



# Leadership Conference

August 28, 2021

**Special Olympics**  
Pennsylvania





# Inform + Inspire

**Special Olympics**  
Pennsylvania



# Introducing Nate Garland as SOPA's Chief Mission Officer



# SOPA Program Leadership Team Structure

**Chief Mission  
Officer**

Nate Garland

**Vice President,  
Sports**

Michelle Boone

**VP, Mission  
Integration**

Chelsea Hammell

**VP, Regional  
Growth**

Gina Reid

# Clare Walsh Miller -- Chief Program Officer



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# Mission



The mission of Special Olympics is to provide year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with intellectual disabilities, giving them continuing opportunities to develop physical fitness, demonstrate courage, experience joy and participate in a sharing of gifts, skills and friendship with their families, other Special Olympics athletes and the community.

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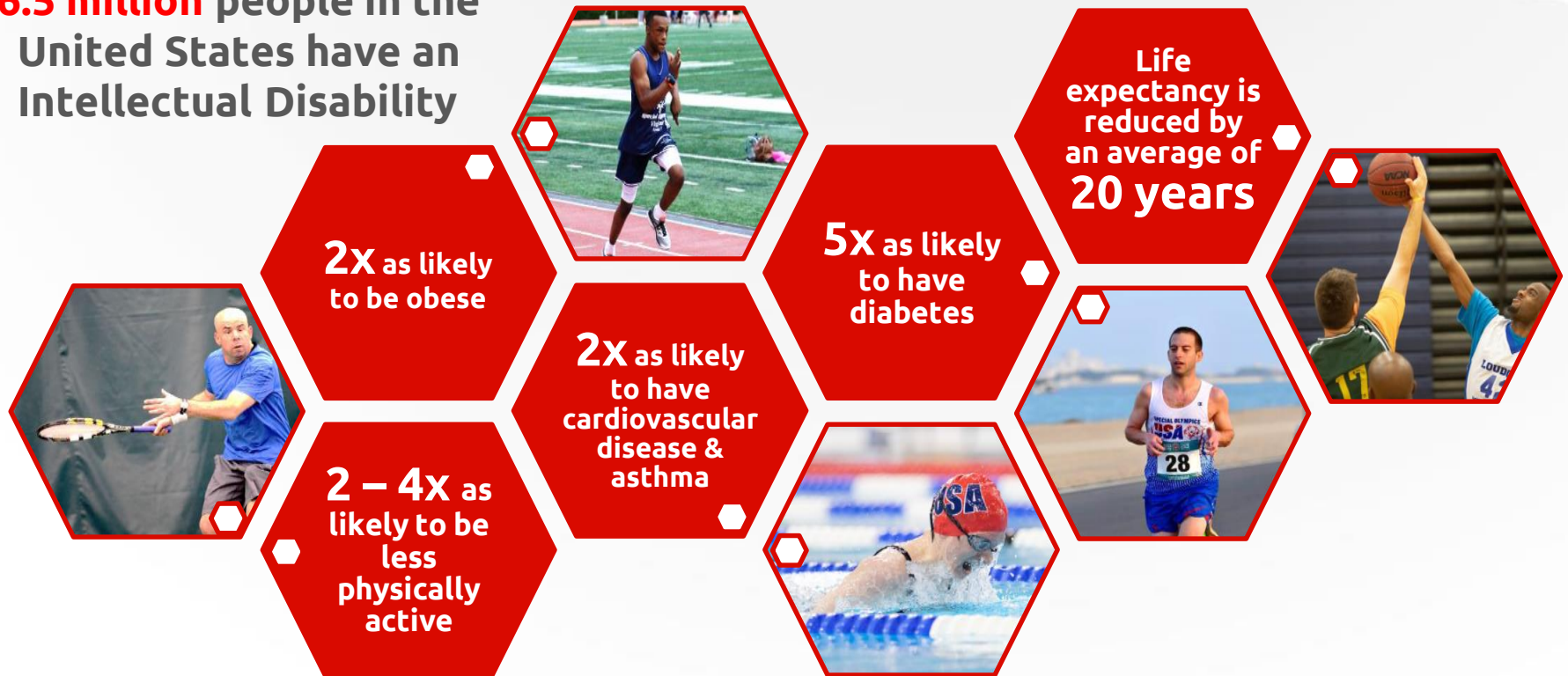


# Sports, Health & Fitness



*Why is it important for those with intellectual disabilities?*

**6.5 million** people in the United States have an Intellectual Disability





**“Nothing is more important than  
the answer to this question:  
Are our athletes getting  
healthier and fitter with a chance  
to get better and win?”**

