



# The Way Forward

Special Olympics PA  
Reorganization Plan





# Background

*How did we get to this point?*

# Why Reorganize?



- **Listening to our volunteers, athletes and staff.**



- **Athlete numbers flat – potential growth is currently limited.**
- **Prior attempts to address the issues have not resolved them.**
- **Unhappy volunteers**
- **SOPA needs a new approach to achieve improved results.**



The team focus was to seek solutions to achieve:

## More and Better

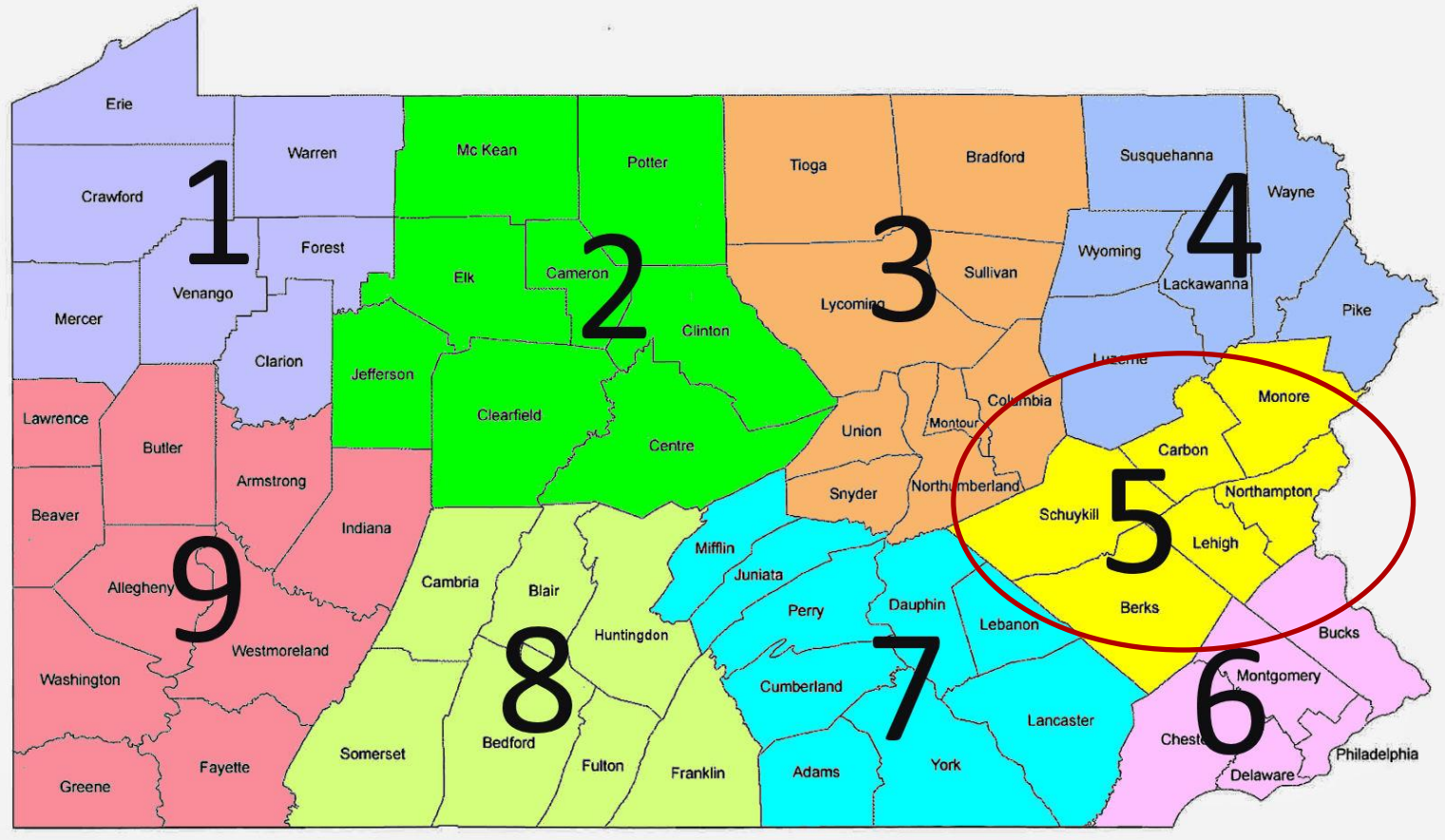
- Serve **more** athletes
- **Better** quality and experiences for all athletes and volunteers
- **Equity** of programs for all athletes and volunteers

