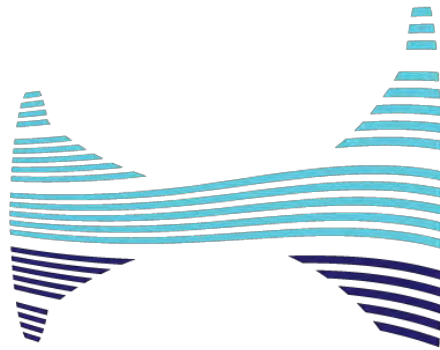


Tau Beta Sigma Separate Session Minutes  
July 13-16, 2021



KAPPA KAPPA PSI & TAU BETA SIGMA  
**NATIONAL  
CONVENTION**  
*Grand Rapids*

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### **APPENDIX A: Standing Rules**

### **APPENDIX B: Report of the National Vice President of Communication & Recognition**

### **APPENDIX C: Report of the Tau Beta Sigma Alumni Association Executive Council**

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### **APPENDIX P: Report of the National President**

### **APPENDIX Q: 2021-2023 President's Vision Statement**

**Separate Session #1**

**Tuesday, July 13, 2021**

Separate Session #1 called to order at 2:59PM EST

- Introduction of Dignitaries
- Welcoming Statement by Adrienne Rall, National President
- Introduction of Convention Parliamentarian Kelly Eidson, Life Member of the Beta Sigma Chapter
- Seating of Delegates
  - Seating of alphabetical proxies began with Gamma Chi.
  - In 2023, seating of proxies alphabetically by chapters shall begin with Alpha Omicron
- Reading of the Standing Rules of Tau Beta Sigma ([Appendix A](#)).
- President Rall entertains a motion to accept the Standing Rules of Tau Beta Sigma. Psi so moves. Second by Rho. Motion Passes.
- President Rall entertains a motion to accept the minutes from the 2019 National Convention. So Moved by Epsilon Rho. Second by Epsilon Iota. Motion Passes.
- Introduction of Candidates for National Council
  - Erika Pope, President Elect
  - Siobhan Wilkes, Candidate for National Vice President for Colonization and Membership/ National Vice President for Membership and Expansion
  - Leslie Gartin, Candidate for National Vice President for Special Projects
  - Sarah Griffith, Candidate for National Vice President for Communication and Recognition
  - Allison Leemann, Candidate for National Vice President for Communication and Recognition
- Report of the National Vice President for Communication and Recognition, Leslie Gartin. ([Appendix B](#)).
- Announcement of Committee Assignments

# Membership Committee

## Open Committee

- Alpha
- Lambda
- Omega
- Alpha Delta
- Alpha Theta
- Beta Eta
- Beta Nu
- Gamma Mu
- Gamma Nu
- Delta Epsilon

- Delta Sigma
- Delta Xi
- Epsilon Beta
- Epsilon Kappa
- Epsilon Lambda
- Epsilon Xi
- Epsilon Psi
- Epsilon Omega
- Zeta Gamma
- Zeta Kappa

- Zeta Nu
- Zeta Omicron
- Zeta Psi
- Eta Alpha
- Eta Eta
- Eta Omicron
- Eta Phi
- Eta Psi
- Theta Rho
- Iota Alpha
- Kappa Alpha
- Chair: Ameenah Muhammed, NED Pres
- Advisors: Allison Leemann, Shalyn Nystrom, Katie Rixon

# Nominations-Grandview

## Closed Committee

- Gamma Omicron
- Gamma Rho
- Eta Delta
- Theta Delta
- Theta Mu
- Emma Fell, SED President, Chair
- Alexis Holladay, Carolyn McCambridge, Amber Scott, Advisors

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## Programs-Berkey

### Open Committee

- |                 |                |              |  |
|-----------------|----------------|--------------|--|
| • Delta         | • Beta Phi     | • Zeta Iota  | • Iota Epsilon                                   |
| • Omicron       | • Gamma Eta    | • Zeta Tau   | • Iota Kappa                                     |
| • Rho           | • Gamma Xi     | • Eta Beta   | • Iota Mu  |
| • Tau           | • Gamma Tau    | • Eta Gamma  | • Iota Pi  |
| • Psi           | • Delta Alpha  | • Eta Zeta   | • Iota Chi                                       |
| • Alpha Gamma   | • Delta Pi     | • Eta Lambda | • Iota Psi                                       |
| • Alpha Xi      | • Iota         | • Eta Nu     | • Chair: Brooke Lee, Midwest District President  |
| • Alpha Omicron | • Epsilon Iota | • Eta Pi     | • Advisors: Sarah Cox, Kellie Leitz, Monika Monk |
| • Beta Xi       | • Zeta Beta    | • Eta Chi    |  |
| • Beta Sigma    | • Zeta Epsilon | • Theta Eta  |  |

## History & Traditions/ Ritual & Regalia-Imperial Ballroom

### Moderated Committee

- |                 |  |
|-----------------|--|
| • Beta          | • Delta Kappa  |
| • Epsilon       | • Delta Upsilon  |
| • Theta         | • Delta Phi  |
| • Xi            | • Epsilon Alpha  |
| • Chi           | • Zeta Mu  |
| • Alpha Mu      | • Zeta Omega   |
| • Alpha Chi     | • Theta Alpha  |
| • Beta Delta    | • Theta Sigma  |
| • Beta Zeta     | • Theta Phi  |
| • Gamma Epsilon | • Iota Lambda  |
| • Delta Delta   | • Alpha Upsilon  |
|                 | • Chairs: Misty Lovejoy, NCD President                   |
|                 | • Aubrey Zide, WD President                              |
|                 | • Advisors: Neil Bleiweiss, Ted McCadden, Chelsea Rasing |





# Credentials

Closed Committee

- MWD Secretary/Treasurer
- NED Secretary/Treasurer
- SED Secretary/Treasurer
- Carrie Webster, Kathy Webster, Advisors



# Jurisdiction/Finance Nelson

Closed Committee

- |                 |                 |   |
|-----------------|-----------------|---|
| • Alpha Iota    | • Zeta Delta    | • Iota Nu   |
| • Alpha Omega   | • Zeta Rho      | • Iota Omicron  |
| • Gamma Omega   | • Zeta Phi      | • Iota Omega  |
| • Delta Omicron | • Eta Rho       | • Delta Nu  |
| • Delta Tau     | • Eta Omega     | • Chair: Tyler Hern,<br>Southwest District<br>President           |
| • Epsilon Sigma | • Theta Zeta    | • Advisors: Sarah Griffith,<br>Zack Rebarck, and<br>Kelsey Reilly |
| • Theta Theta   | • Theta Theta   |   |
|                 | • Theta Lambda  |   |
|                 | • Theta Upsilon |   |

# Sisterhood & Spirit!

- Beta Gamma
- Gamma Kappa
- Gamma Chi
- Delta Eta
- Iota Beta
- Delta Theta
- Gamma Phi
- Theta Eta
- Iota Zeta
- Eta Epsilon
- Zeta Alpha
- Zeta Xi

## Open Committee

- Zeta Upsilon
- Iota Phi
- Eta Sigma
- Iota Tau
- Epsilon Rho
- Kat Howell & Katie Langley, Advisors

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Separate Session #1 recessed at 4:44PM EST

## Separate Session #2

Wednesday, July 14, 2021

Separate Session #2 called to order at 8:03AM EST

- NIB Delegate Reseating
- Women in Music Speaker: Dr. Courtney Snyder
- TBSAA EC Committee Report ([Appendix C](#)).
- Board of Trustees Committee Report ([Appendix D](#)).
- Assessment Committee Report ([Appendix E](#)).
- DEIA Committee Report ([Appendix F](#)).
- Report of the Vice President for Special Projects, Siobhan Wilkes. ([Appendix G](#)).

- Separate Session #2 recessed at 11:17AM EST.

### Separate Session #3

Thursday, July 15, 2021

Separate Session #3 called to order at 10:17AM EST

- Presentation of the Budget by National Vice President for Colonization and Membership, Erika Pope. ([Appendix H](#)).
- Report of the Vice President for Vice President for Professional Relations, Dr. Tonya Mitchell-Spradlin. ([Appendix I](#)).

Separate Session #3 recessed at 11:23AM EST

### Separate Session #4

Friday, July 16, 2021

Separate Session #4 called to order at 8:11AM EST

- Presentation of the history of the Ritual, by Sue Carr and Chelsea Rasing.
- Presentation of the songs of Tau Beta Sigma, by Emily Blaze and Alexis Holladay.
- Past National Presidents Panel, moderated by Ashlyn Simmons.
  - Bonnie Schuler, 20<sup>th</sup> National President
  - Ann Sheets, 21<sup>st</sup> National President
  - Carla Robinson, 22<sup>nd</sup> National President
  - Kathy Rodeffer, 23<sup>rd</sup> National President
  - Rita Buckley, 24<sup>th</sup> National President
  - Jean Newman, 25<sup>th</sup> National President
  - Gretchen Buchen, 26<sup>th</sup> National President
  - Deborah Kaplan, 27<sup>th</sup> National President
  - Karon Miller- Hammond, 28<sup>th</sup> National President
  - Sylvia Halbardier, 29<sup>th</sup> National President
  - Debbie Baker, 30<sup>th</sup> National President
  - Kathy Godwin, 31<sup>st</sup> National President
  - Kimbi Sigle, 32<sup>nd</sup> National President
  - Dollie O'Neill, 33<sup>rd</sup> National President
  - Dr. Dawn Farmer, 34<sup>th</sup> National President
  - Dr. Nicole Sanchez, 35<sup>th</sup> National President
  - Dr. Kathryn Kelly, 36<sup>th</sup> National President
  - Jonathan Markwoski, 37<sup>th</sup> National President

- Memorial Ceremony

Separate Session #4 recessed at 12:26PM EST.



**Separate Session #5**

**Friday, July 16, 2021**

Separate Session #5 called to order at 2:03 PM CST

- Explanation of Committee Reports by Convention Parliamentarian, Kelly Eidson
- Report of the Nominations Committee by Chair Emma Fell. [\(Appendix J\)](#).  
The slate is as follows:
  - President: Erika Pope
  - Vice President for Membership & Expansion: Siobhan Wilkes
  - Vice President of Special Projects: Leslie Gartin
  - Vice President of Communication & Recognition: Sarah Griffith
- Report of the Programs Committee by Chair Brooke Lee. [\(Appendix K\)](#).
- Presentation of the Focus on 5 awards by VPSP Siobhan Wilkes and the 2021-2022 District VPSPs.
- Report of the Colonization & Membership Committee by Chair Ameenah Mohammed [\(Appendix L\)](#).
- Report of the Credentials and Resolutions Committee, by Southeast District Secretary Treasurer Jenn Kaminski, Northeast District Secretary Treasurer Kayla Lennon, and Midwest District Secretary Treasurer Macy Pollard. [\(Appendix M\)](#).
- The North Central District motions to increase membership dues \$10, to increase Life Member fees \$50, and Honorary Member dues to \$135. Kappa Alpha seconds. Motion passes.
- Adrienne Rall moves to accept the 2021-2023 Budget. So moved by Psi. Seconded by Beta Zeta. Motion passes.
- Report of the Jurisdiction and Finance Committee by Chair Tyler Hern, Southwest District President. [\(Appendix N\)](#).
- The Southwest District moves to accept the following proposals in a block vote. The Western District seconds. Motion passes.
  - Addition of Bylaw 1.105: In light of the importance of maintaining engagement with Alumni, Life, and Honorary members of Tau Beta Sigma, the Board of Trustees recognizes the Tau Beta Sigma Alumni Association as the national alumni association for the Sorority and delegates authority over the Tau Beta Sigma Alumni Association to the alumni association's Executive Council.

- Amendment to Bylaw 1.108: Each member of the **Sorority's National Leadership Team, including the Board of Trustees, the National Council, the District Counselors, the Chapter Visitation Assistants, and the members of the Tau Beta Sigma Alumni Association Executive Council**, their heirs, executors, and administrators, may be indemnified by the Sorority against the expenses reasonably incurred by such person in connection with any action, suit, or proceeding to which the member may be made a party by reason of serving or having served as a member of the ~~Board or Council~~ **Sorority's National Leadership Team**, so long as such person is found to have acted in good faith and within the scope of their office. Any such indemnification must be first approved by the National Chapter assembled at a National Convention. Such expenses shall include the cost of reasonable settlement made with a view to curtailment of litigation and reasonable expense incurred in the preparation and trial of the litigation. The foregoing right of indemnification shall not be exclusive of other rights to which such person may be entitled as matter of law.
- Removal of Bylaws 1.109 and 1.110: 1.109 The Tau Beta Sigma Sorority neither approves of nor is responsible for actions of members of local chapters (commonly referred to as "hazing") which may result in injury to persons or damage to property. Hazing is defined as any action taken or situation created, intentionally or through negligence, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. 1.110 The Tau Beta Sigma Sorority expressly prohibits discrimination by any component part of the Sorority or by any person acting on behalf of the organizations on the basis of race, ethnicity, color, national origin, sex, ability status, religion, age, marital status, veteran status, gender identity or expression, or sexual orientation.
- Amendment to Bylaw 2.101: The Corporation shall have jurisdiction over all component parts of the Sorority and shall represent them and approve all decisions in matters of National Policy, alumni, public relationship, legal action, and controversy which may be referred to its Board of Trustees by the National Chapter ~~or the National Council, or the Tau Beta Sigma Alumni Association Executive Council~~. The decision of the Board of Trustees shall be final in all cases.
  - Iota Omega moves to amend bylaw 2.101 and replace the "or" following National Chapter with a comma. Delta Xi seconds. The Southwest District accepts the amendment. The Western District accepts the friendly amendment. Motion passes.
- Removal of Bylaw 2.104: Mrs. Janet West Miller, past National President, shall be a permanent honorary member of the Board of Trustees of the Sorority, but shall not have a vote on the Board.
- Amendment of Bylaw 3.801: A report of the activities conducted during the biennium shall be submitted by each National Officer, the Board of Trustees Chair, **and** each District President, ~~and the National Chapter Field Representative~~ at each regularly called Convention of the National Chapter. Each Chairperson of a Standing or Special Committee shall submit a report of the activities of the Committee, together with the Committee's recommendations, at each convention of the National Chapter. All reports shall be ~~typewritten and submitted in hard~~

~~copy-electronically~~ to the National President, ~~the~~ National Vice President for Communication and Recognition, **and the National Executive Director.** ~~An additional copy shall be submitted via electronic format to the National Vice President for Communication and Recognition. One copy of all reports shall be filed at the National Headquarters by the National Executive Director.~~

- Amendment to 5.402: Each District Officer shall be at least a sophomore student, **as defined by the student's college or university**, and an Active member of the Sorority in good standing, at the time of election. Officers elected during their final year of college may serve out their current term of office, provided that a complete Life Membership application, including all fees, is filed with National Headquarters prior to the student's graduation. Each District Officer shall have exceptional business ~~or~~ **and** professional ability and shall be capable of representing the Sorority and District when called upon to do so. Each District Officer shall have the best interest of the Sorority at heart and be willing and able to devote the necessary time to execution of the duties imposed by the office and shall be actively participating in or serving bands during their term of office. All District officers shall serve without compensation.
- Amendment to Bylaw 5.404: The District President shall preside at all meetings of the District and shall be a nonvoting member of all District Committees, with the exception of the Nominations Committee which they shall appoint, and shall render all possible assistance to the District Counselor. In the absence of the District Counselor, the District President may be designated as the official ~~rep~~ representative of the District whenever such representation shall be required.
- Amendment to 5.601: A regularly called meeting of the District shall be held on a yearly basis. ~~The exact date is to be determined by the host chapter subject to the approval of the majority of the District Counselor and Governors. In the absence of a decision by the close of the District Convention, the District Counselor and Governors will determine the location for the next convention. The District~~ **Counselors and Governors will determine the location and date for each District Convention in conjunction with the National Headquarters and the National Presidents.**
- Removal of Bylaw 5.902: A report of the activities of the office held shall be submitted in triplicate by each District Delegate at regularly called National Conventions.
- Amendment to Bylaw 6.201: The officers of a chapter shall be: President, Vice President **of Membership**, Secretary, ~~and~~ Treasurer, **and** other officers as deemed necessary by the individual chapter.
- Amendment to Bylaw 6.606: ASSOCIATE. Associate Membership is granted to a member of Kappa Kappa Psi who transfers to a college or university which does not have an Active Kappa Kappa Psi chapter. The member must meet the requirements as defined in ~~the present transfer policy~~ **6.622**. Before becoming eligible for Associate Membership, the potential Associate member must be educated in the Ritual, **operations**, and traditions of Tau Beta Sigma. Associate members have all of the rights, privileges, duties, and responsibilities of Active members. Any exceptions must be approved by the National Council.
- Change all mentions of the **National Vice President for Colonization &**

**Membership** in the National Constitution to **National Vice President for Membership & Expansion**. Change all mentions of **Colony** in the National Constitution to **Petitioning Group**.

- The Southwest District moves to approve the following amendments to Bylaw 3.304: Between conventions, the financial policies of the National Chapter shall be governed by a seventy-five (75) percent favorable vote of the National Council. **The National Council may also implement a biannual increase in initiate fees and membership dues to not exceed five (5) dollars at the beginning of each biennium with a seventy-five (75) percent favorable vote of the National Council. Any increase in excess of five (5) dollars must be voted on by the National Delegation by simple majority.** Delta Nu seconds. Gamma Omega moves to table discussion. Rho seconds. Discussion tabled.

Brief recess at 3:56PM, meeting called back to order at 4:03PM.

- Sisterhood & Spirit Report presented by Advisors Kat Howell and Katie Langley.
  - The 2021-2023 Spirit Stick has been awarded to the Northeast District.
- Board of Trustee Capital Development Co-Chair Jason Dornbush reports that there has been \$11,000 donated to the trust from the capital development campaign this week.
- Iota Alpha moves to approve the proposed amendments on bylaw 3.304. Delta Alpha seconds. Motion passes.
- The Credentials and Resolutions Committee presented the following awards:
  - Chapter Distance Award: Theta Sigma
  - Janet West Miller Delegate Distance Award: Julia Robles, Eta Omega
  - District Participation Award: Southeast District
  - Chapter Participation Award: Theta Sigma
- The History & Traditions/Ritual & Regalia Report was presented by Co-Chairs Misty Lovejoy and Aubrey Zide ([Appendix O](#)).
- The North Central District moves to approve the suggested lyric changes to the Loyalty Song: change “God grant us strength to be/Renewed to join with thee” to “We have the strength to be/And fortitude to serve and lead.” The Western District seconds. Psi makes a friendly amendment to change to “we have the strength to be and fortitude to serve and lead.” (changing with to and). Southwest District seconds. Amendment passes. Gamma Omega moves to close discussion. Zeta Omega seconds. The Southeast District moves to vote for the lyric change by secret ballot. Motion passes.

### **2021-2023 National Council Officer Elections**

- Theta Theta moves to advance Erika Pope to the office of National President by acclamation. The Southwest District seconds. Motion passes.
- President Rall opens the floor for nominations for the office of National Vice President for Membership & Expansion.
  - No nominations
- Eta Sigma moves to elect Siobhan Wilkes to the position of National Vice President for Membership & Expansion by acclamation. Epsilon Beta seconds. Motion passes.
- President Rall opens the floor for nominations for the office of National Vice President for Special Projects.
  - Alpha Xi nominates Allison Leemann.
  - Allison Leemann declines.
- President Rall entertains a motion to elect Leslie Gartin to the position of National Vice President for Special Projects by acclamation. So moved by the Southeast District. Seconded by Iota Chi. Motion fails. Election will occur by secret ballot. Leslie Gartin is voted into the position of National Vice President for Special Projects.
- President Rall opens the floor for nominations for the office of National Vice President for Communication & Recognition.
  - Delta Omicron nominates Allison Leemann.
  - Allison Leemann accepts.
- The voting for the National Vice President of Communication & Recognition will occur by secret ballot. Allison Leemann is voted into the position of National Vice President of Communication & Recognition.
- National President Adrienne Rall presents her report. ([Appendix P](#)).
- The 2021-2023 National Leadership Team is installed by outgoing President Adrienne Rall.
- National President Erika Pope gives her 2021-2023 Vision Statement. ([Appendix Q](#)).
- Theta Mu moves to award Adrienne Rall Life Membership into the National Chapter of Tau Beta Sigma. The Midwest District seconds. Motion passes.
- Delta Tau moves to adjourn. Delta Omicron seconds. Motion passes.

Tau Beta Sigma Separate Session Adjourned at 6.08 PM EST.

## **APPENDIX A: STANDING RULES**

The Rules for Tau Beta Sigma National Convention:



1. All business sessions shall begin promptly at the place and hour specified on the Convention Program.
2. All reports shall be submitted electronically to the NVPCR prior to presentation, unless otherwise specified by the NVPCR.
3. Reports of committees that would change the Constitution must be referred to the Jurisdiction Committee for review and approval before presentation to the floor.
4. Any member desiring the floor shall rise, state clearly their name and the name of the Chapter which they represent (either as a delegate or proxy).
5. The chair, at their discretion, may recognize individuals other than the delegates and proxies who wish to discuss a motion on the floor. Those individuals are subject to the same frequency and time restrictions as delegates and proxies.
6. No one, other than a member of the National Council, shall speak more than twice during the same session to the same question, and not longer than three minutes at one time without permission of the Convention. The question of granting permission shall be decided by a two-thirds vote without debate.

#### **APPENDIX B: Report of the National Vice President of Communication & Recognition**

Sisters,

It has been a pleasure to serve you all this past biennium as your National Vice President of Communication & Recognition. When I left Stillwater 2 years ago, I was not imagining that everything would be virtual this biennium, but here we are. Regardless, it's great being here in person, and something I will never take for granted again!

For this biennium, I wanted to create goals that focused on the Communication and Recognition titles of my job.

#### **Communication**

##### **Podcast**

For communication, I created the Tau Beta Sigma Presents podcast, and thank you to all of our listeners for making it happen! This passion project of mine has 29 episodes full of conversations with our National and student leaders, along with important monthly updates, is something I'm beyond proud of, and put me out of my comfort zone for the better.

##### **Tau Beta Tuesday Newsletter**

I continued the Tau Beta Tuesday newsletters, creating 24 Active editions, and 12 Alumni emails meant to provide important information to everyone who needs it, when they need it! I'm proud

to say I kept on top of my deadlines, and each one of these 36 newsletters were sent on time, on the last Tuesday of each month!

### Social Media

This is the part of the position that I was least comfortable with coming in, but knowing that it is the most important to engage optimally with our students. I made a point to schedule daily posts of important information to our fans, which wasn't difficult, because our students and National Leadership are ridiculously devoted to the organization and there's always so much going on. Along with Instagram takeovers, we remained active online with paperwork reminders, celebrations, and promotion of our National program initiatives. We have continued our growth of engagement throughout this biennium:

Instagram: 1000+ followers this biennium

Facebook: 600 person average increase of daily engagement this biennium

Twitter: 4800 followers as of June 2021

### Founders' Day March 26

I had the pleasure of engaging with our fans on the 75th anniversary of our Founders' Day, held this year on March 26. We had a 80,000 individual user reach through our social media that day, as I worked hard to post interactive insta stories, videos from our National Leadership team, and live broadcasts of the Wreath Laying in Lubbock and new chapter installation celebration that evening, and hourly posts celebrating the organization we all care so deeply about.

