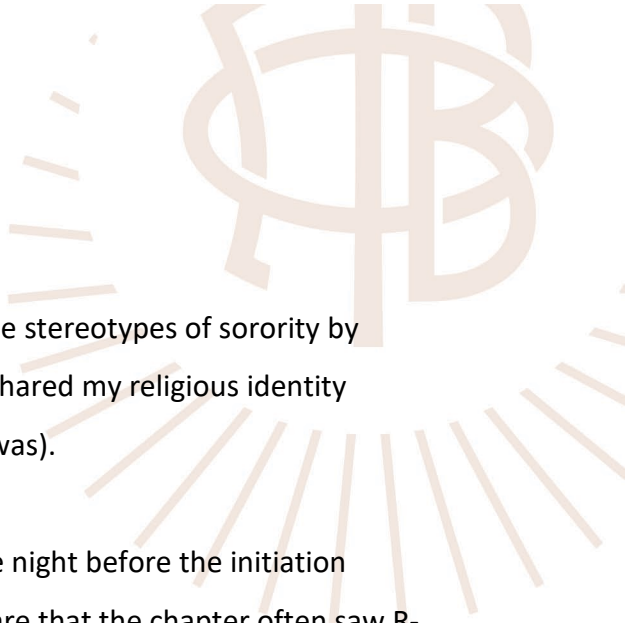


THE STATE OF GAMMA PHI BETA 2022

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

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

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

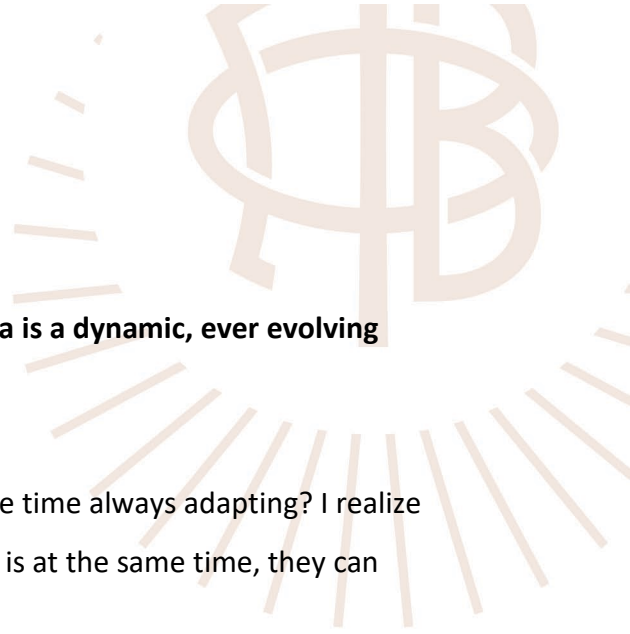


about being accepted as I had become slightly savvier about the stereotypes of sorority by then. I was assured there were other girls in the chapter who shared my religious identity (there were not) and that I would be accepted as I was (that I was).

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

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

My dad's advice has stuck with me throughout my life. I especially leaned into it while serving as your International President over the past biennium; but instead of standing by my personal values, I leaned into the values of our organization with courage and confidence. In the past two years, our sisterhood made hard choices together. We made choices that came with necessary growing pains to move our organization forward. We worked together to unlearn, relearn, grow and achieve.



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

Being True and Constant, the unmoving rock, while at the same time always adapting? I realize those two concepts seem to be opposing ideas, but the reality is at the same time, they can both be true.

This statement is rooted in dialectical thought, a concept I regularly explore with my clients as a counselor and licensed clinical social worker.

In its essence, dialectical thinking is the practice of accepting opposites. It's moving away from black and white thinking and leaning into the in-between or gray space. Let me give you some other statements rooted in this concept — and maybe one will resonate with you.

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

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

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

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

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

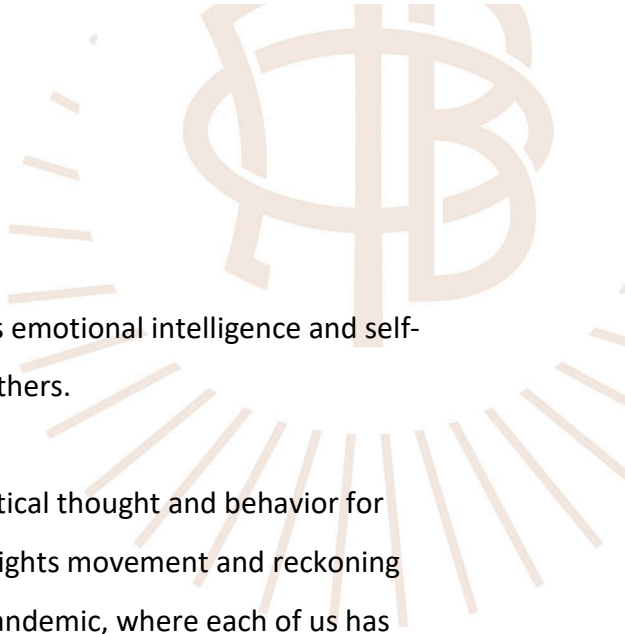


Let me offer another example of dialectical behavior best captured by the Disney movie Encanto; there is one song in particular...does anyone know it?

