

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**January 4, 1995  
Delaware, Ohio**

70. A conference call meeting of the Grand Council was held at 10:30 a.m. on Wednesday, January 4, 1995. The following members were present: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Secretary Larry D. Philippi, Grand Treasurer Kevin J. Garvey, Grand Marshal Stuart A. Spisak, Grand Councilor Robert G. Cabello, Grand Councilor John B. Gibson, Jr., Undergraduate Representatives to the Grand Council Jeffery W. Powell and W. Eric Blanchard. Also joining the meeting was Leonard Hultquist, as well as Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson and Director of Alumni Services G. Scott Grissom.
71. It was moved by Brother Gibson and failed by lack of a second to: "That we name Ed Lenane and Leonard Hultquist as co-chairmen for the Charleston celebration. The Grand Council will give them control to spend an amount not to exceed net \$53,000 for the event and provide staff support at their direction to assist in the planning and execution of this event. In addition, any profits from the publication of the Louis Manigault history will go towards this event. The goals of this committee will be to produce an event in Charleston that meets the following objectives: 1. Has attendance of 300 brothers with a minimum of 150 undergraduates, and 2. Provide time for leadership training, to be developed by the staff, that is in a 2:1 ratio of leadership training to undergraduate/alumni interaction. The committee shall produce a report no later than April 1st that will outline in detail the following: 1. Suggested schedule of events, 2. Budget, 3. Marketing/Communications plan, and 4. Key attendance and financial milestones and corrective action plans if not met." as well as accepting Edward W. Lenane's expectations from his report. Brothers Spees and Cabello asked that the motion be broken down point by point into separate motions.
72. It was moved by Brother Gibson, seconded by Brother Spees and unanimously approved to name Brothers Edward W. Lenane and Leonard Hultquist as co-chairmen of the Sesquicentennial Celebration.
73. It was moved by Brother Gibson and seconded by Brother Garvey that the co-chairmen be given control to spend a net of \$53,000 for the summer event in Charleston, South Carolina, and to provide staff support, at the co-chairmen's discretion, to assist in the planning and execution of this event. Brother Garvey offered a friendly amendment to raise the net dollar amount to \$55,000. The friendly amendment was accepted.
74. After considerable discussion, the motion was withdrawn by Brother Gibson.

75. It was moved by Brother Gibson and seconded by Brother Cabello to give the co-chairmen control to spend a dollar amount not to exceed a net of \$55,000 and provide staff support at their discretion to assist in the planning and execution of the summer event in Charleston, South Carolina. And, that total undergraduate costs to attend the event not exceed \$300 for the event. The motion passed 6-1.
76. It was moved by Brother Gibson and seconded by Brother Garvey to credit all profits from the history book on Louis Manigault to augment the conference budget. The motion passed 7-0.
77. It was moved by Brother Gibson and seconded by Brother Garvey to request the co-chairmen to produce an event in Charleston, South Carolina that meets the following objectives:

- \*Has attendance of 300 brothers with a minimum of 150 undergraduates
- \*Provide time for leadership training to be developed by the staff that is a 2:1 ratio of leadership training to alumni/undergraduate interaction or other events.

The second point was withdrawn and amended by Brother Gibson to state:

- \*Provide time for leadership training to be developed by the staff.

And he added to the motion:

- \*The program expectations and the general timetable as outlined in Ed Lenane's memo of December 22, 1994.

The amendment was agreeable to Brother Garvey who maintained his second of the motion. The motion passed 7-0.

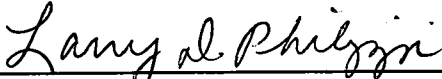
78. The Grand Council discussed the list of expectations enclosed in the packet of information. Brother Garvey requested that the monthly status reports from Ed Lenane include a budget status report and that the conference budget be worked through the Finance Committee. Following, Brother Garvey requested the co-chairmen to submit a revised budget as quickly as possible so a conference call could be held with the Finance Committee and co-chairmen to keep the process moving.

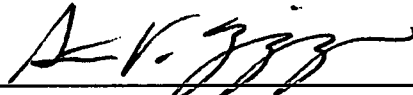
Another discussion included the co-chairmen asking speakers to attend the conference and the Grand Council serving as society facilitators. Leonard Hultquist requested being copied on all Sesquicentennial correspondence and minutes.

Minutes of Grand Council Telephone Conference Call  
January 4, 1995  
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79. Adjournment: There being no further business brought before the Grand Council, the conference call was adjourned at 11:40 a.m.

Respectfully submitted,

  
\_\_\_\_\_  
Larry D. Philippi  
Grand Secretary

  
\_\_\_\_\_  
Steven V. Zizzo  
Executive Vice President

**MINUTES OF GRAND COUNCIL MEETING  
ALPHA SIGMA PHI FRATERNITY, INC.**

**January 21, 1995  
Charlotte, North Carolina**

**80. CALL TO ORDER AND WELCOME**

Grand Senior President Thurston called the meeting to order and welcomed those present at 3:15 p.m. on January 21, 1995.

