



Tau Beta Sigma Separate Session Minutes
July 11-14, 2023
Orlando, Florida

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Separate Session #1

Tuesday, July 11, 2023

Separate Session #1 called to order at 3:31 pm Eastern.

- Welcoming Statement by Erika Pope, National President
- Introduction of Convention Parliamentarian Jonathan Markowski, Life Member of the Delta Delta Chapter
- Seating of Delegates
 - Seating of alphabetical proxies began with Alpha Omicron.
 - In 2025, seating of proxies alphabetically by chapters shall begin with Beta Gamma.
- Reading of the Standing Rules of Tau Beta Sigma ([Appendix A](#)).
- President Pope entertains a motion to accept the Standing Rules of Tau Beta Sigma. So Moved by Delta Delta. Second by Theta Lambda. Motion Passes.
- President Pope entertains a motion to accept the minutes from the 2021 National Convention. So Moved by Gamma Kappa. Second by Zeta Upsilon. Motion Passes.
- Announcement of Committee Assignments:
 - Nominations: Western District, Beta, Zeta Delta, Zeta Omicron, Theta Rho, Iota Epsilon
 - Programs: Southeast District, Iota, Alpha Gamma, Alpha Omicron, Alpha Theta, Alpha Upsilon, Alpha Xi, Beta Eta, Beta Xi, Beta Zeta, Gamma Eta, Gamma Omega, Delta Epsilon, Epsilon Alpha, Epsilon Lambda, Zeta Alpha, Zeta Epsilon, Zeta Iota, Eta Beta, Eta Gamma, Theta Phi, Iota Zeta, Kappa Alpha
 - Membership & Expansion: Southwest District, Delta, Epsilon, Theta, Tau, Chi, Alpha Chi, Alpha Delta, Beta Nu, Gamma Epsilon, Gamma Mu, Gamma Omicron, Delta Delta, Delta Omicron, Delta Pi, Delta Upsilon, Epsilon Sigma, Epsilon Omega, Zeta Nu, Zeta Psi, Eta Delta, Eta Epsilon, Eta Lambda, Eta Phi, Theta Delta, Theta Mu, Theta Upsilon, Iota Mu, Iota Omicron
 - History & Traditions/Ritual & Regalia: Midwest District, Northeast District, Alpha, Rho, Alpha Iota, Beta Omicron, Gamma Kappa, Gamma Nu, Gamma Rho, Gamma Phi, Delta Kappa, Delta Sigma, Delta Theta, Epsilon Beta, Epsilon Kappa, Epsilon Psi, Zeta Kappa, Zeta Phi, Zeta Pi, Zeta Upsilon, Zeta Xi, Eta Alpha, Eta Pi, Eta Sigma, Theta Sigma, Theta Theta, Iota Psi, Kappa Gamma
 - Jurisdiction: North Central District. Lambda, Psi, Alpha Omega, Beta Delta, Beta Phi, Delta Alpha, Delta Eta, Delta Phi, Epsilon Rho, Epsilon Theta, Zeta Mu, Zeta Omega, Eta Chi, Eta Eta, Eta Omega, Eta Zeta, Theta Alpha, Iota Alpha, Iota Kappa, Iota Lambda
 - Sisterhood & Spirit: Xi, Omicron, Omega, Beta Sigma, Gamma Xi, Gamma Tau, Gamma Chi, Delta Nu, Delta Xi, Delta Tau, Epsilon Iota, Epsilon Xi, Zeta Beta, Zeta Rho, Eta Omicron, Eta Psi, Theta Zeta, Theta Lambda, Theta Xi, Theta Omicron, Iota Nu, Iota Pi, Iota Tau, Iota Phi, Iota Chi, Iota Omega, Kappa Beta

Separate Session #1 recessed at 6:02 pm Eastern.

Separate Session #2

Wednesday, July 12, 2023

Separate Session #2 called to order at 8:04 am Eastern.

- Roll Call and Seating of National Intercollegiate Band Delegates
- Introduction of Candidates for National Council
 - Siobhan Wilkes Bratcher, National President
 - Leslie Gartin, Candidate for National Vice President for Membership and Expansion
 - Allison Leemann, Candidate for National Vice President for Special Projects
 - Marissa Archuleta, Candidate for National Vice President for Communication and Recognition
 - Kelsey Reilly, Candidate for National Vice President for Communication and Recognition
- Board of Trustees Report by Chairperson Dr. Dawn Farmer ([Appendix B](#)).
- TBSAA Executive Council Report by Chairperson David Alexander ([Appendix C](#)).
- Report of the National Vice President for Professional Relations, Dr. LaToya Webb ([Appendix D](#)).
- Report of the National Vice President for Communication and Recognition, Allison Leemann ([Appendix E](#)).
- Review of Committee Assignments/Updated Schedule, Caucus Assignments, and Other Announcements

Separate Session #2 recessed at 9:42 am Eastern. Session immediately followed by a workshop presentation by Jenny Renaud: Chapter Identity - Actions Speak Louder Than Words.

Separate Session #3

Thursday, July 13, 2023

Separate Session #3 called to order at 9:30 am Eastern.

- Presentation of Awards and Certificates
 - Grace & A. Frank Martin Chapter Leadership Award Finalists: Epsilon, Lamda, Alpha Xi, Beta Nu, Beta Sigma, Gamma Xi, Delta Delta, Zeta Mu, Zeta Omega, Eta Gamma, Theta Delta, Theta Rho, Theta Sigma
 - Baton Award: Rylee Mehr and Sarah Hall
 - Fortitude Award: Rho, Delta Alpha, Delta Pi, Zeta Pi, Theta Theta, Theta Mu
 - Chapter Sponsor Award: Constance Castle (Delta Pi), Katie Kenard (Theta)
- Report of the National Vice President for Special Projects, Leslie Gartin ([Appendix F](#)).
- Report of the National Vice President for Membership & Expansion, Siobhan Wilkes Bratcher ([Appendix G](#)).
- Presentation of the Focus on Five Challenge Coins by NVPS, Leslie Gartin.

Separate Session #3 recessed at 10:38 am Eastern. Session immediately followed by the Women in Music Panel with Calliope Brass and later a Past National Presidents's Panel moderated by Dr. Ted McCadden and Katie Langley featuring:

- Kathy Rodeffer, 23rd National President
- Jean Newman, 25th National President
- Gretchen Buchen, 26th National President
- Karon Miller-Hammond, 28th National President
- Debbie Baker, 30th National President
- Dr. Dawn Farmer, 34th National President
- Dr. Nicole Sanchez, 35th National President
- Dr. Kathryn Kelly, 36th National President
- Jonathan Markwoski, 37th National President
- Adrienne Rall, 38th National President

Separate Session #4

Friday, July 14, 2023

This session was preceded by a Women in Music Speaker presentation by Heather Thorn and the Women in Music Speaker Series 25th Anniversary Panel discussion. Separate Session #4 called to order at 11:08 am Eastern.

- Roll Call of Delegates
- Discussion of Member Dues by National Vice President for Membership & Expansion, Siobhan Wilkes Bratcher ([Appendix H](#)).
- Report of the Nominations Committee by Kees Hoek ([Appendix I](#)).
The slate is as follows:
 - President: Siobhan Wilkes Bratcher
 - Vice President for Membership & Expansion: Leslie Gartin
 - Vice President of Special Projects: Allison Leemann
 - Vice President of Communication & Recognition: Marissa Archuleta
- The Western District moves to accept the slate. Second by Eta Rho. Motion passes.

Separate Session #4 recessed at 12:26 pm Eastern.

Separate Session #5

Friday, July 14, 2023

Separate Session #5 called to order at 1:45 pm Eastern.

- Roll Call of Delegates
- Report of the Assessment Committee by Chairperson Shalyn Nystrom ([Appendix J](#)).
- Report of the DEIA Committee by Chairperson Caleb Morris ([Appendix K](#)).
- Report of the Music Education & Musicianship Committee by Co-Chairperson Renee Cartee ([Appendix L](#))
- Report of the Chapter Leadership Committee by Chairperson Theresa Powell ([Appendix M](#)).
- Explanation of Committee Reports by National President Erika Pope.
- Report of the Programs Committee by Tyra Rogers ([Appendix N](#)).

- Report of the Jurisdiction and Finance Committee by Nick Smith ([Appendix O](#)).
 - North Central District moves to accept all changes in the Terminology and Phrasing section of the written report as a block. Delta Kappa seconds. Motion passes.
 - North Central District moves to accept all changes in the Risk Management section of the written report as a block. Gamma Kappa seconds. Motion passes.
 - North Central District moves to accept all changes in the Organization and Structure section of the written report as a block. Epsilon seconds. Motion passes.
 - North Central District moves to accept all changes in the Ritual and Ceremonies section of the written report as a block. Iota Kappa seconds. Motion passes.
- Presentation of the 2023-2025 Budget by National Vice President for Membership & Expansion Siobhan Wilkes Bratcher ([Appendix H](#)).
- Meeting recessed at 4:11pm Eastern for District Caucuses returning at 4:19 pm Eastern.
- Meeting returned from recess at 4:20 pm Eastern.
- President Pope moves to accept the 2023-2025 Budget. So moved by Epsilon Psi. Seconded by Southeast District. Motion passes.
- Report of the History & Traditions/Ritual & Regalia Committee by Joanna Ramirez and Katherine Kurtz ([Appendix P](#)).
- Report of the Credentials & Resolutions Committee by Mackenzie Murphy, Sarah-Faith Mukuna, and Macaylee Allison ([Appendix Q](#)).
- The Credentials and Resolutions Committee presented the following awards:
 - Chapter Distance Award: Theta Theta
 - Janet West Miller Delegate Distance Award: Grace Brandalick, Theta Delta
 - District Participation Award: North Central District
 - Chapter Participation Award: Iota Zeta
- Call for Donations from the Board of Trustees
- Report of the Membership & Expansion Committee by Johnn McCray ([Appendix R](#)).
- Report of the Sisterhood & Spirit Committee by Jamie Bossenbroek ([Appendix S](#)).
 - The 2023-2025 Spirit Stick is awarded to the Southwest District.

2023-2025 National Council Officer Elections

- President Erika Pope entertains a motion to elect Siobhan Wilkes Bratcher to the office of National President by Acclamation. So moved by Beta Zeta. Seconded by Southeast District. Motion passes.
- President Erika Pope entertains a motion to elect Leslie Gartin to the office of National Vice President for Membership and Expansion by Acclamation. So moved by Midwest District. Seconded by Zeta Nu. Motion passes.
- President Erika Pope entertains a motion to elect Allison Leemann to the office of National Vice President for Special Projects by Acclamation. So moved by Northeast District. Seconded by Eta Delta. Motion fails.
- The voting for the National Vice President for Special Projects will occur by secret ballot. Allison Leemann is elected the National Vice President for Special Projects.

- President Pope opens the floor for nominations for the office of National Vice President for Communication & Recognition. Marissa Archuleta is nominated by the slate.
 - Kelsey Reilly is nominated and accepted.
- The voting for the National Vice President of Communication & Recognition will occur by secret ballot. No candidate received a majority and the position of National Vice President of Communication & Recognition will remain open.
- Gamma Omega moves to revote for the National Vice President of Communication & Recognition by secret ballot. Seconded by Epsilon. Motion passes.
- The voting for the National Vice President of Communication & Recognition will occur by secret ballot. No candidate received a majority and the position of National Vice President of Communication & Recognition will remain open.
- National President Erika Pope to submit her report in writing ([Appendix T](#)).
- The 2023-2025 National Leadership Team is installed by outgoing President Erika Pope.
- National President Siobhan Wilkes Bratcher gives her 2023-2025 Vision Statement. ([Appendix U](#)).
- President Siobhan Wilkes Bratcher moves to award Erika Pope Life Membership into the National Chapter of Tau Beta Sigma. So moved by Theta Theta. Seconded by the Southwest District. Motion passes.
- President Siobhan Wilkes moves to adjourn. So moved by Theta Theta. Alpha seconds. Motion passes.

Tau Beta Sigma Separate Session Adjourned at 6.54 pm Eastern.

Appendix

Appendix A: Standing Rules for the National Convention

The Standing Rules for Tau Beta Sigma National Convention are as follows:

1. All business sessions shall begin promptly at the place and hour specified on the Convention Program, unless otherwise stated by the meeting chairperson.
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 Board of Trustees

The Board of Trustees of Tau Beta Sigma exists to oversee the financial stability of the Sorority and monitor our long-term investments. It may not sound like the most exciting job in the Sorority, but it is definitely one of the most important roles. The job of the Trustees is to help ensure a stable financial future, to guide monetary decisions, and to raise funds to help build the Trust. Although we say our job mostly centers around money, you will hear by the end of the report that the Board is involved with many different types of work. This report will serve to highlight some of the main accomplishments and tasks of the Board this biennium, and we encourage anyone interested in these projects, goals, or topics to please come speak with us and learn more about what we do and maybe how you could contribute. I will cover our work by chunking it into three major categories: long-term planning, money, and projects.

Long-Term Planning

This biennium the Board participated in multiple ventures that required us to accomplish some long-term planning. We thought a lot about the future and the direction that we wanted to see Tau Beta Sigma move. At the beginning of the biennium I represented the Board and participated in strategic planning sessions with the Chairperson of the Alumni Association and the National President. As the leaders of the three sides of the TBS Leadership triangle, we began the process that eventually culminated in the newly revised Vision Statement. As the organization adopted this new guiding statement, the Board began strategic planning sessions in which we set a series of goals for the future of the organization. The Board thought hard about how we could best make an impact for the Sorority, and several long and short term goals were set. We continue to develop checkpoints for these goals as we work towards the future of Tau Beta Sigma.

Another aspect of planning was our Document Project. In the past few biennium we are happy to see a wider spectrum of Sisters who decide to become Board members. As we have more people entering National Leadership via the Board and not serving as National Council members or Counselors first, we are finding ways to better onboard our leaders. We have created a set of documents to start that progress, and that living document will continue to be edited and added to so that we are able to best onboard new Board members.

One other area of long-term planning is strengthening our connections to Past National Presidents and building connections to others that are essential to our Tau Beta Sigma legacy. Our Legacy Committee has been working on ideas and strategies to connect more with our PNPs and find ways to engage them with National Convention proceedings, and eventually connect with them in additional ways. Similarly, that team is also brainstorming how we can foster and maintain connections with other stakeholders, including other past leaders, award recipients, and Women in Music speakers. We look forward to seeing how those long-term plans impact the organization.

And finally in this category, we have had to look at long-term planning for the Human Resource needs of our National Headquarters. With the staff transitions as a catalyst, we are examining our documentation and practices so that we are best prepared for any future staffing transitions and can be ready to support smooth changes.

Money

Much of the work of the Board has to do with money. There are many ways we interact and deal with the finances of the Sorority, and I will provide a succinct overview of some of the main money topics.

First, it is our job to monitor the Trust account. That account has money that is meant to be saved and grown so that we have a nest egg of sorts; this money is not intended to be spent on immediate needs. We raise money to be saved for long-term planning and in this biennium we were able to add \$25,000 to our Trust; this was the first time in many years that we were able to deposit money to the Trust, and that was a fantastic move. The timing of that deposit allowed us to gain more interest, which will also benefit us.

Our Capital Development Committee was essential in the Giving Tuesday Campaigns and other fundraising efforts. Some of our “asks” for money are targeted, such as the Wava Garden fundraiser in which money was collected to help with garden maintenance and repair. Across all fundraising, we gained around \$66,500 this year, and hope to raise more money at this convention. Be prepared on Friday to contribute any left-over spending money in our “end of convention call” - we do this at each NatCon and hope to meet or exceed what was raised in Grand Rapids, which happened to be a \$6000 total across all Sisters in the room. We were lucky in the biennium to maintain the number of individual donors from 19-21 to 21-23, but we will be hoping to increase the number of unique donors in 23-25, so feel welcome to help us reach our goal. All of our money is being used to ensure the long-term health of the Sorority, and we need all of your support to help us get there.

Projects

The Board of Trustees has several projects that require our attention and expertise and I would like to tell you a bit about those. I will start with the National Intercollegiate Band - how was that concert last night? The Boards of Tau Beta Sigma and Kappa Kappa Psi fund the NIB, so we are always looking to help that program be financially stable. Your donations help that program flourish. Next National Convention has an amazing conductor and composer lined up and we hope to see you there.

One way that members can give back to the Sorority is through estate planning. The Board is working on ways to encourage Sisters to consider Tau Beta Sigma in their estate plans. If you have interest in learning more about this, visit the Board’s web page or ask one of them in the back of the room. You can’t take it with you when you leave, but you could leave some of it to help the growth of Tau Beta Sigma.

The last three tidbits I will share with you are the most fun. First, I will talk about the Tau Beta Sigma Scholarship program. The Sorority has four scholarships that are awarded each year, in the amount of \$1000 each. The scholarships are in four different categories: music education, musicianship, student leader, and business ability. These are funded through the Board of Trustees and we truly love the process of selecting these recipients. One of last year’s recipients is here at NatCon - Sapydia Rosales from the University of South Carolina and recipient of the Outstanding Leader Award. Congrats. And we have one of this year’s recently selected recipients here today - Kamryn Knafelz from Lamar University as the Musical Achievement recipient.

Congrats to you. We do have an important announcement to share about our scholarships. Due to our deliberate investing and careful monitoring of our scholarship fund, we are now about to raise the amount of our scholarships. Instead of \$1000 each, each scholarship will now be \$2000 each - we have doubled our scholarship totals. And most important, that will be effective immediately, starting with Kamryn. Yay!

Next is the Women in Music project. We are proud to provide the National Council funding for all District Women in Music speakers and also contribute to National Convention invites. The Board recognizes the significance of this hallmark program and we will continue to work to fund these endeavors.

And for the last tidbit, I share with you the Biennial Report. At the close of every biennium, the Board of Trustees produces a professional document that summarizes the actions of the Sorority across the entire range of time and areas of interest. The 21-23 Biennial Report can now be found on the Link Tree page, and I encourage you to check it out. It highlights the journeys and projects of the Board, the Alumni Association, and the National Council. You can see the Women in Music Speakers, Scholarship Recipients, and other news. Check it out.

In Closing

The members of the Board of Trustees have worked hard this biennium to support the Sorority. Thank you to the members of this biennium's Board: Kris Wright, Jason Dornbush, Rosalyn McDonald, Jonathan Markowski, Holli Hartman, Adrienne Rall, and Erika Pope, and congrats to the re-election of Rosalyn and the election of Zack Rebarcek and Adrienne.

Remember, your donations to Tau Beta Sigma help ensure that others will continue to have these awesome experiences, long after you are still in band.

Thank you for your time and attention and I hope you enjoy Orlando.

Respectfully Submitted,

Dr. Dawn Farmer
Chairperson of the Board of Trustees
Past National President
Life Member, Omega

Appendix C: Report of the Tau Beta Sigma Alumni Association Executive Council

Greetings Sisters and Brothers of Tau Beta Sigma!

The 2021-2023 biennium was a time for INTENTIONAL CONNECTIONS with our current and future members and for the celebration of the 15th anniversary of the TBΣAA! We know that when connections exist and experiences are created together, we can build and expand our sense of belonging and community with our Sisters and Brothers.

The three branches of our National Leadership Team worked together to update the vision statement of the sorority. This vision statement focuses on the entire membership experience from our days as an active member through our experiences from graduation and beyond. It sets a standard for one cohesive membership experience for ALL members of Tau Beta Sigma and creates a natural next step in our Tau Beta Sigma journey.

This biennium, we had the privilege of celebrating our 15th anniversary as the official alumni association of Tau Beta Sigma. This is the longest standing alumni association to support Tau Beta Sigma in our organization's history. There have been many people that have created strong processes for our sustainability, and even more people that have worked to make sure that there is a space for alumni and an experience that makes others want to be a part of what should be your natural progression after graduation. Your transition from active member to alumni should feel like a cohesive and aligned membership experience.

Our intentional focus on connection started with defining our value of membership and creating ways to highlight and execute those for our members. Our "Why TBΣAA?" campaign showcased our members and the experiences that are important through the voice of our members. This humanizes our work and the experiences we have through community and commonality. We also created opportunities to highlight our members through our Alumni Notes and Local Alumni Association (LAA) Takeover experiences.

Our LAAs are a key to our engaged alumni experience. We welcomed 6 new LAAs this biennium, increasing our LAAs by 35%! We also expanded our support for our LAAs through the launch of our LAA ACES program, which highlights ways for our LAAs to earn cards focused on the pillars of Alumni, Engage, Connect, and Serve. This has built a framework for our LAAs to have an intentional vision that promotes our organizational values.

We have expanded our Growth and Professional Development Program through new topics and media types, which has allowed us to broaden our professional support for our membership, including an increased presence on LinkedIn. We also worked to improve the accessibility of the resources on our website, which we are proud to have launched this week. We have a strong history of alumni across various fields and this is a great way to connect with our Sisters and Brothers across the country professionally.

This week, we are also connecting and building value with you. The TBΣAA is proud to sponsor free professional headshots for all convention attendees. As you grow in your college experience and begin to enter your professional careers, a good headshot can be a great way to identify and define your personal brand. If you have not done so, there will be more opportunities for you to walk in and get your headshot taken this week.

This biennium, we continued and expanded our philanthropic support of our members and our communities. The For Greater Bands 5K, a hallmark of the TBΣAA, raised \$4,000 this biennium to support the Mr. Holland's Opus Foundation which provided music instruments directly to underprivileged and underserved school music programs. We also launched a new program, our LAA Reimbursable Grant Program as a way to provide meaningful support to our LAAs. We awarded 5 Graduate Studies Scholarships and 2 TBΣAA grants to our members! Our members are doing great things, and we are proud to support their efforts!

In our theme of intentional connections, we worked with Dr. LaToya Webb to create a welcome experience for our NIB participants, with the goal of creating a sense of community and belonging. The TBΣAA provided NIB branded swag bags, filled with essentials for the week, to make sure that each member felt excited and celebrated for the unique experience and legacy that they are now a part of. We hope you also enjoyed the step and repeat to help commemorate your convention experience.

We are thankful for each of our members and everyone that has been a part of the history of the TBΣAA. As we continue to expand into our next 15 years and beyond, we must continue to be intentional with our connections to our members, communities and the band world. That is how we will truly flourish beyond our collegiate careers in all areas musical, professional, and philanthropic. Thank you to our Executive Council members, Dr. Thea Murphy, Marissa Archuleta, Mikaela Rhodes, Jessica Smith and Tyra Yiare-Holloway, and for the honor and privilege to serve the TBΣAA! We look forward to welcoming you into the TBΣAA and here's to the next 15 years and the many intentional connections to come!

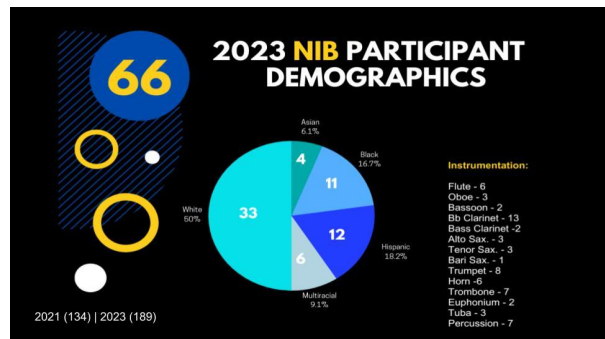
Respectfully Submitted,
David Alexander
Chairperson, Tau Beta Sigma Alumni Association
Life Member, Gamma Omega

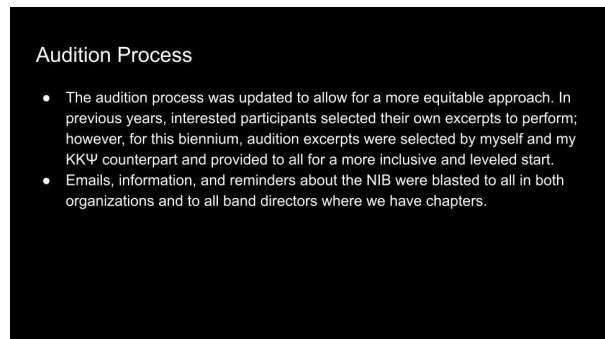
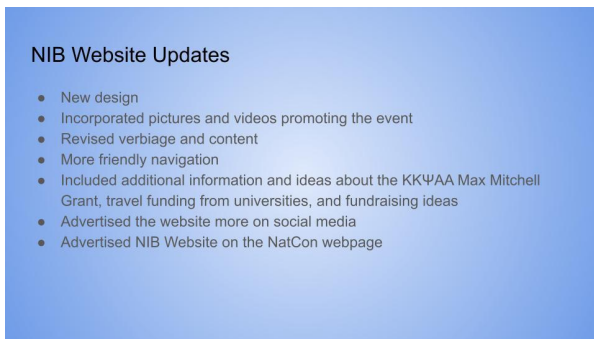
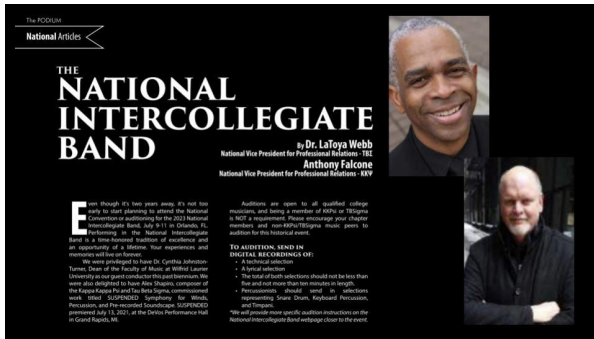
Appendix D: Report of the National Vice President for Professional Relations



- Advocated**
- Mix-n-mingle prior to rehearsing
 - More Meals
 - Disney Springs outing / Outing wherever we go
 - Less rehearsal time
 - A more diverse group of participants
 - Challenging norms/areas of comfort "it's been done like this forever"
 - More involvement and engagement with TBSAA
 - Intentionality
 - More equitable and diverse adjudication panel and process

- TBS NIB Stats**
- 20/66 TBS members in NIB
 - Delta Xi, Gamma Xi, Xi, Iota Psi, Iota, Beta Xi, Chi, Beta Nu, Alpha Delta, Alpha Omicron, Iota Epsilon, Theta, Beta Nu, Iota Alpha, Gamma Nu, Psi
 - Missouri University of Science and Technology, Arkansas State University, West Texas A&M University, Kennesaw State University, Baylor University, University of Florida, The Ohio State University, Arkansas Tech University, Ohio University, Sam Houston State University, Capital University, University of Cincinnati, Marist College, University of Texas at Arlington, University of Arkansas







Appendix E: Report of the National Vice President for Communication & Recognition

To the National Delegation of Tau Beta Sigma,

The 2021-2023 biennium was one of great learning experiences for me. From taking on a new role to learning more about the inner workings of the Sorority's decision making processes to jet setting across the country to learn more about each District and what makes you unique. I enjoyed all of these opportunities and they gave me new love and motivation to serve the Sorority and each of you.

