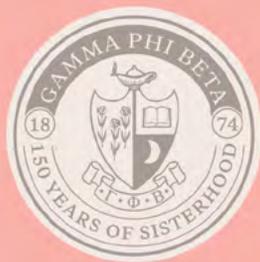


True and
Constant

18



74



Convention 2024

150
Years

Gamma Phi Beta
Chicago, Illinois



18
74



150



True and
Constant



Sister
hood

Gamma Phi Beta Convention Reports 2024



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Information contained in this report is current through March 31, 2024.



Dear sisters and friends of Gamma Phi Beta,

As I sit down to reflect on the past two years of our work together, I am filled with a profound sense of gratitude and admiration for you and your devotion to Gamma Phi Beta. For Gamma Phi Beta's 150th anniversary, one can't help but reflect on the decades of sisters and friends who have contributed to where we are today. However, this report is intended to capture our collective work from the biennium.

The road we've traveled has been marked by both triumphs and challenges, and through it all, our shared purpose, values and unwavering dedication have propelled us forward. As we pause to take stock of our accomplishments and lessons learned, I am inspired by the remarkable progress we've made and energized by the boundless potential that lies ahead.

This biennium was one of reconciliation, recalibration and recentering.

Reconciliation

Gamma Phi Beta exists in a time and space where women's opportunities and rights are being impacted in significant ways. Members have called upon our organization to take a stand for various local and global topics and issues impacting women and marginalized sisters and communities. The past two years have been spent in consideration of who Gamma Phi Beta is, her origin story and who we will become in the next 150 years. This has created tension in our organization — for many of us who demand action there are as many who demand inaction. We have grappled with the roots of our organization and our Founders' intent in establishing Gamma Phi Beta; we are the first Sorority, aimed at striving for something more as women. Sisterhood and friendship are in our DNA but are not the primary purpose of our organization.

The biennium started with a collective call to action by Sorority women working as campus-based advisors demanding the National Panhellenic Conference (NPC) and its member organizations act in response to the United States Supreme Court ruling on the *Dobbs v. Jackson Women's Health Organization* decision of June 2022. This was coupled with colleges and universities taking sweeping action against Sorority communities in response to hazing in men's fraternities. Sorority communities in the United States were required to disaffiliate from their host institution and create an independent Panhellenic association. On some campuses, this caused the ultimate demise of our chapters that voted to relinquish their charters, specifically Duke University and Virginia Commonwealth University.

In fall 2021, Gamma Phi Beta hired Historical Research Associates, Inc. to conduct research on the history of racism and discrimination within Gamma Phi Beta, contextualized within the larger history of racism and discrimination in fraternities and sororities. Historical Research Associates, Inc. explored the roots of discrimination based on class, race, sexuality, religion and more within Gamma Phi Beta with a focus on locations, events, members and themes relevant to the organization's activities or policies that might have sustained or challenged racist or discriminatory beliefs. This work is a direct reflection of Gamma Phi Beta's commitment to perpetual learning, especially when we come to understand the context of our history and the work of reconciliation. The findings of the report were published in the summer 2023 issue of *The Crescent*. This work was just one of many steps our organization has taken and will need to take in reconciling the mistakes of our past with who we hope to be in the future.



Recalibration

The 2022-24 biennium required recalibration as we transitioned from COVID-19 to a post-pandemic world. Our chapters returned to in-person operations, and we found a need to recalibrate expectations of the member experience, from recruitment to new member education to social events. This recalibration was also necessary as we considered both our international in-person and virtual events. While the pandemic taught us the importance of relying on technology for connection, our transformative interactions have been saved for in-person events.

Declining enrollment on college campuses and an all-time low confidence of Americans in the value of a four-year degree has had a direct impact on our ability to recruit new members through primary recruitment. The decrease in open house pools for most College Panhellenic communities resulted in a recalibration of Total setting policies by NPC. The biennium was marked with NPC legislation that aimed to artificially inflate Total to grow Panhellenic communities. Our collegiate members have felt the pressure to continuously recruit and remain competitive within their communities. And our Panhellenic communities have seen closing chapters as the big chapters get bigger and the small chapters cease to exist. Simultaneously, we have seen a drastic increase in the number of potential new members who intentionally single preference in formally structured recruitment as they are aware most all chapters will be doing continuous open bidding post-primary recruitment. In the biennium, Gamma Phi Beta created our own internal NPC Legislation Advisory Committee to ensure expertise is informing NPC legislation that directly impacts our College Panhellenics and chapters.

During the 2022-24 biennium, Gamma Phi Beta sold our International Headquarters (IH) at 12737 E. Euclid Drive in Centennial, Colorado, due to limited use of the property post-pandemic coupled with significant annual operating costs and deferred maintenance. The building gave Gamma Phi Beta a sense of permanency for our organization and served the Sorority well in its 30-year history. Proceeds from the sale of the building will be used to foster in-person educational opportunities and explore an endowment with the Foundation. International Headquarters was relocated to a leased, modestly sized space, giving us the chance to recalibrate our physical footprint to better reflect the realities of a hybrid workforce.

Although International Council (IC) has not been able to have our official meeting at IH for many years now, we did gather on November 18 in person and spent the evening enjoying a lovely meal, looking through Gamma Phi Beta's historical artifacts, taking final photos and sharing favorite members of IH. Highlights included flipping through the visitor notebooks from the residence, seeing the care with which professional staff guided the move to a new location and singing "Remember" and "Goodnight Little Sister" before saying "thank you" and "goodbye" to the home that has served Gamma Phi Beta so well. The home at 12737 E. Euclid Drive will always be an important part of our story.

Recenter

In 2023, Gamma Phi Beta engaged an independent consulting group, Sort Sol, to assess our governance model of leadership adopted in 2016 and where we had opportunity for continued improvement of this new model. The outcome of this partnership was validation that the governance model of leadership is sound, though there are opportunities to explore, including longer terms for board members, staggering terms of board members, increasing diverse representation on IC, the Foundation Board of Trustees and the Facilities Management Company Board of Managers. The two outcomes of this work that require recentering are the development of Gamma Phi Beta's purpose statement, culture and shared strategic planning. This work started in the 2022-24 biennium and will bridge to the 2024-26 biennium and leadership.



With increased demands and expectations on Gamma Phi Beta speaking to societal issues, IC began a thoughtful journey to define the guiding principles of our organizational communication strategies. We explored what messages we would share and the Sorority's place in relation to local, national and global issues, establishing boundaries that resonate with our values. Our collective goal is to become more thoughtful and efficient in addressing external events and ensuring meaningful support for our members beyond public statements. It is the unique responsibility of IC to interpret the mission and vision of Gamma Phi Beta; this exercise was an exploration of values alignment and membership expectations.

Our continued attempts to understand our emerging generation of new members resulted in Gamma Phi Beta's investment in the **Amplifying Sorority research initiative with the Foundation for Fraternal Excellence**. Recentring our efforts on decreasing barriers to membership starts with an understanding of the members we are attracting and those who self-select out of our member experience for a variety of reasons. For high school sophomores and juniors who voiced some degree of interest in Sorority life, they collectively describe our experience as 'dramatic, elitist and expensive.' And this response is inclusive of those women who want to join our community. We have a great deal of work to do in recentring the who and how of Gamma Phi Beta to ensure our future viability.

In addition to evaluating our new member experience, we have taken steps to further invest in our existing members. International Council initiated a partnership with the **Singleton Foundation**, a nonprofit organization dedicated to inspiring entrepreneurship and making financial competence relatable fun, engaging and accessible to all. The organization has a goal of connecting people to important and useful resources and tools to equip them to better manage their lives and their businesses for economic mobility. To support women's advancement and mobility, financial literacy is a critical component to overall success and well-being.

The most significant recentring that has occurred in the 2022-24 biennium has been the preparation for recognition of our 150th anniversary. More than a party, the collective experiences offered during our 150th year create multiple entry points back to Gamma Phi. This celebration has given sisters a chance to return to the Sorority and reconnect with our purpose, values and sisterhood. A 150-year legacy is one few organizations celebrate; Gamma Phi Beta has lasted, like an enduring rock, and given us a meaningful center in an ever changing world.



With gratitude in IIKE,

Autumn L. Hansen

Autumn L. Hansen (Idaho)
International President 2022-24



The 2022-2024 IC was focused on four strategic priorities:

- Demonstrate Financial Discipline
- Grow and Evolve Relevant Member Programs
- Promote a Strong and Recognized Brand
- A 150th Celebration

This report is a summary of the activities aimed at achieving these priorities.

DEMONSTRATE FINANCIAL DISCIPLINE



International Council approved the sale of International Headquarters (IH) in 2022. COVID-19 impacted how people work across the world. Gamma Phi Beta, like many organizations, now has a workforce that lives around the country and works remotely. Our smaller Denver on-site staff did not require an office the size of the East Euclid Drive location (20,000-square-foot upstairs and an additional 10,000 in the basement). It was difficult to justify the expense. To better understand that impact, IC shares the following:

- 50% of our employees live outside of Denver and work remotely.
- The annual cost to maintain the East Euclid Drive location was \$250,000, and a one-year lease of new 1,500-2,000 square-foot office runs about \$56,400. This change allowed Gamma Phi Beta to **save \$194,000 a year.**
- The East Euclid Drive office did not provide large enough meeting space for our boards and committees. This resulted in an additional cost of \$13,000 to lease meeting spaces annually.
- East Euclid Drive had a long list of deferred maintenance costing \$270,000 that needed to be addressed. Our buyer was willing to take the property as is, thus **saving us another \$270,000** to repair the East Euclid Drive location.

International Council created and applied a rigorous 15-item decision criteria rubric for evaluating the sale. This sale met all our criteria. International Council believes these cost savings align with our priority to “demonstrate financial discipline” and will continue to keep Gamma Phi Beta on sound financial footing moving into the future.

International Council provided financial support to initiate the first year of a five-year project with History IT, aimed at digitizing IH artifacts and chapter museums. This initiative not only promotes and preserves our history but also promises long-term cost savings. By starting this project now, we prevent further deterioration of our artifacts, ultimately reducing the need for costly remediation of more damaged items in the future.

In spring 2024, IC approved an increase in international alumnae dues and Life Loyal lifetime membership. Alumnae dues have not increased since 2001, and the Life Loyal subscription cost has not increased since the program’s inception in 2016. The increase in dues accounted for inflation and the increased costs of doing business.



GROW AND EVOLVE RELEVANT MEMBER PROGRAMS

Gamma Phi Beta celebrated the 10th anniversary of its partnership with Girls on the Run (GOTR) International. All proceeds from the co-branded merchandise sold during the anniversary were directed back to GOTR.

The Member Forum was created to replace the Convention Resolutions process, making it more accessible to members. Online submissions were reviewed by staff and IC. Several submitters met with IC to further explore how to execute the recommendations. As a result of this new process, IC was able to better meet the requests of the membership. An example outcome is the creation of the Member Retention Taskforce, which is focused on identifying strategies to increase the retention of collegians after Initiation. Recommendations from the taskforce will be implemented during the next academic year.

