



The following Executive Board 2018-2022 Reports are included for your information. Please review and bring your questions to the Convention.

|                                                                 |         |
|-----------------------------------------------------------------|---------|
| President – Sis Jean Hruby                                      | 4 pages |
| 1 <sup>st</sup> Vice President – Bro Robert Podharsky           | 1 page  |
| 2 <sup>nd</sup> Vice President – Sis Maryann Fiordelis          | 2 pages |
| Secretary – Sis Lynda Filipello                                 | 1 page  |
| Financial Secretary – Sis Allison Gerber                        | 2 pages |
| Treasurer – Bro Robert Barcal                                   | 1 page  |
| Education Director – Sis Susan Bares                            | 2 pages |
| Foundation Director – Sis Meribeth Tookes                       | 4 pages |
| Membership Director – Bro Joseph Placek                         | 4 pages |
| National Physical Directors – Sis Kathy Barcal<br>Sis Pat Satek | 3 pages |
| Public Relations and Marketing Director<br>Bro Caleb Conrad     | 2 pages |

# 2018-2022 AMERICAN SOKOL EXECUTIVE BOARD ANNUAL REPORTS TO THE CONVENTION



## **President Report - 2022 National Convention Submitted by: Jean Hruby**

The last four years has been extremely different, yet very much the same. An obstacle was thrown in our path, and we had to deal with challenges through a time in this world that we haven't seen in at least 80 years. The majority of our Units have never had to shut down due to a pandemic, and nationally, we too, have not experienced this level of crisis management. However, as we always do, American Sokol rose to the challenge and together we made it through the storm.

Despite the two-year shutdown, we accomplished many things. I was very active from the start of 2018 until the pandemic hit, and then continued to look for ways to keep American Sokol strong. I am highlighting specific events from the past four years. Complete reports of each month are included in the minutes of the Executive Board and Board of Governors, Director's Newsletter and American Sokol publication articles. I continually serve on boards and participate in the following organizations:

- President – World Sokol Federation through 2024
- Sokol, Museum & Library – member and liaison
- Attend Central District Skills Clinics every year & the Instructor School in Chicago area
- Sokol Stickney member and participant
- Central District Annual meetings and events
- Prepare articles for American Sokol and Director's Newsletter publications
- Prague Sister Cities Committee - attend monthly meetings, attend and organize events
- Czech North American Chamber of Commerce – Chicago Chapter: Secretary
- American Friends of the Czech Republic – represent American Sokol as a supporting organization
- Czechoslovak Legion NGO – Brno: Founding Member
- Consulate General Office of the Czech Republic – events and support
- Local Chicago Czech Organizations – Bohemian Lawyers, Czech Allied Org. Moravian Cultural Society and United Moravian Societies.

### **Highlights from 2018 - 2022**

#### July/August 2018

- Attended reception for Czech pilot traveling the globe in his Czech Airplane stopping in Czech cities, under the project from the Czech Ministry.
- Attended Czech Allied Org. Picnic (Chicago)

#### September 2018

- Attended the Czech Centennial Gala in Chicago (100<sup>th</sup> Anniversary of Czech Republic) and received a recognition award.
- Participated with Central District – pulling a plane at O'Hare Airport to support Special Olympics. (That was fun... except the attempt to walk back to the parking lot, avoiding the bus line and ending up around the whole airport. Bob Barcal, I took your lead.)
- Worked with Czech Consulate office in Chicago to organize the connection with Anna Chlumsky for the 100<sup>th</sup> Anniversary Celebration.

#### October 2018

- Closed out 2018 Prague Slet Tour Financials.

- Attended Central District Track & Field Meet
- Attended Moravian Day (Chicago) Events
- Continued to clean out the National Office
- Spoke at Czech Republic 100<sup>th</sup> Anniversary Celebration event in Northbrook IL
- Participated in Tree Planting event for the Czech Republic Anniversary at Univ. of Chicago
- Attended Czech Republic Anniversary Celebration in Washington DC
- Attended Sokol Detroit 100<sup>th</sup> Anniversary event.
- Attended and spoke at the ASO Development Conference in Chicago

#### November/December 2018

- Attended Central District Volleyball Tournament & Sokol Spirit Spaghetti Dinner
- Attended Bohemian Lawyers Christmas Toys for Tots Dinner

#### January/February/March 2019

- Organized Executive Board Retreat in Chicago Feb. 2019
- Attended Central District Exhibitions
- Established the National Honor Guard – and Bro. Polashek attended and received official training, certification in Prague from the official Sokol Straz in Czech Republic.

#### April/May/June 2019

- Attended Sokol Los Angeles 110<sup>th</sup> Anniversary
- Attended Welcome reception for new Consul General of the Czech Republic in Chicago Jaroslav Kanturek
- Attended Bohemian Lawyers Annual Banquet – returning the plaque I was able to hold for my year of honor.
- Attended T.G. Masaryk Czech School – final day performance and picnic
- Sat on a panel – speaking at the SVU Conference in Chicago at the former John Marshall Law School focus on non-profit Czech organizations
- Attended Sokol USA Slet in Buffalo
- World Sokol Federation meeting at Sokol USA Slet in June
- Attended Instructor School several times, gave students a tour of the office, and bought them McDonalds
- Attended Czech Days in Wilber, NE. Met with Sokol Wilber, and Sokol Crete. Judged the Miss Czech/Slovak Pageant.
- Attended Czech Allied Picnic in Chicago

#### September/October 2019

- Worked with Manifest Films to film part of their trailer in our offices. (Documentary Film for PBS)
- Oct. 8<sup>th</sup>, Attended the 1<sup>st</sup> annual Sokol Day of Remembrance in Prague participating with the Czech Sokols.
- Czech Sokol Straz – received a private tour of the Prague Castle, climbed the 300 step tour with them, and worked on official World Sokol and American Sokol Honor Guard program.
- Met with Filip Syr, National Archive Museum of the Czech Republic, in Prague regarding his research project to archive “sounds” of Czechs abroad. He also was able to take the 2018 Sokol Slet books and send them to us. They are still available and for sale at the ASO National Office.
- World Sokol Federation Meeting held Oct. 9<sup>th</sup>.
- Attended Bohemian Lawyers Christmas Toys for Tots Dinner

#### January 2020

- Worked on Sokol Trip to Wilber for Czech Days in 2020

Page 2 of 4

#### February/March 2020 - Covid

- Immediate HOLD on all events and planning
- 2021 Slet on HOLD – Wilber Czech Days ON HOLD – Czech and Then Some (sokol KHB band) ON HOLD they were to be coming this spring. Sokol Slovenia Slet 2020 ON HOLD. WSF on HOLD.

- The Covid-19 hit and all national efforts turned toward the next step.

#### April/May/June 2020 - Covid

- Efforts begin working with HR Committee on how to manage hired people, and paid contractors.
- Efforts begin to assist Units reducing membership dues to assist with the losses due to Covid-19.
- Began working with Brother Denis Spanek on an Arts Heritage Program to create a new program that Aso can use to raise funds without needing membership.
- Communicated globally with World Sokol Federation organizations on what everyone was doing to deal with the pandemic situation.
- Met with NCSML President Cecilia Rokousek regarding SML and collaborating regarding the ASO archives..

#### July/August/Sept 2020 - Covid

- Arts Heritage Program Posters and artwork finalized
- Working in the National Office daily – teaching remotely during Covid.
- Official ASO 2021 Slet Postponement sent out
- Worked with Maryann Fiordelis on Open Arms committee to begin efforts to have a national plan and committee that would address diversity and inclusion.
- Czech Sokols launch new Marketing Campaign – we are allowed to use any and all of their marketing ideas/logos, etc.

#### October/November/December 2020 - Covid

- Sister Jara Dusatko, Sokol San Francisco received the Gratis Agit Award from the Czech Republic.
- Commemorated Sokol Memorial Day Oct. 8<sup>th</sup>
- Met with Czech TV Reporter in the Sokol Office regarding Covid and how it was impacting our Units.
- Efforts begin with Board of Governors to ask for financial assistance from the Eisenstein Fund to help with Covid Relief – Meg Novacek spearheading the process – became a huge success for us.
- Started Town Hall Meetings for Sokol Presidents – to be a forum for them to get information and discuss happenings.
- Processed the Sokol Seal donations and reports.
- HR Committee handling – unemployment benefit issues, next steps for needs in the office for support.