I have three hopeful aims for you as I share this report - 1) To update you on the Sorority's work with regard to Communication and Recognition this biennium, 2) To celebrate the people, Chapters, and band programs that we recognized throughout this biennium - perhaps with a few surprises along the way, and 3) To encourage you to make a plan for the future - to recognize the great work in our organization, to apply for opportunities and awards, and to celebrate one another. So with that.. Let's jump in and get started!

My goals as the VPCR were to create opportunities for members to develop as leaders in the Sorority, their bands, and the large community and to create consistency in communications, streamline operational practices, and demonstrate our professionalism and impact as an organization.

In our communications I provided regular, clear operations support for Active members and Chapters, recognize and celebrate Chapters, bands, and women in music of all kinds, as well as create a consistent, professional brand for the Sorority - whether it is a regularly scheduled post or a special series or event the online audience should know that they are looking at Tau Beta Sigma's presence.

Our regular calendar of social media posts included a rotation of operations-centric content, student highlights and recognition, spotlights on women in music professions, and features of band programs for their excellence in performance across the country. Now here is where the celebration will start... during the 2021-2023 biennium we recognized over 75 band programs as part of our Instagram Story Takeovers, featured posts for performances, and more. Each of these bands recognized for a featured performance received a certificate of excellence from Tau Beta Sigma and Kappa Kappa Psi to recognize their efforts and spread information about our organizations.

In addition to our band programs, we featured 60 Chapters of Tau Beta Sigma in student highlights, Instagram takeovers, National Program highlights, and more. These features were by far one of the most fun aspects of the VPCR role - highlighting students and what we love about our band programs. If your band or Chapter was featured this year please quickly stand and celebrate. For this upcoming year I charge each of you to take advantage of opportunities to highlight your band program and your Chapter within Tau Beta Sigma and beyond.

Another regular feature for our social media is the Women in Music professions highlight. This weekly post encouraged us to look at all of the ways a person can work as a music professional from performers to educators to music therapists to composers to orchestra executives and more. These women are a snapshot of the diversity of the music community and it was a true joy to research and learn more about each of them. I want to give a special shout out to Misty Lovejoy who assisted with further research and content drafts through the end of Spring 2023. Her work helped to continue these posts through the end of the term and prepare resources for the next VPCR to run with however they'd like to!

Our social media presence continues to grow even as I speak with new followers, likes, and interactions each day. As of June 30, we had 11,303 Facebook followers and 5,982 Instagram followers - with an increase of over 980 new followers on Instagram just in the past year. Our social media has followed the larger trends of younger audience members moving away from Facebook toward platforms like Instagram. The Sorority continues to respond to these trends by providing information on multiple platforms and aiming to utilize features of trending platforms, such as Stories and Reels, to remain relevant to our ever growing audience. This trend also highlights a need for considering how we promote interaction between Chapters. Alternatives to Facebook Groups will be needed for the upcoming biennium to connect with all members.

Throughout the biennium the Sorority hosted special events:

- National Hazing Prevention Week in September to provide information about anti-hazing practices and policies and to encourage members to “Take a Stand” for Tau Beta Sigma against hazing in our Chapters and band programs.
- In November we joined non-profit organizations across the country in celebration of GivingTuesday the global day of giving. I worked closely with the Capital Development Co-Chairs of the Board of Trustees to develop our communication strategy - including email blasts, targeted communications to potential donors, and a full day of interactive social media content. The GivingTuesday content shifted in 2022 from an “every hour” approach to providing information about the Sorority’s programs and how donations make an impact intermixed with calls to action and interaction. Other resource additions for GivingTuesday 2022 included a dedicated webpage with information about donations, programs, and other interactive features. We received a lot of positive feedback about the centralized resource and ability to easily share the link within a personal community to encourage donations. This format and updates throughout the biennium worked very well and I hope that our efforts to attract new donors within our membership and in our members’ communities continues for future years.

- One of the largest special events for our communications is the 13 Days of Tau Beta Sigma celebrated in March in the lead-up to Founder's Day. My aims for the 13 Days were to connect members to our purpose and to celebrate one another for another year of service to collegiate bands. A new feature for the 13 Days in 2022 was a recognition series called the Trailblazer Trading Cards. Working with the History & Archives and Legacy Committees, we identified members from throughout the Sorority's history who were trailblazers for the organization in their time. As this recognition series moves forward the Sorority can continue to highlight individuals throughout our history that made an impact on the Chapter, District, or National levels. If you are one of the Trailblazers recognized this biennium please stand and be celebrated. We continued to add to our features in 2023 by adding some featured days including a celebration of the 15th Anniversary for the TBSAA and "live" events including "An Evening to Celebrate Music" where members joined together to listen to performances by our very own band programs this biennium (with the help of YouTube).

While I feel there is so much that was accomplished and expanded upon with regard to our communications this biennium there are also areas that we have room for improvement and growth. At the start of the biennium Erika Pope created the Communications Committee, a small group of alumni members interested in supporting the Sorority's communications efforts. While we started in late Fall 2021/Spring 2022 it was difficult to find a "groove" for our regular work and developing content for our social media. Throughout the biennium individual committee members contributed with research and ideas for content and I greatly appreciate their contributions in supporting the Sorority's presence online. There is great opportunity for the upcoming biennium to begin the committee anew as a working group that is directed through the VPCR - this will bring new perspectives to our highlights and create a community within the greater Sorority community who can support these communications efforts.

With regard to the Sorority's recognition efforts my aims were to make it as easy and accessible as possible for Active members and Chapters to be recognized - whether that is in awards, scholarships, or extending beyond our programs to be recognized within the greater Greek and music communities.

In reviewing the available awards and applications for the Sorority, and some jointly with Kappa Kappa Psi, I found that there were inconsistencies in the submission process and potentially missed opportunities for Chapters to recognize and celebrate individuals within their communities. I worked with Kappa Kappa Psi Vice President for Programs Ed Savoy and Aaron Moore from the National Headquarters Staff to update the processes to submit for the Service Certificate and Academic Achievement Awards program by bringing them to be in a webform consistent with our other applications. We clarified language around the For Greater Bands certificates to encourage recognition of non-Tau Beta Sigma band members. And earlier this semester a new award "The Golden Lyre" was created to enable Chapters to recognize members in their community - high school band members, local band directors, or other community partners - for their commitment to our shared values and their band program and community. More will be announced about this new award in the coming weeks and I hope that you each take advantage of this opportunity for recognition within your community.

Here comes more of that stand up and celebrate action, be ready.

The Baton Award is the highest recognition for student leadership in the Sorority. During this biennium we recognized 26 individuals during their District Conventions with this honor. Now as you see on the screen there are two additional Baton recipients who have not yet been announced. This exciting surprise will be announced later this week! If you have been recognized with a Baton Award this biennium please stand and be celebrated!

As the VPCR I work closely with the Board of Trustees to oversee the Scholarships Committee for the Sorority. This biennium we brought on new members of the committee and set out to evaluate how we can encourage more students to apply for the scholarships. For the 2022 application cycle we received 6 applications and no applications for the Legacy Scholarship. As a committee we used feedback from the applicants about the process as well as a close review and critical discussion of what we need as evaluators to determine the best applications for each scholarship. This resulted in changes to the application including addition of pronouns, removal of school bursar information, clarification of questions and essay topics, and reduction and tailoring of letters of recommendation. These changes reflected our new practices as an organization and made the application process easier for applicants. In addition we added new resources including a guide of what to focus on for each application, suggested timeline to prepare the application, and earlier reminders of process checkpoints and deadlines. For the 2023 application cycle, we received 20 applications for the national scholarships and applications connected the experience of Tau Beta Sigma to educational aspirations, leadership experiences, and musical performance and enjoyment. I cannot say enough how difficult our decisions were this year - and that is a very good thing! If you are a 2021-2023 scholarship recipient please stand and be celebrated!

A new endeavor for the Sorority this biennium was application for awards through the Professional Fraternity Association, of which we are a member. At the encouragement of Erika Pope and Steve Nelson in 2022 I prepared applications for three of the available PFA awards:

- The Career Achievement Award, of which we were selected as a winner in conjunction with Kappa Kappa Psi for Mr. Melvin Miles the recently retired, long-time Director of Bands at Morgan State University and Past National President of Kappa Kappa Psi.
- The Outstanding Community Service Award, of which we were selected as a winner, for the Alpha Omega Chapter at Florida State University's "For Greater Music" Benefit Concert which raised over \$8000 for schools in their local community through a gala benefit event.
- The Outstanding Professional Program Award for the National Intercollegiate Band. While we weren't selected as the winner for this award in 2022 the awards committee noted the incredible nature of this program and commended us for it. I mention this one as well because although we didn't win the award, the National Intercollegiate Band is an outstanding professional program and we should celebrate the great work of our National Vice President for Professional Relations Dr. LaToya Webb as well as the Board of Trustees and all performers and participants who continue to make the program a success each biennium.

Now here comes a little more of that celebration and a little bit of a surprise.. For 2023 Tau Beta Sigma applied again for PFA awards. While we can't announce anything publicly until after their annual awards in the early fall I want to take a few moments to share our 2023 nominees with you all:

- The Outstanding Community Service Award we nominated the Chi Chapter of The Ohio State University for the TBDBITL 5K which raises funds for local music programs and creates a spirit of camaraderie in the band community to prepare for the upcoming season's try-outs.
- The Outstanding Volunteer of the Year Award - we nominated Shalyn Nystrom for her work on the OPUS development team as a leader for the development and testing process. Shalyn has put in countless hours of work in addition to her service as Midwest District Counselor and Assessment Committee Chairperson to ensure the successful development of our new membership system that will improve our headquarters operations and reporting abilities. It was noted in her nomination materials that this project simply would not come to fruition if it weren't for Shalyn.

Let us all please take a moment to celebrate the outstanding work of Mr. Melvin Miles, the Alpha Omega Chapter, the Chi Chapter, and Shalyn Nystrom!

Alright, while I could keep going about the great work accomplished for Tau Beta Sigma this year and thank every group and individual that has made an impact on my experience and work this biennium.. I know we have lots more to cover today before we enjoy the National Intercollegiate Band tonight. So I will keep my thank yous brief and generally grouped and promise follow-up post cards or emails to those who I can't speak to directly now:

Thank you to the District Officers of the 2021-2023 biennium with a special shoutout to the Secretary-Treasurer team. You all took the torch to lead during a period of reestablishment and change within the Sorority. You jumpstarted many of the programs and events that are central to the Tau Beta Sigma experience, sometimes without ever experiencing it yourself, and created a spark of excitement for our service, programs, and potential to impact the college band and greater music world. Our future is bright because of each of you.

Thank you to the Chapter Visitation Assistant team for your work on the front lines connecting with our students and Chapters. You each have caught the bug of leadership in Tau Beta Sigma and it is such a joy to see how the Visit program grows in impact each year through your commitment.

Thank you to the District Counselor team for being the rock and central support beams of Tau Beta Sigma. While everyone knows that being District Counselor is the "best job in the Sorority" it is also a role that requires great commitment, creativity, collaboration, and most importantly love to be successful. I'd like to say on behalf of everyone, thank you for your dedication to the success of our students, Chapters, and the Sorority as a whole. I'm excited to see where the role and each of you grow next.

Thank you to the members of the Board of Trustees and Tau Beta Sigma Alumni Association Executive Council - with special shoutouts to my various project and events partners in Kris, Rosalyn, Jason, Adrienne, Jonathan, David, Thea, Jessica, and Mikaela - for your continued service to support the long-term success of the Sorority. Your work and contributions make possible what the National Council can offer for student resources and engagement and is so essential for our future success.

Thank you to the National Council - LaToya, Leslie, Siobhan, and Erika - for welcoming me to the team this biennium, answering my endless “what if” questions and “how have we done this before” scenarios, and for being a group of women that I feel so lucky to have as my friends, my partners in service, and my Sisters.

To Erika Pope the 39th .. National President of Tau Beta Sigma - Taking on “the face” of the Sorority as we return from the COVID-19 pandemic and address the new needs of our members and bands was a great challenge. Thank you for being an example of dedicated servant leadership within Tau Beta Sigma. Personally, I’d also like to thank you for being someone that I’ve had the honor to look up to for more than a decade. There will never be a better hotel picnic buddy and unofficial sister-in-law.

And finally, to the National Convention Delegation, I wish to leave you with a quote that summarizes how I feel about the friendship and relationships we develop in Tau Beta Sigma. “A good friend is like a master chef, creating a feast of laughter, memories, and shared experiences.” I hope that you each find this source of friendship within Tau Beta Sigma.. that you build memories that last you a lifetime through the service and rehearsals and meetings.. and that you find moments to laugh hard and breathe in how special Tau Beta Sigma is in all the in-between moments. Tau Beta Sigma is For Greater Bands, Greater Musicians, Greater Leaders, and Greater People.. And it is an Honor to be Selected to Serve.

Respectfully submitted,

Allison Leemann
National Vice President for Communication & Recognition 2021-2023

TAU BETA SIGMA, NATIONAL HONORARY BAND SORORITY

NVPCR FINAL REPORT '21-'23

PROF. LAMBERT
LIFE MEMBER, Eta Chapter

COMMUNICATIONS & SOCIAL MEDIA

BAND PROGRAM FEATURES

CHAPTERS ON SOCIAL MEDIA

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

WOMEN IN MUSIC FEATURES

COMMUNICATIONS & SOCIAL MEDIA

GIVING TUESDAY

YOUR DONATIONS IMPACT OUR STUDENTS AND BANDS - PRESENT AND FUTURE

Tag a Sister Who...

- donated for the cause
- inspired you to donate
- made a difference in your education
- supported your career

#GIVINGTUESDAY

13 DAYS TRAILBLAZERS

2022-2023

13 DAYS TRAILBLAZERS

2022-2023

Suzanne Westmore Larson
Catala Robinson
Jonathan Markowski
Sara Mitchell
Jae Carr
Ashley Boone
Caitlin Williams
D.D. White
Christina Becken
Julia Green
Drew O'Neil
Dr. Ted McCadden
Woody Barnes Turner Henry

COMMUNICATIONS & SOCIAL MEDIA

RECOGNITION, SCHOLARSHIPS, & AWARDS

BATON AWARD RECIPIENTS

SCHOLARSHIP RECIPIENTS

Oliver Schindler

Outstanding Student Leaders

2022-23

Outstanding Community Service Award

Alpha Omega Chapter - Florida State Univ.

Recognized for the "The Greater Good: Benefits Center" a 440,000 sq. ft. building that will serve as a hub for students and the 200,000 sq. ft. building that will house the center.

Career Achievement Award

Ms. Melissa Miles

Long-time Director of Bands, Bethel 2022 Major State University

Post National President, Assistant National Honorary Member, Tau Beta Sigma

Outstanding Community Service Award (Nominee)

Dr. Charles "Chuck" Ross (Ret.)

Recognized for the "PROBES" 5K walk as an annual service project to raise money for band members to support the marching band program that has grown to include community members and led to an average 100,000+ and has financially support local high school marching bands.

Outstanding Volunteer of the Year (Nominee)

Ms. Kaitlyn

Multi-Role Volunteer - District Coordinator, Committee Chairperson, 2022-2023 Life Member, Eta Chapter

Applied Professional Risk and Safety Background in 10+ years

THANK YOU

"A good friend is like a master chef, creating a feast of laughter, memories, and shared experiences."

Appendix F: Report of the National Vice President for Special Projects

Sisters,

It has been a pleasure to serve you as the Vice President for Special Projects this biennium. I am beyond proud of the work put in these last two years in the name of our National Programs, and the adversity that we have pushed through to accomplish so much. Here are some highlights of our National Programs since the 2021 National Convention in Grand Rapids:

During the Biennium, the **Focus on Five Campaign** celebrated its eighth and ninth years of promoting the Tau Beta Sigma National Programs. This Campaign continues to support our Chapters as they better serve their communities and bands.

We continued to develop the **For Greater Practice Initiative**, making it the Black Stripe as part of the yearly Focus on Five campaign for this biennium. Chapter participation in this program has grown immensely with almost **65%** chapter participation. In addition, we started the “For Greater Practice Challenge” Facebook group, where students and leadership team members recorded small sections of their practice, encouraging others to get in the practice room for their programs and themselves.

Each of the **Tau Beta Sigma National Program Guides** were edited for current practice and also combined into a single document for ease of access by chapters.

The **Chapter Operations Guide (CHOPs)** was updated to evolve naturally with the continuing COVID world. Shoutout to Christopher Lukasik in his assistance with this task!

We have continued to populate the **4Gr8rBands YouTube Channel** with educational content for chapters, including the Women in Music Speaker Online Series, official recordings of our songs, and our Summer workshop series videos.

The **Women in Music Speaker Series** has continued to be an extremely successful program both at the National and Chapter levels. During the 2021-2023 biennium, we had a total of 80 chapters host Women in Music Speaker events each year, which resulted in 160 events hosted. On the National level, we had 12 amazing women present at our District Conventions. The Women in Music Speaker Series has continued on into Summer 2023, with performances and presentations by **Calliope Brass** and **Heather Thorn** of **Vivacity Music**. Thank you to the following District Speakers for their support this biennium: Dr. Dina Bennett & Dr. Leigh Munoz (MWD), Lauren Generette and Dr. Ann Hicks (NCD), Dr. Brooke Stevens and Jesenia Jackson (NED), Jennifer Theilacker and Dr. Maria Castillo (SED), Lindsay Cox and Claudia Hayden (SWD), and Katie Levine and Dr. Linda Margetts (WD). They were all great in their own unique ways, and I’m proud to say we even got a few of their presentations up on our YouTube channel. Check them out!

The **History & Archives Committee** has rebooted the Facebook Page, with historical Sorority facts being shared regularly. The committee also sponsored the efforts of the 25th Anniversary Women in Music Panel which will be taking place here on Friday, which will be fantastic.

This is not specific to our National Programs, but I am also incredibly proud of the work that the newly created **Music Education & Musicianship Committee** has further promoted our organization to be the premiere music service organization. The committee has worked tirelessly to promote official recordings of our National Songs, create quick videos promoting musicianship, and so much more! This group of professional music educators are incredible, and I'm so lucky to know them.

This organization has helped me become the leader I will continue to work to be, and I cannot continue to do this important work without some important Sisters and people.

To the Brothers of Kappa Kappa Psi-it has been an interesting 77 years together to say the least, but I love where our partnership is now, and can't wait to see how it continues to strengthen in the future.

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 do my best to remember to schedule my email correspondence to your working hours, and picking up the phone during our shared lunch break to make things work.

I have had the opportunity to work with 3 sets of District VPSPs, with 22 amazing individuals that will continue to inspire me in this crazy journey of Tau Beta Sigma. Whether you were elected during your convention or appointed mid-year, you are all incredible humans that I'm so lucky to have the opportunity to work with.

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

To Zeta Nu: Anyone in National Leadership will tell you that while working with the Active students is the best, it's your home chapter that hits different. I'm so proud of you, and so lucky to be able to say proudly where I come from!

To the CVA group: You are the heartbeat of this organization. Your boots on the ground, or on the Zoom this biennium for a unique mix of in person and virtual chapter visits/correspondence, provide an invaluable, selfless service to the organization. Thank you!

To the Counselor group: The best gig in the sorority! 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 History & Archives Committee: You do such important work, and I am indebted to you for your hard work as a committee! Shoutout to committee chair Jen DiBenedetto for her continued service. I admire you the most!

To the Music Education & Musicianship Committee: You're great! Let's see what else we can do! Shoutout to committee chairs Dr. Jonathan Helmick and Renee Cartee for your wrangling skills-you rock.

To Rylee and Misty: We developed a bond this past semester that I cherish very much, and getting to connect with you cool young youth has been a highlight of this biennium. I can't wait to be the old lady in the back of the room as you both are up here giving your National Officer reports in the future.

To my husband Justin: You will probably never see him, as he is super shy and scared of loud band kids, but my dude makes it possible for my dedication to the organization. Thank you, JB, for feeding me, for entertaining the man child nephews who live at our house more than their own, for listening calmly, for being the best. I am the luckiest.

To Allison: We have had such a unique journey together, and I wouldn't trade it for anything in the world. I admire you very much, and look forward to our hopeful continued future together.

To LaToya: What a fantastic woman in music! I love that you see a challenge, and you are excited to take on that challenge head on and thrive through it. Thank you for your amazing work for our students, and I really look up to you.

To Siobhan: I forgot to say this last biennium, you are my favorite new friend. Still. I have learned so much from you these past 4 years, and am so proud to call you my friend. You are so kind, compassionate, intelligent, and the definition of boss.

To Erika: You are the definition of what I think a Sister should be, and while you are shaking your head at this, know I have hundreds of students in this very room agreeing with me right now. The dedication you have devoted to Tau Beta Sigma from the past 24, 14, 8 years is so appreciated, and I'm so thankful for our friendship. We joke that I constantly have been trying to invite myself to your family Thanksgiving and Christmas and Easter, but it's because to me, you're my family. I love you.

To the students of Tau Beta Sigma: Thank you from the bottom of my heart, for giving purpose. It's my job as a National Leadership Team member to preserve this organization for our future leaders, and I look forward to continuing to watch you grow as you start filling these leadership roles. Go get it!

Respectfully Submitted,

Leslie Gartin
National Vice President for Special Projects, 2021-2023
Life Member #2613

Appendix G: Report of the National Vice President for Membership & Expansion

My Sisters of Tau Beta Sigma. The past two years serving as your first National Vice President for Membership and Expansion have left me grateful for the opportunity to lead this way. We survived a panini press (pandemic) and dared to return to how we used to do things. We sometimes struggled to find our footing and tried to reignite traditions from our memories, but most of all, we did it together- from struggles to successes.

My first act as NVPME was to get Overture and the MEP review process off the ground. I felt like I was trying to jump into double dutch ropes that had been on a steady cadence for years before I started to play the game. But I jumped in and worked alongside a fantastic group of District Counselors and Curriculum Committee Members to keep things moving forward for our active chapters. The Curriculum Committee grew by eight higher ed and education professionals and included the District VPs of Membership to bring in the student perspective.

Under the leadership of Co-Chairs Christopher Lukasik, and Neil Bleiweiss, the committee had the opportunity to collaborate with our DEIA, MEMC, H&A, and even Kappa Kappa Psi Curriculum Committee members to ensure that we are shining a light on our blind spots, incorporating more history, and a focus on musicianship in this resource. I am so proud of the Overture that you all get to experience next year and the resources that are in progress for you- and **I promise we will check every dadgum hyperlink before it is published!** The committee has done so much these past two years to create a more inclusive, informative, and valuable Overture that has improved the lives of our chapter member educators.

As I found my groove in this part of my role, we immediately needed to pivot to support chapters that had fallen out of their regular cadence. The panorama (pandemic) impacted us as individuals, our band communities, and our chapters in many ways. The 2021-2022 school year showed us where some chapters were well-oiled machines, and others needed extra support in recruitment, membership education, and chapter operations. While we saw two sides of the spectrum of where chapters were this biennium, we all struggled to remember our "family recipes" (cred to Joanna Ramirez- NED President 2022-2024) of how we do normal in-person tasks and sometimes struggled in navigating through the storms of interpersonal relationships. With the help of the curriculum committee members, CVAs, District Counselors, and other "Super Friends," we supported over 20 chapters as they navigated their unique challenges.

While we supported you with various operational needs, we also helped a few chapters in dire need of support with taking a membership class because their chapter had fallen to 1 or 2 members. At the SW District convention this spring, a charter bus pulled up in front of the hotel while I was heading outside. Out came 16 sisters from the Delta Pi chapter at the Univ of Arkansas Pine Bluff- all of whom were initiated the previous fall when no active members returned that year. It was a new experience for us, and it was the unwavering support and partnership of their Director of Bands and Sponsor helped this chapter to reboot to continue their service for their bands. While these "chapter reboots" did not work for every chapter, the secret to success was the same: Fortitude.

I have to give a plug because we want to help you to thrive as a member of your chapter, so please, please, please reach out to anyone on the national leadership so we can support you.