To better engage with members, IC hosted "Connect with Council" sessions with the volunteer workforce throughout the biennium. These sessions aimed to regularly share information and gather feedback on various topics. Furthermore, IC engaged in reverse mentoring relationships to gain insight into the experiences of current collegians. Various stakeholders, including regional team leaders, higher education professionals and committee members, were invited to participate in meetings to share insights and provide input to Sorority initiatives. International Council remained involved in the Sorority's online communities, ensuring direct engagement with members throughout the biennium.

International Council approved updates to the ritual manual. The Ritual and History Committee, with input from the Belonging and Inclusion Committee, worked to update the manual to be in alignment with belonging, equity, diversity and inclusion (BEDI) goals while maintaining and honoring our traditions and rituals. No material changes were made to the rituals themselves. The updates were primarily made to the instructions that accompany the rituals and were aimed at fostering greater inclusivity and accessibility for members to engage in our rituals. For example, rather than stating to "walk to the front of the room," it now says to "move to the front of the room" or "stand as able versus stand."

There have been concerns raised about our blessing conflicting with some members' beliefs. Some chapters have quit using the blessing as a result. To respond to these concerns, the Ritual and History Committee, with input from the Belonging and Inclusion Committee, did in-depth research into the history of our blessing. We believe it is the first Gamma Phi Beta song. The words were written by Charles Moss, Frances E. Haven's future husband, who contributed much to the ritual and symbols we still use today. Interestingly, we found that in the 1960s, the blessing was changed to add "amen" at the end. This is not in the original version that Charles Moss wrote, so we have restored it to its original words by omitting the 1960s addition of "Amen." No further changes were made to the blessing in consideration of its historical significance.

International Council approved a three-year collaboration with the Singleton Foundation, sanctioning a program aimed at delivering financial and entrepreneurial education to members.

PROMOTE A STRONG AND RECOGNIZED BRAND

In 2023, IC initiated a Governance Review Project in partnership with the Sort Sol Group. The project reviewed the current governance structure and provided recommendations for evolving the Sorority's governance system. The Executive Summary of recommendations was shared with the membership in the spring of 2024.



A Mission and Vision Workgroup was formed to evaluate the Sorority's current mission and vision. Through member surveys, it was determined that there is no pressing need for revisions to these statements at this time. However, the need for a purpose statement became evident, which will be integrated into the work undertaken by IC as we develop the next strategic plan.

A National Panhellenic Conference (NPC) Advisory Committee was created to assist IC in legislative efforts within NPC and the recruitment of NPC volunteers.



Gamma Phi Beta collaborated with Historical Research Associates, Inc. (HRA) to spearhead the historical contextualization project. An article detailing the project's insights was featured in the spring 2023 issue of *The Crescent*. The dedicated staff from HRA personally delivered the project findings during the 2023 Real Leadership Institute.

In the fall of 2023, IC joined as a sponsor to support the Women's Research Project through the Foundation for Fraternal Excellence. An investment of \$75,000 was approved to initiate the project. Initial findings from the "Amplify Sorority: Sorority Market and Persona Research Project" were unveiled in early 2024. Utilizing these insights, ongoing efforts include the implementation of various projects, such as the New Member Longitudinal Study, a study on second- to four-year member retention and initiatives aimed at enhancing alumna and donor engagement.

A 150TH CELEBRATION

International Council provided support for the planning and development of the 150th Celebration, which included approving financial assistance to support the costs of hosting all Coast-to-Coast events. International Council is in regular communication with staff and members of the 150th Committee and is partnering with both to ensure that remaining events are scaled appropriately to maximize member experience and impact.

International Council approved a unique 150th Celebration ritual as proposed by the Ritual and History Committee. This ritual aims to create a meaningful member experience in celebration of this historic milestone. The committee spent significant time conducting thoughtful research to inform and align the 150th ritual with Gamma Phi Beta values and history. This service may be performed if uninitiated members or guests are present and can be performed in a public venue.

International Council attended the Coast-to-Coast Celebration kickoff event in Long Beach, California, and held its final biennium meeting in Dallas, Texas, to participate in the year-long celebration.

Workforce Reports





To Our Valued Members:

When we left St. Louis in 2022, I could not have known the changes and opportunities that would await Gamma Phi Beta in the new biennium. While we spent 2020-22 responding to and surviving the pandemic, 2022-24 was a biennium to evolve Gamma Phi Beta to remain relevant and successful in the new local and global landscape.

We started out by recommitting the Sorority, Foundation and Facilities Management Company (FMC) to four strategic priorities: Demonstrate Financial Discipline, Grow and Evolve Relevant Member Programs, Promote a Strong and Recognized Brand and Support a Vibrant 150th Celebration.

We had an immediate opportunity to lean into our first priority in early January 2023 when we announced that International Headquarters would be sold and relocated to a smaller footprint. The post-pandemic work culture led to many full-time remote staff members and left very few living in Denver and actually working in the building.

We had 31 amazing years in a place that was built with love and dedication to the growth of Gamma Phi Beta and accommodated the way we worked as an organization. Today, we work differently, and this requires a different approach to the workspace and meetings. This strategic response to the changes in how we work has enabled the Sorority to commit funds to growing relevant member programming for the members of today.

Today, the Sorority sits in a very strong financial position. The dedication of the board to invest and plan prudently has resulted in the ability to take advantage of opportunities and invest in new partnerships and programs.

One partnership born from the sale of the building was with the Foundation to keep Gamma Phi Beta's Museum in a place members could still enjoy. Once confined to IH, Gamma Phi Beta's archives and artifacts are being digitized by HistoryIT for an online museum accessible to all members.

In addition to the historical preservation project with HistoryIT, the Foundation similarly had a laser focus on financial discipline in the past biennium. In 2022-24, we held our first three Gamma Phi Gives Day. Each year, we gained more first-time donors, attracted more overall donors and increased our unrestricted giving. The success of Gamma Phi Gives Day is a demonstration of our members' trust in the Foundation and their eagerness to support members today.

Gamma Phi Beta has also evolved its alumnae programming to attract more members to programs and events. Short-term alumnae experiences like Dinner With 12 Sisters, Confident Women of Character Series and Gamma Phi Get-Together are all opportunities that have grown in participation year-of-year and engaged new and different alumnae.

The FMC also committed much energy to engaging their audience, both parents and collegians. Through building a new communication strategy, the FMC was able to launch regular newsletters, emergency responses processes and individual facility communication. Through dedicated webpages for each free-standing facility, the FMC not only provides real-time updates and news to residents, but they also create and promote a strong FMC brand.



These are just a few examples of how each entity is strategically aligned and leading Gamma Phi Beta to growth and success.

This biennium, we not only looked at the way our full-time work culture has evolved but how the entire organization had shifted because of the adoption of the strategic governance model in 2018. Through engaging an outside consultant, we dug into the impact of the new structure.

Over six months, we engaged volunteers and board and staff stakeholders to assess the effectiveness of governance model. With a design team composed of volunteers, board members and staff, the consultant evaluated the data and prepared a report to IC, recommending several opportunities for Gamma Phi Beta to grow and work more efficiently and transparently.

One critical outcome is the need to create a single strategic plan across the Sorority, Foundation and FMC. Since 2020, we have been managing three separate plans, which has diminished the ability to fully embrace any one plan by shared services staff.

Beginning in July 2024, Gamma Phi Beta will work with a strategic planning partner to evaluate the organization and design a strategic plan that considers and includes stakeholders of all three entities. We hope to have that process completed by early 2025.

Finally, we have launched a year of 150th celebrations and programs. I am thrilled to see so many members engaged in the Coast-to-Coast Celebrations, The True and Constant Podcast, the Traveling Exhibit and the oral histories attained from our past International Presidents. I am certain our Founders never imagined Gamma Phi Beta would be alive and strong 150 years after they courageously founded this sisterhood. I am confident they would be proud of all we have accomplished and our vision for the future.

The following reports outline the collective accomplishments of our workforce over the biennium and highlight the work being done to advance One Gamma Phi Beta. These reports are separated into the following IH divisions: Finance, Marketing and Communications, Member Experience and Administration.

I am inspired by the deep legacy of Gamma Phi Beta that is coming to life through our 150th Celebration. The past 150 years are packed with stories of how Gamma Phi Beta and her members have persevered in an ever-changing global landscape and continued to push for more spaces for women.

Together, we launch our next 150 years, and I am excited and hopeful for our future.

Sincerely,



A handwritten signature in black ink that reads "M. Wick".

Megan Smiley Wick (Washington State)
Chief Executive Officer

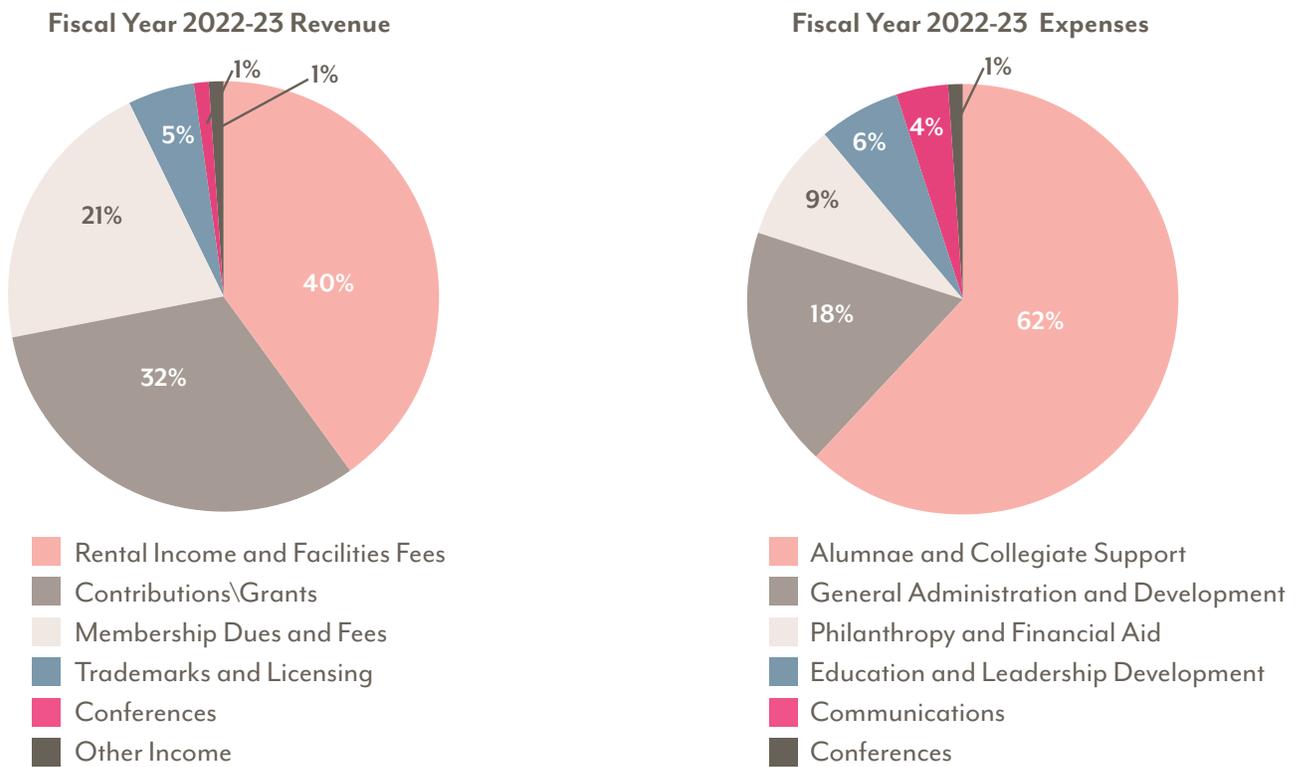


Financial State of One Gamma Phi Beta

During the 2022-24 biennium, the Sorority, Foundation and Facilities Management Company (FMC) have enjoyed improvements in membership numbers, facility occupancy and fundraising since moving past the pandemic era. As a result, fiscal year 2023 saw increased revenue across all three entities. Expenses also grew with a return to more normal staffing levels and the resumption of travel and in-person events. At the end of fiscal year 2023, surplus funds were designated for future use in the areas of alumnae engagement, the 150th Celebration, operating reserves and chapter support. In fiscal year 2024, membership numbers continue to grow and boost revenue and expenses are monitored in accordance with strategic planning priorities.

