



NPC

national panhellenic conference

CREATING
THE FUTURE...
TOGETHER

2018-19 ANNUAL REPORT

MISSION

The National Panhellenic Conference is the premier advocacy and support organization for the advancement of the sorority experience.



VISION

Advancing the Sorority
Experience Together.

VALUES

We are committed to relationships built on trust through transparency, accountability and mutual respect. Innovation and our core values of friendship, leadership, service, knowledge, integrity and community guide us in fulfilling our mission.

NATIONAL PANHELLENIC CONFERENCE MEMBER ORGANIZATIONS

Alpha Chi Omega

Alpha Delta Pi

Alpha Epsilon Phi

Alpha Gamma Delta

Alpha Omicron Pi

Alpha Phi

Alpha Sigma Alpha

Alpha Sigma Tau

Alpha Xi Delta

Chi Omega

Delta Delta Delta

Delta Gamma

Delta Phi Epsilon

Delta Zeta

Gamma Phi Beta

Kappa Alpha Theta

Kappa Delta

Kappa Kappa Gamma

Phi Mu

Phi Sigma Sigma

Pi Beta Phi

Sigma Delta Tau

Sigma Kappa

Sigma Sigma Sigma

Theta Phi Alpha

Zeta Tau Alpha

A MESSAGE FROM OUR CHAIRMAN

It is hard to be bold, but the National Panhellenic Conference (NPC) and its 26 member organizations have chosen to be bold as we embrace the fact the world around us is ever-changing. On July 1, 2019, NPC transitioned to a new organizational and governance structure designed to equip the Conference to be a stronger, more strategic ally to our campus-based colleagues and become nimbler and more responsive to the most pressing challenges facing students, campus partners and the greater Panhellenic community.

This report is a look back at the effort it took to make the vision of a new organizational and governance structure a reality. It is a chance to celebrate successes ... to acknowledge those who put in the work ... and to celebrate how we, as NPC, are always creating our future ... together.

As I write this, our historic change in governance already is enabling NPC to strategize and look ahead as an organization by finding ways to offer the relevancy of lifetime membership when more and more of our members are looking for a transactional experience. As Panhellenic communities continue to look to NPC as a resource and a convener, this new organizational structure reflects our desire to further expand our capacity to serve such a role.

In this report, you'll also see a new strategic plan was developed as a road map to ensuring sorority communities stay vibrant and healthy now and into the future. The plan encompasses three priorities which broadly define the key approaches NPC volunteers and staff will use during the next few years to accomplish our mission and drive toward our vision of Advancing the Sorority Experience Together. By championing the sorority experience, fostering strategic growth of Panhellenic communities and leveraging the collective strength of our member organizations, we are facing head on new technologies, social media, changing societal norms and an altered educational system, all that have undeniably changed the life of today's collegian.

In addition to a new strategic plan, advocacy building blocks were adopted to ensure NPC and its members have their voices heard on critical issues such as defending and safeguarding our rights as well as promoting our basic principles upon which we were founded.

It indeed has been a transformational year for NPC. We chose to take bold steps allowing us to advance the sorority experience together. Thank you to all of our supporters who make this possible as we continue to provide a transformational and meaningful sorority experience for our members and future members.

Interfraternally,



Carole J. Jones
NPC Chairman



“

“It is hard to be bold, but the National Panhellenic Conference (NPC) and its 26 member organizations have chosen to be bold as we embrace the fact the world around us is ever-changing.”





2017-19 EXECUTIVE COMMITTEE

2017-19 EXECUTIVE COMMITTEE

CHAIRMAN

Carole Jones
Alpha Omicron Pi

VICE CHAIRMAN

Malaea Seleski
Zeta Tau Alpha

ADVOCACY CHAIRMAN

Donna Chereck
Alpha Chi Omega

FINANCE CHAIRMAN

Sandra Burba
Gamma Phi Beta

PANHELLENICS CHAIRMAN

Frances Mitchelson
Phi Mu

2018-20 COMMITTEE CHAIRMEN

ADVISORY

Beth Saul
Alpha Epsilon Phi

ADVOCACY

Donna Chereck
Alpha Chi Omega

ALUMNAE PANHELLENICS

Linda Purkapile
Delta Delta Delta

AUDIT

Sally Grant
Alpha Phi

BOARD GOVERNANCE AND EDUCATION

Patty O'Neill
Alpha Delta Pi

COLLEGE PANHELLENICS

Linda Henderson
Sigma Sigma Sigma

EXTENSION

Jamie Jones Miller
Alpha Sigma Tau

FINANCE

Sandra Burba
Gamma Phi Beta

INVESTMENT

Sandra Burba
Gamma Phi Beta

JUDICIAL APPEALS

Katie Zamulinsky
Zeta Tau Alpha

NEW COLLEGE PANHELLENICS

Mary Ann Stark
Alpha Omicron Pi

PANHELLENICS

Frances Mitchelson
Phi Mu

RECRUITMENT

Jill Moore Martin
Gamma Phi Beta

RELEASE FIGURE METHODOLOGY

Julie Johnson
Kappa Delta

STRATEGIC PLANNING

Jamie Light
Alpha Epsilon Phi

MEASURABLE OUTCOMES

Loretta Good
Staff Lead

UNIVERSITY HOUSING INITIATIVES

Catherine Donaldson
Staff Lead



**Pictured for Kappa Kappa Gamma: Patty Gesell; Not pictured for Kappa Alpha Theta: Laura Doerre*

2018-19 NPC BOARD OF DIRECTORS

2018-19 NPC BOARD OF DIRECTORS

ALPHA CHI OMEGA
Mary Kacmarcik Baker

ALPHA DELTA PI
Patty O'Neill

ALPHA EPSILON PHI
Jamie Light

ALPHA GAMMA DELTA
Rie Hoehner

ALPHA OMICRON PI
Carole Jones

ALPHA PHI
Sally Grant

ALPHA SIGMA ALPHA
Suzanne Zorichak

ALPHA SIGMA TAU
Jamie Jones Miller

ALPHA XI DELTA
Deanna Detchemendy

CHI OMEGA
Jean Mrasek

DELTA DELTA DELTA
Sarah Lindsay

DELTA GAMMA
Sharon Malone

DELTA PHI EPSILON
Kristin Morgan

DELTA ZETA
Leslie Williams

GAMMA PHI BETA
Sandra Burba

KAPPA ALPHA THETA
Laura Doerre

KAPPA DELTA
Julie Johnson

KAPPA KAPPA GAMMA
Beth Black

PHI MU
Frances Mitchelson

PHI SIGMA SIGMA
Gina Kerley

PI BETA PHI
Ana Miller

SIGMA DELTA TAU
Lynn Marano

SIGMA KAPPA
Jen Hohman

SIGMA SIGMA SIGMA
Laura Sweet

THETA PHI ALPHA
Laura Foley

ZETA TAU ALPHA
Laura Landers

NPC STAFF

CHIEF EXECUTIVE OFFICER
Dani Weatherford, J.D.