Alongside curricula updates and membership support, I was tasked with expanding the Sorority to new campuses. I worked alongside our NHQ Membership and Expansion Coordinator, TJ Tooley, and my phenomenal KKPsi counterpart, Bang Co, to identify schools to start a chapter of TBSigma only and jointly with KKPsi. We updated the website and created new collateral to provide informative and appealing resources for Directors of Bands as they learned about Tau Beta Sigma. I connected with almost 20 schools via email and in person while representing the Sorority at different professional conferences (TMEA and Midwest Clinic). While we only started four chapters this biennium- I learned that expansion is a long game. The seeds Erika planted two years ago sprouted for me, and mine will be the trees of next year.

With the help of the Petitioning Group Advisors, the Curriculum Committee, and other members of our National Leadership Team, we could start four chapters, two charters, and two brand-new chapters! We updated the petitioning and post-installation process this biennium so that the new members learn about TBSigma, create their founding documents, and most importantly, actually learn how to be a chapter by learning about service, our national programs, creating a budget, and especially how to set goals and work together. While we are still looking forward to caring for these chapters in their first two years as active chapters, they are using the skills they have learned to serve their bands and even come to national conventions.

Welcome back to the Theta Omicron at Livingstone University and Zeta Pi at Tennessee State University! Welcome to our Brand-New chapters, Kappa Beta at Florida Memorial University and Kappa Gamma at the University of Georgia! The Kappa Gamma President was a transfer Sister from a different chapter, and she was a driving force for founding a TBSigma chapter at the University of Georgia. Most of the work towards expansion is done by the National Council and National Headquarters Team, but the fortitude and courage of one member (and that could be you) can start a new chapter- Talk to me about how you can help!

I had many side projects this biennium, and one close to my heart has been Cadence- Tau Beta Sigma's Leadership Development Program. A group of leaders and I sought to identify the essential leadership competencies TBSigma members needed to develop during their time in the Sorority. We began to develop Cadence to pilot for District Officers ranging from self-discovery resources to individual lessons that connected our values, their roles, and the hard and soft skills they would build through their roles as District Officers. We also injected many thoughts and concepts on leadership into Overture to lay the foundation for these new leaders in our bond. The end goal of Cadence is to have the leadership to all, from MCs, non-positional leaders, chapter officers, DOs, and alumni aspiring to be national leaders. We even want you to use Cadence as a service to your band to support the leadership development of your individual band programs. While this is still under construction- you should expect to see more opportunities for you to lead and learn how to lead as we go into the next biennium.

The folks who have worked with me behind the scenes know I have a lot of hot takes:

1- 2010- in the swamp of Louisiana at a district workshop, My District Counselor, Erika Pope, said: Tradition is a lack of a better way of doing things. During this biennium, many refused to change how we operated, communicated, and refused to see the impact of our activities on individuals because they were "traditions." Be bold, do things differently, my friends! Hot Takes: If you did the thing one time before- it's yet to be a tradition. If you don't know why this tradition started- evaluate and change. If this tradition hurts or excludes members of your chapter or band- change it. If the tradition does not align with the values of our organization- change it.

2- Alongside providing support and working with new chapters, I supported many chapters through the storms of other chapter concerns. The foundation of 90% of the conflicts and other chapter issues was always communication. So Hot Take: TALK TO EACH OTHER. Engage in courageous conversations, and don't be afraid to be transparent and have honest and open conversations with each other.

3- My current District VPMs will share in the enthusiasm in this next hot take. For the past two years, I helped with reviewing membership education plan submissions, and it was discouraging time after time to see chapters with recruitment events that were only social activities. I love a good craft/movie/food/spa day-centric event- my first TBSigma recruitment event was because they had free food. However, we are not a craft/movie/food/spa day organization. Hot Take: You should have service as part of your recruitment events. We build sisterhood through service. Showcase the purpose and mission of TBSigma with your actions and create opportunities for potential members to serve alongside you.

Thank You's:

Thank you to my KKPsi Counterpart, Bang Co: I was low-key excited to work with such an influential and thoughtful leader as you. Thank you for being a fantastic partner as we tag-teamed expansion and chapter support. I will always want to eat where you eat (because you eat so well), and I will always be ready to offer affirmation and collaboration at the drop of a hat. I look forward to seeing you lead as the National President of KKPsi, a reflective, engaging, and dynamic leader.

To our NHQ team members: Thank you for being the wind beneath our wings and taking so much care of our organizations that you also love.

Chris Lukasik, Neil Bleiweiss, and the Curriculum Committee: Thank you for dreaming with me as we sought to create two versions of Overture that were informative and useful for our new members. Thank you, Chris and Neil, for being my brain trust, running with my wild ideas, and always helping me get back to a flow state through the chaos of life. I value your candor, your different perspectives to me, and for being great partners and friends through this work.

CVA's, District Counselors, and District Officers: Y'all have been the direct connection, the heartbeat, the movers and shakers to our members, and your enthusiastic approach to TBSigma work and thoughtful and intentional care of our members is integral to the support that our chapters need. Thank you for jumping in to serve and being the cool aunties, uncles, and relatives who are our chapters' hype men and caregivers.

National Council: You all will receive your individual Thank You's from me, but I wanted to publicly acknowledge the work you have done to serve and lead this organization. What we do is often difficult, isolating, and hard to feel inspired. Your strength, fortitude, creativity, and grit have inspired me to move confidently and authentically, and I want to thank you for being you. Thank you for dancing with me at my wedding and especially for your patience and encouragement for the past two months as I experienced the most difficult challenge of my life.

Robert- Seven years ago, at a National Leadership Conference in Stillwater, OK, I had the fortitude and courage to seize the ideal to be your friend. Six years ago, on the Thursday of our last National Convention here in Orlando, I became your girlfriend. Thank you for your unyielding support and encouragement through the trials and successes of the past six years. Since this is the first time you will hear me read my report, all the other reports have stated: It feels good to be got.

As I conclude my report, I would be remiss if I did not thank our active membership: Thank you for the honor of allowing me to be your National VP for Membership and Expansion. This is a big role, and every time I felt that I was getting the hang of things- you all would challenge me and keep me on my toes. Thank you for being so patient as I found my confidence and learned the ropes. I am proud of your fortitude and courage as you moved boldly into the unknown, and jumped to your feet when there was a need for your bands. Thank you for caring for bands, TBSigma, and most importantly, caring for each other.

Respectfully Submitted, For Greater Bands!

Siobhan Wilkes Bratcher
Beta Zeta Life Member- Stephen F. Austin State University
2021-2023 TBSigma National VP for Membership and Expansion

Appendix H: Presentation of the 2023-2025 Budget

					23-25 BUDGET
Ordinary Income/Expense					
	Income		Anticipated Number	Cost Per	
	401 - Charter Fee		4	\$300	\$1,200
	401.1 - Petitioning Group Application Fee		6	\$150	\$900
	402 - Chapter Fee				
	402.1 - Late Fee (Chapter fee)				
	402 - Chapter Fee - Other		264	\$100	\$26,400
	Total 402 - Chapter Fee				
	403 - Initiate Fee				
	403.1 - Late Fee(Initiates)				
	403 - Initiate Fee - Other		2175	\$150	\$326,250
	Total 403 - Initiate Fee				
	404 - Honorary Initiate Fee				
	404.1 - Late Fee (Honorary)				
	404 - Honorary Initiate Fee - Other		150	\$150	\$22,500
	Total 404 - Honorary Initiate Fee				
	405 - Membership Dues				
	405.1 - Late Fee (Member Dues)				
	405 - Membership Dues - Other		4300	\$130	\$559,000
	Total 405 - Membership Dues				
	407 - Life Membership				
	407.1 - Life Member Payment Plan				
	407 - Life Membership - Other		85	\$200	\$17,000
	Total 407 - Life Membership				
	408 - Supply Sales				\$500
	409 - Jewelry Sales				\$3,000
	410.0 - Clothing Royalties				
	410.1 - Jewelry Royalties				\$5,000
	410.5 - Affinity Royalties				\$12,000
	412 - National Convention Income				\$80,000
	413 - Interest - National Convention				
	414 - Interest				
	416 - Donation & Contributions				
	Total 416 - Donation & Contributions				\$8,000
	419 - Interest-Scholar/Leadershp				\$450
	Total Income				\$1,062,200
	Gross Profit				

Expense			
	501 - Salaries		
	501.1 - 401K Contributions (Co Match)		\$13,469
	501 - Salaries - Other		\$336,736
	Total 501 - Salaries		\$350,205
	502 - Payroll Taxes		\$25,838
	503 - Staff Benefits		\$70,000
	507 - National Officer Travel/Expense		
	507.1 - Officer Travel/Expense		\$20,000
	507.2 - Board Travel/Expense		\$10,000
	507 - National Officer Travel/Expense - Other		
	Total 507 - National Officer Travel/Expense		\$30,000
	508 - Exc Dir & Staff. Travel & Exp		\$13,500
	510 - District Counselor Travel/Exp.		
	Total of Chapter Visitation		\$0
	510.1 - MW District		\$3,000
	510.2 - NC District		\$3,000
	510.3 - NE District		\$5,000
	510.4 - SE District		\$5,000
	510.5 - SW District		\$5,000
	510.6 - W District		\$3,000
	Total 510 - District Counselor Travel/Exp.		\$24,000
	512 - Auditing & Accounting		\$10,000
	513 - Public Relations		\$2,500
	514 - Legal Services		\$5,000
	515 - Business & Liability Insurance		\$126,000
	516 - VISA & Mastercard Fee		\$20,000
	517 - Telephone		\$7,000
	518 - Postage		\$25,000
	519.1 - Interest Expense		
	520 - Headquarters Supplies & Expense		\$14,000
	521 - Headquarters Purchases		\$6,000
	522 - Office Equipment Maintenance		\$7,000
	522.1 - Computer Services		\$8,000
	522.2 - Salesforce.com Inc		\$40,000
	522.3 - Galvin Technologies		
	522.4 - Software/Plugins		\$6,500
	523 - Headquarters - Utilities		\$30,000

	524 · Headquarters - Maintenance			\$15,000
	527 · Chapter Supplies & Expenses			\$5,000
	528 · Supplies for Resale			
	529 · Trophies & Awards			\$3,000
	530 · Jewelry Purchases			\$1,000
	531 · Jewelry Giveaway			\$16,000
	533 · Association Dues			\$800
	534 · District Offcr Ledership Conf			\$1,000
	535 · District Allotment Expense			\$24,000
	536.1 · Training			
	537 · Forgiven Debts			
	539 · Staff Search Expenses			
	541.12 · NatCon 2023			\$172,000
	543 · PODIUM Expense			\$13,500
	544 · Subscriptions			
	545 · Bank Service Charges			\$1,500
	547 · Donation Expense			
	550 · Depreciation Expense			
	551 · Capital Imp. Project Exp			
	552 · Leadership Development expense			
	552.1 · Women in Music			
	Total 552 · Leadership Development expense			
	553 · Scholarship expense			
	6560 · Liability Exp/ Direct Dep Fee			
	Total Expense			\$1,073,343

Appendix I: Report of the Nominations Committee

The 2023 Nominations committee was charged 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.

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 2021-2023 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.

During Caucus time our members all attended the candidates Caucus to get as much information as possible. One important note is that as committee chair I was an assigned observer to one of the rooms, because of this I was unable to ask any questions to the candidates during the Caucus time. However this was not clearly noted so for future nominations committees we would ask that this is explained in slightly more detail.

Our committee time was slightly thrown off due to delegate seating going long, but eventually we met for a total of 3.5 hours with about 30 minutes going towards putting our list of questions together, 2.5 hours were spent on interviews, and then 30 minutes were spent discussing the formal slate.

We asked the following questions:

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 position?”
5. What is something you would do in office that would set you apart from others?
6. “This past year our organization adopted a brand new vision statement forward, how do you plan to incorporate this new vision statement into your office?”

PRESIDENT ONLY

1. “What is your vision for the biennium and the 2025 convention?”
2. “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?”

VPME 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?”
3. Do you plan to continue with Rondo? If so, what are your goals for that?

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. “How do you plan to continue the increase in applications for the national awards and scholarships?”
3. “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?”

4. “One struggle from this past biennium was the utilization of the communications committee, can you speak to how you would plan to improve upon its function as well as how you’d like to utilize it.

ALL

1. 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)
2. (Excluding president) are there any other positions you are willing to take on besides the one you are applying for now.

We used the questions from the 2021 report as a foundation for the questions we asked this year, with some staying exactly the same, some being slightly modified, and some being removed with new ones replacing them entirely. We were really happy with the answers we got from all the questions, but especially general questions 5 and 6 because they caught our candidates off guard a little bit which led to very candid answers. We also were very happy with the VPCR question 4 as it was thought of in the leadup to the interviews when the previous VPCR mentioned that the communication committee did not go as planned.

The candidates were Siobhan Wilkes Bratcher for President, Leslie Gartin for NVPME, Allison Leemann for NVSP, and Kelsey Reiley and Marissa Archuletta for NVPCR

The committee charges the 2025 committee with the following:

1. Read the 2023 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 and formulate questions for all candidates for National Office.
4. Recommend a slate for National Office
5. Make decisions that reflect the best interest of the sorority

The Committee charges the 2025 Nominations committee chair with the following:

1. Review and note any required changes to the notes from this year, especially ones that are no longer relevant.
2. Draft an interview schedule before the first meeting In person meeting of the committee with at least one interview taking place at the first meeting.

The committee would like to note that the decision of VPCR was incredibly difficult as we had two exceptional candidates apply who both would have surely excelled in the role. Because of this difficulty the committee has two final charges for the National Council:

1. Should Marissa Archuletta not be nominated as VPCR, she should be given every opportunity to remain heavily involved in the sorority, either in committees or possibly as a counselor.
2. Should Kelsey Reilly not be nominated as VPCR, she should also be given every opportunity to remain involved in the sorority, in either committees or whatever job is seen fit.

It was such an honor to serve as the chair for this committee, I never could've imagined how much I would enjoy learning about all 5 candidates and my fellow committee members. I would like to thank my fantastic advisors Carolyn Cambridge and Jenny Renaud for their wonderful support and guidance which I could not have gone without. I'd also like to thank the 5 sisters this committee could not have happened without.

Respectfully submitted,

Gracie Maslyn, Zeta Omicron, Virginia Polytechnic and State University

Natalie Wilson, Beta, Texas Tech University

Yavanna Ferguson, Theta Rho, Bethune-Cookman University

Lucie Roberts, Zeta Delta, University of Kansas

Cara Patterson, Iota Epsilon, Capital University

Carolyn Cambridge

Jenny Renaud

Kees Hoek, Western District Rep and VPME, Theta Delta, Washington State Go Cougs

The slate is:

- President: Siobhan Wilkes Bratcher
- NVPME: Leslie Gartin
- NVPSP: Allison Leemann
- NVPCR: Marissa Archuletta

Appendix J: Report of the Assessment Committee

The 2021-2023 Biennium Assessment Committee was charged 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 Assessment Committee started off our biennium by successfully releasing the first Tau Beta Sigma Biennial Climate Survey in Fall of 2021. We used this survey to understand the general environment of our organization and our members' current experiences including attitudes around risk management and hazing, membership education, communications, and National Programs. We had 373 responses which was about 20% of all Active members. Thank you to those who participated. If you did not get a chance to participate, you will have another opportunity as we will be releasing our second Climate Survey this fall and encourage you to participate!

So what did we learn? First off, email communication is what works best to stay informed, and as far as our social media platforms go, Instagram was the most popular. This information was shared with the National Council who have consequently worked to share updates in accordance with how our members' prefer to receive them. Additionally, information from this and subsequent Climate Surveys will be used in a similar fashion - to help identify needs for additional resources or training, highlight our strengths to leverage within the organization, and to observe trends in membership over time.

For some of our committee, a large part of the biennium was spent testing OPUS, our new salesforce-based membership system. This process included pretending to be various roles within our organization and running through every form multiple times in order to catch bugs and issues with the system as it was being built out. This has led to a higher quality product that all of you will get to experience *very* soon.

This system has been close to three years in the making. We are really excited to be able to take advantage of more automated reporting and hope you'll enjoy a more streamlined process for paperwork and membership needs.

Sticking with the theme of gathering feedback from our members, we worked with the Board of Trustees and National Council to create a generic District Convention survey for each District Convention to better understand how components of convention are received and general satisfaction. Similar to our climate survey, we have received around a 20% response rate for these surveys and are looking forward to going into more depth with this analysis next biennium. Be on the lookout for a similar survey following National Convention.

An exciting part of being on the Assessment Committee is the opportunity to collaborate with other Committees and facets of the National Organization. This biennium we were able to work with Caleb Morris and the DEIA Committee to discuss the results of their terminology survey. We look forward to more of these moments of collaboration.

Moving forward we would like to see the 2023-2025 Assessment Committee continue to be utilized to provide data to back up decisions being made, and provide additional perspective. We are excited to expand our reporting capabilities and will continue to look for ways to share knowledge gained with the larger organization.

Special thanks to Aaron Moore for helping the committee with all of our data needs and to the National Council for continuing to let us combine our passions of data and Tau Beta Sigma. Thank you to Allison Leemann, Sarah Griffith, Brian Main, Kathy Godwin, Lauren Funk, Kianna Wilson, and Jonathan Markowski for your unique perspectives on our organization, your excellent questions and discussion during our meetings, and your diligence in making all of our ideas become reality. This biennium would not have been successful without each of your contributions.

The Committee charges the 2023-2025 Assessment Committee with the following:

1. Gather most recent versions of the following data: Paperwork, Focus on Five participation, 2023 National Convention Chapters seated, Chapter statuses, and any other data deemed appropriate.
2. Launch the second Biennial Climate Survey this fall to start adding the capability to detect trends amongst our members.
3. Maintain open communication lines with the National Council and Board of Trustees 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. Incorporate new data collection processes and reporting with OPUS.
6. Identify stakeholders for key data areas and incorporate a regular cadence of updates for these individuals.
7. Identify and share relevant data and insights with members of the National Leadership Team and Active membership.

Respectfully submitted,

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

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

Kathy Godwin (Past National President), Life Member, Omega

Sarah Griffith (Chapter Visitation Assistant), Life Member, Psi

Allison Leemann (National Vice President for Communication & Recognition), Life Member,
Eta Gamma, National Council Designee

Brian Main (Chapter Visitation Assistant and Iota Alpha Sponsor), Life Member, Iota Alpha

Kianna Wilson, Life Member, Eta Delta

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

Appendix K: Report of the Diversity, Equity, Inclusion, and Accessibility Committee

Sisters of Tau Beta Sigma,

Let's begin this report with two acknowledgments: First, a land acknowledgment recognizing the ancestral homelands of the Seminole, Miccosukee, and Mascago tribes that we have been occupying and doing our work on this week here in Orlando. Second, I want to recognize all those who did not attend Convention this week due to concerns over their physical and psychological safety, given recent legislation here in the state of Florida. Diversity, Equity, and Inclusion is embedded into the mission and values of Tau Beta Sigma, and we continue to stand by and uplift the voices of our members who are most marginalized.

Now onto the report. The 2021-2023 Biennium DEIA Committee was charged with the following:

1. Implementing procedure for achieving the committee's goals promptly and efficiently.
2. Addressing accessibility issues during rituals and meetings by creating guidelines for chapters to use in the future.
3. Developing resources for members to understand the DEIA issues they face.
4. Organizing and investigating the DEIA challenges that sorority is facing.
5. Work collaboratively with other appropriate TBS Committees on DEIA specific items (i.e.: Data Collection, inclusive communication, etc.).
6. Work with our National Executive Director Steve Nelson on all of the phases of the Professional Fraternity Association DEIA initiative.
7. Develop resources and programming that helps chapters identify areas where they can increase inclusivity within their bands and chapter.

For those not aware, the DEIA Committee is relatively new to the Sorority. We were formed in 2020 by then-National President Adrienne Rall in response to the national unrest and conversations sparked by the murder of George Floyd and Breonna Taylor, among many others. As such, we spent this biennium refining our organizational procedures. We make use of a Google Drive and TBSigma email: DEIA@tbsigma.org to organize files and communication. We have set a monthly meeting schedule, meeting almost every month since November 2021, with short breaks here and there. We organized the committee around working groups built from the charges and projects, which would meet in between our larger group monthly meetings. The work of the committee has naturally been shaped by our committee charges.

Coming out of the last biennium, two major carryover projects were refining accessibility guidelines for our Ritual and developing a membership nomenclature survey. Many thanks to Kat Grant for offering their professional and lived experience to craft the accessibility guidelines. After writing an initial draft, we forwarded to the National Council and the Curriculum Committee for review and further development. The guidelines will be incorporated into Ritual books so that chapters have resources to begin considering an accessible Ritual experience for all members of the Sorority. We also adapted the guidelines to cover a wider range of meeting types, from chapter meetings all the way to National Convention. This meeting accessibility document will be posted on tbsigma.org as a helpful resource for all chapters.

The nomenclature survey was developed in the summer of 2021 by myself, Kat Grant, and past committee member Jon Leeper. The goal of the survey was to examine the use of “Sister” and “Brother” amongst other terms we use to describe ourselves as a starting point for a national conversation on how we can respect our history while respecting inclusivity. After some delays, the survey was finally disseminated from October 15, 2022 to February 1, 2023. Many thanks to Allison Leeman and Mikaela Rhodes for helping to disseminate the survey to actives and alumni members alike, and to the Assessment Committee for interpreting the survey results. Further thanks go to the 219 people who took some time to complete the survey, I am sure some of you are in the room today. Several respondents expressed their thanks for starting the conversation and their wish to see the results of the survey, so I am happy to share that with you now:

First, I want to acknowledge the scope of the survey. While 219 responses is a great response rate, in reality it represents only 4% of our membership, so in no way is it appropriate to make a national decision on such a small number of overall responses. With that said, it is enough to initiate a conversation. Some themes that emerged were:

- A group prefers Sister themselves but are open/comfortable to using inclusive nomenclature as individuals see fit (Brother, Sister, Soror, Sibling, Member)
- A group supported that the term Sister has nothing to do with gender

In future biennia, I look forward to seeing the Sorority continue this nomenclature conversation so that all can refer to themselves with a spirit of pride and inclusivity recognizing, at the end of the day, we are all working towards the greater goal of “For Greater Bands.” The Assessment Committee has ideas around future survey tools, and the DEIA Committee looks forward to future partnership. Thank you, Shalyn Nystrom, for your collaboration.

In the Spring of 2022, the DEIA Committee spent intentional time crafting a DEIA Statement representing Tau Beta Sigma. The statement reads:

Tau Beta Sigma is committed to advancing diversity, equity, inclusion, and accessibility in collegiate bands by cultivating an inclusive culture which reflects our diverse membership and organizational ideals. We take action now and will sustain our progress toward these commitments in the future.

We demonstrate our commitment to DEIA by: continuing to educate ourselves; empowering and centering the experiences of members of historically underrepresented populations; fostering an inclusive environment in our chapters and band programs; and acknowledging and responding to the impact that our history has had on our Sorority.

We received lots of feedback on the statement: from the National Council, from our National Executive Director Steve Nelson, from our Professional Fraternity Association DEI Consultant, and from the active and alumni membership at District Convention in the 2022 season. We hope this statement will serve as a reminder that our mission and values call for us to recognize diversity and inclusion as our strength as an organization, as well as pillars for fostering DEIA in our chapters and band programs.

We collaborated several times with the Curriculum Committee, developing continuing education lessons for active members and conducting an audit of *Overture*. We contributed three activities to *Rondo*, “ABCs of DEI” (examining definitions), “Social Identity Wheel,” (self-reflecting on our own identities), and “Review Values & Policies” (policy audit through a DEI lens). The *Overture* DEIA audit looked at accessibility needs, universal design in activities, inclusive instruction, and DEIA content. Thanks again go to Siobhan Wilkes Bratcher and Christopher Lukasik for your partnership.

Finally, the DEIA Committee attended several district and national events in a presenting and consulting capacity. Kat Grant represented the committee at the 2021 North Central District Membership Education Retreat on a panel; Alaina Peters, Dominic Gattozzi and I represented the committee at the 2022 National Leadership Conference in an Inclusive Leadership Presentation for District Officers; and all of us attended various district conventions in 2022 and 2023. Most recently, Dominic and I represented the committee at an Implicit Bias Workshop as part of the Summer Jamboree this past June. The recording for the Implicit Bias workshop is available on the Tau Beta Sigma YouTube Page for your review.

I want to conclude this report with encouragement for how you all can be involved in the work of the DEIA Committee. We’ve had an email address (DEIA@tbsigma.org) since 2020. We are hungry for your collaboration. If you want to partner with the committee for education or just to bounce ideas off of, please do not hesitate to reach out. Next biennium, we hope to grow our understanding of the DEIA challenges you all are facing and develop more resources and programs to help continue to build the DEIA culture of the Sorority. I also want to express my sincere thanks and gratitude to our 39th National President Erika Pope, for your continued support of the work of the committee and all you’ve done to foster a culture of inclusion in Tau Beta Sigma. In many ways, DEIA is a grassroots movement, but it's critical to have support from the top as well. Thank you, Erika!