### Recognition

#### Chapter Anniversaries

One simple task I completed to achieve my personal goal of recognizing as many Sisters as we can is to celebrate Chapter Anniversaries on our social media! The responses have been overwhelmingly positive.

#### Individual Student Recognition

Meant to engage and celebrate, I started three new social media campaigns for our students, Drum Major features, the New Member Showcase, and TBS Leaders Showcase. Students were invited to submit their fellow Sisters and Brothers to be featured on our Social Media, and it was awesome all around! I hope these spotlights continue, as they focus on our students-the reason to continue the work of our organization.

#### Mission Statement Recognition

Through collaboration with Siobhan, we upped our engagement during Giving Tuesday and the 13 Days of TBS. We started the Women in Music feature series in March, thinking of our mission statement of empowering women in the band profession. This year, in honor of our

Diamond Anniversary, we had National Leadership provide their favorite 8 and 5, which was great! One of my favorite initiatives I started this biennium was African American Music Appreciation month, where we provided short biographies of some amazing women in music in June.

### Scholarships

I have been honored to be a part of the TBS Scholarship selection process, providing eight \$1000 scholarships to OUTSTANDING Sisters. Students were targeted for their leadership ability and musical achievement, and the qualifications of our scholarships were promoted in a way to show you all that you really do have what it takes! As a result, we experienced an increase in scholarship submissions for this biennium to 75 applicants compared to the 57 applications from the 2017-2019 biennium.

### All the Other Things

I have been blessed to be a part of an intensely high achieving National Council, and together we have accomplished so many things I did not anticipate when I ran for the position.

We have welcomed numerous new leadership members to help guide the Sorority for the future, from Counselors, a New Board of Trustee, Chapter Visitation Assistants, and new Committee members. There have been lots of nights of interviews, monthly meetings with our National Leadership teams, and impromptu meetings that I wouldn't trade for anything in the world.

With the world turning virtual last year, we had to pivot as a National Council to do what was best for our students. I was lucky enough to be picked by Erika to help create the Virtual Ritual Experience, and it was such a great experience to get to know so many chapters on a different level. I was honored to participate in over 150 individual VRE's, and they were all amazing. I've also learned that I can create Spotify playlists like a champ, and humbly offer my free services from all those in attendance for your music mood needs!

I'm sure I'm forgetting a million different things I helped do this biennium, but I'd rather that than put things I didn't do! Now is my time to give my words of gratitude:

To the three groups of District Sec/Treas cohorts I've worked with: You are all rockstars! You have all been an inspiration to me and your Districts with your tireless work for the organization. I have been blessed to watch you all grow.

To the CVA group: You are the heartbeat of this organization. Your boots on the ground, or on the Zoom this biennium, provide an invaluable, selfless service to the organization. Thank you!

To the Counselor group: My people! Having worked alongside most of you and helping to appoint the rest of you-I appreciate your continuous hard work and passion for the organization.

Watching you work now with the students and how much you sacrifice fills my heart so much.  
Thank you.

To the Headquarters Staff: Bless you, and thank you! You pick up every little bit of what we've thrown down at you this biennium, all with a polite smile! I appreciate your patience and kindness as I figure out how this whole National Council thing works.

To the Board of Trustees and TBSAA EC: You make up this trifecta that made this insane biennium happen, and I'm grateful for all of you. I admire, respect, and appreciate each one of you.

To the Brothers: working together from first a chapter level all these years ago, to now on the National Council level has been such a privilege. I am beyond honored for the honorary membership to the National organization. Those who know me know I'm not a crier in the least bit, but your invitation in the mail had me blubbering like an idiot, and leaving my husband to wonder who he needs to beat up for sending me a letter.

To Siobhan: I am so proud to be your friend. We have had to take a lot of time to make an effort to get to know each other this biennium as we collaborated through all the things. We quickly realized that we are the exact opposite of each other, but I love that about you more than anything! You are so kind, compassionate, and intelligent. I admire you so much, and look forward to hopefully continuing this journey together with you.

To Tonya: What an incredible woman in music! You inspire me so much, and I appreciated all the time and effort you put into your position this biennium. You make everything you invest in better, Tau Beta Sigma included, and thank you for all your hard work. Thank you for everything!

Erika: You, sweet girl, are beyond remarkable. I remember the first time I got to lay eyes on you, at the 2005 Southwest District Convention, as you put your hair in a side ponytail and did the dance to Napoleon Dynamite, I thought to myself, "THAT is a person I want to know and be friends with." 16 years later, here we are. I wouldn't be here on this platform without you, providing that quiet strength I've come to rely on without telling you. Tau Beta buddies for life!

Adrienne: I am crying writing this, so I'm pretty sure there's tears now, but ya gotta press on, I guess. I love you so much. Thank you for being my person. I came into this biennium determined to be the best secretary for you that I could be, and came out with the model of what the best President is. Thank you for being an inspiration to everyone in this room, and to Lia and Aidan.

To all of the students: Thank you for giving me the opportunity to serve you, the inspiration to do so, and the passion to make this crazy time worth it. You're already here-let this week continue to inspire you, and continue to give back wherever you can. I promise that you will never regret it.

Respectfully Submitted,  
Leslie Gartin  
National Vice President for Communication & Recognition  
Life Member #2613

### **APPENDIX C: Report of the Tau Beta Sigma Alumni Association Executive Council**

Good morning Sisters,

It is truly wonderful to see you all here together. As alumni, some of the best memories we have are tied to attending our wonderful district and national conventions. I can tell you that all of your alumni are very excited that the Sorority can be back together this week, so that you can get back to the important business of making friends across the county, sharing best practices, learning from your district and national leaders, and making those convention memories that you can share when you are alumni members.

Consider for a moment that your time as an active member lasts only for a handful of years during your time serving your college band as an undergraduate. However, we are Sisters and Brothers for the rest of our lives, and the TBS Alumni Association exists to continue that special Bond that we all share, regardless of age, college, or background. We are working to find new ways to engage alumni in fellowship, social and professional networking, and finding ways to pool our resources to give back to our communities, our college bands, and Tau Beta Sigma.

This biennium has seen great strides for TBSAA in the areas of membership and fundraising. Thanks to the excitement of our 75th anniversary, we have had three consecutive years of record-breaking participation. As of today, we are at almost 600 members strong and are continuing to grow. This increase in membership also translates into an increase in revenue for the TBSAA. This is allowing us to increase the number and amount of the grants and scholarships that we award to our members, support for our local alumni associations, and the breadth of our programming at various conventions. This biennium, the TBSAA awarded three scholarships for Alumni Association members to attend graduate school, and two grants which are given to members who apply for assistance with a personal or professional project.

Our local alumni association program allows AA members who live in a specific geographic area to come together and coordinate on social and service activities. Despite the challenges of our situation in the global pandemic, alumni across the country stepped up their efforts to stay connected and participate in our local alumni associations, hosting online social activities and



workshops, and raising money to donate to their local college and high school band programs. This biennium, the TBSAA welcomed five new local alumni associations in the states of Mississippi, Maryland, and Alabama. We hope that in the years to come, we will continue to expand and open local alumni groups in the major population centers around the country. When you graduate, we plan that someday there will be a local alumni association to welcome you and be your first social circle in your new hometown. If we don't have one there yet, we hope you'll be inspired to help create one!

Also, during this biennium, TBSAA introduced a Growth & Professional Development Program, which has been a way for alumni of all ages to come together to explore personal and professional growth. The program utilizes guest speakers, panel discussions, and discussion boards to engage alumni on a different topic each month. Think of it like a mentorship program, but instead of one-on-one activities, our program focuses on group activities that would engage people in all professions and experience levels. We hope that the program continues to grow and it will be a resource for new graduates in the years to come.

On a personal note, I would like to thank the Board of Trustees and the National Council for their partnership and support during the last two years. Part of the reason that the Sorority has weathered the storm of 2020 and 2021 is that we have a set of strong, dynamic leaders who care about each other and are passionate about doing everything we can to support you, as our active members, and our alumni association members as well. Part of the success of the Sorority is that the different groups we represent truly care about each other and work together to help everyone succeed and thrive. We are proud to have you here this week to share in that spirit of community.

During the upcoming biennium, the TBSAA will celebrate its 15th anniversary. As we continue to grow, our goal is to be a valuable resource for you as you leave your time as an active member, so that the love and energy you have for Tau Beta Sigma can be refocused from the day-to-day work of serving college bands, to growing our national network of engaged alumni members, helping form new social and professional connections to benefit each other. As the outgoing Chairperson of the TBS Alumni Association, I can report that we are well on our way to doing so, and we can't wait to welcome you.

Respectfully submitted,  
Chris Foster  
Chairperson, Tau Beta Sigma Alumni Association  
Life Member, Tau Chapter, University of Houston

#### **APPENDIX D: Report of the Board of Trustees**

The 2019-2021 biennium proved to continuously challenge our Sorority tenets, yet our strength and fortitude prevailed. Tasked with overseeing the financial stability, and long term investments of the corporation, the Trustees found the need for added awareness as job loss and economic hardship became prevalent. Suddenly asking for donations in a time when many were out of work did not seem appropriate. We readjusted our plans while remaining patient, and hopeful that tides would soon turn.

In addition to the challenges of the pandemic, the Sorority mourned the loss of first National President Doris Kochanek, as well as our matriarch and only remaining life member of the Board of Trustees, Janet West Miller. Their passing impacted many who valued their friendship and words of wisdom.

Through it all we remained cautiously optimistic, and the outcomes for biennium showed that we are indeed capable of weathering a storm.

#### Properties

Tau Beta Sigma can now check “buy and sell property during a pandemic” off their bingo card. In April of 2020 the Sorority purchased, along with the Brothers of Kappa Kappa Psi, a 3900 sq. ft. office building referred to as The Annex. This office is just 2-3 block from Stillwater Station and provides our staff with a modern workspace

In addition to the purchase of the Annex, the joint organizations determined it was time to sell the Duck Street property due to the overall risk and liability it brought the organization. The sale of this building closed in December of 2020.

#### Finance

Financially we are doing well. In the words of our investment advisor, we have a “nice little biennium” which is what we like to hear. Our portfolio is currently working well for us, but is something we continue to evaluate to tweak as needed. Along with the addition of a second property comes the addition of expenses and

#### Scholarship

Tau Beta Sigma awards x4 scholarships annually in the amount of \$1000. If you were a recipient of a Tau Beta Sigma scholarship this biennium please stand and be recognized.

This biennium was the first year in which all four Tau Beta Sigma Scholarships were evaluated and awarded by a single panel of reviewers. A systematic approach was developed allowing the entire committee to see all applications across the four awards. Rubrics now exist for evaluating all four scholarships and a Standard Operating Procedures guide developed to benefit future scholarship committees.

#### Women in Music

Our Women in Music fund within the Trust has grown to a point where a yearly peel of funds is more than feasible. Starting next biennium, our VPSP’s will now be provided with unprecedented funds as they pursue high caliber speakers for this program.

#### Legacy

Our Legacy committee is responsible for serving as a bridge of communication between the organization and our Past National Presidents. This role was especially important this biennium as we celebrated our 75th Anniversary. We are ecstatic that we will have 18 Past National Presidents joining us this week as we celebrate their Legacy and look ahead to our next 75 years.

### Capital Development

Our capital development team oversees all fundraising campaigns and donor cultivation and recognition. This biennium, the accomplishments of our capital development committee included the following: Re-created and updated the online donation portal, reconciled multiple TBS Amazon Smile Accounts to just a single account, cultivated donors via emails, handwritten notes and post cards, executed a successful Giving Tuesday campaign which generated over \$14,000 in income in a 24 hour period, launched a life membership special on our 75th Anniversary which brought us to 300 new life members for the biennium, continued the creation of the Legacy Society to recognize people who have included Tau Beta Sigma in their planned giving and estate planning, hosted the Legacy reception along with Kappa Kappa Psi, and launched the “Building the Foundations for the Next 75 Years Campaign” with a fundraising goal of \$250,000, the highest goal ever for our organization. Our income numbers from the biennium remained strong and are highlighted in the Capital Development Report.

Despite the many challenges our organization faced over the last year, generosity of mind, heart, and hand prevailed providing Tau Beta Sigma with a strong end to the biennium. We are appreciative of those who step up to support the mission and values of Tau Beta Sigma making it possible to sustain the many programs of our organization.

Respectfully Submitted,  
Carolyn McCambridge  
Chairperson, Tau Beta Sigma Board of Trustees  
Life Member #2403  
Tau Beta Sigma Board of Trustees

### CDP Committee Report

The 2019-2021 biennium saw continued growth for the Tau Beta Sigma Trust Fund. This success can be attributed to the annual #GivingTuesday campaign, an increase in new life memberships, as well as the continued support of our alumni that give back via the 1946 Club and the Century Club.

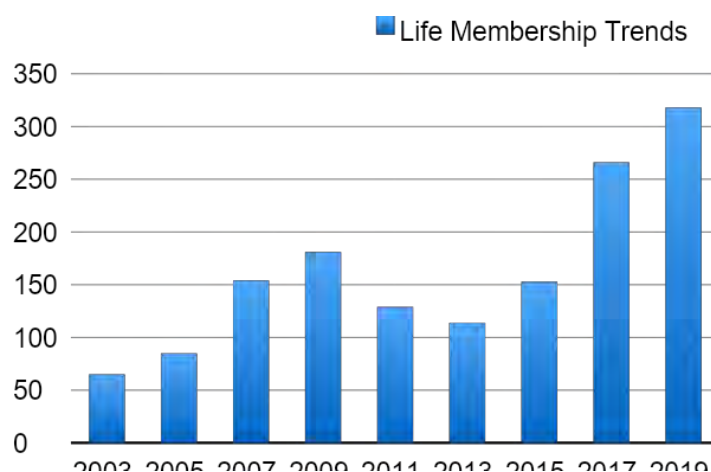
Over the past biennium the CDP Committee organized the 2019 #GivingTuesday, 2020 #GivingTuesday, and a life membership sale that coincided with the 75<sup>th</sup> Anniversary of the founding of Tau Beta Sigma.

Donations to funds throughout the biennium include:

<b>Fund Type</b>	<b># Donations</b>	<b>Total Amount</b>
1946 Club	899	\$ 21,862.10
General Fund	29	\$ 3,155.08
General Fund – Projects	19	\$ 914.92
Stan Finck NIB Fund	9	\$ 965.00
Trust	500	\$ 28,653.30
Trust - Century Club	227	\$ 8,774.61
Trust – Programs	10	\$ 729.46

Trust – Scholarships	31	\$ 1,260.36
Wava Memorial	4	\$ 320.00
TBSAA Programs	10	\$ 208.92
<b>TOTAL</b>		<b>\$ 66,843.75</b>

This biennium had a record 318 individual commit to the legacy of Tau Beta Sigma and purchase a life membership.



\*Graph based upon unaudited financial reviews  
\*\* Investment Income as of April 30, 2021

In 2020 the CDP committee launched a campaign to raise \$250,000. The purpose of the campaign is to:

- Double Scholarship Opportunities
- Reaffirmed Commitment to WIM
- Stillwater Station and NHQ Annex
- Student and Staff the Resources

To conclude we want to thank and recognize the individuals that have supported the Tau Beta Sigma Trust Fund:

	Wava Henry	Melvin & Cathy Miles
<b>Wava Banes Founder Society</b>	Kelly Collaborative Medicine	Jean Newman
Alan Harriet	<b>Gold Lyre Society</b>	<b>Red Rose Circle</b>
Max Mitchell	Lisa Croston	Justin Brady
<b>Crown Pearl Society</b>	Bill & Kelly Eidson	Gretchen Buchen
Glenn & Debbie Baker	Kathryn Kelly	Sue Robash Carr

Alpha Delta Chapter	Christopher Miller	Samantha Kinnison
Beta Chapter	Shalyn Nystrom	Carol Kruse
Beta Gamma Chapter	David Oakley	Katie Langley
Eta Rho Chapter	Dollie O'Neill	Allison Leemann
Eta Sigma Chapter	Catherine Oster	Marla Lewiski
National Chapter (KKΨ)	Elaine Ostrander	Marisa Lunde
National Chapter (TBΣ)	Erika Pope	Malinda Matney
Theta Xi Chapter	Adrienne Rall	Ted McCadden
Zeta Delta Chapter	Zachary Rebarchek	Kelli McDoulett
Lance Coochyouma	Kathy Rider	Peter Murray
Ken Corbett	Carla A. Robinson	Steven Nelson
Jen DiBenedetto	Nicole Sanchez	Maisha Paggett
North Central District	April Sansing	Norma Parrish
Northeast District	Scott Sergeant	Theresa Powell
Southeast District	Kimbi Sigle	Linda Rae
Southwest District	Zara Simpson	Constance Reishus
Western District	Jessica Smith	Ashlyn Simmons
Emily Donovan	Frank Stubbs & Tom Lee	Tiffany Singleton
Judith Dulcich	Sandra Weese	Kelly Sipko
Dawn Farmer	Janet West Miller	Mary Stuart
Chris Foster	Leeann Wieser	Evan Thompson
Leslie Gartin	Kristin Wright	Chelsea Zuniga
Daniel George	<b>White and Blue Circle</b>	Network for Good
Katherine Godwin	Marcos Alvarez	Sisterhood Circle
Christina Gordon	Lennie Ambelang	David Alexander, Jr.
David & Karon Hammond	Courtney Biagas	Legacy Asset Management
Patsy Hejl	Meredith Brazzell	Birkofer
Reese Henry	Beth Bronk	Joanna Bonner
Debbie Kaplan	Renee Cartee	Skylar Buffington
Christopher Lukasik	Omega Chapter	Tammy Carethers
Jonathan Markowski	Paula Crider	Convention Attendees
Heather Marshall	Jason Dornbush	Alpha Omega Chapter
Marc Martinez	Kevin Earnest	Alpha Theta Chapter
Scott & Carolyn McCambridge	Edward Elsea, III	Gamma Nu Chapter
Wendy McCann	Paypal Giving Fund	Theta Mu Chapter
Leslie McClure	Timothy Greenwell, Jr.	Zeta Omega Chapter
Donna McCormick	Lois Gribler	Zeta Psi Chapter
Rosalyn McDonald	Kim Hamilton	Alison Clanton
Melanie Meehan	Holli Hartman	Debra Crawford



John Finocchiaro	Siobhan Wilkes	Lance Coochyouma
Gwyn Fox Stump	Julia Woodson	Leslie Gartin
RJ Gammon	Marcus Wyche	Leslie McClure
Mary Gibson	Tyra Yiare	Lisa Croston
Mary Gradisher	Sales Force.org Match	Maisha Paggett
Sylvia Halbardier	Intel Matching Grant Program	Marcos Alvarez
Georganne Hodges		Marisa Lunde
Jennifer Khasilev	<b>1946 Club</b>	Meghan Smith
Brian Kubacak	Adrienne Rall	Melanie Meehan
Jack & Jessica Lee	Amber Scott	Melvin & Cathy Miles
Kellie Leitz	Bill & Kelly Eidson	Morgan Darling
Lueen Lindsay	Caleb Morris	Nicole Sanchez
Susan Lodal	Carrie Anthony	Nora Jones
Shannon Lotti	Chelsea Rasing	Rebekah Tarplin
Heather Mackey	Chelsea Zuniga	Rosalyn McDonald
Rene Mark	Chris Foster	Scott & Carolyn McCambridge
Suzanne Marques	Christina Dean	Scott Sergeant
Monika Monk	Christina Uili	Shalyn Nystrom
Caleb Morris	Daniel George	Shannon Lotti
Kaitlyn Musterman	David & Karon Hammond	Sue Robash Carr
Stephani Noar	David Alexander, Jr.	Ted McCadden
Robin Oegerle	Dawn Farmer	Thea Murphy
Pauline Ottaviano	Debra Crawford	Tyra Yiare
Chelsea Rasing	Dino Cardenas	Zachary Rebarchek
Christina Reed	Dollie O'Neill	Zara Simpson
Katherine Rodeffer	Emily Donovan	
Nicholas Rorrer	Erika Pope	<b>Century Club</b>
Marie Scilacci	Evan Thompson	Jennifer Scott
Jennifer Scott	Glenn & Debbie Baker	Sami Kinnison
Meghan Smith	Holli Hartman	Debra Crawford
Sibyl Snyder	Jean Newman	Olivia Stewart-Costa
Stacey Stenerson	Jessica Smith	David Stookey
David Stookey	Jonathan Markowski	Jessica Stookey
Jessica Stookey	Justin Brady	Timothy Greenwell
Jennifer Tracy	Katherine Godwin	Nwachukwu Oputa
Christina Uili	Kathryn Kelly	Tiffany Singleton
Georgette Washington	Katie Rixon	Christopher Lukasik
Terri White	Kellie Leitz	Allison Leemann
	Kimbi Sigle	Rosalyn McDonald

Respectfully Submitted,

Jason Dornbush  
Tau Beta Sigma, Trustee

Rosalyn McDonald  
Tau Beta Sigma, Trustee

### **APPENDIX E: Report of the Assessment Committee**

#### **Report of the 2019-2021 Biennium Assessment Committee**

The 2019-2021 Biennium Assessment Committee was charged with the following:

1. Review the report of the 2017-2019 Assessment Committee.
2. Gather most recent versions of the following data: Chapter Summary Reports, Focus on Five participation, 2019 National Convention Chapters seated, Chapter statuses, and any other data deemed appropriate.
3. Maintain open communication lines with the National Council to provide data and support needed for ongoing initiatives.
4. Continue to analyze data and answer questions regarding facets of Tau Beta Sigma, pushing the Organization in a positive direction.
5. Provide feedback to Headquarters regarding potential future changes to increase the useability of data being stored.

The Assessment Committee continued to meet on a monthly basis this past biennium. With the majority of the last biennium being spent collecting data, we spent the first part of the current biennium understanding what questions we can answer with the data we have and how we could improve our current data collection. Our major initiatives this biennium took shape as the National Organization put focuses on hazing prevention and education, and improvements to our Online Membership Reporting System - more commonly known as OMRS.

While the move to OMRS was a great stepping stone for our Organizations to be able to jump into the tech age, there have always been difficulties with some of the reporting and getting the information needed out of it. This biennium the Assessment Committee took a serious look at what OMRS would look like in a utopia. This included evaluating user stories from multiple perspectives, conducting interviews with individuals from different aspects of our Organization to better understand what OMRS improvements could be done to help them, and an in-depth look at our current forms to see what improvements could be made so our data coming in would be easier to digest and use.

A new area of focus for the Assessment Committee this biennium was Overture. With the program being fully adopted at the beginning of the biennium, we were able to better understand our Chapters' Membership Education Processes from start to finish, and what module activities were being utilized. In addition to information about Overture activities, this data collection provides a clear picture of when Chapters conduct their member education programs each year

which will help the National Council to provide resources and timely guidance to support member educators. For 2020-2021 the majority of Chapters conducted a 6-9 week MEP, typically beginning about one month into a given semester. While we recognize that Covid made the past year's data a bit of an anomaly, we are excited to continue to use this information moving forward to support the Curriculum Development Committee as they update and revise Overture to be relevant and useful for Active Chapters.