**81. ROLL CALL**

Members of the Grand Council in attendance: Stan G. Thurston, Grand Senior President; Dr. Larry G. Spees, Grand Junior President; Larry D. Philippi, Grand Secretary; Kevin J. Garvey, Grand Treasurer; Stuart A. Spisak, Grand Marshal; Robert G. Cabello, Grand Councilor; and John B. Gibson, Jr., Grand Councilor. Grand Historian Robert W. Kutz was also in attendance, as was Undergraduate Representatives to the Grand Council Jeffery W. Powell (Finance), S. Alen McKnight, Jr. (Undergraduate Operations) and W. Eric Blanchard (Expansion). Professional staff members in attendance included Executive Vice President Steven V. Zizzo, Director of Expansion D. Todd Harris, Director of Alumni Services G. Scott Grissom, Director of Chapter Services Glen D. Olson and Chapter Leadership Consultant P. Andrew Hermansdorfer.

**82. APPROVAL OF MEETING MINUTES**

It was moved by Brother Spees, seconded by Brother Cabello and unanimously passed to approve the minutes of the January 4, 1995, December 16, 1994, November 3, 1994, October 6, 1994 and September 1, 1994 conference call meetings and the minutes of the December 9, 1994, August 21, 1994 and June 24-25, 1994 meetings.

**83. APPROVAL OF MAIL VOTES**

It was moved by Brother Spees, seconded by Brother Cabello and unanimously passed to approve Mail Vote No. 233.

**84. UNFINISHED BUSINESS**

Executive Vice President Zizzo read a letter of appreciation from Joanna Burns to the Grand Council. (Attachment A)

**85. NEW BUSINESS**

The following were discussed and action taken on items, as indicated:

A. COMMITTEE ON EXPANSION (Attachment B)

1. It was moved by Brother Gibson, seconded by Brother Spees and unanimously approved to accept the petition for colonization from the Grand Valley State University Interest Group.
2. It was moved by Brother Spees, seconded by Brother Spisak and unanimously approved not to seek colonization at Yale University at this time as the environment is not conducive to the Fraternity's overall mission.

B. COMMITTEE ON UNDERGRADUATE OPERATIONS (Attachment C)

1. It was moved by Brother Garvey, seconded by Brother Philippi and unanimously approved to revoke the charter of the Alpha Theta Chapter at the University of Missouri with plans to return to the campus in 1997.
2. It was moved by Brother Philippi, seconded by Brother Garvey and approved by 5-2 to expand the Presidents Academy of Leadership to the Academy of Leadership for January 1996 with two representatives from each chapter at an approximate cost of \$46,000. Brothers Cabello and Gibson wished to voice their complete support of the program and their concern is that this program does not follow through on the goals of the Grand Council.

C. COMMITTEE ON FINANCE (Attachment D)

1. It was moved by Brother Garvey, seconded by Brother Cabello and unanimously approved to accept the 1994 audit as presented by Wolf, Rogers, Dickey and Company.
2. It was moved by Brother Cabello, seconded by Brother Spisak and unanimously approved to accept the Sesquicentennial Celebration budget of \$135,358 with key assumptions made with the co-chairmen.

D. COMMITTEE ON ALUMNI OPERATIONS (Attachment E)

1. It was moved by Brother Philippi, second by Brother Spisak and unanimously approved to accept the request of the Gamma Zeta Alumni Council and grant a charter and official alumni council status.

86. OLD BUSINESS

- A. The Grand Council requested that the new goals which were discussed over the course of the weekend, be put in writing for formal approval on the next conference call.

- B. It was moved by Brother Gibson, seconded by Brother Cabello and failed 0-6 that:

The travel cost and participation cost incurred by the Grand Council and/or volunteers who are attending Fraternity events in an "official capacity", shall either be reimbursed by the Fraternity or said amount will be donated as a gift in kind and that the person will be recognized according to the parameters of gift levels, denoted by the Fraternity and recognition programs.

"Official Capacity" is defined as:

- 1) Asked to participate in meetings or committee work, or as a facilitator, speaker or host, or other duties, and/or
  - 2) Serve as a Grand Chapter Advisor or other National office holder.
- C. It was moved by Brother Philippi, seconded by Brother Cabello and unanimously approved to recognize two types of committees—Advisory Committees and Directed Committees.

Advisory Committees:

An Advisory Committee will explore options to problems or issues as directed by the Grand Council. The following general guidelines will apply:

- 1) The Committee will have no direct responsibility for policy making but solely recommend action to be considered by the Grand Council.
- 2) Staff support will be limited to gathering information as deemed needed by the Executive Vice President.
- 3) The committee chair will report to the Grand Council.

Directed Committees:

A Directed Committee will be formed to carry out a specific request of the Grand Council. The committee will be provided specific goals, financial and resource limits.

The following general guidelines will apply:

- 1) The committee will act in financial matters in accordance with the committee guidelines.