The Committee charges the 2023-2025 DEIA Committee with the following:

1. Review the report of the 2021-2023 DEIA Committee.
2. Develop resources for members to understand the DEIA issues they face.
3. Organize and investigate the DEIA challenges that sorority is facing.
4. Work collaboratively with other appropriate TBS Committees on DEIA specific items.
5. Develop resources and programming that helps chapters identify areas where they can increase inclusivity within their bands and chapter.
6. Continue development of a proposal for a DEIA Vanguard Award to honor work done by individuals, chapters, and band programs.
7. Collaborate with the KKPsi DEIA Taskforce on joint projects, to include inclusive recruitment guidelines

The Committee charges the 40th National President with the following:

1. Continue to support the work of the Committee and foster sustainability of the committee in future biennia.

The Committee charges the Membership of Tau Beta Sigma with the following:

1. Embody our organizational mission and values by doing your part to further the culture of inclusion that is at the very heart of our work and service to our band programs

Much Love In the Bond,

Caleb Morris, Epsilon Alpha, Life Member, Chair (he / they)

Nasya Blackwell, Theta Zeta, Life Member (she / her)

Dominic Gattozi, Epsilon Iota, Life Member (he / him)

Kat Grant, Rho, Life Member, (they / them)

Dr. Thea Murphy, Theta Kappa, Life Member, TBSAA Vice Chair (she / her)

Alaina Peters, National Chapter, Life Member (she / her)

Breanna Thomas, Alpha Xi, Life Member (she / her)

Dr. LaToya Webb, Epsilon Sigma, Life Member, National Vice President for Professional Relations (she / her)

Erika Pope, Theta Theta, Life Member, National President (she / her)

Appendix L: Report of the Music Education & Musicianship Committee

Committee Members:

- Chairs: Renee' Cartee & Jonathan Helmick
- Leslie Gartin-National Council Representative
- Nickolas Bodin
- Kaelyn Putnam
- Jennifer Villarreal
- Braeden Weyhrich

Topics of Discussion:

- United in Harmony Campaign
- Collaboration with the National Curriculum Committee (NCC)
- Flex Band Arrangements
- Musicianship Masterclasses

Goals and Projects: (Fill in this section with expectations, charges, etc. specific to your committee)

- Charges from National Convention 2021:
 - Develop an official roll out of the updated "Loyalty Song," with the new lyrics.
 - Work with the National Curriculum Committee on innovative ways chapters can teach/learn our songs.
 - Work collaboratively with the NVPSP on the ["For Greater Practice" initiative](#).
 - Research ideas on how to plug musicianship into the year-to-year planning for chapter operations.
- United in Harmony Campaign
 - o This campaign was first to introduce the updated lyrics of our Loyalty Song, but also to elicit chapters to sing each of our national songs in parts for a chance to be featured as a reference recording on our website.
 - March 2022, [Alpha Omega](#), Florida State University, selected for the [Loyalty Song](#)
 - December 2022, [Theta](#), University of Cincinnati, selected for the [Affirmation](#)
 - **This Fall, National Hymn: Intent to Submit, October 1st and Submission due date December 1st 2023**
 - o 2022 District conventions: A national leader or a member of the MEMC committee presented during workshop blocks or music hour, focusing on the **new Loyalty Song changes**, and singing the 2021 updated Loyalty Song
 - o 2023 District conventions: A national leader or a member of the MEMC committee presented during workshop blocks or music hour, **focusing on song history and singing technique**

- Collaboration with the National Curriculum Committee (NCC)
 - o MEMC met with chairs of the NCC multiple times about inserting additional musicianship opportunities in the membership guide, continued education section.
 - o A [Song Tutorial and Practice Process Proposal](#) was written and sent over to NCC for approval and a hopeful addition to TBS's continued education.
- Flex Band Arrangements
 - o The committee decided having TBS national songs in different keys and the ability to "Flex" and use various instrumentation choices will be beneficial for chapters to use in performances and rituals.
 - o Arranger: Braeden Weyhrich
 - o Arrangement of all parts completed in C, Bb, Eb, F
 - o Slippery Rock University Wind Ensemble, DOB Dr. Jonathan Helmick
 - Played through the arrangements
 - Checked ranges
 - Began recording with the Loyalty Song complete
 - Future work to record the performance of TBS National Hymn and Affirmation
 - o Sheet Music: Affirmation, Loyalty Song, National Hymn
- Musicianship Masterclasses
 - o Connecting with The Greater Practice Initiative and Focus on 5
 - Future Synchronous (Live)
 - Consider broad topics of interest
 - Have these open to all who are interested
 - Place video on TBS YouTube channel for future reference
 - Future Asynchronous (pre-recorded)
 - 1-2 minutes mini-lesson videos (reels-"Musicianship Minute")
 - An outline of topics has been discussed for future committee work
 - Some include: arranging, practicing, conducting, marching, teaching

Action Items and Deadlines:

- United in Harmony Campaign
 - Fall 2023, National Hymn
 - Google Form update by September 1
 - Chapters Intent to Submit, October 1
 - Chapters Submission, December 1
- Musicianship Masterclasses
 - Asynchronous
 - Summer meeting develop and organize
- Flex Band Arrangements
 - SRU to complete recordings of the National Hymn and Affirmation

Future Agenda Items:

- United in Harmony Campaign completion 2023
- Musicianship Masterclass ongoing
- Follow up after national convention with musicianship in the membership education program
- Follow up after national convention with new and updated charges

Goals for the Future:

The 2021-2023 MEMC committee has worked well together in reviewing current music programming for TBS and support this committee to continue into the next biennium. As a committee, members hope to continue developing the Musicianship Masterclass programming into the future and we believe it has an expansive potential in supporting our growing membership and mission. We continue to be a professional support through the years for our national leadership and members. We are humbled to have served our membership in music these past two years.

Appendix M: Report of the Chapter Leadership Committee

The 2023 Chapter Leadership Committee had the distinct honor of recommending the recipient of the Grace and A. Frank Martin Chapter Leadership Award for the 2021-2023 biennium. The process for determining the winner of this award began at the close of the 2021 National Convention when all chapters were eligible for this award.

Over the biennium, all chapters worked toward completing national and district program objectives, submitted all necessary paperwork, and provided exceptional service to bands all over the country. The National Council conducted a thorough review of all Fall Activity Reports and Chapter Summary Reports to identify a short list of finalists for consideration. Following the review process, thirteen outstanding chapters were named as finalists and hold the distinction of being top-performing chapters.

The Chapter Leadership finalists for the 2021-2023 biennium are:

- Theta Sigma, Miles College
- Theta Rho, Bethune-Cookman University
- Theta Delta, Washington State University
- Eta Gamma, Boston University
- Zeta Omega, University of Missouri
- Zeta Mu, Grambling State University
- Delta Delta, University of Massachusetts
- Gamma Xi, Arkansas State University
- Beta Sigma, Purdue University
- Beta Nu, Arkansas Tech University
- Alpha Xi, Bowling Green State University
- Lambda, University of Michigan
- Epsilon, Butler University

These chapters received written notification of their status as a finalist for the award in early March of 2023. Finalists were asked to complete an application packet adhering to the following requirements:

- Submission of a written essay describing chapter operations throughout the biennium
- Submission of two letters of recommendation, one from the Chapter Sponsor and one from the Director of Bands.
- Submission of a five-to-eight minute video answering prompts provided by the National Council
- Participation in a virtual interview with the Chapter Leadership Committee
- Presentation of a Leadership Poster to be displayed at the 2023 National Convention

A committee was formed with members representing each district. Our committee was charged with reviewing application packets, Fall Activity Reports, and Chapter Summary reports for all finalists; conducting virtual interviews with finalist chapters, and evaluating leadership posters presented at National Convention.

The committee conducted virtual interviews with finalist chapters, which was a new process implemented during this biennium. The introduction of virtual interviews allowed the committees work to be expedient and thorough in advance of the National Convention.

Questions asked within the virtual interviews included:

1. What are some of the challenges that your chapter faced this biennium and how did you overcome them?
2. Tell me a little bit about how your chapter participated in the National Programs of Tau Beta Sigma this biennium. Which of these projects were the most successful and in what ways?
3. What were some of the goals set by your chapter this biennium and were you able to reach them?
4. In thinking about The Five Purposes of Tau Beta Sigma, which ones would you say your chapter has excelled at accomplishing during the 2021-2023 biennium?
5. What would you say have been the key elements to your success in being named an Outstanding Chapter of Tau Beta Sigma for the 2021-2023 biennium?
6. What are some of the short term and long term goals that your chapter has set?
7. If you were sharing ideas with another chapter who needed suggestions for new band service projects to take on, what is one band service project that has been extremely fulfilling for your chapter and in what ways?
8. What do you think makes your chapter unique from other chapters?

The committee used the following areas as criteria for determining the award recipient: content of application packet, impact of application video, clarity in the articulation of achievements and progress, creativity, poise, and timeliness of submissions.

We would like to thank the chapters for their work in preparing their reports and presentations. All of the finalists demonstrated dedicated service to their bands and to their communities.

The committee was honored to learn about the great work happening throughout our organization, from sisters coming together to literally pick up the pieces after a dormitory fire on campus, to enhancing the band spaces on campuses, facilitating uniform and meal distribution, and developing a much-needed toiletry pantry on campus, our chapters are truly amazing.

The committee deliberated many times throughout this convention. Our decision was difficult, as it should be, but necessary. The committee determined that the winner of the Grace and A. Frank Martin Award for the 2021 – 2023 Biennium would be awarded to the **Delta Delta Chapter** of the University of Massachusetts.

As a committee, our work will continue and we would like to make the following recommendations for the future of the Chapter Leadership award process:

- Development of clear standard operating procedures for facilitation of the Grace and A. Frank Martin Chapter Leadership Award;
- Promotion of the Grace and A. Frank Martin Chapter Leadership Award through continued communication with all chapters and within the districts;
- Development of clear communication plans to ensure that correspondence with chapters is effective and timely.

At the close of this National Convention, every chapter will again be eligible for this award. We encourage each chapter to participate fully in National and District programs, to submit all paperwork according to national deadlines, produce high-quality reports, apply for national awards, and submit articles to the Podium.

Thank you to the National Council for the opportunity to serve in this capacity and to each of the finalist chapters for sharing your experiences and achievements with the Committee. I would like to thank Erika Pope and Allison Leeman for their unending support of our committee throughout this process. I also want to recognize my committee members: Dr. Kathryn Kelly, Amanda Dickson, Emma Fell, Nick Bodin, and Jacob Curtis.

Respectfully Submitted,

Theresa Powell, Life Member – Tau Beta Sigma, Alpha Delta (NCD), Chairperson
Dr. Kathryn Kelly, Life Member – Tau Beta Sigma, Eta Delta (NED), Past National President
Amanda Dickson, Life Member – Tau Beta Sigma, Gamma Nu (SWD)
Emma Fell, Life Member – Tau Beta Sigma, Epsilon Xi (SED)
Nick Bodin, Alumni Member – Tau Beta Sigma, Alpha Theta (MWD)
Jacob Curtis, Life Member – Tau Beta Sigma, Omega (WD)

Appendix N: Report of the Programs Committee

The 2021 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 following documents were reviewed by the committee:

- 2021-2023 Tau Beta Sigma National Programs Report
- NatCon 2021 Programs Report
- Tau Beta Sigma Programs Guide
- Tau Beta Sigma 2023 Focus on Five Standings
- Fo5 Standings from Assessment Committee Report (reviewed by the Chair and Advisors)

The 2023 Programs committee reviewed the Report of the 2021 Programs Committee along with the report from the National VPSP. As a result of the discussion, we have provided the following items to be considered for the upcoming biennium:

- Update the Programs guide to make it more user friendly
- More musical inclusivity added to the guidelines for projects
- More communication between District VPSPs and chapters
- Checklist and submission requirements for each project

During our allotted time, the 2023 programs committee had discussions concerning each of our chapters' involvement with the Focus on Five during the biennium. We were able to share the following recurrent themes as it concerned the understanding of the stripes, the ease of completing stripes, the rejection of stripes submissions and chapter participation:

- Chapters were able to rank the stripes based on difficulty to complete. This unofficial survey was taken and compared to the data on the Focus on Five Standings via the National Website and from data via the 2022-2023 Fo5 Assessment report. Focus on Five data suggest some stripes are historically not completed at a high rate.
- Chapters have difficulty completing the White stripe coming out of the COVID-19 pandemic due to the guidelines set in place by facilities. It has been a challenge for larger groups to enter into the Senior Living and Nursing home facilities.
- Chapters are not always equipped with time, space or resources to practice with outside of normal practice hours and performances for the completion of the black stripe. For example, lack of use of facilities after hours, time constraints with navigating around mandated practice and performance times, members we are a part of their band's Student Staff/rehearsal staff.
- Chapters had challenges with using the For Greater Practice log as the format was not accessible for all computers/campus technology. Some chapters were stated to have created their own document or log due to inaccessibility of the template provided by the National VPSP. This seemed counterintuitive to the committee as templates are provided to create a standard amongst all chapters

- Chapters are experiencing an inconsistency as it relates to the types of projects that are rejected as well as receiving feedback for the ejected project.
- Smaller Chapters have challenges as it concerns the completion of Fo5 stripes. Challenges range from not having enough hands or resources to feeling “burned out” due to their size.
- Chapters feel as though the facebook Group is useful but needs to be organized due to difficulty navigating its searches.

As a committee we have curated a list of suggestions for the National VPSP to consider when implementing changes to the Fo5 that can assist with meeting the needs of chapters:

- There needs to be a standard form for submission of projects. This can be done in the form of a Google Form that can be accessed in the event of mid-year officer changes or if the liaison/VPSP does not utilize Facebook. In the event of a rejected project, the rejection details can be sent to the email used in the submission. This allows there to be a consistent submission process for all chapters in the organization. A Google Doc could also be used as a method for chapters to submit their final numbers for the For Greater Practice Initiative with the chapter’s Practice log as a supporting document.
- We would like to see more musical inclusivity projects for the Black and White stripe. This can be in the form of music therapy, choral music, auxiliary based projects or even chapter curated playlist. This will allow chapters to explore more forms of music and to assist them in the re-branding of their musicianship
- There needs to be discussion about the difficulties of the projects. The goal of Fo5 is to broaden the chapter’s musical knowledge and connections. Not to create projects too complex that can result in chapters in not even attempting the projects altogether.
- We would like to see a checklist of requirements for each stripe. This will assist with lowering the rejection rate of projects and provide chapters with step by step guides with the completion of projects.
- There needs to be an update of the Programs Guide to make it more user friendly for chapter members. The history located in the Programs Guide can be condensed to its one section of the guide. The guide needs to be a guide. This will include the above mentioned checklist of requirements for projects, how to submit projects, and tips on what to do when extra resources are needed or how to overcome a rejection of a project. The NVPSP and verbiage on the website should make the Programs Guide a staple for all chapters and not a suggestion.
- The utilization of District VPSPs for the approvals of projects and the National VPSP with the distribution of Fo5 Stripes. This will allow chapters to streamline their thoughts, ideas and concerns to the DVPSPs and then, if needed, it can be escalated to the NVPSP. The DVPSPs can check to make sure that all chapters have the necessary requirements, and if corrections are needed, to offer suggestions. This will allow for more opportunities of constructive criticism and peer to peer guidance.

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 other stakeholders, to take these considerations into account when planning for the upcoming academic years.
3. To create a consistent guideline or checklist of what the stripes requirements are and ensure that all information is the same across all platforms, which includes the National Programs Guide and National website.
4. To re-evaluate the accessibility and equitability of resources concerning the Fo5.
5. To re-evaluate the effectiveness and accessibility of the Fo5 Facebook group as a submission source, the effectiveness of it as a communication platform for Fo5 liaisons.
6. If found ineffective, to then assess new methods of communication for Fo5 liaisons and for the submission of Fo5 projects.
7. To collaborate with District VPSPs to create a database/archive of all Focus on Five projects to show a variety of project options which can be accessible to chapters.
8. To collaborate with District VPSPs to create a database of Women in Music speakers to assist with the planning and diversity of speakers for Chapters to host In-Person and Virtual Women in Music Events
9. To re-evaluate the requirements of the Blue stripe as it pertains to the reception and gift to speaker, to consider those hosting Virtual Women in Music events.
10. To re-evaluate the Black stripe to be more inclusive to the allowance of different forms of music involved activities, outside of primarily practice based, to the stripe submissions.
11. To re-evaluate the effectiveness of the White stripe serving as a stand alone project.
12. If the White stripe is to remain, then it needs to be re-evaluated to be more inclusive to allow choral, auxiliary, and campus-based musical ensembles collaboration options for the completion of the project as well as a some leniency on the participation requirement
13. To evaluate the effectiveness of District VPSPs approving individual Chapters' projects prior to implementation and submission, so as to reduce the amount of rejections due to miscommunication.
14. To re-evaluate the participation guidelines to officially include the assistance of the brothers of Kappa Kappa Psi, other Music organizations on campus and campus-based musical ensembles.
15. To reassess the Fo5 projects so that they are in accordance with Tau Beta Sigma's purpose "of [promoting] the existence and welfare of the collegiate bands "

Additional Charges from the Programs Committee:

1. Charge District VPSP to more consistently/frequently reach out to Chapters to ensure they have the necessary resources to complete the projects within their Chapters.
2. Charge National VPCR with working with National VPSP to spotlight Fo5 projects on social media to promote or unique ideas.

The Committee Charges the 2025 Programs Committee with the following;

1. Review the report of the 2023 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.

Respectfully submitted,

Tyra Lee Rogers, Theta Sigma, SEDP- Chair

Hope Aziaka, Iota

Bradley Nicely, Chi, Proxy for Alpha Gamma

Abby Rogish Bodin, Alpha Theta

Grace Doctor, Alpha Xi

Kelly Garrity, Alpha Omicron

Kamryn Knafelz, Alpha Upsilon

Elizabeth Sykora, Alpha, Proxy for Beta Zeta

Allison Stavely, Beta Eta

Angela Ignacio, Beta Xi

Bryanna Hunter-Andrews, Epsilon Omega, Proxy for Gamma Eta

Joseph Ereifej, Gamma Omega

Lorelai Mayme Hall, Theta, Proxy for Delta Epsilon

Allison Kirkpatrick, Alpha Omega, Proxy for Epsilon Alpha

Keishauna Turner, Epsilon Lambda

Curtis Bryant, Zeta Alpha

Sage (Zach) Dole, Zeta Epsilon

Sallie Hendrix, Psi, Proxy for Zeta Iota

McKenna Keplinger, Proxy Eta Beta

Naomi Louis, Eta Delta, Proxy for Eta Gamma

Indya Hairston, Theta Phi

Trinity Patrick, Iota Zeta

Kristen Guiley, Beta Xi, Proxy for Kappa Alpha

Monika Monk, Epsilon Sigma (Chapter Visitation Assistant), Advisor

Bridgette Bell, Epsilon Omega (Northeast District Counselor), Advisor

Shalyn Nystrom, Theta Xi (Midwest District Counselor), Advisor

Appendix O: Report of the Jurisdiction & Finance Committee

The 2023 Jurisdiction and Finance Committee was charged 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
4. Review and discuss the constitutional proposals received and submitted by the National Council.
5. Review all of the budget templates shared in the 2023 Jurisdiction and Finance Google Folder, for functionality.

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 four blocks of content for ease of understanding including Terminology changes, Risk Management changes, Organization Structure Changes, and Ritual/Ceremony Changes.

The proposed changes for the first section are of the **Terminology category** as illustrated in the report below:

a. Rewording of 1.106

Current: “The National Executive Director shall be employed by the National Officers of the Sorority as the Administrative Officer of the Sorority, and shall be paid a monthly salary as recommended by the National Officers and approved by the **National Convention**. The National Executive Director shall be employed jointly by the Councils of Tau Beta Sigma and Kappa Kappa Psi. The National Executive Director shall be a nonvoting member of the National Council and of all committees except the Nominating Committee of which they cannot be a member. The National Executive Director shall be responsible for the production and distribution of all publications of the Sorority. The National Executive Director shall be in complete charge of the National Headquarters and shall maintain, therein, files of all members of the Sorority by chapter. The National Executive Director shall maintain individual chapter records of monies received and disbursed and shall receive all chapter reports and correspondence and shall prepare and issue all necessary forms and stationery for the transactions of all business of the Sorority. The National Executive Director shall be the Sorority’s representative in all contacts with the official jeweler and as such shall receive and have charge of requisitions for jewelry and membership shingles received from individual members and chapters. The National Executive Director shall issue all checks for disbursement, all chapter membership shingles, documents of business, and shall prepare and send to each National Officer a monthly report of income and expense of the Sorority in addition to a written report stating the condition of the Sorority for presentation at each regularly called National Convention.”

Proposed: “The National Executive Director shall be employed by the National Officers of the Sorority as the Administrative Officer of the Sorority, and shall be paid a monthly salary as recommended by the National Officers and approved by the **National Chapter**. The National Executive Director shall be employed jointly by the Councils of Tau Beta Sigma and Kappa Kappa Psi. The National Executive Director shall be a nonvoting member of the National Council and of all committees except the Nominating Committee of which they cannot be a member. The National Executive Director shall be responsible for the production and distribution of all publications of the Sorority. The National Executive Director shall be in complete charge of the National Headquarters and shall maintain, therein, files of all members of the Sorority by chapter. The National Executive Director shall maintain individual chapter records of monies received and disbursed and shall receive all chapter reports and correspondence and shall prepare and issue all necessary forms and stationery for the transactions of all business of the Sorority. The National Executive Director shall be the Sorority’s representative in all contacts with the official jeweler and as such shall receive and have charge of requisitions for jewelry and membership shingles received from individual members and chapters. The National Executive Director shall issue all checks for disbursement, all chapter membership shingles, documents of business, and shall prepare and send to each National Officer a monthly report of income and expense of the Sorority in addition to a written report stating the condition of the Sorority for presentation at each regularly called National Convention.”

Rationale: The National Convention is an event and location. The event does not do the voting, but rather the body of delegates at the convention which is known as the National Chapter.

b. Rewording of 3.204

Current: “Each National Officer shall serve for a period of two (2) years from convention to convention. The National Vice President for Membership and Expansion shall be advanced to the office of National President provided said officer receives a simple majority vote of the **convention**. The National President and Vice President for Membership and Expansion shall not be eligible for reelection.”

Proposed: “Each National Officer shall serve for a period of two (2) years from convention to convention. The National Vice President for Membership and Expansion shall be advanced to the office of National President provided said officer receives a simple majority vote of the **National Chapter**. The National President and Vice President for Membership and Expansion shall not be eligible for reelection.”

Rationale: The National Convention is an event and location. The event does not do the voting, but rather the body of delegates at the convention which is known as the National Chapter.

c. Rewording of 2.102

Current: “The Corporation shall be represented in all matters by a Board of Trustees comprised of **nine (9)** members.”

Proposed: “The Corporation shall be represented in all matters by a Board of Trustees comprised of **eight (8)** members.”

Rationale: There are 6 elected positions on The Board, with two non-elected positions (National President & Immediate Past National President). Formerly, there were two lifetime positions, but both have now since passed.

d. Rewording of 1.204

Current: “The National Headquarters of the Sorority shall be the same as the National Headquarters of Kappa Kappa Psi, subject to the approval of the National Council.”

Proposed: “The National Headquarters of the Sorority shall be the same as the National Headquarters of Kappa Kappa Psi, subject to the approval of the National Council **and the Board of Trustees.**”

Rationale: The Board oversees the corporation and our NHQ facilities are a shared acquired asset of the national organizations.

e. Rewording of 1.114

Current: “This Constitution, as revised and amended, shall be **reprinted** following each regularly called National Convention and shall supersede all previous Constitutions.”

Proposed: “This Constitution, as revised and amended, shall be **published online** following each regularly called National Convention and shall supersede all previous Constitutions.”

Rationale: This reflects current practice where the constitution is made available online rather than sent to everyone in a physical copy.

f. Rewording of 5.901

Current: “All reports of District Officers and committee chairpersons shall be typewritten and submitted in **a hard copy format and** an electronic format to the District Secretary-Treasurer. The District Secretary-Treasurer shall forward one copy of the complete convention minutes to the National Executive Director, National President, and National Vice President for Communication and Recognition.”

Proposed: “All reports of District Officers and committee chairpersons shall be typewritten and submitted in ~~a hard copy format and~~ an electronic format to the District Secretary-Treasurer. The District Secretary-Treasurer shall forward one copy of the complete convention minutes to the National Executive Director, National President, and National Vice President for Communication and Recognition.”

Rationale: This reflects current practice where the reports are made available online rather than sent to everyone in a physical copy by printing them.

g. Rewording of 6.203

Current: “Each chapter officer shall be an Active member of the Sorority in good standing at the time of election and during their term of office. Each chapter officer shall possess more than ordinary business ability and shall be capable of representing the chapter under all ordinary conditions. Each officer shall have the best interest of the Sorority at heart and shall be willing and able to devote the necessary time to the execution of the office. A member who has been elected to an office but does not enroll in band in the course of the term of office is ineligible to continue as an officer of the chapter. In the event an officer cannot enroll in the band due to a class schedule of subjects required for graduation, the person elected can continue as an officer for that academic term, with the approval of the chapter. In this event, if this officer does not enroll in band the following academic term, the individual is automatically dropped as an officer.”

Proposed: “Each chapter officer shall be an Active member of the Sorority in good standing at the time of election and during their term of office. Each chapter officer shall possess more than ordinary business ability and shall be capable of representing the chapter under all ordinary conditions. Each officer shall have the best interest of the Sorority at heart and shall be willing and able to devote the necessary time to the execution of the office. A member who has been elected to an office but does not enroll in band in the course of the term of office is ineligible to continue as an officer of the chapter. In the event an officer cannot enroll in the band due to a class schedule of subjects required for graduation, the person elected can continue as an officer for that academic term, with the approval of the chapter, **Chapter Sponsor, and Director of Bands.** In this event, if this officer does not enroll in band the following academic term, the individual is automatically dropped as an officer.”

