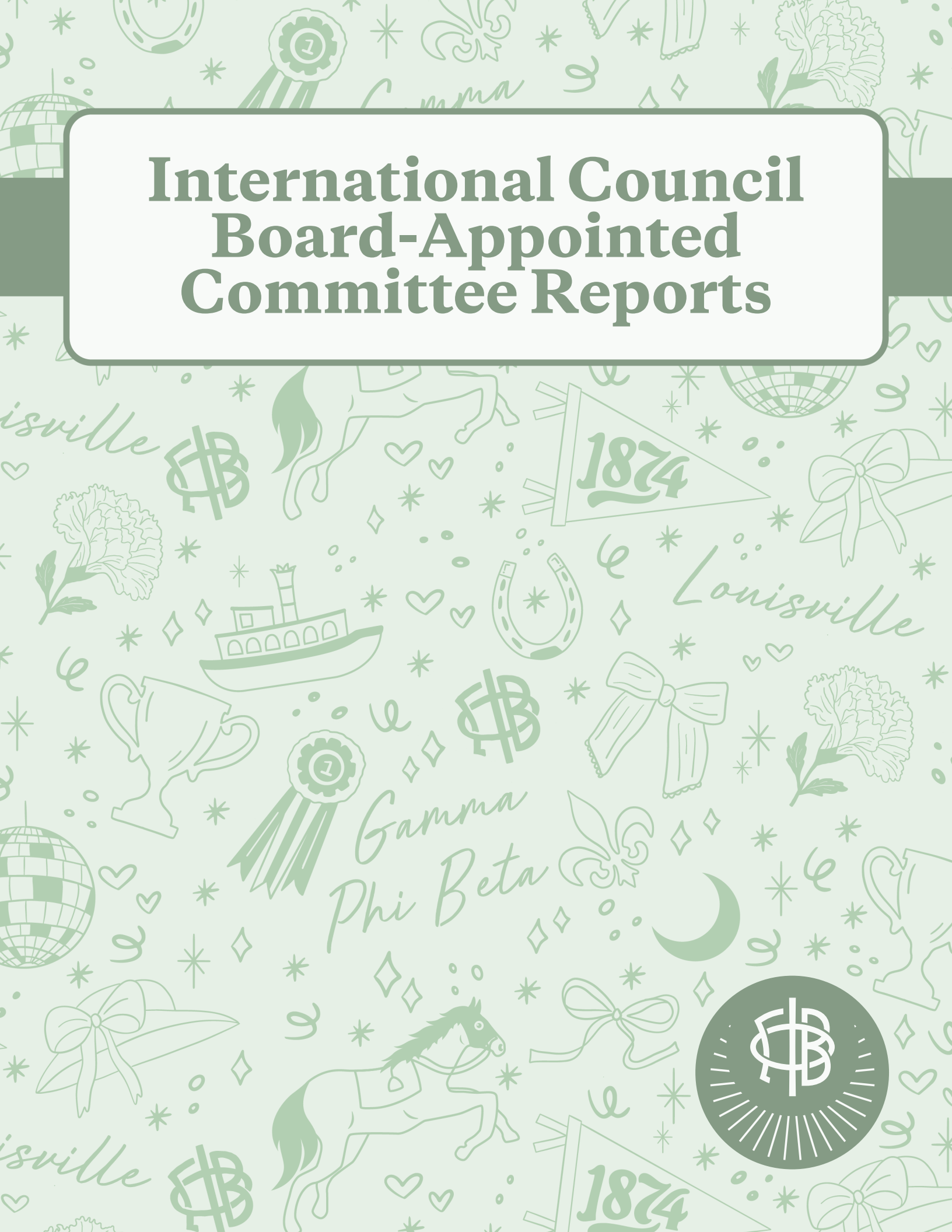
Budgeted Revenue	\$1,813,650
Budgeted Expenses	<u>2,398,380</u>
Change in Net Assets	
from Operations	(584,730)
Budgeted Investment Return	<u>295,000</u>
Budgeted Change in Net Assets	\$(289,730)

FY2025-26 Actuals (Through March 31, 2026)

Actual Revenue	\$3,132,645
Actual Expenses	<u>2,016,499</u>
Change in Net Assets	
from Operations	1,116,146
Investment Return	<u>1,189,547</u>
Change in Net Assets	\$2,305,693

For more financial information, visit the 2023-24 Annual Report and the 2024-25 Donor Impact Report.