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

There are so many benefits to practicing dialectical thought.

You grow to see the bigger picture, to adapt and maintain mental flexibility in the face of complex situations. You set down the proverbial tug of war rope that is instinctual when we hear an opposing point of view or truth. You become more responsive than reactive. You focus

The logo of Gamma Phi Beta is a large, stylized Greek letter Phi (Φ) with a Beta (Β) inside it. The logo is light brown and has a sunburst effect with rays extending from the bottom. It is positioned in the upper right corner of the page, serving as a watermark.

on solutions instead of problems. This way of thinking nurtures emotional intelligence and self-awareness, meaning you build empathy toward yourself and others.

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

Preceding and following the murder of George Floyd, Gamma Phi Beta was working to become a more inclusive sisterhood. We started giving attention to and naming inequities and biases embedded in our organization's foundation. From a dialectical thought perspective, I could say: **Gamma Phi Beta is a value-based organization that celebrates lifelong friendships and empowers women, and Gamma Phi Beta was born of system discrimination and oppression.**

Both things are true.

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

Both things are true.



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

Truths yet again.

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

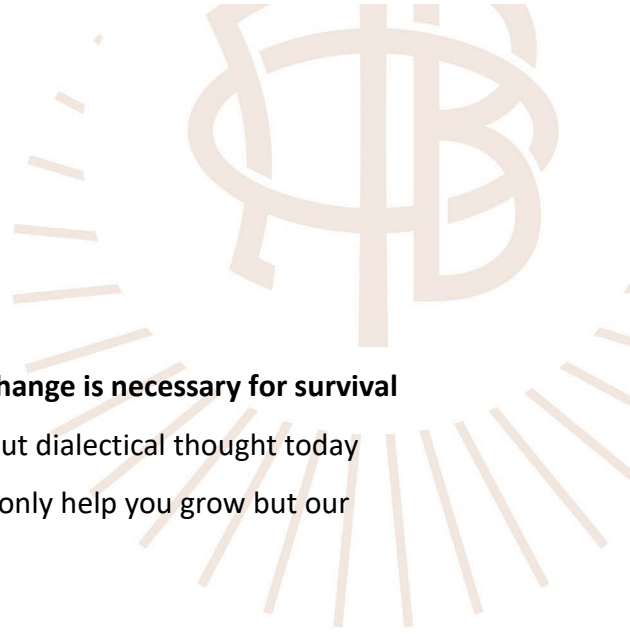
Dialectical thoughts that may have crossed your mind during the pandemic could have sounded like:

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

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

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

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



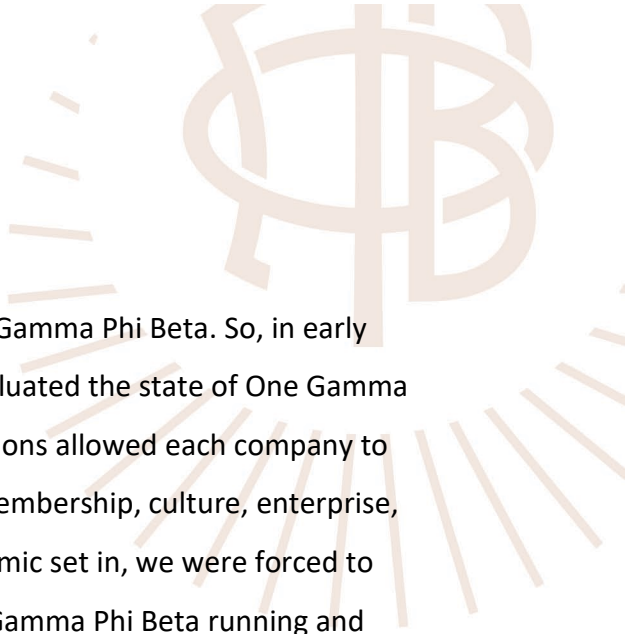
Change is hard, frustrating, anxiety inducing and scary, and change is necessary for survival and evolution. See what I did there? I hope learning more about dialectical thought today encourages you to lean into the in-between. Doing so will not only help you grow but our organization too.

To echo my dad’s wise words that I shared earlier, we want to look back on the choices we made together and know we stood by our values with courage and confidence, knowing that they were in the best interest of our beloved Gamma Phi Beta. Sometimes the best decisions come when we acknowledge and accept truths other than our own.

As we recount our successes in the past biennium, it cannot be without acknowledging the dialectic dynamics of our “wins” and “losses.” For every win, there was great sacrifice and consequence. We can offer immense data, fancy charts, share the dollars raised, chapter GPAs, the number of events, etc etc etc, but measuring the health of our organization won’t happen like it has in the past, in black and white, with numbers and stats, it will be shared in the narratives pulled from the gray and in the ways our members have pivoted, adapted, and flexed during this profoundly different period.

We’ve survived, and we are forever changed.