Rationale: This reflects current practice where DoBs have the ultimate authority and chapter sponsors have these powers.

h. Rewording of 6.602

Current: “All Active members of the Sorority shall be college or university students who are enrolled and actively participating in band and have paid their current membership dues for the year. In the event a member of the Sorority is unable to enroll and actively participate in band, the person may continue as an Active member for the academic term **provided chapter members and sponsor** so desire. Further, these exceptions must be approved by the National President. Active members are eligible to hold office, serve on committees and take part in all business and social affairs of the chapter. **Voting privileges will only be given to Active and Associate members.**”

Proposed: “All Active members of the Sorority shall be college or university students who are enrolled and actively participating in band and have paid their current membership dues for the year. In the event a member of the Sorority is unable to enroll and actively participate in band, the person may continue as an Active member for the academic term **provided chapter members, Director of Bands and sponsor** so desire. Further, these exceptions must be approved by the National President. Active members are eligible to hold office, serve on committees and take part in all business, social affairs of the chapter, **and vote.** ~~Voting privileges will only be given to Active and Associate members.~~”

Rationale: This reflects current practice where DoBs have the ultimate authority and makes the wording really clear as to who has the right to vote since active members have that right and associates are described in another bylaw as having “all rights as active members.”

i. Rewording of whole document regarding CVAs

Current: CVA stands for Chapter Visitation Assistant in 1.109, District Heading #3, 5.301, 5.302, 5.303, 5.304.

Proposed: CVA stands for Chapter Visitation Associate now in 1.109, District Heading #3, 5.301, 5.302, 5.303, 5.304.

Rationale: CVAs are their own entity and don't exactly assist with chapter visits anymore, but do them as their own unit.

j. Rewording of 3.203

Current: “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.”

Proposed: 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 supporting bands during their term of office.

Rationale: Many of our National Council have not been participating in band during their term, but instead have been supporting bands and this reflects that practice.

k. Reworking procedure of 3.801

Current: “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 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 submitted to the National President, National Vice President for Communication and Recognition, and the National Executive Director.”

Proposed: “A report of the activities conducted during the biennium shall be submitted by each National Officer and the Board of Trustees Chair at each regularly called Convention of the National Chapter. Each District President shall present a record of their district’s past biennium in a medium determined by the National Council. 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 submitted to the National President, National Vice President for Communication and Recognition, and the National Executive Director.”

Rationale: The last two conventions, District Presidents have made reports via poster boards rather than reports and this allows for that option.

The proposed changes for the second section are of the **Risk Management category** as illustrated in the report below:

a. Rewrite of 3.306

Current: “Chapters who do not pay chapter fees and dues on time will be assessed late fees. Chapters who fail to attend pre-arranged chapter visits with a member of the National Leadership Team will be assessed a penalty fee in order to compensate the Sorority for expenses incurred.”

Proposed: “Chapters will be assessed fees due to late payment of Chapter fees or membership dues or for failure to attend pre-arranged Chapter Visits with a member of the National Leadership Team.”

Rationale: The wording of the current language has a differing context when placed next to each other. This clarifies the penalty fees procedures.

b. Rewrite of 3.305

Current: “Income of the National Chapter shall be derived from three (3) principal sources: charter fees received from new chapters at the time of installation, annual national chapter fees, and annual national membership fees. Chapters who are unable to meet their financial obligations will be automatically placed on probation.”

Proposed: “Income of the National Chapter shall be derived from three (3) principal sources: charter fees received from new chapters at the time of installation, annual national chapter fees, and annual national membership fees. Chapters who are unable to meet their financial obligations within 30 days of the deadline will be automatically placed on Suspension for non-payment of dues.”

Rationale: To reflect the current practice of the National Council and National Headquarters in regard to chapters that do not pay their dues for a period of time far beyond the deadlines of September 30 and October 15. This comes from a Risk Management standpoint as well, in that all paid members are covered by our insurance and non-paid are not.

c. Rewrite of 6.106

Current: “All Active Chapters of the Sorority shall submit the Chapter Personnel Report and pay the chapter fee for the current academic year. The Chapter Personnel Report shall be submitted electronically to the National Headquarters Staff no later than September 30th for chapters on a semester system, and October 15th for chapters on a quarter system. All reports to the National Headquarters shall be submitted electronically through the current Online Membership Reporting System (OMRS). The Fall Activity Report shall be submitted electronically to the National Headquarters Staff no later than December 1st. The Chapter Summary Report shall be submitted electronically to the National Headquarters Staff no later than June 1st.”

Proposed: “All Active Chapters of the Sorority shall submit the Chapter Personnel Report and pay the chapter fee for the current academic year. The Chapter Personnel Report shall be submitted electronically to the National Headquarters Staff no later than September 30th for chapters on a semester system, and October 15th for chapters on a quarter system. All reports to the National Headquarters shall be submitted electronically through the current Online Membership Reporting System (OMRS). The Fall Activity Report shall be submitted electronically to the National Headquarters Staff no later than December 1st. The Chapter Summary Report shall be submitted electronically to the National Headquarters Staff no later than June 1st. **Chapters that do not have enough members to fill the roles of President, Vice-President, Treasurer, and Secretary will be automatically placed on Observation status.**”

Rationale: To reflect the current practice of the National Council. These offices are the baseline roles that need to be filled within each chapter. If there are not enough chapter members to hold the baseline office, then there are not enough members for a chapter to be considered Active. Also, with the upcoming membership system, the President will not be able to be listed for any other office except President within the system.

d. Rewrite of 5.410

Current: “If a District Officer’s chapter is placed on **Suspension or Administrative Hold**, the officer’s status will be reviewed by the District Counselor. Any action will be recommended by the District Counselor and reviewed by the National Council. The District Council and Counselor must be notified within ten (10) days of any action.”

Proposed: “If a District Officer’s chapter is placed on **Suspension, Probation, or Administrative Hold**, the officer’s status will be reviewed by the District Counselor. Any action will be recommended by the District Counselor and reviewed by the National Council. The District Council and Counselor must be notified within ten (10) days of any action.”

Rationale: We were recommended to provide a blanket statement, but many had concerns with not being specific and so we clarified with all terms covered by this procedure to make things more accurate.

e. Rewrite of 6.610

Current: “Membership Candidacy in the Sorority may be offered to students who are enrolled and actively participating in the college or university band. They shall possess unusually good character, and they shall be outstanding persons of leadership on the campus.”

Proposed: “Membership Candidacy in the Sorority may be offered to students who are enrolled and actively participating in the college or university band **and who are in good standing with the student activities office on their campus**. They shall possess unusually good character, and they shall be outstanding persons of leadership on the campus.”

Rationale: We were recommended to provide a blanket statement, but many found issue with not being specific and so we clarified with all terms covered by this procedure to make things more accurate.

The proposed changes for the third section are of the **Organization Structure** category as illustrated in the report below:

a. Reorganizing of 3.101

Current: “The governing body of Tau Beta Sigma Sorority shall be the National Chapter, composed of all chapters of the organization meeting at a regularly called convention.”

Proposed: “The governing body of Tau Beta Sigma Sorority shall be the National Chapter, composed of all **eligible** chapters of the organization, **as defined in 3.601**, meeting at a regularly called convention.”

Rationale: Language consistency. Not all chapters are allowed representation at regularly called conventions. (Suspended and Inactive chapters are not represented at all). It also clarifies where that info can be found.

b. Clarification of 2.111

Current: “The Board shall elect a Chairperson and Vice Chairperson from the Board members elected by the **National Chapter**. The retiring Chairperson and Vice Chairperson shall be eligible for reelection.”

Proposed: “The Board shall elect a Chairperson and Vice Chairperson from the Board members elected by the **Life Members of the Sorority**. The retiring Chairperson and Vice Chairperson shall be eligible for reelection.”

Rationale: Board members are not elected by the National Chapter, but by the Life Members of the Sorority.

c. Clarification of 6.502

Current: “Special chapter meetings may be called upon favorable vote of seventy-five (75) percent of the Active members of the chapter or upon recommendation of the chapter President approved by a fifty (50) percent vote of the chapter officers.”

Proposed: “Special chapter meetings may be called upon favorable vote of seventy-five (75) percent of the Active **and Associate** members of the chapter or upon recommendation of the chapter President approved by a fifty (50) percent vote of the chapter officers.”

Rationale: Confirms who can vote.

d. Clarification of 6.702

Current: “The Active members of a chapter shall elect its Delegates at a regularly called meeting of the chapter.”

Proposed: “The Active **and Associate** members of a chapter shall elect its Delegates at a regularly called meeting of the chapter.”

Rationale: Confirms who can vote.

e. Clarification of 5.602

Current: “All chapters bidding to host a District Convention must adhere to the National Guidelines for Bidding and Hosting a District Convention. Each bid submitted must contain at least two (2) available dates. The National Officers in attendance at the convention must approve any exceptions.”

Proposed: “All chapters bidding to host a District Convention must adhere to the National Guidelines for Bidding and Hosting a District Convention. Each bid submitted must contain at least two (2) available dates. The National Officers in attendance at the convention must approve any exceptions.”

Rationale: We struck through this since this concept is no longer practice for the sorority.

f. Clarification of 5.801

Current: “The Standing Committees of the District shall be: Committee on Nominations, Committee on Convention Site, Committee on Membership, and such other Committees as may be considered necessary by the District Counselor or by the District President.”

Proposed: “The Standing Committees of the District shall be: Nominations, Membership, and Programs. Additional committees may be convened as deemed necessary by the District Counselor or by the District President.”

Rationale: We changed this to be more streamlined terminology and accurately reflect the committees that exist.

g. Clarification of 4.102

Current: “The National Intercollegiate Band(s) shall be open to all college band members and members of the Sorority.”

Proposed: “The National Intercollegiate Band(s) shall be open to all college band members, regardless of their affiliation with the Sorority.”

Rationale: We changed this to be more accurate to the marketing of the event and to close loopholes in the terminology.

h. Addition in 3.406

Current: “In general, the order of business for all Conventions shall be:

- a. Invocation
- b. Seating of Delegates
- c. Appointment of Committees
- d. Report of National Officers
- e. New Business
- f. Report of Committees
- g. Presentation of Convention Site
- h. Installation of Officers
- i. Closing Ceremonies

When deemed advisable, the general order of business may be changed by the National President.”

Proposed: “In general, the order of business for all Conventions shall be:

- a. Invocation
- b. Seating of Delegates
- c. Appointment of Committees
- d. Report of National Officers
- e. Unfinished Business
- f. New Business
- g. Report of Committees
- h. Presentation of Convention Site
- i. Installation of Officers
- j. Closing Ceremonies

When deemed advisable, the general order of business may be changed by the National President.”

Rationale: Added this to go with technical order of business in RONR and in practice.

i. Clarification and Rearranging of 5.702

Current: “5.702 All proxies not meeting the above requirements are void. All seats of chapters in good standing with the National Headquarters that are vacant after seating Delegates and written proxies shall be filled alphabetically with proxies from the Chapters present, beginning in the alphabetical listing of chapters with the chapter following the last one seated at the prior convention. Alumni members may not sit as written Proxy Delegates for undergraduate chapters. Once all rounds of seating via proxy and alphabetical seating have concluded, proxies and alternate delegates have all rights and privileges as delegates and may not be unseated by the tardy arrival of a chapter delegate.”

Proposed: “5.703 ~~All proxies not meeting the above requirements are void.~~ All seats of chapters in good standing with the National Headquarters that are vacant after seating Delegates and written proxies shall be filled alphabetically with proxies from the Chapters present, beginning in the alphabetical listing of chapters with the chapter following the last one seated at the prior convention. Alumni members may not sit as written Proxy Delegates for undergraduate chapters. Once all rounds of seating via proxy and alphabetical seating have concluded, proxies and alternate delegates have all rights and privileges as delegates and may not be unseated by the tardy arrival of a chapter delegate.”

Rationale: There are no above requirements listed in this section so we cut the first sentence referencing it. Then we moved the bylaw down to give the section a more logical flow.

j. Clarification of 5.703

Current: “5.703 Each Delegate and Proxy must have a current membership card. If a membership card cannot be presented, the Delegate or Proxy to be seated must have their convention badge and provide a Student or government-issued photo ID. In the absence of an Official Delegate, the chapter shall be represented by a Proxy, according to the rules governing the distributions of Proxies. Each Delegate or Proxy will be officially seated when all National Convention registration procedures have been completed.”

Proposed: “5.702 To be seated, the Delegate or Proxy must have their convention badge and provide a Student or government-issued photo ID. In the absence of an Official Delegate, the chapter shall be represented by a Proxy, according to the rules governing the distributions of Proxies.”

Rationale: Membership cards are no longer given out, so that was removed for accurate representation of procedure. The rewording was done to then streamline what remained. We removed the closing sentence since it seemed redundant to the procedures outlined in 5.702. The numbering change was from the previous proposed change being moved after this bylaw.

k. Clarification of 3.602

Current: “Each Delegate and Proxy must have a current membership card. If a membership card cannot be presented, the Delegate or Proxy to be seated must have their convention badge and provide a government-issued photo ID. In the absence of an Official Delegate, the chapter shall be represented by a Proxy, according to the rules governing the distributions of Proxies. Each Delegate or Proxy will be officially seated when all National Convention registration procedures have been completed.”

Proposed: “To be seated, each Delegate and Proxy must-have their convention badge and provide a student or government-issued photo ID. In the absence of an Official Delegate, the chapter shall be represented by a Proxy, according to the rules governing the distributions of Proxies. Each Delegate or Proxy will be officially seated when all National Convention registration procedures have been completed.”

Rationale: Membership cards are no longer given out, so that was removed for accurate representation of procedure. The rewording was done to then streamline what remained. We also added “student” ID as an option to remain consistent with 5.703.

l. Clarification of 5.201

Current: “Each District shall be under the jurisdiction of the District Counselor(s). The District Counselors shall be appointed by the National President and be approved by the National Council. Each District Counselor shall serve a term of two (2) years with up to three consecutive terms at one time. Terms begin at the end of District Conventions on even-numbered years. Each District Counselor shall be a Life Member, have completed an undergraduate degree, and be at least twenty-five (25) years of age at the time of appointment. **District Counselors shall serve without compensation.** Expenses incurred on behalf of the Sorority shall be paid upon presentation of written statement to the National Executive Director, subject to approval by the National President..”

Proposed: “Each District shall be under the jurisdiction of the District Counselor(s). The District Counselors shall be appointed by the National President and be approved by the National Council. Each District Counselor shall serve a term of two (2) years with up to three consecutive terms at one time. Terms begin at the end of District Conventions on even-numbered years. Each District Counselor shall be a Life Member, have completed an undergraduate degree, and be at least twenty-five (25) years of age at the time of appointment. **During their term, District Counselors shall serve without compensation and actively reside in the district in which they serve.** Expenses incurred on behalf of the Sorority shall be paid upon presentation of written statement to the National Executive Director, subject to approval by the National President.”

Rationale: This was done to both streamline the phrasing and to add new phrasing that specifies that counselors must reside in the district they are a counselor for.

m. Clarification of 5.303

Current: “**If a vacancy occurs in any of the Chapter Visitation Assistant positions, the National President, with the approval of the National Council, may appoint a replacement.** A Chapter Visitation Assistant may be removed from the position by unanimous vote of the National Council.”

Proposed: “A Chapter Visitation Assistant may be removed from the position by unanimous vote of the National Council.”

Rationale: We removed the first sentence since it was redundant by detailing the procedure already laid out in 5.301 which indicates that the National President can appoint or remove a CVA as needed without the need to replace a removed position.

n. Clarification of 5.204

Current: “The District Council and District Counselor will be notified prior to the addition or replacement of a District Counselor.”

Proposed: “The District Council and District Counselor will be notified **within ten (10) days** prior to the **public announcement of the** addition or replacement of a District Counselor.”

Rationale: We felt this clarification made this section more clear as to how this notification should look both in terms of the time limit and when that time is referencing as its deadline.

o. Clarification of 5.304

Current: “The District Council and District Counselor will be notified prior to the addition or replacement of a Chapter Visitation Assistant.”

Proposed: “The District Council and District Counselor will be notified **within ten (10) days** prior to the **public announcement of the** addition or replacement of a Chapter Visitation Assistant.”

Rationale: We felt this clarification made this section more clear as to how this notification should look both in terms of the time limit and when that time is referencing as its deadline.

The proposed changes for the fourth section are of the **Rituals/Ceremonies category** as illustrated in the report below:

a. Clarification of 3.1001

Current: “**3.1001** A confidential ritual shall be prescribed for the introduction of all membership candidates and their subsequent induction in the Sorority. **A special ritual shall also be prescribed for the installation of National Officers, District Officers, and Chapter Officers into their respective offices.** The safekeeping of these rituals shall be the responsibility of the highest-ranking officer in each of the component parts of the Sorority.”

Proposed: “ **3.1001** A confidential ritual shall be prescribed for the introduction of all membership candidates and their subsequent induction in the Sorority. The safekeeping of these rituals shall be the responsibility of the highest-ranking officer in each of the component parts of the Sorority.

3.1002 **A ceremony shall also be prescribed for the installation of officers in all aspects of the sorority. Additional ceremonies include the Founder’s ceremony and the Memorial ceremony.**”

Rationale: The middle sentence does not deal with rituals but ceremonies so we removed the sentence to make a new bylaw and changed the wording to accurately reflect that it was dealing with ceremonies. Then we detailed out the ceremonies that exist in brief.

b. Clarification of 3.1002

Current: “3.1002 The various rituals of the Sorority may be revised only by a favorable seventy-five (75) percent vote of the Delegates and Proxies present at a regularly called National Convention of the National Chapter.”

Proposed: “3.1003 The rituals and ceremonies of the Sorority may be revised only by a favorable seventy-five (75) percent vote of the Delegates and Proxies present at a regularly called National Convention of the National Chapter.”

Rationale: This change reflects the inclusion and clarification of rituals to both rituals and ceremonies as well as adjust the number caused by the previous bylaw being added.

Due to time constraints and excellent discussion on the many changes we had the privilege of considering, we did not have time to review the budget template provided, but charge the next committee with hopefully being able to catch those issues.

The Committee charges the 2025 Jurisdiction and Finance Committee with the following:

1. Review the report of the 2023 Jurisdiction and Finance Committee.
2. Review the Constitution and make sure the language is clear and specific.
3. Evaluate the usage of the term “in good standing” and clarify the meaning.
4. Consider the deadlines in the constitution and evaluate if they are still effective. timeframes and also consistent across the document.
5. Review the chapter and district budget templates provided by Nationals for effectiveness.
6. Charge the 2025-2027 National Council with updating Constitution article numbers.

The Committee charges the 2023-2025 National Council with the following:

1. Advertise the deadline of the proposed jurisdiction changes more publicly.
2. Update article numbers within the constitution in accordance with 2023 changes to the constitution.
3. Propose the specific desired phrasing to suggested changes to the National Constitution when identifying issues.
4. Cross reference the updated 2023 constitution with the previous two copies of the Constitution (2019 and 2021) and the voted on changes in order to identify inconsistencies.

The 2023 Jurisdiction and Finance Committee charges the 2023-2025 National Chapter with the following:

1. Propose the specific desired phrasing for suggested changes to the National Constitution when identifying issues

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. Additionally, I would like to thank them for this opportunity to serve as a committee chair and National Convention. I would like to thank the North Central District for giving me this opportunity to serve and represent our district as their president for the upcoming academic year. I would also like to thank everyone on the Jurisdiction and Finance Committee for this biennium both those who chose this as delegates and those who served as proxies and took hold of the committee with enthusiasm. All of you worked so hard and showed great leadership while representing your chapters. I would also like to specifically thank Lindsay Adlhoch from Lambda who volunteered to serve as secretary and for helping me write the presentation portion of this report in the annual traditional writing party that occurs the night before reports are given. Finally, I would like to thank my advisors: Sarah and Ted for giving me the support I needed to lead this committee and understand the many asks and changes as they came up. I couldn't have done this committee without their amazing guidance.

Respectfully submitted,

Nick Smith - Theta, NCD President, *Jurisdiction and Finance Chair*

Lindsay Adlhoch - Lambda, *Secretary*

Alydia Brashear - Psi

Kylie Boschen - Alpha Omega

Leo Liang - Proxy for Beta Delta (Gamma Omega)

Isabella Zamudio - Beta Phi

Aurora Goodnight - Proxy for Delta Alpha (Alpha)

Sydney Odesanya - Proxy for Delta Eta (Eta Delta)

Diamond Thomas - Proxy for Delta Phi (Iota Zeta)

Cynthia Davis - Epsilon Rho

Henry Sapough - Epsilon Theta

Valerie Odom - Zeta Mu

Belle Vasquez - Proxy for Zeta Omega (Beta Sigma)

Eric Luman - Proxy for Eta Chi (Chi)

Liam Tourinho - Eta Zeta

Matt Cronin - Proxy for Eta Eta (Theta)

Meagan Michalik - Proxy for Eta Omega (Beta Xi)

Ashleigh Weiszbrod - Proxy for Theta Alpha (Zeta Epsilon)

Emma McCormack - Iota Alpha

Ashlee Keith - Iota Kappa

Bec Lessard - Iota Lambda

Dr. Ted McCadden - NED Counselor, *Advisor*

Sarah Cervantes - WD Counselor, *Advisor*

Appendix P: Report of the History & Traditions / Ritual & Regalia Committee

The 2023 History & Traditions/Ritual & Regalia Committee was charged 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.
3. Review the recommendation of expanding the group of members that are significant to the founding of our sorority to include, A. Frank Martin, Barbara Griggs, and Betty Grace Pugh, either as founders or another term that is more appropriate for their work in the founding and Tau Beta Sigma.
4. Review the report of the Music Education and Musicianship Committee and discuss possible action plans for educating chapters on the National standards and practices for the vocal performance of our Sorority songs.

This committee met twice over the course of the 2023 National Convention. We began work by reviewing the turtle timeline and discussing its importance throughout the districts. We then further discussed whether or not the turtle held enough historical context for our committee to present it to the sorority to be considered as our national mascot. Through discussion we found that there is not enough historical context available at this time.

Next, we reviewed the recommendation of expanding the group of significant members to include A. Frank Martin, Barbara Griggs, and Betty Grace Pugh as founders of our sorority. While we recognize that each member is significant to the history of our sorority, we do not believe that considering them as "Founders" is appropriate. We recommend that they receive a title that differentiates them from our original founder.

Lastly, we discussed possible resources for educating chapters on the National standards and practices for vocal performances of our Sorority songs. These are the possible resources that we discussed:

- The creation and distribution of rehearsal tracks for all sorority songs which is inclusive of individual parts.
- The creation of a database with all necessary learning materials for each sorority song.
- Up to date song books that are easily accessible.
- Song workshops for each sorority song.

The Committee charges the 2025 History & Traditions/Ritual & Regalia Committee with the following:

1. Review the report of the 2023 History & Traditions/Ritual & Regalia Committee.
2. Review the report of the 2023-2025 History & Archives Committee.

The Committee charges the 2023-2025 History & Archives Committee with the following:

1. Continue to research the turtle's significance in the sorority in order to provide more information about its history.
2. Collect information on a nationwide scale about how sorority members interpret the turtle's significance as well as if they feel that the turtle should be a contender to be considered as a national mascot.
3. Continue to research the impact that A. Frank Martin, Barbara Griggs, and Betty Grace Pugh, had on the sorority in order to provide a more in depth explanation of their contributions.
4. Consider giving a significant title other than “founders” to A. Frank Martin, Barbara Griggs, and Betty Grace Pugh.

The Committee charges the 2023-2025 Music Education and Musicianship Committee with the following:

1. Review the possible resources provided in this report, and implement as-seen fit.

We would like to thank our committee advisors and members for their continued hard work and dedication to our Sorority. We would also like to thank the National Council for allowing us the opportunity to serve our Sorority in this capacity.