CHIEF OPERATING OFFICER
Jenny Greyerbiehl, M.Ed.

CHIEF MARKETING OFFICER
Loretta Good

EXECUTIVE MANAGER
Amanda Faulkenberg

**DIRECTOR OF
EDUCATIONAL INITIATIVES**
Hillary Paulsen, M.Ed.

DIRECTOR OF OPERATIONS
Catherine Donaldson

PANHELLENIC SUPPORT SPECIALIST
Elizabeth Becker, M.E.

PANHELLENIC SUPPORT SPECIALIST
Julie Bunson, M.Ed.

ADMINISTRATIVE ASSISTANT
Lisa Ladig, M.S.Ed.

INTERN
Alyssa Hutchinson

INTERN
Heidi Nguyen



CREATING A NEW JOURNEY FOR NPC...

In 2018, the NPC Structure Think Tank recommended a new governance and organizational structure for the Conference. To take that recommendation from paper to reality took enormous cooperation, collaboration and compromise from NPC member organizations. Ultimately, it resulted in a new journey for NPC—one designed to make the Conference more nimble and responsive to the most pressing challenges facing students, campus-based partners and the greater Panhellenic community.

After the May 2018 NPC Board of Directors meeting, the NPC Executive Committee appointed an NPC Governance Structure Transition Committee to further analyze the recommendations of the NPC Structure Think Tank and make proposed revisions to NPC's governing documents and financial structure. NPC Advocacy Chairman Donna Chereck, Alpha Chi Omega, was named committee chairman.

"It takes courage to let go of the familiar and embrace the new."

Anonymous



"During the course of several months, the committee met regularly by phone to outline the work to be accomplished between the May board meeting and the annual meeting scheduled for that October," said Donna Chereck. "We discussed what would be the responsibilities of the Council of Delegates, the new Board of Directors and staff—and how would that translate to our governing documents. It was a lot of work, but we knew it was necessary to ensure the long-term health and success of the Conference."

Throughout, the committee sought outside assistance from NPC parliamentarian Sally Wagaman and Indiana nonprofit governance attorney Heather Moore of Faegre Baker Daniels to finalize the proposed new articles of incorporation and bylaws.

The committee shared the new proposed documents with the NPC Board of Directors in August 2018. They then provided education and opportunities for member organization leaders and staff to ask questions during September. Final documents were then prepared for the vote scheduled during a special meeting of the NPC Board of Directors at the annual meeting in October.



TOGETHER



A HISTORIC VOTE

Taking inspiration from the location, the October 2018 NPC annual meeting in St. Louis was themed “Gateway to Our Future.” During the meeting, the directors embraced the Conference’s rich heritage, traditions and strengths to meet together to set the direction of NPC’s future.

During a special meeting of the board, the directors approved a new organizational and structure change for NPC to take effect on July 1, 2019.

NPC Chairman Carole Jones said, “The development of NPC’s new organizational and governance structure is designed to make the Conference more nimble and responsive to the most pressing challenges facing students, campus partners and the greater Panhellenic community. I am confident the changes, once enacted, will help us do just that.”

The new organizational and governance structure for NPC includes:

- A new Council of Delegates made up of one representative from each NPC member organization and having primary responsibility for Conference membership and Panhellenic policies.
- A new seven-member Board of Directors, with five members elected to service by the Council of Delegates and two members appointed in rotation based on the order in which their sororities were admitted to NPC. The Board of Directors will lead NPC and have authority and responsibility for overseeing the affairs of NPC. They will establish corporate policy, set the strategic direction, oversee and secure resources and monitor organizational performance.
- An elected chairman, rather than a rotational chairmanship, to be elected by the Council of Delegates from within the seven board members.

In addition, the new bylaws establish a new annual educational conference, with the first event to be held in October 2019, in place of the traditional annual business meeting. The bylaws also establish a new annual membership meeting for the Council of Delegates to be held each spring.

A proviso to the new bylaws allowed for the creation of a Nominating Committee to develop the application for those interested in service on the new Board of Directors. It also allowed for the Council of Delegates to elect board members in May 2019 ahead of their terms beginning on July 1.

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THE WORK BEGINS ANEW

Following the October vote, a transition plan was put into place, detailing all of the work to be done to ensure Conference readiness for the organizational and governance structure change.

Chereck said, “We set to developing a plan for the work the NPC Executive Committee, board of directors, staff and other volunteers would need to complete to ensure Conference operations are on target for a smooth transition. There was no time to waste and everyone understood the urgency and importance of what needed to be done prior to July 1.”

Some of that work included:

- Hiring Marnie Maxwell as a governance coach to support the transition. Maxwell is a BoardSource Certified Governance Trainer who lives in Indianapolis. For nearly 20 years, she has been working with nonprofit organizations and boards across the U.S. in the areas of strategic planning, governance, marketing and fund development planning.
- Electing a Nominating Committee to determine the application procedures and timeline for candidates to declare interest in serving on the new Board of Directors.
- Finalizing job descriptions for directors, delegates and officers of the Corporation. This work was completed by the Board Governance and Education Committee.
- Developing the expectations for the newly created chief panhellenic officer role for each member organization.
- Auditing the operational work done by the NPC Executive Committee, NPC Board of Directors and staff to determine what would continue, be reassigned, etc. This included reviewing the staff structure and plan.
- Drafting a new Strategic Plan for the Conference. This work was completed by the Strategic Planning Committee and approved by the NPC Board of Directors in February 2019.
- Drafting procedures manuals for the new directors and Council of Delegates.
- Hosting educational webinars for NPC members to help ensure they would be able to support the new structure.

Throughout, there was regular communication with NPC members to explain the work being done and encourage dialogue to ensure everyone was ready for the transition.

A NEW BOARD ELECTED

In May 2019, the Council of Delegates held their first meeting, with the express purposes of electing the new NPC Board of Directors and the new NPC chairman.

The 2019-21 NPC Board of Directors are:

- **Rie Gerah Hoehner** (appointed in rotation by Alpha Gamma Delta)
- **Malaea Seleski** (appointed in rotation by Zeta Tau Alpha)
- **Mary Kacmarcik Baker**
- **Cheri De Jong**
- **Laura Doerre**
- **Carole Jones**
- **Laura Sweet**

The Council of Delegates elected Carole Jones to serve as chairman. NPC CEO Dani Weatherford serves as the secretary and ex officio member of the board.

These are the first women to serve under the new organizational structure for NPC. Per the new NPC bylaws, the new directors and chairman began their service on July 1, 2019.



“Our member organizations and the greater Panhellenic community increasingly are looking to NPC as a resource and a convener,” said NPC CEO Dani Weatherford. “Under our new governance structure and leadership, the Conference will be able to focus greater resources and staff-level engagement on priorities ranging from recruitment and membership growth, enhanced data collection and communications efforts advocating for the sorority experience. All of us look forward to working with the new Board of Directors as they set the strategic direction of the Conference and support NPC’s efforts to advance the sorority experience together.” ✨



FUNDING THE CONFERENCE

While a separate task from the work of the NPC Governance Transition Committee, the work to develop a proposed new funding model for NPC followed a similar timeline, from the discussion at the May 2018 board meeting to culminating with a vote by the NPC Board of Directors in October.