- 2) The committee may direct staff efforts, as an arm of the Grand Council, in accordance with the committee guidelines.
- 3) The committee chair shall report to the Grand Senior President.
- D. The Grand Council agreed to keep the monthly conference call on the first Thursday of each month at 4:00 p.m. Eastern Time beginning in February.
- E. The Grand Council agreed to hold the next Grand Council meeting the weekend of June 23-25, 1995 in Chicago, Illinois and combine it with a community building program. The program would be for two days.
- F. Brother Cabello requested that discussions of the credit card program in the future come from the point of developing personal responsibility.
- G. The Grand Council discussed a list of three Overall General Long Term Objectives for the Grand Council. It was agreed to discuss these in the future.


87. COMMENTS FOR THE GOOD OF THE SOCIETY

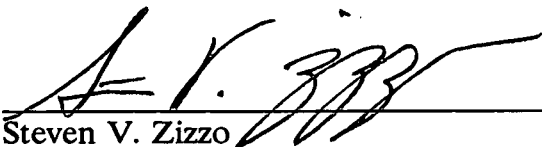
Executive Vice President Zizzo shared with the Grand Council the staff discussions of the concept of *Raving Fans*. He also asked members of the Grand Council needing assistance to feel free to discuss those requests directly with the staff member responsible. Director of Alumni Services Grissom expressed his interest of improving alumni involvement in Alpha Sigma Phi.

88. ADJOURNMENT

It was moved by Brother Spisak, seconded by Brother Philippi and unanimously approved to adjourn the meeting at 4:37 p.m.

Respectfully submitted,

  
Larry D. Philippi  
Grand Secretary

  
Steven V. Zizzo  
Executive Vice President

*Joanna Burns*

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*162 Cottswold Drive  
Delaware, Ohio 43015*

January 18, 1995

To My "Foster" Brothers:

How very grateful I am for all of you! I know you understand when I say it took a long time to regroup myself from the overwhelming demonstration of your love, loyalty, and caring. Aren't we all comforted that Ralph's departure was so amazingly phenomenal, (like a royal "call him home!") so fitting for 60 years of devotion to his beloved brotherhood.

At best, we are aware that nature has a way of taking its natural course, and we cannot deny his earned Peace. I simply felt inadequate to do justice to the acknowledgement. I am conscious that Ralph would want all of us to go on with our "living and doing" as he would do.

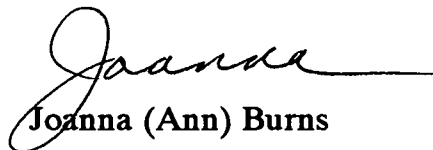
I cannot express the wonderment, the powerful impact all of the beautifully planned events have made. I shall visit the park often, and give constant thanks.

Yes, I have been devastated beyond all explanation—I have taken courses, counseling, read everyone's favorite "grief" book, and healing has been seeping through and all these deeds by the Brotherhood have been my chief sustenance and comfort. You have embraced us in our time of sorrow with prayers.

Heartfelt thanks to the Grand Council, the Educational Foundation, the Staff, and the whole Brotherhood. I am at peace to know that Ralph's life has touched so many.

May God's love and blessings be with you.

In Light, Love, Life,

  
Joanna (Ann) Burns

**REPORT TO THE  
COMMITTEE ON EXPANSION**

**Larry D. Philippi, Chairman**  
**Kevin J. Garvey**  
**Robert G. Cabello**  
**W. Eric Blanchard, Undergraduate Representative**  
  
**D. Todd Harris, Director of Expansion**

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## **REPORT TO THE COMMITTEE ON EXPANSION**

Alpha Sigma Phi's aggressive expansion program has yielded the Fraternity an unprecedented period of growth in the past two years. Since 1992, we have added nine new groups to our roster, four of which have been chartered. Of these nine, five were initiated by the Headquarters staff or volunteers (Central Michigan\*, Murray State\*, Grand Valley, Middle Tennessee State, University of Massachusetts), and four by students (Lindenwood, Virginia Tech, University of Southern Indiana, Franklin and Marshall\*). Those with asterisks have already chartered. This report will focus on those four groups which were started using the six-week expansion program facilitated by the Director of Expansion.

### **A. Interest Groups**

**Murray State** - The men of the Murray State Chapter were recruited in the fall of 1993 and chartered in October of 1994. They currently have 42 members and strong advisory support from two Grand Chapter Advisors. Housing remains an important issue with the chapter as they are the only un-housed fraternity on campus.

**Grand Valley State** - The men of the GVSU Interest Group were recruited in the spring of 1994. They currently have 36 members. They remain a very strong and active group and were number one in grades in the spring 1994 semester. They have raised over \$600.00 for CCI and have worked actively with many local service groups. They have strong advisory support from both their faculty advisor as well as area alumni. The group hopes to colonize in the spring of 1995 and charter in the fall. They are also the only un-housed fraternity at GVSU, though they are looking into leasing an apartment building to use as a house. In addition, we have received the colonization petition from the Interest Group at Grand Valley State University. The staff enthusiastically recommends its approval by the Grand Council. The petition is included in this report.

**Middle Tennessee State** - The men of the MTSU Interest Group were recruited in the fall of 1994. They currently have 22 members. The group has set a goal to have 35 members by the end of spring 1995. Housing is very important at MTSU, particularly given the university's plans to build a Greek Row on campus. Our group remains un-housed.