Before we get into how we operationalized the wins and losses of the biennium, let’s talk briefly about how One Gamma Phi Beta leadership took a strategic approach to help International Headquarters approach their work. One Gamma Phi Beta encompasses the Sorority, Foundation and Facilities Management Company, or FMC. Each of our boards are



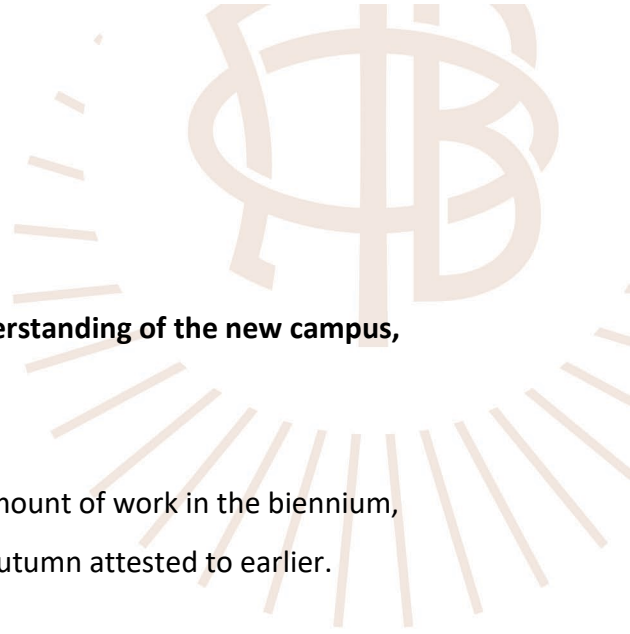
uniquely responsible for setting the strategic direction of One Gamma Phi Beta. So, in early 2020, we spent time doing just that. Over several days, we evaluated the state of One Gamma Phi Beta and the industry at large. These intentional conversations allowed each company to set priorities for the next three to five years focusing on our membership, culture, enterprise, and industry. And then we entered March 2020. As the pandemic set in, we were forced to pause and redirect all human and financial resources to keep Gamma Phi Beta running and relevant.

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

In August 2020, International Council met to discuss our focus for the biennium and how to support Executive Director Megan Wick and her team at International Headquarters to drive work toward these priorities even without understanding the full duration or impact of global events. We moved forward with three of our vision areas - strategic financial discipline, innovative and accessible lifetime member engagement, and inclusive and diverse membership.

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

Megan: This biennium has certainly been unique in the challenges our workforce has faced. In the past two years, **Gamma Phi Beta has felt extreme contraction in membership, and we are**



experiencing a sense of rebirth and growth with greater understanding of the new campus, global, social and health climate.

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

Collegiate Chapters

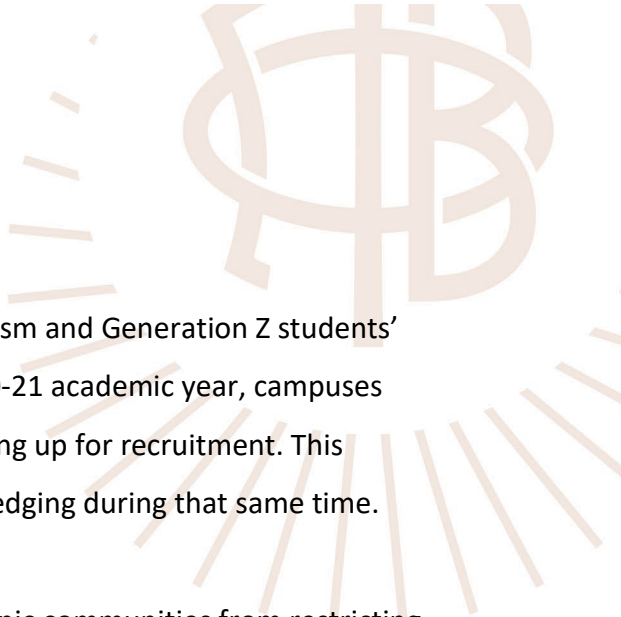
First, I’d like to share a bit information about where we are regarding collegiate membership.

Gamma Phi Beta currently has 137 active collegiate chapters in the United States and Canada.

Over the biennium, we saw a decline in our collegiate membership numbers as shown in the following slide. This decline is primarily attributed to COVID-19, which appeared to significantly deter potential new members from participating in primary recruitment.

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

Autumn: Since spring 2020, the National Panhellenic Conference as a whole has experienced several recruitment downward trends that can be attributed to delayed or even the absence of



recruitment due to COVID-19, the impact of anti-sorority activism and Generation Z students' lagging interest in formally structured recruitment. In the 2020-21 academic year, campuses experienced a 16.2% decrease in potential new members signing up for recruitment. This contributed to a 13.3% decrease in potential new members pledging during that same time.

Total was artificially inflated in an attempt to prevent Panhellenic communities from restricting membership and chapters felt fatigued by the need to continually recruit.

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

Megan: That's right, Autumn. The decline is certainly not unique to Gamma Phi Beta. But despite the decline, Gamma Phi Beta had the highest new member initiation rate among all NPC sororities in 2020-2021 and we have initiated more than 242,000 members since 1874 – which is pretty incredible.