#### January/February/March 2021 - Covid

- Continuing to work in the office one day a week.
- Processing Seal Donations
- Still processing Arts Heritage Program
- HR Committee discussing future employment needs – secretary or admin
- Discussed ideas for Educational Department to initiate during Covid. ON-line education: book club, exercises, Sokol/Czech topics of interest

#### April/May/June/July 2021 – Covid

- Attended and spoke at Rome Milan Memorial
- Anna Cookova, Sokol Milwaukee, starts Educational on-line class
- Begin working on Convention Kits.
- Met with Dagmar Bradac, Czech specialist and Librarian to evaluate our archives and present a proposal for sustention.
- World Sokol Federation met to discuss how all organizations are doing during the Covid crisis.

Page 3 of 4

- Met with Czech Consul General of Chicago – Jaroslav Kanturek in the office, he was able to see the results of the Ministry donations to our archives, and we discussed his interest in the Honor Guard and Arts Heritage Program.

#### January/February/March/April 2022

- Arts Heritage Program voted out and I will take it to another organization
- National Archivist Filip Sir returning in April. If possible, he will do a presentation to public on his work.

- Czech Sokol Celebrate 160 years in February. Will we do an event in 2025?
- Continue to work on Convention documents and logistics.
- Speaking at a production online – on the life of Marie Provaznikova – April 10<sup>th</sup>.

Through the events listed, one may think there was no pandemic because throughout the ordeal, we continued to work hard to either improve our organization or help alleviate the pain of the crisis we were facing. Our National Boards were able to lead and work tirelessly attending more meetings during the pandemic than if we hadn't one. I am very proud of the work that was accomplished during this most difficult term of office. Although we didn't have any events, we did have the pandemic and that alone was an event. Our officers worked hard to find the right way to give back and help our Units survive. Our officers discussed progressive ideas and hashed out difficult decisions. I salute our successes and I wish the next board the wisdom, prayers and desire to be able to take what we know as Sokols to the next level. Always be kind and know we are working towards the same goal.

I am Sokol! We are Sokol!

*Ať žije Sokol* – Long Live Sokol Respectfully and  
with a final...

*Nazdar!*

AMERICAN SOKOL  
FIRST VICE PRESIDENT 2018-2022 REPORT TO THE CONVENTION  
ROBERT PODHRASKY

In my position of First Vice President of American Sokol I

- Attended 90% of the monthly American Sokol Executive Board Meetings
- Attended one American Sokol Executive Board developmental conference
- Attended specially called American Sokol Executive Board Meetings
- Fulfilled the specified duties of the American Sokol 1<sup>st</sup> Vice President
- Used my historical knowledge of the Organization and the function of the Executive Board to provide continuity to the operations of the organization.
- Used my knowledge of and experience with many Sokol Units both in the United States and Internationally to provide informed leadership to American Sokol.
- To use my business experience to help guide the American Sokol in a businesslike manner.
- Serve on committees as needed to address specific issues such as SML, Units in Distress, etc.
- Managed the American Sokol Database
  - Re-enrolled all users through the Blackbaud ID system which provides an improved level of access security to the database.
  - Set up database structure to support youth membership records.
  - Imported existing youth members records into database
  - Enrolled youth database administrators.
  - Provided email and post office mailing lists for publication distribution.
  - Created billing invoices for annual adult membership billing.
  - Managed monthly database backups.
  - Assisted users when requested.
  - Assisted users with information and issue resolution when requested
- Participated in Membership Committee meetings as Database Administrator

## **AMERICAN SOKOL 2<sup>nd</sup> VICE PRESIDENT 2018-2022 REPORT TO THE CONVENTION**

It has been my honor and privilege to serve as American Sokol's 2<sup>nd</sup> Vice President these four years. Much of this time has been unprecedented due to COVID where some hard decision had to be made. But we survived; now we face the task of strengthening our Units, District and National to become a stronger, viable organization once again.

### **FUTURE SOKOL LEADERSHIP FUND**

I was appointed to be the Administrator of this fund by our Financial Secretary after the 2018 Convention voted to have the budget cycle would be based on a calendar year. I currently still hold this position. In 2019 thanks to the pursual of Bob Barcal, AS Treasurer, it was decided to move the FSLF to an investment account with the goal of bringing this account to an endowment level of \$250,000 by 2022. This fund ended 2018 with \$142,062 and 2021 ended with \$195,235. Not there yet but will continue working on growing this fund.

In 2020 revised the FSLF SOP to indicate we are now on a calendar year fiscal cycle as approved by the Convention. Several areas of the FSLF usage were updated to include under 1. To secure translations of the great library of Sokol literature and have them published or **preserved**. 2. To obtain the assistance of professionals to teach us how to teach or to become more knowledgeable in Sokol ideal areas (**fitness, education, cultural, social**). 9. To support conduct of National Sokol Summer Camps by: (1) subsidizing the general expenses of the conduct of National Sokol Summer Camps and/or (2) subsidizing the payment of registration fees for individuals attending National Sokol Summer Camps **or other fraternal organization ones**.

Due to COVID, many expenses were not incurred during 2020 and 2021. These expenses are as follows: 2018, \$11,588; 2019, \$14,958; 2020, \$4,000 (Merit Award only); 2021, \$1,093.81.

We need have a successful fundraising campaign throughout 2021 bringing in a little over \$5,300. As we begin to be more active in 2022, we need to concentrate on better preparing our youth to qualify for the Merit Award so that all six awards can be distributed. This will take cooperation with the Unit and District Education and Physical Directors to provide opportunities for their volunteer work.

### **RISK MANAGEMENT**

#### **➤ SAFESPORT**

I have led our Risk Management Team for all four years. Our first goal was to develop a viable American Sokol SafeSport protocol. This protocol was approved by our Executive Board in July 2019, Updates to this protocol as well as training instructions and forms have been continually updated as needed. The Executive Board agreed to reimburse Units for their volunteers who take SafeSport annually as well as has a valid background check documented the amount of \$36 per volunteer. For 2019 and 2020 I processed reimbursement payments from 16 units and National Executive Board for 98 volunteers. Due to COVID and lack of Unit activity there were no reimbursement processed in 2022

#### **➤ INSURANCE NEEDS FOR 2021 SLET**

We sent the Slet Committee information on what American Sokol currently has as well as what was carried for previous Slets. Due to COVID the 2021 Slet ended up being cancelled until 2025.

### **HUMAN RESOURCES**

#### **➤ NATIONAL OFFICE PERSONNEL**

In 2019 we began looking for who and what type of personnel was need to staff the National Office. In 2020 a decision was to hire a part-time Administrative Assistant and began the interviewing process. With the onset of COVID it was decided not to hire anyone but that several local Executive

Board members would come in periodically to handle clerical matters. A decision to wait until the new Executive Board was in place and then decide if we should again pursue an office person.

In 2021 brought on a consultant Library/Archivist to review what we had in our National Office and how to best preserve our history. The contractor indicated that many steps that had been taken by our Education Director were good ones.

➤ **COVID**

In 2020 with COVID being at its peak we had the task of developing a smooth transition to close our National Office. In this process we terminated all Office personnel and cancelled all stipends. This was deemed necessary as the Board of Governors cancelling/reducing dues which greatly reduced American Sokol income.

During this time we also distributed some helpful hints on what Units need to prepare for on the reopening of the gym programs and Unit activities.

**ANNUAL DIRECTORS NEWSLETTER**

➤ **FINANCIAL EDITION**

Following the SOP for this Annual Financial Edition of the Newsletter I send out reminders to all involved in the edition, reminded all of due dates and reviewed reports for consistency. In 2019 it was a bit of a challenge as this would be the first edition going from July-June fiscal year to a calendar fiscal year. This caused some roadblocks so the edition ended up being later than anticipated.

In 2020 the Executive Board decided to make this Annual Newsletter into two parts: financial and annual reports from all Board members. Since we no longer had a Directors Newsletter Editor we needed someone to produce the report once all reports were in. Thanks to Alex Novacek for stepping up to the plate and handled this for 2020 and 2021. The 2020 edition went out on time and we are currently working to meet our 2021 deadline.

Respectfully submitted,  
Maryann Fiordelis, 2<sup>nd</sup> VP



## American Sokol Secretary Four-Year Report 2018-2022

2021 was an interesting year for American Sokol and my position. It is difficult to accomplish a lot due to the restrictions placed on us during this “pandemic”.

We did establish a quarterly publication and I volunteered to do this since we were trying to save money. We reduced so many membership fees, we had to cancel the Slet and other fundraising events.

I also continued my chairmanship of the Honor Guard and am pleased that our annual Seals fund raiser was able to support three members traveling to the Czech Republic for official Straz (Honor Guard) training under the leadership of Teddy Polashek. Our most current Seals pictured their last day there along with other Czech Guard events. (We have a few of these seals at our office if you need more).