**University of Massachusetts** - The men in the UMass Interest Group were recruited in the fall of 1994. They currently have 23 members. They are a dynamic group made up of campus leaders and athletes. They have adopted a "dry" policy, meaning that they will sponsor only alcohol-free events. They have strong advisory support from their faculty advisor. They plan to have 40 members by the end of the spring 1995 semester. They are one of two un-housed fraternities on campus, the other being a colony of Zeta Beta Tau.

## **B. Future Plans**

**Spring 1995** - Expansion plans for the rest of this academic year are complete. We will be colonizing at Iowa State starting in January and Auburn University starting in March.

**1995-1996** - Plans for the 1995-1996 academic year continue to take shape. We are currently planning to recolonize Theta Chapter at the University of Michigan in the fall of 1995 as well as Alpha Alpha Chapter at the University of Oklahoma in the spring of 1996. The Theta Alumni Association is still active and has been leasing their old house to a sorority. The sorority has done over \$200,000 in renovations and will turn the house back over to Theta in the summer of 1996. The Alpha Alpha Alumni Association is also active, but at this point, there is no available real estate for a house.

Much emphasis has been placed on the recolonizations of inactive chapters. We feel that such reactivations are particularly timely given the sesquicentennial of the Fraternity.

We currently have two possibilities for absorbing local groups at Carthage and Hillsdale Colleges. Carthage College, which is our inactive Gamma Beta Chapter, is located in Carthage, Wisconsin and is a small private school of 1,300 students. Alpha Sigma Phi was contacted by the Carthage administration about the possibility of expansion and we have applied for the rights to absorb one of the local groups, provided we find them acceptable. We should hear back from Carthage during the spring. Hillsdale College, located in Hillsdale, Michigan, is also a small private school, with just over 1,000 students and has a small but prominent Greek system. We were contacted by a group of students interested in starting their own fraternity and have mailed them an informational packet on Alpha Sigma Phi and are now waiting to hear from them. In addition, an expansion proposal has been sent to Northern Kentucky University, which is just south of Cincinnati, for consideration. We should hear back from them in the spring.

Over the summer, an expansion brochure outlining Alpha Sigma Phi and the role of the Founding Fathers was created and printed. It has been used very successfully for recruitment at UMass and copies were sent to all colonies to be used during rush. In addition, a list of university criteria for expansion was developed as well as an assessment of our first year with the six week program. (See Attachment A, Page 5.)

## **C. Housing Issues**

One of the largest and most difficult philosophical issues facing Alpha Sigma Phi expansion relates to the issue of housing. Currently, Alpha Sigma Phi offers little or no assistance to new groups to help them secure housing. What we must ask ourselves, therefore, is whether or not we should continue to go to large schools with large Greek systems where housing is going to be an issue, if we are not prepared to assist these new groups by helping them to secure a place to live. With the exception

of the University of Southern Indiana, which has university housing for Greeks, none of our current colonies have housing. Past suggestions or ideas to deal with this problem have ranged all the way from hiring a full-time Director of Housing and Risk Management to doing nothing. Although the former is economically impossible at this time, as Director of Expansion, I feel that the Fraternity needs to explore the possibility of playing a larger role in helping new groups secure housing.

There are two economically feasible areas where the Headquarters can help new groups to secure housing. First, we can print a resource manual detailing the step-by-step process of how to obtain housing. We can call on alumni from the fields of real estate development, law, banking, architecture, etc. to help write the manual. If nothing else, it will give new groups an idea of the process which they need to go through in order to secure a house. Second, we can find a key alumnus to act as the National Housing Director. This man will have first-hand knowledge of the process a group must go through to secure housing. The Headquarters would then fund this volunteer to travel on weekend visits to meet with new groups who are interested in obtaining housing. The estimated cost of this volunteer's travel would be \$4,200 a year (12 trips x \$350.00 per trip).

Housing remains an all important issue in most if not all of the prominent Greek systems where Alpha Sigma Phi would like to expand. Future expansion or recolonization possibilities at schools like Florida State, Wisconsin, Minnesota and UCLA would be quite difficult without housing support from the Fraternity. In addition, existing groups at schools like MTSU, Murray State, Virginia Tech and UMass are already finding it difficult to compete without housing. Therefore, if the Grand Council wishes to continue an aggressive expansion program at such top colleges and universities where housing is going to be an issue, we must address this question and be prepared to assist our new groups with the housing problems they will encounter.

#### **D. Yale**

During this, our sesquicentennial year, the issue of reactivation of Alpha Chapter has arisen repeatedly. As there is no university support or recognition of a Greek system on the campus, in order to determine the quality and scope of the existing system, a few NIC groups who have chapters there were contacted. The following is a brief synopsis of the responses:

**Delta Kappa Epsilon** - 80+ members with a house. "Difficult place to have a chapter." "A lot of problems with crime in the area...members beaten up periodically." In all though, they report a strong chapter.

**Zeta Psi** - 42 members with house. They are happy with their group. "The administration has a 'don't ask, don't tell' policy toward the Greeks."