Respectfully Submitted,

Katherine Kurtz, MWD President, Alpha Theta, Co-Chair
Joanna Ramirez, NED President, Life Member #3997, Eta Delta, Co-Chair
Josie Bryant, Alpha, Scribe
Isaak Gutierrez, proxy for Rho, Beta Sigma
Abigail Price, proxy for Alpha Iota, Beta Eta
Te'Asia Steele, proxy for Beta Omicron, Epsilon Sigma
Lyric McVoy, Gamma Kappa
Joanna Sieczka, proxy for Gamma Nu, Zeta Alpha
Emily Smith, Gamma Rho
Nathaniel Pundsack, Gamma Phi
Logan Green, proxy for Delta Kappa, Zeta Nu
Nicole Deloach, Delta Sigma
Mariah Scott, Delta Theta
Allison Ranatza, proxy for Epsilon Beta, Iota Lambda
Beth Salyers, proxy for Epsilon Kappa, Theta
Lucy Trapp, proxy for Epsilon Psi, Lambda
Olivia Zuzek, proxy for Zeta Kappa, Alpha Delta
Isabelle Dorn, proxy for Zeta Phi, Beta Xi
Tianna Brown, proxy for Zeta Pi, Theta Rho
Neel Patel, Zeta Upsilon
Marshall Knapp, proxy for Zeta Xi, Alpha Omega
Paige Plunkett, proxy for Eta Alpha, Zeta Epsilon
Joshua Parks, Eta Pi
Davida Wilson, proxy for Eta Sigma, Epsilon Omega
Imani Lee, Theta Sigma
Alexis Burnhart, Theta Theta
Jenn Kaminski, Iota Psi
Sarah Hall, Kappa Gamma, Scribe
Tyler Hern, CVA, Life Member of Beta Nu, Advisor
Chelsea Rasing, SWD Counselor, Life Member of Theta Mu, Advisor
Chelsea Zuniga, CVA, Life Member of Alpha, Advisor

Appendix Q: Report of the Credentials & Resolutions Committee

The 2023 Credentials and Resolutions Committee was charged 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 on Credentials and Resolutions compiled and cross-referenced the data concerning the attendance at the 40th National Convention in Orlando, Florida and submits the following report:

Dignitaries and Special Guests:

- **National Officers**
 - Erika Pope, Theta Theta, National President
 - Siobhan Wilkes-Bratcher, Beta Zeta, National Vice President for Membership and Expansion
 - Dr. Latoya Webb, Epsilon Sigma, National Vice President for Professional Relations
 - Leslie Gartin, Zeta Nu, National Vice President for Special Projects
 - Allison Leemann, Eta Gamma, National Vice President for Communication and Recognition
- **Tau Beta Sigma Alumni Association Executive Council**
 - David Alexander, Gamma Omega, Chairperson of the TBSAA
 - Dr. Thea Murphy, Vice Chair & LAA Relations Director
 - Jessica Smith, Epsilon Epsilon, Programs Director
 - Mikaela Rhodes, Psi, Communications Director
 - Marissa Archuleta, Delta Kappa, Membership Director
 - Tyra Yiare, Eta Delta, Finance Director

- **District Counselors**
 - Shalyn Nystrom, Theta Xi, Midwest District
 - Sara Remoy, Psi, Midwest District
 - Katie Langley, Psi, North Central District
 - Jenny Renaud, Alpha Delta, North Central District
 - Dr. Bridgette Bell, Epsilon Omega, Northeast District
 - Kathryn Howell, Theta Theta, Northeast District
 - Dr. Ted McCadden, Eta Sigma, Northeast District
 - Nikki Lyons, Zeta Kappa, Southeast District
 - Kelsey Reilly, Omega, Southeast District
 - Amber Scott, Theta Upsilon, Southeast District
 - Katie Dukes, Theta Theta, Southwest District
 - Chelsea Rasing, Theta Mu, Southwest District
 - Linnetta Ratliff, Theta Upsilon, Southwest District
 - Sarah Cervantes, Epsilon Kappa, Western District
 - Alexis Holladay, Eta Omega, Western District
- **District Counselors-In-Training**
 - Camille Dhennin, Zeta Xi, Western District
 - Christopher Lukasik, Delta Delta, Northeast District
- **Chapter Visitation Assistants**
 - Olivia DeFilippo, Gamma Kappa
 - Indya Hairston, Theta Phi
 - Natalia Harrison, Alpha Omicron
 - Tyler Hern, Beta Nu
 - Misty Lovejoy, Alpha Xi
 - Christopher Lukasik, Delta Delta
 - Brian Main, Iota Alpha
 - Heather Marshall, Theta Psi
 - Lyric McVoy, Gamma Kappa
 - Monika Monk, Epsilon Sigma
 - Caleb Morris, Epsilon Alpha
 - Abby Rogish Bodin, Alpha Theta
 - Zara Simpson, Beta Eta
 - Stephanie Taboada, Zeta Upsilon
 - Amber Tubbs, Iota Psi
 - Chelsea Zuniga, Alpha
- **Board of Trustees**
 - Dr. Dawn Farmer, Omega, Chair
 - Kris Wright, Omega, Vice Chair
 - Rosalyn McDonald, Theta Phi, Trustee
 - Adrienne Rall, Theta Mu, Immediate Past National President
 - Jonathan Markowski, Delta Delta, Trustee
 - Jason Dornbush, Zeta Nu, Trustee
 - Erika Pope, Theta Theta, National President

- **Past National Presidents**
 - Kathy Rodeffer, Beta Eta
 - Jean Newman, Zeta Xi
 - Gretchen Buchen, Epsilon Kappa
 - Karon Miller Hammond, Iota
 - Debbie Baker, Beta Xi
 - Dr. Dawn Farmer, Omega
 - Dr. Nicole Sanchez, Delta Eta
 - Dr. Kathryn Kelly, Eta Delta
 - Jonathan Markowski, Delta Delta
 - Adrienne Rall, Theta Mu
- **National Headquarters Staff**
 - Debbie Morris, National Membership Services Coordinator
 - T.J. Tooley, National Membership and Expansion Coordinator
 - Aaron Moore, National Alumni Historical and Development Coordinator
 - Thomas Bradford, National Publications Manager
 - Lisa Croston, National Events Coordinator
 - Nicole Brooks, National Chapter Support Coordinator for Kappa Kappa Psi
 - Jake January, Kappa Kappa Psi National Chapter Field Representative
 - Kennedy Struck, Kappa Kappa Psi National Chapter Field Representative
- **Midwest District Council**
 - Katherine Kurtz, Alpha Theta, President
 - Logan Green, Zeta Nu, Vice President for Special Projects
- **Northeast District Council**
 - Joanna Ramirez, Eta Delta, President
 - Tylar Nardei, Delta Omicron, Vice President for Membership
 - Samantha Fingerman, Zeta Upsilon, Vice President for Special Projects
 - Sarah-Faith Mukuna, Zeta Omicron, Secretary-Treasurer
- **North Central District Council**
 - Nicholas Smith, Theta, President
 - Eric Luman, Chi, Vice President for Membership
 - Jamie Bossenbroek, Chi, Vice President for Special Projects
 - Macaylee Allison, Beta Sigma, Secretary-Treasurer
- **Southwest District Council**
 - Johnn McCray, Alpha, President
 - Faith Bloomfield, Alpha Omicron, Vice President for Membership
 - Mackenzie Murphy, Beta Nu, Secretary-Treasurer
- **Southeast District Council**
 - Tyra Rogers, Theta Sigma, President
- **Western District Council**
 - Kees Hoek, Vice President for Membership

- **Women in Music Speakers**
 - Samantha Lake, Calliope Brass
 - Samantha Mayo, Calliope Brass
 - Erin Paul, Calliope Brass
 - Olivia Pidi, Calliope Brass
 - Kate Umler-Smucker, Calliope Brass
 - Rebecca Steinberg, Calliope Brass
 - Heather Thorn, Percussionist with Vivacity Music
- **Other Speakers**
 - Victoria Alexander, Joint DEIA Speaker
 - Caroline Del Rey, Music Hour Facilitator in Music Therapy
 - Jon Gordon, Joint Keynote Speaker
- **Honorary Members Initiated into the National Chapter at the 2023 National Convention**
 - Victoria Alexander
 - Thomas Bradford
 - Greg Boike
 - Caroline Del Rey
 - Dr. Michael Daughety
 - Dr. Rodney Dorsey
 - Samantha Lake
 - Samantha Mayo
 - Kenneth G. Pope
 - Erin Paul
 - Kira Pope
 - David Rollins
 - Heather Thorn
 - Kate Umbler Smucker
 - Rebecca Steinberg
- **National Intercollegiate Band Participants from Tau Beta Sigma**
 - Arianna Gail Chaves, Delta Xi
 - Damien Ehie, Gamma Xi
 - Sydney Fishburn, Xi
 - Natalie Hylton, Iota Psi
 - Shane Joseph, Iota
 - Julia Lanni, Beta Xi
 - Julia Moxley, Chi
 - Mackenzie Murphy, Beta Nu
 - Joel Panas, Alpha Delta
 - Trebor Powell, Alpha Omicron
 - Madeline Richard, Alpha Omicron
 - Murray Robertson, Iota Epsilon
 - Nicholas Smith, Theta
 - Julia Taylor, Iota Alpha
 - Simone Van Pletzen, Iota Psi
 - Reagan Walsh, Gamma Nu

- Andrew Williams, Gamma Xi
- Yoshio Yamashita, Psi

2023 Distance and Participation Award Winners:

- Chapter Distance Award
 - Theta Theta at Henderson State University
 - 9 members traveled for a cumulative 8,640 miles
- Janet West Miller Delegate Distance Award
 - Grace Brandalick, Theta Delta at Washington State University
 - 2,860 miles
- Chapter Participation Award
 - Iota Zeta, Savannah State University
 - 6 out of 7 members for 85.71% of their Chapter in attendance!
- District Participation Award
 - NCD
 - 12 out of 20 chapters for 60% of Chapter Representation

2022-2023 National Award Recipients

- **2022 Baton Recipients**
 - Alex Birger, Eta Gamma
 - Hannah Beegle, Gamma Omega
 - Tianna Durant, Eta Psi
 - Juliana Denick, Zeta Upsilon
 - Raelynn Twohy, Delta Xi
 - Taton Bennett, Delta Kappa
 - Holleyanna Nolen, Eta Lambda
 - Charlotte Kiehn, Gamma Epsilon
 - Misty Lovejoy, Alpha Xi
- **2023 Baton Recipients**
 - Julia Robles, Eta Omega
 - Marissa Bys, Zeta Nu
 - Johnn McCray, Alpha
 - Sydney Rush, Gamma Xi
 - Madison Strait, Theta Xi
 - Jacob Stover, Beta Nu
 - Claudia Batts, Iota Lambda
 - Jamie Bossenbroek, Chi
 - Michael Porter, Beta Sigma
 - Tyra Rogers, Theta Sigma
 - Keidron Turner, Eta Phi
 - Kaitlyn Wincup, Alpha Xi
 - Quiara Jackson, Epsilon Sigma
 - Kaitlyn Riggio, Eta Gamma
 - Ariel Scott, Zeta Mu
 - Sarah Hall, Kappa Gamma
 - Rylee Mehr, Alpha Omega

2022-2023 National Scholarship Recipients

- **2022 Scholarships Recipients**
 - Patsy Drury Hejl Scholarship for Outstanding Musical Achievement: Jacob LaMontagne, Delta Nu
 - TBΣ Wava Scholarship: Anna Dresback, Alpha
 - TBΣ Outstanding Student Leader Scholarship: Sapaydia Rosales, Epsilon Alpha
 - TBΣ Outstanding Student Leader Scholarship: Ellen Lee, Eta Zeta
- **2023 Scholarships Recipients**
 - Legacy Scholarship for Business Abilities: Rhiannon Wallace, Alpha Xi
 - Patsy Drury Hejl Scholarship for Outstanding Musical Achievement: Kamryn Knafelz, Alpha Upsilon
 - TBΣ Wava Scholarship: Madaline Cannon, Beta
 - TBΣ Outstanding Student Leader Scholarship: Brooke Olivarez, Beta Zeta

Seated Delegation:

<u>Chapter</u>	<u>School</u>	<u>Full Name</u>	<u>Proxy Chapter</u>	<u>Proxy School</u>
MWD		Katherine Kurtz		
NCD		Nicholas Smith		
NED		Joanna Ramirez		
SED		Tyra Rogers		
SWD		Johnn McCray		
WD		Kees Hoek		
Alpha	Oklahoma State University	Josephine Bryant		
Beta	Texas Tech University	Natalie Wilson		
Delta	University of Oklahoma	Ashlyn Ludwig		
Epsilon	Butler University	Tyler Ellis		
Theta	University of Cincinnati	Sarah Stevens		
Iota	Baylor University	Hope Aziaka		
Lambda	University of Michigan	Lindsay Adlhoch		
Xi	West Texas A&M	Shane Joseph	Iota	Baylor University

	University			
Omicron	University of Utah	Natalie Kimura		
Rho	Indiana University	Isaak Gutierrez	Beta Sigma	Purdue University
Tau	University of Houston	Jane Cohen	Alpha Omega	Florida State University
Chi	The Ohio State University	Sydney Reeves		
Psi	University of Arkansas	Alydia Brashear		
Omega	University of Arizona	Jacob Curtis		
Alpha Gamma	Kent State University	Bradley Nicely	Chi	The Ohio State University
Alpha Delta	Ohio University	Angelique Miller		
Alpha Theta	North Dakota State University	Abby Rogish Bodin		
Alpha Iota	University of Minnesota	Abigail Price	Beta Eta	University of Maryland
Alpha Xi	Bowling Green State University	Grace Doctor		
Alpha Omicron	Sam Houston State University	Kelly Garrity		
Alpha Upsilon	Lamar University	Kamryn Knafelz		
Alpha Chi	Northern Arizona University	Katherine Breaux	Beta Xi	University of Florida
Alpha Omega	Florida State University	Kylie Boschen		
Beta Gamma	University of Texas	Macaylee Allison	Beta Sigma	Purdue University
Beta Delta	Texas Christian University	Leo Liang	Gamma Omega	University of Pittsburgh
Beta Zeta	Stephen F. Austin State University	Elizabeth Syroka	Alpha	Oklahoma State University

Beta Eta	University of Maryland	Allison Stavely		
Beta Nu	Arkansas Tech University	Mackenzie Murphy		
Beta Xi	University of Florida	Angela Ignacio		
Beta Omicron	Texas Southern University	Te'Asia Steele	Epsilon Sigma	Norfolk State University
Beta Sigma	Purdue University	Krupa Patel		
Beta Phi	Florida A&M University	Isabella Zamudio		
Gamma Epsilon	University of Miami	Sofia Fortson		
Gamma Eta	Mississippi Valley State University	Bryanna Hunter-Andrews	Epsilon Omega	Morgan State University
Gamma Kappa	University of Connecticut	Lyric McVoy		
Gamma Mu	Ohio Northern University	Simon Leonard	Beta Sigma	Purdue University
Gamma Nu	University of Texas at Arlington	Joanna Sieczka	Zeta Alpha	Illinois State University
Gamma Xi	Arkansas State University	Damien Ehie		
Gamma Omicron	Southern Arkansas University	Molly Scherer	Zeta Epsilon	Michigan State University
Gamma Rho	Eastern Michigan University	Emily Smith		
Gamma Tau	University of Central Arkansas	Emma Rolecki	Zeta Upsilon	West Chester University
Gamma Phi	Southwestern Oklahoma State University	Nathaniel Pundsack		
Gamma Chi	Mansfield University	Kayla Kamp	Zeta Psi	University of Central Florida

Gamma Omega	University of Pittsburgh	Joseph Ereifej		
Delta Alpha	Langston University	Aurora Goodnight	Alpha	Oklahoma State University
Delta Delta	University of Massachusetts	Melissa Hering	Iota Alpha	Marist College
Delta Epsilon	Miami University of Ohio	Lorelai Hall	Theta	University of Cincinnati
Delta Eta	Texas A&M University at Kingsville	Sydney Odesanya	Eta Delta	Howard University
Delta Theta	Alabama State University	Mariah Scott		
Delta Kappa	Kansas State University	Logan Green	Zeta Nu	University of Northern Iowa
Delta Nu	University of Maine	Elizabeth Blanchard		
Delta Xi	Missouri University of Science and Technology	Jacob Taylor	Eta Zeta	University of Kentucky
Delta Omicron	Clarion University	Tylar Nardei		
Delta Pi	University of Arkansas at Pine Bluff	Bryan Silva	Theta Theta	Henderson State University
Delta Sigma	University of Louisiana at Monroe	Nicole Deloach	Eta Lambda	University of Alabama, Birmingham
Delta Tau	Angelo State University	Janae Hartman	Theta Theta	Henderson State University
Delta Upsilon	Howard Payne University	Mikhayla McDonald	Theta Sigma	Miles College
Delta Phi	Texas Lutheran University	Diamond Thomas	Iota Zeta	Savannah State University
Epsilon Alpha	University of South	Allison	Alpha Omega	Florida State

	Carolina	Kirkpatrick		University
Epsilon Beta	Texas A&M University at Commerce	Allison Ranatza	Iota Lambda	University of North Carolina
Epsilon Theta	Georgia Institute of Technology	Henry Sapough		
Epsilon Iota	The University of Akron	Amira Johnson	Kappa Gamma	University of Georgia
Epsilon Kappa	University of California at Los Angeles	Bethany Salyers	Theta	University of Cincinnati
Epsilon Xi	Troy University	Carissa Kettering	Alpha Omega	Florida State University
Epsilon Lambda	North Carolina Central University	Keishauna Turner		
Epsilon Rho	Virginia State University	Cynthia Davis		
Epsilon Sigma	Norfolk State University	Aniah Melton		
Epsilon Psi	Prairie View A&M University	Lucy Trapp	Lambda	University of Michigan
Epsilon Omega	Morgan State University	Sianni Dixon		
Zeta Alpha	Illinois State University	Curtis Bryant		
Zeta Beta	Tuskegee University	Jamie Bossenbroek	Chi	The Ohio State University
Zeta Delta	University of Kansas	Lucie Roberts		
Zeta Epsilon	Michigan State University	Zach Dole		
Zeta Iota	Jackson State University	Sallie Hendrix	Psi	University of Arkansas

Zeta Kappa	Albany State University	Olivia Zuzek	Alpha Delta	Ohio University
Zeta Mu	Grambling State University	Angel Mitchell	Epsilon Omega	Morgan State University
Zeta Nu	University of Northern Iowa	Kathryn Larson		
Zeta Xi	San Diego State University	Marshall Knapp	Alpha Omega	Florida State University
Zeta Omicron	Virginia Polytechnic Institute and State University	Victoria Maslyn		
Zeta Upsilon	West Chester University	Neel Patel		
Zeta Pi	Tennessee State University	Tianna Brown	Theta Rho	Bethune-Cookman College
Zeta Rho	Kentucky State University	Tenley Fahey	Beta Eta	University of Maryland
Zeta Phi	Louisiana Tech University	Isabelle Dorn	Beta Xi	University of Florida
Zeta Psi	University of Central Florida	Sunny Cooperstein		
Zeta Omega	University of Missouri	Belle Vasquez	Beta Sigma	Purdue University
Eta Alpha	Syracuse University	Paige Plunkett	Zeta Epsilon	Michigan State University
Eta Beta	University of North Alabama	McKenna Keplinger	Zeta Psi	University of Central Florida
Eta Gamma	Boston University	Naomi Louis	Eta Delta	Howard University
Eta Delta	Howard University	Aalaila Jenkins		
Eta Epsilon	Texas State University at San Marcos	Kaniya Marcus	Eta Delta	Howard University
Eta Zeta	University of	Liam Tourinho		

	Kentucky			
Eta Eta	Central State University	Matthew Cronin	Theta	University of Cincinnati
Eta Lambda	University of Alabama, Birmingham	Jayden Rhodes		
Eta Omicron	John C. Smith University	Mikhayla Henry	Theta	University of Cincinnati
Eta Pi	Northwestern State University	Joshua Parks		
Eta Rho	James Madison University	Sarah-Faith Mukuna	Zeta Omicron	Virginia Polytechnic Institute and State University
Eta Sigma	Towson University	David Wilson	Epsilon Omega	Morgan State University
Eta Phi	Vanderbilt University	Anna Rice		
Eta Chi	University of Rhode Island	Eric Luman	Chi	The Ohio State University
Eta Psi	Virginia Union University	Sarah Dillon	Alpha Omega	Florida State University
Eta Omega	California State University, Fresno	Meagan Michalik	Beta Xi	University of Florida
Theta Alpha	Fayetteville State University	Ashleigh Weiszbrod	Zeta Epsilon	Michigan State University
Theta Delta	Washington State University	Grace Brandalick		
Theta Zeta	North Carolina A&T State University	Sarah Rogers		
Theta Theta	Henderson State University	Alexis Barnhart		

Theta Lambda	Auburn University	John Fecko	Zeta Psi	University of Central Florida
Theta Mu	University of Nebraska at Kearney	Marion Heindryckx		
Theta Xi	Iowa State University	Darnisha Johnson	Eta Delta	Howard University
Theta Omicron	Livingstone College	Caitlyn Lucy	Alpha Omega	Florida State University
Theta Rho	Bethune-Cookman College	Yavanna Ferguson		
Theta Sigma	Miles College	Imani Lee		
Theta Upsilon	Winston-Salem State University	Keemyah Craig		
Theta Phi	Hampton University	Indya Hairston		
Iota Alpha	Marist College	Emma McCormack		
Iota Beta	East Texas Baptist University	Aaliyah Thomas	Iota Zeta	Savannah State University
Iota Epsilon	Capital University	Carreghan Patterson		
Iota Zeta	Savannah State University	Trinity Patrick		
Iota Kappa	University of Virginia	Ashlee Keith		
Iota Lambda	University of North Carolina at Chapel Hill	Rebecca Lessard		
Iota Mu	University of Memphis	Lorrie Konopasek	Beta Xi	University of Florida
Iota Nu	East Carolina University	Thomas Aranda	Beta Xi	University of Florida

Iota Omicron	Benedict College	Rhyshanae Brown		
Iota Pi	Lincoln University	Nigee Pratt	Epsilon Omega	Morgan State University
Iota Tau	University of Texas at San Antonio	Aaliyah Milledge	Iota Zeta	Savannah State University
Iota Phi	Elizabeth City State University	Jordan Costagliola	Beta Xi	University of Florida
Iota Chi	University of South Florida	Aaliyah Thomas	Iota Zeta	Savannah State University
Iota Psi	Kennesaw State University	Jenn Kaminski		
Iota Omega	Chicago State University	Korynna Moncada	Alpha Omega	Florida State University
Kappa Alpha	Slippery Rock University of Pennsylvania	Kristin Gulley	Beta Xi	University of Florida
Kappa Beta	Florida Memorial University	Diamond Thompson	Alpha Omega	Florida State University
Kappa Gamma	University of Georgia	Sarah Hall		

Non-Seated Members in Attendance:

<u>First and Last Name</u>	<u>Chapter</u>
Zaidat Adeniran	Theta Rho
Kamary Allen	Zeta Kappa
Nathaly Aranda-Velez	Iota Lambda
Nora Avery	Kappa Gamma
Siobahan Berrian	Theta Rho
Faith Bloomfield	Alpha Omicron
Kaitlyn Byrd	Theta Theta
Madison Calvert	Alpha
Jayda Carey	Zeta Kappa
Christina Carson	Theta Rho
Morgan Cole	Alpha Omega
Kameron Coyle	Iota Epsilon
Gabriela DeCicco	Iota Alpha
Tygia DrewHowell	Iota Lambda
Kimia Estrill	Zeta Kappa
Angelica Formica	Zeta Upsilon
Bernadette Freeman	Beta Xi
Sydney Fulmore-Clark	Theta Zeta
Ashley Garner	Zeta Omega
Kelly Garrity	Alpha Omicron
Audrey Greeson	Delta
Kristen Guiley	Beta Xi
Hydeia Hall	Iota Omicron

LaNiyah Houston	Zeta Kappa
Na’Kailyn Jimerson	Iota Zeta
Caitlyn Jones	Theta Theta
Giana-Marie Kleber	Iota Psi
Shelby Lane	Alpha Omicron
Arianna Mann	Iota Zeta
Kaniya Marcus	Eta Delta
Kyra Meagher	Delta Delta
Miracale Miles	Iota Omicron
Brianna Moreno	Iota Chi
Valerie Odom	Zeta Mu
Joel Panas	Alpha Delta
Jasmine Pierce	Epsilon Rho
Trebor Powell	Alpha Omicron
Giustina Regan	Zeta Psi
Madeline Richard	Alpha Omicron
Lilu Richter	Beta Xi
Tracy Riffle	Eta Rho
Murray Robertson	Iota Epsilon
Grace Rodeffer	Beta Eta
Itati Serrano	Iota Alpha
Brianna Shumaker	Iota Chi
Emily Smith	Eta Rho
Kynnady Sparks	Alpha Omicron
Samuel Strent	Gamma Epsilon

Elizabeth Sykora	Alpha
Julia Taylor	Iota Alpha
Dallas Teague	Beta Zeta
Lyx Teets	Alpha Omega
Kayla Thomas	Theta Rho
Morgan Thompson	Epsilon Omega
Katelynn Turney-Rudisill	Beta Xi
Jazmin Valdez	Iota Lambda
Ren Villanova	Beta Xi
Reagan Walsh	Gamma Nu
Andrew Williams	Gamma Xi
Kaitlyn Wincup	Alpha Xi
Faith Wray	Theta Theta
Dafney Ariol	Theta Rho
Iris Ballard	Southwest District
Melissa Bays	Beta Nu
Victoria Blanchette	Beta Xi
Nickolas Bodin	Alpha Theta
Angela Boudoin	Zeta Zeta
Rutha Cayette	Zeta Zeta
Island Dominique	Theta Rho
Andre Harding	Zeta Upsilon
Rachel Harrell	Beta
Jamie Harrison	Alpha Omicron
Clytha Hollins	Epsilon Sigma

Cherrief Jackson	Theta Zeta
Jailen Johnson	Eta Delta
Linda King	Alpha Omega
Xavier Knott	Alpha Omicron
Rhonda McKinney	Zeta Rho
Thea Murphy	Theta Kappa
Bradley Nicely	Chi
Leslie Paucar	Epsilon Alpha
Kathryn Pendleton	Beta Xi
Martinique Shaw	Delta Nu
Amy Smallcomb	Theta Mu
Tracey Stewart	Eta Delta
Arial Taylor	Eta Pi
Lauren Taylor	Beta Eta
Ariant'e Wallace	Theta Gamma
Maren Weinstein	Iota Alpha
Isabella Zamudio	Beta Phi
Christian Adkins	Eta Delta
Venus Anderson	Delta Theta
Jonathan Helmick	Kappa Alpha
Debbie Morris	NHQ