International Council Board-Appointed Committee Reports





150TH CELEBRATION COMMITTEE

Committee Chairs: Krista Davis (Bowling Green) and Megan Smiley Wick (Washington State)

How many times the committee has met over the biennium: 10

Formed in 2021, the 150th Celebration Steering Committee consisted of 19 professional staff and volunteer members representing all three organizational boards, the Ritual and History Committee, varying generations and geographical locations. The work of the steering committee and their sub-committees spanned approximately three years, although pre-planning, including setting aside funds, began 8-10 years prior to the celebration.

The celebration began in November 2023 on Founders Day and continued throughout 2024, including opportunities for members to honor, remember and celebrate 150 years of sisterhood in numerous ways: individually, virtually and in person. The celebration culminated with a myriad of Founders Day events in November 2024.

A successful 150th celebration of the Sorority was one in which an increase in engagement and pride in Gamma Phi Beta by members existed. Success was measured in the areas of celebrating history, fostering pride and connecting with members.

The celebration began in the 2022-24 biennium, and continued into the start of the current biennium, with coast-to-coast celebrations continuing in Denver, Colorado, Dallas, Texas, Chicago, Illinois, Columbus, Ohio, Toronto, Canada, Charlotte, North Carolina, Orlando, Florida and wrapping up in Syracuse, New York for Founders Day 2024. The successes of the celebration included many metrics and many intangible moments of building pride, celebrating and honoring sisterhood.

The committee culminated their work in December 2024 by reviewing notable statistics, financial records and measurements of success. The committee also developed a report with information and recommendations for the next milestone celebration of Gamma Phi Beta — 175 years!

Gamma Phi Beta is one of the oldest women's organizations in North America and continues to provide relevant, enriching experiences for women. To honor 150 years of that legacy was a monumental and daunting task. Hopefully, history views the work of this committee as properly, effectively and respectfully honoring Founders, members, and sisterhood.



AUDIT AND FINANCE COMMITTEE

Committee Chair: Kristen Heine Slaughter (Florida State)

How many times the committee has met over the biennium: 22

The Audit and Finance Committee is a standing committee whose purpose is to assist International Council (IC) and the Facilities Management Company (FMC) in fulfilling their fiduciary responsibilities over the financial resources of the Sorority. The two primary tenants of the Committee are to oversee the accounting and finance activities of the Sorority and to provide oversight of the use and development of the Sorority's financial resources.

The Committee meets and works closely with Gamma Phi Beta's chief financial officer (CFO), auditors and investment advisor. An annual work plan in alignment with the Sorority's Strategic Plan is in place for this Committee to ensure quality operations and maintenance of IC's fiduciary responsibilities. The annual work plan that was fulfilled by this Committee includes the following:

- Monthly review of financial reports prepared by the CFO
- Quarterly review of investment portfolios
- Bi-annual review of debt covenants
- Annual review of:
 - Contract approval matrix
 - Audited financial statements
 - Form 990
 - Performance of the external auditor and investment advisor
 - Proposed budget
 - Investment policies, including review of the annual spending rate within the policy
 - Membership fees, including a comparison to peers

Additional actions of the Committee this biennium included:

- Evaluation of the adequacy of established operating reserves
- Continued monitoring of unrelated business taxable income and the resulting tax implications
- Attendance at RLI in the summer of 2025
- Participation in a request for proposal process for audit and tax services



BELONGING AND INCLUSION COMMITTEE

Committee Chair/s: Caitlyn Zang (California State-Fullerton) and Melissa Scott

How many times the committee has met over the biennium: 12

The Belonging and Inclusion Committee (BIC) is a standing committee whose purpose is to assist International Council (IC) in supporting the prioritization, identification and implementation of practices related to belonging, equity, diversity and inclusion (BEDI) in the context of the Sorority.

During the 2024-26 biennium, the BIC focused on advancing BEDI efforts while working to align its role within the evolving One Gamma Phi Beta governance structure.

The committee began by establishing a strong foundation through norm setting, relationship building and shared learning, creating space for dialogue and identity-based engagement among members. Early contributions included providing feedback to IC on belonging and inclusion guardrails.

The biennium centered on reviewing, prioritizing and assessing progress on the Belonging and Inclusion Task Force (BITF) recommendations, in alignment with IC's strategic areas of focus. Through structured evaluation, the committee identified priority areas, including enhancing inclusive member experiences, expanding data collection to better understand member diversity and exploring long-term initiatives identified within the BITF recommendations.

As the biennium progressed, the committee engaged in strategic alignment work, including revisiting its charter, refining action plans and integrating multiple guiding frameworks (the strategic plan, BITF recommendations and committee deliverables). These efforts yielded key insights into role clarity, scope and structural alignment, particularly in embedding BEDI work across organizational functions and boards.