More impressive is our members who joined Gamma Phi Beta in the past two years, and the chapter members who welcomed them. These members came to Gamma Phi Beta in an unusual time that required a high level of trust. They joined through virtual recruitments, without typical bid days and in-person new member education, they met their big sisters online and found meaningful connections in the most difficult of circumstances. While not pandemic proof, our organization was literally made to provide community during impossible times. So, while participation decreased in Sorority recruitment overall, our collegiate chapters outperformed our projections and retained members at a higher rate in an incredibly volatile environment.



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


We are thrilled that California State University-San Marcos was officially installed as Eta Chi Chapter on September 9, 2020, after operations were halted in Spring 2020 due to the emergence of COVID-19.

We are also excited that Gamma Phi Beta was invited to join the Villanova University fraternity and sorority community and start a new chapter in spring 2022. Due to the emergence of the highly contagious Omicron variant of COVID-19, extension recruitment was postponed until this upcoming fall 2022.

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

Since August 2020, three collegiate chapters closed due to low membership numbers: Zeta Xi at the College of Idaho, Gamma Mu at Minnesota State-Moorhead and Eta Mu at Duke University. One collegiate chapter, Epsilon at Northwestern University relinquished its charter in response to Abolish Greek Life activity; International Council ultimately suspended the charter in hope we can return to campus soon.

The Abolish Greek Life, or AGL movement, was a fully virtual and anonymous attack on the relevancy of fraternity and sorority life in today's world. The AGL movement led to mass



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

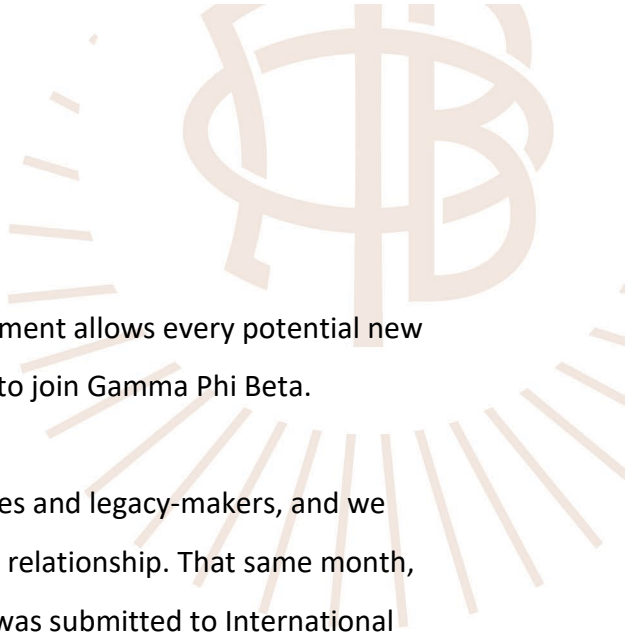
Gamma Phi Beta has felt the change as we've worked toward a more inclusive and diverse organization that is holding space for the entirety of our membership and the many intersectional identities we have as women.

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

Inclusive and Diverse Membership

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

In December of 2020, the Sorority implemented changes to foster a more diverse, equitable and inclusive approach to recruitment and membership selection. International Council decided to eliminate the preferential treatment of legacies during recruitment, effective fall 2021. The



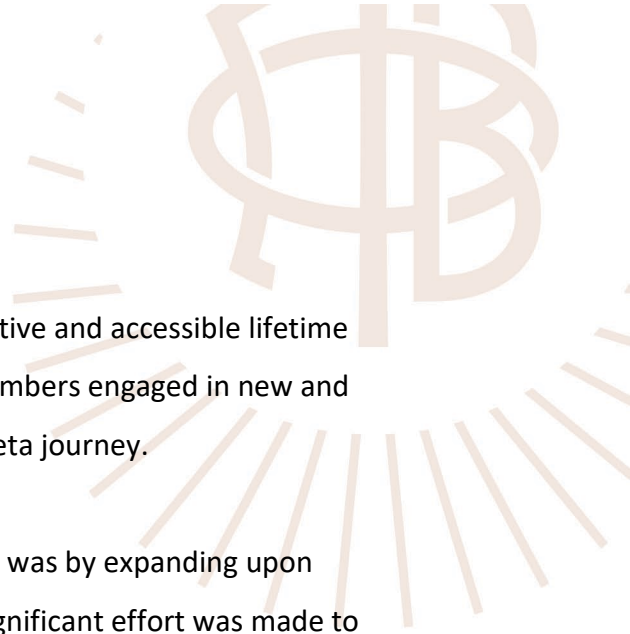
elimination of preferential treatment of legacies during recruitment allows every potential new member to have an equal opportunity to receive an invitation to join Gamma Phi Beta.