NPC Finance Chairman Sandra Burba, Gamma Phi Beta, worked closely with NPC CEO Dani Weatherford on several options for a proposed new funding model. Options included a multi-year, graduated approach to increasing the per capita fee paid by collegians or an all-at-once increase. They also examined increasing dues paid by each member organization.

“We carefully considered each funding model and the related income that could help us accomplish the work recommended by the think tanks and outlined in the strategic plan,” said Sandra Burba. “Our aim was to adequately support the proposed organizational and structure change for NPC and the work to be done to protect and advance the sorority experience.”

When it came time for a vote, the NPC Board of Directors amended the proposal for an all-at-once increase in favor of a graduated approach in which per capita fees would be raised to \$3 for fiscal year 2019-20, \$4 for 2020-21 and \$5 for 2021-22. In addition, each member organization would continue to pay the \$2,500 leadership funding fee and dues would increase to \$1,000 per organization.

No changes were made to College Panhellenic and Alumnae Panhellenic dues. ✨

GOVERNANCE STRUCTURE TRANSITION COMMITTEE

Donna Chereck, chairman
Executive Committee

Beth Black
Kappa Kappa Gamma

Betsy Corridan
Kappa Alpha Theta

Gayle Fitzpatrick
Alpha Omicron Pi

Sarah Lindsay
Delta Delta Delta

Jamie Jones Miller
Alpha Sigma Tau

Corre Stegall
Kappa Delta

Laura Sweet
Sigma Sigma Sigma

Megan Wick
Gamma Phi Beta

Malaea Seleski
Executive Committee liaison

Loretta Good
Staff liaison

Dani Weatherford
Staff liaison

Heather Moore
Legal counsel

Sally Wagaman
NPC parliamentarian

BOARD GOVERNANCE & EDUCATION COMMITTEE

Patty O'Neill, chairman
Alpha Delta Pi

Beth Black
Kappa Kappa Gamma

Jen Hohman
Sigma Kappa

Kristin Morgan
Delta Phi Epsilon

Donna Chereck
Executive Committee liaison

Jenny Greyerbiehl
Staff liaison

Dani Weatherford
Staff liaison

NOMINATING COMMITTEE

Jean Mrasek, chairman
Chi Omega

Jamie Jones Miller
Alpha Sigma Tau

Sharon Malone
Delta Gamma

Lynn Marano
Sigma Delta Tau

Leslie Williams
Delta Zeta

Dani Weatherford
Staff liaison

Sally Wagaman
NPC parliamentarian



Sandra Burba
NPC Finance
Chairman,
Gamma Phi Beta





UPDATE ON NPC THINK TANKS

To help NPC accomplish its 2017-18 strategic priorities, the NPC Executive Committee created three think tanks around these specific issues:

- 1 **NPC Structure**
- 2 **Public Relations & Marketing**
- 3 **Recruitment & Expanded Membership Model**

The work of the NPC Structure Think Tank led to NPC's organizational and governance structure change. Meanwhile, NPC committees and staff continued the work of the other think tanks.

PR & MARKETING THINK TANK

The NPC Public Relations (PR) & Marketing Think Tank focused on ways to better communicate to NPC's publics, strengthen the Panhellenic brand and promote the sorority experience.

An immediate and significant recommendation was to relaunch TheSororityLife.com brand and website, which is one of NPC's main marketing tools to reach potential new members and their caregivers. In late 2018, a team was formed to develop a request for proposals to redevelop the website. NPC selected Willow Marketing, an Indianapolis-based firm that also helped develop the current NPC brand, to help develop a new TheSororityLife.com. Brand and website design work continued through the fiscal year end with the intent of launching in fall 2019.

Additional think tank recommendations such as the creation of customizable PR & marketing tools for College Panhellenics, a data collection strategy to support NPC initiatives, revising tools for Alumnae Panhellenics and seeking out additional partnerships to help amplify messaging have been incorporated into the 2019-22 NPC Strategic Plan.

NPC RECRUITMENT & EXPANDED MEMBERSHIP MODEL THINK TANK

The NPC Recruitment & Expanded Membership Model Think Tank included members from all 26 NPC member organizations. They were charged with researching a number of topics from Variable Quota & RFM implications to Generation Z and impacts to our membership to ensuring diversity within sorority membership.

After the May 2018 board meeting, the NPC Panhellenics volunteer leadership and staff identified short- and long-term plans for the recommendations.

Some of the recommendations completed in 2018-19 include:

- The Chapter Costs Best Practice was formally adopted as the Financial Transparency Policy.
- NPC staff developed training for recruitment counselors regarding social identity awareness and education on conscious and unconscious social biases.
- College Panhellenic model bylaws were updated to include draft language for an inclusion statement.
- A statement was added to the College Panhellenic calendar noting College Panhellenics should not program/host recruitment on a variety of religious holidays.
- NPC hosted educational webinars for area advisors on Generation Z and College Panhellenic budgets and values alignment.
- NPC presented a program at 2019 regional conferences on financial transparency, College Panhellenic budgets and values.

Other recommendations have been incorporated into the 2019-22 NPC Strategic Plan. ✨

NPC COMMITTEE WORK PRODUCTS SET TONE FOR THE FUTURE

A NEW STRATEGIC PLAN FOR NPC

As part of the work to prepare for NPC's organizational and structure change on July 1, 2019, the NPC Executive Committee appointed Jamie Light, Alpha Epsilon Phi, as chairman of the Strategic Planning Committee and tasked the committee with developing a new strategic plan for the Conference.

During the joint leadership meeting at the 2018 NPC annual meeting, Light facilitated a session with NPC directors, inter/national presidents and executive directors to identify their expectations of what work NPC should be doing and what they were most concerned about in their organizations.

"The Strategic Planning Committee used the output from the annual meeting leadership session as one of the major inputs for developing the strategic plan," said Jamie Gray Light. "While we were developing a strategic plan for NPC, we wanted to make sure the member organizations were at the heart of it and that the plan was addressing their needs and expectations for the work of the Conference."

The committee presented the overarching priorities and strategies for the 2019-22 Strategic Plan to the NPC Board of Directors in January 2019 and the board approved the plan in February. From there, the NPC staff was tasked with identifying the objectives and tactics to support the plan's completion. Staff shared its initial work with the board in May 2019.

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2019-22 STRATEGIC PLAN

Priority:
Champion the sorority experience

Strategies

- Promote and protect the women's-only sorority experience.
- Optimize an all-encompassing advocacy plan that preserves the value of sorority.
- Develop a dynamic and integrated marketing and communications plan advocating for the sorority experience.
- Actively engage members of the Conference to assist in protecting the rights of single-sex organizations.
- Create and leverage partnerships to improve fraternity and sorority relevance and brand.