LEADERSHIP DEVELOPMENT COMMITTEE

Committee Chair: Susie M. Knetter (Kansas State)

How many times the committee has met over the biennium: 22

The Leadership Development Committee (LDC) is a standing committee whose purpose is to assist International Council (IC) in developing future leaders for board- and committee-level service within Gamma Phi Beta and the interfraternal world through educational programming and cultivation, developing a leadership strategy to ensure that effective, transparent preparations are made to support the Sorority's strategic, policy-driven governance model and cultivating and tracking future leaders in the leadership pipeline.

The work of the last biennium reflects efforts to advance the leadership development approach for board and committee service by enhancing the content, offerings and accessibility of educational programming and fostering and deepening connections with individual alumnae interested in curating their leadership journey within and beyond Gamma Phi Beta.

These efforts focused on the goal of supporting the development of a more diverse and inclusive leadership pool ready for committee and elected service across One Gamma Phi Beta. Leadership education opportunities were provided to learn and practice board-level skills, and tools were developed for members to grow in their own leadership journey. These tools include self-assessment of member competency mastery, as well as the creation of asynchronous web content for board service principles to enhance accessibility to the content. Multiple sessions of the Leadership Practicum for board skill practice continued to be developed and hosted, and there is a belief this program could grow in success by expanding topic areas from generative conversation to fiduciary responsibility, ambassadorship and more.

In partnership with Staff, The Clara Project was supported and in partnership with the Nominating Committee. A Board Leadership: Elected Service live session was co-hosted and focused on providing visibility and transparency to the election process. Consultation efforts were initiated by connecting with women interested in leadership service, and materials were curated to evolve that aspect of the LDC outreach. This included ideation on connecting women interested in advancing their leadership journey to opportunities across One Gamma Phi Beta, and how the LDC could best support that effort.

Finally, thoughtful time was spent consulting with Staff to ensure leadership development, human resources (HR) volunteer opportunities and alumnae engagement could learn how to best partner. In the last biennium, the LDC identified that the leadership development goals of Gamma Phi Beta are expansive, as there is a commitment to provide an inclusive and enriching experience to members at all points along their leadership journey. The importance of this goal in the evolving model and Panhellenic landscape was discussed, as well as the creativity that will be required in the future to achieve it in multiple areas. While the model for this may look different in the coming biennium, the members of the LDC are grateful to have been given the opportunity to contribute to the goal of leadership development to serve the future of Gamma Phi Beta.



MEMBERSHIP REVIEW COMMITTEE

Committee Chair: Selina Ruiz (Pepperdine)

How many times the committee has met over the biennium: 40

The Membership Review Committee’s purpose is to assist International Council (IC) in reviewing requests for international disciplinary action and membership status changes, reviewing and approving applications for alumnae initiates and reviewing requests for granting alumna status under special circumstances.

The committee functions as a disciplinary committee for both collegiate and alumnae cases as outlined in the rules and procedures of the Sorority, reviews and approves alumna initiate applications, reviews requests for granting alumna status under special circumstances and educates IC on trends and important issues related to this committee.

The Membership Review Committee evaluated the following cases:

Case Type	2024-25	2025-26
Members Recommended for Expulsion	64	28
Members Recommended for Suspension	7	6
Requests for Reinstatement	17	8
Requests for Alumna Status for Special Circumstances	14	23
Requests for Alumnae Initiate Candidates	56	33
Alumna Resignation Requests	11	5



RITUAL AND HISTORY COMMITTEE

Committee Chair: Mary Knaup (California State-Fullerton)

How many times the committee has met over the biennium: 22

This biennium, the work of the Ritual and History Committee consisted of executing a successful finalization of the 150th Celebration and the creation of our Volunteer Team Workplan to drive committee work forward.

150th Celebration Finalization

- Convention 2024: Full display of the Traveling Exhibit, exclusive Convention historical retrospective and special display of Frances E. Haven's badge. All coordinated, staffed and managed by committee members.
- Successful execution of the 2024 coast-to-coast events in Toronto, Canada, and Orlando, Florida.
- Syracuse: Traveling Exhibit, Frances E. Haven badge display, special Alpha History exhibit and campus tours in coordination with collegiate chapter, memorial bench dedication, 150th celebration service and Founders Day service.
- Founders gravesite plaque dedication in November 2024 at the three Syracuse area cemeteries for Mary A. Bingham, Helen M. Dodge and E. Adeline Curtis. November 2025 dedication ceremony for gravesite plaque for Frances E. Haven in Champaign, Illinois.
- All exhibit items transitioned to International Headquarters (IH) and are now on permanent display for visitors to enjoy.