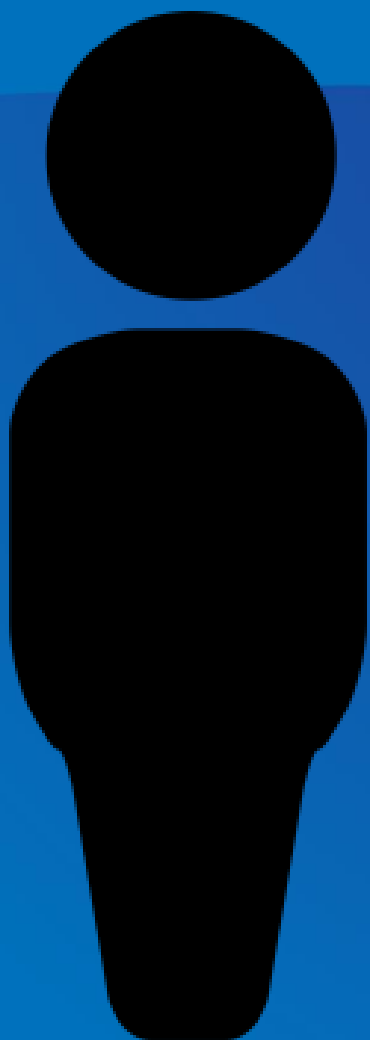
**-Tim Shriver**  
*Chairman Special Olympics International*

# Why is Fitness Important? -- An Athlete's Perspective





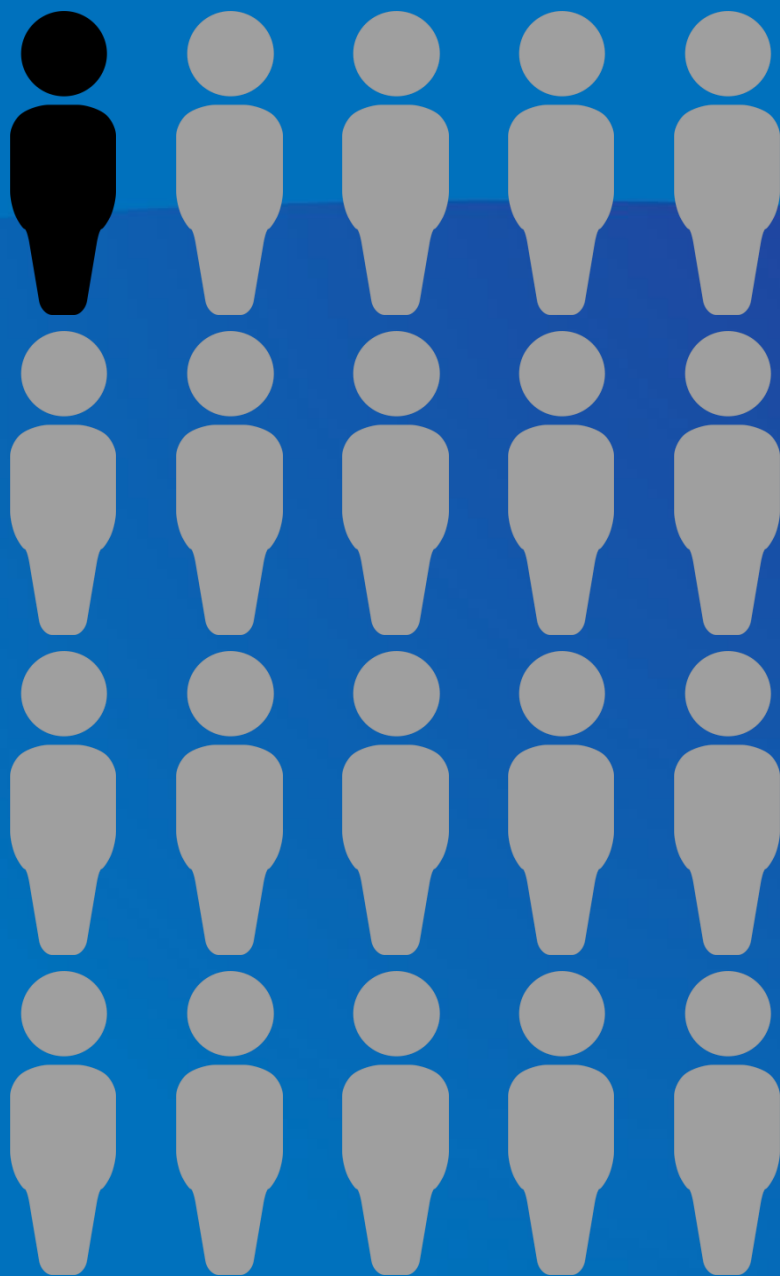
23,000



In 2016, SOPA  
had 18,924  
athletes

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For every athlete we're serving, there are 19 more on the sidelines!

