

ALPHA SIGMA PHI FRATERNITY INC.
MINUTES OF GRAND COUNCIL MEETING

February 1, 1987
Columbus, Ohio

8. CALL TO ORDER

Grand Senior President Robert A. Sandercox called the Grand Council Meeting to order at 8:50 a.m. on Sunday, February 1, 1987.

9. ROLL CALL

Members of the Grand Council in attendance: Grand Senior President Robert A. Sandercox, Grand Junior President Edmund A. Hamburger, Grand Secretary James V. Fitzpatrick, Grand Marshal Dr. Dennis R. Parks, Grand Councilor Charles J. Vohs and Grand Councilor Donald R. Morgan. Grand Treasurer Ronald W. Dollens had previously informed Grand Senior President Sandercox that he could not attend the meeting due to business commitments. Also in attendance were: Past Grand Senior President Richard R. Gibbs, Executive Director Robert M. Sheehan, Jr., Associate Director of Chapter Development Randall S. Lewis, Associate Director of Chapter Development Richard G. Kahler and Chapter Leadership Consultant Geoffrey Connell.

10. APPROVAL OF MINUTES OF AUGUST 13-14, 1986 and AUGUST 17, 1986 MEETINGS

It was moved by Brother Hamburger, seconded by Brother Vohs and passed unanimously to approve the minutes of the August 13-14 and August 17, 1986 Grand Council Meetings.

11. APPROVAL OF MAIL VOTES

It was moved by Brother Hamburger, seconded by Brother Vohs, and passed unanimously to approve and record the affirmative responses to Mail Votes #196-201 (Exhibit A).

12. REPORT ON CHAPTER SERVICES

Grand Senior President Sandercox ordered that the records show that an informal hearing was held between representatives of Gamma Chi Chapter, Indiana University, and the Grand Council on January 31, 1987. The result of that hearing is that the chapter is currently off probation but will remain under special review by the Grand Council. The advisory committee appointed by Grand Senior President Sandercox will remain intact at least until the next Grand Council Meeting and at that time the representatives from Gamma Chi Chapter will be required to submit a written report on the specific objectives which they set and accomplished during the spring term.

It was moved by Brother Hamburger, seconded by Brother Morgan and passed unanimously to accept the Report on Chapter Services. (Exhibit B).

13. REPORT ON EXPANSION

It was moved by Brother Hamburger, seconded by Brother Fitzpatrick and passed unanimously to approve the colonization petition of the Evin C. Varner Society at Illinois State University and to prepare colonization proceedings for the group as Phi Eta Colony.

It was moved by Brother Hamburger, seconded by Brother Vohs and passed unanimously to begin reactivation efforts at Alpha Iota Chapter, University of Alabama, as staff time permits.

It was moved by Brother Hamburger, seconded by Brother Vohs and passed unanimously that the Fraternity would not continue active interest in reactivation efforts at Stanford University, Tau Chapter, at this time.

It was moved by Brother Hamburger, seconded by Brother Vohs and passed unanimously that all support possible be given to the alumni at Eastern Michigan University in their active interest to reactive their Gamma Upsilon Chapter.

It was moved by Brother Hamburger, seconded by Brother Parks and passed unanimously to accept the Report on Expansion. (Exhibit C).

14. REPORT ON THE PROVINCE PROGRAM

It was moved by Brother Hamburger, seconded by Brother Morgan and passed unanimously to accept the Report on the Province Program. (Exhibit D.)

15. REPORT ON AWARDS

It was moved by Brother Hamburger, seconded by Brother Parks and passed unanimously to accept the Report on Awards and with that approve the recommendation by the Awards Chairman that the Gary A. Anderson Award be created and presented to that chapter of the Fraternity which annually exhibits the most outstanding program of pledge education. (Exhibit E.)

16. REPORT ON SCHOLARSHIP

It was moved by Brother Hamburger, seconded by Brother Morgan and passed unanimously to accept the Report on Scholarship. (Exhibit F.)

17. REPORT ON THE 1987 NATIONAL LEADERSHIP CONFERENCE

It was moved by Brother Hamburger, seconded by Brother Morgan and passed unanimously to accept the Report on the 1987 National Leadership Conference and approve a \$4,000.00 expenditure from the 1987-88 Fraternity budget to pay a portion of the expenses for one alumnus advisor representative from each chapter to attend the conference. (Exhibit G.)

18. REPORT ON FINANCE (Exhibit H.)

It was moved by Brother Morgan, seconded by Brother Hamburger and passed unanimously to withdraw the \$50,000 investment in the Founders Risk Retention Group Insurance Company.

It was moved by Brother Morgan, seconded by Brother Hamburger and passed unanimously to authorize the co-signing of a mortgage note for the Gamma Xi Chapter, Widener University, at no more than \$77,500.00, plus closing costs.

It was moved by Brother Morgan, seconded by Brother Hamburger and passed unanimously to require the Alpha Alpha Chapter, University of Oklahoma, Alumni Corporation to use the Fraternity's bookkeeping services if they cannot bring their A-S-P Corporation loan up to date immediately.

19. REPORT ON ALUMNI DEVELOPMENT (Exhibit I.)

It was moved by Brother Fitzpatrick, seconded by Brother Vohs and passed unanimously to carry out an evaluation of the Fraternity's alumni communications programs including a review of The Tomahawk and a change in format to a magazine style for one or all issues. A \$3,000 expense cap was placed on the project.

20. At 10:30 a.m. the Grand Council adjourned into Executive Session.

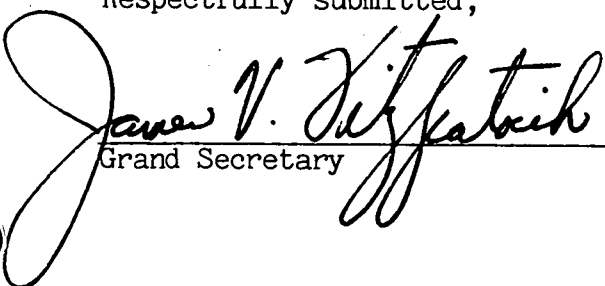
21. It was moved by Brother Hamburger, seconded by Brother Morgan and passed unanimously to continue to increase the pension paid to Executive Secretary Emeritus Ralph F. Burns by \$100.00 beginning at the time when his current annuity runs out.


22. It was moved by Brother Hamburger, seconded by Brother Parks and passed unanimously to authorize the exploration of a complete pension plan program for the Fraternity Headquarters staff.

23. It was moved by Brother Morgan, seconded by Brother Hamburger and passed unanimously to adjourn the Grand Council Meeting at 12:23 p.m.

Respectfully submitted,

Certified correct,


Grand Secretary


Executive Director

Approval of Mail Votes 196, 197, 198, 199, 200, and 201

- Mail Vote 196: Approval that the decision to purchase a new computer system from Earthrise Micro Systems per Mail Vote #191 be rescinded and the Fraternity enter into a lease agreement with the Alpha Sigma Phi Educational Foundation.
- Mail Vote 197: Approval that a fine of \$200 be place on Missouri Valley, Toledo, Bowling Green, Ohio Northern, Charleston, Davis & Elkins, Marietta, Slippery Rock, Longwood, Tulane, Rutgers, Stevens Tech and Lycoming chapters for not attending the 1986 National Leadership Conference & Convention.
- Mail Vote 198: Approval that a \$1,000 expenditure be authorized from the 1987-88 Fraternity budget to support the travel and expenses of the Executive Director of the Alpha Sigma Phi-Philippines to attend the 1987 National Leadership Conference.
- Mail Vote 199: Approval that the Educational Foundation Trust Agreement be changed to read:
- Article III, #3.01. The Trustees of the Foundation shall be not fewer than 3 but not more than 7 in number. No person shall be elected a Trustee unless he is a member of Alpha-Sigma Phi Fraternity. One Trustee shall be a member of and appointed by the Grand Council (or other similar governing board) of Alpha Sigma Phi Fraternity. Any vacancies of the other Trustees shall be nominated by a committee as set forth in the policy and procedure statements of the Trustees. The nominee or nominees to fill vacancies must be approved by the majority vote of the current Trustees and Grand Council of Alpha Sigma Phi Fraternity. The Trustees nominated and appointed shall serve four year terms, but not more than two successive terms.
- Article III, #3.04 shall now read (original in parenthesis, changes in brackets): #3.04 The quorum necessary for the transaction of business at a meeting of the Trustees shall be (two) [a majority] of the Trustees present personally. Such quorum shall have full power to exercise all or any of the powers, authorities and discretions vested in the Trustees hereunder.

Approval of Mail Votes (cont'd)

Mail Vote 200:

Approval that the Phi Delta Colony's petition to be chartered be accepted and that, in concurrence with their request, a charter shall be granted to them as Delta Mu Chapter at William Paterson College December 13, 1986.

Mail Vote 201:

Approval that Alpha Sigma Phi Fraternity, Inc. purchase \$50,000 worth of interim shares of stock in the Founders Risk Retention Group Insurance Company.

REPORT ON CHAPTER SERVICES

Chapter/Colony Visits

The sudden addition of five new colonies last spring kept Associate Directors of Chapter Development, **Randy Lewis** and **Rich Kahler** busy with frequent visits to direct rush efforts and officer education with those groups. Chapter Leadership Consultant **Jeff Connell** maintained a busy chapter visit schedule according to the priority needs reported last August. Rich and Randy, of course, also made chapter visits. All but five chapters (Washington, Cornell, Stevens Tech, Oregon State and Missouri Valley) were visited this fall. Visits to these chapters and follow-up work with the colonies and priority chapters will continue during the spring term.

Pledge and Initiation Statistics

Pledges:

1982-83:	759
1983-84:	909 (+20%)
1984-85:	862 (-5%)
1985-86:	1,059 (+23%) -- without colonies: 917 (+6.5%)
12/31/85:	524
12/31/86:	588 (+12%)

Initiates:

1982-83:	673
1983-84:	706 (+5%)
1984-85:	720 (+2%)
1985-86:	829 (+15%)
12/31/85:	276
12/31/86:	336 (+21%) -- without Delta Mu: 292 (+6%)

While pledging figures are up by 12% compared to this time last year, we will be fortunate just to match our 1985-86 figure by this year's end. All five colonies were added after January 1 last year. These colonies provided nearly 17% of our 23% increase in 1985-86. Only one colonization seems likely for the spring at this point in time (see Report on Expansion).

The initiation figures are heavily skewed by the 44 man initiation of William Paterson's new Delta Mu Chapter brothers. By year end we should have 10-15% more initiates than in 1985-86. If any of the other colonies charter this spring we can expect an even greater increase.

Chapters of Particular Concern

As these reports are being written and distributed, either Randy, Rich, or Jeff are making visits to the following chapters about which we have concerns. They will be available to discuss the up-to-the-minute status of these chapters at our committee meeting:

Oklahoma, Alpha Alpha:

- Very low membership, poor operations
- Consider recolonization

Tulane, Gamma Omicron:

- Low membership
- Need for competitive housing

Missouri, Alpha Theta:

- Building membership back up
- Alumni Corporation financial problems

U.C.L.A., Alpha Zeta:

- Low membership
- Poor organization

Cal-Berkeley, Nu:

- Low membership
- Previous brotherhood conflicts

A special meeting with representatives from **Gamma Chi Chapter, Indiana University**, will be held on Saturday at 1:00 p.m. (see schedule) as directed by Grand Senior President Sandercox. Background information and a formal report by the chapter is enclosed as Appendix I. The entire Grand Council will be updated on this situation Friday evening.

Low membership at **Baldwin-Wallace, Alpha Mu; Charleston, Gamma Mu; and North Carolina State, Beta Zeta** continue to be a concern, while **Rutgers, Beta Theta** has been placed on a performance contract due to overall poor chapter standards. Rich, Randy and Jeff will be prepared to discuss these situations with the committee.

To Better The Man

The fourth edition of To Better The Man will be in print by March to re-stock our dwindling supply of the third edition. The revision has been directed by Rich Kahler, and will result in a three year supply of manuals. As directed by the Grand Council, the manual has been dedicated to its creator **Evin C. Varner, Presbyterian '58**.

TO: Robert A. Sandercox
Grand Senior President
Alpha Sigma Phi Fraternity

FR: Robert Cabello
Chairman, Alumni Advisory Board
Gamma Chi Chapter, and
Grand Province Chief/Province III

Brian Jump
Member, Alumni Advisory Board
and Alumni Board of Control
Gamma Chi Chapter

Greg Heiman
Member, Alumni Advisory Board
and Alumni Board of Control,
Gamma Chi Chapter

Rich Kahler
Staff Liaison, Alumni Advisory
Board Gamma Chi Chapter, and
Associate Director of Chapter
Development; Alpha Sigma Phi
National Office

DATE: January 29, 1987

RE: Response/Gamma Chi Chapter Report to the Grand Council Alpha Sigma
Phi Fraternity

BACKGROUND

The Alumni Advisory Board was formed by the Directive of the Grand Senior President of Alpha Sigma Phi, Robert Sandercox. The express purpose of the Board was to help and assist the Gamma Chi Chapter of the Fraternity to address the following four problems. (1) pledge education program (2) alcohol abuse among members (3) overall chapter management (4) overall chapter programming.

The Undergraduate Chapter was instructed to prepare a report which addressed the above four problems, and to appear before the Council to formally present the report.

ADVISORY BOARD CHARGE

The Alumni Advisory Board was instructed to make a separate report to the Grand Council giving their opinions of the plans and programs included in the Gamma Chi report to the Grand Council.

COMMITTEE RESPONSE

It was the consensus of the Advisory Committee that the Chapter is to be commended on the obvious care and effort put into the preparation of the report. It was felt that the report responded to the basic directive of the Grand Senior President as to the issues to be dealt with and was a good starting point to begin the revitalization of the Gamma Chi Chapter of Alpha Sigma Phi.

Alumni Advisory Board Response

PROGRAMMING

The need to promote excellence in scholarship is fundamental to the mission of Indiana University and is something our National Fraternity has historically supported. We fully support this and endorse the implementation of the report recommendations.

Rush is the essential life blood of any fraternity chapter. Gamma Chi has a sound, basic program structure recommendation in its report.

The Advisory Board is concerned that the entire chapter be involved in the rush process and strongly suggests that numeric pledge goals be set for the chapter. These goals should be set on a yearly basis and should be based on the previous years, all fraternity average pledge class. The long term goal of obtaining a chapter size of 95 to 115 active brothers and pledges should be layed down to the chapter. This goal should be reached by September, 1989. This size range will ensure fiscal stability of the chapter house, the alumni corporation, and allow the chapter to be competitive in all aspects of campus life at Indiana University.

The service component of this section is a commendable effort to become involved in the local and campus community.

The Advisory Board urges that the Grand Council lay down a minimum expectation of two significant service projects per year to the Chapter. The Advisory Board endorsed the concepts layed out by the chapter and hopes that full chapter participation is accomplished.

MANAGEMENT

The Alumni Advisory Committee was impressed with this section of the report and recommends to the Grand Council that it be implemented.

Some members of the Advisory Committee have expressed serious concern as to the lack of structures or mechanism's within the house to cultivate strong leaders among members. Gamma Chi Chapter has had various periods where weak leaders have allowed the house to flounder. This situation goes beyond the Treasurer's Office and has encompassed some or all of the officers of the chapter.

Serious consideration should be given by the Grand Council to the implementation of mandatory ongoing officer training and required training of all pledges as they enter the chapter.

The final concern of the Advisory Committee was the hope that all members of the chapter join in the management of the chapter; rather than allowing a few devoted individuals to carry the burden of management by themselves; we suggest that the Grand Council make this a chapter wide directive.

Alcohol Awareness

The Advisory Committee was impressed with the ambition of the chapter to address its past alcohol problems. The chapter has attempted to create a reasonable and responsible midpoint approach to this issue.

The Advisory Committee feels that any change generated in this area must be lengthened and chapter wide. The Advisory Committee recommends that the Grand Council accept the alcohol awareness program generated by the chapter and issue as its own the following specific directives:

1. Alcohol can not under any circumstances be a part of the pledge program of the chapter.
2. The chapter shall not hold any all campus party with alcohol present.

The Advisory Committee further recommends that the Gamma Chi Chapter shall for a period of four years be required to have an ongoing chapter program of alcohol awareness. The committee recommends that the chapter be directed to generate a report on each year's activities signed off by the Dean of Student Affairs on the Indiana University.

PLEDGE EDUCATION

The Advisory Committee found this section of the report acceptable as a starting point to institute significant long term change within the chapter.

The committee was concerned as to the "outline" nature of this section and strongly recommends that the Grand Council ask for a detailed plan for Pledge Education at the Gamma Chi Chapter.

Some members of the Advisory Committee seriously question the value and justification of the pledge court activity and feel that it may be construed as hazing.

It is apparent to the committee that a serious identity crisis is raging within the Gamma Chi Chapter House. It is the feeling of some of the Advisory Committee members that a significant portion of the current brotherhood do not know why they are in Alpha Sigma Phi. More specifically many members seem to question the underlying concepts of any fraternity.

These perceptions makes the need for a comprehensive, quality pledgedship essential if the current attitude is to be eliminated in the Gamma Chi Chapter.

The Advisory Committee recommends to the Grand Council that it accept the Gamma Chi Chapter Report with the above stated caveats. The committee further recommends that the National Office Staff be made available to the chapter for the implementation of these recommendations on a as needed basis.

All of us thank you for the opportunity to serve our fraternity.

ALPHA SIGMA PHI FRATERNITY



ROBERT A. SANDERCOX
GRAND SENIOR PRESIDENT
BOX 142, BETHANY COLLEGE
BETHANY, WV 26032

OFFICE: 304-829-7412
HOME: 304-829-4548

November 24, 1986

Mr. Tom Hinkley, HSP
Alpha Sigma Phi Fraternity
1415 North Jordan
Bloomington, IN 47401

Dear Brother Hinkley,

I have received the report from the Committee I appointed to investigate the events of October 15 which resulted in the hospitalization of pledges Paydo and Saari. I have asked the committee's chairman, Grand Province Chief Robert Cabello, to visit your chapter on Sunday evening December 7th to share the findings of the committee with the whole chapter. This is a mandatory meeting for all brothers and pledges. The meeting will take place at the chapter house at 7:00 p.m., which I understand is a convenient time for your members. Associate Director of Chapter Development Rich Kahler and as many of your key advisors as can attend will also be in attendance.

My review of the committee's report tells me that your chapter has serious problems with: 1. Pledge Education Program, 2. Alcohol Abuse among members, 3. Overall Chapter Management, and 4. Overall Chapter Programming. As a result of my concern with these problems I hereby place your chapter on "probation" until the January 31 meeting of The Grand Council.

You and your HSP-elect John Gibson, along with two other chapter representatives of your choosing, are required to make a report presentation to The Grand Council on January 31. Your report should be written, and then presented orally. The report should 1.) Discuss your views of the four problem areas outlined above, and 2.) Explain in detail how your chapter plans to solve these problems. The Grand Council will then discuss your report and decide what further actions, if any, need to be taken. Probation could end at the meeting or continue. The Council could vote to impose suspension or even, of course, discuss the revocation of the chapter's charter; however none of us feel that should be necessary at this time.

This is a serious incident, and the quality of your report to The Grand Council is very important. Therefore, I have appointed an Alumni Advisory Board to advise and help you in developing your plans and preparing your report. The chairman of the Board is Grand Province Chief Robert Cabello, and the other members are the men already serving on your Alumni Control Board: Brian Jump, Greg Heiman, and Brian Presnal. Rich Kahler has also been assigned as the staff liaison to the Board to further help you with your programs. Hopefully, the Board can begin helping you at the December 7 meeting. This Board will also make a separate report to the Grand Council giving their opinions of the plans and programs included in your report to The Council.

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Our goal, Tom, is to take Gamma Chi Chapter through this process resulting in major improvements of which we all will be proud. I know we can count on the cooperation of every one of your members.

Fraternally,



Robert A. Sandercox
Grand Senior President

RAS/pk

cc: Vic Boshini, Coordinator of Greek Affairs
John Gibson, HSP-Elect
Robert Cabello, Grand Province Chief
Greg Heiman, Grand Chapter Advisor
Brian Jump, Alumni Control Board
Brian Presnal, Alumni Control Board
Rich Kahler, Assoc. Director of Chapter Development
The Grand Council
Robert Cockrum, Alumni Corporation President

BCC: C. Koch

December 5, 1986

RECEIVED

DEC 17 1986

Alpha Sigma Phi Fraternity, Inc.

Mr. Rob Sheehan
Executive Director
Alpha Sigma Phi Fraternity
24 West William Street
Delaware, Ohio 43015

Dear Rob:

Please find the final report generated by the Investigatory Committee on the Gamma Chi Chapter at Indiana University. It has not changed from the draft copy you received earlier.

Rich Kohler and myself have reviewed the report and agree to its accuracy. Robert Cockrum has not gotten in touch with me with his comments, nor have I been able to reach him by phone. Therefore I can only assume that he agrees to the accuracy of the report.

Once again, thank you for the opportunity to serve our Fraternity.

Yours truly,

Robert Cabello
Assistant Vice President of Student Affairs

cc: Robert A. Sandercox
Box 142
Bethany College
Bethany W. V. 26032

Illinois State University

Office of Student Affairs

Alpha Sigma Phi
Grand Senior President
Investigatory Committee
Report On
Gamma Chi Chapter/Indiana University

November, 1986

INTRODUCTION

The Grand Senior President's investigatory committee convened on the Indiana University campus, October 27, 1986. It consisted of Robert G. Cabello, Province III, Province Chief and Assistant Vice President of Student Affairs, Illinois State University; Robert B. Cockrum, Gamma Chi Chapter, Alumni Corporation President and Professor, IUPUI/Fort Wayne, and Richard Kahler, Associate Director of Chapter Development, Alpha Sigma Phi National, Headquarters.

Committee members R. Cabello and R. Kahler met with the University representative, Mr. Vic Boschini, Assistant Dean of Students and Coordinator of Greek Affairs at approximately 2:00 p.m. They were joined at approximately 2:30 by committee member, R. Cockrum. All the committee members at that time had the opportunity to extensively discuss with Dean Boschini the incident and read all police reports associated with the incident on October 15 and on the prior alcohol incident which occurred in August.

Dean Boschini made several points very clear:

1. This incident had received extensive public notoriety. He produced no fewer than 15 separate articles from the student newspaper as well as the Bloomington and Indianapolis newspapers.
2. Dean of Students, Michael Gordon, was being placed under a tremendous amount of pressure to respond in an "appropriate" and "significant" way.
3. That the incident was perceived by the University community as a "fraternity hazing incident", using alcohol.
4. That the responsibility and the leadership of the chapter was in serious question in light of the October 15 incident; when a prior incident was still pending before the Dean of Students Office on the same issue.

Robert A. Sandercox
November, 1986
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Dean Boschini was most cooperative in every respect. He made several off the record observations. He stated that it was viewed positively that the National Fraternity was attempting to actively respond to this incident. He indicated that a pro-active sanction toward the chapter by the National would likely be viewed positively by the Dean of Students and perhaps lessen the harshness of his response.

Dean Boschini further questioned several management practices within the chapter, specifically the use of alcohol and the lack of a written pledge program. He stated that the chapter had been cooperative with his office in all respects during this investigation.

The committee then left Dean Boschini's Office at different times and met at the Chapter House where we discussed among ourselves the approach to be taken with the investigation. It was decided to meet with several individuals after dinner.

INCIDENT/BACKGROUND

Those people who met with the Committee were the president, secretary, pledge Master, rush chairman, pledges Paydo and Saari and one pledge Dad (big brother) and two additional pledges of the pledge class.

The chronology supplied by Tom Hinkley, HSP of the Indiana Chapter was sparse but accurate.

The Chapter acknowledges the illegal use and possession of alcohol in the Chapter House, but denies any allegation of hazing.

This panel confirms the Chapter's acknowledgement of alcohol use and possession. As a result, the **investigatory panel narrowed its charge approach to the compilation of evidence which would allow a reasonable person to assume and determine that the Gamma Chi Chapter of Alpha Sigma Phi Fraternity collectively hazed its pledges through the use of alcohol.**

The non-hazing statement policy of Indiana University-Bloomington is broad and comprehensive. It interprets hazing in a manner consistent with the fraternity executive associations.

Robert A. Sandercox
November, 1986
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The policy states . . .

. . . . Indiana University unconditionally opposed any situation created intentionally to produce mental or physical discomfort . . . in essence, hazing is defined as any act whether physical, mental, emotional, or psychological which subjects another person, voluntarily or involuntarily to anything that may abuse, mistreat, degrade, humiliate, harass, or intimidate him or her or which may in any fashion compromise his/her inherent dignity as a person.

The committee attempted to apply this portion of the Indiana University statement to the facts of the Gamma Chi situation. The committee was able to obtain a variety of additional information from interviews which augmented the Hinkley report of the October 15 incident.

INVESTIGATION/FACTS

It was discovered that the October 15 incident was the matching of Chapter pledges to Chapter actives ie, (Dad day). This occasion was considered a festive one. It was looked forward to by actives and pledges within the Chapter. the "Dad's" Day activity took the form of an organized scavenger hunt throughout the House by the pledges. Each pledge was given approximately six clues with the anticipated end result being the discovery of who their pledge Dad was (ie, Big Brother).

Pledges began the scavenger hunt in the basement level of the Chapter House seated at a large table at approximately 10 p.m. after a one hour wait. The table was set with one bottle of hard liquor and glass for each pledge. The cost of alcohol was underwritten by the pledge Dad for each son and a chapter representative then purchased the alcohol for the occasion.

It had been the custom of the Chapter for the last nine semesters to organize the pledge Dad/Son event in the same way. Pledges were "aware" of the event and its customary drinking, dressed appropriately, and expected to be drinking. No one in the Chapter, nor any individual forced any pledge to drink; however, each clue of the scavenger hunt contained the written direction: "take a shot", some clues indicated "take two shots", and a few said "do not take a shot" after it. Each pledge had different clues made up by their respective pledge Dad.

Some people were not drinking at the program. Pledges with health problems or who did not wish to drink were given alternative beverages. There is no Chapter alcohol education program. The event had no on-site supervision.

Robert A. Sandercox
November, 1986
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There is no written Chapter pledge program. The pledge Master was out of the House and the Chapter president was upstairs in the House but was not present.

Only prospective pledge Dads were in attendance at the program, and many of them drank with their prospective pledge Son as he completed the instruction on each scavenger hunt clue.

The scavenger hunt was designed to take between 45 minutes to 1 1/2 hours to complete. A pledge could have consumed up to 12 shots of hard liquor during this period, and this was considered the limit. Some pledges consumed this amount and others indicated they consumed as much as 2/3 to 3/4 of a fifth of liquor.

Active brothers attempted to monitor the event by taking a pledge's fifth away from him if he appeared to be intoxicated. This apparently was done in some cases. After the pledge event was concluded, many of the pledges, among them Paydo and Saari, toasted one another and consumed more alcohol. The event concluded at 11 p.m. Once it was determined that pledges, Paydo and Saari, were severely ill, they were taken to the hospital. Pledges Paydo and Saari are of slight physical build and weigh between 120-135 pounds each.

These two pledges were taken to the hospital at approximately 11:30 p.m. There exists conflicting police reports which state that Paydo and Saari were found on 17th street; however, it was acknowledged that this was false information provided by a Chapter member.

FINDINGS

The investigation committee determined that there was no malicious intent to haze on the part of the Chapter. The committee, however, does feel that based on the collective facts gathered and stated in this report that the Chapter was guilty of hazing through the use of alcohol, by its strongly endorsing/recommending approach to alcohol in the course of this pledge function.

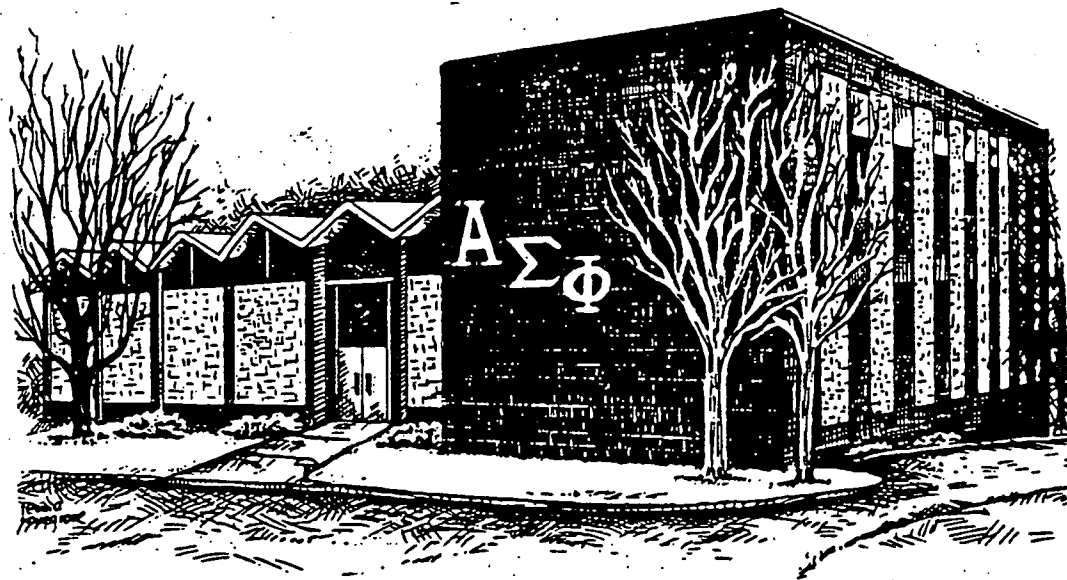
The committee feels that the Grand Council should note that once the Chapter recognized the problems of its two pledges had in this event, the Chapter responded in a level-headed and responsible way.

We thank you for this opportunity to serve our fraternity. Please feel free to call all or any one of us to discuss this matter further.

**GAMMA CHI
CHAPTER
OF
Alpha Sigma Phi**

**REPORT
TO
GRAND COUNCIL**

Indiana University



Alpha Sigma Phi



Indiana University

Gamma Chi Chapter
1415 NORTH JORDAN AVENUE
BLOOMINGTON, INDIANA 47401
(812) 332-7976

The following report brings together the results of a lot of hard work on the part of members of the Gamma Chi chapter of Alpha Sigma Phi. Though the report has been completed as part of the requirements placed on the chapter by the Grand Council of Alpha Sigma Phi, it contains much more. It makes the all-important first step towards producing a complete operating manual for Gamma Chi chapter. The report contains more than words or high ideals, rather it creates a new way of life for the chapter. The report was made part of the Chapter by-laws on January 20. By this action, the chapter has turned the words and ideas of the report into action, not just for this semester, but for all semesters and all brothers of Gamma Chi.

The report is divided into four sections; each outlines a past problem of the chapter and sets forth a detailed description of future plans. I think the reader will find the future plans are based on well thought out ideas and the idea of brotherhood.