My secretarial duties include the minutes of each Executive Board meeting and the Board of Governors meeting which I did fulfill.

These past almost four years has been interesting serving with such a variety of personalities. May the next executive board meet their challenges with cooperation and dedication to the growth of this organization.

Sincerely,

Lynda Filipello

## FINANCIAL SECRETARY 2018-2022 REPORT

It has been my pleasure serving as Financial Secretary for the past 4 years. It has given me the opportunity to communicate with the units, hear their concerns, and work with them and their database listings. This is not a financial recordkeeping database. It does calculate the annual billings, but does not record payments made. Each year I setup spreadsheets to reflect the owed amounts and with the help of the Office personnel, who sent me word of when payments were received, I was able to keep track of what was owed. I furnished a quarterly report form each year to the units to use when submitting quarterly payments for new members. The intent was also for the units to have a visual invoice for their records. Below you will see the annual count of Adult members per unit taken on March 31 of each year. It was after this date in 2020 that many units were forced to close, so the decline of numbers didn't show up until 2021, however, by then, some Units were already open, but operating on limited occupancy rulings per their locale. I thank all the Unit Financial Secretaries for their hard work. They really know their members. Allison Gerber

|                   | <u>Voting</u>       | <u>Non-Voting</u> | <u>Voting</u> | <u>Non-Voting</u> | <u>Voting</u> | <u>Non-Voting</u> | <u>Voting</u> | <u>Non-Voting</u> |
|-------------------|---------------------|-------------------|---------------|-------------------|---------------|-------------------|---------------|-------------------|
| Baltimore         | 34                  |                   | 27            |                   | 25            | 14                | 23            |                   |
| Cedar Rapids      | 62                  |                   | 60            | 1                 | 50            |                   | 43            | 2                 |
| Ceska Sin         | 59                  | 23                | 59            | 26                | 59            | 25                | 56            | 17                |
| Chicagoland       | 54                  | 17                | 52            | 16                | 47            | 13                | 45            | 11                |
| Corpus Christi    | no report submitted |                   | 42            | 1                 | 42            | 1                 | 42            | 1                 |
| Crete             | 22                  | 16                | 22            | 16                | 23            | 16                | 19            | 15                |
| Detroit           | 246                 | 5                 | 248           |                   | 237           |                   | 249           |                   |
| Fort Worth        | 114                 | 1                 | 100           | 1                 | 69            | 1                 | 59            | 1                 |
| Greater Cleveland | 351                 | 39                | 351           | 33                | 356           | 5                 | 333           | 13                |
| Houston           | 7                   | 13                | 7             | 25                | 7             | 25                | 6             | 4                 |
| KHB/Ennis         | 208                 | 44                | 203           | 40                | 193           | 48                | 179           | 44                |
| Little Ferry      | 49                  |                   | 41            |                   | 40            |                   | 41            |                   |
| Los Angeles       | 61                  | 25                | 57            | 22                | 52            | 21                | 47            | 20                |
| Milwaukee         | 90                  |                   | 79            |                   | 59            |                   | 75            |                   |
| Minnesota         | 266                 |                   | 253           |                   | 275           |                   | 282           |                   |
| Naperville Tyrs   | 15                  | 35                | 18            | 33                | 18            | 35                | 17            | 32                |
| New York          | 144                 | 452               | 141           | 404               | 142           | 25                | 133           | 20                |
| Omaha             | 31                  |                   | 31            |                   | 27            |                   | 27            |                   |
| San Francisco     | 60                  | 10                | 70            | 10                | 72            | 8                 | 99            | 4                 |
| South Omaha       | 79                  | 18                | 78            | 18                | 73            | 14                | 46            | 146               |
| Spirit            | 237                 | 6                 | 250           | 6                 | 226           | 6                 | 251           | 6                 |
| St. Louis         | 219                 |                   | 217           | 6                 | 212           | 1                 | 227           | 1                 |
| Tabor - Men       | 50                  | 4                 | 51            | 4                 | 47            | 2                 | 50            | 26                |
| Tabor - Women     | 72                  | 41                | 66            | 34                | 64            | 5                 | 55            | 4                 |
| Town of Lake      | 22                  |                   | 21            |                   | 19            |                   | 16            |                   |
| United            | 56                  | 58                | 55            | 55                | 52            | 31                | 48            | 30                |
| Washington DC     | 37                  |                   | 43            | 5                 | 34            | 15                | 28            | 14                |
| West              | 68                  |                   | 53            |                   | 72            |                   | 73            |                   |
| Wilber            | 42                  |                   | 46            |                   | 53            |                   | 57            |                   |
| Yukon             | 14                  |                   | 17            |                   | 14            |                   | 12            |                   |
| Zizka/Dallas      | 45                  | 57                | 46            | 59                | 41            | 33                | 43            | 18                |

|                                                                                      |                                                |     |                                                                   |     |                                                |     |                                                |     |
|--------------------------------------------------------------------------------------|------------------------------------------------|-----|-------------------------------------------------------------------|-----|------------------------------------------------|-----|------------------------------------------------|-----|
| <b>Totals</b>                                                                        | 2814                                           | 864 | 2804                                                              | 815 | 2700                                           | 344 | 2681                                           | 429 |
| <b>Grand Total</b>                                                                   | 3685                                           |     | 3619                                                              |     | 3044                                           |     | 3110                                           |     |
| <b><u>Annual Income</u></b>                                                          | <b>2019<br/>\$35.00 yearly Dues<br/>Amount</b> |     | <b>2020<br/>\$10.00 Yearly<br/>Dues Amount</b>                    |     | <b>2021<br/>\$20.00 Yearly<br/>Dues Amount</b> |     | <b>2022<br/>\$35.00 Yearly Dues<br/>Amount</b> |     |
| <b><u>Dues</u><br/>(includes<br/>previous year's<br/>outstanding<br/>balances)</b>   | \$<br>132,857.49                               |     | \$46540.38 Some<br>Units paid Full<br>amount before<br>reduction. |     | \$ 64,256.42                                   |     | \$ 110,280.00                                  |     |
| <b><u>Convention<br/>Fees</u><br/>(some units pay a<br/>minimum of<br/>\$100.00)</b> | \$<br>13,605.00                                |     | \$1450.00 This was<br>waived but some<br>units paid.              |     | \$ 13,600.00                                   |     | \$ 13,655.00                                   |     |

### ***Treasurer 4 Year Report 2018 – 2022***

While in office as the Treasurer, the ASO has made many changes to the procedures, tools and assets

under the purveyance of the office of Treasurer.

At the beginning of this term, the ASO managed multiple different bank accounts at different institutions.

Using newly implemented accounting software, the ASO was able to eliminate many superfluous accounts, minimize and streamline income and expense categories and merge budgeting into a single system allowing for immediate access to information.

Committee's and special projects no longer need specific bank accounts and are now consolidated into specific banking accounts and separately tracked via Job Coding.

Excessive funds held in non-interest-bearing accounts have been moved into conservative investment accounts creating additional revenue streams for the organization.

Activities by the Foundation, (Foundation, Gateway to the Future and Unit Growth), have been separated into a two accounting systems, allowing reviews of financial activity to be divided into "General Operations" and "Foundation". Keeping the same structure for each of these systems allows individual reporting as well as ease of combination of both entities for final annual and tax reporting.

The most prevalent issue experienced by the office of Treasurer was the combined result of the ASO losing the Office Manager position after the first month of the 2018 – 2022 term, and the elimination of all office personnel prior to the end of the first year of the 4 year term.

Duties previously performed by the Office Manager became the responsibility of the Treasurer.

These duties included, but were not limited to all clerical activity regarding income and expense, (processing payments, recording and depositing checks etc.), account reconciliation, tax preparation, (quarterly as well as annually), payroll, monthly report preparation, budget data entry and more.

While a setback to the operation of the office environment, the increased responsibility did yield benefits by exposing areas in which unnecessary vendor activities were identified, creating substantial expense reduction via the elimination of outside vendors for services such as payroll and IT. All services are now processed In House.

As the ASO moves into a new term, there are still many areas and functions that may be improved to help the organization increase efficiency and concentrate efforts on improving the organization and the services it provides to its members.

Respectfully submitted,  
Robert Barcal

Page 1 of 1

## **July 2018- May 2022 Education Committee Report**

### **Members of the Education Committee:**

Sue Bares, National Director

District Directors: Pacific-Jara Dusatko, Eastern-Julie Slavik-Weiss, Western-Joan Sedlacek,

Southern-Nina Marcussen, Central-Larry Svestka 2018-4/2021 and Mike Droka 6/2021-to present,  
Northeastern-Kathy Harrison  
BOI Representatives: Pat Satek and Kathy Barcal  
Member at Large: Julie Barcal

**Meetings Held:** Meetings were held via teleconference and then zoom on a quarterly basis. Other business was conducted via emails and phone calls.