**Sigma Nu** - Strong chapter. A lot of problems with the area landlords getting the proper insurance for the house. "The group thinks of themselves more as Yale students than Sigma Nu's. They don't see themselves as a part of Sigma Nu nationally, just locally at Yale."

**Alpha Epsilon Pi** - 30 members. Chartered in 1989. Doing well. "Bright kids who do things right the first time."

The Fraternity must decide whether to pursue Yale as an expansion opportunity, given that the university does not recognize the Greek system and offers no support to the chapters.

**E.     Goals**

**F.     Other**

**REPORT TO THE  
COMMITTEE ON UNDERGRADUATE OPERATIONS**

**Dr. Larry G. Spees, Chairman  
Larry G. Philippi  
Stuart A. Spisak  
S. Alen McKnight, Jr., Undergraduate Representative**

**Glen D. Olson, Director of Chapter Services**

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# REPORTS TO THE COMMITTEE ON UNDERGRADUATE OPERATIONS

## A. Mid-Year Statistics

### GROUPS

Dates	6/93	1/94	6/94	1/95
Chapters	50	50	48	49
Colonies	1	2	3	2
Interest Groups	2	1	2	4

### MEMBERS

Year	Pledges	Initiates
1993 - 1994	682 (-15%)	635 (-18%)
December 31, 1993	315 (-2%)	254 (+2%)
December 31, 1994	414 (+31%)	252 NC

### Introduction

It has been a very rewarding yet challenging six months for the Chapter Services Staff. The highlight of the fall academic term was the implementation of the first community building workshop as part of the pilot program, and the planning of the other three workshops. A new Director of Chapter Services was appointed, and though the transition wasn't as smooth as anticipated, the staff has remained focused on the Grand Council's goals as well as the goals set at the Chapter Services Retreat held at the Gamma Zeta Chapter house in mid-July. The staff is very pleased to report that there is a 31% increase in the number of pledges as compared to one year ago.

**B. Chapters of Concern**

There are 12 chapters which were designated chapters of concern by the Chapter Services staff at our retreat in July 1994. These chapters were so designated due primarily to low membership. A plan of action was discussed for each chapter, and key areas were identified for action when each chapter received a visit from a Headquarters staff member. The staff recommends that Missouri Valley be removed from the chapters of concern.

**University of Missouri: Alpha Theta**

This chapter has suffered from low membership for several years. At the June meeting of the Grand Council, it was voted to begin charter revocation procedures. Former Director of Chapter Services Jeffery S. Owens visited the chapter in September and with the chapter's input, developed a list of areas which required improvement in order for the chapter members to have a positive fraternity experience. These areas included recruitment and financial management. To date, the chapter has not made significant progress in increasing its membership, keeping current with dues and fees for the current academic year, or repaying the debt with Headquarters. The chapter currently owes \$3268.86, which includes dues and NLC(C) registration fees dating back to the 1991-92 academic year. They did pledge and initiate three men, but this is not nearly enough to warrant keeping the chapter open. The staff recommends that the charter be revoked according to the guidelines set forth in the Revocation Criteria (See Attachment A, Page 10.)

**East Carolina University: Delta Eta**

Delta Eta has received two visits from Chapter Leadership Consultant P. Andrew Hermansdorfer during the fall of 1994. The two visits focused on recruitment efforts as the chapter consisted of only eleven members at the time of the October Report of Membership. The chapter has taken only six pledges this fall, and all six were initiated, raising the chapter's total to 17 members. In addition, the chapter's GPA continues to spiral downward. They currently rank 15 of 17 with a 1.964 GPA. The active brothers have a 1.968 and the new members have a 1.959. A mailing was sent to area alumni asking for their assistance with the chapter. Thirty-five alums showed up at the chapter to discuss the current situation.

**Rensselaer Polytechnic Institute: Beta Psi**

This chapter was on the verge of closing until they took a strong pledge class this fall that has apparently reinvigorated the chapter. They are also fortunate enough to have a strong Grand Chapter Advisor and Alumni Corporation Board.

**Presbyterian College: Alpha Psi**

Alpha Psi has suffered from low membership for the last four years. There has been talk of Alpha Psi losing its university housing and it being given to an NPHC group if the recruitment efforts do not improve. Bernie Schulz, former advisor to Beta Chi Chapter, is a graduate student at the University of South Carolina working at Presbyterian College, and has helped the chapter improve in some areas. Bernie has

informed Headquarters that there is a group of over 20 athletes considering affiliating with Alpha Psi this spring, but the chapter is moving cautiously on accepting them.

**Missouri Valley College: Alpha Omicron**

This is a chapter that could have been inactive by now, but the alumni were mobilized and have taken conservatorship of the chapter. Alpha Omicron has been successful in its recruitment efforts as ten men were pledged this fall, as well as retention, and community service efforts. They have reduced their debt from \$4,591 to \$756, which is for 93-94 pledge and initiation fees.

**Lycoming College: Gamma Rho**

This chapter has a poor relationship with the administration due to poor grades and an incident where the chapter brought a hot tub onto their floor, it overflowed, and caused damage to college property. They are scheduled to participate in a community building workshop presented by FCE February 17-19.