I would like to thank all the members of Gamma Chi who have devoted time and effort to turning our chapter around. A special thanks should go to: Vic Boschini, Dean of Greek Affairs at Indiana University; Robert Cockrum, Alumni Corp. President; Greg Heiman, Chapter Advisor; Brian Jump, Alumni Board member; and all of the Gamma Chi Alumni who have been of great assistance. Rich Kahler, Rob M. Sheehan Jr. and the Grand Council also deserve a great amount of credit for helping make this possible. The help and guidance of these people has made my job a lot easier.

"Causa Latet Vis Est Notissima."

John B. Gibson Jr. HSP
President Gamma Chi Chapter of Alpha Sigma Phi

Programming

Overall Chapter Programming

Overview:

The primary problem that has crippled the programs of the Gamma Chi chapter has been that the general direction of the chapter has not been based on a firm foundation. In the recent past our chapter has based its rush, brotherhood, and future on its ability to provide a social atmosphere for its membership. In doing so it has let other program areas dwindle into non-existence. The lack of other programs has led to the exodus of older members, who no longer feel the need for the social atmosphere the house provides. The exodus has left the chapter without a firm leadership base. The lack of older leadership has damaged the organization and younger members. Gamma Chi must get back to the basics and form a new foundation on which to base itself.

BROTHERHOOD.

The Future:

The future of Gamma Chi depends on our ability to destroy our current foundation of parties and alcohol, and rebuild one based on brotherhood. Our programs must be based on the idea of interaction of members. It is important that the chapter establish programs which are important to its members and prospective members. A recent survey of the chapter showed that the majority of members listed grades as a primary concern. However when asked if the house had helped them improve their grades, 40% said it had not helped. The 60% that said yes only rated the degree of help as minimal. The brothers also said organization and Rush was their number one concern for the chapter with Pledgeship, apathy/brotherhood, campus reputation, and scholarship following respectively. The goals they set for the chapter were: 1. A full house. 2. Better chapter organization. 3. Better Sorority affairs. 4. A stronger brotherhood.

The future programming will be based on these areas of importance. In all areas brotherhood will be stressed. We plan to improve organization by getting more brothers involved through a strong and powerful committee system. Rush will be centered around showing rushees what is going on at Gamma Chi and getting them excited about our future and our brotherhood, not our parties. We plan to improve scholarship in all areas. Our scholarship program has been nonexistent in the past. We plan to base it on getting brothers to help each other. Our pledge program will be one which stresses the importance of education of our fraternity, scholarship, and interaction with the brotherhood. By improving these programs on the foundation of brotherhood, all areas of programming will benefit from it.

Details of these programs are discussed in detail throughout this report.

Scholarship:

GOALS

Short Term

1. To establish and implement a scholarship program that will provide resources and materials that will assist members of Alpha Sigma Phi in reaching higher scholastic achievements.

2. To raise the overall house GPA for the spring semester of 1987 to at least a 2.8 (Fall '85 = 2.67, Spring '86 = 2.62). This would put Alpha Sigma Phi well into the top ten for fraternity academic standings (Fall '85 = 2.66). I feel that this is a reachable goal.

3. To raise the pledge class GPA to at least a 2.6 (Fall '85 = 2.25 This is the latest figure available.). This would put the pledge average within the top ten on campus. The campus average for Fall '85 is 2.55.

Long Term

1. To cultivate a more serious attitude towards scholarship within the members.

2. To cultivate certain useful skills within the members that will assist them in their studies and career development.

3. To set an example of a program for later scholarship chairmen to follow.

4. For Alpha Sigma Phi to maintain a GPA which is above the campus average.

HA JOB DESCRIPTION/RESPONSIBILITIES

1. To establish scholarship goals for the chapter and a program that will direct members and pledges in attaining those goals.

2. Be responsible for a proper atmosphere for study within the house.

- Make members aware of the quiet hour policy.

- Extend/post quiet hours during finals week.

- Maintain 24 hour quiet hours within the house library.

- Work with the house mom in maintaining a proper study environment if her job entails this.

3. To ensure that established honors and awards are presented regularly.

- Honor grades at a scholarship banquet each semester, at the earliest possible date.

- Ensure that plaques are properly updated.

4. Develop further incentive/recognition programs that will encourage scholastic improvement, such as house contests.

5. Keep members informed of any scholarship opportunities.

6. Develop resources within the chapter.

- Update and organize the test file on a regular basis.

- Obtain reference materials for scholarship, career planning and placement, etc.

- Post study skills, final hints etc.

- Make use of tutor system if needed.

- Have semester schedule and time management sheets available.

7. Develop resources outside of the chapter.

- Invite guest speakers/have workshops for after dinner on topics such as study skills, career decisions, time management, etc.

- Locate tutors and post a tutoring list for outside services.

- Organize professor dinners to help develop faculty relations.

- Alert members to/make use of study skills services, career planning, etc.

8. Work with the pledge trainer to develop a pledge program that will instill a positive scholarship attitude and provide study skills that will carry on after initiation.

-Ensure that study tables are maintained.

-Attend a pledge meeting to discuss attitudes towards scholarship, methods for studying, and so forth.

-Monitor pledges' grades and provide extra help to those who need it.

9. Periodically evaluate programs and report their success to the chapter.

10. Keep the house advisor (Dr. Panschar) informed of appropriate house functions such as the scholarship banquet and make sure that he is invited to the house frequently.

11. Utilize a scholarship committee if needed.

12. Provide additional proposals for the scholarship program during the semester.

13. At the end of his term, the HA should thoroughly explain to the succeeding HA the specifics of the existing scholarship program, responsibilities, recommended changes, etc.

PROPOSALS

1. Test File: The current test file is at least two years outdated. Tests from the past semester were recently collected from the brothers which will help to update the file, but it will still be very incomplete. In order to bring the file up to date, I would like to buy the needed tests from a test file service. To avoid randomly buying tests and spending an excessive amount of money, I would find out which classes the brothers/pledges are currently taking, and buy the tests for only those courses. Having an updated test file is extremely important because it can make a significant difference in the GPAs of those who use it properly.

Approximate cost: \$.50 per test (according to White Rabbit)

2 tests per class

2 classes per member (due to tests already in our file, tests which are not available, and members with overlapping classes)

50 members

\$100 plus cost of folders for filing

2. Guest Speakers: Since I have been in the house, we have had few guest speakers over. This semester, I would like to invite at least one guest speaker per month to the house to speak after dinner on such important topics as time management, study skills, test taking, career decisions, etc. I believe that having guest speakers each month will help to promote positive attitudes and skills for studies within the members.

possible resources for speakers:

- Study skills center
- Counseling and Career Planning Service
- professors
- etc.

3. Additional Resources for the Library: I would like to obtain certain reference materials for use within the house library. Having these materials available would allow members to refer to them easily. These materials can assist and motivate members to think and plan future options that they might have for education or career. Books regarding the taking of graduate entrance tests and interviewing could help members prepare for such things. The following are among the materials that I think would be beneficial to have in the house library. None of these are currently in the library:

- departmental school catalogs
- graduate school catalogs and information
- career pamphlets and books
- books regarding the taking of the GRE, LSAT, MCAT, etc.
- interviewing reference materials
- internship information
- study skills booklets

I will be able to acquire the school catalogs, career pamphlets, and other similar information through the University and related services. However, the reference materials for graduate exams and other books would have to be purchased.

4. Pledge Program: The last three pledge classes' grade averages have been well below the campus average. In addition, the pledge average drags down the house average. I would like to see our pledges grades above the campus average. To accomplish this, I want to work closely with the pledge educator in developing and implementing a program that will assist in raising the pledges' grades. The following things would most likely be implemented in this program:
 - A. Enforced study tables (about 3 hours/night Sunday-Thursday): In the past, study tables have not been enforced or emphasized enough. To enforce them, brothers would volunteer to go to study tables with the pledges to make sure that they are all there and that they are studying and not wasting time. A pledge would have to be excused before hand by the pledge trainer if he is to miss a study table, entirely or part. If a pledge misses study table, unexcused, the entire pledge class would be subject to a penalty (e.g. an extra half hour of tables the following night). This would provide an extra incentive to go to study tables and possibly even assist in building unity within the class. It would also assist in promoting proper study habits and a positive attitude toward scholarship.
 - B. I will attend a pledge meeting early in the semester to discuss attitudes for scholarship, recommended methods for studying, scholarship opportunities, and other possible rewards and recognitions.
 - C. Monitoring pledge grades to be aware of their academic standing throughout the semester. This would give us an indication of those pledges in need of additional help and changes that should be made in the pledge program to allow more time for studying and so forth.
 - D. A special program for those with midterm grades below probation:
 1. Increased study table hours (4 hours/night) or an increased amount of study hours per week.

2. Make house tutors available (brothers who have taken/are taking similar courses).
 3. Provide names of outside tutors
 4. Provide additional counseling.
 5. Weekly progress reports.
- E. I am currently considering requiring pledges to take a certain number of classes from the Study Skills Center. Pledges, especially freshmen, tend to be lacking in effective study skills. Having them take some classes could help them to develop good study skills and habits.
5. On-going In-House Competition: Brothers and pledges would report their A-level grades on tests and major papers to me. On a biweekly or monthly basis, one person's reported grade would be drawn from a hat after dinner, and that person would win a small cash prize (e.g. \$10) or some other possible prize (e.g. free dinner at Chi Chi's). This would create a more periodic incentive for members to achieve higher grades and even add some excitement to scholarship.
6. Editing Service: A carefully edited paper will receive a higher grade than one which is worded and put together sloppily. For those members who have courses in which many papers are due or in which there are major term papers, an editing service can make a significant difference. I have considered two options for editing services.
- A. I have contacted an editing service to check on prices. The service edits and types papers at an average of \$1.25 per page. The lady that I talked to said that she could give our house a certain percentage discount. She did not specify how much she could give at the time. I need to get back with her.
 - B. One of our members, Eric Rusak, who is an English major, has agreed to edit-non typed papers for members in the house. He said that he will charge about 50 cents per carefully edited page, providing he has time to edit the paper.

I have considered two possibilities in setting up this service for the members, whether it be through Eric or an editing service.

- A. The house pay for the service: This would cause members to be much more inclined to take advantage of the service since it would be free of charge for them. The papers to be edited would need to be okayed by the HA.
- B. The second possibility is to just let the members that the service is available. They would then be responsible for paying for the service themselves.

7. Word Processor: A word processor in the house library would be a beneficial and convenient tool for members to use. Although not a necessity, it could assist in the editing and typing of an endless number of papers and also serves as an attraction to rushees. I am unaware of the possibilities and costs of renting or buying a word processor.

RUSH

Our main objective for rush this semester is to get the whole house involved instead of just a few. The way we plan on reaching this objective is: First, we are going to set up a strong rush committee. Inside this committee there will be a bidding committee to ensure that we have the best chance of getting the answer that we want.

In order for us to have a successful rush this semester, each brother has individual and group responsibilities:

Responsibilities

Rush Chairman:

1. Organize and run the rush committee
2. Pair up rushees and brothers according to interests
3. Teach bidding committee techniques in bidding
4. Run a review of rushees with brothers
5. Continuously check on progress of brothers with rushees

Committee members:

1. Determine a list of qualities we are looking for in a rushee
2. Help pair rushees and brothers
3. Keep check on progress of brothers and rushees

Brothers:

1. Pick up rushees
2. Introduce rushees to brothers
3. Keep in touch with rushees
4. Write basic information clear and give opinion of rushee to rush chairman

Bid Team:

1. Give bids to rushees who brothers feel are qualified to be a member of Alpha Sigma Phi

Process:

1. Rushees will be contacted and brought over to the house
2. Rushee will be introduced to brothers
3. Find out what Rushee is all about
4. Fill out demographic cards
5. Brother makes comments to rush chairman about rushee

Step 2: Brothers meet and discuss rushees

- Step 3:
1. Rush chairman pairs brothers and rushees
 2. Brother will get to know rushee better
 3. Introduce rushee to more brothers
 4. Make comments to rush chairman

Step 4: Brothers meet and discuss rushees.

- Step 5:
1. Final visit before being bid
 2. All brothers should make sure they get to know

rushee

3. Brothers comment to rush chairman

Step 6: Final discussion of rushees between brothers

Step 7: Bid

Visits will consist of dinners, basketball games, Superbowl...

With the cooperation of all brothers there is no reason why we shouldn't have a successful rush program!

MANAGEMENT

We have recently experienced a few minor setbacks that have stalled the expansion of our chapter as individuals and as a brotherhood. The setbacks that we suffered are only minor ones and it will be no problem to rebound as long as we have participation and function with thorough organization. The problems that we experienced the past few semesters have stemmed from many other undesirable situations that we placed ourselves in by having a lack of organization.

We here at Gamma Chi feel that a need for disbursement of authority is a must. With this disbursement we get more participation out of each member and it is easier to organize and keep abreast of all decisions made. This disbursement of power will be accomplished by running a organized and well represented committee system. This committee system will be making independent decisions involving their separate areas of specialization in the chapter.

The Prudential board will oversee all actions of the committees'. Each committee chairman will be elected by his peers in the committee. In turn, each committee chairman will be in charge of preparing and submitting a list of goals and any money requests from their budgets to the Prudential Board.

The Prudential Board will make their decisions so that the necessity of taking small items of interest to chapter meetings will not be necessary. We feel that this will be a more effective and a less time consuming policy. We will also be requesting monthly calendars from these committees one week in advance of the new month, by doing this we will eliminate any overlapping dates and we will have more advanced preparation to perform these events in the most efficient and dignified manner.

Each committee will also be in charge of evaluating their performance and submitting a suggestion sheet to the Prudential Committee. This will enable us to eliminate our mistakes the first time and not repeat an unnecessary mistake. These records will be recorded and kept on file for future reference.

We here at Gamma Chi plan on making this semester the best one in recent history of the chapter. We also plan on using this semester as the foundation block for building this chapter into the finest organized fraternity on the Indiana University Campus.

SERVICE

Part of the mission of the fraternity experience is to provide a social education to its members. Within this social education the concept of social service must be included as an integral part of community life. The purposes of Alpha Sigma Phi include philanthropy as a precept to be followed.

In previous years the service program at Gamma Chi has suffered from a lack of organization and coherent leadership. To address this, the service program will establish a written program to be followed by the chapter in future years.

The first aspect of this program is the creation of an elected position of philanthropy chairman, to be elected at the same interval as rush chairman and like positions.

The plan consists of several different events throughout the year each covering a different aspect of a complete service program.

In the fall, the Brotherhood provides an opportunity for direct brother interaction with disadvantaged citizens by hosting a Halloween party at the Stone Belt Center for Retarded Citizens. The brothers will bring refreshments, provide and play several types of games, and will carve pumpkins for the members of Stonebelt.

Second semester, after spring break, the chapter puts on the Show Us Your Tan contest. In previous years this has taken place at a local bar, however in the future it will be held in Alumni Hall or similar place. Sponsors will be approached from local and national businesses in the hopes of raising a substantial amount of money to be donated to the National Cancer Society.

Sometime in February each year the Brotherhood will put on its Super-dance. This will be a semi-formal dance-a-thon, for which brothers will retain pledges from the community, then bring dates to the house for the dance. Prizes will be given for the longest lasting couples.

Management

FINANCIAL MANAGEMENT

Past Problems

The financial problems of the Gamma Chi chapter of Alpha Sigma Phi have not occurred overnight. They are a result of 5 years of poor record keeping. Over this period each treasurer became more and more dependent on our accounting firm, Guy Wiley, Jr. + Co. Our accountants pay all of our bills add any adjustments to the housebills and send us monthly statements of income. This has led to the demise, if not extinction, of current bookkeeping at our chapter. Without current books, there was no way of knowing if we had gone over budget in our expense accounts until we received our statement of Income, which was too late. Our accountants do not inform us if we go over budget, they simply pay our bills. This method undoubtedly has led to overspending.

Solution

It has become apparent to us that current bookkeeping is at the heart of Gamma Chi's financial problems. With this in mind, we have reorganized our entire Treasury. A major change has been the addition of 4 files. The first file is the cash receipts file which contains a folder for every member. The second file is the cash disbursements file, which contains a folder for all of our expense accounts. Next is an accounts payable-short term (unpaid Bills) file. This has a folder for each of the company's with which we do business. The last file is along the same lines as the previous file, but it is an Accounts Payable-long term (paid bills) file, which also has a folder for each company.

We believe this file system will accomplish two goals. The first will be to have current bookkeeping. The second will be to have readily accessible records.

The following are steps to the file system:

Receiving a Check

1. Gather all the checks in the brown zip-bag and put them into alphabetical order.
2. Record the checks in the Receipts and Deposits Book.
3. Record each check in the appropriate file in the cash receipts file in the filing cabinet; record in Cr. column.
4. Take the checks and fill out a deposit ticket in the total amount of the checks.
5. Take checks + deposit ticket to bank, where you will receive a receipt.
6. Take the receipt and the white slip from the receipts + deposits book to the accountants.

Receiving Housebills from Accountants

1. Take the housebills and record each brother's amount due as a debit to his file in the cash receipts file.

2. Distribute the housebills to the brotherhood.

Adjusting Someone's Housebill

1. Fill out a pink bill adjustment slip.

2. Adjust that person's file in the cash receipt's file.

3. Take the pink bill adjustment slip down to the accountants.

4. Make a copy of the adjustment and put it in that person's folder in the cash receipts file.

Receiving Bills

1. Go through all of the bills and take out any over \$100.00, except for food bills. Put these in the alumni file in the ALP-short term file. Later send those to alumni.

2. The bills left, go through and write on each one which expense account they should be charged to.

3. Enter each bill amount in the proper account in the cash disbursements file. (debit the amount) adjust the balance(Cr) in the expense account.

4. File any copies of the bills in the ALP-short term (current liabilities) file.

5. Sign each bill.

6. Take the signed bills down to the accountants.

7. The accountants will send you a statement saying what they paid (of our bills). File this in the Guy Wiley, Jr. + Co. folder.

8. When the bills in the ALP-short term file have been paid, re-file them into the ALP-long term (paid) file.

Writing a Disbursement

1. Write out the disbursement on the blue disbursement book, making a copy of it.

2. Give the one copy to the person to be taken down to the accountants. Take the other copy, write "copy" on it.

3. Record the "copy" in the proper expense folder as a debit in the cash disbursements file. Then file the copy in that expense folder.

Duties and Responsibilities of the Treasurer

The Treasurer is the financial manager of the chapter and along with the Prudential Committee, is the stabilizing force in the undergraduate chapter on matters pertaining to its financial status. The continued life of the chapter may well depend on the efficiency with which he performs his duties. The duties and obligations of the Treasurer are as follows:

1. To make neat and accurate entries in the chapter books of account (Journal, Budget Worksheet and Bank Account Ledger) and to maintain them in such a manner that immediate answers may be given at any time to the President, Prudential Committee, the chapter, the Grand Chapter Advisor, the Alumni Corporation, the Province Chief or the Fraternity officers.
2. To keep the President and the Prudential Committee informed as to the total financial status of the chapter so they may give proper support when needed to discussions of such matters in chapter meetings.
3. To keep the insurance program of the chapter up to date at all times and to inform the President and the Prudential Committee of its status at regular intervals.
4. To make sure that each pledge and brother understands the financial requirements and obligations set by the chapter, as well as those set by the national Fraternity through the National Convention.
5. To send an itemized bill (room, board, house dues, fines, etc.) to each brother and pledge no later than three days after budget approval by the chapter.
6. To send a letter explaining the financial responsibility to each individual affiliated with the chapter at the beginning of each academic year or when the chapter pledges a new man.
7. To collect from each brother and pledge the amount owed to the chapter on or before the date due, and to report to the Prudential Committee all delinquencies before the issuance of the next monthly or quarter/semester bills.
8. To pay all bills owed the chapter BY CHECK on or before the date due.
9. To report to the Prudential Committee and the chapter immediately the inability of the chapter to meet any financial obligation.

10. To complete and file with the appropriate agency (National office, Social Security Administration, Internal Revenue Service, University, etc.) all required reports and forms on or before the date due.

11. To inform all vendors in the local community to refuse to charge any purchase to the fraternity chapter without written authorization over the Treasurer's signature.

12. To employ and supervise all kitchen and maintenance help with whatever assistance may be provided by the chapter.

13. To keep accurate service records of such employees for Social Security purposes, make all payments due to the local Social Security Administration for them, and file required Social Security reports.

14. To train at least one man in the duties and work of the Treasurer during the quarter or semester prior to departure from office.

15. To act as purchasing agent for the chapter.

Alcohol Awareness

DATE: The date for the Alcohol Awareness Week has tentatively been set for the week of February 23-27.

SCHEDULE OF EVENTS FOR THE WEEK:

MONDAY: Lecture by M.A.D.D. on drunk driving and the possible formation of a S.A.D.D. chapter at I.U.

Tuesday: Program put on by I.U.P.D. and the Dean's office. Topic: Alcohol, The Law, and I.U. Questions and answers to follow program.

WEDNESDAY: Lecture put on by Mike Green. Mike Green is an exceptional speaker, he became an alcoholic during his college years. He now travels around the country speaking to students about alcohol and responsibility.

THURSDAY: Non-alcoholic parties and activities workshop put on by the members of Alpha Sigma Phi.

FRIDAY: World's Largest Non-Alcoholic Party with KILO.

STUDENT MOTIVATION: In order to motivate students to attend the various events throughout the week, an incentive system has been installed. At the end of each event each attending student will receive a ticket. These tickets will be used to gain admittance to the party on Friday night. Three tickets will result in free admittance, two tickets will be a one dollar admittance, one ticket will be a two dollar admittance, and no tickets will result in a three dollar admittance fee.

Another means of motivation will be an attendance contest. There will be two categories; Greek Houses and Dorms. At each event there will be a sign up sheet for each category. The student from the Greek House or Dorm will sign up his or her house name or dorm. At the end of the week a trophy will be awarded to the living unit with the highest percentage of attendance in each category.

CHARITY: Gamma Chi will pick an alcohol related charity to which the proceeds from the party minus the cost of the two trophies will be given to.

PUBLICITY: Large amounts of publicity will be required to make the week a success. Every form of advertising will be used including dinner announcements at all Greek Houses and Dorms.

WORLD'S LARGEST NON-ALCOHOLIC PARTY: The party will be on Friday the 27th. It will be held from 9:30pm until a preset time. The local band KILO is slated to appear in this all campus celebration. A non-alcoholic beverage will be provided along with snacks. It is at this party that the

awards to the living units will be presented. The party will demonstrate what was taught throughout the week. A GOOD TIME WILL BE HAD BY ALL.

SPONSORSHIP: A sponsor for the Week is currently being sought from the non-alcoholic beverage industry. Both the Coca-cola Corporation and the Pepsi-Cola Corporation have expressed an interest in being the event's sponsor. Talks are underway to work out the best possible deal between Gamma Chi and perspective sponsor. There are many things that are expected of a sponsor.

Refreshments: Refreshments will be needed throughout the week's activities. Beverages will be needed on each of the nights of the week. Both snacks and beverages will be needed for the party.

Printing: The sponsor may be needed to help defer the costs of printing the fliers and tickets.

Band: The band KIL0 has been slated for the party. KIL0, regarded as the best band in Bloomington, will attract many students to the party. The band normally charges two thousand dollars per show, but it has agreed to perform for only fifteen hundred. This cost will have to be picked up by the sponsor. In return for sponsorship the corporation will receive many benefits.

Publicity: The sponsor will receive much publicity. The company's name will appear on all posters, fliers, tickets, banners, and correspondence. The sponsor will receive television air time in the form of a news report on the nightly news. In short, the sponsoring company's name will become synonymous with the week itself.

Investment: The sponsor is in a sense making an investment in the future of our nation and of their company's success in the future. Today's students are tomorrow's leaders, tomorrow's employees, and tomorrow's consumers.

The Alcohol Awareness Week will educate today's students and it is hoped that the week will produce more informed and responsible citizens.

EFFECTS ON BROTHERHOOD: The Alcohol Awareness Week will help educate the brotherhood. We will learn what is taught, but we will also learn how to plan and organize such a large event. This knowledge can and will be put to work immediately in not only our chapter but the outside organizations in which we participate.

EFFECTS ON EXTERNAL IMAGE: Gamma Chi's external image is misunderstood. The Alcohol Awareness Week has the potential

to help put Gamma Chi's external image into a more favorable light.

EFFECTS ON THE UNIVERSITY COMMUNITY: The Alcohol Awareness Week has great potential to help. As stated earlier Gamma Chi are not the only ones facing alcohol problems on this campus. It is hoped that the "Week" will truly help people with alcohol based problems. Of all the other effects of the "Week" the ability to help other students is a most important aspect.

SUMMARY: Gamma Chi does have an alcohol abuse problem, but have taken and are taking steps to correct the problem. Gamma Chi are not the only ones who have this problem, soon many other houses on this campus will be in about the same position that Gamma Chi is in now. It is up to Gamma Chi to set an example for the rest of the campus, all eyes are now looking to Gamma Chi of Alpha Sigma Phi for leadership and she will provide it.

ALCOHOL ABUSE
AT
GAMMA CHI
OF
ALPHA SIGMA PHI

ABUSE: Gamma Chi has an alcohol abuse problem. We have lost sight of what a fraternity's purpose is; e.g many house events have revolved around the use and or abuse of alcohol. Instead of a unified brotherhood, we have a brotherhood that is divided into party cliques. This division is what is preventing Gamma Chi from excelling in the university community. I don't believe that this is a new problem here at Gamma Chi. Alcohol has gradually become our crutch, our reason for not succeeding.

PROGRAMS

DRY BROTHERHOOD EVENTS:

Dry brotherhood events should help internal morale and unity. A brother will be able to talk to another brother at an event without either of them having a beer in their hand. Such events as camping trips, pizza parties, Monday Night Football + popcorn, roadtrips to other chapters, and retreats are examples of activities to improve feeling of community in the the brotherhood.

ALCOHOL AND THE PLEDGE PROGRAM: Alcohol will not under any circumstances be a part of the pledge program. Our pledge program will teach men to become responsible brothers. Therefore there is no room for the use of alcohol as part of a pledge program.

SOCIAL EVENTS: Parties at Gamma Chi will be different once off of University suspension. The following guidelines will be used at the parties.

1. There will be a pre-set starting and ending time.
2. There will be at least two brothers who will be designated as "party hosts." The "party host" will be responsible for the smooth running of the event.
3. There will be a strict guest list. No one will be admitted to the party unless they are on the list.
4. There will be no "all campus" parties.
5. Keys will be taken from all guests, they will be tagged and returned to the owner only if sober upon leaving. If sobriety is in question a pre-designated driver will take guest home.

6. The party will be in designated areas only. No brother or guest will be allowed to carry alcohol from the party to another part of the house.

7. There will be an alternate non-alcoholic beverage along with a snack food of some type available to everyone.

8. A set amount of alcohol will be bought before the party. No brother or guest will be allowed to collect money for another keg.

9. A guest will not be admitted to the party if he or she is intoxicated.

10. Any guest who appears to have "had too much" will be "cut off".

11. Drinking games of any type will be prohibited at the party.

GENERAL HOUSE GUIDELINES ON THE INDIVIDUAL USE OF ALCOHOL:

The chapter cannot dictate what the individual brother does in the privacy of his own room. Some rules have been passed to regulate the use of alcohol in the house. They are:

1. No consumption of alcohol is allowed in the public areas of the house.

2. If alcohol is being transported in the public areas of the house it must be closed and covered by a bag etc.

3. Alcohol may not be visible when a brother's door is open. This includes empty bottles on shelves.

4. Public intoxication is prohibited.

5. Disregard for any of the above rules will result in ten dollar fine.

ALCOHOL AWARENESS WEEK: Gamma Chi has received special permission from the Dean's office to hold an Alcohol Awareness Week for all of I.U.'s students. Gamma Chi is not the only persons on campus that have an alcohol problem.

OBJECTIVE: The objective of this project is to educate students and the Indiana University community of the effects and dangers of alcohol abuse. Emphasis will be placed on I.U. Bloomington's alcohol problems, and suggestions of alternatives to the typical "Kegger" party will be made. Students will learn that alcohol is not a "must" at every campus party. The object of this week will not be to preach about "demon alcohol", but to teach responsibility and common sense.

Pledge Education

ALPHA SIGMA PHI

GAMMA CHI CHAPTER 1987

PLEDGE PROGRAM:

A FRESH START

Introduction: The year 1986 has been a trying one for the men of the Gamma Chi chapter of Alpha Sigma Phi and the results of this give a clear indication that, among other things, there exists a very serious need to reevaluate the pledge program. For many years, our chapter's pledge program has been run without a clear goal in mind, utilizing only the information that has been passed down as "tradition" by word of mouth and the memory of individuals who have experienced these archaic procedures firsthand. The culmination of our chapter's mismanagement occurred on October 15th when two of our pledges had to be taken to the hospital for overconsumption of alcohol.

We, the brotherhood of Gamma Chi, would like to start over again and shed the encumbering weight of this unwritten tradition in an attempt to establish a pledge program that not only betters the man, but betters Indiana University, our national fraternity, and the United States of America. To accomplish this, we will be following closely the ritual set forth by Alpha Sigma Phi Fraternity and incorporating its ideals and teachings in our pledge activities. The activities that follow are designed with one underlying goal in mind: To Better The Man.

Description: The Gamma Chi pledge program will consist of an 11 week program, with the eleventh week set aside for Pinnacle Week. Each week of this pledgeship will contain rigidly structured events whose purposes are to familiarize the pledges with the aspects of the operations of the chapter, to teach the precepts of the ritual of Alpha Sigma Phi without breaking the vows of secrecy that we, as brothers, have made, and to make pledgeship a fun and rewarding part of the enriching process of brotherhood. Each major event will be thoroughly outlined and presented to the alumni/national board of control as well as the chapter for ratification.

First Week: 1. Rooming assignments; Each available brother will have a pledge as a roommate (as per by-laws pertaining to pin rank) and throughout their pledgeship, every pledge will live on all 3 floors at some point (4 weeks, 4 weeks, 3 weeks) to enable them to get to know everyone living in the house.

2. First Pledge Meeting;

rights, rules, and fees.

A. explanation of

pledge manuals-given first assignment.

B. distribution of

sessions and study tables.

C. explanation of work

campus facts and Gamma Chi information (typewritten)

D. distribution of

and projects to be considered (HSP)

E. discussion of goals

3. Brotherhood and pledge party/get together:
i.e. Superbowl party, non-alcoholic little sister party (is there such a thing as a non-alcoholic little sister?)etc.
open to discussion.

Second Week: 1. Second meeting:

A. quiz on chapter 1, section 1 (p. 1-6)

B. selection of fathers by pledges

C. attempt to finalize pledge class projects list.

D. seminar on study habits and test taking from member of IU study skills faculty.

Third Week: 1. Third meeting

A. Quiz on chapter 2 (assignment to be given at 2nd meeting)

B. learn Fraternity songs and/or serenades to be taught by song-leader.

C. Seminar on the importance of rush by rush chairman.

2. Start work on class project(s)

3. Pledge Court

4. Dad's night (ritual to be submitted by John Max Barger.)

5. Blackball vote

Fourth Week: 1. Fourth meeting:

A. Test on chapter 3

B. lesson on importance of points in ch. 3

2. Completion of first class project

3. Seminar on safe use of alcohol/party planning.

Fifth Week: 1. Fifth meeting

A. test on chapter 4

B. lesson on chapter 4

C. need to have one-half interviews of brothers

2. completion of second project by class

Sixth Week: 1. Sixth meeting;

A. cumulative test

B. need 42 interviews

C. presentation by HJP and HSP (TBA)

2. walkout?