**Goals:**

This committee's goals included providing educational resources and articles to the membership via emails, for newsletter articles and presentations at unit meetings. Each district educational director would maintain an updated list of unit education directors, submit articles, and disseminate educational/cultural information to their respective unit education directors. The committee would manage and promote the National Merit Award and work to maintain and preserve the American Sokol Library and Archives

**Activities to Support these Goals:**

- \* Submitted articles to the monthly Directors Newsletter and bi-monthly American Sokol publication; when the Directors Newsletter was discontinued, disseminated a monthly informational/cultural article to unit education directors via district directors.
- \* Worked with Sister Juanita LoGuidice to arrange for the binding of past copies of the Directors Newsletter and American Sokol publications.
- \* Conducted two fundraisers to underwrite expenses related to the Library & Archives. The first was at the April 2018 Convention with money donated from delegates and friends totaling about \$3,000. The second fundraiser was a Matching Donation Challenge Fundraiser, the amount donated totaled \$19,266.
- \* Researched with support of Sister Julie Barcal and Sister Meribeth Tooke archival supplies and storage needed, then purchased Art Print racks, mannequins, Green-guard storage cabinets, a book cradle, flat file with base, photo & slide sleeves, tissue paper and archival boxes for the preservation of archival items. Funds from Czech Ministry Grant and Foundation Grant underwrote the expenses.
- \* Sue visited the National Instructor School in Cleveland (July 2018) and in Chicago (July 2019) and explained the National Merit Award and made a short educational presentation.
- \* Met with Ms. Becky Geller, consultant with the Northeast Document Conservation Center for a pre-assessment of the American Sokol Library and Archives.

**Activities to Support these Goals**

- \* Collaborated with Sister Meribeth Tooke to submit a 2020 Czech Ministry Grant for archival supplies, framing/reframing of photos & documents, and the creation of a retractable banner, *Treasures from the American Sokol Collection* and a replica of the *Stahy no Propory* flag. Also

Page 1 of 2

submitted a 2021 Czech Ministry grant to purchase DVDs and provide funds for units to purchase a projector and/or screen for educational programming.

**July 2018- April 2022 National Education Committee Report cont.**

- \* Submitted Preservation and Assistance Grant to the National Endowment for Humanities, grant was denied but suggestions were made in the evaluation of the application.
- \* Sue visited American Sokol Office numerous times to sort through educational files and work on

Library/Archives with assistance from Sisters Meribeth Tooke, Juanita LoGuidice, Julie Barcal , and Joan Sedlacek.

- \* Set up a display in the American Sokol Office for the visit of Czech Consulate General, Jaroslav Kanturek and Deputy Consulate, Jar Kubista that was hosted by Sister Jan Hruby.
- \* Purchased Past Perfect software and created the website, [americansokol.pastperfectonline.com](http://americansokol.pastperfectonline.com) which presents information about archival items for the membership and general public to view
- \* Managed and promoted National Merit Award (NMA) each year: evaluated applications and selected NMA recipients for Executive Board to approve, notified and arranged for letters and checks to be sent, verified transcripts of previous year's awardees, updated application and evaluation form as needed and arranged to have application posted on website.

**National Awardees** are as follows:

2018-2019- Payton Elliot

2019-2020- Athens Milan, Anna Slovak, Julia Newell, and Megan Pech

2020-2021- Sydney Bowden, Adele Davis, Charles Svestka, and Anna Hester

2021-2022- Isabelle Callahan

- \* SOP: Education Committee Duties and Conduct was written and then approved by the Executive Board.
- \* Purchased ten DVDs with Czech/Slovak topics to initiate a Film Lending Library (Note: in process of seeking copyright permission/waiver).
- \* Digitized several American Slet movies and the 1948 Slet in Prague with funds granted from the American Sokol Future Leaders Fund.
- \* The email address [education@american-sokol.org](mailto:education@american-sokol.org) was set up by Brother Alex Novacek
- \* Met with Dagmar Bradac, consultant hired to evaluate the American Sokol Library/Archives, her report was presented the Executive Board.
- \* With the assistance of Sisters Jean Hruby and Anna Cookova the zoom program, *Fighting for the Right to Speak Czech* was presented.

**Submitted by**

**Sister Sue Bares, National Education Director**

**AMERICAN SOKOL FOUNDATION COMMITTEE**  
**2018-2022 Report to Convention**

**May 1, 2022**

**To: Delegates of the 2022 Texas Convention**

**From: Foundation Director Sister Meribeth Tooke and the Foundation Committee**

**SUBJECT: AMERICAN SOKOL FOUNDATION-a four-year review and projected 2022-2026 goals and budget**

**COMMIITTEE MEMBERS:** Thank you to the following sisters and brothers who have attended quarterly meetings and given many hours of volunteer assistance:

Doris Marks, Central, United; Dagmar Merkova, Eastern, Washington D. C.; Chuck Bares, Northeastern, Detroit; Michelle Schear, Pacific, Los Angeles; Brad Durham\*, Southern, Fort Worth; Marit Lee Kucera, Western, Minnesota; Future Sokol Leaders Administrator: Maryann Fiordelis\*, Detroit; and At large: Dorothy Becker, Central: Spirit; and Charles Meabon, Eastern: New York. \*Indicates Executive Board position.

Note: In transition, Cheryl Singley, Detroit was elected to replace Chuck at the Northeastern Annual meeting November 2021; Mike Liska, KHB, Ennis, TX was appointed to replace Brother Brad; and Sister Cheri Riddle, LA, Pacific, was appointed to replace Sister Michelle.

**2019-2022 GOALS:**

**1. To bring both the Gateway to the Future and Future Sokol Leaders funds to the endowment level so there will always be a reserve base.**

\*Endowment funds are a form of investment vehicle used by nonprofit organizations to provide for structure and long-term management of the organization's financial assets. Managed by financial advisory S.O.P. or Policy, endowment funds are first and foremost about making the most of an organization's money.

\*Annually about \$10K is removed from GTTF and a goal is \$250K for the endowment level and \$20K for FSLF goal of \$500K.

\*Donations and fundraisers in December 2019 and May 2021 did not allow either fund to reach the endowment level.

**2. To apply for or assist others in applying for "outside" grants.**

\*Reinitiated and maintained Federal registration and Dunn & Bradstreet for ASO future applications.

\*Applied for Ministry of Foreign Affairs of the Czech Republic (MOFAOTCR) on behalf of the Board of Instructors (Instructors School); Gateway to the Future Grants; Unit Growth Grants; Executive Board Special Project (Honor Guard) receiving in 2018 No applications; 2019 \$4,600; 2020 \$5,140.57; 2021 \$13,376; and asked for \$37,000 in 2022 and will find out this amount in late May, 2022. Have applied for and received extensions in 2020 and 2021 from the Chicago Consulate who manages the grants. All applications, final and status reports were filed on time.

\*Created a study on applications since 2010 to the MOFAOTCR. ASO has received \$61,763.66 since 20.

\*Helped Education apply for a Federal Grant in 2020.

\*Applied for Bridgestone-Firestone Grants in 2019 and 2020 and received notification that the previous B.O.I. grants (through 2017) were no longer available.

**3. To administrate grants from the Gateway to the Future and Unit Growth funds to American Sokol units and standing committees. (S.O.P. III. F. 1. The Grant Process)**

\*Gateway to the Future grants: 2018 \$10,000; 2019 \$9,000; 2020 \$20,000; 2021 \$20,000; 2022 \$30,000. Gateway grants were created in 2016 utilizing funds from the 150<sup>th</sup> anniversary and 150 Club pledges.

\*Unit Growth grants: 2018 0; 2019 \$8,863; 2020 \$8,732; 2021 \$10,000; 2022 \$20,000. The Unit Growth fund was started by an anonymous gift of \$100,000 in 2010.

\*During 2019, ASO received an anonymous gift of \$100,000 to assist units with COVID protocols plus.

The Board of Governors was called on to administrate this gift through a grant process like that described in the Grant Process S.O.P. With three rounds they were able to distribute \$30,658.25 to

units. In November 2021, \$69,341.75 was voted to be transferred to the foundation Unit Growth fund and have the Foundation over 2022 and 2023 distributed the rest through their process. The budget

for 2022 was \$30,000 but we received \$30,776 in applications, which was granted by the Executive Board at their April 2022 meeting.

