

# SOPA Leadership Conference

September 9-11, 2016

***Special Olympics***  
*Pennsylvania*



# Great Things Happening This Weekend:

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- 3<sup>rd</sup> Athlete Congress
- New Manager Training
- Coaches Education
- Board of Directors Meeting
- Leadership Conference/Banquet
- State Unified Youth Committee (UYC) Meeting
- Mandated Reporter Training

# Introductions – New Staff



- Ron Anderson – Local Program Finance Manager
- Vanessa Deussing – Corporate and Individual Giving Mgr (East)
- Megan Frenz – Corporate and Individual Giving Mgr (West)
- Gina Reid – Sr. Comp Director

# 3<sup>rd</sup> Athlete Congress

Ernie Roundtree, Chair

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# Special Guest



David DeNotaris, Executive Director of the Pennsylvania Office of Vocational Rehabilitation

OVR's Mission: To assist Pennsylvanians with disabilities to secure and maintain employment and independence.

Ultimate Goal of Special Olympics: Help persons with intellectual disabilities participate as productive and respected members of society at large...

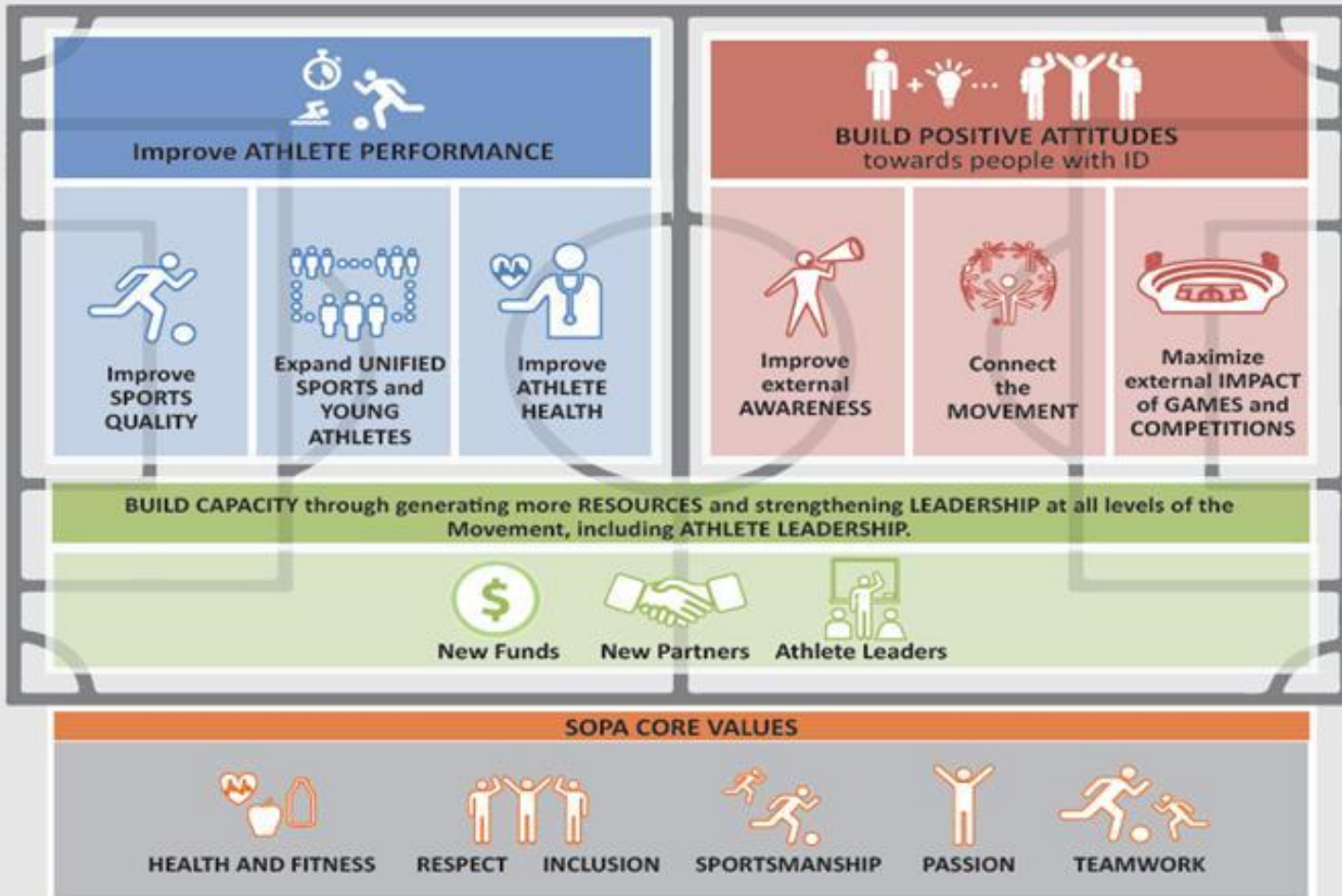
# SOPA Strategic Plan 2016-2020

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# Special Olympics Pennsylvania Strategic Framework, 2016 - 2020

*"Our vision is to use sport to open hearts and minds towards people with intellectual disabilities and create inclusive communities all over the world."*



# Solution Team

## Findings and Recommendations

Dr. Greg Smith, EHR Solutions  
Margaret Gray, Board Director  
Bob Lopez, Board Director

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# THE SOPA JOURNEY



The journey began long before today. A very dedicated group of individuals, both staff and volunteers, have put in many tireless hours of work to serve our athletes. Many successes have been celebrated. Much has been learned. If the work of the Solutions Team tells us anything, it's that we have started well, we have learned much, and there is more to be accomplished on the road ahead.

# Searching for Answers – the Process We Followed

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- Feeling overwhelmed.
- No fun anymore.
- Too much paperwork.
- Too many requirements.
- Too bureaucratic.