3. pledge court (2)

4. send fees to National
5. blackball vote

Seventh Week: 1. seventh meeting
A. test on all chapters-focus on history
B. completion of all interviews
C. work on class project
2. rush party, for everyone

Eighth Week: 1. Eighth Meeting:
A. discussion of parliamentary procedure
B. discussion by HSP and HJP on importance of chapter meetings
2. Oral review of all pledge material
3. All class projects to be completed
4. Brotherhood pledge/party

Ninth Week: 1. Ninth meeting
2. Presentation by social chairman on how to organize a house party
3. pledge court
4. blackball vote

Tenth Week: 1. final class meeting, review of all materials, discussion of Pinnacle Week.
2. final blackball vote
3. stairwell scene

Eleventh Week: Pinnacle Week

These guidelines act only as the skeleton to the Pledge Program which will be enriched by further brotherhood participation of the chapter, alumni, and National headquarters.

Respectfully submitted,
Eric Rusack

DEFINITION OF ACTIVITIES:

Pledge Court: This is an event in which brothers will enter in black robes and will ask questions of the pledges concerning their knowledge of the pledge manual. Brothers are required to remain silent except for stating incorrect or correct concerning the questions which were asked by the individual brother. The pledges will be formed in a circle in the dining room which will be semi-darkened with a lit candle in the middle of the circle. At no time will there be laughter or humor and complete seriousness will prevail. At the conclusion of the event the pledges will be led into the library where they will be told of their performance by the pledge trainer.

Interviews: Pledges will be required to obtain an interview from each brother. The purpose of the interviews is for the pledges and brothers to spend time discussing their individual interests in order to know each other better. The pledge will not be required to do personal servitude to obtain an interview, nor may a brother interfere with his academic pursuits.

Pledge Meetings: Will consist of weekly meetings which are to be conducted like a class and will consist of subjects concerning the house, pledge manual and academics. These meetings will be conducted by the brothers.

Responsibilities during Parties: Pledges will be required to be party workers which includes the responsibilities of driving people home, and making sure the party runs smoothly. At no time will the pledge have the responsibility of being a party host.

Projects: There are to be four projects completed during pledgeship. These include a house improvement project, a social event, a walkout, and a philanthropy project.

Black Books: Throughout pledgeship, each pledge will be required to carry a black book which will be used to collect signatures following interviews. It will also be used as a guideline for pledge performance and constructive criticisms from brothers will be written in this book. Such criticisms will also be reported to the pledge trainer who will act as a defense attorney or disciplinarian depending on the circumstances.

Green Carpet Session: A green carpet session is an open forum within the pledge class in order to discuss dissensions or problems within the class and will be held if deemed necessary by the pledge committee, or pledge class.

RULES AND REGULATIONS FOR BROTHERS:

1. Brothers will not receive personal servitude from any pledge at any time.
2. Brothers may not call pledges any derogatory names.
3. Brothers may not infringe on a pledge's academic pursuits.

4. Brothers may not infringe on a pledge's rights as a citizen.

5. Brothers may not make a pledge engage in any degrading activity, whether it be physical, mental or emotional.

6. At no time may a brother discipline a pledge but he may write in his black book.

7. At no time may a brother use alcohol as a part of a pledge activity, nor may a brother purchase alcohol for the pledge.

8. A brother found guilty of disobeying any of the above regulations will receive the following punishment:

First offense: Fine

Second offense: Suspended voting rights

Third offense: Expelled from the house

RESPONSIBILITIES OF THE PLEDGE OF ALPHA SIGMA PHI, GAMMA CHI CHAPTER

WORK SESSIONS: As a pledge of Alpha Sigma Phi you are expected to perform some sort of work session daily between the hours of 3:30-5:00pm. Work sessions usually do not take more than 30 minutes, although this depends largely on the size of the pledge class (thus, one of the importances of rush). Each week every pledge will be assigned a specific job(s) which will be his responsibility to complete. The pledge class will decide among itself who is responsible for what job during a particular week. A day's work session is not finished until all of the work is done which means when you are finished with your specific job, you must help your pledge brothers complete their jobs, because one man is never finished until all men are finished. (JOB DESCRIPTIONS FORTHCOMING) The house manager will conduct a daily inspection of the individual work sessions.

WAITERING-One of the most important jobs you will be assigned is that of waiter. As a waiter, you must set up the tables before dinner, bring out the food right before dinner, and serve tables with the food they ask for during dinner. As a pledge class, you must make sure all the tables have everything they need before any of the class may sit down for dinner. If your class is well-organized, you should be able to sit down before dinner starts. After dinner, your class must bring in all the dishes to be washed, clean the tables off, and then sweep and mop the floor. If done efficiently, it can be done in less than 15 minutes. Furthermore, during the meal a pledge must be present at each table to run errands.

STUDY TABLES: In order to establish and/or fortify your study skills, you will be expected to be at study tables (a classroom somewhere on campus) from 6:30-10:30p.m. Sunday-Thursday. One night out of these four will be specified by the pledge class as a free night where you may choose to study or do whatever you please (except drinking or drugs). This is a PRIVELEDGE and like any priveledge can be revoked for poor class performance, either academically or pledgship wise. Remember, we exist TO FOSTER EDUCATION, and our job first and foremost is to do well in school. Thus, even though it is not required, it might be in your best interest to utilize the time on your free nights for studying. Study tables will be supervised by the pledge committee. No drinking or the use of drugs will be allowed Sunday-Thursday.

RULEBOOK
GUIDELINES FOR RIGHTS AND RESPONSIBILITIES
OF PLEDGES OF ALPHA SIGMA PHI FRATERNITY
GAMMA CHI CHAPTER

RIGHTS OF A DULY SWORN PLEDGE OF ALPHA SIGMA PHI: As a pledge of Alpha Sigma Phi, you are entitled to the same rights and benefits of an active member of this fraternity, with the exception of the right to be involved in any ritualistic functions of the chapter which include chapter meetings (formal or informal) and written ritual. In addition, you can expect to maintain all of your rights as a citizen of the U.S. and at no time will you be asked to forfeit these. This includes your right to refuse to partake in any activity that you consider harmful to yourself or to others.

OTHER SPECIFIC RIGHTS

1. Your property is yours and no one else has a right to use it without your permission; at no time will you be expected to forfeit this right to a brother because he is an active member. Remember, no one brother has the right to banish you from the chapter.

2. You are not a slave to the chapter or to another active member and you are not expected to do personal favors for a brother(s) to gain his favor or for any other reason. You may do favors for people if you want to. Once again, this is not a requirement for gaining membership to Alpha Sigma Phi and personal favors are your voluntary choice.

3. Aside from the time set aside for your studies (study table 6:30-10:30p.m.) and daily work sessions, you are not expected to donate any more of your time to the chapter unless the chapter deems it necessary for some reason. If, in case it does decide, you will be informed before the event so that you can plan your time accordingly.

4. Any extra work done (i.e. dishes) will be reimbursed by the chapter.

PINNACLE WEEK

Schedule of Events:

Sunday: Stairwell Scene,
Paddle Vote,
Question (What Alpha Sigma Phi means to your Pledge
class)? asked by HSP.
Pledge Response,
Vote, which will be in the affirmative.
Rules Read,
In Bed by Twelve

Monday: Six a.m. Wake Up
Seven a.m. Breakfast
Eight a.m. class or house library
5:30 p.m. dinner with brothers and guest speaker
6:15 change clothes
6:30 song practice
7:00 to better the man, reading
8:00 study tables
10:00 work session
12:00 bed

Tuesday: 6:00 wake up
7:00 breakfast
8:00 class/ library
lunch
5:30 dinner
6:30 work session
8:30 study
10:30 re-work session if necessary
11:00 test
12:00 bed

Wednesday: Same morning schedule as above
6:30 game: Brother+Pledge Scruples which will
be pledges and brothers asking each other
questions about how they should act in
different situations. (i.e. if you saw a brother
with another brother's girlfriend what would you
do)? Humor should be had by all.
7:30 Work session
8:30 study
10:00 history walk explanation
10:15 history walk
12:00 test
1:00 bed

Thursday: 6:30 wake up
7:00 breakfast
8:00 class/library
lunch
5:00 test 3
6:15 test 4
6:30 tell them they passed the last test

7:00 silent dinner

Special events:

Monday-all brothers as well as pledges will be in coats and ties

Tuesday-letter day

Wednesday-history walk

Thursday-test and initiation

EXPLANATION OF ALL EVENTS:

Stairwell: is symbolic of climbing the Pinnacle of Fame. Brothers stand in a double row on the front staircase. Pledges are escorted one at a time to the front door and into the chapter house. Inside, they are solemnly instructed to climb the stairs. After they have made the climb they are instructed by the HSP to go to the room assigned and think about the ritual and to be silent.

Paddle Vote: is a reemphasis of Gamma Chi's principle of absolutely non-hazing. The brothers lay down their paddles in front of the pledges. Two pre-determined brothers place their paddles at the top so that the four pladdles read "rx". This is to emphasize to the pledges that no physical force will be used at any time.

History Walk: is one of the greatest traditions of the Gamma Chi chapter. The event takes place the night before initiation. The pledges are led by the Marshal for a walk through campus. The pledges stop at each of the past residents of our chapter. These brothers explain to them what happened to the Gamma Chi members while occupying the residents. The pledges are then given a speech by the senior class and then HSP.

Test: The tests that are administered during Pinnacle Week are based on pledge material which the pledges have learned. The first test is difficult in nature. The second test is as difficult but the pledges have the aid of designated brothers. The tests are made with a degree of difficulty that makes it difficult for the pledges to pass without the assistance of brothers. During the final test all brothers will gather where the test is being given and aid the pledges so that they will pass the test and begin initiation.

Pinnacle Week Rules, Gamma Chi chapter of Alpha Sigma Phi

Candidates:

1. All things of the world are to be given up by the candidate so as to allow him to concentrate on the serious matter of his initiation into Alpha Sigma Phi. During P-week, the candidate will surrender the following worldly items to his sponsor:

a. all money or any form of trading certificates, including checks, check books, charge cards, bank cards, travel cheques, cash, change and any other certificates the brotherhood deems tradeable

b. all jewelry, including rings, necklaces, bracelets, watches (or other time pieces) and earrings.

c. all transportation, including bus pass, car keys and bicycles, etc. The only exception to this rule is if the candidate is training for bike racing. The candidate will travel by foot only, and not accept a ride from those outside the brotherhood.

d. room keys and house keys

2. The candidate is to be at the chapter house at all times other than scheduled classes, discussions, study sessions, and work responsibilities.

3. All candidates will sleep in an assigned room, which will be comfortable living conditions. As all things of the world are given up, so to is the privacy of a room, so the candidate may focus on his up-coming initiation.

4. Each morning of P-week, candidates will be awakened in time to shower and get dressed together in the first floor bathroom, and eat breakfast together. Candidates will then either leave for class or go to the chapter library where they are to study in silence. They will be notified by the pledge educator or other pre-determined brother when it is time for them to leave the chapter house for class or other commitment.

5. In the rare case that a candidate needs to speak to a brother he will address the active brother as "Active..." and then give his stats."

6. All vices are to be given up by the candidate during P-week. This includes smoking, any form of alcohol, girls, etc...

7. The candidate will be clean shaven every day of P-week, and be neatly dressed at from breakfast until after the evening meal. When not neatly dressed in a coat and tie, the candidate will be in his "POD" which will be blue jeans, a white T-shirt and a green beanie, which goes back to an early understanding of old I.U. tradition.

8. At all times the candidate is to remain silent and thoughtful of his journey into the Mystic Circle. All activities of P-week are secret and are not to be discussed with anyone outside of the brotherhood or outside the walls of the chapter house.

9. House phone will be off the hook.

Brothers:

1. Brothers will strictly adhere to all rules laid down to the candidates and help enforce these rules in spirit and in letter.
2. Brothers will address candidates as "candidate..." or "pledge..." and will speak to them only when necessary. Words of encouragement, not sympathy are essential, no derogatory names are to be used.
3. Brothers will actively participate in P-week activities.
4. No disturbing the pledge at any time other than words of encouragement.
5. Throwing whipped cream, garbage, water, paint, or other substances on an individual.
6. Personal errands run by pledges for active members (servitude).
7. Active members intentionally messing up the house or room for the pledges to clean up.
8. Assigning pranks for pledges such as stealing, panty raids, or harassing another organization.
9. Pledges intentionally messing up the house.
10. Wearing apparel in public which is conspicuous and not in good taste.
11. Engaging in public stunts and buffonery.
12. Requiring pledges to enter the fraternity's house through any entrance different from the one the other members use.
13. Forcing pledges to participate in activities which are against the law.
14. Humiliation in front of non-members by reference to pledgeship.
15. Rat court, kangaroo court, or other individual interrogation.
16. Any activity that might reasonably bring embarrassment or psychological harm to an individual.
17. Any activity which makes the individual an object of amusement or ridicule.
18. Any requirement which compels an individual to participate in any activity which is illegal or contrary to the individual's genuine moral and/or religious beliefs, or contrary to the rules and regulations of the educational institution.
19. Pledges expected to do anything exclusively "for the fun of the active members."
20. Creating mental anguish in pledges by continually inferring that they are failures or useless.
21. Excessive or particularly hard questioning of pledges on Fraternity information; abusive and extremely pressurized questioning of any kind.

CONCLUSION OF REPORT

CAUSA LATET VIS EST NOTISSIMA

THE MEN OF GAMMA CHI

REPORT ON EXPANSION

As expansion continues to spark the interest of the Grand Council, undergraduates, staff and alumni of Alpha Sigma Phi, it is important to identify the key characteristics of a campus at which we could start a strong new chapter. The process of identification and evaluation of these campuses needs to be implemented in order to start these colonies.

After the campuses have been located, programs need to be implemented so that the campuses will accept our expansion effort. Then the methods of colony member recruitment need to be developed and implemented.

Criteria

The 1980 National Convention approved the following criteria for consideration when investigating campuses for expansion:

1. Is there a need on campus and in the fraternity system for a fraternity such as we can offer?
2. Do we have approval from the administration and IFC as well as their support?
3. Is it a financially stable school? Check enrollment, endowment, and whether or not it is state-supported.
4. Do we have alumni in the area? Are they willing to show support and interest?
5. Do we have the potential for building a model chapter there (among other things, a 50-man chapter)?
6. Are the fraternity and Greek climates suitable for expansion?
7. Is it located near our other chapters, and therefore easy to service?
8. Is it located within a geographical area where we can easily and efficiently work at the beginning stages?
9. Is a fraternity house a need. If so, can we provide one? To what extent can we fill the competitive need for any type of housing?
10. If it is a reactivation, are the alumni interested and supportive, both financially and service-wise?
11. Is the school a quality institution?
12. Do we have a quality, nearby chapter that will help us out?
13. If it is a reactivation, why did it close and what are the implications for our future? Will we be affected by a past failure?
14. Do we have any alumni in the area who can serve as possible advisors to the new group?

Marketing Strategy

This is the marketing plan that was approved Winter '85. Tom Welsh wasn't able to follow it because of the positive impact of the 5 new colonies which Randy Lewis was busy working with this Fall. However, the goal for the Spring is to start contacting campuses and developing our plans for the future.

Goal: To begin adding three colonies per year until additional staff and resources will allow us to increase our number of colonies to 5-7 per year.

Plan:

1. To develop a list of all colleges and universities throughout the country that are 4-year accredited institutions.
2. Concentrate foremost on those campuses where NIC fraternities are located, contact 20 per month by mail, phone, or personally.
3. Complete expansion "contact" report and follow-up as needed.
4. Report to the Grand Council twice a year with expansion recommendations.
5. Contact all inquiries made through the NIC.
6. Inform undergraduates of opportunities available to them (i.e.: expansion incentive plan).
7. Inform alumni of possibilities and solicit for their support.
8. Develop a policy for "Chapter House Loans."
9. Implementation of the "Assistantship Program."
10. Develop and implement a long-range plan for alumni development.

Implementation:

There are four "publics" that we must take into consideration when developing and implementing our expansion strategy. These include:

1. Colleges and universities.
2. Alumni.
3. Undergraduates.
4. IFC Presidents.

Implementation thus far as consisted of:

- Contact with fraternity advisors at our inactive chapters.
- "Expansion" supplement in the Old Gal Gazette.
- Development of the "expansion contact report" (see Attachment "A")
- Answering all inquiries made thus far through the NIC.
- Follow-up with all prospects for expansion.

In the process of being developed:

- Follow-up mail packet for fraternity advisors and IFC presidents.
This packet will include such items as:
 - a) To Better The Man.
 - b) Tomahawks.
 - c) Old Gal Gazette.
 - d) Pamphlets.
 - e) Fact-sheets (costs, services, etc.)
- Slide show to be used at IFC presentations or during recruitment efforts.
- A possible Tomahawk article to encourage alumni to become involved.

The strategy is to communicate in some way with all our publics. The key is the follow-up. Implementation will be a process of developing a list of colleges and universities and contacting them by phone or a personal visit. Upon contact, the expansion contact report must be completed and the expansion follow-up mail packet sent. If the possibilities sound very good a staff visit is recommended in order to evaluate the climate and our chances for success.

The Future

The 1985-86 school year brought five colonies to Alpha Sigma Phi. It is, however, important to note that only one of the five was staff initiated. We cannot count on groups contacting us like that in the future. More staff time will need to be committed to expansion if we are to continue at our current rate. Someone needs to consider and run the marketing process of identifying and contacting potential campuses for expansion sights, as well as the on sight recruitment.

Then come the questions of: How much expansion should we do? Should we spend more time instead with weak chapters or increasing the average chapter size? These questions highlight the importance of "balancing" expansion and chapter needs. In order to maintain the proper balance, more quality staff needs to be added so that we can begin and service new chapters properly.

Colonies

William Paterson:

Better known as Delta Mu Chapter now because they were chartered December 13, 1986. They have 48 members with another rush planned this semester.

Lock Haven, Phi Zeta Colony:

Currently have 40 members and are hoping to charter this Spring. May 2nd is the date discussed. They raised over \$1,000 for the Arthritis Foundation and have done quite a few community/campus projects. A goal of 15 pledges is set for this semester.

Iowa, Alpha Beta Colony

They need a strong semester to be considered for chartering next Fall. Their current membership is 25 and Rich Kahler will be visiting them during their Rush to help out with recruitment.

Plattsburgh State, Phi Epsilon Colony:

Their membership is up to 37 now with another Rush yet to come. They have done several service projects and some fundraisers. The Greek system is accepting them better and they are finally Student Association recognized. A Spring chartering is possible, Fall likely.

Tufts, Beta Iota Colony:

This is an important semester for them. They need a strong rush as their numbers are at 23 currently. We will help with rush, an officer retreat and try to get their alumni together to help out.

Other Colony Possibilities

Illinois State:

Rich Kahler and Bob Cabello have pledged 20 men in November. The group has put together a petition (see Appendix II) and are currently recruiting more members to bring up their numbers. They have started bank accounts and other operations necessary.

Alabama (Alpha Iota):

The university has contacted us about coming back on to the campus. **Dr. John Blackburn, Missouri Valley '49**, Grand Senior President '68-'70, knows of this and the alumni have \$32,000 to use for housing if something got started. A spring visit to the campus was suggested by the school.

Stanford (Tau):

The school has been contacted and sees no immediate problems with our reactivating on their campus in the future. The alumni are willing to give a scholarship to an Alpha Sig Graduate Student who would help with the endeavor. Stanford will not allow any housing and hopes to discontinue all of the housing for the fraternities.

Eastern Michigan (Gamma Upsilon):

About 30 alumni wrote a letter to us requesting that their chapter be reactivated. The school has no objections at this point and plans to develop their system in the near future. Alumni would be willing to help with housing.

William Jewell:

A brother, **Todd Adkins, Missouri Valley '85**, transferred here and wants to start a chapter. He is holding an informational meeting in January and will let us know the outcome. He was given the okay to hold this meeting by the college although several other fraternities want to come onto campus. He currently (December) has 10 men interested.

Groups/Schools who have contacted us for information:

Hofstra University
SUNY Binghamton
Mary Washington College
Emporia State University
University of Southern California

Expansion Contact Report



Attachment 'A'

STATE _____

COLLEGE/ UNIVERSITY _____

CITY _____

GREEK ADVISOR _____

PHONE # () - _____

of FRATERNITIES _____

AVE. CHAPTER SIZE _____

of UNDERGRAD. MEN _____

LAST YEAR A CHAPTER WAS ADDED _____ WHO? _____

WERE THEY SUCCESSFULL? _____ IF NOT, WHY? _____

ENROLLMENT: UP or DOWN? _____

IS THERE A HOUSING NEED? _____ DO MOST OWN OR RENT? _____

IS HOUSING AVAILABLE? _____ WHAT IS THE COST TO BE COMPETITIVE? _____

WHAT IS THE EXPANSION PROCEDURE? _____

IF THERE SEEMS TO BE INTEREST OR A GOOD OPERTUNITY OFFER TO BE PUT ON OUR MAILING LIST!!!

GENERAL COMMENTS: _____

FOLLOW-UP TAKEN: (for office use only)

DATE: ACTION:

DATE: ACTION:

DATE: ACTION:

DATE: ACTION:

(to be completed during a personal visit)

LIST FRATERNITIES:
FRATERNITY

of MEMBERS

HOUSE (y/n)

CAPACITY

IS THERE A NEED FOR ANOTHER FRATERNITY? EXPLAIN!

IS THE ADMINISTRATION SUPPORTIVE? HOW?

WHAT DO YOU RECOMMEND OUR FUTURE ACTION BE?

ALPHA SIGMA PHI FRATERNITY



EDMUND A. HAMBURGER
GRAND JUNIOR PRESIDENT
11377 WEST OLYMPIC BLVD.
LOS ANGELES, CA 90064

OFFICE: 213-312-3114
HOME: 213-278-9303

Fraternity, Inc.

312-3114

January 27, 1987

Mr. Robert M. Sheehan, Jr.
Executive Director
Alpha Sigma Phi Fraternity
24 West William Street
Delaware, Ohio 43015

Re: Expansion

Dear Rob:

I have reviewed the Expansion Contact Report which you recently sent me. That is not quite what I had in mind in assembling materials. As an overall proposition, I would like to assemble a dossier on each potential college and university where we might place a chapter, much in the way an intelligence or secret service might compile information. The report seems to me a good starting point. However, we need to do much, much more than have a report filed by a staff member visiting a potential site of expansion. Although I haven't thought this out, what I would like to do is to collect information from as many sources as possible, and enlist alumni in the area to gather information on a continuing basis and attempt to contact from time to time student leaders, particularly those in the Greek community, as to the prospects we might face. What I would like to do is have alumni, especially any who might be on the faculty of the particular college or university, give us continuing information on fraternity life on the particular campus. While I certainly believe it's a good idea to keep in touch with the faculty advisor for fraternities, in case we do make a decision to expand on a particular campus, nevertheless that officer may not be the

best source of information since he or she has to maintain the public aspects of the university's policy on fraternities and sororities.

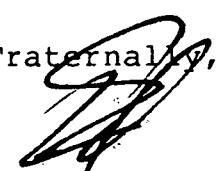
In addition to all the technical data, as to the number of fraternities, chapter sizes, rushing requirements, expansion requirements, etc., we should also gather information on which houses on a particular campus are improving or, at least holding their own and which seem to be declining, and the last category, those which are on the way out. I realize this kind of information is very difficult to acquire, but I think it should be a goal to get some feel about how successful or not existing chapters are on the campus. This ties in with my previous remark about getting information from student leaders, some of them who may not be Greek, as to the general student body reaction to fraternities.

The kind of information gathering I have only dimly adumbrated above requires substantial effort. If we are going aggressively to commit to a policy of expansion, we certainly would need at least one full-time staff member devoted to the "gathering of intelligence", and keeping lines of communication open with the kinds of people I have mentioned in this letter.

One more thing, which I think is probably the most difficult of all, is to keep informed on any probable changes in the senior executives of the university, such as the president, various executive vice presidents in charge of major categories and general counsel, as well as the direction which might be taken by a faculty senate or a faculty-student senate in changing the conditions of Greek life, such as has been happening at Amherst or one or two other schools in New England.

Needless to say, before any additional plans are implemented, this matter would have to be thoroughly discussed by the Grand Council and any action would have to be authorized by it,

Faternally,



Edmund A. Hamburger

EAH:dms

ZATEAH0068

REPORT ON THE PROVINCE PROGRAM

Grand Province Chiefs

Currently every Grand Province Chief position is filled for the first time in years. Our current volunteer brothers in those capacities are:

Province I:	Robert W. Kutz, California '67
Province II:	Brad Barling, Iowa State '80
Province III:	Robert G. Cabello, Eastern Michigan '70
Province IV:	Gary Lewis, Lawrence Tech '72
Province V:	Chris Koch, Indiana '79
Province VI:	Kevin J. Garvey, Westminster '75
Assistant:	Dan Babb, Marshall '80
Province VII:	Don M. Blevins, Marshall '70
Assistant:	Bernie Bullard, Atlantic Christian '84
Province VIII:	Don Goforth, UNCC '78
Province IX:	John H. Luckenbill, Stockton State '84
Assistants:	Eric Kaplan, Stockton State '84
	Andy Bergdoll, Lehigh '82
Province X:	Otto Sonder, American '47

Province Leadership Conferences

One key objective of the province program is to enhance the training of chapter officers and alumni advisors. Former Grand Province Chief **Brian Jump, Indiana '76** developed conference materials which every Province has utilized thus far this year for their weekend meetings. The conference program design utilized video tapes from this past summer's National Leadership Conference & Convention. Feedback from the conferences has pointed out the need to edit and polish future video presentations, and to provide facilitators with scripting to guide discussions of those videos. Future conferences will attempt to make improvements in these areas.

Conferences have been held and are being scheduled in the Provinces on the following dates:

Province I:	November 15, 1986, University of Washington
Province II:	November 8, 1986, University of Oklahoma
Province III:	October 25, 1986, University of Illinois
Province IV & V:	Planning joint spring conferences
Province VI:	November 8, 1986, Bethany College
Province VII:	November 8, 1986, East Carolina University
Province VIII:	February 7, 1987, Jacksonville, Florida
Province IX:	To be scheduled
Province X:	October 11, 1986, Rensselaer Polytechnic Institute

REPORT ON AWARDS

Awards Committee Chairman Dr. Robert Gill, Radford '83, has proposed the following criteria and selection process for the Gary A. Anderson Award. This program was developed with Rich Kahler's assistance.

Proposal:

The Gary A. Anderson Award will be presented to that chapter of the Fraternity with the most outstanding program of pledge education. The first award will be presented at the 1987 National Leadership Conference in Bethany, West Virginia, and the award will consist of an engrossed plaque.

The following is the recommendation for the criteria and selection to be based:

- Criteria: The following information will be requested in the Annual Chapter Report and must be submitted for consideration:
1. Written Pledge Education Program in syllabus format.
 2. Examples given of how brotherhood and chapter unity are developed; how leadership and operational skills are developed and how the history and traditions of Alpha Sigma Phi are passed on.
 3. Examples given of how the Big Brother/Little Brother Program is effective in assimilating pledges into the chapter.
 4. For the year, what is the pledge class retention rate in the chapter? and in school?
 5. How is Scholarship promoted during pledgeship?
 6. What is the GPA for each pledge class?, with verification from a Greek Advisor.

Selection: Based on the information received in the Annual Chapter Reports, the staff will evaluate and recommend to the awards committee chairman possible recipients with a short rationale with why they might be considered to receive the award.

The awards chairman will then approve a recommendation to the Grand Council for final approval.

REPORT ON THE SCHOLARSHIP PROGRAM

The top priority of the scholarship program is the creation of an undergraduate Scholarship Director's Manual that will provide practical ideas for chapters to implement to improve the scholarship performance of their members. Already a Scholarship Guide is sent to every fraternity pledge when he joins and scholarship certificates for chapter and individual scholarship performance and improvement are given.

Director of Scholarship Parks also has recommendations he will submit to the committee regarding the dollar award of the Scholarships we grant to undergraduates.

Exhibit G

REPORT ON THE 1987 NATIONAL LEADERSHIP CONFERENCE

"The College of Character" has been chosen as the theme for the 1987 National Leadership Conference to be held from August 12-16 at Bethany College, Bethany, WV. This theme is a legacy from Past Grand Senior President Evin Varner who used it to emphasize our Fraternity's educational mission. Programs and logistics will be finalized during the spring. Already promotion has begun and will continue through the year. Our goal is to bring in a record 150 undergraduates for the conference.

Strong alumni involvement at every chapter, from alumni corporation officers and Grand Chapter Advisors, has long been acknowledged as a key to a chapter's strength. Unfortunately, we do not now provide in-depth programming for these alumni at the national level. A \$4,000 special expenditure from the 1987-88 Fraternity Budget would allow us to pay a significant portion of the expenses for one alumnus advisor representative from each chapter to attend the 1987 National Leadership Conference. Special educational sessions designed for these alumni advisors could be run concurrently during the conference. The staff is interested in the committee's suggestions regarding this idea.

ALPHA SIGMA PHI FRATERNITY, INC.

GENERAL FUND Comparative Operating Statement & Budget Analysis

<u>INCOME</u>	<u>Actual 1985-86</u>	<u>7/1/85 - 12/31/85</u>	<u>7/1/86 - 12/31/86</u>	<u>Budget 1986-87</u>	<u>Projected 1986-87</u>
1. Initiation Fees	\$90,640.00	29,920.00	\$35,825.00	\$79,750.00	\$92,000.00 ¹
2. Pledge Fees	36,800.00	18,335.00	19,985.00	31,850.00	35,000.00 ²
3. Chapter Fees	2,250.00	2,295.00	2,295.00	2,340.00	2,295.00
4. Undergrad. Dues	63,640.00	33,500.00	32,020.00	76,500.00	70,500.00 ³
5. Annual Loyalty Fund (net)	90,389.42	45,541.44	62,718.05	110,000.00	115,000.00
6. Merchandise (net)	964.89	(1,917.27)	2,971.63	1,500.00	2,500.00
7. Investments and Interest	12,308.39	7,739.46	3,626.57	-7,000.00 ^A	7,000.00
8. Parking Rentals	1,823.36	988.97	1,110.00	2,100.00	2,100.00
9. Services to Organizations	15,400.00	7,700.00	5,100.00	10,200.00 ^B	10,200.00
10. Educational Foundation Grants	22,310.58	-	-	9,500.00 ^C	9,500.00
11. Miscellaneous	<u>2,627.60</u>	<u>873.19</u>	<u>2,769.21</u>	<u>1,500.00</u>	<u>4,000.00⁴</u>
 TOTAL INCOME:	 \$ 339,154.24	 \$ 144,975.79	 \$ 168,420.46	 \$ 332,240.00	 \$ 350,095.00
 TOTAL EXPENSES:	 <u>337,196.38</u>	 <u>138,840.63</u>	 <u>151,720.06</u>	 <u>333,500.00</u>	 <u>349,000.00</u>
 GAIN (LOSS):	 \$ 1,957.86	 \$ 6,135.16	 \$ 16,700.40	 \$ (1,260.00) ^D	 \$ 1,095.00

Changes following 8/17/86 Grand Council meeting in bold:

^AExtra capital set aside for computer purchase now invested.

