



Reorganization Update November 2, 2018

After the SOPA Leadership Conference in late August, the Reorg committee reviewed all of the input gathered and summarized into 4 main topic areas; Administration & General, Training & Competition, Fund Raising & Finance, and Program Growth. They then decided to form four teams to find solutions or address questions and concerns raised as a result of our original presentation. These "Task Force" groups are composed of additional program leaders, athletes and staff. The Reorg Team devoted several weeks ensuring that the volunteers on the task force represented all major stake holders and county sizes and population.

Task Forces are meeting during November and early December to propose solutions to important concerns that were identified through feedback. The Task Forces' proposed 'way forward' solutions will be reviewed by the Reorganization Team who will approve or adjust prior to submitting to SOPA Board for final review and approval.

The Reorg Team will devote December and early January to fleshing out the details of the plan. Plans to present an overview of the proposal are:

1. Local Programs by way of regional town hall meetings in mid-January
2. Special Olympics North America in late January
3. SOPA Board of Directors in February at Winter Games

A Reorg Page will be available on the SOPA website the week after Fall Fest. The site will include work completed by the Reorg Team to date, monthly updates, and a link to a Google doc for continued feedback.

If you have questions, comments, concerns, please contact Susan Wyland at swyland@specialolympicspa.org

Or Google doc at:

https://docs.google.com/document/d/1iMJqdNTUYWs6l_YmOqn8jmV2EHK425UZSwvR6ykBeeQ/edit



Task Forces and Topics: The BIG Questions

Administration & General Task Force Topics:

- Can a local program keep its identity?
- What is the definition and function of a local program?
- What are the functions of staff and volunteer positions?
- How will regions manage communications to ensure maximum efficiency for volunteers and athletes?

Training & Competition Task Force Topics:

- How will coach's support requirements be handled to ensure that coaches can focus on athletes?
- What competition, social interaction, unified sports and young athletes opportunities will exist in the new structure?
- How will we increase sports opportunities, ensure equity/quality across the state, offer additional sport options; increase social interaction; unified sports; young athletes?
- Where will training sites be located (same #, more, less); equal/consistent programs? How will new training sites be formed?

Fund Raising and Finance Task Force Topics:

- What is the most efficient and effective way to handle budgeting and financial operations?
- How will local program fundraising events and state office fundraising events co-exist?
- Given the proposed increased staffing, how can we ensure the sustainability of the regional model?
- Will funds raised locally stay local or become part of a regional budget or go into one 'big pot'?

Program Growth Task Force Topics:

- How will volunteer management recruitment work?
- How will athlete outreach/recruitment be accomplished to attain a healthy, sustainable increase?
- What is the definition of quality of experience for athletes and volunteers? What is the quality baseline?
- What does the Athlete Leadership structure look like?