- Enjoyed working at SOPA; felt what it does makes a difference.
- Felt opinion didn't matter.
- Felt systems and processes took fun out of volunteering.
- 70% would return.

- We are all SOPA; let's start acting like it.
- One size does not fit us all.
- Let's get back to basics and remember we are all here because of the athletes.

- Summarize feedback into 7 key areas of focus.
- Categorize recommendations into three buckets:
  - Highest Priority
  - Short-Term Goals
  - Long-term Goals

# Our Findings: Seven Key Areas of Focus

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## Initiatives

- *Vsys*
- *Background Checks*
- *New Accounting System*

## Accreditations

- *“One Size Does Not Fit All”*

## Recruitment

- *Outreach to new audiences*
- *Systems make it more challenging.*

## Training

- *Coaches & Management Training*
- *Data base training*

## Communications

- *Request for information goes unanswered.*

## Volunteer Org.

- *We are volunteers.*
- *We’re spending more time with policies and procedures.*

## Org Design

- *Our efforts are redirected to sustain the corporation rather than serve the athletes.*

# Execution of the Recommendations

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## SHORT-TERM GOALS

### HIGHEST PRIORITY GOALS

*Since background checks are mandated by State Law, and Vsys is the database behind background checks and GMS, the most immediate and critical issues to address are those related to Vsys training and access.*

- *Resource Availability*
- *Communications*
- *Systems and Processes*

### LONG-TERM GOALS

- *Organization Redesign*
- *Succession Planning/Plan*
- *System & Processes*
- *Other Items not fitting any category*

# SOPA

# SOLUTIONS TEAM

A graphic featuring a globe with a compass rose. The globe is semi-transparent and shows the continents. The compass rose has 'N' at the top and 'S' at the bottom. The text 'Living Our Values' is overlaid on the globe. 'Living' and 'Our' are in white, and 'Values' is in blue. A thin yellow horizontal line is positioned below the text.

Living  
Our **Values**

Clare Walsh Miller – Chair  
Michelle Boone  
Penny Coup  
Margaret Gray  
Bob Lopez  
Scott Otterbein  
Marcia Smith (EHR)  
Gregory Smith (EHR)

Thank You!  
Enjoy the Weekend!

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