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

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

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

Innovative and Accessible Lifetime Membership



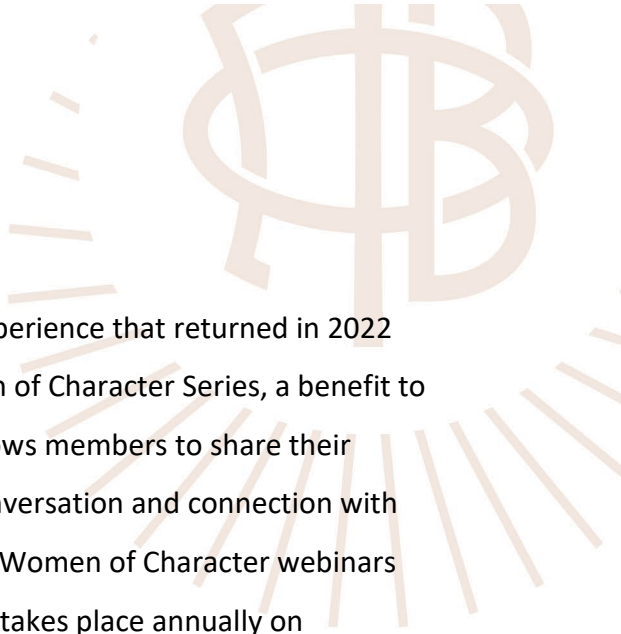
Autumn: Let’s move on to our next strategic priority of innovative and accessible lifetime member engagement. This priority focuses on keeping our members engaged in new and creative ways no matter where they are in their Gamma Phi Beta journey.

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

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

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

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

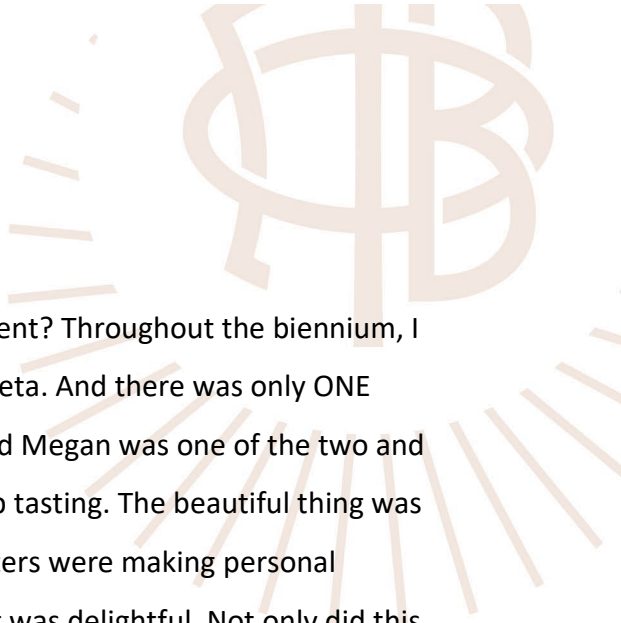


Dinner with 12 Sisters is a low-pressure sisterhood bonding experience that returned in 2022 with 11 dinners taking place in 10 cities. Our Confident Women of Character Series, a benefit to Life Loyal members and international alumnae due payers, allows members to share their passions with fellow sisters,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

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

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

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



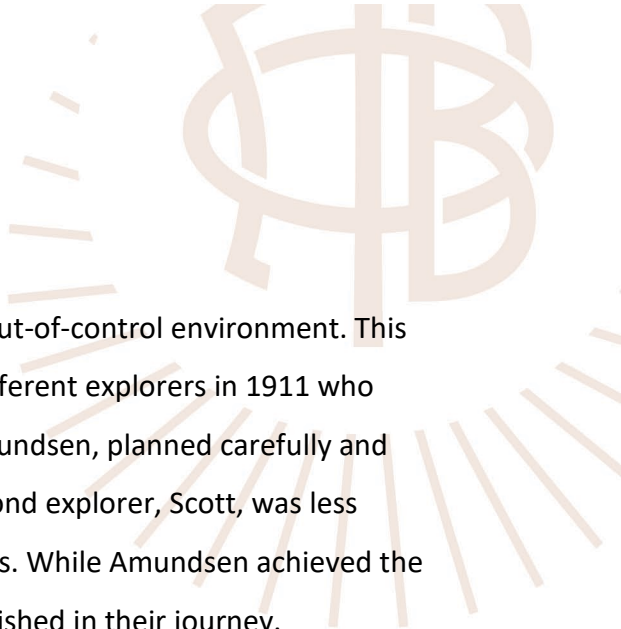
And how do I know the wine club improved member engagement? Throughout the biennium, I was on literally hundreds of Zoom gatherings for Gamma Phi Beta. And there was only ONE alumna call where, of the 40+ participants, I knew just two. And Megan was one of the two and she was required to be there. It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

Strategic Financial Discipline

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

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

Autumn: One of the elements of our work on the strategic financial discipline was the adoption of a concept coined by author Jim Collins in the book "Great by Choice." This strategy, called