**University of California-Berkeley: Nu**

Nu Chapter looks to be struggling in our eyes, but is one of the average chapters at Cal. The biggest concerns are recruitment, as they are top-heavy with senior members, and brotherhood building. The chapter will receive a visit from Director of Chapter Services Glen D. Olson February 5-8 that will focus on recruitment, retention, and brotherhood building.

**Slippery Rock University: Delta Delta**

This chapter has the potential to be another Missouri Valley-type success with the efforts of the alumni. Then Senior Chapter Leadership Consultant Olson visited the chapter in September and found a group of ten men who admitted they were primarily a group of guys who partied together and not much more. Two of the younger members requested a retreat, which was conducted by Chapter Leadership Consultant Hermansdorfer in October. The two members who requested the retreat were the only two to attend.

Once the alumni were informed of the state of the chapter in the fall, they mobilized to make a positive change. The only drawback is that the Grand Chapter Advisor who is coordinating the efforts, Pat Cahalane, is relatively young, and still has many ties with the chapter.

On a positive note, the chapter did take eight pledges this fall, which nearly doubled their size.

**Oregon State University: Psi**

Psi Chapter has received extensive financial support from Headquarters during the 1993-94 academic term, and it appears to be paying off. The chapter has 13 members, with 10 of those living in the house. Five of that thirteen are slated for initiation on January 20. Two outstanding bids remain, and there are six men seriously considering affiliating with the chapter. The chapter will receive a visit from Director of Chapter Services Olson in February that will focus on recruitment,

retention, officer transition, and creating a constitution and by-laws that will allow the chapter to establish consistent income to help relieve the alumni corporation of its massive debt. Some of these issues are scheduled to be discussed in a retreat soon after initiation.

The chapter placed third in homecoming; won first place in Christmas decorations; has participated in community service activities; and conducted recruitment activities that have never before been attempted on campus. They also were first in grades with a 3.031 GPA.

The alumni have been meeting on a regular basis, and managed to get the boiler inspected and repaired. Alumni also purchased new lighting and carpeting for the rooms.

**Loyola University: Delta Alpha**

Delta Alpha has received three visits during the fall of 1994; two from Chapter Leadership Consultant Hermansdorfer, and one from Executive Vice President Steven V. Zizzo. The chapter is deficient in most areas with little hope for improvement with the current undergraduate members.

The positive aspect here is that there is a local fraternity considering affiliating with Delta Alpha Chapter in order to have a house and strengthen numbers. The chapter will receive a visit from Director of Chapter Services Olson in February to help facilitate the affiliation of the local fraternity members if they do decide to join Delta Alpha. This will be carried out according to the guidelines developed by the staff for absorbing a local fraternity. (See Attachment B, Page 11-12.)

**The Ohio State University: Zeta**

This chapter made great progress in recruitment and community service this fall with the help of former Grand Chapter Advisor H. Shaun Sizemore, a Marshall alumnus. Unfortunately, he resigned his position as GCA due to a job transfer to Cincinnati, OH.

The chapter's next challenge after finding a new Grand Chapter Advisor will be recruitment as they are very top heavy with seniors.

**SUNY-Plattsburgh: Delta Xi**

Delta Xi has suffered from poor membership, apathy, and a lack of brotherhood and leadership for several years. They have an alumni association, but most of the members are the ones who helped to create the problems to begin with. Complicating matters is the lack of a solid alumni base in the area.

**C. Chapters with Violations/Suspensions**

**Indiana University: Gamma Chi**

The chapter was found to have sponsored a keg party on August 6. Students who participated in the Intensive Freshman Seminar were in attendance at the party. The

party was reported to campus officials and Headquarters by members of the Delta Sigma Phi professional staff.

The chapter was placed on Social Restrictions for 10 days and campus activities restrictions through Homecoming of 1994. The chapter was required to have the Assistant Dean of Students present a workshop on risk management to the chapter. In addition, the chapter remains on probation through May 3, 1996 for the kidnapping incident which occurred in the fall of 1993.

**Purdue University: Alpha Pi**

During the chapter's pinnacle week in September, a new member attempted suicide. The ensuing investigation resulted in the discovery that the chapter had been participating in outrageous hazing actions. The HSP provided a detailed description of these activities to the Assistant Dean at Purdue, as well as to Headquarters. The chapter received visits from then Senior Chapter Leadership Consultant Olson and Chapter Leadership Consultant Hermansdorfer to begin implementing the new member education program provided to colonies and interest groups, as well as positive pinnacle week activities. The Assistant Dean of Students met with the entire chapter to discuss hazing and the new member class to discuss what services are available to Purdue University students. The chapter also received an insurance surcharge in accordance with the risk management incentive program.

**University of Washington: Mu**

The chapter held a social function with alcohol on October 14, 1994, which resulted in a sixteen year old female being served alcohol and later passing out. Sanctions imposed were social probation through January 3, 1995; functions with only one other chapter at a time and limited to 250 total guests; and a surcharge in conjunction with the Risk Management Incentive Program. Additionally, the chapter is one of only a handful of chapters on campus **not** to have signed a recognition agreement.