Priority:
Cultivate strategic growth of Panhellenic communities

Strategies

- Provide opportunities to engage potential new members in the sorority experience.
- Assess and implement alternative membership models, recruitment models and growth opportunities for member organizations.
- Develop and support Panhellenic efforts to increase outreach to prospective members, with focus on encouraging diversity in concert with changing demographics.
- Enhance College and Alumnae Panhellenic programming and initiatives that create transformational experiences.

Priority:
Leverage the collective strength of our member organizations

Strategies

- Foster collaboration and sharing of best practices among member organizations.
- Grow relationships with interfraternal partners and external stakeholders.
- Serve as a conduit for stakeholders in an effort to build collaboration and grow sorority membership.
- Invest in staff and volunteer talent development.
- Share information and data (examining questions and topics of interest) to better support Conference member organizations and their strategic goals.

CHAMPION. CULTIVATE. LEVERAGE.

National Panhellenic Conference | npcwomen.org



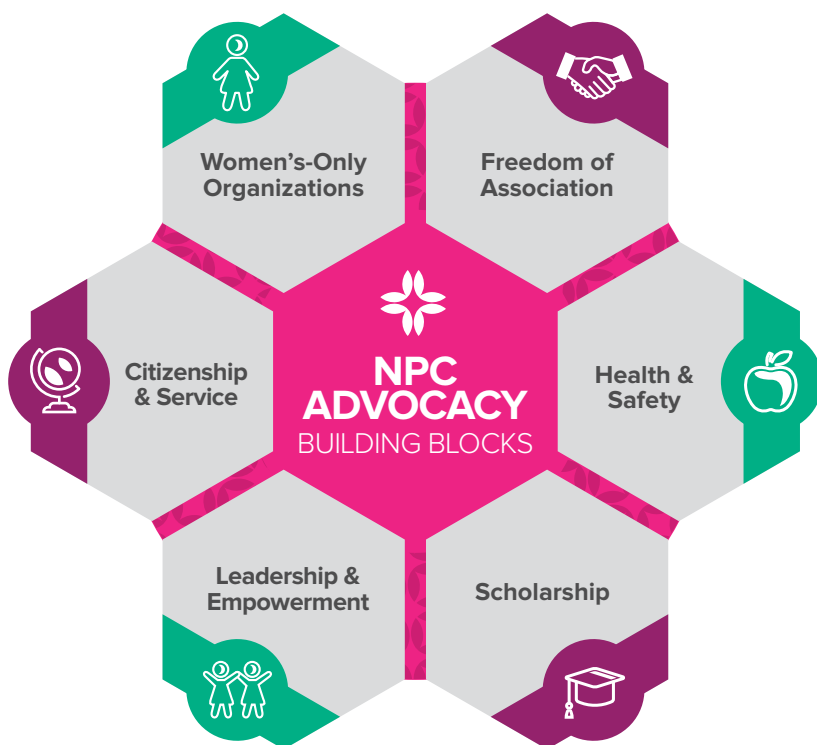
ADVOCACY BUILDING BLOCKS







In spring 2019, the Advocacy Committee, led by Donna Chereck, NPC advocacy chairman, finalized the development of six NPC Advocacy Building Blocks. The NPC Board of Directors approved the building blocks in April. Each building block includes a summary statement, the goal and an explanation of how NPC incorporates the building blocks into its daily work.

“Advocacy in all its forms seeks to ensure NPC can have our voices heard on critical issues that are important to the Conference,” said Donna Chereck. “It is an opportunity to defend and safeguard our rights as well as promoting basic principles upon which we are founded.”

Chereck noted, while never before in an official format, the principles outlined in the building blocks had served as a guide for NPC’s advocacy efforts and activities during the last four years.

“These principles have shaped our conversation with key partners, alliances and government officials,” said Chereck. “As well, they have guided our decisions about programming, marketing and public relations and organizational structure. We are pleased they are now codified so they can be used in a more intentional way by the leadership and membership of the Conference.” ✨



 WOMEN'S-ONLY ORGANIZATIONS	 FREEDOM OF ASSOCIATION	 HEALTH & SAFETY	 SCHOLARSHIP	 LEADERSHIP & EMPOWERMENT	 CITIZENSHIP & SERVICE
GOAL: To remain women's-only organizations on public and private college/university campuses. To boldly, consistently and effectively further sorority and all it inspires and provides for women who chose to be Panhellenic women.	GOAL: To create and maintain supportive environments for women to build relationships that last a lifetime.	GOAL: To positively influence the physical and mental health behaviors of individual women, College Panhellenics and campuses, as well as to ensure the living and learning conditions of chapter facilities contribute to young women's overall well-being and safety.	GOAL: To maintain a climate in which there is a constant presence and appreciation of academic excellence.	GOAL: To build and maintain strong Panhellenic communities to ensure the current and future experience for collegiate and alumnae sorority women is transformational and encourages women to become the best version of themselves in their personal, academic and professional environments.	GOAL: To instill the understanding/value that good citizenship is important for caring for others, respecting the law and improving community and that volunteering teaches women of all ages compassion and understanding and that both ultimately advocate for causes about which one is personally passionate.

ADVOCACY



**“By any measure,
this has been a
landmark year.”**

Carole Jones

A VOICE FOR THE SORORITY EXPERIENCE

Preserving and protecting the sorority experience means engaging day-in and day-out with the stakeholders that matter most. From flooding the halls of Congress to meeting with state lawmakers to enlisting parents as allies, direct engagement is the linchpin in a larger effort to stand up for the sorority experience and shape cultures on college campuses.

“By any measure, this has been a landmark year,” said Carole Jones, NPC chairman. “We’ve forged new partnerships, stood up for the rights of sorority women, and have put

in the hard work of coalition-building to not only protect the sorority experience, but strengthen its foundation.

“Our member organizations are creating life-changing experience for hundreds of thousands of young women. And our advocacy focus has been about ensuring the sense of belonging, empowerment and personal development that are the hallmarks of sorority membership are available to the next generation of young women.”



PUTTING CAMPUS SAFETY ON THE NATIONAL AGENDA

Driving change to protect students and stamp out hazing in fraternity and sorority life demanded out-of-the-box thinking.

Yet, few could have anticipated that one of the most impactful alliances in this fight would be between the parents of sons lost to fraternity hazing and organizations like the North American Interfraternity Conference (NIC) and the National Panhellenic Conference (NPC).

But as Jim and Evelyn Piazza, parents of Tim Piazza, and Rich Braham, father of Marquise Braham, sat down with the TODAY Show's Stephanie Gosk in September 2018 to highlight a new coalition aimed at strengthening anti-hazing laws and revolutionizing hazing prevention efforts, they did so alongside NIC President and CEO Judson Horras and NPC's Carole Jones.

"We can do more together than either of us could possibly accomplish alone," said Jones. "The personal stories that these parents can share are heartbreaking, but they are also powerful in their impact on young people and on the lawmakers we're depending on to help change laws."