**4. To file an annual report on the Endowment Foundation fund and suggest direction of the annual money for vote of the Executive Board.**

\*Annual reports were filed and approved by the Executive Board according to the S.O.P. II. B. 5. e. Endowment Foundation Fund Financials.

\*The following distributions were made: 2018 \$2,137.06 (B.O.I.; Ex. Brd. Retreat); 2019 \$8,674 (B.O.I.; Gateway to the Future); 2020 \$10,000 (Gateway and Unit Growth); 2021 \$10,000 Gateway and Unit Growth); 2022 \$11,000 Gateway only; Both distributions and the Foundation budget come from this fund (nothing from Operations).

\*Expenses were: 2018 \$125 Forefront annual payment; 2019 \$1,103.50 (included a internet fundraiser); 2020 \$183.76; 2021 \$4,277.66 (fundraiser and printing thank you cards); and 2022 \$125. Most expenses are for mailing of thank you cards, grants, etc. and a reimbursement for ink cartridge for the director.

\*From 2018 til February 2022, a 5-year interest loan to Sokol Museum and Library for \$10,000 for their legal fees in becoming a 501C3 was extended through the Endowment Foundation fund for \$10,000.

\*Foundation does not utilize any operations budget and utilizes only Endowment Foundation as their budget.

**5. To raise funds through friends and members.**

\*Updated online donation page for all funds utilizing the most secure programming through the corporation which owns the membership database (Blackbaud/etapestry). Hired TechPro, an ASO contracted computer manager to create the payment programming. Continued to update and expand in the transition to GPay-Square in January, 2022. At that time added the Unit Growth fund and Endowment Foundation fund.

\*Under Forefront's leadership, initialed (with Executive Board approval) a computer driven fund raising program in 2019 which because the ASO database was not robust and several other hurdles, did not hit the projected goals Expense-Profit.

\*With Executive Board approval, created a robust fundraiser in May 2021 with income of \$11,652.77 Gateway; \$4,900.60 Future Sokol Leaders; \$48.62 Education, Museum and Archives with 132 donors (13 from website and 5 credit card).

\*Letters to C.S.A.; W.F.L.A.; etc. in 2019 solicited \$500. No attempts were made during COVID.

\*Inability to access contractors, vendors to solicit fundraising.

**Other accomplishments:**

- Writing and Acceptance of S.O.P. III. E. 1 Foundation Director and Committee Conduct and Meetings; also adjusted S.O.P. on The Grant Process.
- Worked on development of a handout to guide wills, trusts, etc. if directing these towards the American Sokol.
- Maintenance of the Silent Auction items for next event (Slet, etc.) with donor list
- Since 2017 when the Foundation started the grant process, over 25 different units have received awards
- Proposal to Bylaws committee the addition to the Foundation of the function of thanking and recording for publication all donations to ASO.... currently this process has been inconsistent falling between secretary, fundraiser point person or foundation, although the foundation has tried to maintain a published listing for the ASO newsletter/Publication. Our bylaw suggestion was turned

Page 2 of 4

down to make this the responsibility of the foundation. We were disappointed as it was already in the S.O.P. but was not followed by the executive board.

- Moved within Edward Jones management both the Gateway and Unit Growth funds to better administration like that of the Endowment Foundation in Spring, 2021 with the help of the Treasurer Bob Barcal.



- Analyzed history of applications/awards from the Ministry of Foreign Affairs of the Czech Republic since its inception in 2010.
- Since a budget was not adopted at the last convention for the Foundation, proposed to the Executive Board yearly budgets for approval.
- Worked with Education Director Susan Bares to enable the lending library of new media (from a MOFAOTCR 2021 and 2022) getting legal assistance about questions of copyright and a S.O.P. process to easily implement.

**2022-2026 FUTURE GOALS:**

- **Strong grant applications** by August 1<sup>st</sup> to the Ministry of Foreign Affairs of the Czech Republic, Federal grants when available, and identifying other grant types
- **Sustain Foundation grant budgets annually** for Gateway to the Future; Unit Growth; COVID Sustainment (through 2023 management); and Endowment Foundation annual grant through good management, wise counsel of the executive board and foundation committee, and identifying key/new programs to help prosper and stabilize.
- **Continued maintenance of governmental registrations and email [foundation@american-sokol.org](mailto:foundation@american-sokol.org)** for historical reasons.
- **Finish work towards a Standard Operating Procedure on Gift Policy** (What we can take, how it should be presented, etc.)
- **Proceed with administrating trust given in 2019 for COVID** related costs of units with last grant round in 2023
- **S.O.P. for Education Lending Library completed** with legal assistance so rest of 2021 and 2022 grants can be utilized in loaning Czech DVD's and audiobooks. (Grant also funds a few computer projects and screens for units too). Hoping system can be utilized by the ASO Library & Archives documenting any copyright and licensing of items needed.
- **Create a fundraiser for Gateway and Unit Growth in 2024 or 5** patterned after the successful one in 2021.
- **Build "Friends List"** of non-profits, contractors, and vendors working with ASO.
- **Work on documenting every donation, recognizing and publishing information.**

**2022-2026 BUDGET PROPOSAL (To be approved by the 2022 Convention)** Reviewed by the Foundation Committee at their April 5, 2022 meeting:

**GATEWAY TO THE FUTURE Fund**

2022 \$124,997.38\* (Yearend \$136,500) Expense \$30,000 (Grants); Income \$16,500 (Endowment Fdnt \$11,000, Ministry \$6,000, Donations \$5,500)

2023 YE \$136,500 Expense \$25,000 (Grants); Income \$10,500 (Endowment Fdnt. \$5,000, Ministry \$5,000, Donations \$500)

2024 YE \$120,766 Expense \$25,000 (Grants); Income \$10,500 (Endowment Fdnt. \$5,000, Ministry \$5,000, Donations \$500)

2025 YE \$108,304 Expense \$25,000 (Grants); Income \$17,000 (Endowment Fdnt. \$5,000, Ministry \$5,000, Donations \$7,000..Fundraiser year)

2026 YE \$99,219 Expense \$25,000 (Grants); Income \$10,500 (Endowment Fdnt. \$5,000, Ministry \$5,000, Donations \$500)

Page 3 of 4

**UNIT GROWTH Fund**

2022 \$110,778.70\* (YE \$68,816) Expense \$50,000 (Grants..note \$30K for COVID); Income \$2,500 (Ministry \$2,500)

2023 YE \$29,756 Expense \$50,000 (Grants..note \$40K for COVID finish); Income \$2,500 (Endowment Fdnt. \$5,000, Ministry \$2,500, Donations 0)

2024 YE \$28,773 Expense \$10,000 (Grants); Income \$7,750 (Endowment Fdnt. \$5,000, Ministry \$2,500, Donation \$50)

2025 YE \$30,180 Expense \$10,000 (Grants); Income \$10,000 (Endowment Fdnt. \$5,000, Ministry \$2,500, Donations \$2,500...Fundraiser year)  
2026 YE \$29,239 Expense \$10,000 (Grants); Income \$7,750 (Endowment Fdnt. \$5,000, Ministry \$2,500, Donation \$50)

**ENDOWMENT FOUNDATION Fund**

2022 \$267,579.86\* (YE\$267,000) Expense \$11,000 (Grant to Gateway); Loan to Ceska Sin \$10,000; Fdnt. \$400  
2023 YE \$280,558 Expense \$12,000 (Gateway and Unit Growth funds); Fdnt. \$400  
2024 YE \$282,186 Expense \$12,000 (Gateway and Unit Growth funds); Fdnt. \$400  
2025 YE \$276,295 Expense \$12,000 (Gateway and Unit Growth funds); Fdnt. \$8,000 (Fundraising year)  
2026 YE \$275,710 Expense \$14,000 (Gateway and Unit Growth funds); Fdnt. \$400

\*Balance 2/29/2022; Stats based on 5% simple gain each year, although the Edward Jones funds have averaged more like 8-9% for the ASO Foundation EF Fund. The Endowment Fund can never go below \$250,000 balance per S.O.P.

The Foundation is looking forward to approval of this report by the convention delegates including the future goals and budget.