# Guiding Principles

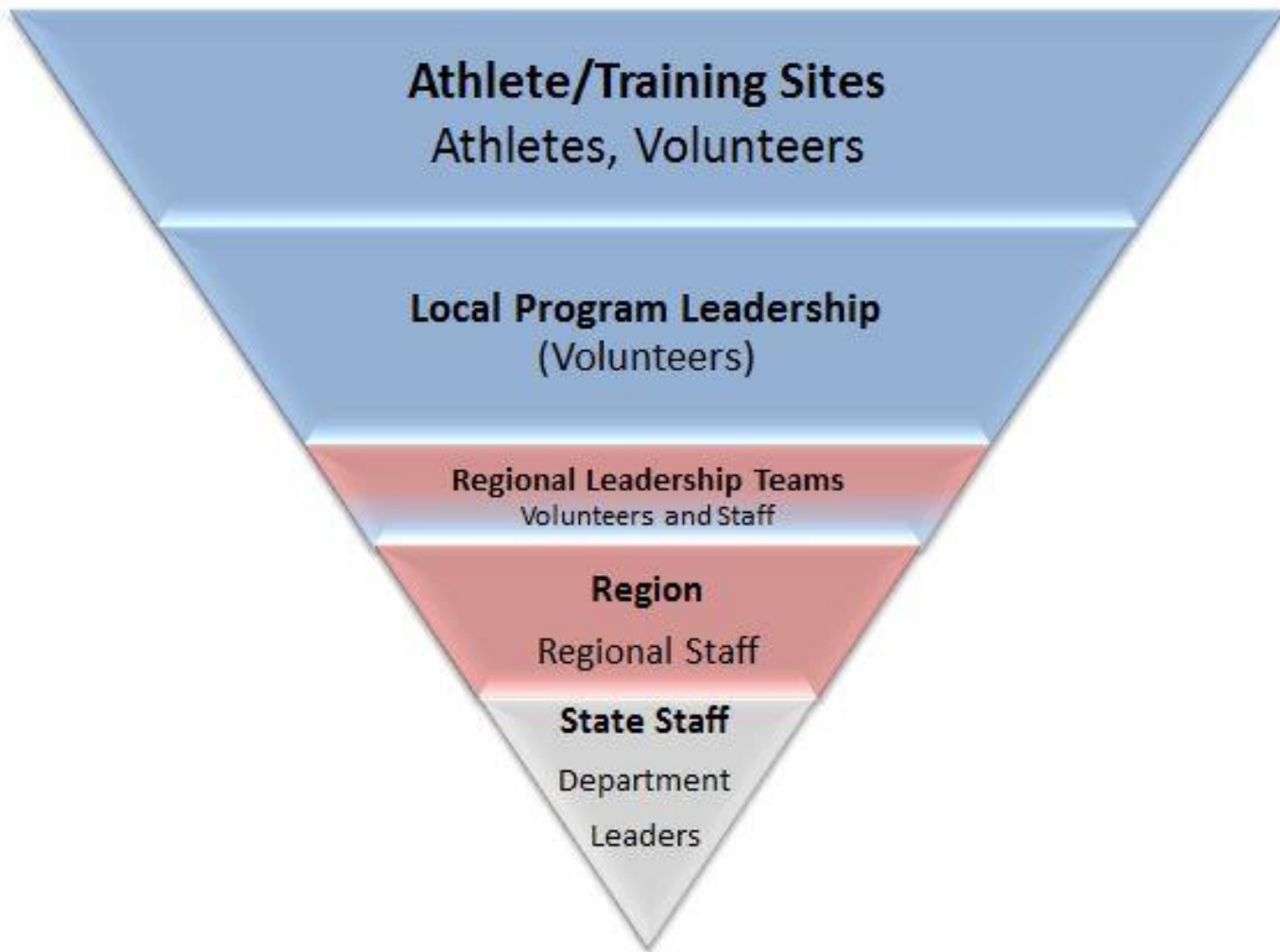


- Athletes can **participate anywhere**
- Training sites and competition within **reasonable distance** for all
- Solution should **increase** number of **opportunities** for athletes (scrimmages, etc.)
- **Benefits from Community Resources:** Universities, Businesses, Schools, Major Media Markets
- Achieve **financially sustainability**
- Overall **funds will support all** Athletes

# Approved Regional Structure



# Regional Structure Overview





# Phase 1 – Team formation to Leadership Conference 2018

- **December 2017** – Reorg Team formed
- **Early June 2018** – SOPA Board presentation review progress
- **June 2018** – The Way Forward letter to volunteer management teams
- **July 2018** – Staff retreat, change management
- **August 2018** – SOPA Leadership Conference presentations; General session, Athlete Congress, SOPA Board





# Phase 2 – Task Forces and Town Halls

- **Sept – Dec 2018** – Task forces formed
- **January 2019** – Town Hall Meetings in each region
- **January 2019** – SONA presentation
- **February 2019** – SOPA Board meeting/plan approval



# Phase 3 – Pilot Region – Transition to 2020

- **April-May 2019** – Discussion with Region 5 programs
- **June-December 2019** – Transition and Implementation
- **January 2020** – Kick-off of Region 5

# Pilot Region 5 (PR5) 2019 Timeline



- **May** Meet with PR5 Programs Complete
- **June** First ever Region 5 meeting Complete
- **June** Regional and state-wide PR5 announcement Complete
- **June-July** Assignments to Transition & Implementation Teams Complete
- **July-Sept** T & I Plan development
- **Aug-Sept** Hire Regional Director & Admin
- **Aug-Sept** Leadership Assignments
- **Sept** Office location research
- **Sept-Oct** Hire Sports & Community Directors
- **Oct-Nov** Goals and regional budget finalized
- **Dec** Office set-up
- **January 2020** Doors open for business!

# Phase 3: Implementation State-wide



**Rest of 2019** - Transitional planning

**Early 2020** – Pilot 1 Region

\*\* Review and assess the process

**Jan. 2021** – 2 additional Regions

\*\* Review and assess the process

**Jan. 2022** – 3 additional Regions

\*\* Review and assess the process

**Jan. 2023** – Final Regions on board; Re-Org Transition Complete

\*\* Ongoing Review and improvements

# PR5 Meeting-Top Priorities & Best Practices



## Priorities in 4 areas:

- ✓ Administration, Sports, Fundraising, Community

## Best Practices:

- ✓ Using school systems to tap into younger athletes (IU support)
- ✓ Attending outside events both social and outreach (athletes)
- ✓ Invitational swim meet
- ✓ Outstanding community support especially for World Games
- ✓ Facebook page updated daily
- ✓ Teachers who volunteer to spread the word at school

# What will the next 50 years bring?



**“Don’t be afraid to  
give up the good  
for the GREAT!”**

*- John D. Rockefeller*

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