Volunteer Team Workplan:

- Goal One: Conduct an Audit of the Online History Museum
 - Reviewed history site and prioritization of items to include in site.
 - Successful creation of updated tracking system.
 - Completed review and text update of all collegiate chapter listings.
 - Completed review and text update of all Convention stories.
 - Created list of additional digital assets to upload.
- Goal Two: Gather Data Through Strategic Conversations
 - Surveyed regional team leaders to assess chapter regional support needs.
 - Identified accessibility parameters for online history site in collaboration with Belonging and Inclusion Committee (BIC).
- Goal Three: Identify Opportunities for Collaboration with Other Committees, IH Staff and Other Gamma Phi Beta Teams
 - Utilized feedback to develop new ritual educational materials, training and support.
 - ◇ Created regional liaison role between committee members and assigned regional teams.
 - ◇ Created model presentations for chapter meeting ritual and initiation. Facilitated over 20 training sessions for regions and/or individual chapters.
 - ◇ Created new RitBit newsletter for regional teams with timely ritual reminders.
 - ◇ Supported alumnae initiate team by updating the virtual initiation service, initiation commitment service and post-initiation workshop to be more relevant to alumnae members.
 - ◇ Collaborated with IH staff to present three ritual trainings at RLA. Successful creation of new ritual Convention workshop for the first time attended to be presented in 2026.
 - ◇ Supported and promoted the rollout of the new Ritual Manual.



TECHNOLOGY COMMITTEE

Committee Chair: Beth Effertz (St. Louis)

How many times the committee has met over the biennium: 10

The Technology Committee supports International Council (IC) by providing oversight and guidance on the Sorority's technology opportunities, investments and operational technology risks. The committee helps ensure the organization is selecting and using technology in ways that align with and support strategic goals and business objectives. In addition, the committee provides oversight of data security and data privacy efforts, including related policies and procedures, to help safeguard the organization and its members.

Over the course of the biennium, this committee engaged in significant work related to Gamma Phi Beta's technology infrastructure and policies. The Tech Committee worked closely with both Sorority staff and potential partners to vet the system requirements needed to replace and modernize the existing Beta Base product, including associated data and workflows. In turn, the committee worked with identified partners to better understand how their products could deliver on these requirements, including where customizations would be necessary. Through this process, the committee developed the scope of the project and the business case required to achieve that scope. This work ultimately resulted in the proposed business case being reviewed and approved by IC on August 6, 2025.

Following approval of the business case, the Tech Committee shifted its focus to reviewing and updating key technology policies intended for use by both staff and volunteers. This included updates to the Technology Acceptable Use Policy, AI Acceptable Use Policy and Technology Security Incident Response Plan.



EXTENSION COMMITTEE

Committee Chair: Jill Tran (Oklahoma)

How many times the committee has met over the biennium: 12

The Extension Committee is responsible for evaluating extension opportunities and applying for extension opportunities that align with the Sorority's growth strategy.

In the previous biennium, the National Panhellenic Conference (NPC) released ten bulletins that included 19 campuses open for extension. At three of these locations, Gamma Phi Beta had already established a chapter. The Extension Committee evaluated the remaining 16 opportunities and applied for three opportunities during the biennium. The committee was invited to present at one of the three and invited to extend on that campus for Fall 2027.

During the biennium, the committee also pursued one return agreement and actively maintained relationships with five campuses where Gamma Phi Beta has existing return agreements.

Additionally, the committee supported extension and return efforts at Northwestern University and updated extension materials, including delivering a presentation at Texas A&M-San Antonio. The committee also aligned its charter and membership with strategic priorities and strengthened its partnership with the Facilities Management Company (FMC), incorporating housing portfolio considerations into its extension lens.