In addition to the Piazzas and Braham, Stephen and Rae Ann Gruver, parents of Max Gruver, and Lianne and Brian Kowiak, parents of Harrison Kowiak, are part of the Anti-Hazing Coalition with NPC and NIC. Additional support for the coalition has come from HazingPrevention.org™, the Association of Fraternity/Sorority Advisors (AFA) and the Association of Fraternal Leadership & Values (AFLV). Together, the coalition continues to pursue state-based anti-hazing legislation that delivers greater transparency through stronger hazing reporting requirements, strengthened criminal penalties, greater accountability for bad actors and amnesty to encourage students to call for help.

"We can do more together than either of us could possibly accomplish alone..."

Carole Jones

Coalition partners are also raising awareness and expanding intervention education, including providing platforms for parents of hazing victims to speak to college students nationwide.

When first announced, the coalition's members did a full court press with national media – including ABC's *Good Morning America*, the *Washington Post*, the *Associated Press* and trade outlets like the *Chronicle of Higher Education* and *Inside Higher Ed*.

In the past year alone, coalition members have addressed tens of thousands of college students, introduced model state-based anti-hazing legislation and helped support anti-hazing legislation efforts in Indiana, Louisiana, Ohio and Texas. At the federal level, NPC continues to advocate for the REACH Act and the END ALL Hazing Act, which would greatly expand transparency and reporting requirements for hazing incidents and enact a federal definition of hazing.





STANDING UP TO HARVARD

With the launch of the “Stand Up to Harvard” campaign, 2018 also brought a new phase in the push to protect the sorority experience. Under the “Stand Up to Harvard” banner, a group of sororities, fraternities and students filed a pair of lawsuits challenging Harvard’s sanctions policy, which fully went into effect last year and punishes students who join single-sex organizations.

Since the policy was announced, sorority life at Harvard has been decimated, and of the four NPC sororities that once called Harvard home, only Alpha Phi remains.

Both state and federal lawsuits describe how Harvard used threats and intimidation to scare students into abandoning their fundamental right to freely associate. Rebecca Ramos, a 2017 Harvard graduate and former president of the Delta Gamma chapter, described a “culture of fear” among sorority women and other members of single-gender organizations.

“Though Harvard touts their policy as a way to provide a safer environment for women, it has only caused the elimination of spaces where many women felt safest,” said NPC Chairman Carole Jones. “Sadly, we have now reached a place where a lawsuit is required to compel Harvard to stop intimidating women who choose to gather with other women for friendship and support.”

As the lawsuits make their way through the courts, NPC will continue to support the plaintiffs as well as educate the public on the importance of women’s-only organizations in creating lifelong friendships and supporting women’s personal development.



“Sadly, we have now reached a place where a lawsuit is required to compel Harvard to stop intimidating women who choose to gather with other women for friendship and support.”

The Boston Globe

TUESDAY, DECEMBER 4, 2018

Harvard’s policy hurts women, lawsuits say

Plaintiffs target penalties on single-sex clubs

By Laura Krantz
and Deirdre Fernandes
GLOBE STAFF

CAMBRIDGE — Harvard University’s controversial clampdown on single-gender clubs came under double-barreled legal fire Monday as six sororities and fraternities filed a pair of sex discrimination lawsuits

violated their rights to free association.

Harvard’s policy of penalizing students who join single-gender clubs has virtually eliminated all-female social organizations and shut down their gathering spaces, the plaintiffs said in a federal lawsuit that was filed along with a separate

male social clubs have suffered the most,” the federal lawsuit said. “A Harvard undergraduate could join the American Nazi party, or could create an off-campus undergraduate chapter of the Ku Klux Klan, without running afoul of the sanctions policy, or any other Harvard student-conduct policy. Those groups may be heinous but they are co-ed, so under Harvard’s rules, its stu-

Three individual male students are also part of the suits, although they are unnamed for fear of retribution from Harvard, their lawyers said.

The legal challenge serves as a dramatic postscript to a multiyear fight at Harvard between the administration and a group of off-campus, all-male social groups known as final clubs. It also marks the second

Learn more about
Stand Up to Harvard
and sign the petition to
oppose Harvard’s policies
at standuptoharvard.org.

MAKING THE CASE ON CAPITOL HILL

Even as the lawsuits against Harvard move forward, the work continues to ensure student rights are also protected on every other campus nationwide.

That has brought an unprecedented push by sorority women nationwide to enact legislation that preserves the right to freedom of association and allows sororities to remain women's-only organizations on public and private campuses.

A bipartisan group of lawmakers, including Rep. Ruben Gallego, D-Ariz., and Rep. Elise Stefanik, R-N.Y., introduced the Collegiate Freedom of Association Act (CFAA) in the U.S. House of Representatives in June 2019. The legislation prohibits institutions of higher education from inflicting consequences on students for joining a women's-only or men's-only organization. It also provides for equal treatment for all student organizations to establish their own membership recruitment practices and ensures women's-only and men's-only organizations maintain their right to exist on campuses nationwide.

"Nearly every college and university nationwide benefits in some form from federal funding," said NPC CEO Dani Weatherford.

"And if you accept funding or other benefits from the federal government, it's our belief you shouldn't be permitted to then infringe on students' constitutionally protected rights."

NPC expects to continue working with legislators to introduce CFAA in the Senate and with public policy makers and other advocacy organizations to garner support for the bill's passage during 2019-20. ✨



ADVOCACY & THE STUDENT PERSPECTIVE

In 2018-19, NPC continued to build on its outreach to students and expand the ways it involves collegiate women in its advocacy efforts.

ANNUAL CAPITOL HILL VISITS

Each year since 2002, the Fraternal Government Relations Coalition (FGRC), which is a collaborative effort between the National Panhellenic Conference (NPC), North American Interfraternity Conference (NIC), Fraternity/Sorority Political Action Committee (FSPAC) and Fraternity and Sorority Action Fund (FSAF), goes to Washington, D.C., to advocate for and educate legislators on the value of sororities and fraternities and the policy priorities important to our organizations.

On April 10, 2019, more than 250 fraternity and sorority members, both alumni and students, were on Capitol Hill advocating for sororities and fraternities and the value the experience provides to our members. The group held more than 460 meetings on Capitol Hill between fraternity/sorority members and legislators or their staff.

Their discussions included advocating for preservation of students' freedom of association rights, including being able to join women's-only organizations without penalty. They also asked for support for federal anti-hazing legislation that focuses on increased education, transparency and accountability.



“

For those students who have a passion for both the sorority experience and public policy or governmental affairs, the Hill visits can be one of the highlights of their collegiate career,” said NPC CEO Dani Weatherford. “There are not many other student organizations who are able to provide this kind of direct exposure to lawmakers and the overall workings of government that we do through these annual lobbying visits.”

