



# **SOCIETY OF OUTDOOR RECREATION PROFESSIONALS**

Annual Member Meeting

April 29, 2020



# OVERVIEW

Introductions

Annual Report

Justice, Equity, Diversity & Inclusion

Proposed Bylaws Revisions

Supporting SORP



**Vice President of  
Development**  
Aleks Pitt  
National Park  
Service, Colorado



**Secretary**  
Kyung Koh Willis  
U.S. Forest Service,  
Washington



**At-large Member**  
Betsy Emery  
Graduate Student,  
Oregon



**At-large Member**  
Chris Zajchowski  
Old Dominion  
University, Virginia



**At-large Member**  
Sandi Miller  
NIC, Colorado





Margaret Bailey  
2014-2020



Jordan Smith  
2017-2020



Colmore Christian  
2018-2020





# ANNUAL REPORT

## Profit & Loss

October 1, 2018 - September 30, 2019

### Annual Revenue

Education & Training \$152,611

Membership \$38,650

Partnerships \$11,000

Miscellaneous \$10,416

(donations, silent auction, professional services, investment income, interest income)

**TOTAL \$212,677**

### Expenses

Conference \$76,084

Training Scholarships \$6,750

Staff & Professional Services \$72,149

General Operations \$38,816

**TOTAL \$193,799**

**NET INCOME \$18,983**



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# ANNUAL REPORT

## Current Balance

FY to Date 2020  
(3/31/2020): \$189,814

## Historical Balance

End of FY 2019: \$184,988  
End of FY 2018: \$166,818  
End of FY 2017: \$142,664  
End of FY 2016: \$110,129  
End of FY 2015: \$87,221





# JUSTICE, EQUITY, DIVERSITY & INCLUSION (JEDI)



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# JUSTICE, EQUITY, DIVERSITY & INCLUSION (JEDI)

The Society of Outdoor Recreation Professionals (SORP) believes that access to meaningful and transformative outdoor experiences is a basic right for all people.

Just as biodiversity strengthens ecosystems, diversity of human thought and experience within our organization strengthens our efforts to support Outdoor Recreation Professionals for the benefit of the communities that they serve.

In order for SORP to achieve its mission “to promote, advance, and serve outdoor recreation professionals” we commit to celebrating diversity, working towards equity, and practicing inclusion in all of our work.

We will continue learning and adapting to best support a robust community of outdoor recreation professionals. We acknowledge that we will make mistakes, and that we will use those mistakes to grow as an organization.







# JUSTICE, EQUITY, DIVERSITY & INCLUSION (JEDI)

## **This Means...**

Recognizing that privilege associated with the dominant or majority culture manifests itself in overt and covert ways, including in the outdoor recreation profession.

Challenging assumptions about what constitutes an outdoor recreation professional.

Understanding that different perspectives mean a stronger, healthier, and more adaptive organization.

Ensuring that diversity, equity, and inclusion principles are core values in all of the work we do.





# JUSTICE, EQUITY, DIVERSITY & INCLUSION (JEDI)

## **SORP commits to:**

- Creating spaces and programs where everyone feels safe, recognized, valued, and included.
- Facilitating a learning culture where outdoor recreation professionals can grow and expand their commitment to justice, diversity, equity, and inclusion, and non-judgmentally share successes and challenges with each other.
- Growing our practice of justice, equity, diversity, inclusion, and accessibility in SORP's programs and offerings by evaluating successes and lessons learned, and progressively expanding efforts based on best practices.
- Actively seeking members and recruiting board members who bring different backgrounds, perspectives, and identities to the outdoor recreation profession.
- Selecting conference locations and venues that foster a welcoming and inclusive physical, social, and learning environment.
- Partnering with diverse, allied organizations in related fields to expand our relevance and knowledge base.
- Establishing and supporting a justice, diversity, equity, and inclusion committee for the organization.





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# PROPOSED BYLAWS REVISIONS

## **boardsource.org:**

All nonprofit organizations need regulations that determine how they are governed. Bylaws are the legally binding rules that outline how the board of a nonprofit will operate. While they are unique to each organization, nonprofit bylaws generally have a similar structure and use.





# PROPOSED BYLAWS REVISIONS

- Original bylaws 1983
- Frequent bylaws changes in 1990s and 2000s
- 2012 revised bylaws to change name from NARRP to SORP
- 2017 minor bylaw updates approved







# PROPOSED BYLAWS REVISIONS

Why now?

- Better alignment with best management practices for nonprofits
- Move incorporation from MN to CA
- Reduce redundancy
- Improve flexibility



# KEY CONSIDERATIONS

Type of organization  
Board size and structure  
Board nominations and vacancies  
Officers' duties  
Board meetings  
Committees  
Resolutions



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# SUPPORTING SORP

- Serving on a committee
- Serving on the Board
- Membership



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# COMMITTEES

## Standing Committees

- Awards
- Development
- Education and Professional Development
  - State Comprehensive Outdoor Recreation Plan (SCORP)
- Finance/Audit
- Governance
- Membership and Communication
- Conference
  - The standing committees support conference planning as “working groups.”

## Ad Hoc Committees

- Future Conferences
- Justice, Equity, Diversity, and Inclusion (JEDI)







# SORP BOARD

- Executive Board
  - President
  - Vice-President of Operations
  - Vice-President of Development
  - Treasurer
  - Secretary
- At-Large Members
  - Total of six
- Student Delegate (non-voting)



# WHY SORP? WHY SERVE ON THE BOARD?

I believe strongly in the work SORP does to support and enhance outdoor recreation professionals.

to get involved in the organization  
to help encourage others in our field  
to join this community.

I thoroughly enjoy helping public agencies improve their business practices and assisting them in improving their concession/permit agreements with the private sector.

Connections to the outdoors can be incredibly powerful and I think those connections and experiences are worth sharing to help promote positive stewardship of the natural world and outdoor recreation.

I am drawn to SORP because of the continued opportunities to connect field practitioners with new and innovative research. In my free time, I like to hunt, fish, ski, hike and spend time with my dog on public lands.

A wonderful opportunity to learn from other recreation-related professionals on how they have tackled similar challenges.

I truly value the common cause that all SORP members seem to have, of making sure that outdoor recreation opportunities are available for all.



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# MEMBERSHIP

## Benefits Include:

- Webinars (non-members pay \$45 per webinar), and access to past webinars
- Reduced Conference registration fees
  - Access to past conference presentations
- Scholarships (e.g., Jarvi Partnership, NORC student, NORC Young Professional)
- Outdoor gear pro deal
- Biweekly E-newsletter
- Access to a variety of recreation planning and management resources
- SLACK space

## Continually working to improve member benefits, such as:

- Increased number of webinars
- Communities of practice





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