Life Members in Attendance

- Lakeisha Aiken, Epsilon Lambda
- David Alexander, Gamma Omega
- Marissa Archuleta, Delta Kappa
- Deborah Baker, Beta Xi
- Hannah Beegle, Gamma Omega
- Bridgette Bell, Epsilon Omega
- Pamela Bennett, Epsilon Omega
- Gretchen Buchen, Epsilon Kappa
- Harrison Calvert, Alpha
- Sue Carr, Delta Delta
- Renee Cartee, Zeta Psi
- Bev Cohen, Zeta Delta
- Nicole Cook, Theta Psi
- Bianca Crawford, Theta Zeta
- Debra Crawford, Delta Theta
- Jacob Curtis, Omega
- Olivia DeFilippo, Gamma Kappa
- Jennifer DiBenedetto, Delta Epsilon
- Amanda Dickson, Gamma Nu
- Phaedra Dinkins, Zeta Zeta
- Misline Dominique, Theta Rho
- Jason Dornbush, Zeta Nu
- Katie Dukes, Theta Theta
- Dawn Farmer, Omega
- Jared Finkel, Iota Chi
- Christopher Foster, Tau
- Seritta Frazee, Delta Delta
- Leslie Gartin, Zeta Nu
- Ciara Gibbs, Eta Pi
- Christina Gordon, Psi
- Mia Grant, Theta Mu
- Mikayla Guy, Iota Chi
- Indya Hairston, Theta Phi
- David Hammond, Delta Omicron
- Karen Hammond, Iota
- Hannah Harrison, Omicron
- Natalia Harrison, Alpha Omicron
- Tyler Hern, Beta Nu
- Jennifer Hirt Renaud, Alpha Delta
- Alexis Holladay, Eta Omega
- Kathryn Howell, Theta Theta
- Latoya Hunt, Epsilon Sigma
- Evelyn Jones, Beta Nu
- Dr. Kathryn Kelly, Eta Delta
- Barbara Kelly-Hursey, Zeta Psi
- Natalie Kimura, Omicron
- Katherine Langley, Psi
- Stacy Laue, Theta Mu
- Allison Leemann, Eta Gamma
- Jon Leeper, Theta Phi
- Kayla Lennon, Eta Delta
- Misty Lovejoy, Alpha Xi
- Christopher Lukasik, Delta Delta
- Nikki Lyons, Zeta Kappa
- Brian Main, Iota Alpha
- Jonathan Markowski, Delta Delta
- Heather Marshall, Theta Psi
- Ted McCadden, Eta Sigma
- Carolyn McCambridge, Alpha Xi
- Wendy McCann, Tau
- Johnn McCray, Alpha
- Rosalyn McDonald, Theta Phi
- Lyric McVoy, Gamma Kappa
- Cathleen Miles, Epsilon Omega
- Monika Monk, Epsilon Sigma
- Destiny Moore, Eta Delta
- Ivania Morales, Beta Eta
- Caleb Morris, Epsilon Alpha
- Ameenah Muhammad, Iota Pi
- Jean Newman, Zeta Xi
- Wairimu Njoroge, Theta Rho
- Shalyn Nystorm, Theta Xi
- Sara Pascall, Theta Rho
- Erika Pope, Theta Theta
- Theresa Powell, Alpha Delta
- Adrienne Rall, Theta Mu
- Joanna Ramirez, Eta Delta
- Chelsea Rasing, Theta Mu
- Linnetta Ratliff, Theta Upsilon
- Zack Rebarck, Zeta Delta
- Kelsey Reilly, Omega
- Sara Remoy, Psi
- Mikaela Rhodes, Psi
- Mellinna Ridout, Beta Omicron
- Kaitlyn Riggo, Eta Gamma
- Kathy Rodeffer, Beta Eta
- Abby Rogish Bodin, Alpha Theta
- Monnica Rose, Zeta Zeta

- Nicole Sanchez, Delta Eta
- Amber Scott, Theta Upsilon
- Zara Simpson, Beta Eta
- Jessica Smith, Epsilon Epsilon
- Stephanie Taboada, Zeta Upsilon
- Ashley Tanksley, Lambda
- Julia Tordo, Eta Gamma
- Amber Tubbs, Iota Psi
- Keishauna Turner, Epsilon Lambda
- Jennifer Villarreal, Beta Zeta
- LaToya Webb, Epsilon Sigma
- Kathy Webster, Alpha Chi
- Braeden Weyhrich, Alpha
- Leeann Wieser, Omega
- Siobhan Wilkes Bratcher, Beta Zeta
- Lashann Williams, Zeta Mu
- Eireka Wright, Delta Pi
- Kris Wright, Omega
- Tyra Yiare-Holloway, Eta Delta
- Chelsea Zuniga, Alpha

Committee Assignments:

Credentials & Resolutions:

Chairs: Macaylee Allison, NCD Secretary/Treasurer, Mackenzie Murphy, SWD Secretary/Treasurer, Sarah-Faith Mukuna, NED Secretary/Treasurer

Advisors: Kat Howell - NED Counselor, Misty Lovejoy - CVA

Membership

Chair: Johnn McCray - SWD President,

Advisors: Christopher Lukasik - CVA & NED Counselor-in-Training, Nikki Lyons - SED Counselor, Sara Remoy - MWD Counselor

- Delta
- Epsilon
- Theta
- Tau
- Chi
- Alpha Chi
- Alpha Delta
- Beta Nu
- Gamma Epsilon
- Gamma Mu
- Gamma Omicron
- Delta Delta
- Delta Omicron
- Delta Pi
- Delta Upsilon
- Epsilon Sigma
- Epsilon Omega
- Zeta Nu
- Zeta Psi
- Eta Delta
- Eta Epsilon
- Eta Lambda
- Eta Phi
- Theta Delta
- Theta Mu
- Theta Upsilon
- Iota Mu
- Iota Omicron

Programs

Chair: Tyra Rogers - SED President

Advisors: Shalyn Nystrom - MWD Counselor, Dr. Bridgette Bell - NED Counselor, Monika Monk - CVA

- Iota
- Alpha Gamma
- Alpha Omicron
- Alpha Theta
- Alpha Upsilon
- Alpha Xi
- Beta Eta
- Beta Xi
- Beta Zeta
- Gamma Eta
- Gamma Omega
- Delta Epsilon
- Epsilon Alpha
- Epsilon Lambda
- Zeta Alpha
- Zeta Epsilon
- Zeta Iota
- Eta Beta
- Eta Gamma
- Theta Phi
- Iota Zeta
- Kappa Alpha

Jurisdiction & Finance

Chair: Nick Smith - NCD President

Advisors: Dr. Ted McCadden - NED Counselor, Sarah Cervantes - WD Counselor

- Lambda
- Psi
- Alpha Omega
- Beta Delta
- Beta Phi
- Delta Alpha
- Delta Eta
- Delta Phi
- Epsilon Rho
- Epsilon Theta
- Zeta Mu
- Zeta Omega
- Eta Chi
- Eta Eta
- Eta Omega
- Eta Zeta
- Theta Alpha
- Iota Alpha
- Iota Kappa
- Iota Lambda

History & Traditions/Ritual & Regalia:

Chairs: Katherine Kurtz - MWD President, Joanna Ramirez - NED President

Advisors: Chelsea Rasing - SWD Counselor, Tyler Hern - CVA, Chelsea Zuniga, CVA

- Alpha
- Rho
- Alpha Iota
- Beta Omicron
- Gamma Kappa
- Gamma Nu
- Gamma Rho
- Gamma Phi
- Delta Kappa
- Delta Sigma
- Delta Theta
- Epsilon Beta
- Epsilon Kappa
- Epsilon Psi
- Eta Alpha
- Eta Pi
- Eta Sigma
- Iota Psi
- Kappa Gamma
- Theta Sigma
- Theta Theta
- Zeta Kappa
- Zeta Phi
- Zeta Pi
- Zeta Upsilon
- Zeta Xi

Sisterhood & Spirit:

Chair: Jamie Bossenbroek, NCD VPSP

Advisors: Olivia DeFelippo - CVA, Indya Hairston - CVA, Amber Tubbs - CVA

- Xi
- Omicron
- Omega
- Beta Sigma
- Gamma Xi
- Gamma Tau
- Gamma Chi
- Delta Nu
- Delta Xi
- Delta Tau
- Epsilon Iota
- Epsilon Xi
- Zeta Beta
- Zeta Rho
- Eta Omicron
- Eta Psi
- Theta Zeta
- Theta Lambda
- Theta Xi
- Theta Omicron
- Iota Nu
- Iota Pi
- Iota Tau
- Iota Phi
- Iota Chi
- Iota Omega
- Kappa Beta

Nominations:

Chair: Kees Hoek, WD Vice President for Membership

Advisors: Carolyn McCambrige - Past BOT Chairperson, Jenny Renaud - NCD Counselor

- Beta
- Zeta Delta
- Zeta Omicron
- Theta Rho
- Iota Epsilon

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

- Theta, University of Cincinnati, 75 years (05/31/1947)
- Iota, Baylor University, 75 years (2/14/1948)
- Lambda, University of Michigan, 75 years (5/18/1948)
- Gamma Epsilon, University of Miami, 60 years (2/17/1962)
- Gamma Eta, Mississippi Valley State University, 60 years (5/5/1962)
- Epsilon Beta, Texas A&M University at Commerce, 50 years (1/16/1972)
- Epsilon Theta, Georgia Institute of Technology, 50 years (5/12/1973)
- Epsilon Iota, The University of Akron, 50 years (5/27/1973)
- Epsilon Kappa, University of California at Los Angeles, 50 years (6/2/1973)
- Zeta Phi, Louisiana Tech University, 40 years (4/17/1982)
- Zeta Psi, University of Central Florida, 40 years (8/22/1982)
- Zeta Omega, University of Missouri, 40 years (9/11/1982)
- Eta Alpha, Syracuse University, 40 years (12/4/1982)
- Eta Beta, University of North Alabama, 40 years (4/15/1983)
- Theta Lambda, Auburn University, 30 years (5/24/1992)
- Theta Mu, University of Nebraska at Kearney, 30 years (12/5/1993)
- Iota Kappa, University of Virginia, 15 years (4/13/2008)
- Iota Lambda, University of North Carolina at Chapel Hill, 15 years (4/19/2008)
- Iota Tau, University of Texas at San Antonio, 10 years (2/18/2012)

The Credentials and Resolutions Committee charges the 2025 Credentials and Resolutions Committee with the following:

1. Review the report of the 2023 Credentials and Resolutions Committee.
2. Create and verify the personnel report of everyone in attendance at the 2025 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 2023-2025 National Vice President of Communication and Recognition with the following:

1. Create a specific report template for the Report of the Credentials & Resolutions 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.
 - a. Ensure that the documents are accessible and easy-to-read throughout different platforms
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. Continue to work to streamline the committee's processes, to lessen the load on the committee during the National Convention.

The Committee charges the 2023-2025 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.

Respectfully submitted,

Macaylee Allison, Beta Sigma, NCD Secretary-Treasurer, Co-Chair

Mackenzie Murphy, Beta Nu, SWD Secretary-Treasurer, Co-Chair

Sarah-Faith Mukuna, Zeta Omicron, NED Secretary-Treasurer, Co-Chair

Misty Lovejoy, Alpha Xi, CVA, Advisor

Kat Howell, Theta Theta, District Counselor, Advisor

Appendix R: Report of the Membership & Expansion Committee

Committee Business and Charges:

The 2023 Membership and Expansion Committee was charged with the following:

1. Review the report of the 2021 Colonization and Membership Committee.
2. Review the report of the 2021-2023 National Vice President for Membership & Expansion.
3. Review the implementation of Overture and recommend any changes that may be necessary.
4. Review the TBΣ 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 was also tasked with and/or discussed the following:

1. Review Rondo and provide insight into whether you think that project would add value to the Education programs of the Sorority.
2. Use questions from the 2021-2023 National Curriculum Development Committee to help guide discussion of the committee's review of Overture.
3. Evaluate the Sorority's expansion of creating new chapters or rechartering chapters. What are some things we can do to be more proactive in this process?

Committee Organization:

The following documents were used to complete committee work:

- Membership & Expansion Committee Agenda
- 2023 Membership & Expansion Committee Charges
- Membership & Expansion Discussion Notes
- Curriculum Committee Report
- Overture Landing Page on www.tbsigma.org
- 2023-2024 Overture Draft
- 2023-2024 Rondo Draft
- 2023-2024 TBΣ Membership Education Plan Form

The following Delegates were appointed as committee leadership by the committee chair:

- Anna Rice, Eta Phi Chapter Delegate as Scribe
- Jayden Rhodes, Eta Lambda Chapter Delegate as Scribe
- Tyler Ellis, Epsilon Chapter Delegate as Scribe
- Aniah Melton, Epsilon Sigma Chapter Delegate as Time Keeper

Review of the 2021 C&M Committee Report:

The committee reviewed the report of the 2021 Colonization and Membership Committee. All charges and references to the "2023 Colonization and Membership Committee" throughout the report were assumed by this committee due to the constitutional change in the committee's name.

Review the 2021-2023 NVPME (and National Curriculum Development Committee)

Report:

The report of the 2021-2023 NVPME was reflected in the 2021-2023 National Curriculum Development Committee Report and was not submitted as a separate document. As such, the committee reviewed the National Curriculum Development Committee Report in place of the NVPME report.

Review of Overture Implementation:

During our discussion of Overture, the committee used questions generated by the National Curriculum Development Committee. The nature of these questions asked about the pros/cons of Overture, how the implementation or delivery can be improved, and how to provide more efficient or specific resources. Our committee was able to have conversations about many of these questions. The notes from our discussions can be found in the above list of linked documents. The general sentiment of Overture was that while it has great materials that all sisters need to know, it is a little thick of a document. A possible change may be dividing Overture into smaller and more “digestible” content.

Another important sentiment shared by the committee members was the need for collaboration via the use of shared drives, forums, “think tank” sessions, etc. This would be helpful for lesson planning, activity sharing, video archives, probate shows, etc. While some districts may already offer these, the committee noted that the delivery of Overture and the support given for new membership education should be reevaluated.

Review of the 2023-2024 TBΣ Membership Education Plan Form:

The committee reviewed the 2023-2024 TBΣ Membership Education Plan Form. There were no suggested edits to the form at the time of discussion. However, it was noted that members would like to see this form published much sooner in the summer to allow chapter VPMs adequate time to submit their documents.

Review of the Overture Landing Page:

The committee reviewed the Overture Landing Page. There were no suggested edits to the page at the time of discussion. The only point of feedback was to make the passwords more accessible for chapter members.

Review of Rondo:

Rondo is a development of the National Curriculum Development Committee that intends to standardize a continuing education plan for the sorority’s active membership. The committee agrees that continuing education is important. While Overture could be used to refresh active members’ knowledge, additional resources would be beneficial. The committee’s sentiment was that a required “cookie cutter” edition of Rondo would not be helpful as each chapter is unique in what its’ members need to learn or be reminded of. The term “3-in-1 Lego set” was lovingly used to describe the committee’s ideal version of a Rondo curriculum. A wide variety of materials, lesson plans, videos, workshops, etc. would allow a chapter’s leadership team to develop a plan of continuing education that would best serve their chapter.

Similarly to Overture, the committee would also like to see national collaboration for materials that would be used in Rondo. This motif of collaboration throughout the committee's discussion was noted to be held at the district level as well. National, district, and chapter leadership should use the development of a Rondo curriculum to bridge the different levels of leadership to find what works best not only for individuals and their chapters but also for the organization as a whole.

In terms of finding ways to promote chapter usage of a Rondo program, the committee did not have the opportunity to best explore this question. Some supported adding Rondo "MEP" or completion as a FO5 stripe and a small group supported suggesting a change to the national constitution to add continuing education as a regular chapter agenda item.

Review of Expansion:

The committee discussed expansion from the perspective of active members. We looked at different ideas of how we as active members can support the expansion of the sorority. Our NVPME Siobhan mentioned "doing TBS the best you can" is one of the biggest ways that active members can support expansion. The committee also noted that different materials and activities could be developed by the new to be created expansion committee. This committee should also use strategic planning to develop a meaningful expansion plan.

Charges:

The 2023 Membership and Expansion Committee charges the 2025 Membership and Expansion Committee with the following:

1. Review the report of the 2023 Membership and Expansion Committee.
2. Review the report of the 2023-2025 National Vice President for Membership and Expansion.
3. Review and Discuss the Overture curriculum by providing feedback on the implementation, content, and application by chapters.
4. Review and Discuss all Overture resources on the Overture Landing Page by providing suggested improvements.
5. Review and Discuss the Rondo curriculum by providing feedback on the implementation, content, and application by chapters. (if applicable)
6. Review and Discuss the Expansion Plan of the sorority by providing feedback on strategic planning, proactive recruitment, and material development.

The 2023 M&E Committee charges the 2023-25 National Curriculum Development Committee with the following:

1. Review the report and discussion notes of the 2023 Membership and Expansion Committee.
2. Host meetings that cultivate collaboration across the nation by inviting chapter members to talk about different aspects of membership education and expansion.
 - a. Collaborate with both national and district councils to host meetings both nationally and at district levels throughout the year.

3. Overture charges and suggestions include the following:
 - a. Break Overture into smaller, more digestible (or more simple) content.
 - b. Change the wording of lessons to be more inclusive of MCs of all ages or years in school.
 - c. Evaluate the effectiveness of the activities for each module.
 - d. Prioritize connections and bonding between members/MCs.
 - e. Evaluate quizzes to improve effectiveness in benchmark measuring, or find a system to measure MC progress without using quizzes.
 - f. Provide education materials to teach chapter VPMs how to teach the content. (via lesson plans, learning styles training, etc.)
 - g. Assist in creating a national database for collaboration of Overture Materials for all chapters.
 - h. Create teams that will focus on developing resources and support for probate shows, new membership presentations, new members' recitals, etc.
4. Rondo charges and suggestions include the following:
 - a. Pursue the creation of a Rondo curriculum.
 - b. Structure the design of the curriculum to select materials, lessons, workshops, etc. that would best serve the needs of individual chapters.
 - c. Include information and resources in the materials or lessons of Rondo covering topics every chapter is faced with such as burnout, time management, developing participation, DEIA, self-care, etc.
 - d. Collect data (formally or informally) on what weaknesses chapters across the nation have and use that information to develop Rondo lessons.
 - e. Find a method to best promote and encourage all chapters to implement Rondo into weekly meetings.
5. Expansion charges and suggestions include the following:
 - a. Develop materials such as posters/infographics for expansion, interested schools, and petitioning chapters.
 - b. Teach and refine as well as develop personalized information on how to co-exist with KKPsi and other organizations.
 - c. Develop resources on how to verbalize Tau Beta Sigma's uniqueness in comparison to other organizations.
 - d. Develop resources for identifying potential programs for new or rechartered chapters.

The 2023 M&E Committee charges the 2023-25 NVPME with the following:

1. Review the report and discussion notes of the 2023 Membership and Expansion Committee.
2. Create national collaboration boards and file drives for Overture (and Rondo once launched).
3. Collaborate regularly with VPMs at the chapter and district level to find ways to best support members.
4. Develop an expansion plan for the sorority by being proactive in development and planning.
5. Provide information about activities of membership education development and expansion information and be transparent with chapter members about the process.

The 2023 M&E Committee charges the 2023-25 District VPMs/Councils with the following:

1. Review the report and discussion notes of the 2023 Membership and Expansion Committee and find ways to continue these discussions in your home districts.
2. Create district collaboration boards and file drives for Overture (and Rondo once launched).
3. Evaluate the effectiveness and delivery of support meetings, area workshops, district day, sessions, meetings, etc. when supporting chapter members.
4. Collaborate regularly with all of your chapter VPMs to find ways to best support members.

The 2023 M&E Committee charges the 2023-25 Chapter VPMs with the following:

1. Review the report and discussion notes of the 2023 Membership and Expansion Committee and find ways to continue these discussions in your home chapters.
2. Collaborate regularly with and use national and district officers as resources and not as far-off bureaucrats. They exist to support you.
3. Attend meetings or sessions hosted by district councils intended to support you in your role.
4. Develop a meaningful new member education plan and a continuing member education plan. Involve other chapter members in the development process of these plans.
5. Always strive to find ways to better serve your members through membership education.

Gratitude Recognition:

- Thank you to all committee delegates and participants for participating in meaningful discussions. Please take this as an opportunity to continue these discussions in your home chapters and districts.
- Thank you to Nikki Lyons, Christopher Lukasik, and Sara Remoy for supporting the chair (and in turn the committee) during discussions as well as committee preparation.
- Thank you to Siobhan Wilkes Bratcher for supporting the committee and assisting in the expansion discussion.
- Thank you to Erika Pope for trusting the chair with leading this committee.

Respectfully Submitted,
Johnn McCray
Alpha Chapter | Life Member #3996
2023-2024 Southwest District President

P.S. Stay Spicy and Go Pokes!

Members and Participants of the 2023 Membership and Expansion Committee:

Johnn McCray, Alpha Chapter, Southwest District President, Chair
Sydney Reeves, Chi Chapter, Delegate
Simon Leonard, Beta Sigma Chapter, Proxy for the Gamma Mu Chapter
Grace Brandalick, Theta Delta Chapter, Delegate
Tylar Nardei, Delta Omicron Chapter, Delegate
Ashlyn Ludwig, Delta Chapter, Delegate
Rhyshanae Brown, Iota Omicron Chapter, Delegate
Sarah Stevens, Theta Chapter, Delegate
Anna Rice, Eta Phi Chapter, Delegate
Sofia Fortson, Gamma Epsilon Chapter, Delegate
Jayden Rhodes, Eta Lambda Chapter, Delegate
Sunny Cooperstein, Zeta Psi Chapter, Delegate
Tyler Ellis, Epsilon Chapter, Delegate
Aniah Melton, Epsilon Sigma Chapter, Delegate
Marion Heindryckx, Theta Mu Chapter, Delegate
Jane Cohen, Alpha Omega Chapter, Proxy for the Tau Chapter
Lorrie Konopasek, Beta Xi Chapter, Proxy for the Iota Mu Chapter
Molly Scherer, Zeta Epsilon Chapter, Proxy for the Gamma Omicron Chapter
Kate Breaux, Beta Xi Chapter, Proxy for the Alpha Xi Chapter
Angelique Miller, Alpha Delta Chapter, Delegate
Katie Larson, Zeta Nu Chapter, Delegate
Sianni Dixon, Epsilon Omega Chapter, Delegate
Bryan Silva, Theta Theta Chapter, Proxy for the Delta Pi Chapter
Aalaila Jenkins, Eta Delta Chapter, Delegate
Kaniya Marcus, Eta Delta Chapter, Proxy for the Eta Epsilon Chapter
Keemyah Craig, Theta Upsilon Chapter, Delegate
Melissa Hering, Iota Alpha Chapter, Proxy for the Delta Delta Chapter
Nicole Deloach, Eta Lambda Chapter, Participant
Christopher Lukasik, Delta Delta Chapter, Curriculum Development Committee Chair, Advisor
Nikki Lyons, Zeta Kappa Chapter, Southeast District Counselor, Advisor
Sara Remoy, Psi Chapter, Midwest District Counselor, Advisor

2023 Membership and Expansion Committee Photo:



Appendix S: Report of the Sisterhood & Spirit Committee

The 2023 Sisterhood & Spirit Committee was charged with the following:

1. Serve as the judges for the District Spirit Award. Determine the Criteria for the Award, which should include observing participation in all areas of convention. This includes, but is not limited to; singing, cheering, clothing/spirit days, attending Ritual, Music Hour participation, and attending concerts/workshops throughout the week.
2. Review each of the Tau Beta Sigma chants and take time to make demonstration videos to be posted to the “4Gr8rBands” YouTube Channel.
 1. Be prepared to lead the chants in person during separate sessions of the National Convention.
3. Review the Chapter Operations Guidebook and brainstorm suggestions for the addition of a Sisterhood events ideas page(s) as an Appendix document.
4. Create charges for the next Sisterhood and Spirit Committee, as well as for any other applicable individuals or entities.

The Sisterhood & Spirit committee selected the following criteria for the District Spirit Award:

- Participation in the Talent Show and enthusiasm when cheering on other performers.
- Participation in GooseChase challenges.
- Participation in Spirit Day themes.
- Frequent posts on district and chapter social media platforms.
- Active participation and engagement in workshops, sessions, and other activities.
- Friendliness and making connections with other chapters.

Each member of the Sisterhood & Spirit Committee rated districts in each category on a scale from 1 to 5 in order to determine the winner of this year’s District Spirit Award. The committee was advised to consider attendance limitations from travel distance when making these decisions.

The committee practiced the Tau Beta Sigma chants during our meetings and led the chants during separate sessions. We collaborated with National Council members to make sure sheet music was available for all Sisters to reference and recommend that music continue to be made available in the future. We took recordings of the chants at separate sessions which can be posted on YouTube or other social media platforms for future reference. We found that there were variations between how some districts learned the chants. We recommend that Districts review official sheet music when teaching chants and would like the next Sisterhood & Spirit Committee to review the music and determine if edits need to be made to be more consistent.

Our committee shared several suggestions for chapter social events and ways to encourage Sisterhood. This list was condensed into 5 categories:

- **Annual events** such as retreats, lock-ins, banquets, and Founder’s Day celebrations.
- **Planned social outings** such as dinners, picnics, game nights, and letter making.
- **Combined social and service activities** such as baking cookies together to sell for a bake sale or playing music while cleaning a band center.
- **In-chapter meeting activities** such as roses, buds, and thorns, stretch breaks, and themed meetings.

- **Sister recognition** such as passing around a chapter mascot each week, writing notes of appreciation and encouragement, or making small awards for Sisters.

We recommend these suggestions be added as a new Appendix to the Chapter Operations Guidebook. We also feel it would be effective for districts to share social event ideas on their Instagram pages. These posts could recognize the chapter who suggested the social event so that other chapters could reach out to them for more information and encourage cross-chapter collaboration.