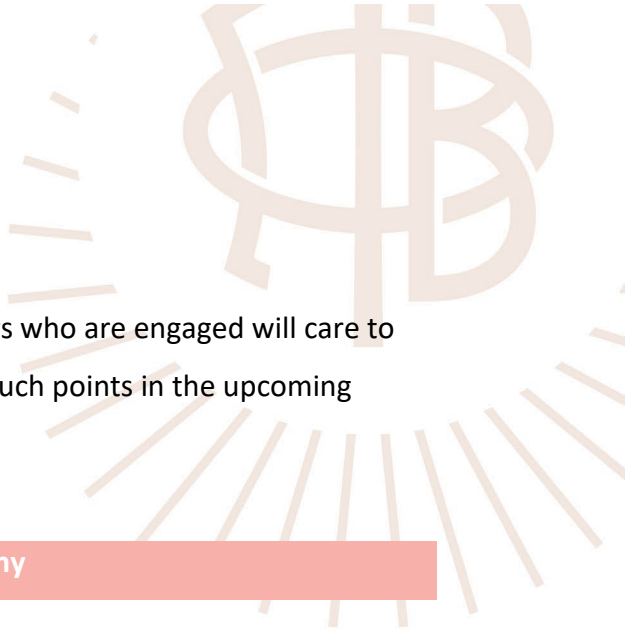


the 20-mile march, defines the necessity of self-control in an out-of-control environment. This analogy is used to describe different strategies used by two different explorers in 1911 who were trying to lead teams to the South Pole. One explorer, Amundsen, planned carefully and would march 20-miles each day, no more and no less. The second explorer, Scott, was less prepared, marching 40-miles some days and camping on others. While Amundsen achieved the goal of trekking to the South Pole, Scott and his associated perished in their journey.

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

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

Our 20-mile march not only ensures increased attention on the revenue of alumnae dues but serves as a measure of bringing disengaged alumnae back to Gamma Phi Beta. When we started this march in November 2020, there were 7,632 alumnae in good standing. As of June 15, 2022, there are 7,945 alumnae in good standing. We have successfully met our 20-mile



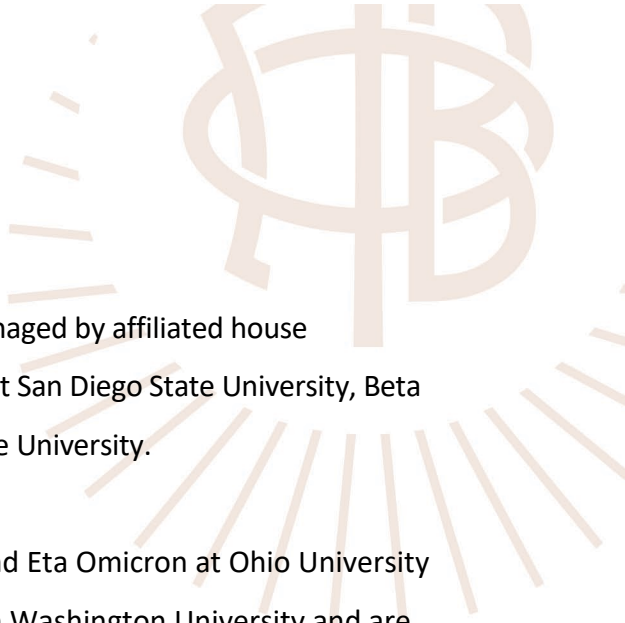
march for the biennium and ultimately, we know that members who are engaged will care to be in good standing. We hope to continue to diversify those touch points in the upcoming biennium.

Facilities Management Company

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

Megan: The FMC currently owns, manages or supports 64 chapters, including 29 facilities, ranging from free-standing, lodges and resident halls. The FMC also provides financial services to 5 Affiliated House Corporations.

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



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

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

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

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

We are eager to return to standard operations within our chapter facilities while also recognizing that the pandemic impacted our member's ideas of desirable housing arrangements.

In the upcoming biennium, the FMC will be focused on facing the reckoning in fraternity and sorority housing and the industry wide challenge of keeping our facilities full. The FMC will continue explore ways to make our facilities relevant to today's member while maintaining our focus on financial discipline.

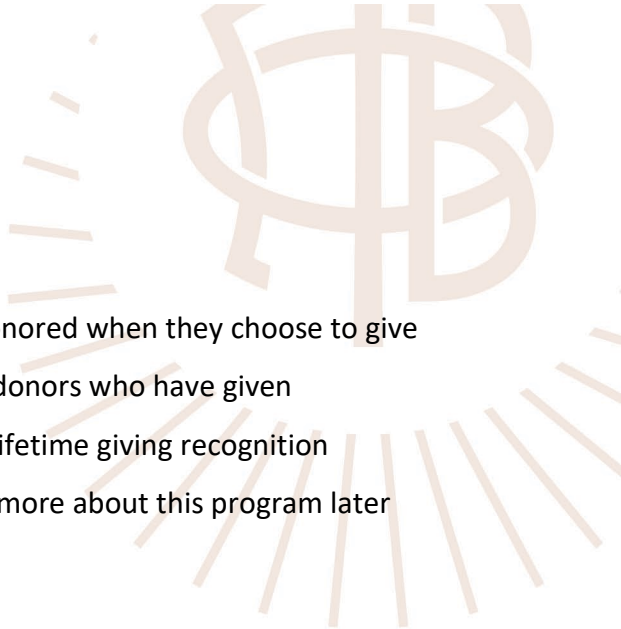


The Gamma Phi Beta Foundation

Autumn: The final partner in the Trifecta of leadership in Gamma Phi Beta is the Foundation. The Foundation focused on three priorities in the last biennium: building and maintaining a consistent, robust and sustainable financial position; building and maintaining a strong and clear brand presence and creating meaningful lifetime donor engagement.