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

During the biennium, in addition to the normal day-to-day responsibilities, the Finance team also completed the migration of all three entities to new accounting and reporting software. The software integrates with the existing membership database as well as accounts payable and housing platforms, automating processes, improving workflows and providing greater visibility into the organization’s operations.



Revenue for fiscal year 2022-23 totaled \$20,116,711. Overall, the largest sources of revenue for Gamma Phi Beta include rental income and facilities fees, membership dues and fees and contributions.

Expenses for fiscal year 2022-23 totaled \$15,818,028. Support of Gamma Phi Beta collegians and alumnae plus education and leadership accounts for 68% of all spending.



Gamma Phi Beta's Marketing and Communications division is made up of our Conferences and Meetings, Marketing and Communications departments, and it includes volunteers for Convention. Our team creates effective marketing, communications, public relations and event strategies that support Gamma Phi Beta initiatives and priorities and champions the organization's programs, goals and vision, rooted in our purpose as an organization that operates exclusively for educational, charitable and social purposes.

Our efforts serve both internal audiences (members) and external constituencies (universities, parents, peer groups, partners and the public). We counsel and lead our stakeholders, as together, we implement best practices in marketing, communications, public relations and event management to create mutually beneficial relationships with individuals and organizations vital to Gamma Phi Beta's development and future. Our team's focus is to protect, reinforce and elevate Gamma Phi Beta's reputation.

The following showcases accomplishments across our division throughout the biennium.

Awards and Milestones

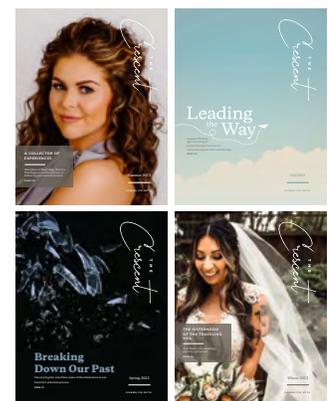
- In May 2023, the Fraternity Communications Association (FCA) held its Annual Awards Program. Our division was awarded in the following four categories:
 - First place for Critic's Choice: Cover Design for *The Crescent* - Spring 2022
 - First place for Specific Purpose Website: **10 Years Stronger**
 - Third place for Digital Newsletter: The Gamma Phi Beta Quarterly Foundation Newsletter
 - Third place for Short Story Packaging (i.e., Exceptional magazine writing and graphic design): "Trust and Constant" - *The Crescent* Winter 2022

Note: Each category received about 75 different submissions.

- In May 2024, FCA, again, held its Annual Awards Program. Our division was awarded in the following three categories:
 - Third place for Critic's Choice: Single-Page Design for the Summer 2023 150th Celebration Teaser Ad in *The Crescent*
 - Second place for Video Presentation-Long: **Strong Women Building Strong Girls Video**
 - Third place for the Fred F. Yoder Award for Overall Excellence: All four 2023 issues of *The Crescent*.

Note: Each category received about 75 different submissions.

- We celebrated our 10th Anniversary with Girls on The Run! In honor of that milestone, we created the 10 Year Stronger website, launched new co-branded merchandise and hosted virtual 5K races across North America.
- We continue to work diligently to support the 150th Celebration and Celebration Committee.
 - Launched marketing for all 150th Celebration Coast-to-Coast Events (10 events across North America).
 - ◇ Launched Long Beach, Napa, Seattle, Denver, Dallas, Columbus and Toronto registrations.
 - ◇ Released event videos for Long Beach, Napa, Seattle, Denver and Dallas.
 - Completed design and ordering for the Traveling Exhibit.

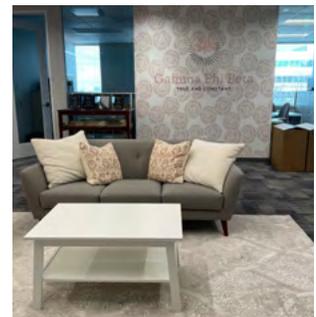




- Developed event programs, scripts and hired keynote speakers for each Coast-to-Coast event.
- Supported the release of five podcast episodes.

Special Projects

- We launched the Oral History Project through Publishing Concepts (PCI) to collect the stories of alumnae in their own words. These stories were preserved in three editions of our 150th Oral History Book that celebrates the impact Gamma Phi Beta. As part of this project, we were able to learn more about our alumnae and make it easier for them to stay connected to Gamma Phi Beta. The following includes final stats obtained from this project:
 - **23,937** alumnae responded.
 - **16,278** alumnae recorded interviews.
 - **2,452** stories were included in the printed Oral History Book.
 - We received more than **2,500** orders for books and merchandise.
 - **1,367** members paid their dues.
 - We collected more than 14,000 new cell phone numbers, nearly 16,000 job titles, more than 6,000 new email addresses and more to keep Gamma Phis up to date on what is happening with the Sorority.
- We visited multiple chapters to create a new philanthropy video, “**We Are Strong Women Building Strong Girls,**” for our chapters to utilize during recruitment. Several versions were created to be used however our collegiate chapters deemed necessary.
- In September 2023, we gathered 10 past International Presidents for a special event, sharing their oral histories. From this gathering, we created a special 150th Event Celebration Opening video as well as an **International President Oral Histories video.**
- Following the sale of the International Headquarters (IH) building on East Euclid Drive, we decorated and branded the new office space to include a blush wall, logo wall and conference room dedicated to our Founders and International Presidents.
- We supported International Council (IC) with the first-ever Member Forum and subsequent Member Forum Report. The Member Forum is an opportunity aimed at increasing communication and gaining powerful insights, allowing Gamma Phi Beta leaders to provide considerations or request evaluations regarding programs and/or services directly to IC.



By the Numbers

- We completed more than 2,000 work orders across all IH divisions and departments, including emails, surveys, website updates, resources, videos, graphic design and copy editing/styling.
- We launched an official TikTok account. Our debut video has more than 56,000 views.
- We continue to grow our presence in the digital world to connect Gamma Phi Betas across the globe. Here is a snapshot of our followers on our active IH accounts:
 - LinkedIn: More than **19,000** followers
 - TikTok: More than **1,900** followers
 - Facebook: More than **39,000** followers
 - Instagram: More than **24,000** followers



- Throughout the biennium, we sent nearly 770 emails, which equates to more than 6,000,000 individual emails across our membership.
- In March 2023, we onboarded a digital storyteller, a brand new role within our division. Since joining our team, the digital storyteller has created more than 150 videos across One Gamma Phi Beta.
- We successfully released eight new issues (a total of 352 uniquely written and designed pages) of our award-winning magazine *The Crescent*, which is sent out to nearly 30,000 members quarterly.

Events

The Marketing and Communications Division oversees all logistics for Gamma Phi Beta events, including registration, meals, scripts, design and brand, website/email/social content, vendors/sponsors and more.

- We produced Gamma Phi Beta's largest virtual event, the Belonging, Equity, Diversity and Inclusion (BEDI) Summit in 2023 and 2024. The 2023 program focused on topics related to disability and hosted 1,460 attendees. The 2024 program focused on BEDI action and allyship and hosted 1,486 attendees.
- All departments contributed to the REAL Leadership Institute (RLI) in June 2023 in Palm Springs, California. More than 170 Gamma Phi Beta volunteers joined for an update from International President Autumn L. Hansen (Idaho), breakout sessions, volunteer recognition and more.
- In November 2022, we celebrated our Founders Day virtually with hundreds of current and alumnae members. In November 2023, we coordinated the launch of our 150th Celebration with special videos, exclusive merchandise, surprise reveals and more.
- Starting in January 2024, we executed Coast-to-Coast Celebrations in Long Beach, Napa, Seattle, Denver and Dallas, cumulatively engaging more than 800 women in various events, including dine-arounds, side excursions and our 150th gala dinner.
- We conducted site visits and proposed the 2026 Convention site to IC, which was approved. The site will be revealed at Convention 2024.
- We hosted several staff events, including our annual get-together in August and staff holiday party in December each year.

Merchandise and Royalties

- With the support of our partner Affinity Marketplace, we partner with 382 licensed vendors to sell Gamma Phi Beta merchandise across the globe.



- We launched a comprehensive marketplace known as [ShopGammaPhiBeta.com](https://www.ShopGammaPhiBeta.com), which showcases and sells Gamma Phi merchandise across all participating licensed vendors, improving the member experience when they choose to purchase merchandise.
- Our wine brand First Moon Napa Valley, through Fairwinds Estate Winery, continues to be successful. We currently have 317 active Crescent Club members who receive regular biannual shipments of wine. Since its inception, our team has partnered with Fairwinds to design 14 wine labels, including the release of Pink Petals, a 2021 Rose, in honor of our 150th Celebration. 20% of all proceeds from First Moon are given back to Gamma Phi Beta's greatest areas of need.





Inclusion and Accessibility

- In spring 2023, we published the cover story of *The Crescent* titled, “Breaking Down Our Past.” Gamma Phi Beta hired **Historical Research Associates, Inc.** to assist us with completing this research and producing the subsequent article.
- In 2022, we sought training to ensure our BEDI Summit materials were accessible to all parties. We completely redesigned the 2023 and 2024 BEDI Summit Guides, improving colors, fonts, sizing and more.
- Due to feedback about our brand colors and font accessibility, we launched new accessible PowerPoint and Word templates for all One Gamma Phi Beta entities.
- Additionally, we launched new accessible staff and board email signatures with accessible fonts and colors.
- Nearly all large-scale, in-person events include IMAG, closed captioning, advanced copies of scripts and accessible accommodations when feasible.