**Westminster College: Alpha Nu**

The chapter was found guilty of providing alcohol to a female student under the age of 21 who later had to be hospitalized for excessive alcohol consumption. College-imposed sanctions included: a \$750 fine; three risk management education seminars; and no parties for the remainder of the 1994 fall term. In addition, the chapter did receive a surcharge in accordance with the risk management incentive program.

**D. Chapter Visits**

37 of our 48 chapters received visits during the fall academic term either by the Chapter Services staff or the Executive Vice President. In addition, all colonies and interest groups received extensive visits by Director of Expansion D. Todd Harris and Chapter Services staff members. Those chapters who have not yet received visits are scheduled to receive visits during the spring academic term of 1995, pending the hiring of a Chapter Leadership Consultant to fill the position vacated by Director of Chapter Services Olson.

Chapter visits in the spring will focus on recruitment and retention. Extensive help will also be given to the Director of Expansion for the Iowa State and Auburn projects, as well as those colonies and interest groups that already exist.

**E. Colonies and Interest Groups**

**Lindenwood Colony**

The men of the Lindenwood colony should be submitting their chartering petition in February. Colony Advisor Jim Reid, Jr. feels that they have the number of men needed to qualify for chartering, but that is dependent upon all of the members earning the necessary GPA after the fall academic term.

**Virginia Polytechnic Institute and State University**

The Virginia Tech colony will be ready to submit their chartering petition as soon as they have the necessary number of men that earn a sufficient GPA to qualify for initiation. Scholarship continues to be a major concern for this group.

**University of Southern Indiana Interest Group**

The men of the USI interest group display a high level of brotherhood, but they need to improve significantly in their academic efforts if they are to colonize, and eventually, charter. A plan of action has been developed by the chapter members, the faculty and colony advisors, as well as the Greek advisor to significantly improve the individual members' grades this spring.

**F. The Community Building Pilot Program**

Two chapters have completed their community building workshop, those being Lock Haven in October, and Indiana University the weekend of January 6-8. Former Director of Chapter Services Owens sent a memo to members of the Grand Council concerning the Lock Haven workshop.

The two remaining chapters and the dates for their workshop are: Lycoming College February 17-19; and Penn State March 25-26. Lock Haven and Penn State's workshops are facilitated by Griffin Resorts, and Indiana and Lycoming's workshops are facilitated by the Foundation for Community Encouragement. In addition, Director of Chapter Services Olson will attend a community building workshop in Ridgefield, CT March 9-12, 1995 that will be facilitated by the Foundation for Community Encouragement.

Director of Chapter Services Olson met with those members of the chapter at Indiana University to receive feedback from their experience on January 15. Similar plans for the other two remaining workshops will develop as the time draws closer.

Several issues have arisen since the pilot program began implementation in the fall of 1994. First and foremost, the attendance at Lock Haven and Indiana University workshops was below the anticipated level of 70-80%. This is of concern because those members who participate in the workshop are likely to experience community, and it will create a noticeable difference in those chapter members who do participate in the workshop. What will be studied throughout the spring and before the next Grand Council meeting in June of 1995 is the effect of the program on the chapter when a majority of chapter members do not participate in the workshop. In addition, strategies of improving the presentation and marketing of the program on the part of Griffin Resorts, FCE, and Headquarters will be studied and implemented. The four workshops and evaluations will be studied throughout the spring of 1995 and a full report will be presented to the Grand Council in June of 1995.

Secondly, the issue of community maintenance has come to light. Community maintenance preserves the spirit of community that is developed during a workshop. Our contact with FCE feels community building without maintenance is irresponsible, simply because it does not allow for an avenue for the spirit of community to be maintained.

The staff was approached by FCE with a request to provide community maintenance for a monthly \$500 retainer fee for each month the services of FCE are utilized. The staff felt this was excessive, but there needs to be resources provided to maintain community until the Fraternity has trained volunteers and staff who can take on this responsibility.

The four workshops and evaluations will be studied throughout the spring of 1995 and a full report will be presented to the Grand Council in June of 1995.

#### **G. National Leadership Conference 1995**

The 1995 NLC will take place August 9-13, 1995 and will be headquartered at the historic Mills House Hotel in Charleston, SC. Chapter Services, in conjunction with the Undergraduate Operations Committee, will be responsible for planning the educational programming of the event and reporting to the co-chairmen of the celebration. A conference call of the Undergraduate Operations Committee is to take place January 11, 1995 to discuss the educational programming for Charleston. A goal has been set by the Grand Council to garner the attendance of 150 undergraduates, which will be the responsibility of Chapter Services in conjunction with the Director of Alumni Services and the Celebration co-chairmen. (See Attachment C, Page 13-25.)

#### **H. 1995 Presidents Academy of Leadership**

The 1995 PAL will be held January 20-22, 1995 in Charlotte, NC. A member of each chapter, preferably the president, will travel at the expense of the Fraternity to attend this leadership training event.

**I. 1996 Presidents Academy of Leadership**

It has been recommended by the Future of Chapter Services Task Force that the 1996 Presidents Academy of Leadership become the Academy of Leadership, meaning that another chapter member be provided with the resources to attend. This second member would likely be the vice president.