Megan: Under the leadership of Angie Dimit and Barbie Chadwick, the Foundation has worked to grow unrestricted annual support by 20% by July 31, 2022 and continue growing this support by 5% annually in subsequent fiscal years. Thanks to our many generous donors who made gifts of all sizes to help make this possible, we are on track to meet that goal. Contributing to this success were two campaigns, Chapter Challenge in October 2021 and the first annual Gamma Phi Gives Day in March 2022. Chapter Challenge raised over \$60,000 in unrestricted funds and Gamma Phi Gives Day raised over \$160,000, going towards the Sorority's greatest needs, as well as leadership training, historical preservation and belong, equity, diversity and inclusion efforts. Additionally, the Foundation has grown and retained their donor base, welcoming over 500 new donors and totaling nearly 6,000 total donors this biennium.

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



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

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

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

Autumn: Thank you, Megan. These past two years have truly shown what this sisterhood is capable of. All of you – our volunteers, staff, chapter leaders, alumnae and collegians - have demonstrated an unbelievable amount of strength, resilience and adaptability to what has certainly been a challenging, yet flourishing biennium. And we have so much to look forward to in this next biennium.

If you want greater detail about the work of One Gamma Phi Beta from the biennium, I urge you to read the Convention Report in its entirety. The report offers a review in totality and

appropriately acknowledges the many volunteers and staff who were part of our accomplishments.

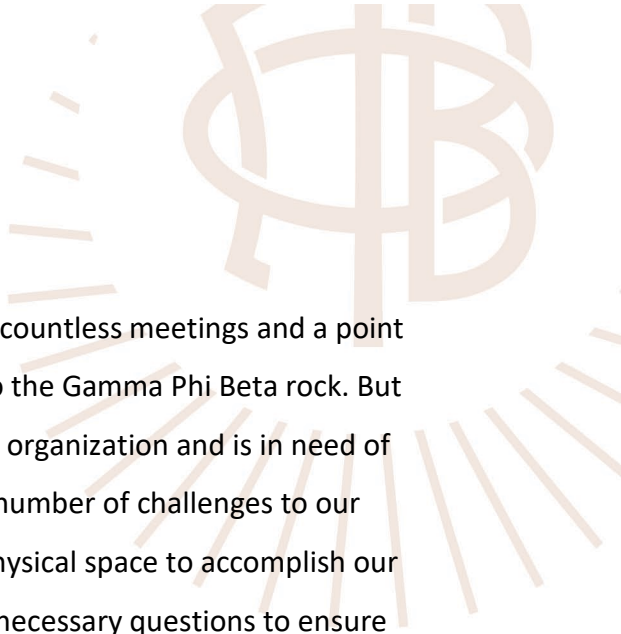
What's Next

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

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

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

Finally, the last big project that we want you to know about is the evaluation of Gamma Phi Beta's physical footprint. In 1990, Gamma Phi Beta first broke ground in Centennial, Colorado following a capital endowment campaign, which many generous donors, some in this room, played a big role. And over the course of 32 years, that building has served Gamma Phi Beta to

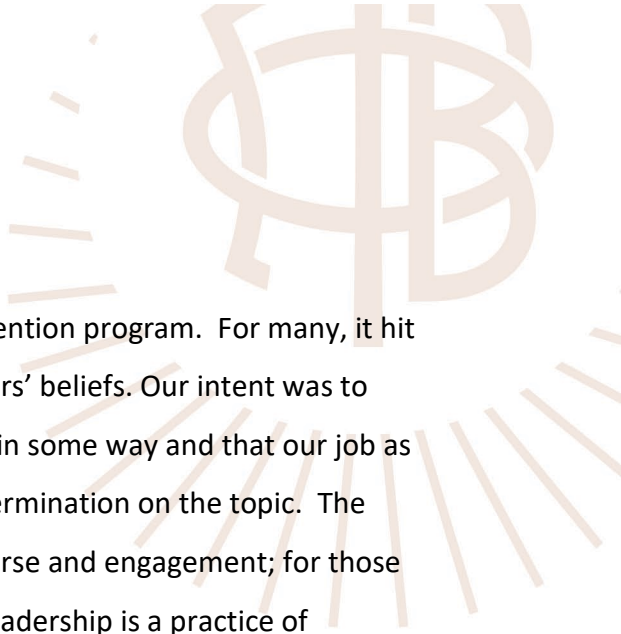


a great extent – it has been a home to our museum, a host for countless meetings and a point of interest for our sisters to visit and take a photograph next to the Gamma Phi Beta rock. But the building has also been an annual financial hindrance to the organization and is in need of major capital improvements. And while COVID-19 produced a number of challenges to our sisterhood, our workforce learned that we might not need a physical space to accomplish our day-to-day work. Ahead of a move this size, we are asking the necessary questions to ensure that this is the right move. A working group is gathering information and data to share with International Council. We will be sure to keep you updated on the progress of that working group, and ultimately the decision made by International Council.