## **Membership 2022 Convention Report**

Prepared by: JOSEPH PLACEK, ASO MEMBERSHIP DIRECTOR

### **Long Term Goals:**

1. Grow the membership of the ASO through sponsored programs and assistance to the units
2. Sustain the existing membership. Make both adult and youth members want to stay
3. Focus on youth membership as a resource for future adult membership
4. Use the youth membership fund to grow youth programs
5. Organize and support the membership structure of the ASO
6. Use the ASO membership database to best advantage

### **Steps to fulfill:**

- Provide support and assistance to units with the organization of their membership structure. Assist units having problems with handling and organizing of their membership structure and with their dues payments. Provide tutorials for using the ASO database.
- Give special effort to youth membership. Unfortunately, extensive efforts over the years have shown that recruiting adult membership is like trying to lose weight. It's a worthwhile goal but tough to achieve in practice. Whereas units with youth programs have an easier time bringing people into the gym. We live in an era where families are almost constantly looking for activities for their children. Sokol offers unique activities not readily available elsewhere, not just team sports but a combination of individual and team effort. And open to everyone. There are no tryouts for Sokol programs. This is what we need to promote.
- A new youth member automatically adds an adult member. Most will join because they're required to and will likely leave when the child does. But a few will become active long-term members. The longer both child and adult stay with Sokol, the better chance of gaining lifetime active members.
- Establish interaction between youth members from all areas. Young people today live in a world of communication. Sokol youth need to be shown that there are kids nationwide just like them in Sokol. Slets, Instructor Schools, District competitions, clinics; all are a major step towards this goal. This writer had personal experience with kids in both the Instructor's School and the Central District weekend Skills Clinic. Participants there very quickly make new friends.
- Some feel it is the responsibility of the ASO Membership Director and Committee to recruit new members. Not true and not really possible on a national level. Recruiting, except for the special case of the Members-At-Large, must be done locally. Our job is to establish and maintain an environment where people will see benefits in becoming a member and make them want to remain members.

### **Membership Committee 2018-2022:**

Nicolle Marchluk (Central District 2018)

Mike McGill (Central District 2019-22)

Irene Mergl (Eastern District)

Brenda Nakonecznyj (Northeastern District)

Lark Murrow (Pacific District)

Mary Steinman (Southern District)

Dan Rannells (Western District 2018-19)

Allison Gerber (Western District 2019-22)

Kim Elliott (Youth Ambassador\*)

Shannon Griffing (Youth Ambassador 2018-19)

Irene Wynnyczuk (Members-at-Large Administrator)

Committee members added for the Convention:

Howie Maskill (National BOI)

Christina Curran (Central District)

Heather Beasley (Central District)

Judy Badalamente (Northeastern District)

Lea Bronec (Pacific District)

\*Should this be Youth Ambassador or Youth Director? Both terms have been used. My preference is "Ambassador," a better reflection of their mission to connect youth with the Organization and each other. "Director" implies they have some authority over youth, which is not the case.

### Covid Crisis

Obviously the second two years of the term were defined by the Covid pandemic, with its detrimental effects on membership numbers and activities. Not the least of which was the cancellation of the 2021 ASO National Slet. If we were asked to state what Sokol accomplishment in general we were proudest of during the crisis, it was the efforts of units to maintain some level of classes and activities throughout.

#### Revised short term (pandemic) goals:

1. Keep our adult and youth membership active to the greatest extent possible consistent with safety and compliance with local guidelines.
2. Ensure the Sokol organization and the individual units maintain their existence during the crisis.
3. Stay in touch with all members to let them know Sokol is still operating and will resume full activities when possible.

#### Steps to fulfill short term goals:

- Recommended youth dues for 2020 be suspended for any returning members, charged only to new youth signing up during the year. Then recommended that all youth dues be suspended for 2021 and through the Convention. The temporary loss of ASO funds was thought worthwhile to keep our classes open to as many members as possible.
- Despite these reductions in dues and the disruptions of 2020-21, youth dues brought in \$25,390 of a budgeted \$36,000 since 2018.
- Recommended adult dues for 2021 be reduced to the lowest possible amount needed to fund the ASO.
- Continued the advertising reimbursement program for youth activities. Offered to reimburse units up to \$200 per year for money spent advertising Sokol youth classes and activities.
- Encouraged immediate reinstatement of the publication (more on this later).

#### Revised long term goals:

1. Proposed that the short (six or eight week) and more specialized class sessions adopted by many units because of the pandemic may be beneficial on a permanent basis, rather than requiring youth to sign up for a nine- or ten-month Sokol-year program. Youth can then choose the interests they prefer and avoid conflicts with other seasonal activities they may be part of (school teams, little league, etc.).
2. Encouraged units to enroll youth members even if they have no organized classes or programs.

## Youth Dues

Annual youth dues of \$10 were collected from units for each youth members registered in the ASO Database for 2019 and 2020. The dues were deposited in the Youth Membership fund, late in the year half of the money collected for that year was transferred to the Future Sokol Leaders Fund. Collection was challenging because different positions at units were designated to handle youth dues: Youth Ambassador, Physical Director, Treasurer, and so forth. And those officers were often not informed of their responsibility to handle youth dues.

Through their Districts, several units informed Membership that they would not voluntarily submit youth dues but would require an invoice.

Various plans were devised and announced for units to send in quarterly partial payments for youth registering at different times of the year (like adult dues), however in four years I was unable to find one instance of a unit submitting youth dues other than when billed.

Because of the problems presented by Covid, the Membership Committee recommended that the 2021 billing be only for new members joining during 2020; returning members would not be charged. The intent was to reward Sokols for continuing activities and retaining past members. The ASO Executive Board approved.

Then in 2022 recommended youth due billing be totally suspended to financially aid units maintaining classes and help the unit keep class dues low. Also, with the general switch to short class sessions, we were unable to agree on a system on how to bill youth perhaps joining for only a short time. Again, the Executive Board agreed.

RECOMMENDATION: Youth membership dues to be billed annually to each unit by the Financial Secretary (or Membership Administrator if created) based on that unit's youth membership listed in the ASO database at the end of the first calendar quarter. To be billed at the same time and on the same form as adult dues. This will confirm who bills the youth dues and who at the unit receives the billing.

Further, youth should be entered in the Database as soon as possible after their enrollment and will remain for one calendar year before they can be deleted. Dues will only be paid once annually. No partial quarterly payments.

### Youth Membership Registration 2018-2022

Unit 2018-2019 2019-2020 2020-2021 2021-2022 Baltimore 2 0 14 0 Cedar Rapids 14 13 23 23 Ceska Sin 45 40 40 33 Chicagoland 23 20 18 18 Crete 28 26 26 26 Dallas Zizka 34 42 43 43 Detroit 12 0 0 0 Fort Worth 60 60 38 15 Greater Cleveland 146 121 118 83 Houston 22 22 22 3 KHB Ennis 47 35 58 58 Milwaukee 29 26 26 28 Minnesota 25 28 28 29 Naperville Tyrs 29 56 57 59 New York 525 470 0 0 South Omaha 27 28 28 18 Spirit 67 83 44 75 St. Louis 11 11 11 20 Tabor (combined) 70 59 54 120 United 102 89 89 50 Washington, DC 0 12 14 14 West 41 27 56 35

|       |      |      |     |     |
|-------|------|------|-----|-----|
| Total | 1359 | 1268 | 793 | 750 |
|-------|------|------|-----|-----|

Units not listed did not report any youth members

## Members-At-Large Program

Many thanks to Irene Wynnyczuk who ably directed the M-A-L program during the four years. The number of members varied, at one point reaching 11 and including a member from the Czech Republic. A small program, but still valuable in providing membership for people not near a regular unit or who did not want to join one. M-A-L brochures were created to spread word of the program.

Sister Irene issued a challenge for all members of the Board of Governors, Executive Board, and Membership Committee to sign up one new M-A-L each. Unfortunately, nothing came of it.

RECOMMENDATION: The Members-At-Large program should be kept as an option of membership and dues. An administrator needs to be designated to manage the program (Irene wants to step down following the Convention).

Lapsed or resigned members should not be just forgotten. Units should tell them about the M-A-L program to encourage continued connection with Sokol.

## Database

Bob Podhrasky did a great job administering the ASO Membership Database. All units were encouraged to enter all members in the Database and keep it up to date, with assistance and tutoring available at all times. Bob consolidated mailing addresses in the Database to avoid duplicate mailings to the same address. The database was available for units to create their own mailing lists.

RECOMMENDATION: If the parental requirement for youth members is kept, the parent's name should be cross-referenced in the database to make it easier to keep track of families.

## ASO Publication

Suspending contact with the membership through a severe cutback of the publication may have been done too hastily; for many members, the American Sokol is their main contact with the organization. Could some members assume that lack of contact meant the organization fell victim to Covid (as many have)?