MORE THAN 250
FRATERNITY & SORORITY
MEMBERS

MORE THAN 460
MEETINGS ON CAPITOL HILL



Following the 2018 Capitol Hill Visits, NPC launched the NPC Insider e-newsletter to help keep women who work in politics and in public policy more informed about NPC's government relations and advocacy work. The benefit of this e-newsletter was realized in 2019 as NPC noted increased attendance during our annual Capitol Hill reception for Panhellenic women working on the Hill.

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STUDENT ADVISORY COMMITTEE FORMED

In 2018, the NPC Executive Committee formed the inaugural Student Advisory Committee to help support the work of NPC to advance the sorority experience together, represent the collegiate woman's perspective and provide suggestions on existing Panhellenic programs from NPC and offer ideas for new initiatives. The committee was formed on the recommendation of the "Call for Critical Change" Think Tank.

"A message heard loud and clear as part of NPC's 'Call for Critical Change' was to include the student perspective in our advocacy efforts," said Donna Chereck, NPC advocacy chairman.

The committee consisted of 10 undergraduate women from different member organizations to represent a range of collegiate perspectives. Student Advisory Committee members gained valuable experience working firsthand with NPC leadership and staff and learned more about NPC's goals, objectives and strategies for being the premier advocacy and support organization for the advancement of the sorority experience.

During the first year the committee covered topics such as inclusivity in the community, Panhellenic dues and student fees, the modern sorority experience, Continuous Open Bidding (COB) and attitudes toward COB, Generation Z and impacts to the sorority experience, the Potential New Member Orientation program and more.

"The insights provided by the students on the committee helped us to better understand the needs of today's collegiate Panhellenic woman," said NPC CEO Dani Weatherford.

"We appreciated their willingness and candor in sharing with their perspectives and their experiences about topics impacting their chapters, sorority communities and campuses."

Following a productive first year, NPC leadership and staff are optimistic about the continuing work of this committee. In June 2019, NPC announced the 2019-20 Student Advisory Committee with 10 students eager to begin.



KATIE BUHAI
Kappa Delta
University of Alabama



ELIZABETH LONGMIRE
Delta Zeta
University of Tennessee-Knoxville



KAYLA EGGERING
Alpha Sigma Alpha
Missouri State University



MADISON MARINO
Alpha Delta Pi
Lamar University



SYREEN GOULMAMINE
Kappa Alpha Theta
Randolph-Macon College



MICHAELA MASON
Sigma Delta Tau
Rutgers University



SARAH HOWELL
Delta Gamma
University of California-San Diego



CARLIE PERNER
Delta Delta Delta
University of Georgia



JACKIE LAWLER
Gamma Phi Beta
Iowa State University



LAUREN PFEIL
Kappa Kappa Gamma
Butler University



Since 2017, the National Panhellenic Conference (NPC) and Distinguished Young Women (DYW) have partnered to support NPC and DYW's common mission to encourage leadership, confidence and scholarship in college-bound women.

In 2018, NPC introduced an opportunity for Alumnae Panhellenic Associations in the U.S. to partner with DYW programs. NPC staff members took part in this opportunity for the DYW of Indiana state program to help fulfill one of the program's requirements of participating in a "Life Skills" workshop. Staff provided an overview of NPC and the sorority experience and delivered educational programming from the NPC Be Bold program to 20 young women who were local DYW finalists in Indiana.

NPC & the NPC Foundation also award two scholarships to DYW participants. The two women who received the scholarships are Bronte Johnson from Ohio, who was a local DYW participant, and Sarah Katherine McCallum from Louisiana, who was a national finalist. Both received a congratulatory letter from NPC Chairman Carole Jones that encouraged them to participate in recruitment. NPC CEO Dani Weatherford attended the national finals event to present McCallum with her scholarship award. ✨

SPOTLIGHT ON NPC EDUCATIONAL PROGRAMS



The National Panhellenic Conference (NPC) continued to enhance its educational programs to improve the experience of all sorority members. Two new programs, Be Bold and Potential New Member Orientation, were formally launched in 2018. In addition, NPC hosted its fifth College Panhellenic Academy.

BE BOLD

NPC has continued to develop programs that further the mission, vision and values of the Conference. These efforts help nurture healthy sorority communities that empower women with a shared commitment to service and leadership.

Launched in the fall 2018 as an outcome of the “Call for Critical Change,” the Be Bold educational program is an interactive video series that offers women the opportunity to explore critical topics affecting their lives and empowers them to be their best, most authentic selves. Be Bold areas of discussion include, resiliency, shining the light on other women, body language and recognizing people or activities that make you feel confident.



NPC partnered with Erin Fischer, owner and CEO of The Leadership and Training Studio, to create Be Bold. The program includes seven self-paced videos featuring Fischer, as well as facilitator and participant guides. Be Bold can be presented in a large group setting or can be adjusted to fit the needs of a small group or an individual. The topics covered in the program are geared toward college-age women; however, women of all ages can benefit from the lessons in Be Bold.

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“Be Bold can help women discuss challenging subjects, practice techniques to build confidence and put action plans in place to make lasting change for themselves and their communities.”

Erin Fischer



POTENTIAL NEW MEMBER ORIENTATION



Potential New Member Orientation (PNMO) is a program offered by LaunchPoint in partnership with NPC that is designed to improve a potential new member's experience with joining a sorority. This online, self-paced educational tool provides consistent recruitment education and a continuing recruitment resource to potential new members as well as a time-saving opportunity for fraternity/sorority advisors.

PNMO became available for campus use in fall 2018. In the first year 20 campuses incorporated the program into their recruitment process.

"We are so glad we implemented Potential New Member Orientation into our recruitment registration process here at Clemson," said

Clemson University senior, Anna Katsis, in an NPC blog post about her College Panhellenic's experience with PNMO.

"By providing better recruitment education to PNMs, we empowered them."

In total for the first year of the program there were more than 8,500 users, according to LaunchPoint's records. In a post assessment, 99% of participants indicated the program was beneficial to their recruitment experience.

NPC and LaunchPoint expect the number of campuses participating and overall users to rise in the second year. A parent edition of PNMO is being developed in an effort to provide parents with accurate education about the recruitment process.

8,500
USERS
99%
Said the
program was
beneficial

NPC MARKS 5TH COLLEGE PANHELLENIC ACADEMY

Established in 2015, College Panhellenic Academy is the flagship Panhellenic officer training event from the National Panhellenic Conference (NPC).

On Jan. 25-26, 2019, NPC welcomed nearly 250 College Panhellenic officers and more than 50 fraternity/sorority advisors to Indianapolis for the fifth annual College Panhellenic Academy. During the two days, the participants received hands-on training with NPC representatives, allowing them to refocus their commitment to NPC values and, in turn, shape their sorority communities.

A highlight of the event was A Conversation on Hazing with Rae Ann Gruver (Alpha Delta Pi), who lost her son, Max, to hazing in 2017. One of the parents who make up the Anti-Hazing Coalition mentioned earlier in this report, Gruver talked to the attendees about how she and other parents who have lost sons to hazing have come together to support hazing prevention efforts and champion state anti-hazing legislation.