Facilities Management Company

- We revamped the FMC’s newsletters to include regular communications with residents, affiliated house corporations and facility directors.
- We supported all marketing, communications and event logistics for three house dedications:
 - Gamma Omicron (Kentucky)
 - Eta Omicron (Ohio)
 - Beta Xi (Ohio State)
- We supported all marketing, communications and event logistics for the Housing and Facilities Conference held in Palm Springs, California, in June 2023.
- Professional photos have been taken of the following properties: Beta (Michigan), Beta Lambda (San Diego State), Beta Mu (Florida State), Beta Xi (Ohio State), Beta Sigma (Washington State), Gamma Chi (Texas State-San Marcos), Delta Psi (California-Santa Barbara) and Eta Xi (Florida).
- We created facility-specific web pages for many FMC properties that include our professional photography, chapter-specific dates, resident resources and more.
- We established a more efficient system for chapter-specific communications. This has allowed us to respond quickly to time-sensitive matters.
- We created an internal communication decision matrix for emergencies/urgent situations.

Foundation

- We established a regular cadence of communication with donors that includes:
 - Quarterly appeals, which are now being written and designed in-house.
 - The **Foundation Annual Report** is released each year in January.
 - The Foundation Newsletter is released every January, April and October, with a special virtual meeting with the Trustees and staff each July/August.
 - Endowment Reports are provided to all endowment owners in January of the following calendar year.
- Our team partners with the Foundation every year for Gamma Phi Gives Day.
 - During the 2023 Gamma Phi Gives Day, we exceeded our goal and raised more than \$200,000 from 978 donors.
 - During the 2024 Gamma Phi Gives Day, we also exceeded our goal and raised more than \$224,000 from 1,048 gifts.



MEMBERSHIP

This biennium, we saw a slow rebound in collegiate membership following the decline in membership that we experienced during the COVID-19 pandemic. We also celebrated a milestone occasion, initiating our 250,00th member into our circle of sisterhood!

Members	2022-23	2023-24*
Members ever initiated	248,306	253,853
Living alumnae members	181,547	182,341
Alumnae chapter members	5,506	5,576
Collegiate members	15,703	15,879
New members pledged	5,963	6,317

* Statistics as of March 31, 2024

ALUMNAE ENGAGEMENT

Guided by our **alumnae engagement philosophy**, we continued to expand upon 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 our sisterhood.

Alumnae Chapters

Gamma Phi Beta has 114 alumnae chapters in the United States and Canada. Six alumnae chapters have closed this biennium. Closure of alumnae chapters were primarily attributed to administrative closures and consolidations with other nearby alumnae chapters.

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

	January to December 2022	January to December 2023
Chapters in Good Standing	73	75

The Alumnae Order of the Crescent (AOOC) is used by chapters to identify strengths and opportunities in a variety of areas of chapter operations. The highest designation a chapter can receive is “Order of 1874.” Participation in the program is voluntary, and we hope to see more chapters adopt the use of this resource for planning and self-assessment in the coming biennium.

Order of the Crescent Level	January to December 2022	January to December 2023
Order of 1874	11	16
3 Crescents	3	1
2 Crescents	2	0
1 Crescent	1	0



Member Milestones

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

Members	Previous Biennium	Current Biennium*
50-year members	2,943	2,711
75-year members	1,069	1,155

*Statistics as of March 31, 2024

Alumnae Initiate (AI) Program

During the previous biennium, International Council (IC) convened a task force to review our alumnae initiate program. The task force submitted a report to IC, which was reviewed and accepted.

In this biennium, volunteers and staff enacted the recommendations from the task force, which included making alumnae initiate information available on the public-facing portion of the website, creating a volunteer team to meet with prospective AI candidates who do not already know a Gamma Phi Beta member and allowing alumnae initiates to participate in virtual Initiation. These changes have significantly increased the number of members participating in this program.

	Previous Biennium	Current Biennium
Alumnae Initiates	7	26

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. In 2023, we hosted 25 dinners taking place in 25 cities. In 2024, we hosted 31 dinners in 27 cities. We look forward to growing the program even more in the upcoming biennium.

Confident Women of Character Series

Our **Confident Women of Character Series** (CWCS) allows members to share their passions with fellow sisters, using their expertise to inspire conversation and connection with women at all stages of life. The series is an educational initiative exclusively for alumnae dues payers and Life Loyal members. During the biennium, we hosted 12 CWCS webinars.

Gamma Phi Get-Together

Gamma Phi Get-Together is an opportunity to connect with sisters near and far and celebrate the sisterhood that connects Gamma Phi Betas. These events take place in the last week of September annually to honor Gamma Phi Beta's Founders' first meeting on September 24, 1874. Members from 68 different initiating chapters served as hosts for Gamma Phi Get-Togethers this biennium.



	Previous Biennium	Current Biennium
Gamma Phi Get-Together Events	55	115

Merit, Service and Loyalty Awards

Merit Roll, Service Roll and Loyalty Awards are one 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	2022-23	2023-24*
Merit Roll	Lauren Auciello (Toronto)	Jennifer Johnson (Bradley) Karen Story (Vanderbilt)
Service Roll	Patricia Crowley (Northwestern) Brooke Jacobson (Wisconsin-Milwaukee) Tanya Jordan (Purdue) Laura Kobsa (Toronto)	Laura Banks (Texas State-San Marcos) Jennifer Chuang (California-Berkeley) Merry Cosgrove (San Diego State)
Loyalty Award	Barbie Chadwick (Vanderbilt) Kelly Dunne (William & Mary) Allison Kilfoy (Northern Iowa) Betty Quick (Indiana) Barbara Wessel (Syracuse)	Fraya Hirschberg (Michigan)

*Statistics as of March 31, 2024

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 our sisterhood. To date, 6,836 members have become Life Loyal members, fulfilling their annual alumnae dues commitment for their lifetime.

From January to July 2023, Gamma Phi Beta engaged Publishing Concepts (PCI) to engage in a campaign to update alumnae member contact information prior to our 150th anniversary. This also resulted in a significant increase to alumnae dues payers and Life Loyal members during the first year of the biennium.

	2022-23	2023-24*
Alumnae Dues Payers	4,267	2,643
New Life Loyal Subscribers	459	331

*Statistics as of March 31, 2024

Sponsor a Senior

In 2020, Gamma Phi Beta launched our Sponsor a Senior program where generous donors can gift alumnae dues to graduating senior. To date, 2,092 graduating seniors have had their first year of alumnae dues sponsored by a donor. We are so grateful for the incredible support of this program from donors!



	2022-23	2023-24*
Sponsored Graduating Seniors	467	123

*Statistics as of March 31, 2024

CHAPTER SERVICES

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

Collegiate Chapters

Gamma Phi Beta has 135 active collegiate chapters in the United States and Canada. This past biennium, two collegiate chapters closed due to low membership numbers: Eta Phi (Virginia Commonwealth) and Alpha Xi (Southern Methodist). Collegiate chapters continued to reestablish normal operations and colleges and universities resumed standard operations following the COVID-19 pandemic.

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

	January to December 2022	January to December 2023
Chapters in Good Standing	77	121

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 we hope to see even more chapters achieve an “Order of 1874” designation in the coming biennium.

Order of the Crescent Level	January to December 2022	January to December 2023
Order of 1874	6	9
5 Crescents	7	7
4 Crescents	32	45
3 Crescents	45	28
2 Crescents	24	30
1 Crescent	22	16

Recruitment

Gamma Phi Beta evaluates two key metrics for collegiate chapters related to recruitment performance. First, we evaluate if a chapter achieved Quota. Chapters that achieved Quota took the maximum number of new members allowed during primary recruitment. Second, we evaluate if a chapter is at or above 90% of Panhellenic Total on their campus. Panhellenic Total describes the maximum number of new and initiated members any chapter may have on a given campus.



	2022-23	2023-24*
Chapters that achieved Quota	121	124
Chapters at/above 90% of Total	88	82

*Statistics as of March 31, 2024

Retention

The Sorority evaluates two key metrics for collegiate chapters related to member retention. First, we evaluate 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, we evaluate 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.

	2022-23	2023-24*
Chapters that retained at least 90% of new members	73	74
Chapters that retained at least 90% of initiated members	81	103

*Statistics as of March 31, 2024

Finance

Our staff and volunteer support teams in achieving financial efficiency. To measure financial health, we evaluate on time payments and monitor 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.

	2022-23	2023-24*
Chapters with no member account more than 60+ days delinquent	13	8
Members with 60+ days delinquent accounts	994	1,581

*Statistics as of March 31, 2024

Chapter Volunteer Staffing

We aim to provide all collegiate chapters with three unique individuals serving in advisory roles as chapter advisor, finance advisor and recruitment advisor. This biennium we have focused significantly on increased volunteer staffing for collegiate chapters.

	2022-23	2023-24*
Chapters with three unique advisors	118	110

*Statistics as of March 31, 2024

Collegiate Leadership Consultant (CLC) Program

Five CLCs were hired to support chapter operations in the 2022-23 academic year and four consultants supported chapter operations in the 2023-24 academic year. Consultants provided 120 chapter visits to 107 chapters during the 2022-23 academic year and provided 116 chapter visits to 101 chapters during the 2023-24 academic year.



Regional Teams

We successfully completed the transition from eight regions to 12 regions. Chapters continue to be organized geographically; the creation of smaller regions allows for greater assistance from volunteers supporting each region.

Extension

This past biennium, the National Panhellenic Conference (NPC) released 11 extension opportunities at different universities across the United States, including five campuses where Gamma Phi Beta already has established chapters. Extension opportunities remained limited during the biennium as campuses worked to reestablish routine operations following the COVID-19 pandemic.

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, resource documents, virtual and in-person facilitation 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 93% during the 2022-23 academic year and 94% during the 2023-24 academic year. These retention rates remain above the 89.5% retention rate seen during past use of the six-/eight-week new member education model.

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

	2022-23	2023-24*
Total number of Fidelity for New Members lessons completed	30,442	30,827

*Statistics as of March 31, 2024

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 17 courses. During the biennium, the new course Building Inclusive Sisterhood was added to the flexible course library. 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.

	2022-23	2023-24*
Total number of Fidelity for Initiated Member lessons completed	53,879	50,256

*Statistics as of March 31, 2024



On average, members reported understanding of all learning outcomes at high levels. When asked to self-report learning, over 96% 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.

Fidelity for Volunteers

In 2024, we began work on a flexible course library to support volunteer training and development. This library will contain 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 will be released in the upcoming biennium.

Collegiate Chapter Officer Education

Collegiate chapter officer education consists of robust series of program offerings, including Fidelity for Officers, Executive Council Retreats, Officer 201s and web-based officer resources.

Fidelity for Officers

Fidelity for Officers consists of 29 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.

Executive Council Retreats

Collegiate chapter officers elected to executive council officer roles participated in Executive Council Retreats, a live virtual retreat designed to equip new officers with knowledge and skills to successfully fulfill their roles. Officers spend time developing team norms and setting goals for their chapter during the program.