- 1 Many of our older and inactive members want to know what the Sokol Organization is doing. The American Sokol Periodical provides a way to stay in touch. For newer members, seeing the breadth of activities the Organization offers may provide incentive to increase their participation.
- 2 Most of us have probably had a member ask this famous question: "What does the American Sokol do for me?" Intangibles, quite a bit, but that's hard to explain. The publication is the main tangible one.
- 3 We cannot ignore members who do not have e-mail, they also pay dues and expect something in return. Some mailed paper copies are necessary. The number will go down. Unit Financial Secretaries must be encouraged to provide as many of their member's e-mail addresses as possible. All new applicants need to provide an e-mail. This is pretty much universal on any form you fill out today.
- 4 It may be true that 600 members did not open their e-mailed American Sokol (as was reported). Is that justification to disenfranchise the 1,000 who did?

RECOMMENDATION: The National publication should be increased to at least bi monthly publication and sent to all members, accepting the expense of mailing a percentage of them. Units to be encouraged to enter e-mail addresses for as many of their members as possible. The publication needs to expand back to its old size and focus on current Sokol activities.

#### Membership Materials

1. Assisted with the selection of a new design Sokol membership pin and set up a system for units to order the pins on line directly from Crown Trophy.
2. Arranged for printing of new membership cards and certificates for long-term members through the NAMI (National Alliance on Mental Illness) printshop near Chicago.

RECOMMENDATION: Membership cards and certificates should be maintained and sent out free of charge to any unit requesting them by the National Office (or a designated person if there is no physical office). While many units no longer distribute membership cards, or only do so on request, to some it is still an important part of membership. The expense is minor.

#### Miscellaneous Membership Items

1. The Membership Committee hoped to run a “fun” youth activity during the 2021 ASO Slet. We were leaning towards booking a commercial “Ultimate Ninja” facility which we thought the kids would like. Unfortunately, Covid put an end to that. Still an idea to be considered when the Slet is finally run.
2. The Committee twice considered and rejected a request to contribute towards the National Instructor’s School from the Youth Membership Fund. The feeling was that since the Future Sokol Leaders Fund receives half of youth dues and also pays toward the School, this would be a double use of the Youth funds. The FSLF also has other sources of funding which the Youth fund does not.
3. Units are encouraged to maintain their own database of former youth members (particularly those of junior age) and try to stay in touch. Probably best done through social media. If contact is maintained, a former youth member may decide they want to stay in closer touch with Sokol friends and return.
4. The Committee recommended that for legal reasons the ASO Membership Committee and National Youth Ambassador should not directly contact individual youth members. All contact to be through unit Youth Ambassadors.

#### Personal Accomplishments

- Completed SafeSport training in 2020 and 2021. Received the AAU background check. - Was a member of the ASO Board of Instructors and attended most of their regular meetings. Attended the BOI development Conference in October 2021.
- With Lynda Filipello represented the ASO at the annual wreath laying ceremony at the Lidice Memorial in Crest Hill, IL
- Attended as many Central District unit Exhibitions as possible before they were suspended by Covid.
  - Attended graduation ceremonies at the Central District weekend Skills Clinic in 2019 and 2020. - Volunteered as kitchen helper and driver at the 2019 ASO Instructors School at Sokol Spirit. Attended their special number demonstration.

| <b>Youth Membership Registration 2018-2022</b> |                  |                  |                  |                  |
|------------------------------------------------|------------------|------------------|------------------|------------------|
| <b>Unit</b>                                    | <b>2018-2019</b> | <b>2019-2020</b> | <b>2020-2021</b> | <b>2021-2022</b> |
| Baltimore                                      | 2                | 0                | 14               | 0                |
| Cedar Rapids                                   | 14               | 13               | 23               | 23               |
| Ceska Sin                                      | 45               | 40               | 40               | 33               |
| Chicagoland                                    | 23               | 20               | 18               | 18               |
| Crete                                          | 28               | 26               | 26               | 26               |
| Dallas Zizka                                   | 34               | 42               | 43               | 43               |
| Detroit                                        | 12               | 0                | 0                | 0                |
| Fort Worth                                     | 60               | 60               | 38               | 15               |
| Greater Cleveland                              | 146              | 121              | 118              | 83               |
| Houston                                        | 22               | 22               | 22               | 3                |
| KHB Ennis                                      | 47               | 35               | 58               | 58               |
| Milwaukee                                      | 29               | 26               | 26               | 28               |
| Minnesota                                      | 25               | 28               | 28               | 29               |
| Naperville Tyrs                                | 29               | 56               | 57               | 59               |
| New York                                       | 525              | 470              | 0                | 0                |
| South Omaha                                    | 27               | 28               | 28               | 18               |
| Spirit                                         | 67               | 83               | 44               | 75               |
| St. Louis                                      | 11               | 11               | 11               | 20               |
| Tabor (combined)                               | 70               | 59               | 54               | 120              |
| United                                         | 102              | 89               | 89               | 50               |
| Washington, DC                                 | 0                | 12               | 14               | 14               |
| West                                           | 41               | 27               | 56               | 35               |
| <b>Total</b>                                   | <b>1359</b>      | <b>1268</b>      | <b>793</b>       | <b>750</b>       |

Units not listed did not report any youth members



## Report of the National Physical Directors

Sis. Pat Satek & Sis. Kathy Barcal

August 2018 – May 2022

Our term began in August 2018 and we appointed Christina Curran, Nicole Marchluk and Howie Maskill as our assistants. In 2019 we started the year with returning and new Board members, and switched up our assistants with Howie Maskill as 1<sup>st</sup> Men's Assistant and Cassie Croft as 1<sup>st</sup> Women's Assistant. Our 2<sup>nd</sup> assistant positions remained open. In 2020, we decided to ask all current board members to remain in place through the 2022 Convention. We added 2<sup>nd</sup> Assistants Mary Cushing and Joe Bajek. Board Members are: Jan and Chuck Kalat, Tom and Kandi Pajer, Maryann Fiordelis, Joe Bajek, Heather Beasley, John Bazata, Tony Rospotynski, Conor Wodarczyk and Raymond Wodarczyk. District Directors are automatically included as part of the National BOI and are encouraged to attend our monthly meetings. Thank you to all the District Directors who continued to assist us in keeping their districts informed about the American Sokol BOI and attending the monthly meetings: Central District–Dan Bajek, Kimberly Elliott; Eastern District–Joseph Ehrenberger, Nancy Hellegers; Northeastern District–Howie and Jane Wise (also Fitness Challenge); Pacific District–Milos Zivny, Cheri Riddle; Southern District–Rome Milan, Barbara Dillard; Western District–Mary Cahill and Theresa Vernon. Other Board members included: Sue Bares (National Educational Director), Joe Placek (Membership), Nicole Marchluk (Attendance). Bro. Zivny has since retired as Pacific District Director, and sadly, Bro. Rome Milan passed away and has recently been replaced by Bro. Thomas Betik.

For most of our tenure, Juanita LoGiudice served as our Office Secretary. Her commitment to the American Sokol BOI kept us on track with our director responsibilities. Bev Domzalski has faithfully served as BOI Recording Secretary. Mary Cushing served as the School Board Director and Dan Bajek as the School Director. Maryann Fiordelis tracked the needs to be handled through our Action Lists. Todd Yatchyshyn and Chris Yatchyshyn continued as an active part of our BOI as representatives of Sokol USA. We also invited John Mooney from Sokol DA to attend our monthly meetings.

During our tenure we regularly attended/participated in the following meetings:

- National Board of Instructors meetings
- National Executive Board meetings
- National Educational Directors meetings
- School Board Meetings
- Risk Management Committee Meetings

### EVENTS:

- **2018 BOI Development Conference** – This conference was held at Sokol Spirit. We had representation from all six Districts.
- **2019 District Directors' Conference** – Directors Conference was held on October 12-13, 2019 at the Hyatt House in Oak Brook. Attendees enjoyed Men's volleyball games played at Sokol Spirit and participated in Quiz Night at Sokol Spirit.
- **2021 District Directors' Conference** – Directors Conference was held on October 8-10, 2021 at the Hyatt House in Oak Brook, IL in person. Districts represented: Central, Eastern, Northeastern, Southern and Western. Items discussed/worked on: 2022-2026 Budget, goals, bylaws, nomination of National Physical Director-Mary Cushing.