The Assessment Committee also took a look at our District Council make-up over the past few years. We asked Counselors to help us understand some information about their District Officers including their year in school, how they were elected, and if they had been on council previously. We found that the large majority of District Officers this biennium were rising Seniors or Life Members and that nearly all were elected to the District Council via the Nominations process, meaning that they submitted a candidate packet and participated in the Nominations Committee process at District Convention prior to election. As we continue to collect this data the Committee hopes to track trends in the school year of the incoming District Councils and identify opportunities for District Council-candidate recruitment.

This year several National Leadership Team members were able to become certified in Hazing Prevention Education and Investigations. This process led the Assessment Committee to begin a review of instances where a Chapter was investigated for potential policy violation over the past decade. A form was created for National Headquarters staff to both compile information from prior investigations and collect information as future investigations arise. This data will then be available to help the National Council better understand the issues our Chapters have faced, and help identify opportunities to prevent behaviors or events that violate risk management policies before they occur.

Another effort that stemmed from this National Leadership Team training this biennium was the creation of the Tau Beta Sigma Biennial Climate Survey. Climate surveys are used to understand the general environment of an organization and the current experience of its members. The results of the survey may identify needs for additional resources or training, highlight strengths to leverage within the organization, and can be used to observe trends in membership over time. Over the past five months, Allison Leemann and myself designed the Tau Beta Sigma Climate Survey to establish a baseline for the Active members' experience. This includes areas such as operations, national programs, and attitudes around risk management and hazing. The survey takes about 15 minutes to complete and will be released to all Active members this fall. Results from the survey will be used to tailor education, programs, and resources to support Active members and Chapter needs. This is the first climate survey for our Organization in over thirty years and it is our intent to repeat the survey each biennium in order to measure organizational progress over time. Thank you to our National Leadership Team members and Chapter Leadership Finalists for taking part in our beta testing earlier this year. We hope that all of you here today and the rest of your Chapters will participate in the climate survey in the fall so that we can better understand the current state of your Chapters and provide support and resources where they are needed.

Moving forward we would like to see the 2021-2023 Assessment Committee continue to be utilized to provide data to back up decisions being made, and provide new perspectives that may be missed otherwise. We would also like to see the 2021-2023 Assessment Committee further

our analytics capacity with the upcoming updates to OMRS and provide recommendations to the National Council related to hazing prevention and education.

Special thanks to Aaron Moore for providing access to whatever data we needed and to the National Council for continuing to let us data nerds geek out. Thank you to Allison, Lauren, and Jonathan for making the past biennium one filled with tough questions, great discussions, and acceptable tangents.

The Committee charges the 2021-2023 Assessment Committee with the following:

1. Gather most recent versions of the following data: Chapter Summary Reports, Focus on Five participation, 2021 National Convention Chapters seated, Chapter statuses, and any other data deemed appropriate.
2. Maintain open communication lines with the National Council to provide data and support needed for ongoing initiatives.
3. Continue to analyze data and answer questions regarding facets of Tau Beta Sigma, pushing the Organization in a positive direction.
4. Incorporate new data collection processes and reporting with the updated OMRS.
5. Maintain and provide data from the Risk Management Investigations tool to the National Council
6. Launch the first Biennial Climate Survey this fall to better understand the current state of our Chapters.

The Committee charges the National Council with the following:

1. Provide the Assessment Committee with desired insights well ahead of key meetings.

The Committee charges the National Vice President for Special Projects with the following:

1. Continue to provide Focus on Five participation data to the Committee once the appropriate years have been completed.

The Committee charges the National Vice-President for Expansion and Membership with the following:

1. Continue to collect and provide information related to Overture to the Assessment Committee for better understanding of Chapters' membership education processes.

Respectfully submitted,

Shalyn Nystrom, (Midwest District Counselor), Life Member, Theta Xi, Chair

Lauren Funk, (Chapter Visitation Assistant), Life Member, Theta Lambda

Allison Leemann, (Northeast District Counselor), Life Member, Eta Gamma

Jonathan Markowski, (Immediate Past National President), Life Member, Delta Delta, Advisor

**APPENDIX F: Report of the Diversity, Equity, Inclusion and Accessibility Committee**  
Report of the DEIA Committee  
Prepared for National Convention 2021

The committee was formed in November 2020.

The committee was tasked with ensuring the betterment of the sorority in the areas of diversity, equity, inclusion, and accessibility.

The committee met monthly via zoom and made use of subcommittees to divide the very important work before us. The first focus was for the committee to set its own goals outside of those given to us by leadership. In that effort we were able to list over 25 goals that were critical for us to feel that the committee was serving its intended purpose.

Over the past 8 months the committee appointed a chairperson, established an email address and procedures for monitoring that address, reviewed the sorority's DEIA consultant plan, drafted a DEIA statement, drafted a survey to address the terminology used for members of the sorority. We extended our services to sorority leadership whenever they felt a need for our input. This ranged from counseling on issues for district conventions, to consulting on projects for the national convention.

The committee charges the 2021-2023 DEIA committee with the following:

- Implementing procedures for achieving the committee's goals promptly and efficiently.
- Addressing accessibility issues during rituals and meetings by creating guidelines for chapters to use in the future.
- Developing resources for members to understand the DEIA issues they face.
- Organizing and investigating the DEIA challenges that sorority is facing.

The committee charges sorority leadership with the following:

- Creating a DEIA officer position and filling that position with urgency.
- Adopting DEIA policies and procedures with input and assistance from the committee.
- Posting and publicizing the sororities commitment to DEIA.
- Establish and implementing policies and procedure for reporting and resolving DEIA issues.

Respectfully submitted,

Shalyn Smith McKitt, chairperson  
Life Member, Theta Chi Chapter  
She/her

David Alexander  
Life Member, Gamma Omega Chapter



Tau Beta Sigma  
National Honorary Band Sorority

July 13-16, 2021  
38<sup>th</sup> Biennial National Convention  
Grand Rapids, Michigan

He/ him/ his  
Dominic Gattozzi  
Life Member, Epsilon Iota Chapter

Kat Grant  
Life Member, Rho Chapter  
They/them

Janay Johnson  
Life Member, Eta Delta Chapter  
She/her

Jon Leeper  
Life Member, Theta Phi Chapter  
Xe/Xem/They

Caleb Morris  
Life Member, Epsilon Alpha Chapter  
He/they

Alaina Peters  
Life Member, Honorary of the National Chapter  
She/her

Breanna Thomas  
Life Member, Alpha Xi Chapter  
She/her/hers

#### **APPENDIX G: Report of the National Vice President for Special Projects**

It has been a pleasure to serve as the 2019-2021 National Vice President for Special Projects for Tau Beta Sigma. These past two years will forever be ingrained in our memories, and I hope that I have found myself on the right side of history.

For those who do not know me:

My name is Siobhan Wilkes. I identify as female; I am plus-sized, a black woman with braids in my hair. I am an army brat born in Belgium- I am the youngest of three- the first in my immediate family to graduate from the college directly out of high school. My favorite color is green- I am a Gemini. I was undeclared for the first three years of college but settled on hospitality because service is the core of who I am. I use my degree as a hotel revenue manager- no, I do not work in Stillwater and am not employed by Tau Beta Sigma. I am one of three black people on my team, and despite being ambitious at work, I get crippling anxiety that is brought on by the fear of being an imposter because I am different from my coworkers. Throughout my life, I have had to deal with microaggressions from my coworkers and peers, and more recently

by other black people because I do not fit “societies” conception of being a black woman. I care deeply about the work I do for Tau Beta Sigma- I am a Volunteer- My name is not Nationals.

Why did I share all of that with you? It's because I am just like you. All of your national and district leadership are just like you- Sisters who want to support those who serve college bands. As a Black woman leading this organization, I have had to put my trauma and feelings aside to do what is best for our members. However, many of our active members and alumni have forgotten over this past biennium that the people on the other end of the email or those writing statements of solidarity are also humans feeling the same complicated feelings that they are.

To the sisters who could not take the time to find out that the humans attempting to right the wrongs of the past were black women who were suffering with you last June- I forgive you. You have helped me move boldly alongside my fellow council members to make Tau Beta Sigma an organization that will change, never to allow a member to feel the hurt you felt ever again. Each chapter and branch of this organization is a body of humans, and we must use our values to see each other- value each other- and love each other with no reservations.

I could not find a good way to segue into the remainder of my report- and hopefully, this sentence provides a distraction so that I can stop crying.

As NVPSP, my primary responsibility is to encourage each of our chapters to use our national programs to share the art of music and the strength of Tau Beta Sigma with your communities. Tau Beta Sigma chapters were challenged to use our National Programs by participating in the Focus on Five Campaign to serve their surrounding communities through music. The COVID-19 Pandemic made it difficult for many chapters to participate in the "normal" fashion. Still, many of you found the fortitude to think of new and virtual ways to serve their communities while safe at home.

To aid in the success of each chapter, I was able to enhance our current resources and develop additional items to aid in chapter usage of our national programs. It would not be without the assistance of your 2019-2021 District VPSP's. This group of leaders are an invaluable resource for your chapter- many taking on roles to engage with not just Focus on Five Liaisons, but service chairs, sisterhood chairs, and more. In collaboration with these leaders, I was able to

- Beef up the National Program Guides and added additional resources and information
- Publish live FO5 Stats on the National Website to include district stats
- Creating Video and pictorial resources for project completion
- PIVOT National Program Guidance
- And More!

With the support of these leaders, we had 64 chapters complete all of the stripes and the district bonus challenge for this 2019-2020 Focus on Five Campaign. The Pandemic began amidst this Campaign, which disrupted the normal operations that your chapter could complete. Despite this change, SO many of you had the fortitude and courage to keep the Campaign going and used the bonus challenges available to allow us to have record-breaking participation for 2019-2020.

The 2020-2021 Focus on Five Campaign was a little more challenging to complete due to the ongoing threats of the covid-19 Pandemic. We finished the year with 46% of our challenges

complete, the same completion rate of the 2016-2017 campaign. The second part of the biennium was not a setback. Despite all of the barriers your chapter had against you, we still had chapters completing unique and creative National Programs activities.

We welcomed 15 Women in Music Speakers in this biennium who helped continue this program despite our conventions pivoting to the virtual sphere. I sought to identify speakers who brought forward different lived experiences, cultural backgrounds, and professions this year. I was excited to see so many of our speakers leaning into our values as an organization and connecting their lives and experiences with our mission for diversity, inclusion, and women's empowerment in their speeches. Outside of the speakers we welcomed virtually, I am excited for the powerful Women in Music Speakers and Performers we have for the 2021 National Convention: Dr. Rebecca Phillips, Dr. Courtney Snyder, Escape Ten, and Terri Lyne Carrington.

Our National Programs make Tau Beta Sigma unique amongst all of the Greek music organizations. The service we provide to the community and our national programs are SERVICE, give you the opportunity to showcase the heart and the strength of our bond. Use them to enhance the service you provide to your bands and allow your members to use their creativity to make our national programs their own.

I was furloughed from March 26th- October 6th, 2020, and in that time, I offered my skills and infinite time to the Sorority. The National Programs and Focus on Five Campaign kept me busy this biennium, but I collaborated with our district and national leadership on other projects. I assisted with creating the Pivot! Guidance for virtual chapter operations; set Adrienne's vision into motion with D.C. Al Coda in April 2020; and worked with our AMAZING group of CVA's and District Counselors on other projects to ensure that the operations of our chapters and districts were documented.

I have also had the pleasure to serve as the National Council designee to the History and Archives Committee and the 75th history committee in this biennium. Yall... Tau Beta Sigma's history is so dynamic! Under the leadership of our National Historian, Lisa Croston, and H&A committee chairperson, Emily Donovan, these two committees have been reactivated to support the historical contribution of our 75th anniversary. We were able to complete a 60-page special edition publication, reprint our Early Years history book, and my favorite project- Create the 75th-anniversary displays that you will see throughout this convention and on Saturday for our 75th-anniversary brunch. We have a rich history built on the legacy of our members, and I am so thankful to have had the opportunity to uncover our history to share with all of you.

This report has surpassed the 3-page mark, and I am going to transition to my Thank You's:

Thank you to our Brothers of Kappa Kappa Psi for being an integral part of our 75-year history. Though our relationship has been like a rollercoaster at times, I am proud of the relationship our organization has now.

To our CVA and District Counselors: I cannot tell you how valuable you all are to this council and our members. I am thankful for your friendship and giving your time, talents, and lives to Tau Beta Sigma.

To my District VPSP's: I love you all! I am so proud of the leaders that you have developed to, and I cannot wait to be the old lady in the back proudly watching you deliver your closing report as National VPSP.

To the History and Archives Committees: Don't stop now! I am thankful for the opportunity to be the "project manager" for our projects this year, and I challenge you all to keep the momentum going! We have so much more to uncover and to share with our members, and you will be the driving force to this. To Emily Donovan: Thank you for being a true friend and partner through all of our projects this year for the 75<sup>th</sup> anniversary. Your knowledge of history, museums, and curiosity will help this committee to continue to grow in the years to come!

Thank you to our Board to Trustees and TBSAA Executive Council (and my fellow sisters here on the National Council) for your support to the council as we have pivoted through the pandemic. This shared experience will

Dr. Tonya Mitchell- Spradlin: Thank you for being an inspiration to our members and the members of this council. You have been a thoughtful, professional resource for this organization, and I am thankful for your leadership these past two years. Even though you are leaving the council, I will continue to cheer you on through all of your achievements.

Leslie: You said it pretty well yesterday- We are complete opposites but guess what: I love us! Thank you so much for being so supportive and for your care this past biennium. Thank you for being a collaborative partner on projects and understanding and tolerating my spurts of productivity and whimsy. I value you as a friend and respect you as a woman in music and colleague more than you know.

Erika: I admire you wholly. Your dedication and duty to your position and this organization is unwavering and you motivate me to keep my head down and get the job done. I am thankful for our friendship, and that you continue to be a role model for me as I serve our students.

Adrienne: Thank you for being my friend. Thank you for your tireless dedication to our organization. Thank you for all of the care you have given to our members through this biennium. You are one of the hardest working women I know, and even though I don't know how you did it: I am thankful for it nonetheless. Thank you for caring for me when I was not doing well, and encouraging me to actually run for national council in 2017. That tiny seed has grown in me, and I hope to be as kind, impactful, intentional, and graceful of a leader as you.

Robert: Thank you for your endless support this biennium. For scraping me up off the ground when I was broken and tired, to gassing me up when I show you my outfits on facetime. I honestly do not think I would have made it through 2020 without you, and I will spend the rest of my life thanking you for it. It feels good to be got.

In the past few weeks leading up to our 2021 National Convention I find myself thinking of how far we have come as an organization. Our members feel empowered to reach out to national leaders and ask questions about the future of the Sorority. We are making steps to maintain our

place as a leader within the band world and leading our peers to the change that needs to happen in regards to equity, inclusion, and even operations. I was misty eyed during the National Intercollegiate Band performance as we hosted both female composer and conductors this year- and the program included an homage to Marsha Johnson- a black trans woman who was integral to the Gay Rights movement in 1969. How lucky we are to be alive right now? History is happening and Tau Beta Sigma is on the right side of it. Join me, as we move boldly into the future of our organization as we are open with each other, humanize each other, and move with fortitude and courage through whatever challenges come our way.

Respectfully Submitted In the Bond,  
Siobhan Wilkes  
National Vice President for Special Projects, '19-'21  
Life Member- Beta Zeta

**APPENDIX H: Report of the National Vice President for Colonization & Membership**  
Sisters of Tau Beta Sigma,

Greetings in the bond of music and service to collegiate bands! I am honored to have the chance to address you once again. I stand before you today humbled, in awe, and inspired by all of you and this wonderful Sisterhood that we get to be a part of. What a time it has been. It has been...well, pick any descriptive word from the English language you like and you would be right. The challenges have been great, but I continue to stand by the fact that the rewards have been even greater.

As the biennium began, I hit the ground running by taking all of the feedback received at National Convention 2019 and putting it into motion in a number of key directions. This included determining the best application of a new chapter status called Observation, planning the National Leadership Conferences for 2020-2021, updating membership specific documents such as the application to start a chapter and the handbook used by charter groups to complete the process, and the larger undertaking of rolling out *Overture*, the National Curriculum for Tau Beta Sigma during the fall semester of 2019. Since the initial roll out, the management of the shared curriculum documents has been overseen by the Tau Beta Sigma National Curriculum Team. This rockstar team includes the personnel of Leslie Gartin, Allison Leemann, Nikki Lyons, Lennie Ambelang, Emily Donovan, Neil Bleiweiss, and newcomer Christopher Lukasik. The myriad of ways in which they managed the curriculum included:

- Working with our National Publications Manager to create the logo and style branding for the *Overture*.
- Conducting routine reviews of each document and making edits as needed for the sharing of updated versions with Membership Educators. Many of the edits were based on feedback received during each of the virtual conventions for 2020 and 2021.

- Assisting in the management of the Membership Education Plan Form and making sure that the content being collected was relevant to the execution of *Overture*.
- Creating and developing an accompanying workbook for Membership Candidates to use during implementation of the Modules, which in turn allowed for the eventual delineation of what are now known as the *Overture* Educator's Manual and the *Overture* Membership Candidate Workbook.

The launching and maintenance of *Overture* was deemed a monumental success...And then the world shut down. As several chapters were forced to press pause on their Spring 2020 Membership Candidate Classes, the National Curriculum Committee leapt into action and were extremely instrumental in helping Membership Educators, by developing resources to assist them in being able to finish the process in a virtual format.



As we continued to navigate the unknown of Covid-19, it was necessary for many of our normal operations to be halted or transitioned to a virtual setting. I can truly say, this whole experience has invented lots of new phrases in much of our day to day and there's one in particular that I never imagined I would utter in relation to the Sorority's most sacred tradition: *Virtual Ritual Experiences (VREs)*.

Working collaboratively with a variety of members from the National Leadership Team, beginning in September 2020 and continuing through the Spring 2021 semester, we were able to host a total of 383 VREs over Zoom Video Communications.

While this method was unorthodox and not ideal, we were able to offer our newly initiated members of the organization an opportunity to experience the defining themes of our Rituals, while allowing chapters to interact with National Leaders who they normally would not have had the chance to do. Huge thank you to all of the National Leadership Team members who went along with me on the fast, yet rewarding ride of administering each of the VREs. I am in awe of the ways in which you all came through for our students and how you were able to add a sense of normalcy to an operational piece that will always be best served in person.

As we worked with chapters to grow our membership, there were areas where trimming back was beyond the control of the National Council. During the biennium, the Council faced the heavy decision of having to close six chapters, for reasons such as having no registered Active members during a school year, Directors of Bands making the conscious decision to close their chapter due to a lack of participation or motivation towards band service, and universities making the decision to not allow Tau Beta Sigma to remain on their campus at this time. I share this information with you, to pose the challenge that as each of you go back to your chapters, really take the time to re-evaluate the projects undertaken by your group and identify the ways in which they not only add value to your band program, but they fit within the ideals of our organization.

Switching gears to a more positive note, the Sorority was able to expand and grow, despite not being able to be in person. We were able to welcome and welcome back the following chapters:

- Chicago State University, Installed as the Iota Omega Chapter (Advisors: Katie Langley & Carrie Webster; Ritual Team Chapter: Zeta Alpha, Illinois State University).
- Slippery Rock University, Installed as the Kappa Alpha Chapter (Advisors: Megan Enright, Ted McCadden, and Kat Howell; Ritual Team Chapter: Gamma Omega, University of Pittsburgh)
- Langston University, Reinstalled as the Delta Alpha Chapter (Advisors: Siobhan Wilkes, Kathy Webster, and Erika Pope; Ritual Team Chapter: Alpha, Oklahoma State University)
- Albany State University, Reinstalled as the Zeta Kappa Chapter (Advisors: Nikki Lyons, Neil Bleiweiss, and Lauren Harrison-Funk; Ritual Team Chapter: Iota Psi, Kennesaw State University).

As I wrap up my time as the National Vice President for Colonization & Membership, I would like to take the time to thank the following groups and individuals.

- Thank you to our wonderful National Headquarters Staff. They have been our rocks even more so than during a normal biennium.
- Thank you to the TBS Board of Trustees and TBS Alumni Association for your continued support in the work we do to enhance the membership experience for our Active students.
- **To the District Counselors (Seasoned, new, and incoming):** You are the frontline operators for the work that we do with our students. They look to you for guidance and we look to you for help in bridging the nation together. Our students are so lucky to have you, as is the National Council!
- **To the Chapter Visitation Assistants:** Thank you for devoting your free time and efforts to checking in with our chapters and being the connection that we needed to help them grow. Your role evolved into so much more this biennium than we ever could have imagined and we will forever be indebted to you.
- **To the District VPMs:** Thank you to the 18 District VPMs who I have had the opportunity to work with. Your resilience, determination, and innovation has been on full display over these past two years and I can't wait to see what each of you go on to do in the world.
- **To Jessica:** Thank you for being a wonderful collaborator, confidant, and partner in the work we have done for membership. Knowing that you are supported and looked after by your fraternal counterpart and that there's one person who can uniquely understand what it means to soon be "the face" of our organizations is amazing! Thank you for being willing to go into the arena for us and know that I will always do the same for you.
- **To Leslie:** From the time we met during my Napoleon Dynamite phase, all the way to our late night conversations that carried on after closing the virtual ritual chapter rooms, I have been consistently reminded how grateful I am that you are one of my people. You genuinely care about others and their wellbeing, sometimes at the expense of your own. You once said that you enjoyed being a fly on the wall when students "experience" interactions with me for the first time and the same can be said about you as well. Whether it was looking for ways to use our official Sorority platforms to promote student leadership or being a Google detective to find out more about their school's mascot and/or fight song to have on the ready for the send off of a Zoom call, our students are so lucky to have you and I am so thankful for you and the prayers that I know you've sent up on my behalf.

- **To Tonya:** From the moment that you said yes to being one of our 2018 Women In Music Speakers, I knew that you were someone I wanted to get to know better and that hopefully one day, you would be a part of our team in some capacity. While Adrienne got to you first, I am so glad that we had a chance to work together and even though you will be stepping down as VPPR, don't think you're getting away that easily! You are the kind of awesome that stuff is made from and who motivates others to be the best that they can be. Our students have been fortunate to have you advocate in topics such as equity and inclusion in the band world and getting them ready to start shaping their careers. Thank you so much for your service. You, me, and an Uber karaoke for life.
- **To Siobhan:** Even though I am older, I think I want to be you when I grow up! As I've said numerous times, you make us look cooler than we actually are. I love watching you work with the students, as you challenge them to "act boldly," and not be afraid to do things differently, in a way that only you can. I am so fortunate to have you on this ride together and particularly during this biennium. You've shared so much of yourself with us and even I've learned so much more about our organization because of you (it could be because of the random TBS History facts that you'll spout off at the drop of a dime). Your approach to the work of our Sorority is truly motivational and I can't wait to see what else you will bring over these next two years.
- **To Adrienne:** I still love us! And I know that I always will. In my final VPSP report back in 2019, I asked you to remember that time during the Counselor days when we sat in a hotel hallway at NatCon in Springfield, Massachusetts and said we would never be members of the National Council? I said back then, "Well like Thelma and Louise, we've gone over the cliff together and I'm extremely lucky to be in the front passenger seat next to you as we do." Who knew how tale telling that statement would be. I can truly say that your presidency has affirmed what it means to have a servant's heart. I'm not Catholic, but if I were, I would be a proponent for your canonization as a saint. I recently told you that in trying to find those small victories of the last 18 months, one of the silver linings has been watching you lead. I know it hasn't been easy. Heavy is the head that wears the crown and yet you've worn it with great poise, determination, empathy, and love. It may have gotten a bit tilted more than a few times and I am sure there were times you wanted to rip it off and toss it across the room, but because your passion for ensuring our excellence has never waned, you simply gave the crown a bit of a shine, straightened it up, and carried on. What a remarkable woman who we have had the privilege to be under her leadership. And you should know that one of the reasons that I have asked someone to record my report, is so that in future years we'll play this for Lia and Aidan, so they too can know how much you mean to so many and just how much of a badass their mom really is. I love you to the moon!