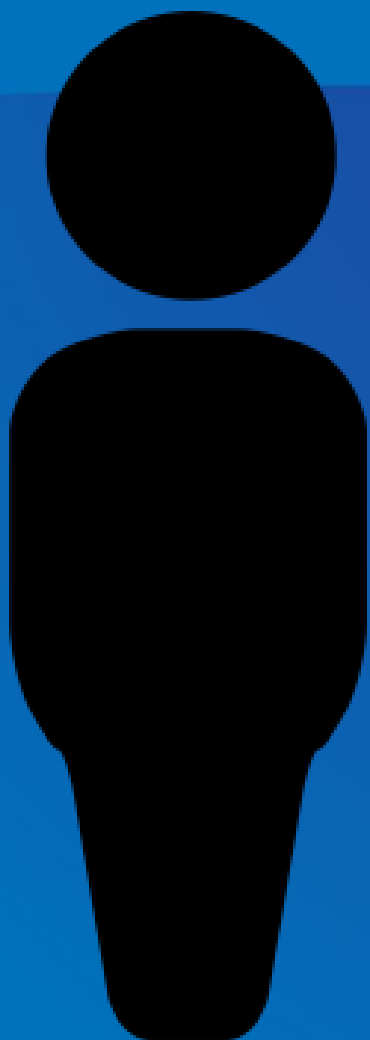
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# Follow Up from Town Hall Meetings



- A team from EHR Solutions helped us evaluate several issues. Dr. Greg Smith shared their final report at Leadership 2016
- Offered several high-priority, short-term, and long-term recommendations
- One of the long-term recommendations was **“An organization redesign needs to be carefully studied and various possibilities considered.”**



In 2020, SOPA  
had 15,905  
athletes

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# Is & Is Not

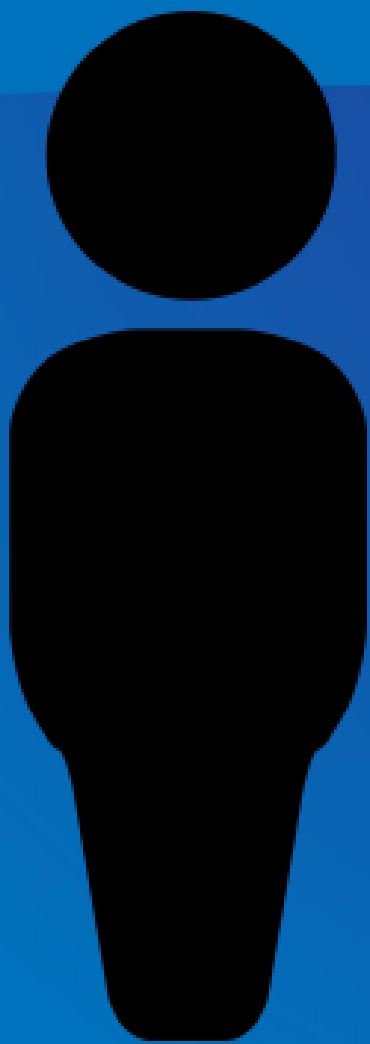


- Reorg IS about doing more & better...  
serving more athletes and delivering  
better quality programs
- Reorg IS NOT a reaction to a financial  
crisis or other problems

# Benefits from Reorg



- Improve accountability, enhance communication, and implement sound governance practices
- Create a **joint volunteer/staff team** focused on serving our athletes:
  - Realign roles so everyone can deliver and be their best!
  - Put staff closer to athletes (flatten the org)
  - For volunteers → Manageable roles focused on strengths, less admin, and more opportunities with athletes
  - For athletes → More opportunities, greater access, and consistent quality



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# Current Program Challenges



- Cloud of uncertainty
- Ever changing operating conditions
- Challenges reactivating Volunteers & Coaches
- Challenges reactivating Athletes
- Athletes' diminished Health

# 2021-24 Strategic Plan



- We have a new plan that you helped us create!
- Like a map or a GPS, the plan tells us how to get from Point A to Point B
- It's aligned with the global strategic plan
- This plan will help us focus in 3 important areas