^BFoundation purchase of computer changed "services" income from \$18,700 to \$10,200.

^CFoundation now pays \$15,000 of Executive Director salary and all \$6,500 Alumni Development expenses; reduces income and expense equally by \$21,500. Computer purchase increases grant fund availability by \$3,000.

^DOriginal budget \$2,240.00 surplus

Projection/Budget differences in bold:
(Superscripts for major changes)

¹Projected 15% increase from budget

²Projected 10% increase from budget

³Summer estimate of returning undergraduates off 8%

⁴Convention fines increase miscellaneous income

(Superscripts for expense changes continued on Page 3)

Exhibit H

ALPHA SIGMA PHI FRATERNITY, INC.

GENERAL FUND Comparative Operating Statement & Budget Analysis

<u>EXPENSES</u>	<u>Actual 1985-86</u>	<u>7/1/85 - 12/31/85</u>	<u>7/1/86 - 12/31/86</u>	<u>Budget 1986-87</u>	<u>Projected 1986-87</u>
1. Salaries	\$127,868.17	\$ 58,494.39	\$ 63,265.85	\$132,500.00 ^C	\$135,000.00 ⁵
2. Unemployment Compensation	2,428.75	360.09	411.87	2,900.00	2,900.00
3. Employees A & H Insurance	3,374.60	1,321.08	1,577.90	3,100.00	3,800.00 ⁶
4. Social Security Tax	9,138.53	4,132.83	4,556.33	10,500.00	10,500.00
5. Pension	3,600.00	1,800.00	1,800.00	3,600.00	3,600.00
6. Utilities	2,310.49	804.88	1,162.69	2,600.00	2,600.00
7. Bldg, Maint & Property Tax	2,482.09	600.38	142.50	1,500.00	1,500.00
8. Telephone	10,922.12	4,704.79	4,733.24	10,000.00	11,000.00 ⁷
9. Postage	10,084.94	4,235.83	5,143.16	10,000.00	12,000.00 ⁷
10. Office Supplies & Printing	14,211.60	7,207.57	4,127.55	14,500.00	12,000.00 ⁸
11. Computer Service	4,620.45	1,955.04	5,733.01	5,000.00	8,000.00 ⁹
12. Audit & Legal	2,940.00	2,700.00	3,000.00	3,200.00	3,200.00
13. Insurance					
a. General	2,698.63	1,184.49	2,366.88	2,700.00	2,700.00
b. National Ins. Program	5,684.79	-	-	-	-
14. Publications					
a. Tomahawk	32,186.39	6,837.63	11,969.38	37,500.00	37,500.00
b. TBIM	3,425.96	468.79	347.45	13,500.00	13,500.00
15. Chapter Services					
a. Executive Director travel	2,232.59	858.27	2,612.45	2,200.00	3,500.00 ¹⁰
b. Assoc.Dir.Chap.Development	3,679.95	2,965.19	10,193.52	11,000.00	16,000.00 ¹¹
c. Chapt. Lead. Cons. travel	15,249.73	5,949.18	3,481.90	7,000.00	7,000.00
d. Staff Housing	3,725.00	2,000.00	1,900.00	3,600.00	3,600.00
e. G.C., Others travel	638.65	638.65	345.53	2,000.00	2,000.00
f. Program Costs & Gen. Op.	3,818.08	2,155.17	1,806.70	4,000.00	4,000.00
16. Expansion					
a. Staff travel	7,648.78	142.00	66.00	2,000.00	2,000.00
b. Others travel	995.91	349.85	461.05	1,000.00	1,000.00
c. Program Costs & Gen. Op.	4,345.52	368.11	1,050.51	4,000.00	4,000.00

GENERAL FUND

Expenses - Page 2

EXPENSES (cont.)	Actual 1985-86	7/1/85 - 12/31/85	7/1/86 - 12/31/86	Budget 1986-87	Projected 1986-87
17. Alumni Dev. & Third Founding					
a. Executive Director travel	971.72	647.17	-	0.00 ^C	0.00
b. Prog. Costs & Genl. Op.	8,052.11	249.06	-	0.00 ^C	0.00
e. Others travel	-	-	-	0.00 ^C	0.00
18. Interfraternity					
a. Dues	1,834.10	155.00	1,774.50	2,000.00	2,000.00
b. Travel & Meetings	4,743.17	5,034.17	3,242.08	4,500.00	4,500.00
19. Chapter Programming					
a. Province System	4,568.82	3,300.01	2,142.60	9,000.00	7,000.00 ¹²
b. Scholarship	574.98	574.98	-	300.00	300.00
c. Career Development	-	-	-	300.00	300.00
20. Conferences & Exec. Meetings	9,157.40	6,449.54	2,548.25	7,500.00	7,500.00
21. Automobile	5,102.53	2,450.92	2,289.62	5,500.00	5,500.00
22. Insignia	8,722.70	2,966.12	3,807.25	12,000.00	12,000.00
23. Newsletter Service	1,059.49	(1,092.01)	1,558.50	1,000.00	3,000.00 ¹³
24. Doubtful Accounts	4,897.38	-	-	1,000.00	1,000.00
25. Miscellaneous	1,940.13	384.01	2,526.04	500.00	3,000.00 ¹⁴
26. National Meetings (net)	5,260.13	5,486.64	(210.25)	-	-
TOTAL EXPENSES:	\$ 337,196.38	\$ 138,840.63	\$ 151,934.06	\$ 333,500.00	\$ 349,000.00

Projection/Budget Superscripts(con't):

⁵Salary increases

⁶Health insurance costs increasing

⁷Increased chapter communications increase postage and telephone

⁸No longer run in-house printing; lower cost & improved speed

⁹Computer conversion delays increase service bureau costs

¹⁰Executive Director chapter travel more than planned

¹¹Repeat colony service visits increase costs

¹²Surplus NLC&C budget covers Province Chief NLC&C travel

¹³Newsletter output nearly double last year; may recoup costs in spring

¹⁴Variety of increased extra expenses

ALPHA SIGMA PHI EDUCATIONAL FOUNDATION

BUDGET 1986-1987

<u>REVENUES</u>	Budget 1986-87	7/1/86- 12/31/86
1. Endowment Gifts	\$ 90,000.00	\$ 52,233.41
2. Annual Loyalty Fund	155,000.00	80,509.22
3. Investment Income	37,000.00	4,384.41
4. Designated Fund Transfer	5,000.00	-
TOTAL REVENUES	\$287,000.00	\$137,127.04
NON-EXPENDABLE REVENUES/ENDOWMENT	90,000.00	52,233.41
TOTAL EXPENDABLE REVENUES	\$197,000.00	\$ 84,893.63
TOTAL EXPENDITURES	196,950.00	79,472.76
GAIN/(LOSS)	\$ 50.00	\$ 5,420.87

EXPENDITURES

A. Direct Expenses

1. Annual Loyalty Fund	\$ 45,000.00	\$ 17,791.17
2. Executive Director	15,000.00	5,357.52
3. Alumni Development	6,500.00	1,209.96
4. Bookkeeping	3,000.00	1,500.00
5. Audit and Legal	2,000.00	2,000.00
6. NIC Dues	150.00	150.00
7. Miscellaneous	3,000.00	4,114.11

B. Reimbursements

1. General Administration	\$ 10,000.00	\$ -
2. Third Founding Administration	5,500.00	-

C. Grants

1. Scholarships/Awards	\$ 1,200.00	\$ 1,050.00
2. Educational Grants	105,600.00	46,300.00
- Exhibit "A", 8/16/86 Meeting		
TOTAL EXPENDITURES	\$196,950.00	\$ 79,472.76

Note: The Educational Foundation was able to meet all of the requests from Alpha Sigma Phi Fraternity, Inc. for 1985-86. It is understood that no grants will be made unless monies are available.

REPORT ON ACCOUNTS RECEIVABLE

Our key problems are Missouri and Oklahoma, and both stem from poor chapter operations. The Missouri alumni owe \$6,300 in insurance premiums past due for two years, and \$5,100 on a mortgage loan past due for one and a half years. The chapter had a good fall rush, and a follow-up success this spring will put enough men in the house to begin to find our way out of the hole. A new mortgage note and payment schedule will have to be drawn up at that time. Rich Kahler will be visiting there just prior to the Grand Council Meeting.

Last spring the Oklahoma alumni wrote a payment plan for the \$4,800 in insurance premiums they owed, but did not keep up with payments. They also renegotiated their \$27,000 A-S-P Corporation mortgage loan into an eight year payment schedule and have not kept up with those payments. We will be discussing the recolonization at the Grand Council meeting, which is the long term solution. However, the alumni are as disorganized, financially, as the chapter. They have a poor accountant and poor alumni treasurer. We are prodding the alumni president to let the Headquarters take over their accounting. If they do not take the suggestion, we may want to require it. The chapter house is divided into apartments, many of which are rented to outsiders. There is no reason the alumni can't keep their payment schedules if they operate properly.

REPORT ON THE A-S-P CORPORATION

All A-S-P Corporation bonds were paid off this past fall. This has put the corporation in a low cash flow situation. If rent or loan payments fall further behind the corporation may have to borrow money from the Fraternity. Loyola paid off its long overdue loan this fall, and Illinois is up to date on loan payments with a \$2,679.91 balance which is due by August 1987. The only loan problem is Oklahoma, which is discussed in the above Report on Accounts Receivable.

Properties are currently owned at Miami (condominium) and Widener (house). Miami is developing a payment schedule for its \$4,800 in back rent, and plans to keep up with current charges. Widener has kept up with annual rent over the past two years, but owes nearly \$10,000 in back rent from years prior to that. The alumni are working out details with a bank to secure a loan to purchase the house and pay off their back rent. The bank may require the Fraternity to co-sign the loan. The current lease guarantees the alumni a \$67,500 purchase price. The A-S-P Corporation currently owes a \$31,701.23 balance on a loan from Fidelity Bank (Philadelphia) for the property.

REPORT ON INSURANCE AND RISK MANAGEMENT

Liability Insurance

Our 1986 policy was brokered to Crum & Forster by Mr. Ron Krebs and his Insurance Coverages Limited Company with the assistance of Jim Favor. In early December Mr. Krebs informed us that Crum & Forster had not fully determined the status of our renewal request, but that we would be granted a sixty day extension while those determinations were being made. That extension expires on February 20, 1987 and provides \$500,000 of coverage per occurrence.

We have been informed that Crum & Forster will require that every chapter purchase property insurance (even those without houses would have to buy contents coverage) in addition to the liability. We have indications that the property rates would be much higher than those we have currently from Lloyds of London, but Mr. Krebs has been vague about specific rates. He has also been vague about the liability rates, but indications are that they would be at least 50% higher for \$500,000 of coverage compared to \$4 million last year. Therefore, accepting this new policy will:

1. Require us to cancel our Lloyd's of London property policy for which we will most likely pay a cancellation penalty.
2. Increase current property costs.
3. Require chapters not in the property program to purchase Crum & Forster insurance.
4. Provide us with the only commercially available group liability insurance we have been able to locate; but at a high cost for \$500,000 of coverage.

A recommendation by the committee to the Grand Council needs to be made on this issue. Fidelity Bond and Directors & Officers liability insurance are in place for a full year. Chapters were all billed on January 16 for the 60 day liability extension and full year's worth of the Fidelity Bond and Directors & Officers policies.

Founder's Insurance Company

In December we helped to capitalize this "interfraternity insurance company" with a \$50,000 stock purchase so that it could be legally formed, and so the directors selected by different fraternities could begin making

decisions in areas needing clarification. Two of those most important areas have been clarified as a result of the first board meeting:

1. The company needs \$2.5 million in capital (it now has \$1.252 million) before it will write insurance. Each fraternity will be required to increase its investment according to a formula which would raise our capital contribution to \$146,900.

2. The company plans to offer \$1 million of liability coverage at a cost of \$3,200 per chapter. This is more than twice what we paid for \$4 million coverage last year.

Our capital contribution (\$146,900) and first year premium (\$182,400) would exceed the Fraternity's net worth (\$263,000) according to the June 30, 1986 auditor's report by \$66,300. A recommendation by the committee to the Grand Council as to whether or not we should retrieve our capital as guaranteed under the terms of the stock purchase agreement, needs to be made.

Property Insurance

Our property insurance rates through Lloyds of London were reduced by an aggregate 10% this year. Some locations experienced increases in property values which may have changed their actual reduction. Bills for this coverage have been sent out and are being received with sighs of relief by many alumni with whom I've spoken. Currently, 20 locations buy full property insurance, and 24 more buy contents coverage only. If the combined loss experience for all the fraternities now covered by Lloyd's remains low we may expect further rate decreases in the future.

Toledo Law Suit

Past Grand Senior President George E. Lord, an attorney in Dayton, OH, handled our response to the \$2.5 million wrongful death law suit brought against the chapter, university, and national organization regarding the incident at the chapter house two years ago. We have no indications at this time, good or bad, as to the possible outcome of this case.

Risk Management

The alternative to the Crum & Forster policy offer at this point in time is to go uninsured. Commercial insurance markets are softening, so there is a possibility of more reasonable offers being made in the future. Jim Favor continues to search for new markets. There is also the possibility that the "Founders Insurance Company" may change both its rates and capital contribution requirements as time goes on.

REPORT ON THE ANNUAL LOYALTY FUND

Results

	<u># of Donors</u>	<u>Gross Receipts</u>	<u>Net Receipts</u>	<u>Average Gift</u>
1981-82	1,574	43,024	26,607	27.33
1982-83	1,716(+9%)	51,696(+20%)	40,085(+51%)	30.13(+10%)
1983-84	2,116(+23%)	83,435(+61%)	59,228(+48%)	39.43(+31%)
1984-85	2,147(+1%)	89,091(+7%)	66,003(11.5%)	41.50(+5%)
1985-86	3,101(+44%)	136,936(+54%)	90,389(+37)	44.16(+6%)
12/31/85	1,369	63,433	45,541	46.34
12/31/86	1,512(+10%)	80,508(+27%)	62,718(+38%)	53.25(+15%)

1985-86 New Donors

Alumni who donated to the Annual Loyalty Fund for the first time ever during 1985-86 made up 40% of our donors, 23% of our Gross Receipts, and 10% of our Net Receipts. During the first half of 1986-87 only 13% of those 1985-86 new donors have contributed. Retrieving these donors for a second year and starting them on a habit of giving is a high priority for our program. Continued personalized letters will go to these brothers, and they will be a top priority for Headquarters phonothons in the spring.

Lapsed Donor Telemarketing

Development Dynamics Group, a fund-raising firm, ran a test market "telemarketing" phonothon for us this past November/December using their paid telemarketers. A list of 1,200 alumni who have donated to the Annual Loyalty fund before, but not since 1982, were selected for the test. The cost of the program was approximately \$5,000 and \$21,000 in phone pledges were made. Unfortunately, only \$7,000 of that has actually been received. We will continue to send courteous reminders to those brothers, but the very low and slow response rate is a big concern. This is one of the problems we had with the Teleconnect Firm, who did telemarketing for us last year, and is an ongoing problem we hear about from many institutions who use paid telemarketers. At this time we do not plan to use either of these firms for future projects.

Leadership Clubs

Increases in the number of alumni who participate in our "Leadership Clubs" is the single greatest factor in the Annual Loyalty Fund's continued growth. Our average Gift Size has nearly doubled over the past five years, and will continue to grow as even more brothers make gifts at these levels:

Grand Senior Presidents Club	\$1000
Charter Member Pinnacle Club	\$ 500
Pinnacle Club	\$ 250
Anniversary Club	\$ 141

New Computer System

We now have records on our new computer at the National Headquarters on all 33,000 Alpha Sig alumni with good addresses; 6,300 of whom are current or past donors to the Annual Loyalty Fund. The computer has helped cut costs due to its efficiency, cut our mailing preparation time by 75%, and gives us the necessary information to reach all our alumni by mail, phone, or personal visit.

Phone and Personal Solicitations

We are at the point where our results will not continue to increase from mail campaigns alone. We must increase the personalization of our solicitations beyond the mailbox to attract more donors and higher average gifts. Time needs to be devoted to: 1) increasing the number of Headquarters phonothons we operate, and 2) developing a volunteer network of alumni who will make personal calls to other alumni for their Annual Loyalty Fund support.

REPORT ON THE THIRD FOUNDING ENDOWMENT

Endowment Growth

	<u>Total Endowment</u>	<u>Cash Pledges Outstanding</u>	<u>Bequests</u>	<u>Grand Total</u>
6/30/81	\$ 40,314	\$ 27,826	\$ 43,000	\$ 111,140
6/30/82	\$ 72,048	\$ 72,160	\$ 153,000	\$ 297,208
6/30/83	\$ 126,959	\$ 189,820	\$ 178,000	\$ 494,779
6/30/84	\$ 199,908	\$ 234,586	\$ 175,500	\$ 609,994
6/30/85	\$ 364,970	\$ 383,296	\$ 325,500	\$1,073,766
6/30/86	\$ 460,293	\$ 310,755	\$ 259,500	\$1,030,548
12/31/86	\$ 512,532	\$ 242,522	\$ 259,500	\$1,014,554

Projected Endowment (Based on Cash Pledges)

<u>6/30/87</u>	<u>6/30/88</u>	<u>6/30/89</u>	<u>6/30/90</u>
\$557,841	\$631,733	\$697,111	\$732,083

REPORT ON PLANNED GIVING

Time requirements in other areas of Headquarters operations have not allowed for the development of the Planned Giving program ideas which have been discussed over the past year. These ideas have included developing mailings to target groups regarding bequests and deferred gifts with taxwise consequences, as well as targeting alumni for personal solicitation regarding these giving methods.

The payoffs of committing time to these programs are not necessarily "long term." During the past four months we have received two bequests of \$5,000 and \$14,000, both of which were made as the direct result of personal solicitations over the past two years for The Third Founding Endowment Campaign.

A recognition brochure to all Third Founding donors is being sent out in the next three weeks. This brochure lists all donor clubs and donor names along with photographs of the major donors. The brochure copy discusses "The Renaissance of Alpha Sigma Phi." The final section is entitled "The Future." It outlines various planned giving methods, and identifies this type of giving as the next challenge course for the Fraternity. Our comprehensive Planned Giving Program can build upon this first seed.

ALPHA SIGMA PHI FRATERNITY INC.
MINUTES OF THE GRAND COUNCIL MEETING

August 13, 1987
Bethany, West Virginia

24. CALL TO ORDER

Grand Senior President Robert A. Sandercox called the Grand Council meeting to order at 8:50 a.m. on Thursday, August 13, 1987.

25. ROLL CALL

Members of the Grand Council in attendance: Robert A. Sandercox, Grand Senior President; Edmund A. Hamburger, Grand Junior President; Ronald W. Dollens, Grand Treasurer; Dr. Dennis R. Parks, Grand Marshal; Donald R. Morgan, Grand Councilor and Charles J. Vohs, Grand Councilor. Grand Secretary James V. Fitzpatrick informed Grand Senior President Sandercox that he would be unable to attend the meeting. Also in attendance was Executive Director Robert M. Sheehan, Jr.

26. APPROVAL OF MINUTES OF FEBRUARY 1, 1987 MEETING

It was moved by Brother Hamburger, seconded by Brother Vohs and passed unanimously to approve the minutes of the February 1, 1987 Grand Council meeting.

27. APPROVAL OF MAIL VOTES

It was moved by Brother Vohs, seconded by Brother Parks and passed unanimously to approve and record the affirmative mail votes #202 and #203 (Exhibit A).

28. REVIEW OF COMMITTEE REPORTS

Grand Senior President Sandercox asked each committee chairman to review with the Grand Council the important points of the committee reports they had prepared. The report by the Committee on Undergraduate Operations was reviewed by Chairman Hamburger (Exhibit B). The report by the Committee on Finance was reviewed by Chairman Dollens (Exhibit C). The report by the Committee on Alumni Operations was reviewed by Chairman Sandercox (Exhibit D).

29. OLD BUSINESS

At this time no items of old business were brought before the Grand Council.

30. NEW BUSINESS: UNDERGRADUATE OPERATIONS

A. It was moved by Brother Hamburger, seconded by Brother Parks and passed unanimously to approve the petition for chartering by Phi Zeta Colony, Lock Haven University.

B. It was moved by Brother Hamburger, seconded by Brother Dollens and passed unanimously to: 1.) do away with the Fraternity's Minimum Standards of Operation, 2.) move forward with the adoption of the Excellence Standards Program, and 3.) to direct the staff to review an exposure draft of the Excellence Standards Program with chapter leaders during the fall semester.

C. It was moved by Brother Hamburger, seconded by Brother Parks and passed unanimously to approve the Report on Undergraduate Operations.

31. At 10:50 a.m. Past Grand Senior President Richard R. Gibbs and Ricardito Martinez, Executive Director of Alpha Sigma Phi-Philippines joined the Grand Council Meeting.

32. NEW BUSINESS: FINANCE

A. It was moved by Brother Dollens, seconded by Brother Vohs and passed unanimously to accept the proposed budget.

B. It was moved by Brother Dollens, seconded by Brother Hamburger and passed unanimously to make Grant Requests totaling \$118,600 to the Alpha Sigma Phi Educational Foundation.

C. It was moved by Brother Dollens, seconded by Brother Vohs and passed unanimously to continue the guaranteed house purchase price of \$67,500 to the Widener Alumni Corporation until December 15, 1987 and to continue until December 15, 1987 the Grand Council's offer to co-sign a mortgage loan of up to \$87,500 for the house.

D. It was moved by Brother Dollens, seconded by Brother Vohs and passed unanimously to accept the auditor's statement of financial reports enclosed with the Finance Committee report.

33. NEW BUSINESS: ALUMNI OPERATIONS

A. It was moved by Brother Parks, seconded by Brother Morgan and passed unanimously to approve the Statement of Needs and to recommend to the Alpha Sigma Phi Educational Foundation Trustees that funding for these programs be sought.

B. It was moved by Brother Parks, seconded by Brother Morgan and passed unanimously to approve the Planned Giving Report and recommend to the Alpha Sigma Phi Educational Foundation Trustees that such a program be implemented.

C. It was moved by Brother Parks, seconded by Brother Vohs and passed unanimously that the Grand Council support the idea of the Alpha Sigma Phi Educational Foundation hiring a Director of Development.

34. At 12:00 noon Grand Senior President Sandercox recessed the Grand Council for lunch and other afternoon meetings.
35. At 6:33 p.m. Grand Senior President Sandercox reconvened the Grand Council meeting.
36. It was moved by Brother Hamburger, seconded by Brother Parks and passed unanimously to accept the Report by the Awards Chairman.
37. It was moved by Brother Morgan, seconded by Brother Hamburger and passed unanimously that the following brothers receive the 1987 Delta Beta Xi Award:

J. Tyler Cox, Wake Forest '75
Christopher J. Koch, Indiana University '79
Stephen Behrer, American University '73
Armando Rodriquez, Miami University '82
Michael Larkin, Oregon State University '66
Mark Still, University of Washington '75
Robert Morris, University of Washington '46

38. ANNUAL MEETING OF THE STOCKHOLDERS OF THE A-S-P CORPORATION

Grand Senior President Sandercox called to order the annual meeting of the stockholders of the A-S-P Corporation. It was moved by Brother Parks, seconded by Brother Vohs, and passed unanimously that the directors of the A-S-P Corporation be Ronald W. Dollens, Edmund A. . Hamburger, and Robert M. Sheehan, Jr., and that the officers of the corporation be President, Edmund A. Hamburger, Treasurer; Ronald W. Dollens; and Secretary, Robert M. Sheehan, Jr. It was moved by President Hamburger, seconded by Secretary Sheehan, and passed unanimously to adjourn the meeting of the directors and stockholders of the A-S-P Corporation.

39. It was moved by Brother Hamburger, seconded by Brother Dollens and passed unanimously that the Grand Council accept the indemnification resolution included in the minutes as Exhibit E.
40. It was moved by Brother Dollens seconded by Brother Hamburger and passed unanimously that the fraternity implement an SEP (simplified employee pension plan) for 5% of each employee's salary who has been working at the National Headquarters for a minimum of three years.
41. It was moved by Brother Vohs, seconded by Brother Parks and passed unanimously to present Brother Buford Byers, Purdue '49 with a Grand Senior President's Citation in recognition of his many years of service to Alpha Sigma Phi, the Alpha Pi Chapter, and the Alpha Pi Alumni Corporation.
42. It was moved by Brother Hamburger, seconded by Brother Vohs, and passed unanimously that, in accordance with the recommendation by Grand Chapter Advisor Wesley Nobles, N.C. State '78 (Exhibit F), the Grand Council be prepared to give notice for revocation of charter proceedings for the Beta Zeta Chapter, N.C. State in the next 60 days, unless Grand Chapter Advisor Nobles and the Alumni Corporation of the chapter feel progress has been made by the undergraduates.

43. It was moved by Brother Morgan, seconded by Brother Vohs, and passed unanimously to approve the nomination of Richard R. Gibbs, as a Trustee for the Alpha Sigma Phi Educational Foundation.
44. After reviewing a report to the Grand Council by the Alpha Mu Chapter, Baldwin-Wallace College (Exhibit G), it was moved by Brother Hamburger, seconded by Brother Parks and passed unanimously that the committee on Undergraduate Operations be delegated the authority to handle the questions raised by the chapter in their report.
45. It was moved by Brother Dollens and seconded by Brother Morgan and passed unanimously to adjourn the Grand Council meeting at 8:50 p.m.

Respectfully submitted,

Certified correct,


Grand Secretary


Executive Director

Approval of Mail Votes 202 and 203

Mail Vote 202: Approval that the Grand Council ratify the offering of the New Hampshire Insurance Company liability insurance policy to all Alpha Sigma Phi Chapters and Colonies.

Mail Vote 203: Approval that Alpha Sigma Phi Fraternity recognize Dr. William B. Hutchinson, Washington '29 with the Distinguished Merit Award for presentation at Mu Chapter's 75th Anniversary, May 16, 1987.

REPORT BY COMMITTEE ON UNDERGRADUATE OPERATIONS

A. Chapter Visit Priorities

We are proud to add to our staff, David Claussen, Iowa State '84 and Lyndon Payne, Rio Grande '85 as Chapter Leadership Consultants. They will be traveling extensively to our colonies and chapters to help improve chapter operations and programs.

Every chapter's needs were reviewed during the summer staff retreat. As a part of the review an evaluation was made on the probable effect a staff visit would have on a chapter. By factoring needs and effectiveness together travel priorities were set. This approach is used to assure that we use our staff resources in an efficient and productive manner.

Our top priority group for visits are:

- | | |
|-----------------------------|----------------------|
| - Tufts (colony) | - UCLA |
| - Iowa (colony) | - Cal Berkeley |
| - Plattsburgh (colony) | - William Paterson |
| - Lock Haven (colony) | - Bowling Green |
| - Illinois State (colony) | - Baldwin-Wallace |
| - Oklahoma (recolonization) | - Loyola |
| - Missouri | - Atlantic Christian |

The second priority level chapters, those targeted for substantial growth, are:

- | | |
|---------------|-----------------|
| - Indiana | - UNC Charlotte |
| - Radford | - Presbyterian |
| - Michigan | - Toledo |
| - Westminster | - R.P.I. |
| - I.I.T. | |

B. Membership Strength and Status

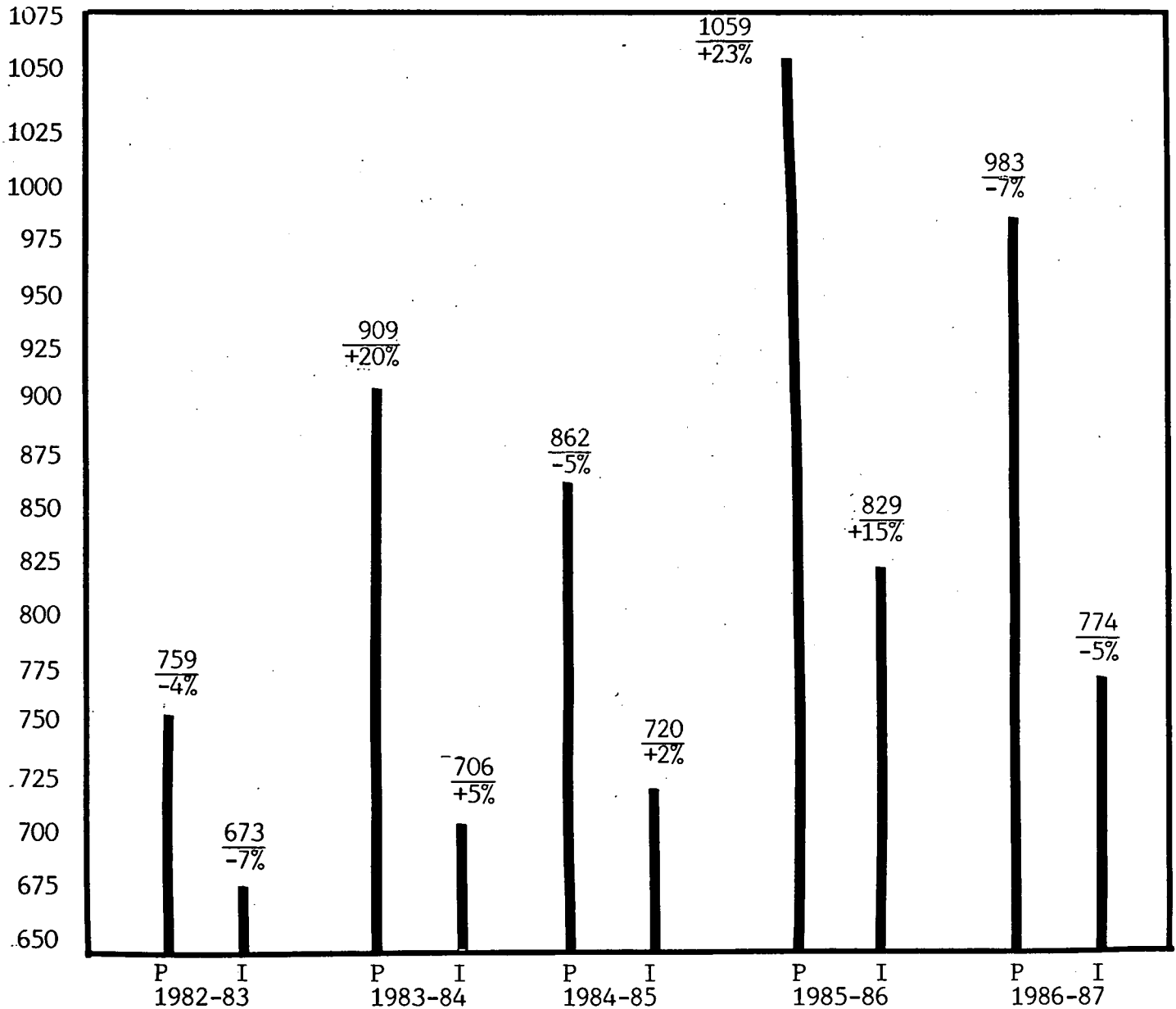
Membership Statistics

1986-87 Status: 52 chapters
5 colonies

On suspension:	Baldwin-Wallace College
Recolonizing:	University of Oklahoma
Chapters closed:	Francis Marion College

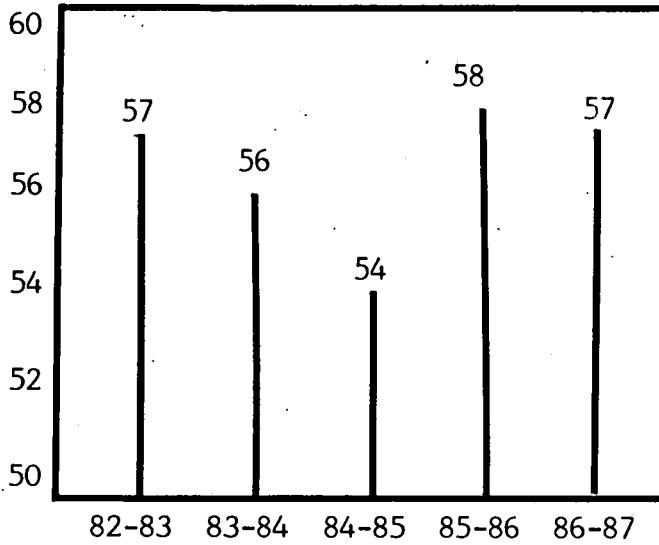
The following information concerns current levels of reporting of members and general statistics related to overall chapter size.