Finally, I would be remiss if I didn't thank all of you, our students. Our organization is as successful as you make it and you have proven that the most this biennium. Countless hours on Zoom calls, chatting with your National Leadership, always landing on the fact that it was our duty to make Tau Beta Sigma a safe space in a time that didn't always feel safe. This was our vow to you and yet, the FORTITUDE & COURAGE demonstrated by each of you, in turn, made it safe and okay for us too. Thank you so much for entrusting me with the huge responsibility of growing our National Organization and as I look towards the future, I will continue to work to give you my best. Continue to love the band, love the music, and love each other!

Respectfully Submitted,



Erika L. Pope  
Tau Beta Sigma 2019-2021  
National Vice President for Colonization & Membership

2021-2023 Budget

	Ordinary Income/Expense	Jun '19 - May 21	Budget	% of Budget	Estimate with \$5 Increase	Estimate with \$10 Increase
	Income					
401 · Charter Fee		1,650.00	600.00	275.0%	\$ 600.00	\$ 600.00
401.1 · Colony Application Fee		600.00	900.00	66.67%	\$ 600.00	\$ 600.00
402 · Chapter Fee						
	402.1 · Late Fee (Chapter fee)	106.25				
	402 · Chapter Fee - Other	26,275.00	26,800.00	98.04%	\$ 26,400.00	\$ 26,400.00
Total 402 ·		26,381.25	26,800.00	98.44%		

Chapter Fee						
403 · Initiate Fee						
	403.1 · Late Fee(Initiates )	10,715.23				
	403 · Initiate Fee - Other	244,618.00	294,500.00	83.06%	\$ 292,500.00	\$ 303,750.00
Total 403 · Initiate Fee		255,333.23	294,500.00	86.7%		
404 · Honorary Initiate Fee						
	404.1 · Late Fee (Honorary)	400.00				
	404 · Honorary Initiate Fee - Other	9,147.50	16,000.00	57.17%	\$ 32,500.00	\$ 33,750.00
Total 404 · Honorary Initiate Fee		9,547.50	16,000.00	59.67%		
405 · Membership Dues						
	405.1 · Late Fee (Member Dues)	2,168.75				
	405 · Membership Dues - Other	524,479.05	542,955.00	96.6%	\$ 561,000.00	\$ 586,500.00
Total 405 · Membership Dues		526,647.80	542,955.00	97.0%		

407 · Life Membership						
	407.1 · Life Member Payment Plan	1,416.93				
	407 · Life Membership - Other	22,775.01	14,000.00	162.68%	\$ 30,000.00	\$ 30,000.00
Total 407 · Life Membership		24,191.94	14,000.00	172.8%		
408 · Supply Sales		290.00	500.00	58.0%	\$ 500.00	\$ 500.00
409 · Jewelry Sales		0.00	3,000.00	0.0%	\$ 3,000.00	\$ 3,000.00
410.0 · Clothing Royalties		8.82				
410.1 · Jewelry Royalties		3,742.09	5,000.00	74.84%	\$ 5,000.00	\$ 5,000.00
410.5 · Affinity Royalties		8,961.29	11,000.00	81.47%	\$ 11,500.00	\$ 11,500.00
410.6 · Geico		24,715.00	17,000.00	145.38%	\$ 21,600.00	\$ 21,600.00
412 · National Convention Income		66,578.12	60,000.00	110.96%	\$ 65,000.00	\$ 65,000.00
414 · Interest		4.48				
415 ·		36,300.00				



Miscellaneous Income						
416 · Donation & Contributions						
	416.4 · GF Projects	1,205.00				
	416 · Donation & Contributions - Other	1,084.56	3,500.00	30.99%	\$ 3,500.00	\$ 3,500.00
Total 416 · Donation & Contributions		2,289.56	3,500.00	65.42%		
417 · Capital Improvmt						
	417.0 · Cap Imprv - Brick	250.00				
	417 · Capital Improvmt - Other	200.00				
Total 417 · Capital Improvmt		450.00				
419 · Interest-Scholar/Leadership		479.32	400.00	119.83%	\$ 400.00	\$ 400.00
426 · Duck St. Rental		8,400.00	16,800.00	50.0%		
455 · TBS AA Income						

	455.1 · TBS AA Dues					
	455.2 · TBS AA Contributions/ Programs					
	455.3 · TBS AA Affiliate Fees					
	455.4 · TBS AA NC/Fundraisi ng Income					
	455 · TBS AA Income - Other					
Total 455 · TBS AA Income		0.00				
Total Income		996,570.40	1,012,955.0 0	98.38%	\$ 1,054,100.0 0	\$ 1,092,100.0 0
Expense						
524.2 · HQ Maint Repairs (Ins Claim)		11,568.66				
522.4 · Software/Plu gins		6,259.88			\$ 6,500.00	\$ 6,500.00
541.12 · NatCon 2021		671.83			\$ -	\$ -
501 · Salaries						
	501.1 · 401K Contributions (Co Match)	10,802.31	12,000.00	90.02%	\$ 12,000.00	\$ 12,000.00

	501 · Salaries - Other	290,032.85	318,200.00	91.15%	\$ 320,000.00	\$ 320,000.00
Total 501 · Salaries		300,835.16	330,200.00	91.11%		
502 · Payroll Taxes		22,953.78	25,456.00	90.17%	\$ 25,456.00	\$ 25,456.00
503 · Staff Benefits		65,598.36	78,400.00	83.67%	\$ 70,000.00	\$ 70,000.00
505 · CFR Salary		0.00				
507 · National Officer Travel/Expen se						

	507.1 · Officer Travel/Expe nse	23,730.66	60,000.00	39.55%	\$ 55,000.00	\$ 55,000.00
	507.2 · Board Travel/Expe nse	7,151.31	20,000.00	35.76%	\$ 18,000.00	\$ 18,000.00
	507.3 · Travel / Investigation etc...	9,252.39				
	507 · National Officer Travel/Expe nse - Other	-845.50				
Total 507 · National Officer		39,288.86	80,000.00	49.11%		

Travel/Expense						
508 · Exc Dir & Staff. Travel & Exp		5,886.67	15,000.00	39.24%	\$ 13,500.00	\$ 13,500.00
522.3 · Galvin Technologies		10,160.00			\$ -	\$ -
510 · District Counselor Travel/Exp.						
	510.1 · MW District	746.86	4,000.00	18.67%	\$ 4,000.00	\$ 4,000.00
	510.11 · MW Chapter Visitation	0.00	2,370.00	0.0%	\$ 2,000.00	\$ 2,000.00
	510.2 · NC District	1,192.83	4,000.00	29.82%	\$ 4,000.00	\$ 4,000.00
	510.12 · NC Chapter Visitation	373.14	3,205.00	11.64%	\$ 2,200.00	\$ 2,200.00
	510.3 · NE District	551.45	4,000.00	13.79%	\$ 6,000.00	\$ 6,000.00
	510.13 · NE Chapter Visitation	1,268.86	4,970.00	25.53%	\$ 3,000.00	\$ 3,000.00
	510.4 · SE District	1,315.99	6,000.00	21.93%	\$ 6,000.00	\$ 6,000.00
	510.14 · SE Chapter Visitation	639.60	6,065.00	10.55%	\$ 3,000.00	\$ 3,000.00
	510.5 · SW District	2,183.34	6,000.00	36.39%	\$ 6,000.00	\$ 6,000.00

	510.15 · SW Chapter Visitation	682.40	6,725.00	10.15%	\$ 3,000.00	\$ 3,000.00
	510.6 · W District	580.75	4,000.00	14.52%	\$ 4,000.00	\$ 4,000.00
	510.16 · W Chapter Visitation	638.11	3,005.00	21.24%	\$ 2,000.00	\$ 2,000.00
Total 510 · District Counselor Travel/Exp.		10,173.33	54,340.00	18.72%		

512 · Auditing & Accounting		22,929.36	19,000.00	120.68%	\$ 19,000.00	\$ 19,000.00
513 · Public Relations		9,857.02	11,000.00	89.61%	\$ 10,000.00	\$ 10,000.00
514 · Legal Services		10,278.07	5,000.00	205.56%	\$ 5,000.00	\$ 5,000.00
515 · Business & Liability Insurance		76,683.71	77,000.00	99.59%	\$ 114,000.00	\$ 114,000.00
516 · VISA & Mastercard Fee		32,515.45	16,200.00	200.71%	\$ 16,200.00	\$ 16,200.00
517 · Telephone		8,095.56	4,300.00	188.27%	\$ 6,484.00	\$ 6,484.00
518 · Postage		21,160.40	20,000.00	105.8%	\$ 20,000.00	\$ 20,000.00
519.1 · Interest Expense		9,816.34				
520 · Headquarters		32,386.29	16,000.00	202.41%	\$ 16,000.00	\$ 16,000.00

Supplies & Expense						
521 · Headquarters Purchases		5,362.44	6,000.00	89.37%	\$ 6,000.00	\$ 6,000.00
521.1 · Duck Street Purchases		0.00	500.00	0.0%		
521.2 · Duck Street Property Tax		1,552.50	1,500.00	103.5%		
522 · Office Equipment Maintenance		12,711.44	7,000.00	181.59%	\$ 7,000.00	\$ 7,000.00
522.1 · Computer Services		20,995.24	15,000.00	139.97%	\$ 2,500.00	\$ 2,500.00
522.2 · Salesforce.com Inc		8,431.87			\$ 30,660.00	\$ 30,660.00
523 · Headquarters - Utilities		17,322.26	15,000.00	115.48%	\$ 20,000.00	\$ 20,000.00
524 · Headquarters - Maintenance		24,098.74	16,000.00	150.62%	\$ 16,000.00	\$ 16,000.00
525 · Duck Street - Utilities		4,011.38	6,000.00	66.86%		
526 · Duck Street - Maintenance		2,374.55	1,000.00	237.46%		
527 · Chapter Supplies & Expenses		7,168.87	8,000.00	89.61%	\$ 8,000.00	\$ 8,000.00



528 · Supplies for Resale		431.98				
529 · Trophies & Awards		3,265.40	5,000.00	65.31%	\$ 4,000.00	\$ 4,000.00
530 · Jewelry Purchases		0.00	1,000.00	0.0%	\$ 1,000.00	\$ 1,000.00
531 · Jewelry Giveaway		17,661.26	20,000.00	88.31%	\$ 16,000.00	\$ 16,000.00
533 · Association Dues		695.87	600.00	115.98%	\$ 600.00	\$ 600.00
534 · District Offcr Ledershp Conf		0.00	19,000.00	0.0%	\$ 19,000.00	\$ 19,000.00
535 · District Allotment Expense		23,699.02	24,000.00	98.75%	\$ 24,000.00	\$ 24,000.00
536.1 · Training		287.07				
537 · Forgiven Debts		1,145.59				
539 · Staff Search Expenses		0.00	1,000.00	0.0%		
541.11 · National Convention Exp-2019		136,573.63	100,000.00	136.57%		
541.12 · National Convention					\$ 150,000.00	\$ 150,000.00

Exp-2021						
543 · PODIUM Expense		14,658.62	13,500.00	108.58%	\$ 13,500.00	\$ 13,500.00
544 · Subscriptions		129.70				
545 · Bank Service Charges		1,339.24	1,500.00	89.28%	\$ 1,500.00	\$ 1,500.00
547 · Donation Expense		5,000.00			\$ -	\$ -
550 · Depreciation Expense		12,443.00				
551 · Capital Imp. Project Exp						
	551.0 · Bricks	393.00				
	551 · Capital Imp. Project Exp - Other	2,783.03				
Total 551 · Capital Imp. Project Exp		3,176.03				
552 · Leadership Development expense						

	552.1 · Women in Music	120.00				
Total 552 · Leadership		120.00				

Development expense						
555 · TBS AA Expense						
	555.1 · TBS AA Travel					
	555.2 · TBS AA Postage/Mailer					
	555.3 · TBS AA Website/Data Services					
	555.4 · TBS AA Nat Con/Meetings					
	555.5 · TBS AA supplies/misc exp					
	555.6 · TBS AA Special Projects					
	555.7 · TBSAA Grants & Scholarships					
	Total 555 · TBS AA Expense	0.00				
	6560 · Liability Exp/ Direct Dep Fee	-33.70				

	Total Expense	1,021,740.73	1,013,496.00	100.81%	\$ 1,092,100.00	\$ 1,092,100.00
	Net Ordinary Income	#VALUE!	#VALUE!	#VALUE!		
	Net Income	#VALUE!	#VALUE!	#VALUE!	\$ (38,000.00)	\$ -

## APPENDIX I: Report of the National Vice President for Professional Relations

### 2021 NIB

While the planning and execution of the 2021 National Intercollegiate Band was fraught with challenges due to COVID-19, it ultimately ended as an extremely successful, meaningful, and positive musical event. The conductor, Dr. Cynthia Johnston Turner was brought in as a replacement to the originally contracted Virginia Allen. Dr. Allen did not feel comfortable traveling during the pandemic; however, Dr. Turner was a fabulous fit for the realization of composer Alex Shapiro's commissioned piece *SUSPENDED*.

### NIB Makeup

After 135 auditions the following instrumentation was selected:

6 fl	2 ob	9 cl	2 b.cl	2 bsn	4 saxes	1 piano
6 hn	6 tpt	2 euph	2 tuba	4 tbn	1 b.tbn	7 perc

The string bass player was hired from the Grand Rapids Symphony and participated in one full rehearsal, dress rehearsal, and performance. All appearances were paid union rates (contract worked out by Steve).

This year's NIB was smaller with only 54 members representing 37 colleges and universities across the country. The F. Lee Bowling Award for the highest attendance per school went to Texas Tech University with 4 participants. Bowling Green State University & The University of North Texas were next with 3 participants each.

### COVID-19 Mitigation

Initial planning accounted for 6-foot spacing between players; however, protocols changed to allow for 3-foot spacing between aerosol producing instruments. This proved necessary as the stage measurements were established without the shells. Once shells were in place, the stage would not have accommodated a 6-foot spacing with natural arcs. In addition to spacing, players were asked to

wear masks when not playing and use bell covers for the duration of rehearsals. Bell covers were used for every rehearsal until the dress where the conductor asked players to remove them for the concert. Therefore, while covers were used for all rehearsals, they were not present for the final performance. The final mitigation measure included rehearsal blocks of roughly 50 minutes followed by a ventilation break of 15-20 minutes.

### **Union Workers**

Because the hall staff were union workers, we navigated rules/regulations. These added extra communication and cost in the following areas:

1. Use of piano: baby grand vs. grand
2. Stage staff for regular rehearsals (1) vs. stage staff for rehearsals with electronics (3)
  - a. It should be noted that when union workers manage the hall ALL equipment used must belong to the hall.
3. Use of electronics: ear pieces, monitors, speakers.

### **Instruments**

The following instruments were borrowed for the execution of the NIB:

Bari Saxophone

Percussion - most from Wayne Bovenschen from Oklahoma State and some from Scott Boerma from Western Michigan University

### **Composer's Assistant**

Incoming VPPR LaToya Webb and band director Yuji Jones served as composer's assistants. This was incredibly helpful as the composer had difficulty seeing the score. (Alex Shapiro recently had eye surgery) \*This is a useful tool in general as it's difficult to mark/listen/comment in real time.

### **Unexpected VPPR Costs**

During the event, I made the following unexpected purchases for NIB

1. 4 additional scores: 11x17
  - a. These were at the request of the composer and conductor and were used by conductor, composer, myself, and composer assistant
2. Headphones and Ear Adapter Kit
  - a. Conductor needed new/different headphones for the electronic click-track as the hall set did not fit securely in her ear.

### **Schedule**

We noticed the schedule on the NIB website and the schedule in the HQ staff spreadsheet were not the same. This was easily rectified. In the future, it may be helpful to have the NIB schedule on the NatCon event app for students who participate in both.

### **Reading Band**

Reading Band did not occur during 2021 due to COVID but will resume in 2023.

Respectfully submitted,  
Dr. Tonya Mitchell-Spradlin  
Tau Beta Sigma National Vice President for Professional Relations, 2019-2021

## **APPENDIX J: Report of the Nominations Committee**

The 2021 Nominations Committee was charged with the following:

1. Review the 2019 Nominations Committee Report.
2. Determine the eligibility of the candidates for National Council as outlined in the Tau BetaSigma National Constitution.
3. Develop interview procedures, formulate questions, and schedule interview times for all candidates for National Office.
4. Recommend a slate for candidates for National Office.
5. Make decisions that reflect the best interest of the sorority.

We determined the eligibility of each candidate for National Office based on the requirements outlined in articles 3.203, 3.204, and 3.205 of the 2019-2021 Tau Beta Sigma National Constitution.

*3.203 Each National Officer shall be a Life Member of the Sorority in good standing and at least twenty-five (25) years of age at the time of election. Each National Officer shall have completed an undergraduate degree program. Each National Officer shall possess outstanding business ability and shall be capable of representing the Sorority under all ordinary conditions. All shall be willing and able to devote the necessary time to the execution of the duties imposed by the office and shall be actively participating in or serving bands during their term of office.*

*3.204 [...] The National President and Vice President for Colonization and Membership shall not be eligible for reelection.*

*3.205 [...] In addition, the National President shall have held at least one national office.*

The candidates briefly introduced themselves in our separate session. They also spoke during our mixed caucuses on Wednesday, where they reintroduced their platforms and took questions from the delegates. Each of the candidates for National Office had submitted application packets prior to convention. The committee met for a total of 3½ hours. In our first hour we revised and



updated the set of interview questions and accepted a schedule for the interviews based on the amount of time each candidate would take to interview - 30 minutes for President and VPCM; 25 minutes for VPSP and VPCR. On Tuesday we interviewed the candidate for President. On Wednesday we interviewed candidates for VPCM, VPSP, and VPCR.

The questions we asked were as follows:

**GENERAL QUESTIONS:**

1. "What is your greatest achievement outside of TBS and how can you apply the skills you learned to your office?"
2. "Scenario: You are about to roll out a new program, process, or information - how do you plan to communicate it to the chapters and encourage them to actively participate?"
3. "What is a personal difficulty that you faced? How did you overcome it and what did you learn?"
4. "How do you plan to balance your professional life with this profession?"
5. "What past experiences have you had that make you qualified for this position?"

**PRESIDENT ONLY**

1. "What is your vision for the biennium and the 2023 convention?"

**VPCM ONLY**

1. "Do you have plans to modify Overture in any way, and if so, how do you believe those will benefit the organization?"
2. "What will be your approach to (expansion) in the biennium?"

**VPSP ONLY**

1. "Do you have plans to expand or modify Fo5, and if so, why do you believe those changes will benefit the programs?"
2. "How do you intend to encourage participation from chapters who currently have low participation rates?"
3. "Do you plan to modify For Greater Practice or otherwise increase the level of musicianship in the organization?"
4. "What are your plans to continue a concerted effort to promote women in the band profession?"

**VPCR ONLY**

1. "How do you plan to use our social media to better reach and engage our members at all levels?"
2. "Do you plan to continue the Podcast, and if so, what vision do you have for it?"

3. “How do you plan to continue the increase in applications for the national awards and scholarships?”
4. “An important part of our mission statement is “equality and diversity” - how do you plan to support the efforts of the current council in expanding and recognizing diversity in our organization?”
5. “If slated into a different position, would you be willing to carry out those responsibilities?”

## **ALL**

1. (Any question a committee member had regarding a previous answer a candidate gave or the contents of their specific packet.)
2. Is there anything else in your packet, platform, or about you that you have not been able to speak on yet and you would like us to know? (to be asked in the final minutes of the interview)

We used the questions used by the 2019 convention’s committee as a base for our questions, but varied them to suit the needs of the coming biennium. We believe this was effective, and candidates were able to share their plans and vision relevant to the current and future of the organization. “General” Question 3 could have been asked in a way the directed the “lesson learned” answer back to how it would influence their leadership; the President could be asked another question or two if interested, though the one question given prompts a very thorough answer; and “All” Question 2 was very effective in receiving a response that let us feel like we knew the candidate’s platform more intimately.

The candidates were Erika Pope for President, Siobhan Wilkes for Vice President for Colonization and Membership, Leslie Gartin for Vice President for Special Projects, and Allison Leemann and Sarah Griffith for Vice President of Communication and Recognition.

The Committee charges the 2023 Nominations Committee with the following:

1. Review the 2021 Nominations Committee Report.
2. Determine the eligibility of the candidates for National Council as outlined in the Tau Beta Sigma National Constitution.
3. Develop interview procedures, formulate questions, and schedule interview times for all candidates for National Office.
4. Recommend a slate for candidates for National Office.
5. Make decisions that reflect the best interest of the sorority.

The Committee charges the 2023 Nominations Committee Chair with the following:

1. Review and note any suggestions for revision of the interview questions before the first meeting of the committee.
2. Draft an interview schedule before the first meeting of the committee, with the intention of completing at least one interview during that first meeting.

The committee would like to note that we had an exceptional challenge in selecting the candidate to be slated for the office of VPCR, as we felt both candidates were fully qualified and would provide notable contributions to the sorority. We were very impressed with both applicants, and as such we would like to present two more charges.

The Committee charges the 2021-23 National Council with the following:

1. Should Allison Leemann not be elected to the office of VPCR, she should be given every opportunity to remain involved in the operations of the sorority beyond her term as a counselor; whether in a position of prominence on task forces/committees or in another appropriate role.
2. Should Sarah Griffeth not be elected to the office of VPCR, we recommend without reservation that she should be elevated to the position of District Counselor at the earliest possible opportunity.

It was an honor to be selected to serve as chair of this committee, and to be given the opportunity to work and interact with so many incredible sisters in this way. I would like to thank our advisors Carolyn McCambridge, Amber Scott, and Alexis Holladay for their support and guidance, and the 5 wonderful sisters serving on this committee for sharing their wisdom and vision for the future of Tau Beta Sigma.

Respectfully submitted,

Emma Fell, Chair, Southeast District President  
Matt Harris, Gamma Omicron - SWD  
Cara Berg, Gamma Rho - NCD  
Mychaela Fegter, Theta Mu - MWD  
Theo Mitchell, Theta Delta - WD  
Essence Blake, Eta Delta - NED  
Carolyn McCambridge, Chairperson of the Board of Trustees, Advisor  
Amber Scott, Southeast District Counselor, Advisor  
Alexis Holladay, Western District Counselor, Advisor

Our Slate for the 2021-2023 National Council is as follows:

President: Erika Pope  
VPCM: Siobhan Wilkes  
VPSP: Leslie Gartin  
VPCR: Sarah Griffith

### **APPENDIX K: Report of the Programs Committee**

The 2021 Programs Committee was charged with the following:

1. Review the report of the 2019 Programs Committee.
2. Review the report from the National VPSP that addresses the state of the national programs.
3. Review the National Programs and For Greater Practice Initiative Guides for recommended resources to be developed by the NVPSP.
4. Discuss ways to encourage participation in the National Programs amongst chapter members. Discuss ways to encourage participation from chapters who do not traditionally participate in National Programs. Provide these recommendations to the NVPSP as well.