	2022-23	2023-24*
Number of Executive Council Retreat attendees	855	1,039

*Statistics as of March 31, 2024

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 Executive Council Retreats programming enabled them to utilize the skills and knowledge outlined in the program’s learning objectives.

Officer 201s

In 2024, we resumed offered Officer 201 programs. These live virtual events provide just-in-time training for collegiate officers on timely topics related to their elected and appointed officer roles. This year we offered five Officer 201s.

Officer Resources

Gamma Phi Beta provides a variety of technical documents to audiences, including collegiate executive council offers and collegiate chairwomen. During the biennium, more than 200 resources



and 50 online lessons were updated to incorporate best practices for digital accessibility, including the use of high-contrast font and formatting compatible with text-to-speech aids. We are eager to complete this project in the upcoming biennium.

Alumnae Chapter Officer Education

Alumnae chapter officer education is an arena that is under development during the biennium and consists of a variety of programs, including Fidelity for Officers, officer training webinars and web-based officer resources.

Fidelity for Officers

In 2024, we began developing online lessons for alumnae chapter officers. We plan to launch seven online lessons in the upcoming biennium.

Officer Training Webinars

Throughout the biennium, volunteers and staff have hosted 14 webinars for alumnae chapter officers on different areas of alumnae chapter life such as social media use, access and inclusion and alumnae chapter Order of the Crescent.

Officer Resources

Gamma Phi Beta provides a variety of technical documents to audiences including alumnae chapter officers. During the biennium, we began updating resources to new accessible templates. We look forward to completing this project in the upcoming biennium.

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 (RLI)

In June 2023, Gamma Phi Beta hosted RLI in Palm Springs, California. The leadership event featured the State of Sorority provided by the International President, breakout sessions on a variety of topics, volunteer team meetings, a volunteer recognition program and time for sisterhood and relationship-building. More than 170 Gamma Phi Beta volunteers joined for the two-day event.

REAL Leadership Experience (RLE)

This event was suspended during the biennium while organizational resources were dedicated elsewhere. We are excited to resume this important program in the upcoming biennium.

Belonging, Equity, Diversity and Inclusion (BEDI) Summit

In February 2023, Gamma Phi Beta hosted our third annual BEDI Summit. In response to participant feedback, the program shifted to a half-day virtual event. The program focused on exploring topics related to disability and had 1,460 attendees at our live event. When asked to self-report learning, over 97% 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.



Hosted again in February 2024, the fourth annual BEDI Summit maintained the same half-day event schedule. The 2024 BEDI Summit focused on concepts related to BEDI action and allyship and hosted over 1,486 members of the Gamma Phi Beta community at our 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.

PANHELLENIC

Autumn L. Hansen (Idaho) served as Gamma Phi Beta's delegate to the National Panhellenic Conference (NPC) Council of Delegates and Stephanie Carriere (Arizona) served as Gamma Phi Beta's chief Panhellenic officer.

Additionally, our members served in numerous NPC volunteer roles. We thank the following individuals for their service on NPC committees this biennium:

- Laura Banks (Texas State-San Marcos) – College Panhellenic Committee
- Sandy Burba (Miami) – College Panhellenic Committee and Release Figure Methodology Committee
- Stephanie Carriere (Arizona) – Total Method Setting Team
- Patty Chookhae-Kragh (California-Irvine) – College Panhellenic Committee
- Krista Davis (Bowling Green) – College Panhellenic Committee
- Autumn Jager (Grand Valley State) – Judicial Appeals Committee
- Kerry McCarthy (Wisconsin-Oshkosh) – Recruitment Committee
- Betty Quick (Indiana) – Advisory Committee, College Panhellenic Committee and Release Figure Methodology Committee
- Mindy Sutton (Southern Methodist) – College Panhellenic Committee
- Jennifer Thomas (North Carolina-Asheville) – College Panhellenic Committee

During the biennium, NPC modified methods for Total setting. In the past decades, Total setting typically reflected the average chapter size on campus. In 2022, the most common Total setting method was average or median chapter size. In 2023, the most common Total setting method was largest chapter size plus up to additional 20 members. This change in Total setting resulted in more opportunities than ever for members to join through continuous open bidding (COB).

With the increased focus on recruitment and increasing chapter Total, the Gamma Phi Beta Panhellenic volunteer team piloted a program that combined Panhellenic and recruitment volunteer roles to provide more streamlined support to collegiate chapters.

PHILANTHROPY

Between August 1, 2022, to July 31, 2023, chapters hosted 136 Moonball events and 256 secondary philanthropy events. These philanthropic events raised \$874,577 for Girls on the Run (GOTR), \$41,107 for local organizations and \$26,400 for the Gamma Phi Beta Foundation.

Between August 1, 2023, to March 31, 2024, chapters hosted 134 Moonball events and 256 secondary philanthropy events. These philanthropic events raised \$573,090.35 for GOTR and \$120,780.15 for the Gamma Phi Beta Foundation.



Gamma Phi Beta's Administration division is composed of our Human Resources, Office Operations and Technology departments and includes volunteers for volunteer recruitment and volunteer onboarding. The Administration team also supports collegiate chapters through the processing of new members, managing badge and membership certificate ordering and managing general administration and customer service support via phone, email and online.

Human Resources (HR)

The HR department builds and leads workforce systems, programs and support to ensure that Gamma Phi Beta is a great place to work and volunteer. This team continues to focus on designing and implementing processes that expand our workforce capacity to recruit, onboard and engage staff and volunteers.

Staff Recruitment, Onboarding and Retention

During this biennium, our HR team supported the organization's significant increase in staff size, bringing us up and over pre-pandemic numbers. Currently, we have a staff of 59 (48 International Headquarters (IH) staff, which includes CLCs and 11 facility directors), up from a staff size of 51 (41 IH staff and 10 facility directors) in August 2022. Having fully adapted to a remote and dispersed staff to attain the best staff talent, we now have 20 staff residing in Colorado and 28 living in other states. Our staff now represent 16 different states, having branched into five new states this biennium.

Gamma Phi Beta continues to follow the way of the rest of the country with turnover in our labor force. This biennium, we hired 30 new staff for IH and Facilities Management Company (FMC) facility director roles and promoted five internal staff, encompassing hires in all departments of the organization. To achieve these hires, we conducted interviews with over 220 applicants. As a part of this hiring, we implemented the federal E-Verify program, which has streamlined work verification processing for new hires. In addition, we continued to offer robust, fully remote onboarding experience for all new staff. Our HR team continues to receive feedback from new hires on the positive and intentional hiring and onboarding experience they receive.

In support of the FMC, the HR team has:

- Helped plan and facilitate a successful in-person facility director training in July 2023.
- Formalized a facility director substitute program and increased outreach and recruitment for facility director substitutes. In partnership with FMC staff, we tripled the size of the facility director substitute roster from 10 in 2022 to over 30 and growing.

To ensure staff engagement and retention, we have:

- Implemented a staff benefits survey leading to data driven benefits decisions.
- Revised the Employee Handbook and remote work policy so they are relevant for our multi-state IH staff workforce.
- Created a professional development program for staff training and development. Since program start in fall 2023, 27 staff have received funding for and completed professional development.
- Implemented a more inclusive and equitable performance management and goal-setting process.

Volunteers Recruitment, Onboarding and Retention

This biennium, the HR team's support of our volunteers included:



- Inaugural volunteer outreach plan implemented in spring 2023 and expanded upon in spring 2024, which targeted outreach to recent and soon-to-be college graduates, volunteer open houses and individual connection opportunities with HR, including ability to now text with HR.
 - Continued to offer an inclusive and relevant new volunteer onboarding experience through annual content updates.
- Added supporting Generation Z component.
- Focused content on resources to be successful in role, strategies to help sisters build connections and avenues for leading and developing self and others.
- Included an additional communication follow-up and opportunity to connect with HR to engage and help support our newest volunteers.
- Celebrated and appreciated volunteers through an annual April Volunteer Appreciation Month.
- Expanded Jobvite opportunities to include facility advisors.
- Streamlined Jobvite postings and improved the applicant experience for collegiate chapter supervisors, Belonging, Equity, Diversity and Inclusion (BEDI) specialists, Panhellenic specialists and philanthropy specialists.
- Recognized volunteers for service contribution levels at REAL Leadership Institute.
- Completed the biannual volunteer term/reappointment process for 126 volunteers.
- Worked to clarify volunteer term process and implemented inclusion of term limit information in new volunteer welcome materials and volunteer re-appointment communications.
- Continued bimonthly HR newsletter with a title refresh to “Volunteer Update” and a content focus to current volunteers.
- Built upon the annual volunteer goal setting process established last biennium and provided additional outreach and resources to volunteers and volunteer supervisors.

During the completed years of July 31, 2021, to July 31, 2023, we have had:

- A 24% increase in volunteers participating in onboarding training sessions.
- A 16% increase in volunteer applications received.
- A 6% decrease in volunteer interest forms received.
- A 31% increase in first time volunteers

	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024 <i>(as of 3/1/2024)</i>
Total Positions Posted (in Jobvite)	111	126	61*
Positions Filled	86	195	150
Advisors	46	111	102
Regional volunteers	16	38	32
International volunteers	24	46	16
Open Positions (in Jobvite)	6	36	44
Advisors	3	17	35
Regional volunteers	3	17	4
International volunteers	0	2	5
Applications Received	317	392	236



	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024 (as of 3/1/2024)
Volunteer Interest Forms Received	110	76	68
Onboarding Session Participants	111	82	48
First Time Volunteers	91	82	119

* 11 roles were recruiting for two or more openings per listing (including the switch to one posting for all vacancies for collegiate chapter supervisors, philanthropy specialists, Panhellenic specialists and BEDI specialists).

Office Operations

This biennium, the accomplishments for office operations can be summed up in two words: office move. Beginning summer 2022, we began to get our offices at East Euclid Drive ready to move. Having made the move to computer use decades earlier, there were still many hard copy files to address. As such, we greatly decreased our hard copy footprint in all departments by digitizing and streamlining files (from HR documents to past Loyalty Pledges; extension historical information to alumnae chapter files; board meeting minutes to event programs and archived program manuals). The storage in the basement was evaluated, organized, streamlined and prepared for its next move into one of our new storage facilities for 1) Event and extension supplies and materials and 2) General business/tax documents and the safekeeping of closed chapter items. Once remote staff was settled, our remaining technological equipment was organized, catalogued, downsized and packed. Outdated equipment was recycled or donated to other nonprofit agencies.

In January 2023, our IH building at East Euclid Drive was sold, and we moved into a smaller leased office space just a few miles west at 9155 E. Nichols Avenue, Suite 330, Centennial, Colorado. The new space, with sweeping mountain views, has three offices set up with new furnishings for six workstations, a conference room complete with a large smart TV and electrified conference table and a mail/workroom. Additionally, there is a large open space complete with extra seating, a kitchenette and historical artifact displays. This open space also allows for storing the historical and returned Gamma Phi Beta badge collection and shipping and receiving of all the 150th Celebration event supplies. The building complex also provides large and well-equipped meeting spaces for boards, committees and staff to gather and meet comfortably.