REPORTED PLEDGES AND INITIATES

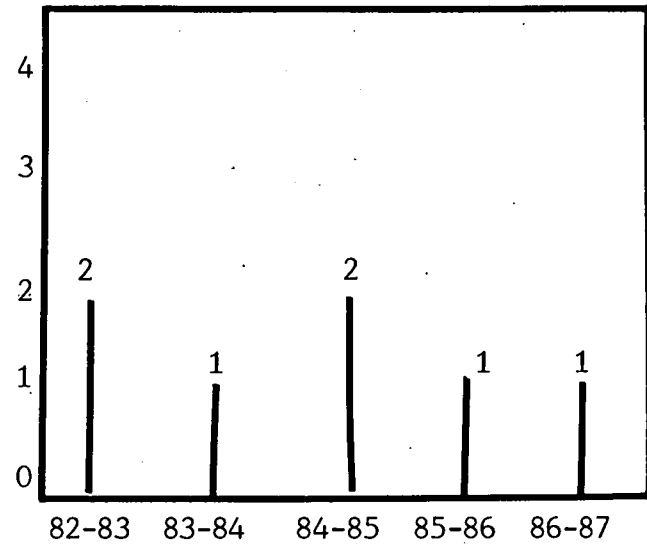


P=Pledges
I=Initiates

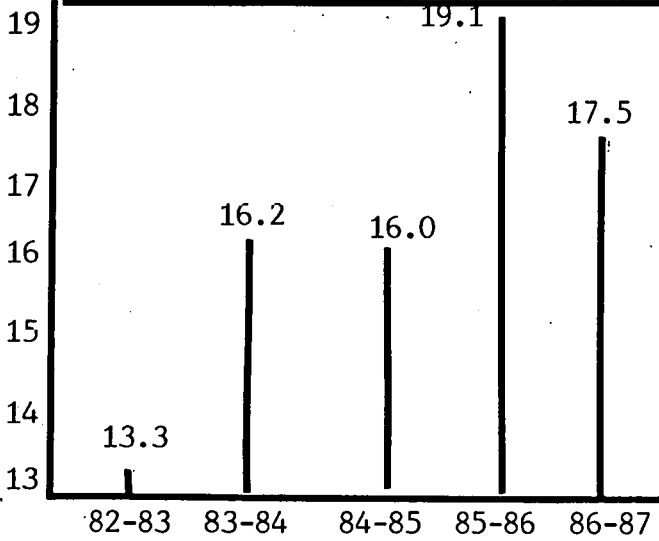
Number of Chapter/Colonies



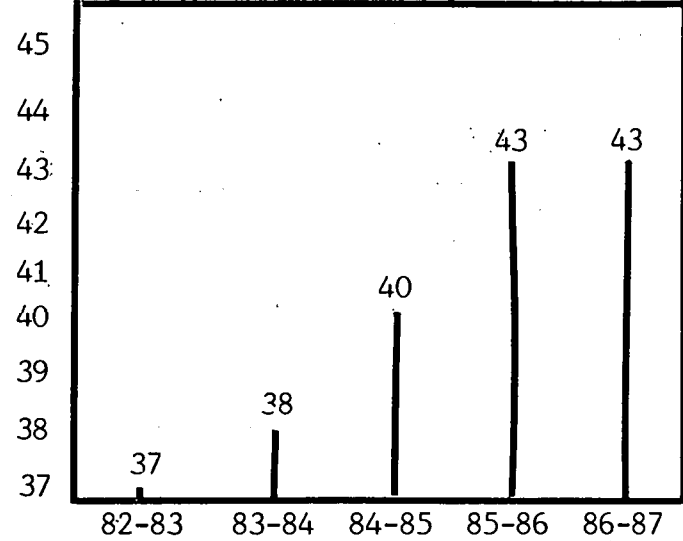
Chapters Closed



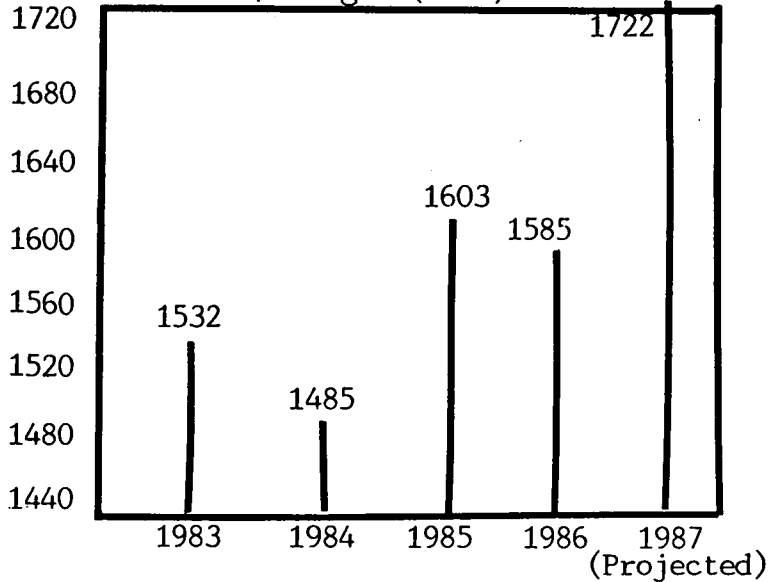
Average Pledges per Chapter/Colony



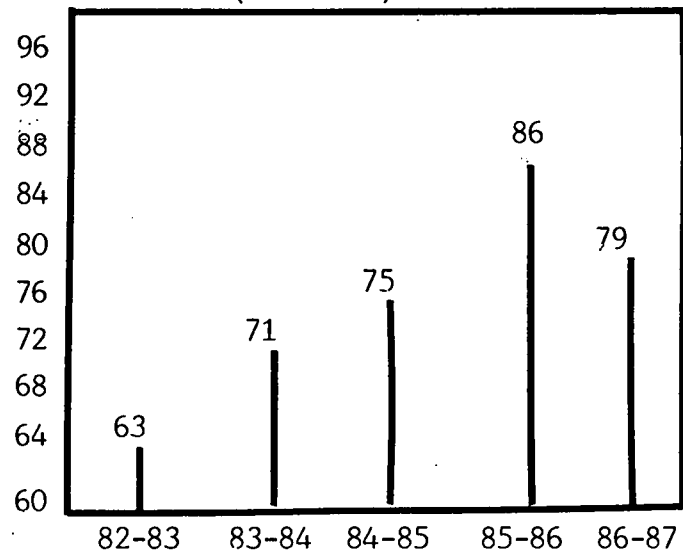
Average Chapter/Colony Size



Brothers/Pledges (Fall)



%Chapters/Colonies Above 25 Members (Year End)



CHAPTER CHECK LIST

August, 1987

<u>CHAPTERS</u>	Year-End Size			Returning 1987-88
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>	
<u>Province I</u>				
Univ. of California, Berkeley Nu	39 Strong	43 Average	38 Average	27
Univ. of California, Los Angeles Alpha Zeta	29 New	35 Average	33 Weak	21
Oregon State University Psi	72 Strong	75 Strong	75 Very Str.	61
Univ. of Washington Mu	87 Very Str.	86 Very Str.	84 Very Str.	64
<u>Province II</u>				
Iowa State University Phi	52 Strong	36 Average	55 Strong	52
Univ. of Missouri Alpha Theta	39 Weak	37 Very Weak	44 Weak	39
Missouri Valley College Alpha Omicron	35 Average	26 Average	30 Weak	25
Univ. of Oklahoma Alpha Alpha	17 Very Weak	21 Very Weak	- ○	-
<u>Province III</u>				
Univ. of Illinois Eta	57 Strong	63 Very Str.	91 Very Str.	82
Illinois Inst. of Tech. Alpha Xi	29 Average	31 Weak	61 Average	60
Indiana University Gamma Chi	61 Average	63 Average	59 Average	42
Loyola University Delta Alpha	48 Weak	51 Average	25 Weak	24
Purdue University Alpha Pi	104 Very Str.	105 Very Str.	99 Very Str.	91

Chapter Check List - Page 2

Chapter Check List Page 2

	Year-End Size			Returning
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
<u>Province IV</u>				
Lawrence Inst. of Tech. Gamma Psi	33 Average	29 Average	20 Average	18
Univ. of Michigan Theta	36 Average	47 Average	34 Weak	25
Univ. of Toledo Beta Rho	59 Average	39 Weak	53 Average	47
Tri-State Univ. Beta Omicron	24 Weak	22 Very Weak	23 Weak	18
<u>Province V</u>				
Baldwin-Wallace College Alpha Mu	11 Very Weak	21 Weak	26 Weak	23
Bowling Green St. Univ. Gamma Zeta	35 Strong	36 Average	24 Average	23
Ohio Northern Univ. Gamma Alpha	34 Average	43 Average	45 Average	40
Ohio State Univ. Zeta	20 Weak	18 Average	23 Average	21
<u>Province VI</u>				
Bethany College Beta Gamma	45 Strong	50 Strong	55 Very Str.	47
Univ. of Charleston Gamma Mu	18 Very Weak	20 Very Weak	19 Very Weak	16
Davis & Elkins College Gamma Delta	33 Average	25 Average	23 Very Weak	19
Marietta College Delta	50 Weak	46 Weak	45 Average	42
Marshall University Beta Delta	22 Average	51 Strong	74 Very Str.	62
Rio Grande College Delta Epsilon	27 Average	39 Average	24 Average	20

Chapter Check List - Page 3

	Year-End Size			Returning
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
<u>Province VI (Cont'd)</u>				
Slippery Rock Univ. Delta Delta	19 Weak	28 Average	31 Average	28
Westminster College Alpha Nu	59 Average	54 Average	52 Average	43
<u>Province VII</u>				
Atlantic Christian College Gamma Lambda	24 Average	27 Weak	21 Weak	17
Concord College Gamma Phi	10 Very Weak	-	-	-
East Carolina Univ. Delta Eta	46 Average	42 Average	63 Strong	49
Longwood College Delta Iota	37 Strong	44 Average	47 Strong	43
North Carolina St. Univ. Beta Zeta	19 Weak	15 Very Weak	11 Very Weak	6
Radford University Delta Theta	55 Strong	55 Strong	51 Average	36
Wake Forest University Beta Mu	68 Strong	72 Strong	75 Strong	54
<u>Province VIII</u>				
Francis Marion College Delta Kappa	11 Very Weak	4 Very Weak	-	-
Univ. of Miami Gamma Theta	30 Weak	32 Average	39 Average	32
UNC-Charlotte Delta Zeta	38 Average	38 Weak	38 Average	32
Presbyterian College Alpha Psi	19 Weak	17 Weak	25 Average	20
Tulane University Gamma Omicron	24 Weak	23 Weak	15 Very Weak	9

Chapter Check List - Page 4

	Year-End Size			Returning
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
<u>Province IX</u>				
American University Beta Chi	32 Average	46 Average	55 Average	50
Lehigh University Beta Epsilon	59 Very Str.	57 Very Str.	55 Strong	40
New Jersey Inst. of Tech. Alpha Rho	36 Average	27 Average	30 Average	27
Rutgers University Beta Theta	42 Average	43 Weak	47 Weak	41
Stevens Inst. of Tech. Alpha Tau	37 Average	48 Weak	46 Average	36
Widener University Gamma Xi	59 Average	72 Weak	41 Average	32
Stockton State College Delta Lambda	25 New	44 Average	41 Average	36
William Paterson College Delta Mu	-	43	56 Average	51
<u>Province X</u>				
Cornell University Iota	63 Very Str.	75 Very Str.	76 Strong	56
Hartwick College Beta Xi	40 Weak	55 Average	57 Average	53
Lycoming College Gamma Rho	52 Average	40 Weak	40 Weak	?
Pennsylvania State Univ. Upsilon	59 Strong	62 Strong	60 Strong	54
R. P. I. Beta Psi	48 Average	30 Weak	32 Weak	23

Chapter Check List - Page 5

<u>COLONIES</u>	Year-End Size			Returning <u>1987-88</u>
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>	
Lock Haven University Phi Zeta Colony	--	29	44	40
Plattsburgh State Phi Epsilon Colony	--	23	45	42
Tufts University Beta Iota Colony	--	30	23	23
University of Iowa Alpha Beta Colony	--	19	20	18
Illinois State University Phi Eta Colony	--	--	30	30

C. Chapters of Particular Concern

Oklahoma- It will take a lot of Randy's time to recruit and produce a quality group of men into a colony. He will leave in September for an initial visit of two weeks where recruitment will be the number one priority. Working with alumni for future housing plans is a strong concern.

Missouri - This chapter is a high priority for next year. We will spend a lot of time helping this chapter with membership recruitment and organizational skills. Alumni may have to sell the chapter house if membership does not increase soon.

U.C.L.A. - Alpha Zeta is returning next fall with only 21 members. They lost most of their founding fathers to graduation. Their spirit is low, but the new HSP is a good guy. He could be of great importance to their future. An early fall visit is scheduled.

Cal-Berkeley - Also returning with low numbers, 27, membership recruitment is a top priority. Continuing to develop their brotherhood relations and overall organization of the chapter is also important. An early fall visit is also scheduled.

N. C. State - Beta Zeta is on the brink of closing. There are only six returning members. Losing the house and very low morale plague this group. The situation probably cannot be turned around without a total recolonization. Chapter has not been set as a priority.

Charleston - This chapter is really not fulfilling our reasons for being. They are not keeping up with their financial obligations and their general operations are weak. An expectation agreement may be used this fall to get them on the right track.

Tulane - One of the major concerns here is that they did not recruit any new members this year. They also have some financial concerns as well as concern about their organizational ability. This situation also seems to require a total recolonization to be successful. Chapter is not a priority at this time.

Indiana and Westminster will both be reporting to the Committee at the National Leadership Conference. Indiana's report will be an update on their progress and programming while Westminster will outline their plans for an indepth chapter retreat to set specific goals and objectives.

D. Colony Update

Tufts, Beta Iota Colony: This colony is of particular concern. They have low membership and are still unorganized. Brotherhood development was their focal point last spring with rush being a top priority for this fall. (Returning with 23 members)

Iowa, Alpha Beta Colony: This colony has been going nowhere. They were required to hold a retreat setting goals for their future. Brother Bob Cabello assisted in the retreat with the colony's advisor and campus Greek Advisor. The six new pledges are great guys who help to brighten Alpha Beta's future! (Returning with 18 members)

Plattsburgh, Phi Epsilon Colony: These men will be petitioning the Grand Council for a spring '88 chartering. They are doing well. Rush has been exceptional compared to the campus average. If approved for chartering, they should charter April, 1988 with over 50 men. (Returning with 42 members)

Lock Haven, Phi Zeta Colony: A petition for a fall chartering has been received, and is recommended by the staff for approval. The group has done very well over the past year. They are quickly becoming the best fraternity at Lock Haven University. They should also charter with over 50 men. (Returning with 40 members)

Illinois State, Phi Eta Colony: These men were colonized April 4th. They will be leasing a house next fall in which 15 members will reside. They are hoping for a spring chartering, but will need more experience. Fall could be enough time with Bob Cabello and John Kim there. (Returning with 30 members)

E. Expansion

With the Oklahoma expansion taking most of Randy's travel time, little to no additional expansion has been planned. It will be very difficult to make the necessary contacts for future expansion sites with the current colonies and chapters taking up the staff's time.

F. Province Program

Currently, every Grand Province Chief position is filled.

Robert W. Kutz	Province I
Bradley A. Barling	Province II
Robert G. Cabello	Province III
William J. Siering	Province IV
Christopher J. Koch	Province V
Kevin J. Garvey	Province VI
Don M. Blevins	Province VII
Donald E. Goforth	Province VIII
John H. Luckenbill	Province IX
Otto L. Sonder	Province X

All of the Grand Province Chiefs are doing an excellent job. A new Grand Province Chief needs to be found for Province II as well as assistant Province Chiefs for those provinces without them.

Charles Vohs announced that at the end of Grand Senior President Sandercox's term he would be stepping down as Director of Provinces and would recommend **Robert Cabello, Eastern Michigan '70** at this time.

G. Programs

The Scholarship Director's manual is still being created. We hope to have it completed during this school year for our chapters' use.

An opportunity for a program on alcohol and drug abuse has come to us through Brother John Clarke, Washington '50. He is the President of Broadcast Copyrights Inc. which developed an "Alcohol and Drug Profile" video. He wants to develop a list of brothers in executive positions in the corporate world to buy these tapes for alumni distribution to various organizations (PTA, high schools, junior high schools, etc.). It would present a very positive image in the community for Alpha Sigma Phi and the corporation who helped sponsor the video tapes. Staff support time, however, is limited for the project.

H. National Leadership Conference

This year's conference is promising to be the largest ever in our history! We have over 150 undergraduates attending and around 50 volunteer alumni, (27 signed up for the Alumni Workshop Weekend). A lot of time has been spent on the program which promises to be one of the best ever.

Grand Senior President Sandercox has approved the staff's recommendation that the 1988 National Leadership Conference & Convention be held at The Ohio State University in Columbus, Ohio August 10-14, 1988.

I. Excellence Standards

For years the Fraternity has had only one set of standards--the Minimum Standards. These standards give many of our chapters nothing to strive for, let alone set any reasonable standards for groups wanting to be chartered as chapters of Alpha Sigma Phi.

A rough draft of the proposed Excellence Standards is attached as Exhibit A. There are eighteen areas of operation covered with 200 detailed standards for which to strive. This will enable every one of our chapters to work toward the pinnacle of excellence. There will be certain standards that will be required to be met in order for a colony to charter. We hope to have this program implemented in the fall of 1988.

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J. Action Items

The Committee recommends:

1. approval of the plans and program of work as reported.
2. that the term "Minimum Standards" should no longer be used by Alpha Sigma Phi, and that implementation of an Excellence Standards program should be pursued. The committee requests that a detailed review of the rough draft enclosed with the report be made by the Grand Council at the August 13 meeting. Comments and suggestions for improvement are needed from the full Grand Council.

The Staff recommends that the chartering petition for Phi Zeta Colony, Lock Haven University, be approved.

The Standards of Excellence Program
of
Alpha Sigma Phi Fraternity

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XII. Scholarship	9
XIII. Campus Leadership	7
XIV. Community Service	7
XV. Brotherhood Development	8
XVI. Social Programming	14
XVII. Membership Enrichment	9
XVIII. Ritual Exemplification	12
	<u>200</u>
Criteria at 5 points each	

"Excellence Standard" Levels

Pinnacle Chapter	(excellent)	900-1000 Points
The Founders' Circle	(very good)	800-900
Laurel Wreath Society	(good)	700-800
Cloud and Crest	(average)	500-700
Knights of the Black Shield	(fair)	400-500

The Standards of Excellence Program
of
Alpha Sigma Phi

I. Membership Recruitment

- A. Recruitment training included in pledge and chapter education annually.
- B. Written goals for each recruitment period and evaluation after completion by the chapter.
- C. Rush committee in place and assisting Rush Chairman.
- D. Chapter size 10% greater than the campus average, or a minimum of 80 whichever is greater.
- E. 95% pledge/initiation ratio.
- F. Emphasis on one-on-one recruitment.
- G. Summer program organized and used where allowed.
- H. Written policy concerning legacies and transfer students in by-laws.
- I. Contact all alumni recommendations with follow-up back to the alumnus.
- J. Membership distribution: each freshmen class size the largest, seniors the smallest.
- K. Voting procedure for extending bids and initiating pledges prescribed in chapter by-laws.
- L. All Rush functions are non-alcoholic.
- M. Adherence to all University and IFC policies and regulations.
- N. Alumni involvement in recruitment
- O. Annually pledging more than 1/4 the total membership.
- P. Alumni Corporation/Association Rush Advisor working with Rush Chairman in developing, implementing and evaluating Rush program.

1003

II. Financial Operations

- A. Chapter budget developed in the preceding term by the Prudential Committee, reviewed by House Corporation/Association and/or Financial Advisor and formally adopted by the chapter with each member receiving a copy.
- B. Chapter budget and projected budget reviewed by the National Headquarters Staff Personnel during visit.
- C. Member of the Alumni Corporation Board who serves as Financial Advisor.
- D. Dues and fees paid to the chapter at the beginning of each term.
- E. Accounts receivable current, not to exceed 6% for each budget period with promissory notes and payment plans set by the Prudential Committee within ten days after billing date.
- F. Bookkeeping system current with budget control reports submitted each term to National Headquarters, Grand Chapter Advisor, Financial Advisor, and Alumni Corporation/Association.
- G. Accounts Payable current.
- H. Use of signed contract where room and/or board is provided.
- I. Reserve fund established and annually contributed to; administered by Alumni Corporation/Association Board.
- J. Checks that require the signature of two officers.
- K. Compliance with Internal Revenue Service and any other government agencies' rules and regulations (reports, filing forms, etc.)
- L. Prompt payment of initiation fees, pledge fees, chapter dues, membership dues and all other charges payable to National Headquarters.
- M. Annual Audit of all chapter finances.

III. Alumni Involvement and Advisement

- A. Effective and functioning Grand Chapter Advisor, Faculty Advisor Rush Advisor, Pledge Education Advisor, Financial Advisor, and Alumni Relations Advisor.
- B. Regular Advisor attendance at Prudential Committee meetings.
- C. Regular Advisor attendance at Chapter meetings.
- D. Regular Advisor attendance at Alumni Corporation meetings.
- E. Regular Advisor attendance at Province Leadership Conferences.
- F. Advisors present at National Leadership Conferences and National Leadership Conference & Conventions.
- G. Fully constituted Alumni Corporation/Association Board.
- H. Alumni Corporation/Association meetings at least twice a year.
- I. Alumni Corporation/Association review of budget proposals.
- J. Advisors assistance with chapter programming.
- K. Grand Chapter Advisor, Faculty Advisor, Alumni Corporation/Association President communicate regularly with college or university administration.

IV. Pledge Education

- A. Written copy of pledge program and activities sent to National Headquarters each term, i.e. week by week synopsis of program.
- B. Implementation of educational programs outlined in the Pledge Educators Manual when teaching all material in "To Better The Man."
- C. Local chapter supplement for "To Better The Man", including syllabus, developed and distributed to all incoming pledges.
- D. Require all pledges to participate in outside campus activities.
- E. Strict adherence to all the Fraternity ritual and to all laws regarding pledge programs, including the policy on Pre-Initiation Activities.
- F. Annual chapter review of all pledge programming activities by Chapter and Pledge Education Advisor to insure up to date and effective membership development.
- G. Implementation of programs that stress total integration of new members with existing chapter.
- H. Implementation of an effective, comprehensive big brother/little brother program.
- I. Inclusion of personal development sessions in pledge programming activities, i.e. study skills, time management, career planning and development etiquette, etc.
- J. Inclusion of a Substance Abuse Prevention program.
- K. Comprehensive post-initiation programming to include review of ritual and discussion of all initiation and pledge programs.
- L. Pledge class participation in all chapter programs including, but not limited to, Rush, Scholarship, Service and Social.
- M. In-chapter Academic Advisor program implemented.

V. Leadership and Officer Organization

- A. Strong and decisive leadership
- B. The following officers in place and functioning with no doubling up on positions:

HSP	HA	IFC Representatives
HJP	HR	Student Government Representative
HE	HP	Prudential Committee Members-at-Large
HS	HM	
HCS	HC	

- C. The following committees in place and functioning:

Rush	Pledge Education
Scholarship	Ritualism
Alumni Relations	Public Relations
Intramurals	Brotherhood Enrichment
Social/Activities	Service
	Prudential

- D. Officer and Committee Chair retreat held each term to set goals and objectives and evaluate past performance.
- E. Weekly meeting of the Prudential Committee with the Grand Chapter Advisor in attendance.
- F. Orderly transition of officers.
- G. Elections held annually; not by term.
- H. Chapter monthly master calendar set at least one month in advance, properly displayed, with each member/pledge receiving a copy.
- I. Programs and goals written and well communicated to the entire brotherhood.
- J. Follow up, accountability, and evaluation of all goals and programs.
- K. Program to train future chapter leaders for leadership roles.
- L. Attitude developed that we can do better.
- M. Development, orderly maintenance and updating of officer manuals which are handed down to each group of new officers.
- N. Effectively run chapter meetings that follow Roberts Rules of Order.
- O. Most meetings conducted in 45 minutes to an hour.
- P. Chapter meetings that follow a written agenda and include officer reports and remarks for the good of society.

VI. House Management

- A. Lodging occupancy at capacity of chapter house.
- B. Enforcement of residency requirements as stipulated by the Constitution and By-Laws.
- C. High standards of cleanliness and upkeep of chapter house to include public and private areas, and individual rooms.
- D. House rules clearly specified in written form and strictly enforced.
- E. Good chapter house cleaning program, including daily house duties and regularly scheduled work sessions.
- F. Good maintenance and repair program to be included in daily cleaning program.
- G. Extended work sessions involving entire chapter at least once a term.
- H. Election or appointment of House Manager to oversee house cleaning and maintenance programs.
- I. Regular communications between the House Corporation and House Manager, including regular reporting to and attendance at House Corporation meetings.
- J. Adequate housing insurance, including liability coverage.
- K. Plans and program for short and long term refurbishing of facility.
- L. Compliance with local fire and building codes.
- M. Appointment of fire marshall to supervise fire safety and prevention program.
- N. Fire Safety and Prevention Program-
 - 1. Regular fire drills.
 - 2. Heavy penalty for discharging fire extinguishers or setting off alarms.
 - 3. Semesterly safety check by fire department.
 - 4. Evacuation plan posted.
 - 5. Smoke detectors and fire extinguishers installed and checked regularly.
- O. Procedure in place and adhered to to assure proper security when chapter is not in session, including special winter closing procedures.



VII. Dining Operations

- A. Proper decorum and respectable conduct at meals.
- B. Appropriate dress for dinner; i.e. shirt, shoes, pants, etc.
- C. Utilization of the dinner hour for internal communications.
- D. Periodic programming during dinner.
- E. Pride in maintenance of dining area at all times.
- F. Respectful treatment of kitchen crews and employees.
- G. Good sanitation and health standards.
- H. Formal dinner at least once a week.
- I. Sit-down chapter dinners, a minimum of two per week.
- J. Cleanliness and maintenance of kitchen, storage areas, and dining areas under the guidance of the kitchen steward.
- K. Well-balanced meal program.
- L. Adequate budget for kitchen operations.
- M. Supervision and controls over purchasing food and supplies by Steward and Prudential Committee.
- N. Fire safety and prevention, especially in kitchen areas.

VIII. College/University Relations

- A. Awareness of local chapter identity with the institution in all acts, words and deeds.
- B. Maintenance of positive relationship with the College/University Administration.
- C. Compliance with all College/University policies that govern its students and fraternities.
- D. Regular meeting with the College/University Fraternity Advisor at least once per term.
- E. Regular communications of House Corporation/Association President and Chapter/University Fraternity Advisor.
- F. Prompt reporting and submission of any reports and/or fees due to the College/University.
- G. One or more active Faculty Advisor selected by chapter.
- H. Representation at College/University sponsored activities for the fraternity system and entire campus.
- I. Membership and active participation on the Interfraternity Council.
- J. Encouragement of initiating Faculty and Alumni members from the College/University and/or community that will bring credit to our organization.

IX. Community Relations

- A. Respect by the chapter for its neighbors' rights to quiet and peaceful enjoyment of their property and environment.
- B. Maintenance of positive relations and communication with neighbors and the community.
- C. Strict adherence to community standards and legal responsibilities.
- D. Community service attitude and awareness demonstrated by chapter involvement.
- E. Individual members' knowledge and awareness of civic responsibilities.
- F. Chapter involvement with leaders of community and its officials where and when appropriate.

X. National Fraternity Identity

- A. Awareness of chapter's identity with national Fraternity in all acts, words and deeds.
- B. Compliance with all policies and programs of Alpha Sigma Phi.
- C. Representatives at Province Leadership Weekends, National Leadership Conferences and National Leadership Conferences & Conventions.
- D. Exemplary behavior when attending Province Leadership Weekends, seminars, and visiting other chapters.
- E. Adequate preparation before and cooperation during the National Headquarters Staff Personnel's visit.
- F. Follow-up on National Headquarters Staff Personnel's recommendations.
- G. Chapter accounts kept in good standing with the National Fraternity.
- H. Prompt reporting to Headquarters of pledges, initiations, chapter elections, undergraduate roster, and other reports specifically requested.
- I. Prompt response to correspondence from the National Headquarters.
- J. Review of Chapter By-Laws biennially.
- K. Observance of Founders' Day.
- L. Material submitted for publication in The Tomahawk for winter and summer issues and regular reports to "The Old Gal Gazette."

XI. Alumni Programming

- A. Chapter officer elected to run Alumni Relations Program and active standing committee in place.
- B. Three chapter newsletters to alumni per year, focusing on alumni news with the National Headquarters on the mailing list.
- C. Alumni Activity Program utilizing a minimum of at least two alumni functions per year.
- D. Chapter recognition of outstanding alumni service.
- E. Written Alumni Relations Program with goals.
- F. Change of addresses forwarded to Headquarters for all alumni.