We reviewed the Report of the 2019 Programs Committee along with the report from the National VPSP. From our discussion we would like to offer suggestions for the future of the National Programs.

We want to see the following items incorporated into each program section:

- tips and tricks
- jump start ideas
- general time needed
- suggestions on how the event is attended (hybrid, virtual, and in-person events)
- suggestions for generally accessible timeframe (fall, spring, marching band time, etc)

Another suggestion is to create social media posts that are district specific, at least once a month, to state where chapters are with the FoF campaign. This should be listed by chapters so chapters can have a sense of friendly competition. This could also be the District Vice Presidents of Special Projects duty.

- Consider having more than one FoF liaison from each chapter on the Focus on Five Campaign Facebook Page along with having general information more accessible and understandable to all members. This includes brief posts/videos summarizing the FoF campaign and informing all chapter members what this project entails.
- Encourage the District Vice Presidents of Special Projects to inform, encourage, and excite FoF liaisons to share ideas with one another.
- Encourage FoF liaisons to share the love of the planning and implementation of the National Programs with other chapter members such as Service/Programming Chair.

- With social media posts, include links. For example, on Instagram, create a linktree in the bio for members to be able to click on to be taken to the specific FoF page/standings, Programs Guide, etc.

We would still like to see a bonus piece being offered, whether that is at district or national council discretion. This bonus piece could be earned for noticing effort from chapters, achievable pre-approved events to carry out, etc. We believe a buddy system would be beneficial, especially for chapters who struggle to complete stripes and lyre pieces. This could be based on such things as demographics, needs, and strengths.

Additionally, we would like if chapters that generally have a low percentage of completion were encouraged and given small, achievable goals along the way to increase percentage each year. We think spotlighting those chapters for their improvements and engagements with all stripes and lyre pieces is important recognition. Create an award for these improving chapters, big or little. This could be done by District Vice Presidents of Special Projects at District Conventions. This could also be paired with incentives along the way or at the end for chapters to work towards.

The Committee charges the 2023 Programs Committee with the following:

1. Review the report of the 2021 Programs Committee.
2. Review the report from the National VPSP that addresses the state of the national programs.
3. Review the National Programs Guide.
4. Review the effectiveness of Focus on 5 as a motivator to complete the national programs.

The Committee charges the National VPSP with the following:

1. Use multiple social media platforms to share resources and updates about the national programs.
2. Work with the District Vice Presidents of Special Projects, National Council, and others you see fit, to take these considerations into account when planning for the upcoming academic years.

Respectfully submitted,

Brooke Lee, Theta Mu, Chair  
Aaliyah Carter, Delta  
Jenna Dominguez, Delta Kappa, Proxy for Iota  
Megan Cox, Omicron  
Olivia Lawson, Rho  
Paola Salcedo, Tau  
John Mark, Psi

Kayli Munson, Alpha Gamma  
Kaitlyn Wincup, Alpha Xi  
Michael Crass, Alpha Omicron  
Chaerin Woo, Beta Xi  
Ava Gleason, Beta Sigma  
Kallan Mulhearn, Delta Sigma, Proxy for Gamma Eta  
Sydney Rush, Gamma Xi  
Katie Long, Alpha, Proxy for Gamma Tau  
Jane Oge, Epsilon Omega, Proxy for Delta Alpha  
Eireka Wright, Delta Pi  
Elliott Hicks, Epsilon Iota  
Samantha Fell, Epsilon Xi, Proxy for Zeta Beta  
Rebecca King, Zeta Epsilon  
Chanel Epps, Zeta Iota  
Morgan Raskin, Alpha Omega, Proxy for Zeta Tau  
Ashlee Brown, Theta Sigma, Proxy for Eta Beta  
Kaitlyn Riggio, Eta Gamma  
Lindsey Kovach, Eta Zeta  
Megan Chong, Eta Lambda  
Zoe Castillo, Eta Nu  
Jewell Wheeler, Eta Pi  
Reagan Wade, Eta Delta, Proxy for Eta Chi  
Fernanda Ceron, Delta, Proxy for Theta Eta  
Mary Longsdorf, Iota Epsilon  
Heather Geer, Eta Rho, Proxy for Iota Kappa  
Eric Miller, Tau, Proxy for Iota Mu  
Eliza James, Iota Pi  
Mikailyn Conway, Iota Chi  
Emily Atkeison, Iota Psi  
Monika Monk, Epsilon Sigma (Chapter Visitation Assistant), Advisor  
  
Kellie Leitz, Theta (North Central District Counselor), Advisor  
  
Sarah Cox, Epsilon Kappa (Western District Counselor), Advisor

### **APPENDIX L: Report of the Colonization & Membership Committee**

#### **Report of the Colonization and Membership Committee**

The 2021 Colonization and Membership Committee was charged with the following:

1. Review the 2019 Colonization and Membership Committee Report.
2. Review the report of the National Vice President for Colonization and Membership.

3. Review the implementation of *Overture* and recommend any changes that may be necessary.
4. Review the proposed Hazing Prevention Lesson for addition to *Overture* and recommend changes that may be necessary.
5. Review the TBS Membership Education Plan Form for 2021-2022 and provide recommendations.
6. Review and discuss the draft of the new *Overture* Landing page for tbsigma.org.

### **Review the 2019 Colonization and Membership Committee Report**

The committee reviewed the 2019 Colonization and Membership Committee Report.

### **Review the report of the National Vice President for Colonization and Membership**

The committee reviewed the report of the National Vice President for Colonization and Membership, Erika Pope. We discussed the recommendations for the next NVPCM. While we agree with these recommendations, we want to offer a suggestion to think about how to measure changes of chapter MEPs, if the information submitted is limited. We also want to add the suggestion of perhaps having chapters submit the whole document but highlighting any changes for review.

### **Review the implementation of *Overture* and recommend any changes that may be necessary.**

The committee thoroughly reviewed *Overture*. We started with the discussion of the order of the activities, specifically learning about the National Council before the individual chapters. Some felt as though this was overwhelming for Membership Candidates and it would be beneficial for MCs to learn about their individual chapter history before learning about the National Council. Others felt as though it was important to understand the vision of the Sorority as a whole before applying it to the chapter level, and chapters should already be mentioning chapter history during recruitment events and throughout MEP, with a suggestion for District VPMs to work with Chapter VPMs to find ways to incorporate chapter history into earlier modules.

We also discussed the title of activities and the need for them to be more descriptive to be more inclusive for those who may not understand the title at first glance. The committee suggested that codes be created for the category of learning activities. Ex. Active Learning -> AL, Reading Reflection ->RR.

### **Review the proposed Hazing Prevention Lesson for addition to *Overture* and recommend changes that may be necessary.**



The committee reviewed the proposed Hazing Prevention Lesson and supports its recommendation of the addition to *Overture*. The committee discussed the case study on page 12 of the Hazing Prevention Lesson document and the recommendation of mentioning it in Module 0 of *Overture*, however additional discussion suggested stating that hazing prevention would be mentioned throughout *Overture* instead of introducing the question of the case study for Membership Candidates to think about before writing their reflection in Module 5. The committee also recommends that a brief definition of hazing be placed before the case study, as well as a reference to the proposed Hazing Prevention Slide in Module 0.

**Review the TBS Membership Education Plan Form for 2021-2022 and provide recommendations.**

The committee reviewed the TBS Membership Education Plan form for 2021-2022. We were advised that the TBS Membership Education Plan Form may include the option to only submit recruitment plans in the event a chapter only does recruitment in the fall, and will not take a class until the following semester.

**Review and discuss the draft of the new *Overture* Landing page for tbsigma.org.**

The committee reviewed and discussed the draft of the new *Overture* Landing page for tbsigma.org. We discussed a slight deadline extension for submission of MEPS, based on when the new *Overture* Landing page is officially published, however we understand the priority for recruitment events to be submitted, and that there must be enough time to review MEPs before any membership activities begin.

**The Committee charges the 2023 Colonization and Membership Committee with the following:**

1. Review the report of the 2021 Colonization and Membership Committee.
2. Review the report of the National Vice President for Colonization and Membership
3. Review the implementation of *Overture* and recommend any changes that may be necessary.
4. Review the TBS Membership Education Plan Form for 2023-2024 and provide recommendations.
5. Review the *Overture* Landing page for tbsigma.org and recommend any changes that may be necessary.

**The Committee charges the National Vice President for Colonization and Membership with the following:**

1. Assist District VPMs on how to better combine modules with how it relates to the chapter level for a more integrated education process.
2. Oversee the implementation of *Overture* and assist where needed.

**The Committee charges the Curriculum Development Committee with the following:**

1. Evaluate the order of modules following Module 4 to best suit the needs of Membership Candidates.
2. Evaluate activity titles to better reflect the content of the activities and reference the type of learning category.
3. Review the minutes and discussion on the Hazing Prevention Lesson and take them into account when implementing the hazing into *Overture*

**The Committee charges the District VPMs to the following:**

1. Discuss with chapter VPMs about implementation of *Overture*, including assessments, and the order of Modules.
2. Assist Chapter VPMs on how to combine modules with how it relates to the chapter level for a more integrated education process.

Respectfully submitted,

Ameenah Muhammad, NED President, Chair  
Madison Aquino, Alpha  
Lindsay Adlhoch, Lambda  
Julia Robles, Proxy for Omega  
Emily Dehem, Alpha Delta  
Abby Rogish, Alpha Theta  
Lauren Taylor, Beta Eta  
Anna Staton, Beta Nu  
Elizabeth Richmond, Proxy for Gamma Mu  
John Mabry, Proxy for Gamma Nu  
Megan O'Loughlin, Delta Epsilon  
Anthony Sanchez, Delta Sigma  
Raelynn Twohy, Delta Xi  
Brittany Laird, Epsilon Beta  
Melissa Perrin, Epsilon Kappa  
Zhane Moody, Epsilon Lambda  
Jillian Hurst, Epsilon Xi  
Graciela Lopez, Proxy for Epsilon Psi

De'Aunjana'e Wise, Epsilon Omega  
Clara Mattheessen, Zeta Gamma  
Sarah Williams, Proxy for Zeta Kappa  
Candice Meyer, Zeta Nu  
Jasmine Causey, Zeta Omicron Life  
Renee Cartee, Zeta Psi Life  
Catherine Newhouse, Eta Alpha  
Katherine Reed, Proxy for Eta Eta  
Julia Viger, Proxy for Eta Omicron  
Mary Claire, Proxy for Eta Psi  
Victoria Shephard, Proxy for Eta Phi  
Zaidat Adeniran, Theta Rho  
Matthew Badia, Iota Alpha  
Ashton Butler, Proxy for Kappa Alpha  
Allison Leemann, Northeast District Counselor,  
Advisor  
Shalyn Nystrom, Midwest District Counselor,  
Advisor  
Katie Rixon, Southwest District Counselor, Advisor

**APPENDIX M: Report of the Credentials and Resolutions Committee**  
**Report of the 2021 Credentials and Resolutions Committee**

The 2021 Credentials and Resolutions Committee was charged with the following:

1. Review the report of the 2019 Credentials and Resolutions Committee.
2. Create and verify the personnel report of everyone in attendance at the 2021 National Convention. This should include the following:
  - a. Dignitaries in attendance: National Council, Board of Trustees Members, TBSAA EC Members, Counselors, Chapter Sponsors, other members of note including past national leadership, etc.
  - b. Seated delegates in attendance
  - c. Non-seated members in attendance
  - d. Committee assignment list including Chairs and Advisors

- e. List of award recipients
3. Select award recipients for the following awards based on the information provided to you:
  - a. Janet West Miller Delegate Distance Award
  - b. Chapter Distance Award
  - c. Chapter Participation Award
  - d. District Participation Award
4. Compile a list of important resolutions and statements of recognition
5. Write thank you notes for the list of dignitaries given to you by the National President

***The Committee on Credentials and Resolutions compiled and cross-referenced the data concerning the attendance at the 39th National Convention in Grand Rapids, Michigan and submits the following report:***

**Dignitaries and Special Guests:**

- **National Officers**
  - Adrienne Rall, Theta Mu, National President
  - Erika Pope, Theta Theta, National Vice President for Colonization and Membership
  - Tonya Mitchell-Spradlin, National Vice President for Professional Relations
  - Siobhan Wilkes, Beta Zeta, National Vice President for Special Projects
  - Leslie Gartin, Zeta Nu, National Vice President for Communication and Recognition
- **Tau Beta Sigma Alumni Association Executive Council**
  - Chris Foster, Tau, Chairperson of the TBSAA
  - David Alexander, Gamma Omega, Vice chair & LAA Relations Director
  - Marissa Archuleta, Delta Kappa, Programs Director
  - Jessica Smith, Epsilon Epsilon, Communications Director
  - Dr. Thea Murph, Membership Director
  - Tyra Yiare, Eta Delta, Finance Director
- **District Counselors**
  - Shalyn Nystrom, Theta Xi, Midwest District
  - Zack Rebarchek, Zeta Delta, Midwest District
  - Ted McCadden, Eta Sigma, Northeast District
  - Allison Leemann, Eta Gamma, Northeast District
  - Kellie Leitz, Theta, North Central District
  - Carrie Webster, Zeta Alpha, North Central District
  - Neil Bleiweiss, Alpha Omega, Southeast District
  - Kelsey Reilly, Omega, Southeast District
  - Amber Scott, Theta Upsilon, Southeast District
  - Katie Rixon, Theta Theta, Southwest District
  - Ashlyn Simmons, Psi, Southwest District
  - Kathy Webster, Epsilon Beta, Southwest District
  - Sarah Cox, Epsilon Kappa, Western District
  - Alexis Holladay, Eta Omega, Western District
- **District Counselors-In-Training**

- Sara Remoy, Psi, Midwest District
- Kathryn Howell, Theta Theta, Northeast District
- Chelsea Rasing, Theta Mu, Southwest District
- Linetta Ratliff, Theta Upsilon, Southwest District
- **Chapter Visitation Assistants**
  - Katie Langley, Psi
  - Emily Donovan, Eta Gamma
  - Kathryn Howell, Theta Theta
  - Christopher Lukasik, Delta Delta
  - Monika Monk, Epsilon Sigma
  - Sarah Griffith, Psi
  - Sami Kinnison, Psi
  - Heather McGowan, Iota
  - Brianna Mitchell, Alpha Omicron
  - Chelsea Rasing, Theta Mu
  - Nikki Lyons, Zeta Kappa
  - Abby Rogish, Alpha Theta
- **Board of Trustees**
  - Carolyn McCambridge, Alpha Xi, Chair
  - Dr. Dawn Farmer, Omega, Vice Chair
  - Kathy Godwin, Omega, Trustee
  - Rosalyn McDonald, Theta Phi, Trustee
  - Holli Hartman, Zeta Delta, Trustee
  - Jason Dornbush, Zeta Nu, Trustee
  - Johnathan Markowski, Delta Delta, Immediate Past National President
  - Adrienne Rall, Theta Mu, National President
- **Past National Presidents**
  - Johnathan Markowski, Delta Delta
  - Dr. Kathryn Kelly, Eta Delta
  - Dr. Nicole Sanchez, Delta Eta
  - Dr. Dawn Farmer, Omega
  - Kimbi Sigle, Eta Omega
  - Debbie Baker, Beta Xi
  - Sylvia T. Halbardier, Eta Epsilon
  - Karon Miller Hammon, Iota
  - Gretchen Buchen, Epsilon Kappa
  - Jean Newman, Zeta Xi
  - Kathy Rodeffer, Beta Eta
  - Carla A. Robinson, Alpha Gamma
  - Ann Cunningham Sheets, Epsilon Beta
  - Bonnie L. Schuler, Beta Sigma
  - Dollie O'Neill, Psi
  - Rita Buckley, Eta Beta
  - Debbie Kaplan, Beta Zeta
  - Kathy Godwin, Omega
- **Chapter Sponsors**
  - Lisa Croston, Alpha
  - Emily Donovan, Eta Gamma
  - Tiffany Gardner, Theta Sigma
  - Alexis Holliday, Eta Omega
  - Brian Main, Iota Alpha
  - Cathy Miles, Epsilon Omega
  - Amber Scott, Eta Upsilon
  - Beth Bronk, Delta Phi
- **National Historian**

- Lisa Croston, Alpha, Oklahoma State University
- **National Headquarters Staff**
  - Steve Nelson, National Executive Director
  - Di Spiva, National HQ Office Manager and Accountant
  - Debbie Morris, National Membership Services Coordinator
  - T.J. Tooley, National Chapter & Colony Education Coordinator
  - Aaron Moore, National Alumni Historical and Development Coordinator
  - Robert Bratcher, National Publications Manager
  - Lisa Croston, National Events Coordinator
  - Nicole Brooks, Kappa Kappa Psi National Chapter Field Representative (outgoing)
  - Justin Jensen, Kappa Kappa Psi National Chapter Field Representative (outgoing)
  - Jake January, Kappa Kappa Psi National Chapter Field Representative (incoming)
  - Kennedy Struck, Kappa Kappa Psi National Chapter Field Representative (incoming)
- **Midwest District Council**
  - Brooke Lee, Theta Mu, District President
  - Raelynn Twohy, Delta Xi, District Vice President of Membership
  - Brandi Mazour, Theta Mu, District Vice President of Special Projects
  - Macy Pollard, Theta Xi, District Secretary/Treasurer
- **Northeast District Council**
  - Ameenah Muhammad, Iota Pi, District President
  - Matthew Badia, Iota Alpha, District Vice President of Membership
  - Hannah Beegle, Gamma Omega, District Vice President of Special Projects
  - Kayla Lennon, Eta Delta, District Secretary/Treasurer
- **North Central District Council**
  - Misty Lovejoy, Alpha Xi, District President
  - Elizabeth Richmond, Alpha Xi, District Vice President of Membership
  - Julia Viger, Iota Epsilon, District Vice President of Special Projects
- **Southwest District Council**
  - Tyler Hern, Beta Nu, District President
  - Madison Aquino, Alpha, District Vice President of Membership
  - John Junkins Jr., Psi, District Vice President of Special Projects
- **Southeast District Council**
  - Emma Fell, Epsilon Xi, District President
  - Holleyanna Nolen, Eta Lambda, District Vice President of Membership
  - Jenn Kaminski, Iota Psi, District Secretary/Treasurer
- **Western District Council**
  - Aubry Zide, Zeta Xi, President
  - Melissa Perrin, Epsilon Kappa, Vice President Of Membership
  - Theo Mitchell, Theta Delta, Vice President of Special
- **Women in Music Speakers**
  - Terri Lyne Carrington
  - Dr. Courtney Snyder
- **Other Speakers**
  - Dana Gillis, Keynote Speaker

- Dr. Rebecca Phillips, Opening Joint Session Keynote Speaker
- Dr. Mark Spede, Opening Joint Session Keynote Speaker
- **Honorary Members Initiated into the National Chapter at the 2021 National Convention**
  - Melissa Viviane Jefferson
  - Alex Shapiro
  - Dr. Cynthia Johnston Turner
  - Dr. Courtney Snyder
  - Terri Lyne Carrington
  - Dr. Rebecca Phillips
  - Dr. Mark J. Spede
  - Dr. James Weaver
  - Dana Gillis
  - Emily Blaze
  - Dr. Andrea Venet
  - Domingo Pagliuca
  - William Russell
  - Eric B. Morson
  - Edward Savoy
  - Daniel George
  - Nicolas Rorrer
  - Mike Napolitano
  - Bang T. Co
  - Anthony M. Falcone
  - Jacob January
  - Kennedy Struck
  - Zachary Taylor Stoddard
  - Sarah Elizabeth Fitzgerald
  - Jennifer Leah DiBenedetto
  - Krista Marie Murphy
  - Dr. Gary Davis
  - Dr. Neal Schnoor
  - Dr. Ron Crocker
- **National Intercollegiate Band Participants from Tau Beta Sigma**
  - Lauren Allen, Beta
  - Naomi Harlow, Xi
  - Daniel King, Zeta Alpha
  - Lindsey Kovach, Eta Zeta
  - Kevin Miller, Psi
  - Coral Navarre, Zeta Psi
  - Vanessa Rivera, Chi
  - Sydney Rush, Gamma Xi
  - Carly Scholz, Iota Chi
  - Catherine Walker, Iota Psi

**2021 Distance and Participation Award Winners:**

- Chapter Distance Award
  - Theta Sigma, 20,034 Miles
- Janet West Miller Delegate Distance Awards
  - Julia Robles, Eta Omega, Proxy for Omega, 2,308 miles
- Chapter Participation Award
  - Theta Sigma
- District Participation Award
  - Southeast District

**2020-2021 National Award Recipients**

- **2020 Baton Recipients**
  - Mia Grant, Theta Mu
  - Rachel Kirk, Epsilon Alpha
  - Jonasha Green, Theta Zeta



- Indya Hairston, Theta Phi
- Parth Patel, Iota Psi
- Amelia Mixon , Alpha Omicron
- Andrew Brooks, Omega
- Ciara Gibbs, Eta Pi
- Tommy Luangrath, Alpha Iota
- **2021 Baton Recipients**
  - Ameenah Muhammad , Iota Pi
  - Megan Enright, Gamma Omega
  - Emily Insalaco, Gamma Omega
  - Joshua Zeigler , Kappa Alpha
  - Evelyn Oldham, Beta Xi
  - Abby Rogish, Alpha Theta
  - Brooke Lee, Theta Mu
  - Madison Aquino, Alpha
  - Tyler Hern, Beta Nu
  - Laine Rogers, Delta Sigma
  - Katie Brink, Chi
  - Nathan Grizenko, Gamma Mu
  - Solvay Blomquist, Alpha Chi

**2020-2021 National Scholarship Recipients**

- **2020 Scholarships Recipients**
  - Legacy Scholarship for Business Abilities: Kaitlyn Foster, Rho
  - Patsy Drury Hejl Scholarship for Outstanding Musical Achievement: Mary Longsdorf, Iota Epsilon
  - TBΣ Wava Scholarship: Elisha Johnson, Gamma Tau
  - TBΣ Outstanding Student Leader Scholarship: Tyler Hern, Beta Nu
- **2021 Scholarships Recipients**
  - Legacy Scholarship for Business Abilities: Madison Aquino, Alpha
  - Patsy Drury Hejl Scholarship for Outstanding Musical Achievement: Lindsey Kovach, Eta Zeta
  - TBΣ Wava Scholarship: Lauren Allen, Beta
  - TBΣ Outstanding Student Leader Scholarship: Abigail Folger, Beta Zeta

**Seated Delegation:**

Chapter	School	First	Last	Proxy Chapter	Proxy School
MWD		Brooke	Lee		
NCD		Misty	Lovejoy		
NED		Ameenah	Muhammad		
SED		Emma	Fell		