- **2018-2019 Fitness Challenge** – Program Coordinators, Jane and Howie Wise coordinated the American Sokol Fitness Challenge. There were 681 participants with 12 units participating. 38% of the participants received the Achievement Award and six units had participants age 60+. See the Fitness Challenge Annual Report for further information.
- **2019–2020 Fitness Challenge** – Program Coordinators, Jane and Howie Wise coordinated the American Sokol Fitness Challenge. There were 203 participants; 42 participants were in the 60+ category. Six units participated: Sokols Baltimore, Chicagoland, Greater Cleveland, KHB, New York and Spirit. Anyone who participated received a pin or a dog tag.
- **2020-2021 Fitness Challenge** –Due to COVID-19 and the fact that many units severely cut back on their activities, a National Fitness Challenge was not conducted.
- **2022 Fitness Challenge** – Prior fitness tests were distributed for units to incorporate into their classes.
- **2019 National Instructors School** – Our School Board Director will submit a complete report. Following are highlights from this school. This school was hosted by Sokol Spirit with 17 students that graduated. 31 students graduated. This was the smallest instructor school that has been held in many years. Even with the small numbers, the school was a success and maintained a small income. Everyone worked diligently to keep expenses down throughout the school. ASO, Sokol USA and DA Sokol were represented at school; and 5 of 6 ASO districts and 10 units were represented. This was Sis Mary Cushing’s last year as School Director. At our June BOI meeting and again at this School’s Graduation, a plaque was presented to Sis. Mary making her our National School Emeritus for her 25 years+ on the School Board and either School staff or School Director.
- **2020 National Instructors School** – The National Instructor School that was to be held at Sokol KHB in Texas, was cancelled due to the COVID-19 pandemic. The next school is scheduled for 2021 at Sokol Detroit.
- **2021 National Instructors School** – Due to COVID-19 it was decided to cancel the 2021 National Instructor School. The School Board decided to host a **virtual instructor school**. A committee was formed to brainstorm ideas for the virtual school. The virtual National Instructor School was held on various days from July 13<sup>th</sup> to August 5<sup>th</sup> 2021 at various times. The full-time staff were Bro. Joe Bajek, Sis. Kristin Greenberg and Bro. Dan Bajek. Guest staff were Sis. Aix Fron, Sis. Mary Cushing, Sis. Stacy Upham, Sis. Charity Ruhl, Sis. Gretchen Obrovac, Sis. Kristine Betik, Sis. Mary Read, Sis. Brittney Bajek, Sis. Kimberly Elliott and Bro. Michael Barcal who was our Instructor In Training. Each class had one full-time staff and guest staff assisted based on need and availability.
- **2021 American Sokol Slet** – With the Central District as host, and Adam Wilt as Slet Chair, plans began in earnest for the 2021 Slet. Logo was created, committees were formed and meetings were held regularly. As the pandemic overtook the world, the determination was made to postpone the Slet to a future date.

#### **IN PROGRESS/ONGOING PROJECTS:**

- **Gymnastics Skills Cards** – Sis. Cassie Croft maintains the Gymnastic Skills program.
- **Rising Star Articles for Publication** – We continue to present Rising Star articles for our National Publication.
- **BOI SOPs** – We continue to review, update and accept BOI/School Board SOPs which the Executive Board has approved.

- **Uniforms** – Uniform orders have stalled during the pandemic, though we anticipate a recovery as restrictions are lifted. During our tenure, our National BOI changed the design of the adult men and women’s uniform shirt to reduce the price. The change was approved by the Executive Board. We receive rebate checks for uniform purchases.
- **S.A.L.T.** – Sokol Aspiring Leaders of Tomorrow – This group is led by Dan Bajek with Howie Maskill as mentor. The goal of this group is to get more of our youth involved in leadership roles and getting their ideas on events/programs as well as providing them opportunities to lead events.

**GENERAL:**

- The BOI continues to utilize internet/web technology for communication, email blasts for agendas, meeting minutes, action lists and other important communication.
- **Instructor Guidelines & Directors Handbook** – We have started to put together virtual trainings via Power Point to distribute to units and districts to assist with the training of new instructors and directors. This endeavor will continue into 2022. Both manuals have been updated and are located on the American Sokol website.
- **S.A.L.T.** (Sokol Aspiring Leaders of Tomorrow) – This group is led by Dan Bajek, with Howie Maskill as mentor. The goal of this group is to get more of our youth involved in leadership roles and getting their ideas on events/programs as well as providing them opportunities to lead events. We are continuing to promote more membership in the S.A.L.T. group as well as providing more opportunities for these members to take on assignments with mentors to assist. We hope to reignite this group during these uncertain times with gyms just starting to come back for classes, etc.
- **Collaboration with Other Organizations** – The BOI would like to maintain our collaborations with Sokol USA, Sokol Canada, DA Sokol, and the Polish Falcons. We feel this builds tighter collaboration between us and opens more avenues of sharing/participating with each other. As the BOI, we are continuing to look for other organizations to have collaboration opportunities.
- **American Sokol Website** – While we still have some issues with timeliness in getting items posting on our website and the need to update, we are working with Lynda Filipello and Caleb Conrad to make it work and will continually review so we can make suggestions for improvements and to keep materials out there updated.
- Our National Board of Instructors is a motivated group seizing innovative opportunities to keep our BOI programs, meetings and events successful to continue the growth for our organization. Four focus areas were worked on and implemented during our 4-year tenure as National Physical Directors. We strove to enhance our communication, accountability and recognition within the BOI and the Executive Board to strengthen us as the American Sokol Organization.
- In March 2020, our “normal” Sokol year took a turn due to the COVID-19 pandemic. The BOG and Executive Board made changes to the office support staff due to the reduction in our unit membership fees to assist units during this difficult time. Due to COVID-19, the BOI has held their monthly meetings via ZOOM.

Respectfully submitted,  
 Kathy Barcal and Pat Satek  
 National Co-Physical Directors

American Sokol End of Term Report: 2018-2022\*  
Director of Public Relations and Marketing  
Caleb Conrad

\*Began term in 2019

Executive Summary: The PR & Marketing position evolved into a communications strategy/management role, focused on delivery of content in scalable ways across multiple platforms. Standardizing the systems used and measuring impact across the membership base was a priority during this term. While there were successes in leveraging existing systems to communicate with the membership base (80 feedback responses, 95% successful delivery rate in 2020 and 2021 across all emails sent, 2 email templates created for consistent branding), the creation of engaging content that drives action remains a challenge (20% content click through rate in 2020 and 2021, 36% decrease in Facebook page visits in 2021 compared to 2020). Based on this information, I recommend the future PR & Marketing Director focus on developing content strategies to drive engagement of the membership base, benchmarking success against the statistics listed below in their upcoming term.

- Goal: To consolidate messaging platforms used for national messaging
  - Utilized eTapestry membership database for standardized messaging, removing the need to import data to multiple systems
    - 2019
      - Data not available – used different platform
    - 2020
      - 2 misc. emails sent in 2020
      - 95% successful email delivery rate (203 total successful deliveries out of 214 total attempted deliveries)
      - 71% open email rate (145 unique email addresses that opened the email out of 203 total successful deliveries)
      - 19% content click through rate (27 unique content clicks out of 145 unique email addresses that opened the email)
    - 2021
      - 3 online publications and 2 misc. emails sent in 2021
      - 95% successful email delivery rate (10,511 total successful deliveries out of 11,095 total attempted deliveries)
      - 41% open email rate (4,354 total unique email addresses that opened the email out of 10,511 total successful deliveries)
      - 20% content click through rate (887 total unique content clicks out of 4,354 total unique email addresses that opened the email)
    - 2022 – Q1
      - 1 online publication and 1 misc. email sent in Q1 2022
      - 93% successful delivery rate (3,699 total successful deliveries out of 3,997 total attempted deliveries)
      - 56% open rate (2,087 total unique email addresses that opened the email out of 3,699 successful deliveries)
      - 15% content click through rate (322 total unique content clicks out of 2,087 unique email addresses that opened the email)

- Member Survey Feedback Results – Survey Monkey
  - Survey sent in online publication email every quarter
  - 84 total responses received with feedback
  - 63% of respondents are somewhat or very likely to recommend Sokol to a friend or colleague (n=40)
  - 82% of respondents usually or always read the ASO National Publication (n=40)
  - 82% of respondents are somewhat or very comfortable returning to their unit under current pandemic conditions (n=40)
- Social Media – Facebook
  - 2019 – data not available
  - 2020
    - Page Reach (# of content views): 20,787
      - Most popular post – Lidice memorial
    - Page Visits: 1,771
    - Likes: 55
    - Posts: 10
  - 2021 (86% decrease in reach, 36% decrease in visits, 60% decrease in likes, compared to 2020)
    - Page Reach: 2,783
    - Page Visits: 1,129
    - Likes: 22
    - Posts: 10
  - Q1 2022
    - Page Reach: 1,424
    - Page Visits: 226
    - Likes: 6
    - Posts: 4
- Recommendations for next board:
  - Purchase access to scalable survey platform
  - Create unit-level marketing positions/committees sponsored by national committee and align national messaging
  - Increase frequency of content posted to social media and sent via email to drive engagement and benchmark against above statistics
  - Develop additional digital touchpoints across membership and measure impact