She also stressed the importance of hazing prevention and looking out for one another. ✨



**"No organization
you are in is more
important than
someone else's life."**

Rae Ann Gruver

CAMPUS CONCERNS REVIEW PROTOCOL



As part of NPC's work to promote and advocate for the sorority experience, NPC reviews documents, policies and actions taken by institutions of higher education to determine if the decisions infringe upon the rights of our private member organizations.

NPC CEO Dani Weatherford explains more about the protocols NPC follows.

Q. How did NPC begin to engage in this work?

A. For many years, NPC had a University Document Review Committee that was tasked with reviewing documents for language that might infringe on the rights of NPC member organizations. More recently, as the NPC staff has grown, that committee was dissolved and our staff has taken on this responsibility to not only review documents but also get involved when other policies or actions may infringe on our rights or the rights of students.

Q. How does your staff find out about documents that need to be reviewed or actions a campus might be taking that could be of concern?

A. It starts with those who are working directly with campuses and chapters, whether that's an NPC volunteer or someone who works for or volunteers for an NPC member organization. They are tasked with the initial review, and they escalate any potential concerns to the impacted member organizations and the appropriate NPC volunteers and staff.

Q. If you determine a proposed (or actual) policy infringes on private member organizations' or students' rights, what happens next?

A. If that happens, our staff gets more involved to help resolve the concern. We work with the campus administrators to discuss the documents, policies or activities. We might reference the NPC position statements or our policies and best practices to help the administrators better understand our concerns. We sometimes engage our legal counsel or other experts to help. Throughout, we keep the impacted member organizations informed of the discussions we're having with the college or university personnel.

Q. Can you give some examples of language that might pose a concern for NPC and member organizations?

A. There are several categories of infringement language that can pose a concern (see the sidebar on page 22). As one example, we will get involved if we see campus policy language that prohibits women's-only (single-sex) organizations or punishes students in some way if they join a sorority. Title IX prohibits colleges/universities from discriminating on the basis of sex; however, there is an exception allowing those institutions the authority to allow our organizations to exist on their campuses without violating federal law. We believe very strongly in the benefits women's-only organizations offer young women in terms of friendship and personal development and that campuses should not enact policies or practices that force our member organizations to become co-ed. We also believe they shouldn't infringe on students' due process or freedom of association rights and take adverse actions against them for wanting to be sorority members.

Q. What happens if you get a document and there are no concerns around infringement of rights?

A. That certainly does happen, and in that case, NPC no longer is involved. We make sure any member organizations that might have other concerns know they should discuss their concerns individually with the campus.

Q. What else do you want people to know about the campus concerns process?

A. We want to be proactive and we want to partner with campus professionals and administrators to do what's best for them and for our organizations. There has to be give and take. For example, if a campus wants to update its relationship agreement to require student organization policies to include a non-discrimination clause, we're happy to look at draft language to give feedback and come to consensus. The sooner we can be informed the better so we can work together on solutions.



Types of Campus Concerns

Actions that infringe upon the rights of NPC's private member organizations include:

1. Prohibition on membership in single-sex organizations.
2. Required non-discrimination language.
3. Lack of organizational due process.
4. Time, place and manner restrictions on recruitment or any type of infringement of association rights.
5. Naming volunteers as campus security authorities (CSAs) or mandatory reporters (MRs).
6. Request for internal chapter documents.
7. Insurance concerns.

The NPC office also may assist with other types of campus concerns, including but not limited to media inquiries, filming of sorority members or sorority housing on campus, new or changed fraternity/sorority user fees or research/survey inquiries.

For more information on the campus concerns review process, see the *NPC Manual of Information* available on npcwomen.org.

CAMPUS ADVOCACY

INDEPENDENT COLLEGE PANHELLENIC ESTABLISHED AT UNIVERSITY OF NEVADA-RENO

In January 2019, administrators at the University of Nevada-Reno denied the request of the six NPC sororities with chapters on that campus for an extension to continue working on relationship agreement wording that could meet the needs of both the university and the sorority community. The chapters then chose to forgo recognition and defend the constitutional rights of students and organizations.

In response, NPC and the member organizations formed an independent College Panhellenic Association for the campus.

NPC Panhellenic Support Specialist Liz Becker began serving as the interim advisor, working with the Panhellenic Council on daily operations with the ultimate goal of creating a team of volunteer advisors to support the College Panhellenic on an ongoing basis.

"Independent College Panhellenic Associations continue to receive support from NPC and from member organizations," said Liz Becker. "They must abide by NPC Unanimous Agreements and policies and procedures of their international organizations. Even though they are technically independent from the college/university, they're still held to the same standards as all other College Panhellenics."

"It's been my pleasure to support the women at Reno during the past six months and help them continue to enjoy the benefits of the sorority experience." ✨

NPC also supports these independent College Panhellenics: Georgetown Panhellenic Association, Santa Clara College Panhellenic, UChicago Panhellenic Council and University of Kansas Panhellenic Association.



2018-19 BY THE NUMBERS

COLLEGE PANHELLENICS

582 CAMPUSES WITH
A CHARTERED COLLEGE
PANHELLENIC

669 CAMPUSES WITH
AN NPC CHAPTER

VOLUNTEERISM

2,393,105 COLLEGIATE
VOLUNTEER COMMUNITY
SERVICE HOURS

\$32,580,882 COLLEGIATE
PHILANTHROPY DOLLARS RAISED

49,132 ALUMNAE VOLUNTEER
COMMUNITY SERVICE HOURS

\$155,391 ALUMNAE
VOLUNTEER DOLLARS RAISED

Note: Statistics as of June 30, 2019, as reported to NPC from NPC member organizations, College Panhellenics and Alumnae Panhellenics. Not all organizations or associations reporting.

COLLEGIATE MEMBERSHIP

384,298
UNDERGRADUATE
MEMBERS

3,508
COLLEGIATE
CHAPTERS

131,749 NEW MEMBERS

5 AVERAGE # OF
CHAPTERS ON
A CAMPUS

ALUMNAE & PANHELLENICS

3,536 ALUMNAE
ORGANIZATIONS

175 ALUMNAE PANHELLENICS

\$115,250 SCHOLARSHIP
DOLLARS AWARDED

NEW ASSOCIATIONS

NPC welcomed the following new associations in 2018-19:

Newly Chartered College Panhellenics

- Portland State University
- Suffolk University
- University of South Carolina-Beaufort
- Western Connecticut State University

Newly Chartered Alumnae Panhellenics

- Flint Hills (Kansas)
- Greater Pomona Valley (California)



NPC IMPLEMENTS NEW TECHNOLOGY SOLUTIONS



In November 2018, NPC launched FS Central as a new contacts and information database.

FS Central (fscentral.org) is a one-stop hub for fraternal organizations, foundations, councils, colleges and universities and housing corporations to input and access fraternity and sorority contacts and information.

