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
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

Keep up to date on all Reorg updates on the: SOPA Website