SOPA Reorganization Update
Leadership 2020

Susan Wyland
SOPA Chief Financial Officer
Agenda

- Welcome - Introduction
- Background
- Preparing the Region
- Launching the Region
- Pre-Region Planning
- Questions
- Wrap Up
Approved Regional Structure

1. 2. 3. 4. 5. 6. 7. 8. 9.

Greater Lehigh Valley & Pocono Region

[Map showing the regional structure with counties and regions labeled]
Over 3,400 Total Athletes
In 7 Chapters:
Berks Chapter
Bethlehem Chapter
Carbon Chapter
Lehigh Chapter
Monroe Chapter
Northampton Chapter
Schuylkill Chapter
Regional Structure Overview

Athlete/Training Sites
Athletes, Volunteers

Chapter Leadership
(Volunteers)

Regional Leadership Teams
Volunteers and Staff

Region
Regional Staff

State Staff
Department Leaders
GLVPR Functional Chart

Regional Executive Director
Julie Benjamin.
Position responsibilities given to one of the three below Director roles.

Regional Sports Director
Jason Merola
Regional Community Director
Julie Benjamin
Regional Development Director
Gregory Bott
Regional Administrative Mgr.
Coryna Barberis

Regional Sports Leadership Team
Regional Community Leadership Team
Regional Fundraising Leadership Team

Chapter Coordination Liaison

Chapter Sports Liaison
Chapter Community Liaison
Chapter Fundraising Liaison

Staff
Staff & Volunteers
Volunteers
Revised Timeline

2019-2021 – Greater Lehigh Valley & Pocono Region (GLVPR)
  ● Pilot Region Established and Staffed
  ● Developing Playbook of Processes & Procedures
  ● Liaison Teams are meeting
    ** Review and assess the process

Jan. 2022 – 2 additional Regions (Announcement mid 2021)
  ** Review and assess the process

Jan. 2023 – 3 additional Regions
  ** Review and assess the process

Jan. 2024 – Final Regions on board; Re-Org Transition Complete
  ** Ongoing review and improvements
Transition Team

Carol Erzen
Management Team Member-Allegheny County
Reorganization Team Member

Ernest Roundtree
Athlete Representative - Monroe Chapter
SOPA Board Member
Transition Team Process

The Transition Team was comprised of:

- Volunteers
- Athletes
- Staff members

Key elements of the success of the team was

- Collaboration and an equal voice among all team members
- Support from SOPA staff
- Utilizing existing resources within the organization
Transition Team Process

Lessons learned:

- As with many processes of getting something from a conceptual to a working model, there were things that did not work out as planned, but the ability to be flexible, and willingness to make changes along the way helped improve the end results.

- The steps may not take the same amount of time, or work in the same order as we move to other regions, but through the collaboration of everyone – staff, volunteers, and athletes – the pilot has a good start, and will continue to improve in our pilot region and throughout the state regionalize other areas.
Launching the Region
Greater Lehigh Valley and Pocono Region

Julie Benjamin
Regional Executive Director
Implementation Team: Goals

- Hire Regional Staff
- Secure Office Space
- Develop Playbook
Implementation Team

Taraz Crowley
Monroe Chapter
Pulling the Region Together

Implementation Team Work
- Volunteer & Athlete Participation
- Sub-Committee tasks

Transitions
- Development of Playbook
- Regional Plunge Event
Fundraising Perspective

Lisa Cooper
Carbon Chapter

Special Olympics
Pennsylvania
Fundraising Perspective

- Successes and challenges for fundraising as a region
- Grant writing - Carbon County Community Foundation and more
- Fundraising Events - Trying Classy for the first time
- Collaboration is key
Coach Perspective

Initiating Snowboarding

- Participating Chapters
- Team Effort
- Athletes win when we collaborate
Athlete Perspective

**Amanda Knauss**
Athlete Representative - Bethlehem Chapter
Regional Input Council Representative
Greater Lehigh Valley and Pocono Region

**Jordan Schubert**
Manager of Athlete Leadership & Young Athletes
Special Olympics Pennsylvania
Athlete Perspective

- Athlete benefits
- Athlete Leadership opportunities
- Regional Athlete Leadership Team
Lessons Learned

- Importance of feedback
- Cross chapter communication, idea-sharing
- Engagement is key
- It’s a marathon, not a sprint
Pre-Region Work

Gina Reid
SOPA Senior Field Director

Tony Gillespie
SOPA Board Member
Reorganization Team Member
Preparing for More & Better

2 AREAS OF FOCUS:

Focus 1: Your Local Program

- Identify program strengths/opportunities
- Solidify Leadership
- Update program communication/contact lists for athletes/volunteers
- Regular local program communication regarding regionalization

Your Field Director will be your biggest resource in planning!
Preparing for More & Better

Focus 2: Getting to Know the Region

- Regional contact list shared
- Quarterly meeting focused on sharing program specific data (Content Specific w/Mgr)
  - Fundraisers/Sponsors/Transportation/Preferred Vendors
  - Competitions/Training Sites/Sports Offered
  - Social Activities/Awards Banquets
  - College/Community Partnerships
- Training Site Assessments

Your Field Director will be your biggest resource in planning!
Questions?

Michelle Boone
Vice President, Sports
Wrap Up & Thank You