It is a collaboration between NPC, the North American Interfraternity Conference (NIC) and Foundation for Fraternal Excellence (FFE; previously known as the NIC Foundation).

“We are pleased to partner with the NIC and FFE on FS Central,” said Jenny Greyerbiehl, NPC’s chief operating officer and FS Central project lead.

“Together, we share the goal of making it easier to track and share information across the fraternity and sorority community.”

FS Central is built on a ChapterSpot/Salesforce platform that provides robust information gathering and reporting capabilities. ChapterSpot is an NPC partner.

For NPC specifically, FS Central is the repository for Alumnae Panhellenic and College Panhellenic information, such as officer and fraternity/sorority advisor contact information, annual reporting, governing documents and minutes. It also houses member organization and NPC volunteer contact information.

Since the rollout, the partnering organizations have continued to enhance FS Central by adding billing and event registration

capabilities. During 2019-20, NPC will connect its email marketing platform to leverage the contacts in FS Central.

Greyerbiehl said, “We invested in a new database knowing that, once we got through the initial launch phase, FS Central would be easier to use, especially for campus professionals who now only need one account to access fraternity and sorority data.”

She noted while the fraternity and sorority information is housed in FS Central, the information is kept separate based on the structure of the database and user permissions, ensuring sensitive data is seen only by the correct users.

“With the addition of new features such as reporting and billing, we’re already seeing increased efficiencies in the NPC office, and I would expect that trend to continue as everyone gets more up to speed and we continue to take advantage of even more feature functionality.”

“Together, we share the goal of making it easier to track and share information across the fraternity and sorority community.”

Jenny Greyerbiehl



TO SUPPORT OPERATIONAL EXCELLENCE

*During 2018-19, NPC implemented two new technology solutions
to improve data collection and operational efficiency.*

Smarter Select

With the help of a new partner in the NPC Partner Program, NPC implemented SmarterSelect to help more efficiently and effectively collect application-related data.

SmarterSelect is an online applications management system that can be used for scholarships, grants, awards and more.

“The NPC Partner Program connects businesses that support NPC’s mission with NPC’s members looking for products and services to help them run their organizations more smoothly and effectively,” said NPC Director of Operations Catherine Donaldson. “Sometimes, that also means the NPC office takes advantage of what our partners can offer to improve how we work, and SmarterSelect is an example of that synergy.”

Donaldson noted NPC used SmarterSelect across a number of initiatives in 2019, including applications from candidates for the NPC Board of Directors, scholarship applications for Distinguished Young Women participants, a number of NPC award nominations and applications for NPC Foundation scholarships.

“NPC’s administrative assistant Lisa Ladig became our point person for SmarterSelect. She learned the tool quickly and worked with the SmarterSelect support team to ensure it was working the way we needed it to,” said NPC CEO Dani Weatherford. “We look forward to applying what we learned this year to make it even easier for those submitting applications and those who review them in 2019-20.” ✨

“

“The NPC office takes advantage of what our partners can offer to improve how we work, and SmarterSelect is an example of that synergy.”

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**NPC partners
in 2018-19**



NPC STAFF CHANGES SUPPORT PRIORITIES AND GROWTH



DANI WEATHERFORD
Chief Executive Officer

To support NPC's new organizational and governance structure and the work of the 2019-22 Strategic Plan, a number of changes were made to the NPC staff structure.

In early 2019, the NPC Executive Committee appointed Dani Weatherford as NPC's chief executive officer (CEO) and charged her with appointing a senior staff leadership team for the Conference.

Weatherford first joined NPC as executive director in October 2015. In the new structure she serves as an ex officio member of the Board of Directors to assist in guiding the strategic vision of the organization. She also continues to provide oversight of the Conference and its staff, including managing financial and legal matters, along with policy and program implementation.

To round out her leadership team, two current members of the NPC staff were chosen to serve alongside her. Jenny Greyerbiehl now serves as chief operating officer and Loretta Good serves as chief marketing officer.

"The leadership team is an invaluable resource in directing the key priorities of NPC: building out the strategic plan and supporting the new organizational structure," said NPC CEO Dani Weatherford.

Greyerbiehl has served NPC as director of education and Panhellenic support since July 2016, after serving for three years as NPC's training and curriculum design coordinator. In her new role, Greyerbiehl oversees Panhellenic support and educational programs. She also has taken on additional staff supervisory and management responsibilities and new oversight and coordination responsibilities between the NPC staff and NPC volunteers in the redesigned organizational structure.

Good has served as director of communication and marketing since joining the NPC staff

in September 2017. She now oversees marketing and communications functions for NPC and is tasked with strategic amplification of NPC advocacy messages, marketing to potential new members, the development and maintenance of web properties and social media strategy.

In addition to the leadership team, two additional roles were added to the NPC staff in April 2019 to support the NPC organizational and structure change and further enable the NPC office to complete the operational work of the Conference in support of NPC's mission.

As director of educational initiatives, Hillary Paulsen is responsible for enhancing education for College and Alumnae Panhellenic officers, NPC volunteers and designated staff and volunteers of NPC member organizations. Paulsen is a member of Delta Zeta who previously worked at Kappa Kappa Gamma headquarters as the education program manager.

As executive manager, Amanda Faulkenberg is charged with managing and implementing a wide range of projects and priorities in collaboration with executive leadership, with a particular focus on event management and executive support. Faulkenberg is a member of Alpha Chi Omega who previously worked at DePauw University as director of alumni engagement for campus and regional programs.

"Growing the number and capabilities within the NPC staff is an important part of supporting NPC's new governance and organizational structure," said Weatherford. "Having a new leadership team in place and adding staff will help bring greater focus to the operational work we are tasked with accomplishing on behalf of the Conference and its members." ✨



JENNY GREYERBIEHL
Chief Operating Officer



LORETTA GOOD
Chief Marketing Officer



HILLARY PAULSEN
Director of Educational Initiatives



AMANDA FAULKENBERG
Executive Manager

2018-19 FINANCIALS

REVENUE	2018-19	% OF TOTAL
Member Organization Dues and Fees	71,500	5%
Alumnae Panhellenic Dues	8,750	<1%
College Panhellenic Dues	188,520	13%
Undergraduate Per Capita Fees	499,467	34%
Royalties and Merchandise Sales	211,623	15%
Partner Program	85,250	6%
Program and Meeting Income	237,620	16%
Contributions and Grants	94,163	7%
Other	58,885	4%
TOTAL REVENUE	1,455,778	

EXPENSES	2018-19	% OF TOTAL
Personnel	562,011	37%
Administrative	376,569	25%
Conferences and Meetings	191,060	13%
Other Program Services	327,211	22%
Publications and Technology	24,919	2%
Gifts and Sponsorships	29,518	2%
TOTAL EXPENSES	1,511,288	

Notes: Numbers unaudited;
Numbers rounded to
nearest whole number





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The National Panhellenic Conference is the premier advocacy
and support organization for the advancement of the sorority experience.