SWD		Tyler	Hern		
WD		Aubrey	Zide		
Alpha	Oklahoma State University	Madison	Aquino		
Beta	Texas Tech University	M'Kayla	Santos		
Delta	University of Oklahoma	Aaliyah	Carter		
Epsilon	Butler University	Alexis	Brouwer	Rho	Indiana University
Theta	University of Cincinnati	Erica	Horschler		
Iota	Baylor University	Jenna	Dominguez	Delta Kappa	Kansas State University
Lambda	University of Michigan	Lindsay	Adlhoch		
Xi	West Texas A&M University	Grace	Lindauer		
Omicron	University of Utah	Morgan	Cox		
Rho	Indiana University	Olivia	Lawson		
Tau	University of Houston	Paola	Salcedo		
Chi	The Ohio State University	Vanessa	Rivera		
Psi	University of Arkansas	John Mark	Junkins		
Omega	University of Arizona	Julia	Robles	Eta Omega	California State University at Fresno
Alpha Gamma	Kent State University	Kayli	Munson		
Alpha Delta	Ohio University	Emily	Dehem		
Alpha Theta	North Dakota State University	Abby	Rogish		
Alpha Iota	University of Minnesota	Morgyn	Nelson		
Alpha Mu	Wichita State University	Courtney	Houston		
Alpha Xi	Bowling Green State University	Kaitlyn	Wincup		
Alpha Omicron	Sam Houston State University	Michael	Crass		
Alpha Upsilon	Lamar University	Kayli	Becker	Delta Omicron	Clarion University

Alpha Chi	Northern Arizona University	Matthew	Councell		
Alpha Omega	Florida State University	Veronica	Jacob		
Beta Gamma	University of Texas	Genesis	Weitman	Delta Phi	Texas Lutheran University
Beta Delta	Texas Christian University	Anna	Dresback	Alpha	Oklahoma State University
Beta Zeta	Stephen F. Austin State University	Allison	Martinez		
Beta Eta	University of Maryland	Lauren	Taylor		
Beta Nu	Arkansas Tech University	Anna	Staton		
Beta Xi	University of Florida	Chaerin	Woo		
Beta Omicron	Texas Southern University	Eboni	Davis		
Beta Sigma	Purdue University	Ava	Gleason		
Beta Phi	Florida A&M University	Ashley	Lominy		
Gamma Epsilon	University of Miami	Darien	Mozingo		
Gamma Eta	Mississippi Valley State University	Kallan	Mulhearn	Delta Sigma	University of Louisiana at Monroe
Gamma Kappa	University of Connecticut	AuZhane	Ellis	Epsilon Lambda	North Carolina Central University
Gamma Mu	Ohio Northern University	Elizabeth	Richmond	Alpha Xi	Bowling Green State University
Gamma Nu	University of Texas at Arlington	John	Mabry	Epsilon Beta	Texas A & M University at Commerce
Gamma Xi	Arkansas State University	Sydney	Rush		
Gamma Omicron	Southern Arkansas University	Matthew	Harris		
Gamma Rho	Eastern Michigan University	Cara	Berg		
Gamma Tau	University of Central Arkansas	Katie	Long	Alpha	Oklahoma State University
Gamma Phi	Southwestern Oklahoma State University	Madelyn	Huston	Epsilon Xi	Troy University

Gamma Chi	Mansfield University	Cassie	Anderson	Gamma Omega	University of Pittsburgh
Gamma Omega	University of Pittsburgh	Jacob	Diefes		
Delta Alpha	Langston University	Jane	Oge	Epsilon Omega	Morgan State University
Delta Delta	University of Massachusetts	Ari	Beutler	Zeta Epsilon	Michigan State University
Delta Epsilon	Miami University of Ohio	Megan	O'Loughlin		
Delta Eta	Texas A&M University at Kingsville	Kelsi	DeBrower	Zeta Nu	University of Northern Iowa
Delta Theta	Alabama State University	Janiyah	Dorsey	Theta Sigma	Miles College
Delta Kappa	Kansas State University	Gabby	Yager		
Delta Nu	University of Maine	Martinique	Shaw		
Delta Xi	Missouri University of Science and Technology	Raelynn	Twohy		
Delta Omicron	Clarion University	Tylar	Nardei		
Delta Pi	University of Arkansas at Pine Bluff	Eireka	Wright		
Delta Sigma	University of Louisiana at Monroe	Anthony	Sanchez		
Delta Tau	Angelo State University	Arabella	Douglas	Delta Upsilon	Howard Payne University
Delta Upsilon	Howard Payne University	Kaitlyn	Drewniok		
Delta Phi	Texas Lutheran University	Jessica	Martinez		
Epsilon Alpha	University of South Carolina	Ian	Bain		
Epsilon Beta	Texas A&M University at Commerce	Brittany	Laird		
Epsilon Theta	Georgia Institute of Technology	Jennifer	Kaminski	Iota Psi	Kennesaw State University
Epsilon Iota	The University of Akron	Elliott	Hicks		

Epsilon Kappa	University of California at Los Angeles	Melissa	Perrin		
Epsilon Lambda	North Carolina Central University	Zhane	Moody		
Epsilon Xi	Troy University	Jillian	Hurst		
Epsilon Rho	Virginia State University	Joanna	Ramirez	Eta Delta	Howard University
Epsilon Sigma	Norfolk State University	Imani	St.Jean	Epsilon Omega	Morgan State University
Epsilon Psi	Prairie View A&M University	Graciela	Lopez	Alpha Omicron	Sam Houston State University
Epsilon Omega	Morgan State University	De'Aunjana'e	Wise		
Zeta Alpha	Illinois State University	Michael	Porter	Beta Sigma	Purdue University
Zeta Beta	Tuskegee University	Samantha	Fell	Epsilon Xi	Troy University
Zeta Gamma	Eastern Illinois University	Clara	Mattheessen		
Zeta Delta	University of Kansas	Mallory	Libby	Delta Kappa	Kansas State University
Zeta Epsilon	Michigan State University	Rebecca	King		
Zeta Iota	Jackson State University	Chanel	Epps		
Zeta Kappa	Albany State University	Sarah	Williams	Eta Lambda	University of Alabama at Birmingham
Zeta Mu	Grambling State University	Julia	Biberdorf	Eta Nu	Tarleton State University
Zeta Nu	University of Northern Iowa	Candice	Meyer		
Zeta Xi	San Diego State University	Destinee	Leger	Eta Pi	Northwestern State University of Louisiana
Zeta Omicron	Virginia Polytechnic Institute and State University	Jasmine	Causey		
Zeta Rho	Kentucky State University	Sarra	Jones	Theta Delta	Washington State University
Zeta Tau	Valdosta State University	Morgan	Raskin	Alpha Omega	Florida State University

Zeta Upsilon	West Chester University	Brandi	Mazour	Theta Mu	University of Nebraska at Kearney
Zeta Phi	Louisiana Tech University	Jared	Jarrell	Eta Pi	Northwestern State University of Louisiana
Zeta Psi	University of Central Florida	Renee'	Cartee		
Zeta Omega	University of Missouri	April	Sansing		
Eta Alpha	Syracuse University	Elise	Newhouse		
Eta Beta	University of North Alabama	Ashlee	Brown	Theta Sigma	Miles College
Eta Gamma	Boston University	Kaitlyn	Riggio		
Eta Delta	Howard University	Essence	Blake		
Eta Epsilon	Texas State University at San Marcos	Cyani	Scott	Theta Upsilon	Winston-Salem State University
Eta Zeta	University of Kentucky	Lindsey	Kovach		
Eta Eta	Central State University	Katherine	Reed	Chi	The Ohio State University
Eta Lambda	University of Alabama, Birmingham	Megan	Chong		
Eta Nu	Tarleton State University	Zoe	Castillo		
Eta Omicron	Johnson C. Smith University	Julia	Viger	Iota Epsilon	Capital University
Eta Pi	Northwestern State University	Jewell	Wheeler		
Eta Rho	James Madison University	Jordan	Womack		
Eta Sigma	Towson University	Nadja	Brown	Iota Lambda	University of North Carolina at Chapel Hill
Eta Phi	Vanderbilt University	Victoria	Shephard	Iota Chi	University of South Florida
Eta Chi	University of Rhode Island	Reagan	Wade	Eta Delta	Howard University
Eta Psi	Virginia Union University	Mary Claire	Wilder	Iota Psi	Kennesaw State University
Eta Omega	California State University, Fresno	Janelle	Davis		
Theta Alpha	Fayetteville State University	Holleyanna	Nolen	Eta Lambda	University of Alabama at Birmingham

Theta Delta	Washington State University	Theo	Mitchell		
Theta Zeta	North Carolina A&T State University	Asia	Monette		
Theta Eta	Utah State University	Fernanda	Ceron	Delta	University of Oklahoma
Theta Theta	Henderson State University	Jacob	Persic	Theta	University of Cincinnati
Theta Lambda	Auburn University	Morgan	Prater	Eta Lambda	University of Alabama at Birmingham
Theta Mu	University of Nebraska at Kearney	Mychaela	Fegter		
Theta Xi	Iowa State University	Macy	Pollard		
Theta Rho	Bethune-Cookman College	Zaidat	Adeniran		
Theta Sigma	Miles College	Tyra	Rogers		
Theta Upsilon	Winston-Salem State University	Zaria	Dillahunt		
Theta Phi	Hampton University	Rose	Oliver	Epsilon Omega	Morgan State University
Iota Alpha	Marist College	Matthew	Badia		
Iota Beta	East Texas Baptist University	Rachel	Zhang	Lambda	University of Michigan
Iota Epsilon	Capital University	Mary	Longsdorf		
Iota Zeta	Savannah State University	Imani	Lee	Theta Sigma	Miles College
Iota Kappa	University of Virginia	Heather	Geer	Eta Rho	James Madison University
Iota Lambda	University of North Carolina at Chapel Hill	Claudia	Batts		
Iota Mu	University of Memphis	Eric	Miller	Tau	University of Houston
Iota Nu	East Carolina University	Madeline	Long	Iota Psi	Kennesaw State University
Iota Omicron	Benedict College	Rachel	Hawk	Psi	University of Arkansas
Iota Pi	Lincoln University	Eliza	James		



Iota Tau	University of Texas at San Antonio	Casey	Ramirez	Alpha Delta	Ohio University
Iota Phi	Elizabeth City State University	Lydia	Blakely	Alpha Iota	University of Minnesota
Iota Chi	University of South Florida	Mikailyn	Conway		
Iota Psi	Kennesaw State University	Emily	Atkeison		
Iota Omega	Chicago State University	Derek	East	Alpha Xi	Bowling Green State University
Kappa Alpha	Slippery Rock University of Pennsylvania	Ashton	Butler	Alpha Omicron	Sam Houston State University

**Non-Seated Members in Attendance:**

First	Last	Chapter
Odunayo	Aladeniyi	Beta Phi
Lauren	Allen	Beta
Sterling	Allen	Delta
Breanna	Amszi	Alpha Omicron
Michael	Arce	Tau
Madelyn	Arender	Delta Sigma
Kylie	Arter	Delta
Dominque	Baldwin	Theta Sigma
Alan	Barron	Tau
Hannah	Beegle	Gamma Omega
Taton	Bennett	Delta Kappa
Brian	Berthold	Delta Omicron
Caitlin	Beson	Delta
Alex	Birger	Eta Gamma
Danterria	Blackmon	Theta Sigma
Emily	Blaze	Eta Alpha
Nickolas	Bodin	Alpha Theta
Brendan	Bowns	Gamma Rho
Alydia	Brashear	Psi
Angela	Brewster	Delta Theta

Kassidy	Bright	Lambda
Katherine	Brink	Chi
Mary	Bronk	Beta Gamma
Amanda	Bruner	Beta Zeta
Ashton	Butler	Alpha Omicron
Harrison	Calvert	Alpha
Raquel	Canterberry	Theta Sigma
Dy'mon	Carlton	Beta Omicron
Peri	Carney	Delta Kappa
Melody	Celedon	Beta Zeta
McKenna	Chatterji	Delta
Alexis	Chavis	Iota Lambda
Lauren	Cichocki	Zeta Epsilon
Abigail	Clay	Alpha Gamma
Bev	Cohen	Zeta Delta
Cierra	Coyner	Alpha Omega
Debra	Crawford	Delta Theta
Matthew	Croland	Psi
Chloe	Crysler	Zeta Epsilon
Christina	Dean	Theta Mu
Jennifer	DiBenedetto	Delta Epsilon
Grace	Dice	Delta Kappa
Phaedra	Dinkins	Zeta Zeta
Malea	Dockery	Theta Sigma
Lynnley	Dodd	Gamma Xi
Elizabeth	Draeger	Zeta Epsilon
Lily	Eberhart	Iota Chi
Danielle	Eidson	Theta Mu
Jared	Finkel	Iota Chi
Mary Rose	Florian	Beta Sigma
Laura	Foote	Epsilon Beta

Edith	Frank	Eta Nu
Kerrington	Freeman	Beta Phi
Ryan	Fuhrmann	Epsilon Beta
Tiffany	Gardner	Theta Sigma
Rachel	Gebeloff	Alpha Omega
Omya	Goodwin	Eta Delta
Katherine Scarlett	Grant	Rho
Chiquita	Greene	Zeta Kappa
Sonia	Gross	Iota Alpha
Ashley	Hamilton	Iota Epsilon
David	Hammond	Delta Omicron
Patshay	Harbin	Gamma Eta
Naomi	Harlow	Xi
Jamie	Harrison	Alpha Omicron
Alycia	Hawkins	Theta Sigma
Britney	Henderson	Iota Rho
Tamara	Henry	Beta Eta
Keonna	Hill	Theta Sigma
Jameice	Hill	Theta Sigma
Jennifer	Hirt Renaud	Alpha Delta
Anyia	Johnson	Tau
Robert	Johnson	Gamma Xi
Raketa	Johnson	Theta Sigma
Julie	Kamm	Alpha Omega
Colin	Kasuska	Gamma Epsilon
Lydia	Kiernicki	Zeta Psi
Natalie	Kimura	Omicron
Oliver	Kochol	Gamma Kappa
John	Landers	Epsilon
Michelle	Lassiter	Theta Sigma
Stacy	Laue	Theta Mu

Jon	Leeper	Theta Phi
Grace	Leininger	Psi
Kayla	Lennon	Eta Delta
Mahogany	Lewis	Theta Sigma
Lauren	Linnebur	Lambda
Julio	Lopez Bedolla	Alpha Omicron
Colleen	Lord	Gamma Rho
Brandon	Lozano	Tau
Victor	Luk	Lambda
Brian	Main	Iota Alpha
Abigail	Mallory	Rho
Julia	McCabe	Delta Kappa
Scott	McCambridge	Zeta Alpha
Garrett	McCollum	Psi
Barbara	McCray	Alpha
Mikhayla	McDonald	Theta Sigma
Kathleen	McHugh	Eta Alpha
Zanae	Mckeel	Theta Sigma
Da'Jailyn	McLeod	Gamma Eta
Delnessa	McLeod	Gamma Eta
Kyarha	Meadows-Russell	Eta Delta
Laina	Meagher	Delta Delta
Amya	Moffett	Theta Sigma
Joshlyn	Monley	Iota Lambda
Destiny	Moore	Eta Delta
Ivania	Morales	Beta Eta
Marco	Munoz	Gamma Rho
Hannah	Myers	Psi
Jack	O'Donoghue	Mu Eta
Nasyah	Oxner	Eta Delta
Julian	Paez	Tau

Alyssa	Parrish	Eta Eta
Rebecca	Phillips	National
Theresa	Powell	Alpha Delta
Sydney	Prince	Theta Sigma
Lance	Rall	Theta Mu
Crystal	Rathburn	Delta Kappa
Mikaela	Rhodes	Psi
Mackenzie	Robertson	Alpha Xi
Leah	Roshell	Theta Sigma
Julia	Salamango	Lambda
Carly	Scholz	Iota Chi
Alexis	Shackelford	Delta Theta
Destiny	Shepherd	Theta Sigma
Shuanya	Shepherd	Theta Sigma
Nadine	Simpson	Beta Eta
Zara	Simpson	Beta Eta
Ariannia	Smith	Theta Sigma
Courtney	Snyder	Iota
Savannah	Sowa	Alpha Delta
Rachel	Starks	Theta Sigma
David	Stookey	Theta Xi
Jessica	Stookey	Zeta Nu
Dylan	Sturdivant	Beta Sigma
Allison	Supanich-Goldner	Zeta Epsilon
Ashley	Tanksley	Lambda
Lauren	Terry	Psi
Jayda	Thigpen	Delta Theta
Tamia	Thomas	Theta
Martin	Tolentino	Tau
Jasmyn	Toon	Epsilon Omega
Julia	Tordo	Eta Gamma

Amber	Tubbs	Iota Psi
Sarah	Tychinski	Delta Omicron
Cody	Vick	Eta Lambda
Alex	Vickers	Alpha Xi
Julia	Waldron	Delta Nu
Catherine	Walker	Iota Psi
Erika	Walker	Delta Theta
Kara	Warnke	Lambda
LaToya	Webb	Epsilon Sigma
Sandra	Weese	National
Braeden	Weyhrich	Alpha
Ieesha	Williamson	Theta Sigma

**Life Members in Attendance:**

First	Last	Chapter
David	Alexander	Gamma Omega
Lennie	Ambelang	Alpha Chi
Venus	Anderson	Delta Theta
Madison	Aquino	Alpha
Marissa	Archuleta	Delta Kappa
Deborah	Baker	Beta Xi
Emily	Blaze	Eta Alpha
Neil	Bleiweiss	Alpha Omega
Brendan	Bowns	Gamma Rho
Angela	Brewster	Delta Theta
Katherine	Brink	Chi
Mary	Bronk	Beta Gamma
Whitney	Brown	Theta Sigma
Gretchen	Buchen	Epsilon Kappa
Rita	Buckley	Eta Beta
Harrison	Calvert	Alpha
Susan	Carr	Delta Delta

Renee	Cartee	Zeta Psi
Jasmine	Causey	Zeta Omicron
Lauren	Cichocki	Zeta Epsilon
Bev	Cohen	Zeta Delta
Sarah	Cox	Epsilon Kappa
Morgan	Cox	Omicron
Debra	Crawford	Delta Theta
Tamarah	Davis	Theta Phi
Christina	Dean	Theta Mu
Olivia	DeFilippo	Gamma Kappa
Jennifer	DiBenedetto	Delta Epsilon
Phaedra	Dinkins	Zeta Zeta
Emily	Donovan	Eta Gamma
Jason	Dornbush	Zeta Nu
Kelly	Eidson	Beta Sigma
Elyse	Epps	Zeta Iota
Dawn	Farmer	Omega
Jared	Finkel	Iota Chi
Mary Rose	Florian	Beta Sigma
Chris	Foster	Tau
Leslie	Gartin	Zeta Nu
Ciara	Gibbs	Eta Pi
Katherine	Godwin	Omega
Christina	Gordon	Psi
Katherine Scarlett	Grant	Rho
Chiquita	Greene	Zeta Kappa
Sarah	Griffith	Psi
Sylvia	Halbardier	Eta Epsilon
Karon	Hammond	Iota
David	Hammond	Delta Omicron



Naomi	Harlow	Xi
Alan	Harriet	Gamma Epsilon
Natalia	Harrison	Alpha Omicron
Hollister	Hartman	Zeta Delta
Tamara	Henry	Beta Eta
Jameice	Hill	Theta Sigma
Jennifer	Hirt Renaud	Alpha Delta
Alexis	Holladay	Eta Omega
Kathryn	Howell	Theta Theta
Crystal	Hunter	Theta Iota
Evelyn	Jones	Beta Nu
Deborah	Kaplan	Beta Xi
Kathryn	Kelly	Eta Delta
Natalie	Kimura	Omicron
Sami	Kinnison	Psi
Oliver	Kochol	Gamma Kappa
Katherine	Langley	Psi
Stacy	Laue	Theta Mu
Allison	Leemann	Eta Gamma
Kellie	Leitz	Theta
Kayla	Lennon	Eta Delta
Madeline	Long	Iota Psi
Colleen	Lord	Gamma Rho
Tamara	Lovejoy	Delta Theta
Christopher	Lukasik	Delta Delta
Nikki	Lyons	Zeta Kappa
Brian	Main	Iota Alpha
Abigail	Mallory	Rho
Jonathan	Markowski	Delta Delta
Clara	Mattheessen	Zeta Gamma
Ted	McCadden	Eta Sigma

Carolyn	McCambridge	Alpha Xi
Scott	McCambridge	Zeta Alpha
Barbara	McCray	Alpha
Rosalyn	McDonald	Theta Phi
Heather	McGowan	Iota
Kathleen	McHugh	Eta Alpha
Melanie	Meehan	Delta Delta
Cathy	Miles	Epsilon Omega
Brianna	Mitchell	Alpha Omicron
Tonya	Mitchell-Spradlin	National
Monika	Monk	Epsilon Sigma
Destiny	Moore	Eta Delta
Ivania	Morales	Beta Eta
Ameenah	Muhammad	Iota Pi
Marco	Munoz	Gamma Rho
Krista	Murphy	Beta Sigma
Ovura (Thea)	Murphy	Theta Kappa
Jean	Newman	Zeta Xi
Shalyn	Nystrom	Theta Xi
Dollie	O'Neill	Psi
Melissa	Perrin	Epsilon Kappa
Erika	Pope	Theta Theta
Theresa	Powell	Alpha Delta
Adrienne	Rall	Theta Mu
Lance	Rall	Theta Mu
Chelsea	Rasing	Theta Mu
Linnetta	Ratliff	Theta Upsilon
Zack	Rebarchek	Zeta Delta
Kelsey	Reilly	Omega
Sara	Remoy	Psi
Mikaela	Rhodes	Psi

Katie	Rixon	Theta Theta
Carla	Robinson	Alpha Gamma
Katherine	Rodeffer	Beta Eta
Abby	Rogish	Alpha Theta
Nicole	Sanchez	Delta Eta
April	Sansing	Zeta Omega
Bonnie	Schuler	Beta Sigma
Amber	Scott	Theta Upsilon
Ann	Sheets	Epsilon Beta
Kimbi	Sigle	Eta Omega
Ashlyn	Simmons	Psi
Nadine	Simpson	Beta Eta
Zara	Simpson	Beta Eta
Jessica	Smith	Epsilon Epsilon
Wendy	Stewart	Psi
David	Stookey	Theta Xi
Jessica	Stookey	Zeta Nu
Ashley	Tanksley	Lambda
Julia	Tordo	Eta Gamma
Amber	Tubbs	Iota Psi
Raelynn	Twohy	Delta Xi
Julia	Viger	Iota Epsilon
Julia	Waldron	Delta Nu
Erika	Walker	Delta Theta
LaToya	Webb	Epsilon Sigma
Carrie	Webster	Zeta Alpha
Kathy	Webster	Alpha Chi
Braeden	Weyhrich	Alpha
Siobhan	Wilkes	Beta Zeta
Kristin	Wright	Omega
Eireka	Wright	Delta Pi

Tyra	Yiare-Holloway	Eta Delta
Aubrey	Zide	Zeta Xi
Chelsea	Zuniga	Alpha

### **Committee Assignments:**

#### ***Colonization & Membership***

**Chair: Ameenah Muhammed, NED President**

**Advisors: Allison Leemann, Shalyn Nystrom, Katie Rixon**

Alpha	Delta Xi	Zeta Psi
Lambda	Epsilon Beta	Eta Alpha
Omega	Epsilon Kappa	Eta Eta
Alpha Delta	Epsilon Lambda	Eta Omicron
Alpha Theta	Epsilon Xi	Eta Phi
Beta Eta	Epsilon Psi	Eta Psi
Beta Nu	Epsilon Omega	Theta Rho
Gamma Mu	Zeta Gamma	Iota Alpha
Gamma Nu	Zeta Kappa	Kappa Alpha
Delta Epsilon	Zeta Nu	
Delta Sigma	Zeta Omicron	