With the move to a smaller office space, we transitioned vendor relationships that were no longer needed and updated/revised our work with other vendors to support our needs within our new space. This included the transition to an outsourced fulfillment company to store our chapter supplies and handle order fulfillment. In addition, we adjusted procedures and processes to effectively support our 98% remote staff as well as streamlined staff roles now that we no longer have the need for a full-time staff position to manage a full facility.

In fall 2023, we moved to a new VOIP phone provider and now all staff are able to use their laptops for both computing and phoning. Our old desk phones have been recycled and/or donated.

Technology

The Technology team is responsible for managing and maintaining the Sorority’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.



The Technology department continues to be an integral part of all divisions within One Gamma Phi Beta. We partnered with the Accounting team on a Great Plains software upgrade and then a full software transition to Sage Intacct. Our work with the events team included technical and software support for REAL Leadership Institute, 150th Celebrations, the Belonging, Equity, Diversity and Inclusion Summit and Convention registration, as well as a new mobile app platform for Convention and new hardware for use at events. The Foundation was supported by conducting monthly reviews of web donors, preparing stewardship reports, ensuring proper functioning of donor software integrations, creating the Giving Day dashboard and issuing tax letters. We partnered with the Member Experience division to complete all software updates and uploads for fall and spring Fidelity lessons; addressed Fidelity technical issues; evaluated and secured a new learning management system to enhance the member experience; updated the automation process and workflow for processing alumnae initiates, as well as the end-user experience; managed updates for Convention awards through Smarter Select platform; executed the calendar year good standing roll-over process within Beta Base; audited extraneous reporting resources in Beta Base; implemented high-level code to optimize Beta Base's summer enhancements; and handled dashboard upkeep and report migration between software. We partnered with the facilities division to ensure FMC facility directors can navigate Gamma Phi Beta provided technology.

Data management remains an important daily function of our technological efforts. To that end, new dashboard frameworks and reports for each division were added to the Staff Site of our membership database (iMIS). Scripts within the database were updated to automate annual reporting date rollover. Then, through the Oral History Project, thousands of member records were updated. Hundreds of data reports and requests for statistical information were processed each year.

Customer service is also a key component of the Technology team's regular work. We continue to support integration of our database with other software platforms for easier navigation on member issues. Daily, we managed the support email inbox inquiries and addressed iMIS, website, Fidelity and Beta Base technical-related issues for chapters and members.

This biennium, the Technology team also stayed focused on computer and tech equipment needs for all our new and fully remote employees while managing and ensuring the safety and security of all our systems in this ever-complicated technical world. To that end, we launched new password manager software for all staff to ensure password security; provided trainings to ensure staff understands current IT security and AI issues and concerns; streamlined hardware equipment tracking, inventory, provisioning and distribution processes; created a software evaluation form; and began an upgrade process for our membership database, including evaluation of current software and alternatives.

*Gamma Phi Beta Facilities
Management Company
Report*





In the 2022-24 biennium, the Facilities Management Company (FMC) aligned with the strategic priorities of Gamma Phi Beta to demonstrate financial discipline, grow and evolve relevant member programs and promote a strong and recognized brand. The work of the FMC centered on these and other shared practical visions for the growth and stability of the organization.



Key accomplishments for this biennium included:

- **Pioneering a New and Progressive Alcohol Policy for FMC Facilities.**

The FMC continually strives to provide welcoming, inclusive and innovative experiences for our residents and chapter members which includes evaluating policies and adapting when necessary to achieve this mission. This biennium, we announced that beginning August 1, 2023, possession and consumption of alcohol would be permitted by residents in private rooms and apartments when all roommates present are of the legal drinking age. These changes were developed after intentional conversations between the FMC Board of Managers, International Council, volunteers, staff, university officials and insurance providers. The policy was piloted in spring 2023 with three collegiate chapters with FMC facilities.



- The FMC staff has partnered with Chapter Services to host alcohol policy webinars and implementation consultations for chapters and affiliated house corporations (AHCs) interested in learning more about the policy change. Now that the policy change has been in place for almost a full year, we look forward to a formal assessment of the alcohol policy change implementation and its impact on the residential experience of our members. Gamma Phi Beta and the FMC are proud to be one of the first interfraternal organizations to implement a policy change like this for our members living in chapter facilities.

- **Focusing on the Safety and Security of FMC Facilities.**

The FMC Board of Managers has engaged in strategic and generative discussion about security on campuses and in Gamma Phi Beta facilities throughout the biennium. Maintaining secure and safe facilities is a continuing priority for the FMC.

- The FMC staff have prioritized futureproofing the safety of our facilities through strategic updates to cloud-based security, WiFi infrastructure, new remote access applications and protocols, state-of-the-art physical access control systems, alarm and security camera systems and remote monitoring. These upgrades allow residents, live-out members, staff members, advisors, vendors and guests to have unique and customized access to Gamma Phi Beta physical and cloud-based systems that also comply with university requirements. Our systems are uniquely configured for each property and can be managed remotely by FMC staff.

- **Updating and Sharing AHC Model Bylaws.**

- This biennium, the FMC took on the strategic priority of growing and evolving relevant member programs by educating AHCs on how to update their bylaws to comply with international Gamma Phi Beta governing documents. This spring, we shared an AHC Model Bylaw template and instructions on how AHCs can review their articles of incorporation and bylaws.



- **Growing Our National Vendor Partnerships.**
 - The FMC staff have intentionally expanded outreach to 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 College Fresh, Cintas, Mohawk/Daltile, Wayfair and Waxie.
- **Hosting the Biennial Housing and Facilities Conference (HFC).**
 - As we continued to move out of the pandemic, the Sorority and FMC worked collaboratively to transition back to in-person events. In summer 2023, the HFC was held, again, with the REAL Leadership Institute (RLI) in Palm Springs. The FMC was excited to partner with the Sorority for this cross-collaboration event, which even saw collegian members in attendance. The RLI and HFC allowed members, vendors and guests to interact across One Gamma Phi Beta, and delivered timely tangible content to assist AHCs and others with impactful real-world outcomes.
- **Conducting Annual In-Person Training for Facility Directors.**
 - The FMC hosts annual in-person session for FMC facility directors in Denver to conduct training and connect facility directors with their peers, FMC managers and other members of Gamma Phi Beta staff. Educational sessions include customized content related to accounting and budgeting, preventative/deferred maintenance, capital projects, vendor relations, chapter support and chapter operations. This training also covers topics including risk management and crisis communications, the new FMC move-in procedures, how to host a house meeting and facility goals for the year. As the FMC continues to develop facility director training topics, the team will be incorporating sessions on access management with Johnson Control and other newly implemented software systems.
- **Developing and Implementing Improved Facility Move-In Procedures.**
 - Over the past biennium, FMC staff spent time assessing several areas lacking a standardized process, one of those being facility move-in. In fall 2023, the FMC implemented a new move-in procedure to utilize going forward that mirrored campus residential best practices. Additionally, FMC managers were on-site for several facility move-in days to assist facility directors, the facility manager and executive officers in different types of facilities. The FMC staff assisted with welcoming members and parents to the facility, distributing move-in documents and assisting with room set-up. This was a great opportunity to build relationships with FMC members and set each facility up for success in the new academic year.





- **Dedicating Three New Gamma Phi Beta Facilities.**

During this biennium, we were excited to host three facility dedications:

- **Gamma Omicron (Kentucky)** – The FMC partnered with the University of Kentucky to provide Gamma Omicron Chapter with a facility, which they moved into fall 2020. Unfortunately, due to the COVID-19 pandemic, the facility dedication was delayed until September 2022. Several key improvements have been made to the facility, including a new sundeck, new furniture on the second floor and new flooring in the foyer and dining room.
- **Eta Omicron (Ohio)** – The FMC relocated Eta Omicron Chapter to their forever home in January 2022 after our previous lease agreement ended. Eta Omicron’s current home is cozier and more financially sustainable for members. The FMC worked with the new landlord, Breston LLC, to complete renovations and hosted the facility dedication in November 2022 to celebrate the completion of that work.
- **Beta Xi (Ohio State)** – With the growth of the Greek community at The Ohio State University, the FMC worked diligently to find a more competitive and permanent home for Beta Xi Chapter. The FMC staff partnered with HomeTeam Properties to renovate a former apartment complex into suite-style living. Beta Xi’s facility has all new furnishings, including common area furniture, a dedicated front yard patio/lounge (along with new letters), a dining room/servery, fully equipped kitchen, an executive council office and a guest suite. The FMC staff prioritized the installation of state-of-the-art access controls, cameras and WiFi technology for members and residents. The final touch was the installation of a stained-glass window featuring carnations, which FMC staff partnered with chapter leadership to design. Beta Xi’s facility dedication was hosted in April 2024.



Our Portfolio of Work

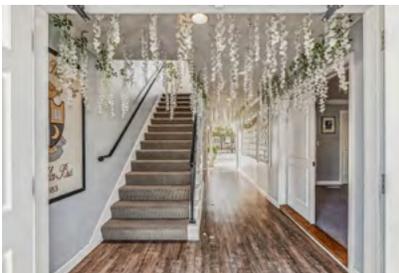
The FMC staff oversees in-house property management, which includes the direct oversight of the day-to-day operations of the properties, billing and collecting, capital project planning and new initiatives.

The FMC currently owns, manages and supports 64 chapters; this equates to 47% of Gamma Phi Beta chapters. There are 28 chapters within the FMC that have facilities: 17 freestanding facilities, eight dorms and three rooms. There are 11 chapters within the FMC that have storage facilities. The FMC also provides financial services to four AHCs. The FMC houses 922 members, or 24% of Gamma Phi Beta’s 3,894 members living in our facilities.



We are proud of the following major projects that occurred during the biennium, including:

- **Beta (Michigan)** – Installation of new windows throughout the facility, new access control system for residents and members, improved WiFi, water heater and boiler replacement, a new shower for the facility director suite and a remodel of the second-floor bathroom.
- **Beta Beta (Maryland)** – Partnered with the university to remodel the second and third-floor bathrooms.
- **Beta Delta (Michigan State)** – Installation of a new access control system for residents and members, improved WiFi, upgraded executive council office and new flooring in the kitchen.
- **Beta Lambda (San Diego State)** – Installation of new furniture in the main common space lounge area, new outdoor furniture, an upgrade sewer system and an updated first-floor guest bathroom.
- **Beta Mu (Florida State)** – WiFi system updates, access control updates, burglar alarm updates, fire panel update, camera system update, formal living room, dining lounge renovation and new interior and exterior paint.
- **Beta Sigma (Washington State)** – New futons in the day rooms, new hallway carpet, new dayroom LVT, new desk chairs and newly painted closets and dayroom hallways.
- **Delta Pi (Illinois State)** – Installation of new access control system for residents and members, new patio with furniture and improvements to commercial grade systems like washers, dryers and kitchen appliances.
- **Delta Psi (California-Santa Barbara)** – WiFi system updates, access control updates, burglar alarm updates, new outdoor furniture, new furniture in all 16 units and renovations to the facility director suite, chapter room and guest bathroom.
- **Epsilon Epsilon (Union)** – New executive office and study area furniture installed to promote multi-functional use of space, new paint and securable storage at the facility.
- **Eta Eta (South Florida)** – Fully updated common space and new washer/dryer units were installed.
- **Eta Theta (Connecticut)** – New common area furniture and accessories and updated painting.
- **Eta Lambda (Central Florida)** – Fully covered the chapter's recruitment rental space and purchased new letters.
- **Eta Xi (Florida)** – Fully upgraded access control, camera system, burglar alarm system, WiFi infrastructure and improvements to the HVAC system.
- **Gamma Chi (Texas State-San Marcos)** – Landscape updates and new common area furniture in the lounge.
- **Zeta Alpha (Eastern Washington)** – Updates to the lounge space, purchased new supplies and rearranged furniture in the space.
- **Zeta Iota (Valparaiso)** – Updated furnishings to their common spaces to promote a functional shared living-learning community.