XII. Scholarship

- A. Pledge and active GPA above all men's and all Fraternity averages.
- B. Awards system implemented to acknowledge academic excellence.
- C. Active program implemented to help pledges and new members adjust to the academic environment of the host institution, including the Academic Advisor Program.
- D. Minimum GPA set for initiation into the Fraternity and strictly adhered to.
- E. Minimum GPA set and adhered to for all chapter officers.
- F. Statistics of the chapters' scholastic performance sent to the National Headquarters after each term.
- G. Participation in all National Headquarters and Educational Foundation Awards & Scholarship programs.
- H. Study skills workshop program intact for all members.
- I. Active program to recruit academically able students.
- J. Activities and programs directed by Scholarship Director.

XIII. Campus Leadership

- A. Campus leadership positions held by at least 15% of the chapter.
(Committee chairman, Student Senate, etc.)
- B. At least 75% of chapter membership involved in campus organizations and/or activity, (other than intramurals), including the campus leadership positions listed above.
- C. Pledge programming to require involvement in outside campus organizations.
- D. Active participation in campus events such as Greek Week, Homecoming, etc.
- E. Chapter involvement in intramural activities.
- F. Chapter membership and participation in local Interfraternity Conference.
- G. Positive campus chapter image versus purely social image.

XIV. Community Service

- A. At least 4 Community Service Projects per year.
- B. One college related project per year.
- C. One community related project per year.
- D. One project requiring the participation of 90% of the brotherhood.
- E. One project that does not require raising of money.
- F. Publicity sought for each event.
- G. Report events in the Chapter Newsletters and send the information on each event to the National Headquarters.

XV. Brotherhood Development

- A. Adherence to Alpha Sigma Phi Fraternity "Code of Conduct."
- B. Chapter Retreat held each term.
- C. Fraternal goals set once a term, ideally at chapter retreats.
- D. Creative activities scheduled regularly to build morale, spirit, and self-confidence and to help discourage development of factions and cliques within the chapter.
- E. Special programming at annual chapter retreat for building positive relationships.
- F. Good financial management.
- G. Appointment of Brotherhood Enrichment committee to develop and implement programs of this type.
- H. At least two social events per year for brothers and pledges only.

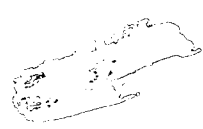
XVI. Social Development Programming

- A. Social responsibility exhibited by members.
- B. Social responsibility by chapter.
- C. Discipline for social misconduct, misbehavior, or substance abuse.
- D. Compliance with state and local laws, as well as College/University policies concerning alcohol and drugs.
- E. Avoidance of tasteless, insensitive, socially demeaning and offensive parties, themes and advertising.
- F. Alternative beverages and food at all social functions.
- G. Positive social environment in the chapter house and at all activities.
- H. Creative and diversified social program.
- I. Healthy balance in social programming with respect to scholastics and service.
- J. Chapter Formal held at least annually.
- K. Development of a quality Singing/Serenade Program.
- L. Good judgment in budgeting for social program. (i.e. social not over 15% of overall budget)
- M. Following the recommended Alpha Sigma Phi Fraternity Alcohol Policy.
- N. Chapter Alcohol and Substance Policy submitted and signed by chapter officers and submitted to the Grand Council.

XVII. Membership Enrichment

- A. Encourage chapter participation in all campus sponsored educational/cultural programs.
- B. Chapter participation in all IFC or Greek sponsored educational programs.
- C. Program for membership development set each term including goals for each program.
- D. Chapter programs consistent with all Fraternity and host institution missions and policies.
- E. Programs and activities that enhance cultural awareness.
- F. Etiquette training program in place for all members.
- G. Career and placement guidance programming implemented.
- H. Alcohol Awareness program implemented for all members.
- I. Programming implemented on men's health issues and sexually transmitted diseases.

NOTE: Goals to be set for all of the above programs each term and communicated to the chapter.



XVIII. Ritual Exemplification

- A. Formal meeting with ritual opening and closing held once a month.
- B. Ritual closing used after every meeting.
- C. Initiation Ceremony conducted with strict adherence to written Alpha Sigma Phi Ritual.
- D. Officer Installation Ritual used to install all new officers.
- E. All ritual books accounted for and in good condition.
- F. Complete ownership of all ritual equipment.
- G. Proper and thorough preparation and rehearsal for all of the ritual.
- H. Complete memorization of ritual where appropriate.
- I. All pre-initiation activities in harmony with pledge education and initiation degrees.
- J. Proper attire worn at all ritual ceremonies.
- K. Post ritual education with the HM explaining and discussing the Ceremony of Initiation.
- L. Use of the Rituals for Life Ceremonies for Seniors, Weddings, Birth/Adoptions, Milestone, Memorial and Black Lantern Processional.

ALPHA SIGMA PHI FRATERNITY, INC.

GENERAL FUND
Comparative Operating Statement & Budget Analysis

<u>INCOME</u>	<u>Actual</u> <u>1985-86</u>	<u>Actual</u> <u>1986-87</u>	<u>Budget</u> <u>1986-87</u>	<u>Proposed</u> <u>Budget</u> <u>1987-88</u>
1. Initiation Fees	\$90,640.00	\$83,970.00	\$79,750.00	\$94,000.00
2. Pledge Fees	36,800.00	33,775.00	31,850.00	36,000.00
3. Chapter Fees	2,250.00	2,295.00	2,340.00	2,340.00
4. Undergrad. Dues	63,640.00	71,340.00	76,500.00	85,000.00
5. Educational Foundation Grants	112,700.00	94,000.00	119,500.00	101,000.00
6. Merchandise (net)	964.89	3,120.64	1,500.00	2,500.00
7. Investments and Interest	12,308.39	5,492.79	7,000.00	7,000.00
8. Parking Rentals	1,823.36	2,100.00	2,100.00	2,100.00
9. Services to Organizations	15,400.00	10,200.00	10,200.00	25,700.00
10. Miscellaneous	<u>2,627.60</u>	<u>4,726.73</u>	<u>1,500.00</u>	<u>4,000.00</u>
 TOTAL INCOME:	 \$ 339,154.24	 \$ 311,020.16	 \$ 332,240.00	 \$ 359,640.00
 TOTAL EXPENSES:	 <u>337,196.38</u>	 <u>324,021.10</u>	 <u>333,500.00</u>	 <u>359,600.00</u>
 GAIN (LOSS):	 \$ 1,957.86	 \$ (13,000.94)	 \$ (1,260.00)	 \$ 40.00

Special Note

Annual Loyalty Fund(net)	\$ 90,389.00	\$ 96,165.00	\$ 110,000.00	\$ 115,000.00
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ALPHA SIGMA PHI FRATERNITY, INC.

GENERAL FUND
Comparative Operating Statement & Budget Analysis

<u>EXPENSES</u>	<u>Actual</u> <u>1985-86</u>	<u>Actual</u> <u>1986-87</u>	<u>Budget</u> <u>1986-87</u>	<u>Budget</u> <u>1987-88</u>
1. Salaries	\$127,868.17	\$126,843.80	\$132,500.00	\$140,000.00
2. Unemployment Compensation	2,428.75	2,924.82	2,900.00	3,200.00
3. Employees A & H Insurance	3,374.60	3,815.71	3,100.00	4,300.00
4. Social Security Tax	9,138.53	9,167.95	10,500.00	10,000.00
5. Pension	3,600.00	3,600.00	3,600.00	3,600.00
6. Utilities	2,310.49	2,552.02	2,600.00	3,000.00
7. Bldg, Maint & Property Tax	2,482.09	1,365.06	1,500.00	1,500.00
8. Telephone	10,922.12	12,156.98	10,000.00	12,000.00
9. Postage	10,084.94	11,621.73	10,000.00	13,000.00
10. Office Supplies & Printing	14,211.60	9,752.28	14,500.00	10,000.00
11. Computer Service	4,620.45	7,982.95	5,000.00	3,000.00
12. Audit & Legal	2,940.00	4,560.67	3,200.00	4,000.00
13. Insurance				
a. General	2,698.63	4,156.33	2,700.00	3,500.00
b. National Ins. Program	5,684.79	-	-	-
14. Publications				
a. Tomahawk	32,186.39	31,968.03	37,500.00	50,000.00
b. TBIM	3,425.96	607.36	13,500.00	14,000.00
15. Chapter Services				
a. Executive Director travel	2,232.59	3,092.03	2,200.00	3,000.00
b. Dir. Chap. Services travel	3,679.95	18,699.27	11,000.00	5,000.00
c. Chapt. Lead. Cons. travel	15,249.73	7,844.76	7,000.00	14,000.00
d. Staff Housing	3,725.00	3,500.00	3,600.00	2,400.00
e. G.C., Others travel	638.65	918.97	2,000.00	1,000.00
f. Program Costs & Gen. Op.	3,818.08	4,641.16	4,000.00	4,500.00
16. Expansion				
a. Staff travel	7,648.78	872.82	2,000.00	3,000.00
b. Others travel	995.91	794.43	1,000.00	2,000.00
c. Program Costs & Gen. Op.	4,345.52	2,935.39	4,000.00	4,500.00

GENERAL FUND

Expenses - Page 2

<u>EXPENSES</u> (cont.)	<u>Actual</u> <u>1985-86</u>	<u>Actual</u> <u>1986-87</u>	<u>Budget</u> <u>1986-87</u>	<u>Proposed</u> <u>Budget</u> <u>1987-88</u>
17. Alumni Dev. & Third Founding				
a. Executive Director travel	971.72	-	-	-
b. Prog. Costs & Genl. Op.	8,052.11	-	-	-
c. Others travel	-	-	-	-
18. Interfraternity				
a. Dues	1,834.10	1,774.50	2,000.00	2,000.00
b. Travel & Meetings	4,743.17	6,559.24	4,500.00	5,500.00
19. Chapter Programming				
a. Province System	4,568.82	6,175.39	9,000.00	9,000.00
b. Scholarship	574.98	559.94	300.00	600.00
20. Conferences & Exec. Meetings	9,157.40	8,392.59	7,500.00	8,000.00
21. Automobile	5,102.53	4,510.90	5,500.00	5,000.00
22. Insignia	8,722.70	10,372.86	12,000.00	11,000.00
23. Newsletter Service	1,059.49	3,123.74	1,000.00	1,000.00
24. Doubtful Accounts	4,897.38	1,746.00	1,000.00	1,000.00
25. Miscellaneous	1,940.13	4,768.61	500.00	2,000.00
26. National Meetings (net)	<u>5,260.13</u>	<u>(337.19)</u>	<u>-</u>	<u>-</u>
TOTAL EXPENSES:	\$ 337,196.38	\$ 324,021.10	\$ 333,500.00	\$ 359,600.00

ALPHA SIGMA PHI EDUCATIONAL FOUNDATION

BUDGET REPORT

<u>REVENUES</u>	Actual 1985-86	Budget 1986-87	Actual 1986-87	Proposed Budget 1987-88
1. Endowment Gifts	\$ 95,324	\$ 90,000	\$ 94,153	110,000
2. Annual Loyalty Fund	136,916	155,000	128,239	160,000
3. Investment Income	31,613	37,000	31,554	43,500
4. Computer Fees	-	-	16,264	22,500
5. Expendable Fund Transfer	<u>15,329</u>	<u>5,780</u>	<u>5,780</u>	<u>2,488</u>
TOTAL REVENUES	\$279,182	\$287,780	\$275,990	\$338,488
NON-EXPENDABLE REVENUES/ENDOWMENT	<u>95,324</u>	<u>90,000</u>	<u>94,153</u>	<u>110,000</u>
TOTAL EXPENDABLE REVENUES	\$183,858	\$197,780	\$181,837	\$228,488
TOTAL EXPENDITURES	<u>178,078</u>	<u>196,950</u>	<u>179,349</u>	<u>228,350</u>
GAIN/(LOSS)	\$ 5,780	\$ 830	\$ 2,488	\$138

EXPENDITURES

Operating Expenses

1. Annual Loyalty Fund	\$ 46,547	\$ 45,000	\$ 32,074	\$ 45,000
2. Executive Director	-	15,000	16,155	18,000
3. Alumni Development	-	6,500	6,916	7,000
4. Bookkeeping	3,000	3,000	3,000	3,000
5. Audit and Legal	1,400	2,000	2,000	2,500
6. General Admin.	-	10,000	10,000	10,000
7. Third Founding Admin.	25,000	5,500	5,500	5,500
8. Equipment Depreciation	1,400	-	8,743	15,000
9. Equipment Maintenance	-	-	2,869	4,500
10. Miscellaneous	1,896	3,150	2,242	3,000

Grants

1. Scholarships/Awards	\$ 1,135	\$ 1,200	\$ 1,350	\$ 1,350
2. Nat'l Leadership Conference	10,000	10,000	10,000	12,500
3. Educational Grants	<u>87,700</u>	<u>95,600</u>	<u>78,500</u>	<u>101,000</u>
TOTAL EXPENDITURES	\$178,078	\$196,950	\$179,349	\$228,350

TO: The Alpha Sigma Phi Educational Foundation Trustees

FROM: Robert M. Sheehan, Jr., Executive Director

RE: 1987-88 Requests for Educational Grants

DATE: August 17, 1987

Alpha Sigma Phi Fraternity, Inc. respectfully requests the following grants from the Alpha Sigma Phi Educational Foundation for the 1987-88 fiscal year.

1. 1987 National Leadership Conference (reference to August 1981 Memorial Fund minutes, <u>Foundations of Excellence</u> , p. 9, may be helpful.)	\$12,500.00
2. Support for a Chapter Leadership Consultant (<u>Foundations of Excellence</u> , p. 6.)	30,000.00
3. Support of Staff and Volunteers performing Chapter Leadership Consultant activities.	28,000.00
4. Partial publication costs of <u>The Tomahawk</u> , and Educational Journal.	20,000.00
5. Educational materials and manuals (<u>Foundations of Excellence</u> , p. 10.)	4,500.00
6. The Province Program (<u>Foundations of Excellence</u> , p. 10.)	9,000.00
7. Publication costs, storage, and dis- tribution of the manual <u>To Better The Man</u> .	14,000.00
8. The Scholarship Program (<u>Foundations of Excellence</u> , p. 8.)	<u>600.00</u>
TOTAL	\$ 118,600.00

ZERBE, WOLF, ROGERS & Co.
CERTIFIED PUBLIC ACCOUNTANTS
107 WEST WILLIAM STREET
DELAWARE, OHIO 43015

DELAWARE
614-362-9031

COLUMBUS
614-548-4566

Grand Council
Alpha Sigma Phi Fraternity, Inc.
Delaware, Ohio:

We have examined the balance sheets of Alpha Sigma Phi Fraternity, Inc. as of June 30, 1987 and 1986 and the related statements of revenues, expenses, reimbursements and changes in fund balances for the years then ended. We have also examined the balance sheets of A-S-P Corporation as of June 30, 1987 and 1986 and the related statements of earnings and retained earnings for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements identified above present fairly the financial position of Alpha Sigma Phi Fraternity, Inc. and A-S-P Corporation at June 30, 1987 and 1986 and the results of their operations and changes in fund balances or retained earnings for the years then ended, all in conformity with generally accepted accounting principles applied on a consistent basis.

Zerbe, Wolf, Rogers & Co.
Certified Public Accountants

July 25, 1987

Alpha Sigma Phi Fraternity, Inc.
Balance Sheets
June 30, 1987 and 1986

ASSETS

	<u>1987</u>	<u>1986</u>
Cash, including savings, and other interest bearing accounts	\$ 51,472	66,450
Certificates of deposits and money market funds	34,493	86,966
Notes and accounts receivable:		
Notes receivable	27,484	24,654
Notes receivable from A-S-P Corporation	10,300	-
Accounts receivable	30,029	47,985
National insurance premium receivable	<u>74,733</u>	<u>37,427</u>
	142,546	110,066
Less allowance for doubtful receivables	<u>(5,685)</u>	<u>(9,700)</u>
Total notes and accounts receivables	<u>136,861</u>	<u>100,366</u>
Publications and jewelry inventories, at cost	6,225	7,465
Prepaid insurance	987	852
Investment in A-S-P Corporation, at cost (Note 5):		
A-S-P Corporation, 4% debenture bonds	-	10,600
A-S-P Corporation stock	<u>51,500</u>	<u>51,500</u>
Total investment in A-S-P Corporation	<u>51,500</u>	<u>62,100</u>
Property and equipment, at cost:		
Land	14,294	14,294
Building	14,812	14,812
Equipment and vehicle	<u>48,830</u>	<u>50,495</u>
	77,936	79,601
Less accumulated depreciation	<u>42,044</u>	<u>47,594</u>
Net property and equipment	<u>35,892</u>	<u>32,007</u>
	\$ <u><u>317,430</u></u>	<u><u>356,206</u></u>

See accompanying notes to financial statements

Alpha Sigma Phi Fraternity, Inc.
Balance Sheets
June 30, 1987 and 1986

LIABILITIES AND FUND BALANCES

	<u>1987</u>	<u>1986</u>
Installment notes payable	\$ 18,205	7,562
Accounts payable	2,645	7,494
National insurance premium payable	-	13,078
Alabama Alumni escrow account	34,750	32,938
Deposits, refundable and non-refundable	7,475	7,356
Accrued expenses	2,452	2,632
Deferred income	<u>10,030</u>	<u>18,315</u>
Total liabilities	<u>75,557</u>	<u>89,375</u>
Fund balances (Note 2):		
Designated by the Grand Council for:		
Long-term investments	115,000	115,000
Investment in A-S-P Corporation	51,500	62,100
Emergency loans to chapters	27,500	25,000
Property and equipment	<u>17,686</u>	<u>24,445</u>
Total	<u>211,686</u>	<u>226,545</u>
Undesignated	<u>30,187</u>	<u>40,286</u>
Total Fund balances	<u>241,873</u>	<u>266,831</u>
	<u>\$ 317,430</u>	<u>356,206</u>

See accompanying notes to financial statements

Alpha Sigma Phi Fraternity, Inc.
Statements of Revenues, Expenses, Reimbursements
and Changes in Fund Balances
Years Ended June 30, 1987 and 1986

	<u>1987</u>	<u>1986</u>
Revenues and grants:		
Annual dues	\$ 71,340	63,640
Initiation fees	83,970	90,640
Pledge fees	33,775	36,800
Chapter fees	2,295	2,250
Educational grants	78,500	87,700
Service fee	25,700	15,400
Gross profit on sale of merchandise and jewelry	3,121	965
Gross profit (loss) on National Insurance Program	(5,514)	(3,883)
Interest and dividend income	5,493	10,600
Other	6,719	4,471
Total revenues	<u>305,399</u>	<u>308,583</u>
Expenses:		
Salaries and employee benefits	150,919	134,986
Facilities and equipment, including depreciation	18,022	18,910
Telephone	12,157	10,922
Postage	11,622	10,085
Office supplies and expense	17,233	17,476
Professional	4,560	2,940
New member jewelry	10,373	8,723
Tomahawk publication	31,968	32,186
Interest expense	912	1,306
Bad debts, net of recoveries	1,746	6,481
Chapter services	37,813	26,427
Leadership conference	-	5,260
Expansion	4,603	12,990
Interfraternity	8,334	6,577
Grand Council meetings and conferences	8,393	9,157
Province program	6,175	4,569
"To Better The Man" project	607	3,426
Miscellaneous	4,920	2,383
Total expenses	<u>330,357</u>	<u>314,804</u>
Excess of expenses over revenues and grants	(24,958)	(6,221)
Alpha Sigma Phi Fraternity, Inc. fund balance:		
Beginning of fiscal year	<u>266,831</u>	<u>273,052</u>
End of fiscal year	\$ <u><u>241,873</u></u>	<u><u>266,831</u></u>

See accompanying notes to financial statements

Alpha Sigma Phi Fraternity, Inc.
Notes to Financial Statements
June 30, 1987 and 1986

(1) Summary of Significant Accounting Policies

Investments

Investment in corporate bonds and stock are carried at cost. Gains or losses on the sale of investments are recognized upon realization. Gifts of investment securities are recorded at the market value on the date the gift was received. Investments in the stock and debenture bonds of A-S-P Corporation, a wholly owned subsidiary of Alpha Sigma Phi Fraternity, Inc., are carried at cost. (see Note 5)

Depreciation

Depreciation of property and equipment is provided over the estimated useful lives of the respective assets on the straight-line basis.

Federal Income Taxes

The Fraternity is a non-profit social fraternity exempt from Federal income tax under the provisions of Section 501 (c) of the Internal Revenue Code.

Revenues

The principal revenues of the Alpha Sigma Phi Fraternity, Inc. are fees from member chapters and their member brothers, initiates and pledges.

(2) Fund Balances

Funds are currently expendable and have not been restricted by donors in any manner. Convention and educational conference fees are billed to member chapters each year. These fees are deferred until the biennial convention is held.

(3) Related Party Transactions

The Fraternity and the Alpha Sigma Phi Educational Foundation share common management and facilities. The Fraternity's personnel provides bookkeeping services and conducts fund raising on behalf of the Educational Foundation.

Fraternity revenue includes the following amounts received from the Educational Foundation:

<u>Fraternity revenue category</u>	<u>1987</u>	<u>1986</u>
Educational grants	\$ 78,500	87,700
Service fee	<u>18,500</u>	<u>8,200</u>
	\$ <u>97,000</u>	<u>95,900</u>

Alpha Sigma Phi Fraternity, Inc.
Notes to Financial Statements, Continued
June 30, 1987 and 1986

(3) Related Party Transactions (Continued)

Netted against the Fraternity's expenses are reimbursements from the Educational Foundation for the costs of services provided as follows:

<u>Fraternity expense category</u>	<u>1987</u>	<u>1986</u>
Salaries and employee benefits	\$ -	15,976
Travel and direct materials	5,456	50,573
Leadership conference	<u>10,000</u>	<u>10,000</u>
	<u>15,456</u>	<u>76,549</u>
Total revenue and reimbursements	\$ <u><u>112,456</u></u>	<u><u>172,449</u></u>

(4) National Insurance Program

The Fraternity is engaged in a national liability and property insurance program. Member chapters are required to purchase liability insurance and are billed on a per member basis. Property insurance is optional. Property insurance premiums are based on specifics of the separate houses. The insurance brokers are currently James R. Favor and Company and Insurance Coverages Limited who place coverage through various insurance companies. Premiums are billed annually. Revenue and cost of insurance is recognized based on expired portion of policy term.

The following is a summary of the insurance program operations:

	<u>1987</u>	<u>1986</u>
Revenue	\$ 156,897	110,287
Cost of insurance	157,411	110,070
Fraternity insurance company study	<u>5,000</u>	<u>-</u>
	<u>(5,514)</u>	<u>217</u>
Bad debts expense	<u>-</u>	<u>(4,100)</u>
Gross profit (loss) from program	\$ <u><u>(5,514)</u></u>	<u><u>(3,833)</u></u>

Alpha Sigma Phi Fraternity, Inc.
Notes to Financial Statements, Continued
June 30, 1987 and 1986

(5) Investment in A-S-P Corporation

A-S-P Corporation is a Delaware corporation formed for the purpose of aiding chapters of the Fraternity in providing housing and housing facilities by making second mortgage loans. The corporation acquired ownership or lease rights to two properties in 1981 which are leased to chapters of the Fraternity.

The separate financial statements of A-S-P Corporation at June 30, 1987 and 1986 and for the years then ended are as follows:

A-S-P Corporation
Balance Sheets
June 30, 1987 and 1986

	<u>1987</u>	<u>1986</u>
<u>ASSETS</u>		
Mortgages and bonds receivable (secured)	\$ 28,008	38,301
Less allowance for doubtful accounts	<u>10,000</u>	<u>10,000</u>
Net receivables	18,008	28,301
Rental Property at cost (pledged) net of accumulated depreciation of \$19,542 in 1987	69,954	72,745
Cash in interest bearing accounts	4,335	10,807
Refundable Federal income taxes	<u>30</u>	<u>1,030</u>
	\$ <u><u>92,327</u></u>	<u><u>112,883</u></u>
<u>LIABILITIES AND STOCKHOLDERS' EQUITY</u>		
11.75% Mortgage note payable (secured) due September, 1990	\$ 28,861	35,844
4% Debenture bonds, due September 1, 1986	100	18,700
Note payable Alpha Sigma Phi Fraternity	<u>10,300</u>	<u>-</u>
Total liabilities	39,261	54,544
Stockholder's equity:		
Common stock, without par value.		
Authorized 5,000 shares; issued and outstanding 515 shares	51,500	51,500
Retained earnings	<u>1,566</u>	<u>6,839</u>
Total stockholder's equity	<u>53,066</u>	<u>58,339</u>
	\$ <u><u>92,327</u></u>	<u><u>112,883</u></u>

Alpha Sigma Phi Fraternity, Inc.
Notes to Financial Statements, Continued

A-S-P Corporation
Statements of Earnings and Retained Earnings
Years Ended June 30, 1987 and 1986

	<u>1987</u>	<u>1986</u>
Revenues:		
Rent	\$ 8,000	9,794
Interest on mortgages and bonds	1,297	3,012
Interest on savings accounts and investment	<u>441</u>	<u>611</u>
Total revenues	9,738	13,417
Expenses:		
Interest	3,900	6,318
Administrative services	7,204	7,209
Bad debt expense	-	2,000
Depreciation of rental properties	2,792	2,792
Professional	1,075	1,075
Taxes	<u>40</u>	<u>40</u>
Total expenses	<u>15,011</u>	<u>19,434</u>
Net income (loss)	(5,273)	(6,017)
Retained earnings, beginning of fiscal year	<u>6,839</u>	<u>12,856</u>
Retained earnings, end of fiscal year	\$ <u><u>1,566</u></u>	<u><u>6,839</u></u>

A-S-P Corporation
Notes to Financial Statements
June 30, 1987 and 1986

(1) Summary of Significant Accounting Policies

Rent and Interest on Mortgages and Bonds

Rent income on properties and interest income on mortgages and bonds are recorded as received.

Depreciation of Rental Properties

Depreciation is provided over the estimated useful lives of the assets on the straight-line basis.

Federal Income Taxes

The Corporation is a tax paying entity. Deferred income taxes will be provided on any differences between income for tax and accounting purposes when such differences occur. The Corporation has net operating loss carryforwards of \$ 15,402 to offset future taxable income. Carryforwards start to expire in 1998.

ZERBE, WOLF, ROGERS & Co.
CERTIFIED PUBLIC ACCOUNTANTS
107 WEST WILLIAM STREET
DELAWARE, OHIO 43015

DELAWARE
614-362-9031

COLUMBUS
614-548-4566

Board of Trustees
Alpha Sigma Phi Educational Foundation
Delaware, Ohio:

We have examined the balance sheet of Alpha Sigma Phi Educational Foundation as of June 30, 1987 and 1986 and the related statements of fund revenues, expenses, reimbursements and changes in fund balances for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, include such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements identified above present fairly the financial position of Alpha Sigma Phi Educational Foundation at June 30, 1987 and 1986 and the results of their operations and changes in fund balances or retained earnings for the years then ended, in conformity with generally accepted accounting principles applied on a consistent basis. The supplementary data included in Schedule I has been subjected to the same auditing procedures and, in our opinion, is stated fairly in all material respects when considered in conjunction with the financial statements taken as a whole.

Zerbe, Wolf, Rogers & Co.
Certified Public Accountants

July 25, 1987

Alpha Sigma Phi Educational Foundation
Balance Sheet
June 30, 1987 and 1986

ASSETS

	<u>1987</u>	<u>1986</u>
Cash in interest bearing accounts	\$ 76,204	10,339
Certificates of deposit and money market funds	382,354	410,446
Interest and note receivable	5,903	9,891
Investment securities, at cost (market \$30,351 in 1987)	23,197	23,197
A-S-P Corporation, 4% debenture bonds	-	7,300
Equipment, at cost	80,428	7,000
Less accumulated depreciation	<u>10,843</u>	<u>2,100</u>
Net equipment	<u>69,585</u>	<u>4,900</u>
	\$ <u>557,243</u>	<u>466,073</u>

LIABILITIES AND FUND BALANCES

Payroll taxes payable	\$ 309	-
Restricted Fund balances (Note 2):		
Non-expendable:		
Third Founding	481,546	388,253
Evin C. Varner Fund	23,567	22,807
Ralph F. Burns Fund	30,208	30,208
Penn State Fund	3,125	3,025
Carnegie-Mellon Fund	13,000	13,000
Minnesota Fund	<u>3,000</u>	<u>3,000</u>
Total	<u>554,446</u>	<u>460,293</u>
Expendable:		
Designated	2,488	5,000
Undesignated	<u>-</u>	<u>780</u>
Total	<u>2,488</u>	<u>5,780</u>
Total Fund balance	<u>556,934</u>	<u>466,073</u>
	\$ <u>557,243</u>	<u>466,073</u>

See accompanying notes to financial statements

Alpha Sigma Phi Educational Foundation
Statements of Revenues, Expenses, Reimbursements
and Changes in Fund Balances
Years Ended June 30, 1987 and 1986

	<u>1987</u>	<u>1986</u>
Revenues:		
Third Founding contributions	\$ 93,293	69,492
Evin C. Varner Fund	760	22,807
Penn State Fund	100	3,025
Loyalty Fund campaign contributions	128,239	136,916
Interest and dividend income	31,554	31,613
Fees received computer & solicitation	<u>16,264</u>	<u>-</u>
Total revenues	<u>270,210</u>	<u>263,853</u>
Operating expenses:		
Third Founding campaign	5,500	25,000
Loyalty Fund campaign	32,074	46,547
Administration:		
Salaries and employee benefits	16,155	-
Alumni development	6,916	-
Audit and legal	2,000	1,400
Service fee	13,000	3,000
Travel, registrations etc.	2,242	1,897
Depreciation	8,743	1,400
Equipment maintenance	<u>2,869</u>	<u>-</u>
Total administration expenses	<u>51,925</u>	<u>7,697</u>
Total operating expenses	<u>89,499</u>	<u>79,244</u>
Grants and awards:		
Educational grants	88,500	97,700
Scholarship awards	<u>1,350</u>	<u>1,135</u>
Total grants and awards	<u>89,850</u>	<u>98,835</u>
Excess of revenues over expenses, grants and awards	90,861	85,774
Alpha Sigma Phi Educational Foundation fund balance:		
Beginning of fiscal year	<u>466,073</u>	<u>380,299</u>
End of fiscal year	\$ <u><u>556,934</u></u>	<u><u>466,073</u></u>

See accompanying notes to financial statements .

Alpha Sigma Phi Educational Foundation
Notes to Financial Statements
June 30, 1987 and 1986

(1) Summary of Significant Accounting Policies

Investments

Investment in corporate bonds and stock are carried at cost. Gains or losses on the sale of investments are recognized upon realization. Gifts of investment securities are recorded at the market value on the date the gift was received.

Depreciation

Depreciation of property and equipment is provided over the estimated useful lives of the respective assets on the straight-line basis.

Federal Income Taxes

The Educational Foundation is a non-profit public charity exempt from Federal income tax under the provisions of Section 501(c) of the Internal Revenue Code.