#### ***Credentials & Resolutions***

**Chairs: Kayla Lennon, Eta Delta, NED Secretary/Treasurer**

Macy Pollard, Theta Xi, MWD Secretary/Treasurer

Jenn Kaminski, Iota Psi, SED Secretary/Treasurer

**Advisors: Carrie Webster, Kathy Webster**

#### ***History & Traditions / Ritual & Regalia***

**Chair: Misty Lovejoy, NCD President and Aubrey Zide, WD President**

**Advisors: Chelsea Rasing, Neil Bleiweiss, Ted McCadden**

Beta	Beta Zeta	Zeta Mu
Epsilon	Beta Omicron	Zeta Omega
Theta	Gamma Epsilon	Theta Alpha
Xi	Delta Delta	Theta Sigma
Chi	Delta Kappa	Theta Phi
Alpha Mu	Delta Upsilon	Iota Lambda
Alpha Chi	Delta Phi	Alpha Upsilon
Beta Delta	Epsilon Alpha	

#### ***Jurisdiction/Finance***

**Chair: Tyler Hern, SWD President**

**Advisors: Zack Rebarchek, Sarah Griffith, Kelsey Reilly**

Iota	Gamma Omega	Theta Theta
Alpha Iota	Delta Omicron	Zeta Delta
Alpha Omega	Delta Tau	Zeta Rho
Gamma Mu	Epsilon Sigma	Zeta Phi

Tau Beta Sigma  
National Honorary Band Sorority

July 13-16, 2021  
38<sup>th</sup> Biennial National Convention  
Grand Rapids, Michigan

Eta Rho  
Eta Omega  
Theta Zeta  
Theta Lambda

Theta Upsilon  
Iota Nu  
Iota Omicron  
Iota Omega

Delta Theta  
Delta Nu

### ***Programs***

**Chair: Brooke Lee, MWD President**

**Advisors: Monika Monk, Kellie Leitz, Sarah Cox**

Delta  
Omicron  
Rho  
Tau  
Psi  
Alpha Gamma  
Alpha Xi  
Alpha Omicron  
Beta Xi  
Beta Sigma  
Beta Phi  
Gamma Eta

Gamma Xi  
Gamma Tau  
Delta Alpha  
Delta Pi  
Iota  
Epsilon Iota  
Zeta Beta  
Zeta Epsilon  
Zeta Iota  
Zeta Tau  
Eta Beta  
Eta Gamma

Eta Zeta  
Eta Lambda  
Eta Nu  
Eta Pi  
Eta Chi  
Theta Eta  
Iota Epsilon  
Iota Kappa  
Iota Mu  
Iota Pi  
Iota Chi  
Iota Psi

### ***Sisterhood & Spirit***

**Advisors: Katie Langley, Kathryn Howell**

Beta Gamma  
Gamma Kappa  
Gamma Chi  
Delta Eta  
Iota Beta  
Delta Theta

Gamma Phi  
Theta Eta  
Iota Zeta  
Eta Epsilon  
Zeta Alpha  
Zeta Xi

Zeta Upsilon  
Iota Phi  
Eta Sigma  
Iota Tau  
Epsilon Rho

### ***Nominations***

**Chair: Emma Fell, SED President**

**Advisors: Carolyn McCambridge, Amber Scott, Alexis Holladay**

Gamma Omicron  
Gamma Rho

Eta Delta  
Theta Delta

Theta Mu

**The Credentials and Resolutions Committee would like to recognize those chapters who have celebrated milestone birthdays during this biennium:**

#### **• 75 Years**

Alpha, Beta, Delta, Epsilon

#### **• 70 Years**

Alpha Gamma, Alpha Delta, Alpha Theta, Alpha Iota

#### **• 55 Years**

Gamma Omicron

#### **• 50 Years**

Delta Tau, Delta Upsilon, Delta Phi, Epsilon Alpha

#### **• 45 Years**

Epsilon Psi, Epsilon Omega, Zeta Alpha, Zeta Beta

#### **• 40 Years**

Zeta Rho, Zeta Tau, Zeta Omega

#### **• 35 Years**

Eta Lambda, Eta Nu, Eta Omicron

● **20 Years**

Iota Alpha

● **15 Years**

Iota Zeta

● **Newly Installed Chapters**

Zeta Kappa, Delta Alpha, Iota Omega, Kappa Alpha

**The Credentials and Resolutions Committee charges the 2023 Credentials and Resolutions Committee with the following:**

1. Review the report of the 2021 Credentials and Resolutions Committee.
2. Create and verify the personnel report of everyone in attendance at the 2023 National Convention. This should include the following:
  - a. Dignitaries in attendance: National Council, Board of Trustees Members, TBSAA EC Members, Counselors, Chapter Sponsors, other members of note including past national leadership, etc.
  - b. Seated delegates in attendance
  - c. Non-seated members in attendance
  - d. Life members in attendance
  - e. Committee assignment list including Chairs and Advisors
  - f. List of award recipients
3. Select award recipients for the following awards based on the information provided to you:
  - a. Janet West Miller Delegate Distance Award
  - b. Chapter Distance Award
  - c. Chapter Participation Award
  - d. District Participation Award
4. Compile a list of important resolutions and statements of recognition
5. Write thank you notes for the list of dignitaries given to you by the National President

**The Committee charges the 2021 National Vice President of Communication and Recognition with the following:**

1. Create a specific report template for the Report of the Nominations Committee including suggested formatting for all required information.
2. Create a complete list of information that is required to be included in the Report of the Credentials and Resolutions committee to circumvent any confusion in the future.
3. Create a list of instructions and criteria for awards calculated by the Credentials and Resolutions Committee.
4. Meet via video call with attending District Secretary/Treasurers two weeks prior to convention to streamline productivity.
5. Estimate number of thank you cards in preparation for the Credentials and Resolutions Committee.
6. Elaborate on charge 4 above (Compile a list of important resolutions and statements of recognition), to eliminate any confusion for the committee.
7. Continue to work to streamline the committee's processes, to lessen the load on the committee during the National Convention.

**The Committee charges the 2021 National President with the following:**

1. Create a list of dignitaries to receive thank you notes by the Credentials and Resolutions Committee before convention to include in the committee materials.

*The Committee would like to thank the entire National Council for allowing us to serve Tau Beta Sigma in this capacity. We would especially like to thank Leslie Gartin for her guidance, cheery attitude, and answering our many questions as Secretary/Treasurers. We would also like to extend a huge thank you to our advisors, Carrie Webster and Kathy Webster for their support and continuous help throughout the process of running this committee.*

Respectfully submitted,

Kayla Lennon, Eta Delta, Northeast District Secretary/Treasurer, Chair  
Macy Pollard, Theta Xi, Midwest District Secretary/Treasurer  
Jenn Kaminski, Iota Psi, Southeast District Secretary/Treasurer  
Carrie Webster, Zeta Alpha, North Central District Counselor, Advisor  
Kathy Webster, Epsilon Beta, Southwest District Counselor, Advisor

#### **APPENDIX N: Report of the Jurisdiction and Finance Committee**

The 2021 Jurisdiction and Finance Committee was charged with the following:

1. Review the report of the 2019 Jurisdiction Committee
2. Review the Constitution and make sure it reflects the current business practices of the sorority
3. Charge the 2021-2023 National Council with updating Constitution Article Numbers.
4. Review the Chapter and District Budget templates and provide feedback to the National Council on possible revisions.
5. Charge the National Council as needed with providing additional resources regarding Chapter Budget and finance needs.

For Constitutional Revision Proposals, the Jurisdiction and Finance Committee reviewed each proposal brought to the committee with thoughtful discussion. Each proposed change contains the change along with a rationale for the change being proposed to the delegation. These proposed changes include:

*a. The addition of bylaw 1.105*

**Proposed:** 1.105 In light of the importance of maintaining engagement with Alumni, Life, and Honorary members of Tau Beta Sigma, the Board of Trustees recognizes the Tau Beta Sigma Alumni Association as the national alumni association for the Sorority and delegates authority over the Tau Beta Sigma Alumni Association to the alumni association's Executive Council.

**Rational:** In order to make the references to TBSAA that come in the other sections later in the Constitution, the organization and the term ‘Executive Council’ have to be defined somewhere near the beginning.

*b. 1.108*

**Current:** Each member of the Board of Trustees and National Council, their heirs, executors, and administrators, may be indemnified by the Sorority against the expenses reasonably incurred by such person in connection with any action, suit, or proceeding to which the member may be made a party by reason of serving or having served as a member of the Board or Council, so long as such person is found to have acted in good faith and within the scope of their office. Any such indemnification must be first approved by the National Chapter assembled at a National Convention. Such expenses shall include the cost of reasonable settlement made with a view to curtailment of litigation and reasonable expense incurred in the preparation and trial of the litigation. The foregoing right of indemnification shall not be exclusive of other rights to which such person may be entitled as matter of law.

**Proposed:** Each member of the **Sorority’s National Leadership Team, including the Board of Trustees, the National Council, the District Counselors, the Chapter Visitation Assistants, and the members of the Tau Beta Sigma Alumni Association Executive Council**, their heirs, executors, and administrators, may be indemnified by the Sorority against the expenses reasonably incurred by such person in connection with any action, suit, or proceeding to which the member may be made a party by reason of serving or having served as a member of the ~~Board or Council~~ **Sorority’s National Leadership Team**, so long as such person is found to have acted in good faith and within the scope of their office. Any such indemnification must be first approved by the National Chapter assembled at a National Convention. Such expenses shall include the cost of reasonable settlement made with a view to curtailment of litigation and reasonable expense incurred in the preparation and trial of the litigation. The foregoing right of indemnification shall not be exclusive of other rights to which such person may be entitled as matter of law.

**Rationale:** This is an important legal distinction that needs to be made.

*c. 1.109 and 1.110*

**Current:** 1.109 The Tau Beta Sigma Sorority neither approves of nor is responsible for actions of members of local chapters (commonly referred to as “hazing”) which may result in injury to persons or damage to property. Hazing is defined as any action taken or situation created, intentionally or through negligence, to produce mental or physical discomfort, embarrassment, harassment, or ridicule.



1.110 The Tau Beta Sigma Sorority expressly prohibits discrimination by any component part of the Sorority or by any person acting on behalf of the organizations on the basis of race, ethnicity, color, national origin, sex, ability status, religion, age, marital status, veteran status, gender identity or expression, or sexual orientation.

**Proposed:** ~~1.109 The Tau Beta Sigma Sorority neither approves of nor is responsible for actions of members of local chapters (commonly referred to as “hazing”) which may result in injury to persons or damage to property. Hazing is defined as any action taken or situation created, intentionally or through negligence, to produce mental or physical discomfort, embarrassment, harassment, or ridicule.~~

~~1.110 The Tau Beta Sigma Sorority expressly prohibits discrimination by any component part of the Sorority or by any person acting on behalf of the organizations on the basis of race, ethnicity, color, national origin, sex, ability status, religion, age, marital status, veteran status, gender identity or expression, or sexual orientation.~~

**Rationale:** This mirrors the old policy language and is inappropriate to be in the National Constitution per the recommendations of our insurers.

*d. 2.101*

**Current:** 2.101 The Corporation shall have jurisdiction over all component parts of the Sorority and shall represent them and approve all decisions in matters of National Policy, alumni, public relationship, legal action, and controversy which may be referred to its Board of Trustees by the National Chapter or National Council. The decision of the Board of Trustees shall be final in all cases.

**Proposed:** 2.101 The Corporation shall have jurisdiction over all component parts of the Sorority and shall represent them and approve all decisions in matters of National Policy, alumni, public relationship, legal action, and controversy which may be referred to its Board of Trustees by the National Chapter or **the National Council, or the Tau Beta Sigma Alumni Association Executive Council**. The decision of the Board of Trustees shall be final in all cases.

**Rationale:** Reflects current practice and is an important legal distinction. Also provides consistency.

*e. 2.104*

**Current:** Mrs. Janet West Miller, past National President, shall be a permanent honorary member of the Board of Trustees of the Sorority, but shall not have a vote on the Board.

**Proposed:** ~~Mrs. Janet West Miller, past National President, shall be a permanent honorary member of the Board of Trustees of the Sorority, but shall not have a vote on the Board.~~

**Rationale:** Janet has, sadly, passed away.

*f. 3.801*

**Current:** A report of the activities conducted during the biennium shall be submitted by each National Officer, the Board of Trustees Chair, each District President, and the National Chapter Field Representative at each regularly called Convention of the National Chapter. Each Chairperson of a Standing or Special Committee shall submit a report of the activities of the Committee, together with the Committee's recommendations, at each convention of the National Chapter. All reports shall be typewritten and submitted in hard copy to the National President and National Vice President for Communication and Recognition. An additional copy shall be submitted via electronic format to the National Vice President for Communication and Recognition. One copy of all reports shall be filed at the National Headquarters by the National Executive Director.

**Proposed:** A report of the activities conducted during the biennium shall be submitted by each National Officer, the Board of Trustees Chair, **and** each District President, ~~and the National Chapter Field Representative~~ at each regularly called Convention of the National Chapter. Each Chairperson of a Standing or Special Committee shall submit a report of the activities of the Committee, together with the Committee's recommendations, at each convention of the National Chapter. All reports shall be ~~typewritten and submitted in hard copy~~ **electronically** to the National President, **the National Vice President for Communication and Recognition, and the National Executive Director.** ~~An additional copy shall be submitted via electronic format to the National Vice President for Communication and Recognition. One copy of all reports shall be filed at the National Headquarters by the National Executive Director.~~

**Rationale:** We do not have a Chapter Field Representative. Other changes focus on what aligns with current practice of the organization and any grammar issues.

*g. 5.402*

**Current:** Each District Officer shall be at least a sophomore student and an Active member of the Sorority in good standing, at the time of election. Officers elected during their final year of college may serve out their current term of office, provided that a complete Life Membership application, including all fees, is filed with National Headquarters prior to the student's graduation. Each District Officer shall have exceptional business or professional ability and shall be capable of representing the

Sorority and District when called upon to do so. Each District Officer shall have the best interest of the Sorority at heart and be willing and able to devote the necessary time to execution of the duties imposed by the office and shall be actively participating in or serving bands during their term of office. All District officers shall serve without compensation.

**Proposed:** Each District Officer shall be at least a sophomore student, **as defined by the student's college or university**, and an Active member of the Sorority in good standing, at the time of election. Officers elected during their final year of college may serve out their current term of office, provided that a complete Life Membership application, including all fees, is filed with National Headquarters prior to the student's graduation. Each District Officer shall have exceptional business ~~or~~ **and** professional ability and shall be capable of representing the Sorority and District when called upon to do so. Each District Officer shall have the best interest of the Sorority at heart and be willing and able to devote the necessary time to execution of the duties imposed by the office and shall be actively participating in or serving bands during their term of office. All District officers shall serve without compensation.

**Rationale:** The first change added for clarity of the sophomore student status. Secondly, a District Officer should have both exceptional business and professional abilities.

*h. 5.404*

**Current:** The District President shall preside at all meetings of the District and shall be a nonvoting member of all District Committees, with the exception of the Nominations Committee which they shall appoint, and shall render all possible assistance to the District Counselor. In the absence of the District Counselor, the District President may be designated as the official rep representative of the District whenever such representation shall be required.

**Proposed:** The District President shall preside at all meetings of the District and shall be a nonvoting member of all District Committees, with the exception of the Nominations Committee which they shall appoint, and shall render all possible assistance to the District Counselor. In the absence of the District Counselor, the District President may be designated as the official ~~rep~~ representative of the District whenever such representation shall be required.

**Rationale:** Repetitive

*i. 5.902*

**Current:** A report of the activities of the office held shall be submitted in triplicate by each District Delegate at regularly called National Conventions.

**Proposed:** ~~A report of the activities of the office held shall be submitted in triplicate by each District Delegate at regularly called National Conventions.~~

**Rationale:** This is not our current practice.

*j. 5.601*

**Current:** A regularly called meeting of the District shall be held on a yearly basis. The exact date is to be determined by the host chapter subject to the approval of the majority of the District Counselor and Governors. In the absence of a decision by the close of the District Convention, the District Counselor and Governors will determine the location for the next convention.

**Proposed:** A regularly called meeting of the District shall be held on a yearly basis. ~~The exact date is to be determined by the host chapter subject to the approval of the majority of the District Counselor and Governors. In the absence of a decision by the close of the District Convention, the District Counselor and Governors will determine the location for the next convention.~~ **The District Counselors and Governors will determine the location and date for each District Convention in conjunction with the National Headquarters and the National Presidents.**

**Rationale:** This reflects the current practice of the organization.

*k. 6.201*

**Current:** The officers of a chapter shall be: President, Vice President, Secretary, and Treasurer, or other officers as deemed necessary by the individual chapter.

**Proposed:** The officers of a chapter shall be: President, Vice President **of Membership**, Secretary, ~~and~~ Treasurer, **and** other officers as deemed necessary by the individual chapter.

**Rationale:** To reflect current practice.

*l. 6.606*

**Current:** ASSOCIATE. Associate Membership is granted to a member of Kappa Kappa Psi who transfers to a college or university which does not have an Active Kappa Kappa Psi chapter. The member must meet the requirements as defined in the present transfer policy. Before becoming eligible for Associate Membership, the potential Associate member must be educated in the Ritual and traditions of Tau Beta Sigma. Associate members have all of the rights, privileges, duties, and responsibilities of Active members. Any exceptions must be approved by the National Council.

**Proposed:** ASSOCIATE. Associate Membership is granted to a member of Kappa Kappa Psi who transfers to a college or university which does not have an Active Kappa Kappa Psi chapter. The member must meet the requirements as defined in ~~the present transfer policy~~ **6.622**. Before becoming eligible for Associate Membership, the potential Associate member must be educated in the Ritual, **operations**, and traditions of Tau Beta Sigma. Associate members have all of the rights, privileges, duties, and responsibilities of Active members. Any exceptions must be approved by the National Council.

**Rationale:** We do not have a transfer policy, and this reflects current practice.

*m. Changing of Language*

**Proposed:** Change all mentions of the **National Vice President for Colonization & Membership** in the National Constitution to **National Vice President for Membership & Expansion**. Change all mentions of **Colony** in the National Constitution to **Petitioning Group**.

**Rationale:** To make Tau Beta Sigma more inclusive and welcoming by removing language with negative connotations.

*n. 3.304*

**Current:** Between conventions, the financial policies of the National Chapter shall be governed by a seventy-five (75) percent favorable vote of the National Council.

**Proposed:** Between conventions, the financial policies of the National Chapter shall be governed by a seventy-five (75) percent favorable vote of the National Council. **The National Council may also implement a biannual increase in initiate fees and membership dues to not exceed five (5) dollars at the beginning of each biennium with a seventy-five (75) percent favorable vote of the National Council. Any increase in excess of five (5) dollars must be voted on by the National Delegation by simple majority.**

**Rationale:** Our current practice involves having the national delegation vote at every National Convention for any dues increases. Having the option to increase \$5 allows the National Council more flexibility to manage the operational finances of the sorority amid rising costs of insurance and general rationale.

When reviewing the District and Chapter Budget Templates, the committee formulated a list of things such as spelling changes or formatting issues that can be looked at. These include:

- Having colors that contrast instead of complement for ease of reading
- Create autofill equations for calculations
- Make the colorization consistent on each template

- Look into other templates, such as a ledger template
- Consistent Column Titles
- Consider a Freezing titles option for the template
- Increase the font size for the headers in the Chapter Budget Template
- Check both templates for any spelling errors
- Check all formatting to make sure the sizing is appropriate

The Committee charges the 2023 Jurisdiction and Finance Committee with the following:

1. Review the report of the 2021 Jurisdiction and Finance Committee
2. Review the Constitution and make sure it reflects the current business practices of the sorority
3. Charge the 2023-2025 National Council with updating Constitution Article Numbers

The Committee charges the 2021-2023 National Council with the following:

1. Update the National Constitution Article Numbers to reflect the approved changes by the delegation
2. Review the recommendations for the budget templates, apply them as the National Council sees fit, and present the 2023 Jurisdiction and Finance Committee with these templates for further review.

I would like to thank the National Council for Tau Beta Sigma, National Headquarters, and all other individuals who were instrumental in making this convention possible. I would like to thank the Southwest District for giving me this opportunity to serve and represent our district. I would also like to thank everyone on the Jurisdiction and Finance Committee for this biennium. All of you worked so hard and showed great leadership while representing your chapters. Finally, I would like to thank my advisors: Kelsey, Zack, and Sarah for giving me the support I needed to lead this committee.

Respectfully submitted,

Tyler Hern, Beta Nu, SWD Pres., Chair

Jordan Womack, Eta Rho

Martinique Shaw, Delta Nu

Janelle Davis, Eta Omega

Jacob Diefes, Gamma Omega

Morgyn Nelson, Alpha Iota

Tylar Nardei, Delta Omicron

Veronica Jacob, Alpha Omega

Zaria Dillahunt, Theta Upsilon

Derek East, Alpha Xi, proxy for Iota Omega

Mallory Libby, Delta Kappa, proxy for Zeta Delta

Arabella Douglas, Delta Upsilon, proxy for Delta Tau

Jared Jarrell, Eta Pi, proxy for Zeta Phi

Morgan Prater, Eta Lambda, proxy for Theta Lambda

Rachel Hawk, Psi, proxy for Iota Omicron

Imani St. Jean, Epsilon Omega, proxy for Epsilon Sigma

Sarra Jones, Theta Delta, proxy for Zeta Rho

Jacob Persic, Theta, proxy for Theta Theta

Maddy Long, Iota Psi, proxy for Iota Nu

Cyani Scott, Theta Upsilon, proxy for Eta Epsilon

Kelsey Reilly, Omega, SED Counselor, Advisor

Zack Rebarchek, Zeta Delta, MWD Counselor, Advisor

Sarah Griffith, Psi, CVA, Advisor

#### **APPENDIX O: Report of the History & Traditions/Ritual & Regalia Committee**

The 2021 History & Traditions/Ritual & Regalia Committee was charged with the following:

1. Review the report of the 2019 History, Traditions/ Ritual, and Regalia Committee.
2. Review the Tau Beta Sigma Loyalty Song, and make recommendations for changes to the phrase “God grant us strength to be” in the song.
3. Review the report of the 2019-2021 History and Archives Committee
4. Review the list of “[Major Moments in Tau Beta Sigma History](#)” as compiled by the Tau Beta Sigma History and Archives Committee, and discuss additional topics that you all would like to learn about. Within this list provided, sort the items in order of importance/desire to learn these topics.
5. Review the Ritual accessibility guide provided by the DEIA committee.

This committee met twice over the course of the 2021 National Convention. Our discussion primarily concerned the removal of religious affiliation from Tau Beta Sigma's Loyalty Song (see following recommendation), as charged by the National Council. The 2021 Committee was largely in favor of this change, especially given the recent, related change to our ritual, and our suggested lyrical edit was the result of much collaboration. During our first meeting, we reviewed the charges from the 2019 Committee and the National Council and attached documents, and discussed the contents of and proposed additions to the "Major Moments in Tau Beta Sigma History" compilation. At our second committee meeting, we reviewed the DEIA Ritual Accessibility Guide and discussed its necessity to an inclusive ritual experience, as well as potential edits, additions, and stipulations. During this meeting, we also revisited the Major Moments in Tau Beta Sigma History, discussing our organization's top research priorities. Finally, the Committee compiled a list of suggested changes to the Loyalty Song, searching for substitutes to religiously connotated lyrics, especially the reference to "God". After reviewing suggestions with the committee members, we would like to recommend the following lyrical edit to the Loyalty Song:

**Proposed Change:**

Current: God grant us strength to be/Renewed to join with thee.