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. We are excited to welcome Gamma Rho (Wisconsin-Oshkosh) and Delta Nu (Missouri State) to the FMC portfolio.

The Future of the FMC

The FMC is excited for the next biennium, where we will continue to evaluate our facilities and options for chapters while making decisions that best meet the needs of our members and One Gamma Phi Beta. We are committed to exploring how we can make our facilities more accessible to meet the physical, mental and emotional needs of our residents and members. We also plan to improve support for our AHCs and FMC chapters without residential facilities.

Current Year Financial Review

The FMC Board of Managers (BOM) spends a significant part of every meeting discussing the organization's current financial picture while evaluating opportunities for growth. The FMC's 2022-23 budgeted revenue and expenses totaled \$8,813,638 and \$7,997,160, respectively.

As of April 15, 2022, year-to-date actual revenue was \$7,692,556 and year-to-date actual expenses were \$5,718,476. The following reflect the revenue and expense category budget to actuals through the end of the FMC's third quarter.



Gamma Phi Beta Foundation Report





It's been an exciting time for the Gamma Phi Beta Foundation — staff and the Board of Trustees (BOT) have spent the biennium carefully stewarding donations and maximizing the impact of your gifts. We have focused on three strategic priorities: building and maintaining a sustainable financial position; building and maintaining a strong and clear brand presence and growing and evolving relevant member programs. With the help of more than 4,300 donors who made 7,250 gifts, we have strengthened our sisterhood for the next 150 years.

In these changing times, it is critical for the Foundation to be able to adjust and answer the most immediate needs of our membership. With that goal in mind, we have been working to build unrestricted annual support by 5% each fiscal year and we are on track to meet this goal. Thank you to our many generous donors who made gifts of all sizes to help make this possible.

Thanks to the success of our annual Gamma Phi Gives Day, we have welcomed more than 717 new donors to the Foundation. This day provides donors the opportunity to support the areas most important to them, such as leadership programs, Loyalty Grants and scholarships. Additionally, in this biennium, six new endowments were started and reached full funding. We have also had 10 sisters remember Gamma Phi Beta in their estate plans, leaving more than \$4.4 million to support future sisters.

This biennium brought a change to chapter secondary philanthropy events, which have allowed chapters to invest in the future of their sisters. Chapters are now able to give 30% of their secondary philanthropy event proceeds to the Foundation. Through this program, chapters have given \$106,649 to support leadership programs, financial aid, Loyalty Grants and the area of greatest need.

In addition to growing our unrestricted support, chapter giving and endowments, donors have provided the funding for the first phase of the multi-year process to digitize our 150 years of rich history. We have completed the first phase of this project and have our earliest founding documents, scrapbooks and aging audio-visual materials converted to digital files. We have also built an online museum to allow sisters and friends to access this history from anywhere. Over the coming years, we will continue building on this success and adding displays chronicling the changes in our philanthropy, chapter museums and the stories of Gamma Phi Beta women who have made a difference in the world.

Combined, these efforts provide immediate support as well as long-term security for Gamma Phi Beta.

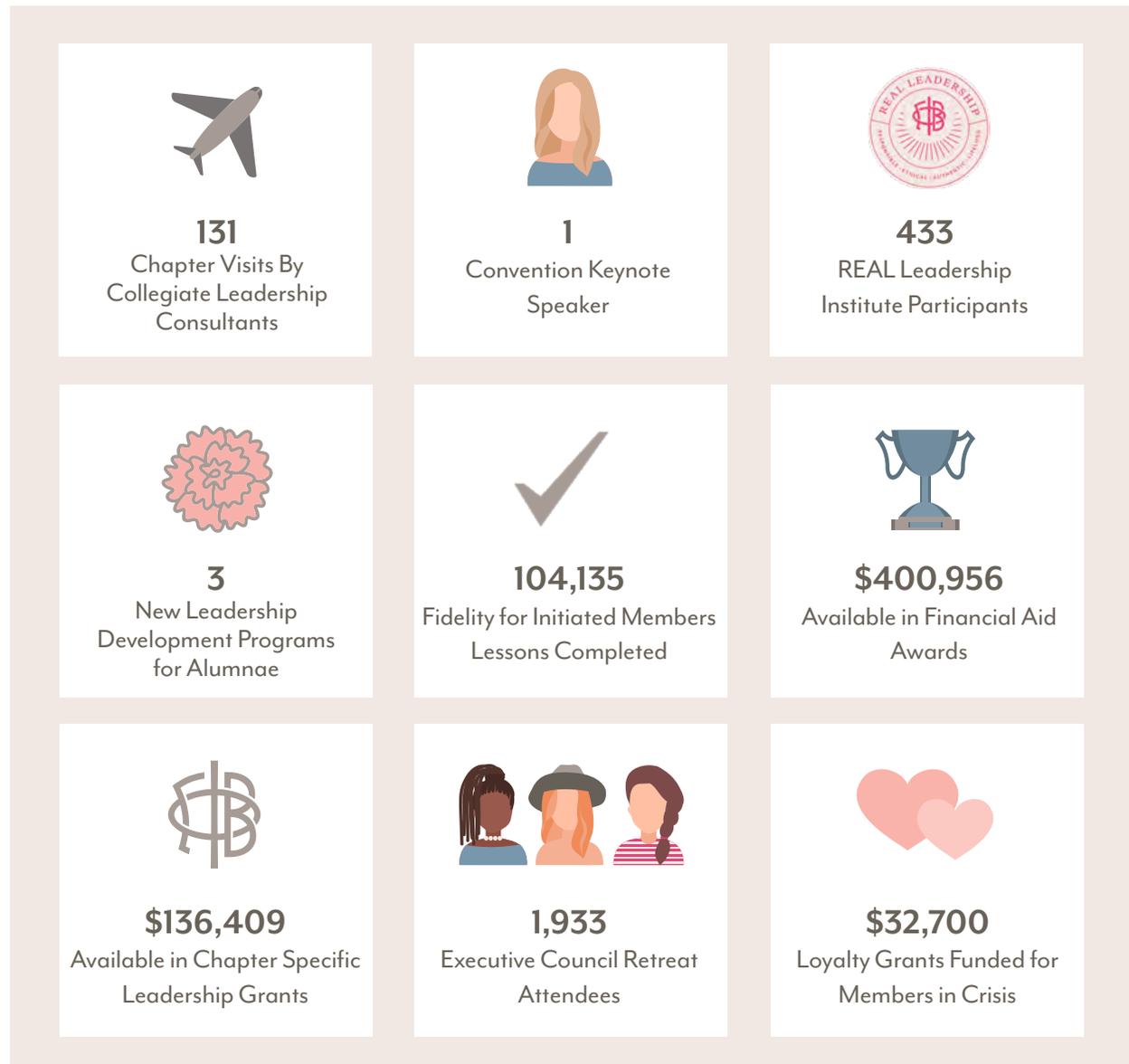
Simultaneously, the Foundation has been striving to be good stewards of your gifts. The Foundation has continued to work with Alliance Bernstein to manage our investment portfolio to maximize growth while providing revenue to support Gamma Phi Beta members with scholarships, fellowships and leadership grants. While we have experienced positive investment returns during this changing economic environment, the BOT have also been conservative with spending to ensure we continue to improve our financial position. In this biennium, Foundation assets have climbed to an all-time high of more than \$18 million.

Not only have we increased revenue, but we have also worked hard to keep our fundraising and management costs as low as possible to spend more of every dollar raised on supporting sisters. The Foundation spends \$0.71 of every dollar raised on programs and services for our members, which is higher than the National Panhellenic Conference (NPC) average and higher than the recommended level of \$0.65. We have also increased financial aid available to members by 31% and leadership grants available by 48%. All these successes have been made possible through the generosity of our donors.



Finally, we want to recognize the growth in the number of Foundation volunteers this biennium. We have seen our Scholarship and Scholarship Review Committees, our Stewardship and Stewardship Subcommittees, our Giving Day Ambassadors and our Loyalty Grant Review Committees all grow. These volunteers are invaluable in helping raise and award money.

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.

For more financial information, you can visit the [2021-22 Annual Report](#) or [2022-23 Annual Report](#).



150TH CELEBRATION COMMITTEE

Committee Chair/s: Krista Davis (Bowling Green) and Megan Smiley Wick (Washington State)

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

Formed in 2021, the 150th Celebration Steering Committee consists of 19 professional staff and volunteer members representing all three organizational boards, the Ritual and History Committee and varying generations and geographical locations.

The celebration began in November 2023 and will occur throughout 2024, including opportunities for members to honor, remember and celebrate 150 years of sisterhood. The celebration will culminate with Founders Day events in November 2024.

A successful 150th Celebration of the Sorority will increase engagement and pride in Gamma Phi Beta by members. Success is measured in the areas of celebrating history, fostering pride and connecting with members.

The Steering Committee established six subcommittees to plan and execute elements of the year-long celebration. The subcommittees are Communications and Marketing, Events, Fundraising, History and Ritual, Member Engagement and Pride and Recognition. The subcommittees comprise more than 50 volunteers who meet monthly to develop and execute plans in their content areas. The subcommittees established six priority activities to celebrate this milestone. The engagement opportunities are 11 Coast-to-Coast Celebrations across North America, a Traveling Exhibit of unique artifacts and memorabilia, a limited-series monthly podcast featuring members, Party in a Box, Getting Back to Gamma Phi Beta and 150 Reasons Why.

The Steering Committee and volunteers have raised more than \$220,000 toward the year-long celebration through a combination of 333 individuals and groups. Funds raised support engagement across all areas, especially for the 11 Coast-to-Coast Celebrations, where to date, nearly 500 members have participated. The Traveling Exhibit boasts 39 unique, original items complemented by photos and historical stories shared on panels throughout the exhibit and available for our members to visit throughout the in-person events. The True and Constant Podcast has 765 downloads to date for three episodes, with nine additional episodes to be released throughout the year. For those unable to join us at a Coast-to-Coast Celebration, 240 Party in a Box packages have been developed for purchase for chapters and reunions. Getting Back to Gamma Phi Beta includes reconnecting members through outreach and 150 Reasons Why is a video compilation of membership stories.