The Committee charges the 2025 Spirit & Sisterhood Committee with the following:

1. Serve as the judges for the District Spirit Award. Determine the Criteria for the Award, which should include observing participation in all areas of convention. This includes, but is not limited to: singing, cheering, clothing/spirit days, attending Ritual, Music Hour participation, and attending concerts/workshops throughout the week.
2. Lead the Tau Beta Sigma chants during separate sessions of the National Convention. Make sure sheet music is available for Sisters to reference. Review variations 1 and 2 of the chant to determine if the sheet music needs to be corrected.
3. Review and revise the Sisterhood Appendix of the Chapter Operations Guidebook.
4. Make suggestions for how Districts can promote chapter level social activities through their social media platforms.
5. Create charges for the next Sisterhood and Spirit Committee, as well as for any other applicable individuals or entities.

Respectfully submitted,

Jamie Bossenbroek, Chi, Chair
Shane Joseph, proxy for Xi
Natalie Kimura, Omicron
Jacob Curtis, Omega
Krupa Patel, Beta Sigma
Damien Ehie, Gamma Xi
Emma Rolecki, proxy for Gamma Tau
Kayla Kamp, proxy for Gamma Chi
Elizabeth Blanchard, Delta Nu
Janae Hartman, proxy for Delta Tau
Amira Johnson, proxy for Epsilon Iota
Carissa Kettering, proxy for Epsilon Xi
Tenley Fahey, proxy for Zeta Rho
Mikhayla Henry, proxy for Eta Omicron
Sarah Dillon, proxy for Eta Psi
Sarah Rogers, Theta Zeta

John Fecko, proxy for Theta Lambda
Darnisha Johnson, proxy for Theta Xi
Caitlyn Lucy, proxy for Theta Omicron
Thomas Aranda, proxy for Iota Nu
Nigee Pratt, proxy for Iota Pi
Aaliyah Milledge, proxy for Iota Tau
Jordan Costagliola, proxy for Iota Phi
Aaliyah Thomas, proxy for Iota Chi
Korynna Moncada, proxy for Iota Omega
Diamond Thompson, proxy for Kappa Beta
Olivia DeFilippo (Chapter Visitation
Assistant), Advisor
Indya Hairston (Chapter Visitation
Assistant), Advisor
Amber Tubbs (Chapter Visitation Assistant),
Advisor

Appendix T: Report of the National President

Sisters and Brothers of Tau Beta Sigma,

Greetings in the bond of music and service to collegiate bands! It has been both my honor and humbled privilege to have stood before you in the “City Beautiful,” Orlando, Florida and presided over our 2023 National Convention for Tau Beta Sigma. In the closing remarks of my National President’s Vision Statement in which I presented to the delegation in 2021, I charged each member “*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.*” This biennium, that charge proved to be so important to the shaping of the approach needed by my council and I to complete the necessary work of the Sorority. From changing some of our long-standing processes, to doing all we could to manage the significant decline in Active membership while still pushing forward key initiatives, and navigating major shifts in the staffing of our National Headquarters, our challenges proved to be big and the unexpected was present at every turn. Nevertheless, today I stand before you resolute in what has been achieved over the past two years, sometimes with only just a hope and a prayer, Sour Patch Kids, and a lot of dedication from our league of volunteers. Intentionality has been the name of the game throughout and here are just a few examples, a snapshot if you will, of how this was materialized throughout the 2021-2023 biennium.

A return to in person operations. While we were able to successfully execute a beautifully memorable in-person National Convention and 75th Anniversary celebration in 2021, there still remained the need to continue navigating the ever present COVID-19 virus and the varying versions of what returning to in person operations meant for each chapter and campus. In preparation for the months ahead, the joint National Leadership teams for Tau Beta Sigma and Kappa Kappa Psi, jumped into action to update the *Pivot! Virtual Chapter Operations Guidebook* and make it available for students to review as the 2021-2022 school year started.

2021-2023 Chapter Visitation Program. We resumed the Chapter Visitation Program, where we worked meticulously to bring back as many in person chapter visits as we could. Visit assignments were made during the Fall 2021 semester and I also took it a step further by sharing more information about the program to all Chapter Presidents, Directors of Bands, and Chapter Sponsors. For the first time this biennium, we also were able to offer some of our chapters a hybrid visit experience by having guest speakers from either district or national leadership present educational workshops virtually, alongside an in-person representative who would be on site with the chapter. Though we were not able to conduct as many returns to in person visits as we would have liked, overall, we were able to complete a total of 89 chapter visits during this biennium in some format (in person or virtual), which is more than half of all of our active chapters.

Having the right people in the seats on the work bus will always be important to carrying out the mission of the Sorority. This was executed in two key ways this biennium:

A Call for National Leadership Applications. During the course of the biennium, we made two different calls for applications to fill soon-to-be open District Counselor positions and to strengthen the corps of the Chapter Visitation Assistant (Associate) program. As a result, we were able to appoint 14 new CVAs, along with installing new Counselors in the North Central, Midwest, Southeast, and Southwest Districts.

A Call for Tau Beta Sigma Committee Members. In thinking about the work needed to accomplish the lofty goals of the organization, we identified the need to tap into the many skill sets available within our Alumni and Life Member ranks. This was accomplished by evaluating the work of the steering committees that were already in place from the previous biennium and identifying functioning areas where having a focused group of individuals towards a mission would be helpful. A call for accepting TBS Committee Members was sent out in September 2021 to all Life and Alumni Members of the organization. In this initial pull, we received 75 submissions and were able to place most everyone who applied on one of the eight student facing committees or the five TBSAA Committees. Established student facing TBS Committees for this biennium consisted of:

- Our continued committees:
 - History & Archives Committee
 - Curriculum Committee
 - Health & Safety Task Force Committee
 - Scholarships & Awards Committee
 - DEIA Committee (Diversity, Equity, Inclusion, and Accessibility)

- Newly formed committees during the 2021-2023 biennium:
 - Communications Committee
 - Student Resource Development Committee
 - Music Education & Musicianship Committee

Although the Communications and Student Resource Development Committees did not launch in the way we envisioned and the need for having a continuously active Health & Safety Task force became less imperative, the foundation has been laid to carry on this type of work into the new biennium and I hope that these committees may truly take flight in collaborative and tangible ways. To those of you who are interested and feel as though you have the sufficient time and energy necessary to devote to committee work, I charge you to answer the call for volunteers when the push goes out. For those who have or do choose to answer the call, lean into the commitment and be realistic in what you are able to give back to the Sorority.

Return to In Person District Conventions. The return to in person operations also included exploring what the return of in-person District events, namely conventions, would look like. With there being so many unknowns concerning health and safety, myself and my Kappa Kappa Psi counterpart Jessica Lee were able to consult a number of partners for guidance on formulating cohesive District Convention safety protocols for each convention. In touching base with such experts as Dr. Lori Hart, the Director of Educational Initiatives for our insurance provider Holmes Murphy, we determined that such protocols would include putting into place rapid testing rooms on site, having masks on hand for attendees, ensuring that each convention had hand sanitizing stations throughout the location, setting up quarantine rooms for those who tested positive while at convention, and providing a list of rapid test locations near the convention site to all convention participants. Thanks to these steps and full support from our Active, Life, and Alumni members of the organizations, I am pleased to say that we were able to safely and successfully bring back in person District Conventions!

Strategic Plan 2032. Entering into this biennium, the governing bodies of the Sorority recognized the need for beginning extensive work on a strategic plan for the next 10 years, as 2010 was the last time we had engaged in this kind of work. The process began by asking individual team members, steered by the leaders of each governing group, to share their thoughts on where they would like to see the Sorority by the year 2032. In January 2022, the three groups came together over Zoom and began throwing our “spaghetti at the wall,” as it were.

As conversations were conducted, we asked each group to use the guiding phrases of:

- We strive for...
- We believe that...
- We are committed to...

These guiding phrases helped to ensure that conversations were able to stay on track, while still giving participants the opportunity to allow their thoughts to wander in a constructive way to produce meaningful ideas that could be helpful in crafting the new Vision Statement.

After lots of group brainstorming, sifting through the many ideas for common themes, and having a great facilitator and sounding board in the person of Mr. Tim Greenwell (Past National President for Kappa Kappa Psi), just as our leadership did in 2010, we were able to cultivate and adopt a new Vision Statement during the summer of 2022 (which can be found on tbsigma.org). Even though this vision was crafted by members of the National Leadership, you should know that we look to YOU, our Active students to ensure that we are able to accomplish all of these “lofty spiritual ideals.” I challenge each of you to think upon what that will look like within your chapter operations and as individual Sisters and Brothers of Tau Beta Sigma.

New Membership Reporting System: OPUS - During the Spring semester of 2021, an internal team of volunteers along with the development team from Galvin Technologies began conceptualizing all of what we needed this new system to be able to do. While we had an aggressive goal to have the new system up and running by the middle of this biennium, the development of any new system, especially when it involves technological advancements, can be quite challenging. The scope needed for maintaining the full membership record of every member who has ever come through both organizations, was larger than previously anticipated. Despite the many obstacles presented, including major changes in the personnel working on the project and a costly extension of hours needed to further develop the product, we are now in the very final stages for the official launch of our new system, that has been so aptly named “OPUS” upon a suggestion made by our National VP for Communication and Recognition Allison Leemann. A special thanks to Aaron Moore and Shalyn Nystrom for their dedication in steering and guiding the development of the new system, even here as our National Convention has been in progress. Stay tuned for the launch, as it may be more immediate than you think!

National Convention Preparation. As the middle of the biennium rolled around, the National Council and I began extensive preparation for our National Convention. In planning large events such as this one, there are so many knowns and unknowns present alongside the decisions to be made to ensure that we are able to carry out the business of the Sorority. Sadly, oftentimes the ever-changing world we live in contributes heavily to the unknowns. As the Council, Board, and Alumni Association worked to provide a meaningful and worthwhile NatCon experience for all participants through the programming and activities offered, navigating the radical and rapid policy changes in the state where we were to host our convention proved to be challenging...but a challenge we were willing to accept to ensure the health and safety of all members of the Sorority and the Fraternity. During the months leading up to this convention, we worked alongside our Brothers of Kappa Kappa Psi in releasing a joint statement concerning the location of the 2023 National Convention. When we set out to release this statement, we knew it was important to offer a transparency into our decision to proceed with hosting our convention in Florida, offering the ways in which we intended to ensure that all would be welcome at our event, and share about the groundwork being laid to help guide the consideration of our leadership as we plan for future events. While I feel as though we were able to accomplish all of these things through the released joint statement and our actions taken in the moment here at convention, it would be naïve to not acknowledge the miles still left to travel in making everyone feel included in all that we do. It is in these moments where leaning into our values proves to be even more important and as we are missing so many of our Sisters and Brothers who understandably made the choice not to attend our National Convention this year, I want to acknowledge and uplift their voices until we can come together again and I am resolute in being a part of the change needed to ensure this.

As I mentioned before, this is just a snapshot of things from this biennium and whether just a snapshot or the full body of work, none of this would have been possible without a lot of help from various sources. Many thanks to:

- **To our National Headquarters Staff** - Thank you for your tireless efforts in working to ensure that the needs of our students and the volunteers that work with them are taken care of.
- **To the Tau Beta Sigma Board of Trustees and Alumni Association**, under the leadership of chairpersons Dr. Dawn Farmer and David Alexander, thank you for your continued support in the work we do to enhance the Active student and Alumni member experience. I want to charge each group to continue to find meaningful ways to collaborate with each other over mutually beneficial opportunities for the Sorority.
- **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. I know that it sometimes may feel like a thankless job, but the District Counselor role continues to be one of the most rewarding within the Sorority. Our students are so lucky to have you, as is the National Council!
- **To the Chapter Visitation Assistants (Associates):** You are the servant leaders that our students need. Thank you for devoting your free time and efforts to checking in with our chapters and being the connection that we need to help them grow.
- **To the 2021-2023 District Presidents:** It has been a pleasure going on this presidential journey with each of you and seeing you each lead your districts, even those of you I've only had the privilege of working with for the last five months and into this National Convention. I am grateful for our real talks, for the chance to watch you have that "ah-ha" moment in your leadership development, for our presidential selfies, and the spark of pride I see in the eyes of your Counselors as they watch or have watched each of you lead. I cannot wait to see what each of you will continue to do both in life and in Tau Beta Sigma!
- **To Jessica Lee, 48th National President for Kappa Kappa Psi:** Thank you for being a wonderful collaborator, confidant, and partner in the work we have done for the Sisters and Brothers of Tau Beta Sigma and Kappa Kappa Psi. Knowing that you are supported and looked after by your fraternal counterpart and that there's one person during the two-year leadership cycle who can uniquely understand what it means to be "the face" of an organization has been amazing and reaffirmed the importance of both the Sorority and Fraternity to each other. With so many commonalities shared between us (Same birthday, both percussionists, both the 3rd of our kind to hold these respective offices), I don't think we could make any of this up, even if we tried and dare I say, that our presidential pairing was just simply meant to be. Thank you for being willing to go into the arena for me time and time again and know that I will always do the same for you. Always remember "Good Morning, sunshine!"

- **To Dr. Kathryn Kelly** – You may consider yourself to be “The flyest PNP” out here, but to me you’ll always be my whisperer. Somehow you always know when I need a mid-day boost of Kelly whether through an “I was thinking about you” or “I hope you have a great day today,” or “who do I have to fight for you today?” I know I would not be where I am in this organization had it not been for that fateful after hours work call where you said “hey, I want you on my team, I think you would be great.” I love the way you give so unselfishly and how you are determined to have an impact on your community and our Sorority in meaningful ways. While some pretend to be servant leaders, you walk the walk and challenge others to do the same. I am so lucky to have a Kathryn Kelly in my corner rooting for me, checking on me, and ready to go into the arena with and for me. Thank you for believing in me and for reminding me that it’s okay to dream and to dream big!
- **To Chris Gordon** - I know we don’t get to chat all the time, but I know that you are in my corner and have continued to be throughout the years. I am so grateful to have someone who I know I can pick up the phone at anytime or shoot a text to when I just need help in making sense of all the things that sometimes don’t. Thank you for letting me be one of your people and for always being one of mine.
- **To Adrienne** – Thank you for being a constant support for the Sorority and for me. Throughout the years, we have referred to each other as our TBSigma Life partners, because we have been on nearly the same trajectory in uncannily identical ways. I am so thankful to have you as one of my people and that I have gotten to be one of yours. You have always been a text or call away as a soundboard, brain trust, or sometimes empath for just about any situation. I love how I’ll get a random text in the middle of the day that is “hey do you have like 10 minutes,” and then 10 minutes turns into an hour because biz talk turns into friend and family talk. I am grateful for all that you have done for us this biennium, especially the large and gigantic service needs that you have fulfilled and have “volunteered as tribute” to undertake. I can’t wait to see what you will continue to do for us in your new role as the Vice Chair for the Board of Trustees and I will continue to be in love with us!
- **To Lia (LaFollette)** – My college and beyond ride-or-die. Since crossing into this organization together in the Fall of 1999, we were and often are “the only two” in most every situation we find ourselves in (i.e.: Persons of color, women, etc.). I am so lucky to have you on this journey, as you have truly been a constant source of support. You remind me to have a good time and to not take myself too seriously, whether it be a fun musical event that we either get to experience or create together (such as Bonnaroo during the summer and any given gig night in Arkansas we have with Big Dam Horns) or just the random text you’ve sent where you say things like “You will be alright. You are the TBS Michelle Obama. Keep it poised, girl!!!” Thank you for always being there, I am honored that you let your son call me Aunt Erika and I can’t wait for our next big adventure.

To this incredible National Council that I have had the opportunity to be a part of:

- **Allison** – How do you do all that you do? For as long as I have known you, you have never been one to just halfway do anything and taking on the role of NVPCR has been no exception. In fact, I would go a step further and say that you are probably the hardest working NVPCR that the Sorority has ever had. Good luck to the person who must follow you! From expertly managing our Social Media handles and making them even more aesthetically pleasing, creating more campaigns to help recognize our students and volunteers on a more regular and meaningful basis, and even taking on opportunities to help put Tau Beta Sigma on the recognition signal outside of our organization, your ability to “see an ideal and to follow it wherever it may lead you in Tau Beta Sigma,” has been on full display. I am so grateful for your leadership, for your willingness to be a champion for all of the initiatives of the Sorority, and for continuing to be the model for what hard work and dedication can produce. Here’s to more hotel room picnics, paper plate charcuterie boards, and rain storm frolics (but only for you).
- **Leslie** – You are one of my favorite Women in Music and it should come as no surprise, that this biennium you leaned heavily into ensuring that we had 14 fantastic nationally sponsored Women in Music Speaker presentations. Somehow, you managed to make this particular series reflect the diversity that is on display in our Sorority and I am so proud of you for working to make that happen. Your thought and care to all things National Programs has shined through in all that you have done and I hope that you feel a sense of accomplishment. Our friendship throughout the years has been one of my favorite parts about being a Sister of Tau Beta Sigma and a member of the National Leadership Team. Thank you for being such an amazing ambassador for our values and for thinking of me as family. Okay, I guess you can come to the Pope family Thanksgiving this year!
- **To LaToya** - I know I have told you this several times throughout this biennium, but choosing to appoint you as our National VP for Professional Relations was the one good decision that I made for the last two years. Traditionally and maybe even arguably, deciding who you would like to appoint as the VPPR is the very first really big decision you make as VPME/President-Elect, in those final months leading up to the National Convention in which you will elevate into the presidency. I vividly remember the Zoom call I set up with you, to try to get a feel for if you would be the right fit for this position. The call itself maybe lasted about 25-30 minutes, but within that short interaction, when you uttered the words “I think it is important for me to be present in all that I do,” I knew that you were the best fit for this role and that you were about to bring something special and necessary to the National Intercollegiate Band that we haven’t experienced before or in a very long time. Thank you for the vision and energy you have brought to the NIB and I can’t wait to work with you next biennium in this regard.

- **To Siobhan** – As we started this biennium, I remembered quoting that I wasn't sure the world was ready for the Erika/Siobhan tag team, but that's exactly what they were getting and to buckle in. It has been said that the toughest job on the National Council is the role of the NVPME (AKA-First VP) and I believe that within these last two years, this sentiment may have been heightened. It was not a normal two years, in that more assistance was needed to assist our chapters in continuing to heal from the “panoramic” (as you sometimes like to call it). Sometimes this meant a re-education or even education on basic chapter operations and lots of midday video or text chats, phone calls to Directors of Bands, Sponsors, and students. I am so grateful to have had you in the front passenger seat, ready to take the wheel when necessary.

Throughout it all, I have continued to 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. You had a clear vision as to what you wanted to bring to this office and found ways to reinvigorate the work of the Curriculum Committee, while still managing to launch new resources as springboards for future district and national leaders. Now, here we are two years later and I can say that today is the day that I have waited so many years for. In a serendipitous way, I have been on your journey about as much as you have been on mine and I am so thankful to have a front row seat. From being at your initiation in 2007, to having the chance to be one of the two Southwest District Counselors you interacted with as an Active student, I knew then what everyone knows now, in that you were something special. Thank you for all of the life that you have brought into Tau Beta Sigma and from the gal who's been just a two-year placeholder for something and someone greater, I am so excited to see what National President Siobhan Wilkes Bratcher will do these next two years!

- **To my extended musical families** – The Big Dam Horns and Raneem Iman with Better in Color. I am so grateful for the musical experiences that I've been able to create with you, but more importantly I am thankful for your patience and for all of the times we may have had to say no to a gig, because I had to go travel on behalf of the Sorority. You understood how important this work was to me and let me do the thing wholeheartedly, always welcoming me back when my availability permitted. Thank you and I can't wait to really kick into all that our musical futures will hold.
- **To my family** – I am so thankful to have you with me here in Orlando. With the exception of Taressa, I know truly understanding what this organization has meant to me may not have been obvious to you at first glance, but you have continued to be supportive and allowed me to commit a lot of my time and energy into this work. Thank you for leaning heavily into this path of leadership that I have taken and being the loudest people in the room, cheering me on.
 - **Daddy** – You are the best father and grandfather that we could have ever asked for. Thank you for instilling in me a sense of hard work, duty, and yes, I suppose we cannot deny that you gave me your good looks too. I am honored to have had the chance to welcome you into the bond this week.

- Kira – Believe it or not, my obsession with all things band can be attributed back to you and I say thank you. I know for you, band was just a thing you did in junior high and high school, but you paved the way for Taressa and I to find something that we could be passionate about. When I stepped into this role as National President, I wondered how I could do this so soon after losing Mommy unexpectedly. Even though she couldn't be around to see me do this on earth, it dawned on me that maybe she's been here this whole time and chose you as her proxy to see me through to the end. Thank you for being all in on this last lap of the journey and I am honored to have had the chance to welcome you too into the bond this week.
- Taressa – You're the number one person I have to thank for all of this. So again, I say, if you like me, then thank Taressa and if you don't like me, blame Taressa (lol). I am grateful for your interest in making friends in college, coming home and talking about "this cool group of people I get to serve the bands with," and for sharing your passion for college band with me. Little did either of us know what the seeds you planted all those years ago, would grow into.

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 continue to prove that every day. The road ahead will be challenging, but understand that in order for us to be here, YOU have to be here. Prepare to go be great by taking the time and making plans for your chapter's success. If this means setting up a Zoom or in person focused strategic planning meeting or reaching out to ask for help, then do it. Your National Leadership Team is here to help you be successful, because when you succeed, we all do. As I've been preparing this report and reflecting on my time as "the face" of Tau Beta Sigma, so many have asked me the question "what do you think your legacy will be?" This is a question that has always puzzled me throughout the annuals of time and I often wonder why it is even asked. How does a person respond to such a question fully and sincerely? In shaping my own take as to what to say, I thought to myself "Well...I didn't start a new national campaign, I haven't authored any student resource guidebooks, or developed any new educational programs, but what I can say that I did or I strived to do, is to show up and do the work, even in the times when it was hard." I want to say thank you so much for entrusting me with the huge responsibility of leading our National Organization and I want to wrap up how I have closed all of my previous reports for each of the elected Tau Beta Sigma VP positions. Remember to...

Love the band...
Love the music...
Love each other!

Respectfully Submitted,



Erika L. Pope
39th National President of Tau Beta Sigma
Theta Theta Chapter – Life Member #2610

Appendix U: 2023-2025 President's Vision

I've thought about what my vision would be as national president of Tau Beta Sigma often over the past few years, but when I sat down, I had a loss of words. But being at our national convention and collaborating with our members, it has become so clear to me.

The following two years will be a cross-country road trip filled with sights, stops, and maybe a flat tire. However, we will do it together, so I hope you are ready for the ride.

We have a legacy north star guiding the heart of our organization: "Tau Beta Sigma, For Greater Bands." When our founders set forth our purpose over 75 years ago, we knew that our organization had a distinct role in the band world, and our purpose is the anchor point to all that we do. As we move into the next biennium, we must be purpose-driven and ask ourselves: "How will this action be for greater bands?" Mary Shelley, the author of *Frankenstein*, once said: "*Nothing contributes so much to tranquilize the mind as a steady Purpose—a point on which the soul may fix its intellectual eye.*" Each of us plays a unique role in this vision/ purpose, and what we do in our individual roles has a ripple effect on those around us. I hope that in the next two years, the programming we facilitate on the chapter, district, and national levels constantly reflects who we are: Tau Beta Sigma, For Greater Bands! I challenge you- from MC to our oldest alumni- to think deeply about what the founding vision means to you and how you can activate it daily.

My foundational goal is to provide a meaningful and worthwhile experience to all [Membership Candidates to our Oldest Alumni] engaged in TBSigma work. This goal starts with our connection to the purpose of TBSigma, our shared values, and how we are connected through the service we provide. When you feel that you belong, realize your connections with others, and have the resources and support to lead in your community - you will thrive in TBSigma. As we connect to our values, we will see our connection to each other. That our biases will be challenged, and you won't be afraid to connect with sisters who look different from you or have a campus culture different than yours. Music is our common tie, our shared values strengthen the connections we have for each other, and these are essential truths about who we are as an organization- we must break down the physical and implied barriers that exist between our chapters. As your National President, I will work with you to find value in our work and create a community of Sisters who love each other and what they do.

Over the past two years, we worked to dream big and re-envision where TBSigma will go over the next 10-75 years. With this refined vision statement, we will steer our goals for the next two years to create a TBSigma that we all are proud of. The parts of our vision and mission will be manifested through our work:

We will provide exceptional service to our bands and bring music to our community through national programs.

We will love and care for each other as the 5& 8 compel us to by uplifting women in music, cherishing and elevating the diversity of our membership, and providing an inclusive environment for all. Full Stop.

We will lead our bands, chapters, and communities together and be a leader in the collegiate band world and among our peers in other music fraternal organizations.

We will see and understand the inherent value of our membership in TBSigma as we begin as new members through our decades of alumni life.

We will show up, engage with each other, and fight for our friendships and the sisterhood that we all hold dear.

On my first day working at a hotel, I sat in the executive meeting room, and a sign was posted on the wall above the projector where the executive leaders often reviewed budgets and joined meetings. The sign was nothing fancy, but its writing was impactful and challenged our leaders when they got stuck during tough meetings. It said: "Be Bold and Do Things Differently." This quote has resonated with me and stayed with me for the past 12 years of my career and especially drives me as I lead in Tau Beta Sigma.

As we move into the 2023-2025 biennium, we must be bold and do things differently. We will challenge our actions and thoughts regarding their connection to our mission and values.

We will dare to leap into the unknown as we take on new roles, responsibilities and take on the work to realize our vision.

We will lead with our heads held high and boldly go into spaces and places that challenge our thoughts and comfort.

We will make space for collaboration with our student leaders and do things differently to fit the needs of our current and future leaders.

In closing, as we move boldly from this convention to our bands and communities, I want to charge our student leaders, alumni leaders, and national leaders to Do it Big! Love big, serve big, and lead big. We will do it big together.