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

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

We continue to see a charged, polarized environment where people are unable to discuss differences. International Council released a statement in advance of Convention in an attempt to acknowledge the draft ruling of the Supreme Court of the United States and its implication



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

Brene Brown, author and academic, describes the current state of the world as being in a spiritual crisis; unable to see humanity in the people we disagree with. Sorority can play a unique role in addressing this crisis as we are one of the few spaces that bring together people from different parts of North America, of different generations and identities to find commonality. In our earliest years, the Founders would meet in the evening hours to present their debates to one another and receive direct feedback about the shortcomings and pitfalls of the arguments so that, when interfacing with the hostile world, they were better prepared to represent themselves and their opinions. We will continue to hold space for sisters of all identities to explore who they are, what they value, and who they aspire to be in this world.

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

Closing Remarks



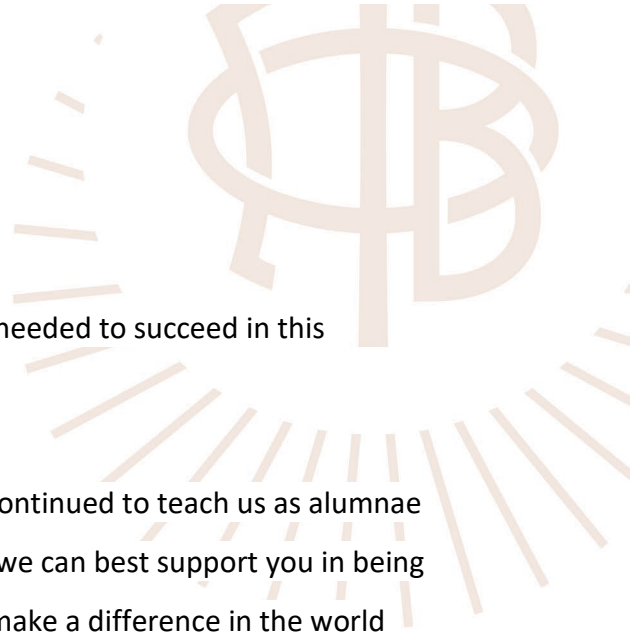
Autumn: Sisters, we have accomplished so much, and we have even more to look forward to. When I think about this work, I am overwhelmed with gratitude. The accomplishments of this sisterhood would not be possible without the perseverance, dedication and passion of some incredible people. So, I'd like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

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

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

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

Last but not least, thank you to our volunteers who provided support beyond their job descriptions. Thank you to International Headquarters staff who worked around the clock to



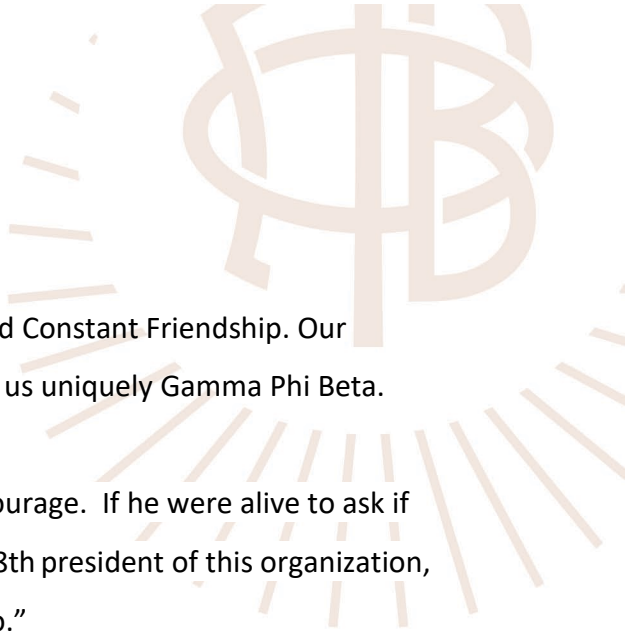
ensure our chapters, volunteers and members had what they needed to succeed in this biennium.

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

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

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

Growth happens in the gray; in the discomfort of questioning and evaluating. We have grown despite the challenges we've faced these past two years and I am eager to see our growth in the coming biennium. Gamma Phi Beta has changed, morphed, evolved this biennium and all members are important to Gamma Phi Beta. What we look like, how we operate, the way we maintain relevancy is different today than it was two years ago, and we are still rooted in our core values and principles. We are fortunate our Founders gave us the guideposts we need to

A large, faint watermark of the Gamma Phi Beta logo is visible in the upper right corner of the page. The logo consists of a stylized Greek letter Phi (Φ) and the letter Beta (Β) intertwined, with a sunburst pattern radiating from behind them.

exist in the in-between. Love, Labor, Learning, Loyalty. True and Constant Friendship. Our secret motto, pledge, and rituals. The shared values that make us uniquely Gamma Phi Beta.

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