

PASSING THE ORANGE TORCH

Building Sustainable Leadership for Long-Term Club Success

Evan Thorpe '05 S05, President, Princeton Club of Hong Kong

Marion Krueger '18 S18, President, Princeton Club of Austin



Strong clubs don't thrive by accident.

They thrive because leaders build with both the present and future in mind — always asking who we serve, and how we best serve them.

WHERE WE'RE STARTING

A brief look at our clubs' origin stories — how they evolved, and what we learned navigating leaner times — and why succession planning matters.

For example: In Hong Kong, Club membership established, registered as a legally-established entity and supported by generous patrons who were keen to contribute financially but leadership managed by those who looked to also contribute time. Tradition of many officers so that a large, involved board could be hands-on in managing events had the extra advantage of distributing institutional knowledge rather than concentrating it and succession planning strategy preserved continuity. Presidents rarely “thrown into the deep end.”

Another example: the Princeton Club of Austin had many years of success/activity, but involvement plateaued during COVID and required a dedicated revitalization. Former president took this opportunity to intentionally build a team, reset the culture, and establish processes / systems that would outlive any individual person so a future “revitalization” wouldn’t need to be done from scratch. Documentation is paramount and offers continuity during transition.

- | | | |
|-----------|--------------------------------|---|
| 01 | People | Building and empowering your leadership pipeline |
| 02 | Process & Systems | Making institutional knowledge belong to the club |
| 03 | Lessons & Resources | Practical tools you can apply right away |



Build your leadership pipeline before you need it

70%



Experience

- Identify potential early
- Create multiple ways to join in
- Give volunteers real ownership

20%



Relationships

- Mentorship and shadowing
- Pair incoming with outgoing leaders

10%



Structure

- Prepare leaders before titles change
- Distribute work to prevent burnout

Key takeaway: Great succession planning is really great leadership development.



Make continuity part of the club, not the person

Every leader carries knowledge that's tacit — in their head — until something makes it explicit: written down and owned by the club, not the person.

■ Governance documents

■ Shared drives

■ Event playbooks

■ Communication templates

■ Financial continuity

■ Board cadence and planning

MANAGING THE HANDOFF AS A CHANGE, NOT AN EVENT

Prepare

Transfer

Support

Key takeaway: Institutional knowledge should belong to the organization — not individual leaders.



Lessons learned / best practices

COLLABORATE TO GROW

Princeton itself is a great cultural template; use that as your blueprint for collaboration with ASC, sub-groups, etc.

Takeaway: other clubs are your cultural anchors.

1

TALENT MANAGEMENT

Balance new leadership with experienced legacy leaders to encourage creativity and leverage historical knowledge.

Takeaway: Implement rules governing term limits.

2

CHANGE MANAGEMENT

Share transition notes for each leadership position.

Takeaway: Maintain event planning notes / to-do lists w/ roles and division of labor.

3

LEAN ON THE OTHERS IN THE SAME BOAT

"One size fits all" but many have common experiences.

Takeaway- use the network to find folks who have at some point "been there."

4

President Transition Notes - 2025

Legal / Official Processes:

- Need Board to:
 - Hold an official vote for President
 - Confirm President's appointment new Treasurer
 - Confirm bank transition
- Annual Business Meeting: hold official "club member" v Members
- Change Registered Agent address to new President
- File annual forms to TX Sec of state
- Update bank account access (see Treasurer doc for pr
- Notify Alumni Engagement

Timeline / Actions:

- September

• Draft final for Board/Exec combined meeting

2024 PCA Holiday Party Shopping / To-Do List

Costco 2024 - TO ORDER FOR DELIVERY:

- Drinks
 - Waterloo Sparkling Variety (24 ct) - 5
 - Honest Kids (40 ct) - 1 (probably will have leftovers, but same price as smaller amount from HEB)
- Desserts
 - Kirkland Signature Peppermint Bark (24 ct) - 1
 - Kirkland Signature Variety Cookies (24 ct) - 2
 - Tipak French Macarons (36 ct) - 2
 - Junior's Mini Cheesecakes (24 ct) - 1
- Savory
 - Kirkland Signature French Brie (1.32 lb) - 1
 - Citaris Prosciutto di Parma (2 x 6oz) - 2
 - Boursin Variety Pack (3 ct) - 2
 - Cello Cheese Cracker Cut Tray (2 lbs) - 1
 - Kirkland Signature Spanish Manchego (1.63 lbs) - 1
 - Rao's Marinara Sauce (2 x 28oz) - 1
 - Vegetable Platter with Ranch Dip (4 lbs) - 1
 - Red Seedless Grapes (3 lbs) - 1
 - Strawberries (2 lbs) - 2
 - Almond Flour Crackers - 1
 - Goldfish Snack Bags (45 ct) - 1 (will have a lot of leftovers, but price comparable to smaller packs from HEB)
- Supplies
 - n/a for 2024 (using leftover Chinnet Plastic Cold Cup from last year)

Costco 2024 - PICK UP IN PERSON AHEAD OF TIME

- Kirkland Signature Italian Style Beef Meatballs (6 lbs) - 1 (defrost ahead of time)

Items On-Hand:

- Napkins (Marisa still has leftovers from Bar Mitzvah + Princeton alumni napkins from alumni engagement party packs)
- Chinnet Plastic Cold Cups (about 80-90 cups remaining from last year)

HEB 2024:

- Plates - mix of sizes, either acrylic or sturdy/thick cardboard (bought 2 packs smaller plates, 1 pack large plates - used about half of big plates and half one the small plates)
- 33-gallon garbage bags for trash / recycling
- Toothpicks for meatballs - 1 pack
- Mini Pecan Pies (16)
- Holiday Sugar Cookies (10) - 1
- Carr's Crackers or Central Market - 1 medley (Costco's was too big)



Every club's path will look different, but the principles are extensible; someone, somewhere in the network has been there before, luckily, Tigers typically want to be found and share.

Succession planning isn't about replacing leaders — it's about continuously investing in people, strengthening your organization, and ensuring your club can thrive for the next generation of alumni.



Resources

[Regional leader handbook](#)

[T-Quad landing page](#)

[TigerNet forums](#)

[Other regional leaders \(CORA\)](#)