Proposed: We have the strength to be/And fortitude to serve and lead.

Rationale: We hope that, in removing allusion to any one belief system, we reduce the risk of alienating our current or potential members. Substituting the reference to "God", as well as replacing religiously connotated vocabulary like "renewed", offers us the chance to emphasize our member's dedication to Tau Beta Sigma's vision over any aspect of their private lives. Ultimately, our aim is toward inclusivity.

"The strength to be" refers to the courage and skill our sisters demonstrate unconditionally; Tau Beta Sigma has the strength to exist, encompassing our values, goals, and morals, in all settings. The reference to "fortitude" aligns with our new perception of our founding purpose, also referenced: "to serve and lead".

The Committee charges the 2023 History & Traditions/Ritual & Regalia Committee with the following:

1. Review the report of the 2021 History & Traditions/Ritual & Regalia Committee.



2. Review the report of the 2021-2023 History & Archives Committee.
  - a. If applicable: Review the History & Archives Committee's research on the history and significance of the Turtle to Tau Beta Sigma on a district and national level.
  - b. If applicable: Review the History & Archives Committee's recommendation as to whether the Turtle's significance should be taught and emphasized throughout our organization, and to what extent.

The Committee charges the National Curriculum Committee with the following:

1. Consider adding more information about the history, experience, and significance of Black sisters and HBCUs (historically Black colleges and universities) in our organization within the Overture curriculum.
  - a. This information would include, but not be limited to:
    - i. The first Tau Beta Sigma chapter at a HBCU, Beta Omicron, and its founding officers.
    - ii. The first Black active member(s), District Officers, National Officers, and executive staff members of Tau Beta Sigma.

The Committee charges the 2021-2023 History & Archives Committee and the National Council with the following:

1. Review the additions to the Major Moments in Tau Beta Sigma History list and finalize rankings of importance.
2. Research and compile the history and significance of the Turtle to Tau Beta Sigma on a district and national level.
  - a. Determine whether a) further education of the Turtle's significance would be beneficial to the Sorority, b) the Turtle is a suitable candidate for an officially recognized National symbol and/or mascot, or both.
3. If and when applicable, archive the previous version of the Loyalty Song.

The Committee charges the DEIA Committee with the following:

1. Review the History & Traditions/Ritual & Regalia Committee's suggestions and concerns regarding the ritual accessibility guide, implementing relevant updates to the most appropriate extent.
  - a. The Committee's suggestions and concerns include the following:
    - i. Advise chapters to contact their schools' Accessibility Services for further, more specific guidance.

- ii. Advise chapters on the most appropriate way to determine the length of time/distance spent walking, standing, etc. during ritual.
- iii. Suggest when and how chapters should ask their members whether they require accommodations for sorority activities (ritual or otherwise), and how to do so most appropriately and respectfully.
  - 1. Advise how to most appropriately “check in” with sisters (i.e., “has anything changed since the last time you were asked?”)
- iv. Advise chapters on matters of confidentiality with regard to requests for accommodations.

On behalf of our committee, we would like to thank the National Council for allowing us the opportunity to serve this committee and the organization in this way. As the Chairs of this committee, we would like to thank all of our committee members for their very productive dialogue and new ideas throughout the week. To our Advisors, thank you for being supportive and readily available for the two chairs of the committee, as well as the entire committee.

Respectfully submitted,

Misty Lovejoy, NCD President, Alpha Xi, Co-Chair

Aubrey Zide, WD President, Zeta Xi, Co-Chair

Ari Beutler, proxy for Delta Delta, Zeta Epsilon, Committee Secretary

M’Kayla Santos, Beta

Lexi Brouwer, proxy for Epsilon, Rho

Erica Horschler, Theta

Grace Lindauer, Xi

Vanessa Rivera, Chi

Courtney Houston, Alpha Mu

Matthew Councill, Alpha Chi

Kayli Becker, proxy for Alpha Upsilon, Delta Omicron

Anna Dresback, proxy for Beta Delta, Alpha

Allison Martinez, Beta Zeta

Darien Mazingo, Gamma Epsilon

Gabby Yager, Delta Kappa

Kaitlyn Drewniok, Delta Upsilon

Jessica Martinez, Delta Phi

Ian Bain, Epsilon Alpha

Julia Biberdorf, proxy for Zeta Mu, Eta Nu

April Sansing, Zeta Omega

Holleyanna Nolen, proxy for Theta Alpha, Eta Lambda

Tyra Rogers, Theta Sigma

Rose Oliver, proxy for Theta Phi, Epsilon Omega

Claudia Batts, Iota Lambda

Neil Bleiweiss, SED Counselor, Advisor

Ted McCadden, NED Counselor, Advisor

Chelsea Rasing, SWD Counselor, Advisor

#### **APPENDIX P: Report of the National President**

My Dear Sisters and Brothers of Tau Beta Sigma,

Two years ago, I stood before the delegation and gave my president's vision for our 2019-2021 biennium. I discussed the need for our organization to take a moment to collect all of the wonderful projects that we tirelessly developed and worked on over the last several years and solidify them. Streamline them. Take the time to make sure the curriculum and the programs of the Sorority, the operating procedures of our national leadership team and of our NHQ staff, and all of the other pieces of our organization along the way are defined, strong foundations for the future. Here's a passage of that vision...

Moving into this next biennium, taking into consideration our 75th Anniversary in 2021, I think that it's extremely important to reflect on our history. The foundation laid before us in 1946 is, at its core, strong and unwavering. Throughout the past 75 years, we have used that foundation as a springboard for ideas, for initiatives, for programming, and for policies to make our Sorority greater and grander, taking us through wonderful periods of growth. In fact, if we take a look at the past several years, it is easy to see that we have

experienced a time of expansion in many ways: More national programs, a chapter visitation program, expanded resources, a standardized national curriculum. Resources and activities that enhance our ideals and purposes and make Tau Beta Sigma better and stronger than ever.

*When I think of my vision for Tau Beta Sigma, of what I want to see for our organization in the next 2, 5, 10, 75 years, it's simple: I want us to do TBSigma and do it well. And I think that in order to do that we need to take a hard look inward to see where we excel and where we have areas of improvement. As a National Leadership Team, we need to take the time to re-evaluate our new practices, programming, curriculum to make sure that we are providing you with the best National structure and resources possible. At the same, we need to ask chapters to take an internal look – is your chapter living up to the ideals and purposes of Tau Beta Sigma? Does your chapter have the best practices and programming in place to serve your bands and to ensure the longevity of Tau Beta Sigma on your campus?*

Well, this biennium had its own plans for all of us as individuals as well as our organization, didn't it?

*Fortitude and courage to see an ideal, to seize upon it, and to follow it wherever it may lead you in Tau Beta Sigma...* Fortitude and Courage. These words became our guiding principles more than ever this biennium as our organization faced several challenges, many without precedent. The spirit of our members, combined with the solidity of our past, provided positivity and determination in the face of great trial. The National Leadership Team worked hard to ensure that despite the many hurdles in our path, Tau Beta Sigma would endure and thrive. From our members to our alumni to our leadership team members, we rose to the occasion, charting a new course and learning from one another through a global pandemic, racial and civil unrest, the death of a Sorority matriarch, and adapting to a fully virtual format for chapter operations, district events, and national programs. All of our members have met adversity head-on, having the fortitude and perseverance needed to carry on for greater bands, and to push Tau Beta Sigma forward in many wonderful ways.

Here are some of the ways in which we carried on *For Greater Bands* in the face of COVID-19:

- Our Active membership numbers remained strong. Between the Fall of 2019 (pre-pandemic) and the Fall of 2020 (mid-pandemic) the difference in number of members listed as Active, Conditional, and Associate on each Chapter Personnel Report was negligible.
- Alongside Kappa Kappa Psi, we created a Health and Safety Team in an effort to collect data from each of our chapters' schools and to answer questions our members had as they navigated through the uncertainty of 2020.
- We also created a virtual chapter operations document called *Pivot!* as well as chapter guidance regarding how to participate in our national programs in a virtual environment.
- Our District Counselors and District Officers successfully navigated two seasons of virtual District Conventions.

- We financially contributed to the Performing Arts Aerosol Study in an effort to support our students, our band programs, and our music community through this unprecedented time.

In addition to those pieces directly related to the pandemic, we also had the opportunity to move the Sorority forward in several ways:

We made a commitment to address the diversity, equality, inclusiveness, and accessibility within Tau Beta Sigma through the formation of a DEIA committee as well as via a partnership with our peer organizations in the Professional Fraternity Association. This partnership gives Tau Beta Sigma access to larger DEIA initiatives and a professional DEIA consultant. In addition, plans to address accessibility issues within Stillwater Station have been initiated and will continue into the next biennium.

- Tau Beta Sigma and Kappa Kappa Psi jointly contracted with a consultant from Nonprofit HR. This provided the opportunity for someone outside of our organizations to take a critical look at our documentation and processes in order to provide feedback and propose necessary changes. We were especially grateful for their assistance in helping develop work-from-home protocols due to the global pandemic.
- We invested in the future of our organization and our Headquarters staff by adding a second office building to our assets. This proved to be especially beneficial as distancing for our headquarters staff became a necessity. Our two properties now enable the organization greater flexibility to host meetings and other events on-site in Stillwater, providing long-term cost-savings.
- Tau Beta Sigma and Kappa Kappa Psi partnered with Salesforce to make vital upgrades to our IT infrastructure to provide our members, leadership and staff with improved database, reporting, financial, and communication tools through the OMRS 2.0 project.
- Updating our documents and resources was of the utmost importance this biennium. Some of this work included: updating our petitioning group handbook to provide thorough guidance on current chapter standards and all steps needed for chapter activation; creating a handbook for the Chapter Visitation Assistants; refreshing our guidance and resources for the District Counselors; overhauling our Chapter Operations Handbook; updating the Ritual Workbook to reflect changes from the 2019 National Convention; and revising/establishing several Standard Operating Procedure Documents for our volunteer leadership and our National Headquarters staff.
- We welcomed a new staff member to National Headquarters, as Lisa Croston became our first-ever National Events Coordinator. The creation of this position has allowed Tau Beta Sigma, in conjunction with Kappa Kappa Psi, to standardize and centralize our District Convention site selection, registration, and payment processes through our National Headquarters Staff, mitigating long-standing financial and logistical concerns

associated with our District Conventions.

- One of our focuses this biennium was risk management, as our insurance company asked us, along with Kappa Kappa Psi, to update our Risk Management Policies to align with current industry standards. During the updating process, we recognized the need to advance and diversify our Risk Management Team in an effort to further develop our hazing prevention education plans and hazing investigation procedures. Working with our partners at CAMPUSPEAK & Dyad Strategies ® who are leaders in the hazing prevention, education, and investigation field, the Sorority certified 12 of our National Leadership Team members and two of our NHQ staff members as Hazing Investigators. Eight of those National Leadership Team members are also certified as Hazing Prevention Educators.
- The Chapter Visitation Program continued to grow in depth and focus, despite the pandemic. Every chapter of Tau Beta Sigma received one-on-one time with a member from the National Leadership Team at some point during the biennium, focusing on topics relevant and relatable to that specific chapter. Additionally, our Chapter Visitation Assistants and Counselors were invaluable in assisting the National Leadership Team with communication initiatives and were able to provide more hands-on guidance as chapters navigated the uncertainty and ever-changing nature of this biennium.

As your National President, I felt extreme imposter syndrome off and on during the biennium as we navigated all of the curve balls thrown at us. I wondered if I was really the best person to help the Sorority navigate through these rough waters or if there was another, better option. I wondered how I could possibly inspire our students, our volunteer leaders, and our staff members to be strong when I felt weak and broken. I wondered if I could give everything to the Sorority that it needed without neglecting my family, especially my mom who had just moved to Kearney to be with us and my children who were both home with mom and dad every day as we tried to continue working as normally as possible.

When I felt this way, I tried to lean in, just as I was asking each of you to do. I leaned into our 8 and 5 and the Ritual. I leaned into my family and faith. I leaned into our Chapter Visitation Assistants and our Counselors. I leaned into the National Council, the Board of Trustees, and the TBSAA Executive Committee. I leaned into our past national leaders and dignitaries. I also came across a passage during the early days of the pandemic and taped to my computer for any time I needed a reminder of what I needed to do in order to be the leader I thought Tau Beta Sigma needed. I'll share the end of it with you now because I think it's poignant for any and all of us who suffer from imposter syndrome and self-doubt and self-judgement.

*Your story is not over, and the future is still open. Get up. Go again. Do your damn best today. Free yourself from the judgement. One more step forward in faith and courage.*

Take another step. Go in faith and in courage. Have Fortitude. Do your best. That's all any of us can do, and I can say with certainty that it's easier when you are surrounded with those who love

and support you through it all. I was surrounded by and leaned into the best of the best, and I want to take a few moments to publicly thank them for all they did to help me and to help Tau Beta Sigma this biennium:

To Past National Leaders of Tau Beta Sigma - Thank you for your service and sacrifices to Tau Beta Sigma. Your tireless efforts laid a strong foundation for our organization, driving us to our 75<sup>th</sup> anniversary and all of the successes we have seen this biennium. We are forever in your debt.

To The 2019-2021 District Officers, especially the District Presidents – Each of you will always hold a special place in my heart. You were asked to lead your peers during one of the most difficult periods of our Sorority’s history and of your bands’ and schools’ histories. Yet, you never wavered. And even though you had to shoulder many hardships, you were always thoughtful, flexible, and ready to roll with each change that came our way. Thank you for your service to Tau Beta Sigma – every Sister and Brother is better because of your leadership!

To Our NHQ Staff – Thank you, thank you, thank you. You each worked so very hard to keep the Sorority running through the hardships and unexpected nature of this biennium, going above and beyond in many instances for the betterment of our organization and members. Because of your unwavering dedication to our students and volunteers, Tau Beta Sigma was able to persevere through the pandemic, making it here today!

To Our Chapter Visitation Assistants and District Counselors – Similar to our National Headquarters Staff, we would not have made it through all that this biennium threw at us without the compassion and dedication you showed to our students and other volunteer leaders. Thank you for your unending support and love for the National Council and of me, for your flexibility, for your tireless volunteerism, and for your dedication to our students. I love each of you so much and am forever grateful for your presence in my life!

To the Tau Beta Sigma Alumni Association Executive Committee and Board of Trustees – You are all rock stars. Just like each of us on the National Council, you had no clue that you were signing up for an “unprecedented” biennium as a leader in the Sorority. Yet, you stood steadfast, constantly doing your best to support our students, our alumni, our staff, and all of the National Leadership Team members. Thank you for everything you have done to support Tau Beta Sigma, to support the National Council, and to support me over the last two years. You are all the best!

To the National Council – Each of these women constantly inspire me and encourage me to be a better person. They are intelligent; they are kind; they are dedicated; they are selfless; they are way cooler than I will ever be. I am a better person and leader because of each of them, and I cannot imagine the past two years without them at my side. Our unique skills and mindsets made us such a wonderful team, and while we are now at a crossroads where we will be shifting our roles and responsibilities, I know that we are tied together for life in a truly special way. I love you all so very much, and I am always here for you, should you need me.



To Leslie, the peanut butter to my jelly (Or is it vice versa? I always get confused...). Thank you for being our VPCR this biennium. You have had so many accomplishments, but your development of our official podcast and your willingness to always put our students first remain in my memories as “Leslie favorites.” Although there was no way for us to know 16-ish years ago when we became Midwest District pals, that our friendship and love for volunteerism would lead us to this moment here today, I cannot imagine it any other way. You have been one of my constants and guideposts in the Sorority and in life: always there to provide a helping hand, a listening ear, straightforward advice, and unconditional love. I would not be who I am today without you in my life, and I am just so lucky that you are my friend.

To Siobhan, my heart sister – I am so thankful that Tau Beta Sigma brought you into my life! This biennium, you poured your heart and soul into the Sorority – not just into things that pertain directly to your role, but into so many wonderful projects that benefited every single TBSigma member, from prospective member to life member. I am so lucky that I got to work alongside you during many of these tasks, not only because it meant that I got to spend more time with you (which I always want to do) but because it was awe-inspiring to watch you conquer each component with dedication, passion, and grace. I am so proud of all that you have accomplished this biennium, and I cannot wait to see what you set your sights on next.

To Tonya, our fearless band-directing leader – Thank you for being such an amazing addition to our team. You came in calm, cool, and collected, and ready to work. You saw what we were trying to accomplish and jumped right in, fitting perfectly on the National Council from the start. Our 2021 National Intercollegiate band happened in no small part because of your efforts and care, and it will continue to flourish in the years to come because of your insight and dedicated work for its betterment.

To Erika, my Tau Beta Sigma journey partner – I’m not even sure where to begin with appropriately thanking you for everything: Your friendship, your support, your advice, your wisdom, your love. You were one of the first people to welcome me to the world of Tau Beta Sigma outside of the Midwest District when I became a Counselor, and you instantly made me feel at ease in the role and in the organization. Together we walked the Counselor path, often relying on each other for that love, support, and advice, and you were the best partner-in-counseling-time! Fast forward to the last several years, and the exact same is true. We’ve been walking together during our journey on National Council, and there is no one else I would want to have with me, lockstep. Although you have accomplished so much during your time on the National Leadership Team (we’d be here all day if I listed it all out!), I know the best is yet to come. You are ready for the next step, Madame President-Elect, and I cannot wait to see all that is to come during your biennium.

To Chris and Carolyn – I have said this to you privately, but it should be noted publicly for all to hear: I cannot imagine having anyone else as partners in the other leadership team branches this biennium. The three of us complement each other so, so well, and I



am forever grateful for your collective kindness, wisdom, and friendship. I know that none of us expected the ups, downs, twists and turns that 2019-2021 threw at us, but because the three of us had each other and our wonderful teams, we were able to still accomplish so much in the name of Tau Beta Sigma. Cheers to the power-trio of ACC and our forever bond; I love you both.

To Steve and Marco – Very few people know what it means to lead an organization through a global pandemic. We will be forever tied together by this moment in our collective history, and I'm so appreciative of your constant support, collaboration, and for putting up with my kiddos on our weekly zoom calls. Someday, I hope that we can sit down in a relaxing setting, look back on all of our time together, both in crisis and not, and remember all of the bright spots and accomplishments from the last two years. You two are some of the sincerest and kind people on the planet, and I will be forever grateful that I get to call you my Brothers and friends!

To My Mom – Thank you for always lending your ear and advice and for texting me every day this week with your love and support. Thank you for being my moral compass and guide and the best mom for me.

To My Children, Lia and Aidan – Thank you for sharing your mom with Tau Beta Sigma during such a pivotal point in our history and in your childhood. I know you do not understand much of this right now (other than that we are on a field trip to see all of mom's friends), but I hope that someday you look back upon my time in the organization and see that mama was trying her best to lead with a servant's heart in the best interest of others.

To My Husband, Lance – Thank you for being my rock and my partner. I could not have been a volunteer for Tau Beta Sigma over the last several years without your unconditional love and support, and I hope you know just how much I love you. You sacrificed a lot of your time, energy, and sleep over the past two years so that I could be a successful leader.

Sisters and Brothers, welcome back to in-person Tau Beta Sigma. Welcome home. I have been so fulfilled having each and every one of you here this week with us, and I sincerely hope that this National Convention has brought you moments of joy, growth, enlightenment, reflection, friendship, and, most importantly love. Our Ritual speaks to unselfish love, and the power that it provides us as individuals and as an organization. As my final words to you as your National President, I charge each of you to love unselfishly without abandon, to extend grace even when it is hard, to forgive as often as you can, and to always believe the best about people, especially those in our organization - because together we are better, together we are stronger, and together we make a difference in the world.

Thank you for allowing me to serve as your National President during this period of our Sorority's history. I hope with all my heart that I have been the president and leader that our organization needed this biennium.

It is an honor to be selected to serve, but it has been the privilege of a lifetime to serve in this capacity, even in these... hopefully this is the last time I will have to say it... unprecedented times.

Much Love in the Bond,  
Adrienne Rall

Life Member, Theta Mu Chapter  
38<sup>th</sup> National President of Tau Beta Sigma

#### **APPENDIX Q: President's Vision Statement for 2021-2023**

At the end of every biennium, when a new National President is elected, they are asked to share their vision for the Sorority and particularly during the next two years when they are given the chance to lead. I don't know that any current Past National President can say that they had a clue what to say and I now can relate. What can I say to get our delegation really hype about the next two years and what can I say to our Life and Alumni stakeholders that reassure them that I am suitably prepared to ascend into the highest position in the Sorority. As I have sat and really thought about it, trying to formulate the direction I wanted to go, as Brené Brown put it in *Dare to Lead*, there have been a lot of SFDs and after I came to terms with the fact that it was perfectly okay to have so many of those, I remembered that sometimes it makes sense to have a conversation with your former self, to know where to go and the evolution of it all. In doing this, I was directed back to the Fall 2020 edition of the *Podium* and an article submitted by yours truly about being essential.

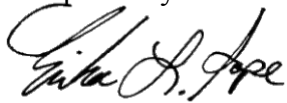
During the year we wish could refer to as "that which should not be named," this whole experience has invented lots of new phrases that we didn't have before or weren't a common part of the vernacular and one of the most heavily used has been essential workers. Workers who have been deemed essential, are those individuals who work in jobs and industries that cannot just shut down, even in the middle of a global crisis. They were relied upon to show up and do the work that their job required of them, sometimes needing to course correct at a moment's notice to achieve the most acceptable outcomes. In Tau Beta Sigma, being essential has kind of been our thing and right now, maintaining that role within your band programs has never been more important.

As we wrap up the celebration of our 75th Anniversary, I know visions of the next 25 years will also be a part of the next two years. As a National Organization, we may have started out as the group that came into existence because a place for women in Kappa Kappa Psi hadn't been thought of at the time, but we truly have come into our own identity and created a place for anyone in the college band program who wants to be a part of something bigger than themselves. We now have come to the point of our existence where there should not and cannot be a question of who we are. Will it be hard? Yes. Will there be frustrations? You bet. Will you be scared? Maybe. These feelings are valid and rightfully so. But will you be alone? Never. Making strides for change cannot fall to any one Sister or anyone chapter. Large impacts occur when we do it

together. The sound of one can be effective, but when moving together, the sound and the impact is thunderous.

It is my intention to preside over a biennium where we are able to show others the value that Tau Beta Sigma can bring to the College Band Program and do so from a place where we are able to show up as a diversely, unabashed, and authentically blessed Sisterhood, with our own established values and time-honored identity as a premiere institution of the collegiate band. Our story is still being written and as we begin this next chapter, I enjoin each of you to reflect on the foundation on which our Sisterhood was built, to lean heavily into our values, to reaffirm your commitment to our mission, and do good, intentional work for your band programs and within your chapters. Be “TBSential!”

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Erika L. Pope". The signature is fluid and cursive, with the first name "Erika" being the most prominent part.

Erika L. Pope  
Tau Beta Sigma National President  
2021-2023