NATIONAL PANHELLENIC CONFERENCE ADVISORY COMMITTEE

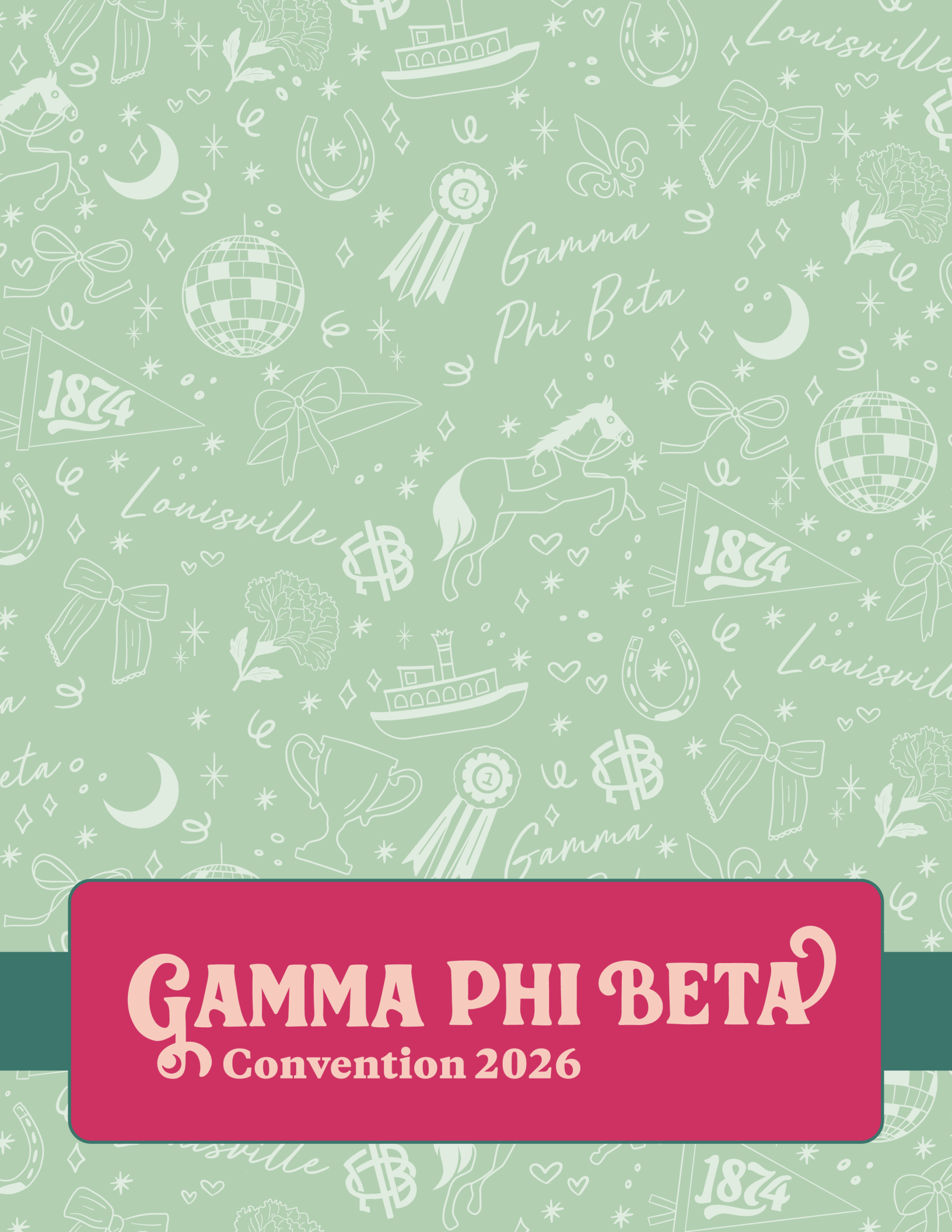
Committee Chair: Stephanie Carriere (Arizona)

How many times the committee has met over the biennium: 17

The National Panhellenic Conference (NPC) Advisory Committee's purpose is to assist International Council (IC) by reviewing and making recommendations on legislative efforts within NPC to benefit Gamma Phi Beta, enhancing Gamma Phi Beta's ability to advocate for matters of strategic importance within the NPC community and elevating Gamma Phi Beta's presence in NPC.

Over the course of the biennium, the committee reviewed, identified potential impacts and provided voting guidance to Gamma Phi Beta's Council of Delegates representative on more than 50 pieces of proposed legislation. The committee also drafted and created supporting materials for two pieces of legislation for the delegate to propose to NPC.

Midway through the biennium, the committee created a two-year workplan, identifying three goals to support IC's strategic directives. The first goal was to complete an audit of all NPC policies related to extension, which was completed. Recommendations for next steps were provided and will be further discussed this summer. The committee also aimed to put forth a diverse slate of candidates for open volunteer roles within NPC to increase Gamma Phi Beta's visibility. As a result of that work, the committee has nearly doubled the number of unique individuals serving in NPC volunteer roles. Finally, the committee identified the need for the creation of an NPC relationship map to provide deeper understanding of the relationships, shared interests and opportunities for collaboration with peers across NPC on issues of concern for Gamma Phi Beta. This map was created and will be updated annually to ensure advocacy for matters of importance by collaborating with peer groups.



GAMMA PHI BETA

Convention 2026