(2) Restricted Fund Balances

Contributions to the Alpha Sigma Phi Educational Foundation are restricted by donors for use only for educational purposes including scholarships, scholarship awards, and support of the educational programs of the Fraternity including support of the annual educational conference. Special restrictions placed on the use of funds contributed to the Third Founding Campaign, the Ralph F. Burns Fund, the Evin C. Varner Fund, the Penn State Fund, the Carnegie-Mellon Fund, and the Minnesota Fund have been recognized by the segregation of fund balance.

(3) Related party transactions

The Educational Foundation and Alpha Sigma Fraternity, Inc. share common management and facilities. The Fraternity's personnel provides bookkeeping services and conducts certain fund raising on behalf of the Educational Foundation.

Educational Foundation expenses and grants include the following amounts paid to the Fraternity:

<u>Foundation expense and grant</u>	<u>1987</u>	<u>1986</u>
Third Founding campaign expenses	\$ 5,500	25,000
Loyalty fund campaign expenses	5,456	46,749
Administration	13,000	3,000
Educational grants	<u>88,500</u>	<u>97,700</u>
	\$ <u>112,456</u>	<u>172,449</u>

Alpha Sigma Phi Educational Foundation
Investment Securities
June 30, 1987

Schedule I

	<u>Par Value Shares</u>	<u>Cost</u>	<u>Market Value</u>
Corporate bonds:			
General Telephone of California, 1st Mortgage, Series U, 7.125%, 1998	5000	5,000	4,088
Public Service of Indiana, Inc. 1st Mortgage, Series P, 7.125%, 1999	5000	<u>5,000</u>	<u>4,213</u>
Total Corporate bonds		<u>10,000</u>	<u>8,301</u>
Corporate stocks:			
Centerior Energy	111	2,249	1,915
Sara Lee	110	2,462	10,010
Milton Roy Company	150	2,500	2,025
Texaco, Inc.	<u>200</u>	<u>5,986</u>	<u>8,100</u>
Total corporate stocks		<u>13,197</u>	<u>22,050</u>
Total Investment Securities		<u>23,197</u>	<u>30,351</u>

See accompanying notes to financial statements

E. Budget Review

The 1986-87 Budget resulted in a \$13,000.94 operating loss for the Fraternity. Income results fell short of projection most noticeably in the Educational Foundation Grants area. Lower than projected results from the Annual Loyalty Fund (see special note with budget) and Foundation Investment Income created most of this short-fall. While expenses also ended lower than expected, the \$13,000 To Better The Man reprinting project was not carried out as budgeted. Costs for this project and most of the cost for the final quarterly issue of The Tomahawk also budgeted for the 1986-87 year will be pushed into the 1987-88 budget year. This creates extra one-time costs for 1987-88, but also shows that a much greater operating loss could have occurred in 1986-87.

The 1987-88 Budget assumes optimistic results in many income and expense areas. The Annual Loyalty Fund, for example, is projected to increase by 19.7% net, and 25% gross. Initiations are expected to increase by 12% on the strength of new charterings. There are good reasons to hope for these results, and others on both sides of the budget. However, if results are mediocre then an operating loss of up to \$20,000 could result.

The Committee identifies the serious need for income growth as a top priority, particularly considering the \$200,000 worth of new programs recommended by the Membership Programs Task Force which require additional funding. Income growth can be achieved from the undergraduate fees area by the staff concentrating on increasing the average chapter size. However, the greatest potential for income growth appears to exist from alumni fund-raising programs.

F. Accounts Receivable

Insurance. Total insurance program receivables are \$73,462.33. Over half of this total is from the late March liability billings for our new insurance policy. Chapters were given the option to pay their premiums in the fall at a higher rate of \$60.00 per man, compared to the March figure of \$52.00 per man. Many chapters have chosen this option which will result in an additional \$6,000 being collected.

Of the remaining \$36,000 in insurance receivables, \$18,000 is owed by the Oklahoma and Missouri alumni corporations. The final \$18,000 in insurance receivables is from earlier 1986-87 property and liability billings. Eighteen different chapters owe various amounts towards this total. Nearly all of them have promissory notes in effect to make payment within the next six months.

General Fund. Twenty-five chapters owe \$29,095.98 in fees and dues to the Fraternity. Just over \$16,000 of this total represents fees owed for pledges and initiates who were unreported, but detected by the staff late in the year and billed to the chapters. Nearly all chapters are on promissory notes for their outstanding fees. Accounts Receivable at this time last year were \$45,154.49. We have made progress, but feel we can make more improvements next year.

Three chapters owe fees from prior to the 1986-87 school year and are receiving special attention from the staff. These include Marietta (\$4,671.80), Missouri (\$4,286.90), and Charleston (\$1,778.66). The staff has developed a payment plan for Marietta and Charleston, but Missouri remains a problem.

A-S-P Corporation. Only two loans remain on the A-S-P Corporation books. A final payment from Illinois next month of \$384.93 will leave only the loan to Oklahoma outstanding. This second mortgage loan was originally made in 1975 for \$25,000, and was most recently rewritten in 1986 for \$27,000 for eight years at 8.5%. The principal and interest now totals \$29,533.74. No payments have been made in eighteen months. The Committee has recommended to the Oklahoma Alumni Corporation that they reduce their debt load by refinancing their \$103,000 first mortgage over longer than an eight year period and/or raising substantial donations from alumni, otherwise they should sell their property. Once the debt load is decreased, then the \$10,200 of insurance payments and A-S-P loan interest can be repaid. The Alumni Corporation is taking the Committee recommendation under advisement at a meeting this week.

Widener is \$19,579.40 delinquent on the rent for the house A-S-P Corporation owns there. The Alumni Corporation has been working on a plan to purchase the house this fall and pay their past due rent. The Committee recommends that rent of \$2,000 per month be charged beginning July 1. This is the same rate as that which was in the expired lease of 7/1/86 - 6/30/87. The Committee recommends that the guaranteed house purchase price of \$67,500 listed in the expired lease be continued until 12/15/87. Higher rent and a higher purchase price may be set later.

Miami is \$3,000 delinquent on the rent for the condominium A-S-P Corporation owns on that campus. The chapter has made great progress on receivables over the past year. They plan to catch-up on rent by October and begin saving to purchase the property.

Emergency Loan Funds. As reported by the Committee on Undergraduate Operations, the Missouri chapter membership is so low that the alumni have considered selling the house. The membership problem has created a cash/flow problem resulting in non-payment of \$7,800 of insurance payments and a fully delinquent Emergency Fund loan of \$5,282.63. The chapter is also delinquent in its fees by \$4,286.00. The Committee encourages a high staff priority for the chapter. If membership strength does not improve, these past debts will be collected only when the chapter closes and the house is sold.

Total Emergency Fund loans include:

	<u>Term</u>	<u>Principal</u>	<u>Delinquent Amount</u>
California	1984-2014	\$19,520.37	None
Loyola	1986-89	\$ 2,665.32	None
Missouri	1984-85	\$ 4,000.00	\$5,282.63

G. Liability Insurance

The New Hampshire Insurance Company currently provides \$1 million of General Liability insurance to 52 Alpha Sigma Phi chapters and colonies. The policy excludes claims for hazing and sexual abuse. The remaining five chapters have their own liability insurance with individual carriers, and have been required to provide documentation that these policies include the national organization as additional insureds.

The current policy, billed at \$52 per undergraduate, expires on March 12, 1988. Current market indications are that up to four carriers may be interested in bidding on a renewal of the policy. It is hoped that the increased competition in the market place will hold costs down.

H. Affinity Credit Card Program

The Committee has reviewed a proposal by First Omni Bank of Delaware for the Fraternity to participate in an "Affinity Credit Card Program." Under this proposal, the bank would offer credit cards to our members sporting the Fraternity name and logo. The bank would then pay the Fraternity \$.25 every time a member uses the card. The Committee recommends that no action be taken on this proposal unless the offer is improved by the bank. Numerous possible negative side effects of the program outweigh the potential \$2,500 to \$10,000 of income which might be produced per year.

Action Items

The Committee recommends:

1. approval of the proposed 1987-88 Budget.
2. approval of the 1987-88 proposed Educational Foundation Grant Requests.
3. that rent for the Widener property be charged at \$2,000 per month, and that the purchase price be set at \$67,500 until December 15, 1987.
4. the acceptance of the Auditor's Financial Statements.

**STATEMENT OF NEEDS
"ALPHA SIGMA PHI-COLLEGE OF CHARACTER"**

Task Force Report

During the January 30-31 Task Force meeting many, many program needs were identified by the undergraduate and alumni participants. The following priorities emerged by the conclusion of the weekend:

- 1.) To develop and implement programs to recruit, train, motivate, and provide support to alumni volunteers; particularly at the local chapter level.
- 2.) To expand the leadership training and character development educational opportunities for undergraduate members.
- 3.) To provide improved alumni services and benefits; particularly supporting the development of Alumni Councils and improving the quality of The Tomahawk by making it into a magazine.
- 4.) To start new, strong chapters with a priority on campuses upon which chapters had previously been located.

The variety of needs and programs discussed more specifically by the Task Force have been reviewed by the staff to create a specific list of program needs and costs. These needs and costs have been incorporated into the following needs statement for Alpha Sigma Phi. The "theme" of the case is "Alpha Sigma Phi--The College of Character." Dramatic increases in all fund-raising efforts are required to fill these important program needs.

The College of Character

Purposes

Alpha Sigma Phi was founded at Yale in 1845 as a means for young men to build character, encourage scholarship, promote patriotism, maintain charity, and perpetuate brotherhood. These ideals are spelled out in the Fraternity's ritualistic ceremonies, now over 140 years old. Alpha Sigma Phi's purposes and ideals have never changed, and are simply expressed in our motto "To Better The Man." However, today's world is constantly changing and Alpha Sigma Phi is challenged to carry out our goals with innovative programs matching today's student needs.

The Curriculum

Membership in Alpha Sigma Phi is an educational experience which augments the college or university academic experience. The Fraternity



serves as a "laboratory of life" wherein members develop leadership skills through practical experiences of responsibility in chapter leadership and membership positions. Many alumni feel they learned more from their Fraternity experience than in the classroom. The high ideals and traditional values of the Fraternity's ritualistic ceremonies provide the basis of every member's ethical development. By teaching these leadership skills and values at fifty-seven campuses nationwide, Alpha Sigma Phi truly is "The College of Character."

Colleges and universities do an excellent job of teaching academics today. But, far too many of them offer little or no guidance in the personal, ethical, and moral development of young men. Single parent families and double income families have dramatically altered the type of character development support children receive during formative years in their homes. "The College of Character" of Alpha Sigma Phi seeks to fill these voids of character development experiences with intensive, innovative programs for today's undergraduate brothers. Positive encouragement by the members of a chapter can have a dynamic effect on a young man during the important college years. Undergraduate chapters with close alumni volunteer guidance also promote positive changes and improvements in each member.

Undergraduate Educational Programs

Structured educational programs for undergraduate members and leaders at national and regional conferences, and during on-site visits by the Fraternity's National Headquarters staff provide students with direct training in ethics and leadership skills. Annual graduations and the constant turnover of chapter officers require on-going educational programs to maintain quality chapter operations.

Need: To provide direct educational programs to undergraduate members in leadership skills and values on national, regional, and local levels.

Programs:

1. National Leadership Conference. Since 1963 the Fraternity has been sponsoring national conferences to train undergraduate leaders. These four-day conferences are now held annually at a college campus setting. Alumni volunteers and paid professional speakers serve as faculty on topics such as Management By Objectives, Motivation Skills, Time Management, Alcohol Abuse Prevention, Scholarship, Membership Recruitment, Financial Management, Ritual Exemplification, and more. Attendees highly rank the value of the conference. Currently, however, funds have only been available to support the travel and attendance of one leader per chapter. Additional funds are needed to further enhance the programs and send more leaders per chapter.

2. Chapter Leadership Consultants. Every year the top graduating leaders from Alpha Sigma Phi chapters are recruited to serve one or two year terms in these National Headquarters staff positions making on-site visits to chapters all across the country. These "role models" spend 90% of their time traveling to chapters and colonies all across the country for three to five day periods to do officer training, goal setting, and run workshops on topics ranging from Alumni Affairs to Community Relations, depending on the chapter's needs. Every year chapter leaders rank this program the

Fraternity's most effective. Unfortunately, funding for only two positions now exists. The Fraternity must add two more of these positions so that on-site visits can be more effective and more frequent, and so that more new chapters can be started.

3. Regional Leadership Conferences. Travel expenses and time commitments will limit the number of students who can attend National Leadership Conferences, even after additional funding is provided. Special, annual weekend Regional Leadership Conferences need to be operated in four geographically spaced locations across the country. These conferences can provide a concentrated dose of high caliber programming similar to that of the National Leadership Conferences. These shorter, geographically spaced conferences will provide direct educational programming to even more members from each chapter.

Volunteer Development Programs

Students learn best from one another, and the lessons taught and reinforced by chapter member peer pressures are rarely forgotten. However, students need adult guidance to help them create a positive character development atmosphere in their chapter. This adult guidance reinforces the programming at national and regional conferences, and during on-site staff visitations.

Need: To provide alumni volunteers with professionally designed, comprehensive educational materials, training, and staff support from the National Headquarters to help them fully carry out their responsibilities.

Programs:

1.) Director of Programs. A full-time, permanent staff position must be created at the National Headquarters to direct programs for the recruitment, training, motivation, and support of alumni volunteers. These volunteers feel effectiveness would increase substantially with training and support.

2.) Alumni Advisors Conference. A new annual conference to provide training for alumni volunteer advisors from every chapter must be developed by the new Director of Programs. Volunteers will learn from structured educational sessions and interaction with one another. Comraderie building will improve motivation and commitment. This conference will be held concurrently with the National Leadership Conference.

3. Upgrading The Tomahawk. Improving the production quality of The Tomahawk will give all Alpha Sigs even more of which to be proud. The new magazine format will be expanded to carry more alumni features and articles.

Financial Needs

<u>Undergraduate Educational Programs</u>	<u>Annual Cost</u>	<u>Endowment Needed</u>
Expand National Leadership Conference *Travel expenses for additional students *Enhanced faculty and programs	\$25,000	\$ 500,000
Additional Chapter Leadership Consultants *Additional, more effective on-site training for undergraduate leaders *Salary, benefits, travel for two consultants	\$50,000	\$1,000,000
Regional Leadership Conferences *Four geographically based conferences *Concentrated, high caliber week-end training for more members per chapter	\$35,000	\$ 700,000
<u>Volunteer Development Programs</u>		
Director of Programs *Salary, benefits, travel *Program development for training, recruiting, supporting alumni volunteers	\$35,000	\$ 700,000
Alumni Advisors Conference *Travel and program development for alumni advisors	\$25,000	\$ 500,000
Upgrading <u>The Tomahawk</u> *Upgrade production to magazine quality *Expand alumni features and articles	\$30,000	\$ 600,000
TOTAL	\$200,000	\$4,000,000

TOTAL ENDOWMENT NEEDED

*Based upon 5% annual income on endowment:
additional annual income and investment
growth hedges against inflation.



Priorities

The Committee on Undergraduate Operations and the staff have expressed the need for an additional Chapter Leadership Consultant as a very high priority. Five colonies and seven new chapters less than five years old need to build their membership strength, and take a great amount of attention. These newer groups have particularly great potential for helping to increase our average chapter size. The Committee on Alumni Operations recommends that the Grand Council set the addition of an additional Chapter Leadership Consultant as the top priority need.

REPORT ON THE ANNUAL LOYALTY FUND

	<u># of Donors</u>	<u>Gross Receipts</u>	<u>Net Receipts</u>	<u>Average Gift</u>
1981-82	1,574	43,024	26,607	27.33
1982-83	1,716(+ 9%)	51,696(+20%)	40,085(+51%)	30.13(+10%)
1983-84	2,116(+23%)	83,435(+61%)	59,228(+48%)	39.43(+31%)
1984-85	2,147(+ 1%)	89,091(+ 7%)	66,003(+11%)	41.50(+ 5%)
1985-86	3,101(+44%)	136,936(+54%)	90,389(+37%)	44.16(+ 6%)
1986-87	2,373(-31%)	128,238(- 7%)	96,165(+ 6%)	54.04(+22%)

The goal to net \$110,000 in the Annual Loyalty Fund in 1986-87 was not met, although a 6% increase was achieved due to a 22% increase in the average gift size up to \$54.04. The number of donors dropped by 31% in 1986-87. The record number of 3,101 donors in 1985-86 was achieved with 1,270 new donors attracted through a project with a professional tele-marketing firm. Unfortunately only 33% (420) of these new donors gave again in 1986-87. Phonothons to some of the new donors in May raised this percentage from a 19% level at the end of April. While only these 19% had responded to mail requests, over 38% responded to telephone requests. Unfortunately, problems in recruiting volunteer phone callers and securing telephone facilities forced the cancellation of ten phonothons in April and May targeted for all previous donors and some special non-donor groups. These phonothons had been netting \$3,000 per night.

Future Growth

The Annual Loyalty Fund uses the three basic modes of communication to solicit contributions from alumni: Mail, Telephone, Person-to-Person. Mailings have served as the most used method of solicitation with some alumni receiving five to six letters per year until they make a gift. Improvements continue to be made in these mail requests by studying successful direct mail techniques. Phonothons have been very successful, but the staff, volunteers, and facilities do not exist to increase the number much beyond what was originally planned for 1986-87. Person-to-Person solicitation has been used sparingly, and can be increased with more nationwide travel by staff for fund-raising purposes and by mobilizing volunteer teams of solicitors.

Phonothons, from our past experience, offer the most successful method of attracting a high percentage response from the greatest number of alumni. Over the past four years our response rate, depending on the target group called, ranges from 35-60%. The average gift size consistently ranges from \$40-60, again depending upon the target group, and the delinquency rate range has only been 5-15%. It is exciting to think about the potential of these results if we had the staff, callers, and facilities to target efforts at the 30,000 Alpha Sig alumni for whom we have good addresses, but from whom we did not receive donations in 1986-87.

For example:

30,000	alumni
65%	reached by phone
19,500	
30%	make a gift
5,850	
15%	delinquency
4,972	
\$35	average gift size

\$ 174,020 Total Dollars Raised

It was the excitement of this kind of potential which led, in 1985-86, to the non-donor project with the professional telemarketing company. Problems with the company included a 65% delinquency rate and a high cost. We paid \$21,000 and received \$30,000 in donations. The cost was to be much higher, but was discounted due to errors by the company resulting in the high delinquency rate. Experimentation with a different telemarketing firm this past fall resulted in a 60% delinquency rate, and a \$5,500 cost to raise \$8,500. A number of companies have entered this market and some are building good track records with lower delinquency rates. Of course, their costs are even higher.

A notable trend in the fund-raising community is for organizations to hire their own staff, set-up their own facilities, and hire paid phone-callers, just like the professional firms. Local control over expenses and callers results in lower costs and lower delinquency rates. Our brother Kevin Garvey set up this type of operation at Carnegie-Mellon University last year when he was Director of Annual Giving there. He, too, had bad experiences with professional firms and has had great success with this new approach. Success stories like this are common-place now at fund-raising conferences.

Other benefits of this project beyond additional income for Fraternity programs include maintaining better address and career information with alumni, creating more Alpha Sig "advocates" who feel positive about the Fraternity, encouraging volunteerism, using the phonothon system for non-fund-raising Fraternity alumni market research, and maintaining closer ties to our brotherhood. Success with this new project will provide thousands of dollars for important program needs and maintain Alpha Sigma Phi's status as a premier fraternity in America.

Director of Development

Directing enough phonothons annually to adequately contact our alumni would probably take 60% of one person's time, and perhaps 80% during the first year. The Committee recommends that the Grand Council support and the Educational Foundation Trustees implement an enhanced phonothon program including the hire of a Foundation employee as "Director of Development."

The Committee further recommends that the Executive Director develop and carry out an Implementation Plan for this program as soon as possible, including cost and results projections and that the Director of Development's responsibilities include:

1. Direct Annual Loyalty Fund phonothon activities.
2. Direct Donor Research Program.
3. Coordinate metropolitan alumni gatherings.
4. Assist the Executive Director with other alumni development activities.

A "position opening" announcement can be made in the next issue of The Tomahawk, and a special mailing sent to recent graduates upon the approval of this proposal by the Grand Council and Educational Foundation Trustees. Hopefully a qualified candidate can be selected by late fall.

REPORT ON THE TOMAHAWK

Great interest was expressed in converting The Tomahawk to a magazine format from the current tabloid format during the January 30-31 Membership Programs Task Force meeting and Grand Council meeting. Discussions at those meetings centered around whether or not an improved production quality would have a positive effect on alumni donations and alumni volunteerism. The Grand Council directed that contact be made with a marketing professor in the Ohio State graduate business school to seek an opinion on the matter.

Dr. Russell Abratt was contacted, and his simple response was that an improved quality should have a positive impact, and that the extent to which that was true would be very difficult to determine. He felt that a market research project would not produce reliable data on this issue. He said he believed it was highly doubtful that donations would increase enough to pay for the increased costs, but that other positive factors beyond obvious cash returns on investment have motivated many organizations to produce higher quality publications for alumni, stockholders, or other publics. While he felt that contact with alumni "focus groups" would provide the board with some feedback on the issue, most boards of directors determine cost differences, and base the decision on budgetary considerations.

Three companies with experience in the fraternity/sorority magazine market have submitted bids on producing The Tomahawk in magazine format. The lowest cost bid was submitted by Maury Boyd & Associates, the Indianapolis publications firm which currently handles all typesetting and pre-press production for The Tomahawk. The following cost comparison has been developed to show the differences between the tabloid and magazine format. This compares our current twenty-four page tabloid with a thirty-six page magazine which could carry four-color photos or artwork on up to eight of those pages. This represents 25% additional copy over the tabloid format.

<u>Expense per issue</u>	<u>Tabloid</u>	<u>Magazine</u>
1. Typesetting	\$ 2,040	\$ 2,160
2. Alterations	200	350
3. Photo Prep	0	2,000
4. Printing	2,500	6,787
5. Mail Prep	525	1,300
6. Postage	2,700	2,700
7. Computer Usage	1,250	1,250
8. Photography	200	700
9. Postage Returns	250	250
10. Miscellaneous	<u>500</u>	<u>500</u>
TOTAL	\$10,165	\$17,997

The Committee has appointed a Task Force to work with Maury Boyd & Associates on the design for The Tomahawk in the magazine format. A recommended design should be available for the winter Grand Council meeting for review and approval. With the design completed the magazine format could be adopted for the summer or fall 1988 issues if funding is available.

REPORT ON THE EDUCATIONAL FOUNDATION ENDOWMENT

Endowment Growth

	<u>Total Endowment</u>	<u>Cash Pledges Outstanding</u>	<u>Bequests</u>	<u>Combined Total</u>
6/30/81	\$ 40,314	\$ 27,826	\$ 43,000	\$ 111,140
6/30/82	\$ 72,048	\$ 72,160	\$ 153,000	\$ 297,208
6/30/83	\$ 126,959	\$ 189,820	\$ 178,000	\$ 494,779
6/30/84	\$ 199,908	\$ 234,586	\$ 175,500	\$ 609,994
6/30/85	\$ 364,970	\$ 383,296	\$ 325,500	\$ 1,073,766
6/30/86	\$ 460,293	\$ 310,755	\$ 259,500	\$ 1,030,548
6/30/87	\$ 551,421	\$ 188,825	\$ 309,500	\$ 1,049,746

Projected Endowment (Based on Cash Pledges)

<u>6/30/88</u>	<u>6/30/89</u>	<u>6/30/90</u>	<u>6/30/91</u>
\$664,559	\$714,313	\$752,844	\$775,259

REPORT ON THE PLANNED GIVING PROGRAM

The Committee has approved the Planned Giving Program as proposed in Exhibit B (page 71) and recommends approval by the Grand Council and the Educational Foundation. The immediate plan is to publicize "planned giving" by starting a new recognition club--"The Manigault Society." Every brother who acknowledges in writing that he has made some type of planned gift provision for the Educational Foundation qualifies for the society. The Committee stresses the need for every Grand Council member and every Trustee to join "The Manigault Society" as soon as possible. Letters of Intent will be available during the meeting. Educational Foundation Trustee Al Wise has accepted the responsibility for contacting all past Grand Council members and Educational Foundation Trustees. This advanced contacting will result in a good list of "charter members" for publication in The Tomahawk winter issue.

ACTION ITEMS

The Committee recommends:

1. approval of the Statement of Needs.
2. that the Grand Council recommend to the Educational Foundation the addition of a Foundation Director of Development employee with such fund-raising duties described in the report.
3. approval of the Proposed Planned Giving Program Plan.



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PROPOSED PLANNED GIVING PROGRAM PLAN

The following report is from a section of a project paper completed in June for an Ohio State course in "Fundraising" taught by the President of the Columbus United Way. The report sets forth the objectives and steps required to implement a Planned Giving Program for the Alpha Sigma Phi Educational Foundation.

Objectives

The Educational Foundation needs to produce additional income in order for Alpha Sigma Phi Fraternity to meet its objectives. The Foundation can produce additional income by: 1.) Increasing the net proceeds received through the Annual Loyalty Fund, 2.) increasing investment income on the Endowment, 3.) increasing the Endowment (and, hence, annual investment income) by developing a new Endowment Campaign for large cash gifts, and 4.) increasing the Endowment by developing and implementing a program to encourage receipt of "deferred" or "planned gifts." Currently, the Foundation has no program for encouraging planned giving. The rest of this paper deals with the implementation of such a program.


The goal of the Educational Foundation is to develop an ongoing program for planned giving, not to raise a set amount of dollars through a campaign by a set date. Therefore, the following "process" objectives have been set for the program:

1. To implement a publicity program designed to raise the awareness of planned giving opportunities to the general Alpha Sigma Phi market by February 15, 1988.
2. To implement a comprehensive program of Targeting, Contacting, Evaluating, and Securing Planned Gifts from prospects by February 15, 1988.

Leadership

"The most important facet of any fundraising campaign is leadership." says William J. Smith in his text The Art of Raising Money (Amacom, New York: 1985, p.28). James Gregory Lord, in his book The Raising of Money: Thirty-five Essentials Every Trustee Should Know (Third Sector Press, Cleveland: 1985, p.52) is more specific about the importance of leadership from the board of directors. "Other donors will always look to the board of directors to set the process in motion. People will always ask, and with good reason: 'What did the board do? Whatever example the board sets, the effect will be felt throughout the enterprise. 'As the board goes,' according to the old saying, 'so goes the campaign.'"

Alpha Sigma Phi has two sets of board members with which to be concerned: the Grand Council and Educational Foundation Trustees. United leadership and commitment to a fundraising effort from both boards is essential for success.



Plan Approval. A joint meeting of Educational Foundation Trustee and Grand Council leaders has been scheduled for July 29, 1987. Both boards have been involved in the developmental ideas for this program and with the formulation of the program needs which the funds will support. This plan will be presented to the joint committee on July 29 for review, modifications and approval. The final draft of this plan will be presented for approval to the Grand Council at its meeting on August 13, and to the Educational Foundation trustees on August 17. Approval by both boards will produce a plan of which both groups should feel ownership as a result of their close involvement all through the process.

Board Participation. Approval of the plan by both boards should be contingent upon the commitment of each member of both boards making a thoughtful, proportionate planned gift of some type to the Educational Foundation. A current member of the Educational Foundation Trustees or Grand Council should be selected by the joint committee to serve as the official representative to secure these commitments from board members. This same representative should then contact all past Grand Councilors and Educational Foundation Trustees to invite their participation. The Executive Director should act as the representative responsible for contacting all alumni who are current or past National Headquarters staff personnel to invite their participation. Commitments made by these "official family" alumni will provide a leadership base from which the program can grow.

Planned Giving Committee. The joint Grand Council and Educational Foundation committee should also select a sub-committee to serve specifically as a Planned Giving Committee. This committee will be responsible for making recommendations to both boards regarding changes and improvements to the Planned Giving Program Plan. An important first responsibility for the sub-committee will be to attend a Planned Giving Seminar being sponsored by the National Interfraternity Conference for volunteer board members on December 4, 1987 in Dallas, Texas. One of the country's top planned giving consultants, Winton C. Smith, will be the presenter.

Objective #1 Action Plan:

"Publicity, Promotion, and Awareness"

Current Awareness. Planned giving opportunities have not been publicized to Alpha Sigma Phi members in any systematic way. Articles have appeared in two issues of The Tomahawk over the past four years announcing large bequests received by the Educational Foundation (see Addendum #1). The Foundation For Excellence donor newsletter used during the Endowment Campaign in 1985 also referred to bequests (see Addendum #2). The most direct promotion of planned giving opportunities appeared in a booklet sent to all Endowment Campaign donors in Spring, 1987. The booklet, entitled The Renaissance of Alpha Sigma Phi, (Addendum #3) discussed the importance of continuing to build the endowment and briefly described planned giving in a section called "The Future of Alpha Sigma Phi."

"The Manigault Society." Alpha Sigma Phi's founder, Louis Manigault, exemplifies the tradition of lifelong commitment to the Fraternity for all alumni. For this reason the Grand Council and Educational Foundation Trustees have already authorized the formation of this new recognition "club" for all alumni making planned gift commitments. Any member who makes the Educational Foundation a full or partial beneficiary of a bequest, life insurance policy, charitable remainder trust, or life estate will be recognized as a member of "The Manigault Society."

The "society" will be a key promotion tool for the program. A formal proclamation of the club's authorization will be made to undergraduates and alumni during the National Leadership Conference at the "Educational Foundation Dinner." A recognition certificate needs to be designed and presented to all members of the society. A full list of all "society" members will be publicized in The Tomahawk twice a year with special attention to newly-acquired members.

The Tomahawk. Beginning with the Summer 1987 issue, every issue of The Tomahawk will include an article on planned giving. These articles will discuss the importance of continuing to build the Endowment, give examples of codicils to wills, and explain advantages of charitable remainder trusts and life estates. Most importantly, major articles will be prepared to honor all donors who pass away and have made a bequest to the Educational Foundation. The Summer issue will carry a feature on John Selig, who recently passed away and made a \$50,000 bequest. Major articles will also be prepared on all donors who make irrevocable planned gifts of charitable remainder trusts or life estates.

The announcement of the new "Manigault Society" will highlight the fall issue. Subscription "cut out" forms will be printed in the issue. Any member returning a subscription form by January 1, 1988 will qualify as a "charter member" of the new society and receive special recognition in the winter issue, due to be published by February 15, 1988. The list of "charter members" will include all the "official family" subscriptions received in August. The leadership of these members will provide a very credible "kick-off" for the new club.

Special Events. The National Headquarters staff must take special care to prepare information on the planned giving program for any volunteer involved with speaking at special luncheons or dinners. Volunteers will be encouraged to "work in" promotional remarks about the planned giving program to their speeches and remarks.

Objective #2 Action Plan:

"Targeting, Contacting, Evaluating, and Soliciting Prospects"

Targeting. Every Alpha Sig is a potential planned giving prospect. Every member may have an interest in perpetuating the Fraternity, and nearly everyone will have assets they could give away at their death. The challenge, then, is to "target" groups of members who: 1.) May be more interested in the Fraternity than others, and 2.) may be more inclined to manifest that interest through a planned gift than others.