The sesquicentennial is one Gamma Phi Beta members will remember for years to come. The entire celebration will help create deeper engagement, looking to the next 150 years of relevant opportunities for women who celebrate sisterhood and make a difference in the world around us.



AUDIT AND FINANCE COMMITTEE

Committee Chair/s: Crissy Carlisle (Alabama)

How many times the committee has met over the biennium: 16

The Audit and Finance Committee is a standing committee whose purpose is to assist International Council (IC) and the Facilities Management Company (FMC) (together the “Sorority”) 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 works closely with, and meets regularly with, Gamma Phi Beta’s chief financial officer (CFO), auditors and investment advisor. An annual work 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.
- Biannual 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:

- Reviewing the Sorority’s capitalization policies.
- Monitoring the Sorority’s conversion to a new accounting system.
- Advising on the refinancing of a loan held by the FMC.
- Discussing best practices around operating reserves for not-for-profit entities.
- Discussing the tax requirements around unrelated business taxable income.



BELONGING AND INCLUSION COMMITTEE

Committee Chair/s: Rachel Christine (Texas A&M-Corpus Christi) and Samantha Keltner (Northern Iowa)

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

The Belonging and Inclusion Committee 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 Gamma Phi Beta Sorority.

Objectives and Responsibilities

- Educate and increase awareness and understanding of One Gamma Phi Beta (the Sorority, Foundation and Facilities Management Company) board members and workforce on matters related to BEDI, as requested by board members or as identified by the committee.
- Annually review the Belonging and Inclusion Task Force Report.
- Annually review definitions of belonging, equity, diversity and inclusion used by Gamma Phi Beta. Submit changes to IC for approval, as needed.
- Annually review prioritized recommendations from the Belonging and Inclusion Task Force Report. Submit changes to IC for approval, as needed.
- Provide IC with periodic updates on progress toward completion of recommendations in the Belonging and Inclusion Task Force Report.
- Assist One Gamma Phi Beta board members and workforce in the implementation of recommendations from the Belonging and Inclusion Task Force Report.
- Serve as a supplementary resource to One Gamma Phi Beta in researching, reviewing and discussing matters related to BEDI beyond those identified in the existing prioritized plan.
- Perform other duties and responsibilities that may be assigned.

Overview of the Committee's Work Over the Biennium

- Continued focus on the prioritization as provided in the Belonging and Inclusion Task Force Report.
- Work surrounding the holistic membership experience through the lens of those who hold historically marginalized identities to include:
 - Recruitment experience.
 - In-Chapter experience.
 - Alumnae engagement.
 - Foundation support.
- Working with International Headquarters (IH) staff to compile additional demographic data to create a comprehensive look at Gamma Phi Beta membership.
- Worked with IH staff to curate two additional BEDI Summit Events.



LEADERSHIP DEVELOPMENT COMMITTEE

Committee Chair/s: Jessica Jecmen (Oklahoma City)

How many times the committee has met over the biennium: 24

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.
- Cultivating and tracking future leaders in the leadership pipeline.

In the last biennium, the LDC has focused on three main goals: 1) Refine existing and begin developing new leadership education programming opportunities, 2) Establish leadership cultivation and 3) transition certain standard program responsibilities to International Headquarters staff.

The goal of creating a leadership pipeline within Gamma Phi Beta is to acknowledge, develop and build upon the experience women bring into their Sorority leadership roles. Further, the LDC is working to provide a defined path and curriculum to build leadership skills within the Sorority experience – both that can be utilized within the Sorority and beyond.

The LDC has utilized the Sorority's agreed competencies by level when creating and refining our programs, with the most senior levels (five and six) applying to board- and committee-level service. During this biennium, the team worked on the development and roll out of additional leadership programs, including Board Basics, Insights to Board Service and a Leadership Practicum to explore these leadership skills in real Gamma Phi Beta scenarios.

The LDC added the cultivation of our leadership pipeline. The goal of our cultivation subcommittee is to connect with and support women in their Gamma Phi Beta leadership journey. This team focused on connecting with sisters in the leadership pipeline on a regular basis, encouraging self-assessments, disseminating Gamma Phi Beta offerings and open positions, taking member feedback to create central materials/resources and developing new cultivation methodologies in collaboration with the rest of our LDC.

Going forward, the LDC is eager to expand the current programming and cultivation as well as expanding our support to the Facilities Management Company and Foundation leaders.



MEMBERSHIP REVIEW COMMITTEE

Committee Chair/s: Shellie King Hodges (Oregon)

How many times the committee has met over the biennium: 23

The Membership Review Committee is a standing committee whose purpose is to assist International Council (IC) in:

- Reviewing requests for Gamma Phi Beta Sorority international disciplinary action and membership status changes.
- Reviewing and approving applications for alumnae initiates.
- Reviewing requests for granting alumna status under special circumstances.

Objectives and Responsibilities

- Function as a disciplinary committee for both collegiate and alumnae cases as outlined in the rules and procedures of the Sorority.
- Review and approve alumna initiate applications.
- Review requests for granting alumna status under special circumstances.
- Educate IC on trends and important issues related to this committee.
- Perform other duties and responsibilities that may be assigned.

Overview of the Committee's Work Over the Biennium

The Membership Review Committee evaluated the following cases:

Case Type	2022-23	2023-24
Members Recommended for expulsion	57	18
Members Recommended for suspension	10	1
Requests for Reinstatement	11	12
Requests for Alumna Status for Special Circumstances	3	4
Requests for Alumnae Initiate Candidates	3	24
Alumna Resignation Requests	1	0



RITUAL AND HISTORY COMMITTEE

Committee Chair/s: Mary Knaup (California State-Fullerton)

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

The main work of the committee this biennium has been twofold: To focus on our plans and ideas to support the 150th Celebration and a comprehensive review of the Ritual Manual.

Support for the 150th Celebration

- Creation of a Traveling Exhibit to be displayed at each 150th Celebration event throughout 2024.
 - The exhibit was created to tell the story of Gamma Phi Beta through a display of artifacts, historical items, stories and photographs.
 - Guiding principles for the development of exhibit were used by the committee.
 - ◇ Inclusive of diverse and changing chapters and members
 - ◇ Telling untold stories/lesser-known facts
 - ◇ Emphasis on physical artifacts
 - ◇ Accessibility
 - ◇ Inclusive of as many time periods as possible
- Work included the conceptualization of the exhibit, the need to gather, catalog, photograph, write text, create exhibit style and pack all historical items that fit within the exhibit themes.
- Committee members worked in collaboration with International Headquarters staff on the production design, including content writing and graphics creation, shipping and event space logistics.
- Creation of a special convention exhibit to be displayed at Convention 2024 and a special Alpha Chapter exhibit to be displayed at Founders Day 2024 in Syracuse.
- A new ritual celebration service was developed and written to celebrate our Founders. The idea of this anniversary celebration is to celebrate the longevity of Gamma Phi Beta in which every Gamma Phi Beta, past, present and future, has a role in growing and nourishing our sisterhood. It honors each of us as Gamma Phis and our shared values.
 - The celebration service is conducted by local volunteers at each regional event to engage both collegiate and alumnae members in our ritual services.
 - The service will be available for chapters to use at their local Founders Day celebrations.

Ritual Manual

In collaboration with the Belonging and Inclusion Committee, members of the Ritual and History Committee completed an audit of the manual in 2022. Subcommittee work continued throughout the biennium to restructure and update the instructional aspects of the manual. The updated Ritual Manual will be introduced at Convention and will be available for a summer 2024 distribution. The subcommittee used the following guiding principles to evaluate all services and components of the manual:

- Fidelity to what our Founders and early contributors created to stay true to the original intent.
- Ensure accessibility and inclusion based on our BEDI work.
- Confirm that there are no barriers within the services, so our members may enjoy and appreciate our ritual.



TECHNOLOGY COMMITTEE

Committee Chair/s: Beth Effertz (St. Louis)

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

The Technology Committee is a standing committee whose purpose is to assist International Council in:

- Oversight of Gamma Phi Beta Sorority's technology opportunities and technology investments and operational technology risk.
- Selection and use of technology that supports business objectives and strategies.
- Oversight of data security and data privacy and related policies and procedures.

Overview of the Committee's Work Over the Biennium

- A new chair was appointed in 2022.
- New committee members joined in 2022, requiring time for them to learn about the technology environment.
- Met with members of the Foundation to understand their technology and roadmap.
- Met with Facilities Management Company and Foundation leaders to develop changes to our charter that allow the Technology Committee to support One Gamma Phi Beta.
- Compiled a plan for annual reviews of Gamma Phi Beta policies, including the technology policies in the Employee Handbook, the Records Retention Policy and the Artificial Intelligence (AI) Acceptable Use Policy.
- Supported International Headquarters (IH) director of technology and applications through the move to Gamma Phi Beta's new IH office space.
- Supported the Technology team through development of AI Acceptable Use Policy.



EXTENSION COMMITTEE

Committee Chair/s: Samantha Keltner (Northern Iowa)

How many times the committee has met over the biennium: 11

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 released eight bulletins that included 11 campuses open for extension. At five of these locations, Gamma Phi Beta had already established a chapter. We evaluated the remaining six opportunities and applied for two opportunities during the biennium.

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

Additionally, the committee reviewed and revised our growth strategy for the upcoming biennium, evaluated, revised our current marketing materials and updated our existing committee charter.



NATIONAL PANHELLENIC CONFERENCE (NPC) ADVISORY COMMITTEE

Committee Chair/s: Autumn L. Hansen (Idaho)

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

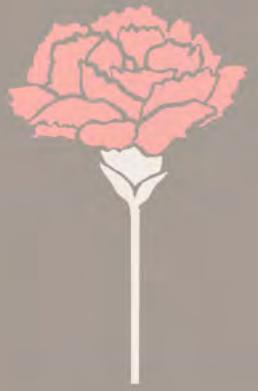
The NPC Advisory Committee was established this biennium to review proposed legislation from NPC and provide guidance to Gamma Phi Beta's representative on the NPC Council of Delegates. The committee was also charged with drafting proposed legislation, creating supporting documents for proposed legislation and assisting with identifying qualified applicants to serve in NPC volunteer roles.

The charter for the NPC Advisory Committee was adopted in September 2023. In fall 2023, volunteers applied and were appointed to the committee. Committee members met to complete onboarding and received additional information on the charge of the committee.

In the spring, committee members reviewed proposed legislation for the March 2024 NPC Council of Delegates meeting. Specifically, the committee reviewed proposed amendments to the NPC bylaws, NPC unanimous agreements and NPC policies and procedures. After completing review and discussion, the committee provided voting guidance for the upcoming meeting.

True and Constant

18
74



Sisterhood



True and Constant



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150



True and Constant

Sisterhood

Convention 2024
150
Years

Gamma Phi Beta
Chicago, Illinois