The following target groups have shown special interest in the Fraternity:

1. Previous Donors. At one time or another 6,750 alumni have made gifts to the Educational Foundation.

2. Current and Past Volunteers. Many of these members may also be donors. The National Headquarters must develop a list of these members.

3. Recent Graduates. Experience has shown that members who have graduated within the past five years tend to have greater interest in the Fraternity, due simply to the temporal proximity of their experience.

4. Directory Purchasers. Over 3,800 alumni spent \$45.00 to purchase a directory of alumni published by the Bernard Harris Publishing Company in 1986. Over half of those men have never donated to the Fraternity.

Planned giving consultant Calder P. Sinclair has identified the following factors which make an individual more inclined to make a planned gift (Successful Strategies For Planned Giving,) Calder P. Sinclair & Company, Atlanta: 1987, p.10.3.):

1. "Well-off individuals" who cannot afford to make a large outright gift.
2. "Well-off" individuals who simply prefer not to part with their wealth until death.
3. Concerned with receipt of current income.
4. Unmarried or widower.
5. Married, but without children.
6. Concerned with particular tax problem.
7. Older individuals.

Contacting. The objective in the "contacting" phase is to send more specific planned giving information to a target group in addition to the general information all members receive in The Tomahawk. Included in this information should be a response device for members to request even more specific information on planned giving. Members responding to the mailing will be "evaluated" and "solicited" for a planned gift.

Beginning in September, 1987 the Foundation For Excellence newsletter (see Addendum #2) used during the Endowment Campaign will be resurrected to serve as a quarterly general "donor newsletter" with a front and back one-page insert on planned giving. The first issue will highlight "The Manigault Society" announcement. A return envelope will be enclosed with the newsletter along with a "Tomahawk News Card" (see Addendum #4). The current

news card will be altered to include the following "request boxes" for alumni to check:

- * _____ Please send me a complimentary copy of the brochure "Planned Giving Opportunities for Alpha Sigma Phi Excellence."
- * _____ I would like information about providing for myself and others through a life income gift to Alpha Sigma Phi.
- * _____ I have made provisions for Alpha Sigma Phi in my will, life insurance policy, or trust. Please send me my certificate as a new member of "The Manigault Society."

Specific responses will be sent to the alumnus depending upon the box(es) he checks. On July 29, the joint committee will review and select from professionally produced newsletter inserts and planned giving booklets, which have been prepared by four different companies. These publications are written generically and will be imprinted with Fraternity insignia by the company selected.

Contact with all members will be made through The Tomahawk, and the above "request boxes" will be added to the "cut-out" alumni news forms included in each issue. However, budget constraints make it impossible to send issues of Foundation For Excellence to all members. This is why the "target groups" are important.

The factors showing tendencies of interest in the Fraternity are easily applied to the existing Fraternity computer data base, however the group exceeds 10,000 members--still too large for budget constraints. If only non-donor volunteers and members who have donated or graduated during the past three years are included in the contact group the number is reduced to 5,000. For the 1987-88 program the contact group should be held to this number. In future years other market segments should be test-marketed for response percentages to determine their possible inclusion in the full contact group.

The factors showing tendencies of individuals to be especially interested in planned giving cannot be applied to the Fraternity computer data base, with the exception of age. These factors, therefore, do not help in further identifying a contact group. However, they are critical factors to be included in the "evaluating" stage.

One final group of alumni should be added to the contact group and Foundation for Excellence newsletter mailing list. These include any members who can be identified as attorneys, accountants, estate and financial planners, trust officers, or insurance salesmen. Often these men do business with other members and may be consulted when beneficiaries are discussed for wills, trusts, and insurance policies. Making these alumni "informed advocates" may pay handsome dividends.

Evaluating. Perhaps the greatest weakness of the Fraternity's overall fundraising program is the lack of a comprehensive Prospect Research System. The staff time for such a program has not been made available except in special individual cases. The Executive Director must delegate research responsibilities to a staff person by mid-fall for the Planned Giving Program to be successful. A systematic research program should identify prospects of above average wealth on an ongoing basis from a variety of sources. These alumni will be evaluated to determine if they are good prospects for outright or planned gifts.

Everytime an alumnus returns a response card indicating his interest in the planned giving program his name will be submitted to the Research System. The primary objective of the "evaluating" stage is to prioritize the prospect in terms of amount and source of wealth, and potential level of interest in the Fraternity. This is where the seven important factors listed in the "targeting" section can be evaluated. An explanation of the complete process followed to fully research a prospect would fill a twenty page report on its own (and should also be written by mid-fall). Essentially the process consists of checking general sources of information such as Who's Who, corporate sources like Standard & Poor's, periodical indexes like The Wall Street Journal, and most importantly checking with individuals who may know the prospect relatively well and would share background information with a worthy cause. These individuals may include contemporaries of the prospect who are already supporting the Fraternity's program.

The secondary objective of the "evaluating" stage is to provide indications of the best methods of approaching the prospect for a gift. These indicators should include his potential specific programmatic areas of interest and names of other alumni close to him who may serve as solicitors of a gift. Contemporaries of a prospect can be particularly helpful in providing these indications.

Soliciting. Unfortunately, due to the large number of Alpha Sigma Phi alumni, their wide geographic distribution, and hopefully, the number of alumni who will show an interest in planned giving by returning response slips, every interested alumnus cannot be contacted personally. One of the giving booklets described earlier will be sent to the alumnus when he returns a response card. Based upon the priority ranking of the prospect at the conclusion of the "evaluating" stage, each prospect will be contacted again within the next sixty days in the following manner:

1. **High Priority.** A personal visit will be arranged by the Executive Director and an appropriate volunteer if possible.
2. **Moderate Priority.** A personal visit will be made by a Grand Councilor or Educational Foundation Trustee in the region.
3. **Low Priority.** A personal letter encouraging the brother to complete a "Letter of Intent" (see Addendum #5) and join The Manigault Society is sent.

Major gift decisions often take time, and numerous follow-up contacts with a prospect may be appropriate. A "Call Report" (see Addendum #6) should be completed by every solicitor at the conclusion of the visit. This report will help plan if and when the next contact is made. Each of these reports should be reviewed by the Planned Giving sub-committee at their meetings along with all completed Letters of Intent. Non-responding low priority prospects should be reviewed periodically for re-evaluation and potential follow-up.

As the Planned Giving Program matures it may be necessary to retain the services of a professional planned giving consultant. A consultant, usually an attorney with years of experience with planned giving instruments, can be available for counsel on tax or legal questions, to accompany staff or volunteers on personal visits, to consult with a prospect's attorney and accountant, or to run planned giving educational seminars for volunteers and prospects. When these needs arise one of the numerous consultants in this business will have to be selected.

Comprehensive Time Table, 1987-88

<u>Date</u>	<u>Activity</u>	<u>Responsibility</u>
7/24	*Planned Giving Program Plan Sent to Joint Committee	Executive Director
7/29	*Plan reviewed, modified, and approval	Joint Committee
7/29	*Representative selected to contact current and past board members	Joint Committee
7/29	*Planned Giving sub-committee selected	Joint Committee
7/29	*Mailing inserts and planned giving booklets selected from samples presented	Joint Committee
7/30	*Preparation of article on John Selig bequest for summer issue of <u>The Tomahawk</u>	Executive Director
8/06	*Modified, approved Planned Giving Program Plan sent to Grand Council and Educational Foundation Trustees	Executive Director
8/13	*Review, modification, and approval of plan	Grand Council
8/14	*Announcement of "The Manigault Society" at Educational Foundation Dinner	Grand Senior President
8/17	*Review, modification, and approval of plan	Educational Foundation Trustees
8/20	*Order inserts, booklets, and Tomahawk News/Response Cards	Executive Director
9/10	*Solicit past and present board and staff for "The Manigault Society"	Board Representatives and Executive Director
9/20	*Mail fall issue of <u>Foundation For Excellence</u>	Executive Director
10/01	*Prepare recognition certificate for "The Manigault Society"	Executive Director
10/15	*Preparation of promotional article on "The Manigault Society" for fall issue of <u>The Tomahawk</u>	Executive Director
11/01	*Follow-up report to Grand Senior President and Educational Foundation Chairman on board and staff solicitations	Board Representatives and Executive Director
11/01	*Report on Prospect Research System completed	Executive Director
11/01	*Designation of staff to carry-out research system responsibilities	Executive Director

Comprehensive Time Table, 1987-88 (Continued)

<u>Date</u>	<u>Activity</u>	<u>Responsibility</u>
12/04	*Attend Planned Giving Seminar in Dallas	Planned Giving Sub-Committee
1/25	*Mail winter issue of <u>Foundation For Excellence</u>	Executive Director
2/15	*Preparation of article on charter members of "The Manigault Society" for winter issue of <u>The Tomahawk</u>	Executive Director
ONGOING	*Planned giving articles in each issue of <u>The Tomahawk</u>	Executive Director
ONGOING	*Quarterly mailing of <u>Foundation For Excellence</u>	Executive Director
ONGOING	*Evaluation and solicitation of prospects	Executive Director

INDEMNIFICATION

Section 1. **Power to Indemnify in Actions, Suits or Proceedings other than Those by or in the Right of the Corporation.** Subject to Section 3 of this Article VIII, the Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the Corporation) by reason of the fact that he is or was a director, officer, employee or agent of the Corporation, or is or was serving at the request of the Corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, against expenses (including attorneys' fees), judgments, fines and amounts paid in settlement actually and reasonably incurred by him in connection with such action, suit or proceeding if he acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Corporation, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or upon a plea of **nolo contendere** or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which he reasonably believed to be in or not opposed to the best interests of the Corporation, and, with respect to any criminal action or proceeding, had reasonable cause to believe that his conduct was unlawful.

Section 2. **Power to Indemnify in Actions, Suits, or Proceedings by or in the Right of the Corporation.** Subject to Section 3 of this Article VIII, the Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action or suit by or in the right of the Corporation to procure a judgment in its favor by reason of the fact that he is or was a director, officer, employee or agent of the Corporation, or is or was serving at the request of the Corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise against expenses (including attorneys' fees) actually and reasonably incurred by him in connection with the defense or settlement of such action or suit if he acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Corporation; except that no indemnification shall be made in respect of any claim, issue or matter as to which such person shall have been adjudged to be liable to the Corporation unless and only to the extent that the Court of Chancery or the court in which such action or suit was brought shall determine upon application that, despite adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses which the Court of Chancery or such other court shall deem proper.

Section 3. **Authorization of Indemnification.** Any indemnification under this **Article VIII** (unless ordered by a court) shall be made by the Corporation only as authorized in the specific case upon a determination that indemnification of the director, officer, employee or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in **Section 1** or **Section 2** of this **Article VIII**, as the case may be. Such determination shall be made (i) by the Board of Directors by a majority vote of a quorum consisting of directors who were not parties to such action, suit or proceeding, or (ii) if such a quorum is not obtainable, or, even if obtainable a quorum of disinterested directors so directs, by independent legal counsel in a written opinion, or (iii) by the members. To the extent, however, that a director, officer, employee or agent of the Corporation has been successful on the merits or otherwise in defense of any action, suit or proceeding referred to in **Section 1** or **Section 2** of this **Article VIII**, or in defense of any claim, issue or matter therein, he shall be indemnified against expenses (including attorneys' fees) actually and reasonably incurred by him in connection therewith, without the necessity of authorization in the specific case.

Section 4. **Good Faith Defined.** For purposes of any determination under **Section 3** of this **Article VIII**, a person shall be deemed to have acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Corporation, or, with respect to any criminal action or proceeding, to have had no reasonable cause to believe his conduct was unlawful, if his action is based on the records or books of account of the Corporation or another enterprise, or on information supplied to him by the officers of the Corporation or another enterprise in the course of their duties, or on the advice of legal counsel for the Corporation or another enterprise or on information or records given or reports made to the Corporation or another enterprise by an independent certified public accountant or by an appraiser or other expert selected with reasonable care by the Corporation or another enterprise. The term "another enterprise" as used in this **Section 4** shall mean any other corporation or any partnership, joint venture, trust or other enterprise of which such person is or was serving at the request of the Corporation as a director, officer, employee or agent. The provisions of this **Section 4** shall not be deemed to be exclusive or to limit in any way the circumstances in which a person may be deemed to have met the applicable standard of conduct set forth in **Sections 1** or **2** of this **Article VIII**, as the case may be.

Section 5. **Indemnification by a Court.** Notwithstanding any contrary determination in the specific case under **Section 3** of this **Article VIII**, and notwithstanding the absence of any determination thereunder, any director, officer, employee or agent may apply to any court of competent jurisdiction in the State of New York for indemnification to the extent otherwise permissible under **Sections 1** and **2** of this **Article VIII**. The basis of such indemnification by a court shall be a determination by such court that indemnification of the director, officer, employee or agent is proper in the circumstances because he has met the applicable standards of conduct set forth in **Sections 1** or **2** of this **Article VIII**, as the case may be. Notice of any application for indemnification pursuant to this **Section 5** shall be given to the Corporation promptly upon the filing of such application.

Section 6. **Expenses Payable in Advance.** Expenses incurred in defending or investigating a threatened or pending action, suit or proceeding may be paid by the Corporation in advance of the final disposition of such action, suit or proceeding upon receipt of an undertaking by or on behalf of the director, officer, employee or agent to repay such amount if it shall ultimately be determined that he is not entitled to be indemnified by the Corporation as authorized in **Article VIII**.

Section 7. **Non-exclusivity and Survival of Indemnification.** The indemnification and advancement of expenses provided by this **Article VIII** shall not be deemed exclusive of any other rights to which those seeking indemnification or advancement of expenses may be entitled under any By-law, agreement, contract, vote of members or disinterested directors or pursuant to the direction (howsoever embodied) of any court of competent jurisdiction or otherwise, both as to action in his official capacity and as to action in another capacity while holding such office, it being the policy of the Corporation that indemnification of the persons specified in **Sections 1** and **2** of this **Article VIII** shall be made to the fullest extent permitted by law. The provisions of this **Article VIII** shall not be deemed to preclude the indemnification of any person who is not specified in **Sections 1** or **2** of this **Article VIII** but whom the Corporation has the power or obligation to indemnify under the provisions of the Non-profit Corporation Law of the State of New York, or otherwise. The indemnification and advancement of expenses provided by this **Article VIII** shall continue as to a person who has ceased to be a director, officer, employee or agent and shall inure to the benefit of the heirs, executors and administrators of such person.

Section 8. **Insurance.** The Corporation may purchase and maintain insurance on behalf of any person who is or was a director, officer, employee or agent of the Corporation, or is or was serving at the request of the Corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise against any liability asserted against him and incurred by him in any such capacity, or arising out of his status as such, whether or not the Corporation would have the power or the obligation to indemnify him against such liability under the provisions of this **Article VIII**.

Section 9. **Meaning of "Corporation" for Purposes of Article VIII.** For purposes of this **Article VIII**, references to "the Corporation" shall include, in addition to the resulting corporation, any constituent corporation (including any constituent of a constituent) absorbed in a consolidation or merger which, if its separate existence had continued, would have had power and authority to indemnify its directors, officers, and employees or agents, so that any person who is or was a director, officer, employee or agent of such constituent corporation, or is or was serving at the request of such constituent corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, shall stand in the same position under the provisions of this **Article VIII** with respect to the resulting or surviving corporation as he would have with respect to such constituent corporation if its separate existence had continued.

August II, 1987

Dear Grand Council Members,

It is with my deepest regrets that I must recommend proceedings be implemented to revoke Beta Zeta Chapter's Charter within Alpha Sigma Phi Fraternity. Every opportunity has been given to Beta Zeta's membership to alleviate the problems that have continued to persist. The problems comprise all areas of chapter operations including rush, finance, managerial, scholastic, operational, and moral.

The Beta Zeta Alumni Corporation Board, with Tom Nyland residing as President, is also in agreement on this recommendation to your members. The Alumni Board and I hope this matter can be acted on immediately so that future groundwork may not be delayed at North Carolina State University.

Fraternally Yours,

Wes Nobles

Wes Nobles

Grand Chapter Advisor

To: The Grand Council of Alpha Sigma Phi Fraternity
From: Alpha Mu Chapter, Baldwin-Wallace College

We, the brothers of Alpha Mu Chapter of Alpha Sigma Phi Fraternity, hereby petition for our charter which is currently under suspension.

As our position stands presently, we are a chapter in every respect but name. We have performed, in all aspects, the duties of a chartered chapter. This includes receiving the privileges as well as paying national dues.

The problem now brought before us is one of legitimacy. With a new Dean of Students, Dr. Frances Lucas, taking office, we have been threatened with disbandment. Dean Lucas has stated that if we do not attain our charter by this fall, we will not be recognized by the college administration, and will thus formally cease to exist.

The body of this petition will cover, in detail, each of the following points and our performance as a chapter:

- Membership
- Pledge Education
- Rush
- Ritual
- Publications
- Scholarship
- Activities

We feel that our development in each of these areas merits your consideration to change our status from a suspended chapter to an active chapter.

Membership

Each year since 1984, we have nearly doubled in size. In 1984 we had 4 initiated members. In the Fall of 1985 we initiated another 5 members. In the Spring of 1986 we initiated 8 members. After initiating 7 members in the spring of 1987, we now have 18 members returning, after graduating seniors leave. We also have 5 pledges returning who will be initiated in the fall. As you can see, each pledge class has been larger than the previous one. Approximately 90% of our members are underclassmen. We feel that all these factors indicate a positive growth pattern that will continue throughout the next several years.

Pledge Education

Our Pledge Education program has undergone full development over the past few years. What started as a simple textbook (To Better The Man) course, has become a lively and fulfilling experience for both actives and pledges. The main thrust of our Pledge Education has been to develop within each prospective member the ability and desire to become a well-rounded and well-adjusted fraternity member. To this end, on beginning we should say, we instill in each pledge a sense of community spirit, leadership ability and responsibility to himself and others. Specifically, our program includes, but is not limited to, the following:

- Ten weeks of preparation leading to initiation.
- Each pledge chooses a Big Brother to guide him through the program and beyond.
- Each pledge has a copy of To Better the Man before the second week.
- Speakers from inside and outside the College, including brothers and faculty on such subjects as Rush, Parliamentary Procedure, Time Management, Alcohol Awareness, Date Rape, Study Skills.
- Working together on projects to benefit themselves and the fraternity. This year the project was constructing a new Crest to be hung on the building.
- Fund-raising projects such as a car wash, swim-a-thon and recycling aluminum pop cans.
- Learning fraternity songs.
- A constructive Pinnacle Week.

This period of the pledge education allows our pledges to get to know each other, as well as their future brothers, and gives them a valuable sense of unity by reflecting the importance of cooperation within the pledge class. The strength of our program was proven this year as one of our pledges was voted "Interfraternity Council Pledge of the Year."

Rush

On a small campus such as Baldwin-Wallace, with approximately 120 males participating in formal rush week, rushing successfully requires an extra amount of effort. To ensure future membership with quality men, a chapter must continually find effective ways to communicate with, and meet, new prospectives. Rush programs of Alpha Mu chapter have

proven successful because we view rush as simply making new friends. We emphasize that people should join a fraternity first, and most importantly, for the brothers. We use many tactics in incorporating these attitudes.

Last summer, we sent a newsletter to all the incoming male freshman welcoming them to the college and giving them information about the greek system at Baldwin-Wallace, specifically our own chapter of Alpha Sigma Phi. We were pleasantly surprised when many freshman thanked us for taking the extra time to welcome them to B-W. Also last summer, many of our members attended freshman registration days to give them a personal "hello". This included conversation, meeting parents, eating lunch with them, and answering any questions that they had. At the beginning of the school year, we helped freshman move into their dorm rooms. Then throughout the school year we held many non-alcoholic rush functions. We had football games, volleyball games, "Midnight Madness", movie nights, group cheering at football games, cookouts and many other various activities.

Leading up to formal rush week, a strong plan of action had to be developed to ensure a profitable rush. Upon returning from the National Leadership Conference and Convention, our rush chairman gave Larry Philippi's "Rush for Quality" speech to the entire brotherhood and pledges. This set the tone for the upcoming year. From there, a system of rush cards was applied so that we had a card of every prospective pledge on file. In the fall of 1986, we gave bids to three upperclassmen--all of whom accepted. When formal rush week was through, which included two days of presentations from each fraternity and of two days of non-alcoholic parties, Alpha Mu chapter gained nine new pledges. This year's summer rush entails a very personal way to meet new freshman. In late August we will be holding a picnic/ softball game for brothers and all local incoming male freshman. Also, we are continuing our appearances at the freshman registration days. We look forward an even more successful rush this year, as we are updating our program in many areas.

Rituals

We at Alpha Mu believe that the ritual is one of the most important parts of a fraternity. All fraternities are alike in many ways, but the ritual is the only thing that makes each totally unique. The brothers in our fraternity are different

from all other fraternities because we are the only men who share our hidden secrets. Because of this, we practice our rituals often. Last year we proudly held two Black Lantern Processionals around our campus. The first led the pledges to their pledge ceremony and the other led the candidates to their initiation. In total, we held four pledge ceremonies and one initiation. At the beginning of Winter Quarter, we held a formal chapter meeting with Geoffrey Connell in attendance. We perform the formation of the Mystic Circle and "Pass the Candle" at every meeting. During our ritualistic ceremonies, our Chapter Advisor, Allan Swanson, and other alumni, were often present.

Alpha Mu is in a state of rebuilding her collection of ritual equipment. Several items have been constructed, or are in the process of being constructed, such as a ritual cabinet, robes, and other ritual equipment we feel should not be exposed in print for the safety of Alpha Sigma Phi's hidden secrets.

Publications

There are many publications used by our chapter. This year we published three newsletters. With help, we also published an Alumni Directory which was sent to each member, undergraduates and alumni. We find that our ties with our alumni have improved significantly due to these publications. Many alumni have sent us letters of support. In fact, some alumni, finding that their chapter still exists, have stopped by whenever they are in the Cleveland area. We have also published several forms that have made operating the fraternity much easier. We have an advice file that lists courses and requirements for use by members. We use a committee report form so that each committee has an accurate record of its proceedings. Before Rush we published a pamphlet to all Freshmen to tell them a little about ourselves.

During Alcohol Awareness Week at B-W we published an item in the campus newspaper. This was well received by both students and administration. Accompanying this was a campus-wide flyer warning of the dangers of drinking and driving. We feel that publications such as these are essential to projecting our fraternity's position on these important matters.

Scholarship

Although fraternity is an important aspect in our lives,

the first and foremost reason for college is an education. To inspire an academic atmosphere, we have had several seminars given by brothers, on subjects such as time management and officer responsibilities. Dr. Dennis "Skip" Parks and Geoffrey Connell came from Nationals to speak to the brotherhood. From our college faculty, Dean Frances Lucas, Dean of Students, spoke on greek life; Joe Battaglia, IFC campus advisor, talked on parliamentary procedure; and Cyndi Snyder, greek life advisor, instructed us on good rushing tactics.

Along with these speakers, we designed study sessions each week at which attendance was required. Information on various classes are on file, and informal tutoring and advising were always available. As a result, several brothers received academic awards and were inducted into honor fraternities and societies.

Activities

In the Berea area, surrounding Baldwin-Wallace College, Alpha Mu has been very active in her community and chapter. We have participated in activities off-campus, on-campus, and in events concerning fund-raising and charity work.

Functions not directly involving the campus have proven enjoyable and rewarding. Some of these include movie nights, cookouts, camping, canoeing and white water rafting trips. We made some of these events "brothers only" to enhance unity and brotherhood, while on other occasions, we invited friends of the fraternity. Road trips during the year provided for a change in routine weekends. Throughout the past couple years we have traveled to Bowling Green, Penn State, Wittenburg, Ohio State and other colleges to either follow our football team or to visit nearby Alpha Sig chapters. Our biggest and most organized off-campus functions are our formals. In January, we held a "Gangster Formal", and in May we had our first Black and White Formal in many years. Everyone had a fabulous time, and we ensured safety by assigning designated drivers as well as providing a rented activities van.

At Baldwin-Wallace, our chapter is identified as one of the most involved organizations on campus. This statement is backed by the strong ambition of our brothers. This past year we have received campus awards by winning the first place Breezer trophy for the most school spirit of any student organization; we won first place in the Interfraternity Sing

competition (for the second straight year); and we took second place in the Homecoming banner competition plus second place in the all-around Greek Week events. Since our recent growth, we have finally been able to compete in the May Day competitions. In the first year that we participated in every event, we finished third among fraternities. Concerning campus business, our chapter holds active participation within Interfraternity Council and Greek Council. In the past few years, members of Alpha Mu have held the offices of President and Vice President in IFC. While all of this has kept us busy, taking time to specifically learn from each other is very important. In January 1987, we held a three-day retreat for this very purpose. Included in the weekend were workshops from brothers and faculty, as well as special appearances by Skip Parks and Geoff Connell. This retreat strengthened our brotherhood and prepared us for the rest of the 1986-87 school year.

We realize that in order to allow our treasury to grow we must have numerous fund-raisers, but we also like to raise money for charitable causes. For our own fund-raisers last year we held four car washes, sold concessions at the Browns vs. Broncos playoff game and we held a Swim-a-Thon. This last fund-raiser was also a charity event because we started a fund for a needy boy in Africa. We participated in many other charity events including work with the Berea Children's Home in the form of Trick-or-Treating and a softball game, collecting aluminum cans and tabs for the Kidney Foundation, and giving blood to the Red Cross.

The Alpha Mu chapter of Alpha Sigma Phi fraternity is ready for new life at Baldwin-Wallace College. We are very strong as a unit, with individuals who are equally as strong. Although we exist as Alpha Sigma Phi, our group, as any group, is only a collection of constituent members. We stress unity and brotherhood, but even as individuals, we have established a reputation of excellence. It is the accomplishments of each brother that makes us such a well-rounded chapter. Of our 23 total members, we are active in the following extracurricular organizations at B-W:


-theatre	-IFC	-newspaper
-Student Senate	-Greek Council	-radio station
-Program Board	-Computer Club	-Varsity tennis
-College Choir	-Pep Band	-Jazz Band

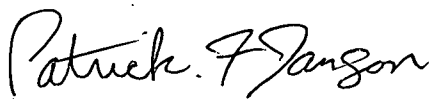
-Varsity Wrestling	-Hockey team	-Chemistry Club
-Varsity Football	-Biology Club	-Outdoor Act. Club
-Resident Assistant	-Yearbook Staff	-Literary Magazine
-Newman Center	-Stud. Against MS	-Golf team
-Christian Fellowship	-Psychology Club	-Tour Guides
-Intramurals	-Laurels	-Military Reserves

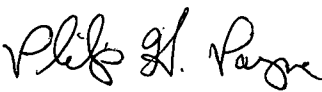
As you can see, we are different from the men of Alpha Sigma Phi of the year 1979 at Baldwin-Wallace College. We have new ideals, new goals and a driving ambition, all of which have given renewed life to our chapter. The Alpha Mu chapter is carrying a fresh identity--an identity that came from devotion, effort and constant hard work.


But we are now forced into a situation where all of the work of the last six years could prove irrelevant. This does not mean that we as individuals have not gained valuable experience, but one of our initial goals was to earn back our charter. We want the experience that we have attained to continue on, for us and for future Alpha Sigs at B-W. But presently, Dean Frances Lucas, Dean of Students, has stated that, without a charter, we would not be recognized by the college as a fraternity. According to Dean Lucas, this status would begin in the fall of 1987, revoking all fraternity privileges and subsequently our existence.

Rising above this unfortunate situation, we feel that, as a group, we have shown the necessary attributes of a chapter in good standing and will continue to exemplify the ideals and goals of Alpha Sigma Phi. We could have written a petition of over 300 pages of exaggerations, overstatements and "Phoenix metaphors", but we do not think that this would be worth your time. We hope you will recognize our ambitions and achievements as being those of high quality and value--high enough to return the Alpha Mu charter to us and remove us from suspension.


Brian K. Hathaway


Patrick F. Janson


Philip H. Payne


Kevin R. Stromsky



MEMORANDUM

Be it resolved that, in the fiscal year of July 1, 1987 to June 30, 1988, income from the Investment Fund and other non-member income sources shall be, and hereby is, set aside in a separate fund to be expended for scholarships, student loans, loans on local Chapter housing, leadership and citizenship schools and services, and similar activities.

Be it further resolved that the amount is estimated at \$7,100.00.

Signed:

Rubita Sanchez

Date:

21 Aug 1987



MEMORANDUM

Resolved, that the income of Alpha Sigma Phi, Inc., received from the Investment Fund (\$2526.79), parking lot rental (\$2100.00) and Emergency Fund earnings (\$2522.52) in the fiscal year from July 1, 1986 to June 30, 1987 in the amount of \$7,149.31 was set aside for and expended for educational and charitable activities of Alpha Sigma Phi Fraternity, Inc., including but not limited to the Chapter Consultants, with full-time duties as educational aides to the various chapters, and the portion of the Executive Director's salary and expenses that are devoted to leadership training and education of chapter members, and the expenses of volunteers while involved in leadership training and education of chapter members, as well as the proper overhead cost to support these activities from the national headquarters during the fiscal year from July 1, 1986 to June 30, 1987.

Signed: Robert A. SandersonDate: 21 Aug 1987

ALPHA SIGMA PHI FRATERNITY



NATIONAL HEADQUARTERS
24 WEST WILLIAM STREET
DELAWARE, OHIO 43015

Alpha Sigma Phi Fraternity, Inc.
614-463-1911

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Alpha Sigma Phi Fraternity, Inc.

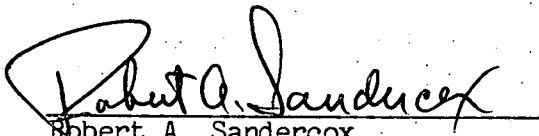
SERVICE AGREEMENT

The Alpha Sigma Phi Educational Foundation agrees to make available its Computer System to Alpha Sigma Phi Fraternity, Inc., during the time period 7/01/86 to 6/30/87 for the purposes of:

1. Membership record storage and updating
2. Production of membership reports, including labels, printouts, and letters.
3. Word processing
4. Bookkeeping

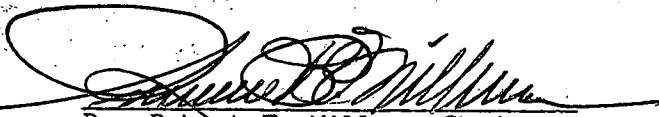
Alpha Sigma Phi Fraternity, Inc. agrees to pay the Alpha Sigma Phi Educational Foundation a usage fee of \$7,300 for these services available in equal monthly installments of \$608.33, and also agrees to pay for and purchase any and all materials, paper, labels, etc. necessary for using the system.

This agreement replaces the previous one recorded on October 9, 1986.



Robert A. Sandercox
Grand Senior President
Alpha Sigma Phi Fraternity, Inc.

22 Jan 1987
Date



Dr. Robert E. Miller, Chairman
The Alpha Sigma Phi
Educational Foundation

Feb 3, 1987
Date