Recommendation: PAL become AL in 1996 and the budget for this event be set at \$46,000.

**J. Chapter Services Projects**

In addition to the Sesquicentennial Celebration, PAL, and general Chapter Services Operations, the staff has or will continue to work on the following projects:

1. **Grand Chapter Advisor Training Program**  
Chapter Leadership Consultant Hermansdorfer developed this program in the fall of 1994 and presented it to two GCAs in North Carolina. He is refining the program, and will develop a strategy to increase the attendance and effectiveness of the program.
2. **Regional Rush Symposiums**  
The first of the Regional Rush Symposiums was presented by Chapter Leadership Consultant Hermansdorfer and then Senior Chapter Leadership Consultant Olson to members of the Beta Rho and Gamma Zeta Chapters in August. Members of Zeta, Epsilon, Delta Rho, Gamma Pi, Alpha Pi, Alpha Nu, and Delta Delta Chapters were also invited to attend, but did not send any members. A second symposium is to be held in February in the Southeast. Hermansdorfer and Olson will continue to improve and refine the marketing and presentation of this program.
3. **Risk Management Incentive Program**  
Only four chapters participated in the educational seminar aspect of the program. Director of Chapter Services Olson has developed an action plan to garner at least 25% participation in the program for the 1995-1996 academic year.
4. **Ralph F. Burns New Member Program**  
Director of Chapter Services Olson will be conducting a site visit inspection at the Blue Ridge Assembly in Asheville, NC on January 22-23, 1995. Similar visits to the Miami (OH) University Conference Center in Oxford, OH and the Robert Morris College Conference Center will occur in late spring. Development of the curriculum for the program will also begin in late spring once the results of the pilot program are more evident.

**K. Positive Reports from Chapters**

Several chapters have reported positive news to Headquarters.

The Alpha Omicron Chapter at Missouri Valley College has been very active in community service efforts in the campus and local communities.

The Gamma Zeta Chapter at Bowling Green State University placed three members on the IFC Executive Board for the second straight year.

The Upsilon Chapter at Penn State University continues its incredible record of raising money through their dance marathon, as well as participating in more hands-on service efforts.

The Delta Delta Chapter at Slippery Rock University nearly doubled the size of its chapter after getting the alumni involved in the operations of the chapter.

Nathan Hood, past HSP at Eta Chapter at the University of Illinois was elected IFC President, a tremendous accomplishment considering that U of I has the largest Greek system in the nation. In addition, the chapter continues to sponsor annual blood drives for the Champaign County Blood Bank, which is the sole provider of blood for hospitals in the Champaign County region.

The Gamma Pi Chapter at the University of Findlay recently received positive press in the local newspaper for their efforts in parking cars for attendees at a Christmas dinner in the Findlay community. The event was held during exam week, and though the chapter was offered a donation for their time, they refused it in the spirit of goodwill.

The Beta Delta Chapter at Marshall University has continued its outstanding dedication to providing service for the campus and local communities.

**L. Goals**

**M. Other**

**REPORT TO THE  
COMMITTEE ON FINANCE**

Kevin J. Garvey, Chairman  
Robert G. Cabello  
John B. Gibson, Jr.  
Jeffery W. Powell, Undergraduate Representative

Steven V. Zizzo, Executive Vice President

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## **REPORT TO THE COMMITTEE ON FINANCE**

### **A. 1993-94 Audit**

As you may recall, accounts receivable from the 1993-94 fiscal year created difficulties in performing an accurate audit. Specifically, the auditors allowed extra time for the staff to work with chapters and alumni corporations to pull together payments or documentation promising payment of debts. Therefore, the audit was not completed until January 1995.

The original amount proposed for bad debt reserve by the auditors was \$134,191. The revised amount now proposed is \$77,000. While some of this amount may be considered collectible by the staff, the documentation needed from the chapters or liens from the courthouses were not on file at the Headquarters.

This means that the audit for 1993-94 reflects an allowance for doubtful accounts of \$77,000. Carried over to the Balance Sheet, Liabilities and Fund Balance, a negative amount appeared in the line entitled "Undesignated." As this is unacceptable accounting procedure, a transfer from another fund became necessary. As the Building Fund is the most flexible of all funds, it became the recommendation of the staff that the transfer to balance the undesignated fund come from the building fund.

Once this was accomplished, the 1993-94 audit was complete. The 1993-94 financial statement is enclosed as Attachment A, pages 6-12. For information purposes, we have included the Educational Foundation financial statement as well. (Attachment B, pages 13-18.) Approval of the audit is required at this time.

### **B. 1994-95 Budget Review**

The approach to the current fiscal year budget was to be realistic. Because of this, there are still some items in the budget which will require adjustment, namely undergraduate dues and chapter fees. These figures have been finalized so that we can expect no further income from these sources. While projecting conservative figures for these line items, a cooperative approach by the staff places a great deal more trust in the chapter's reporting of these statistics. The lower than expected numbers may be an adjustment for previously inflated information or a poor year of retention.

Mid-year and revised figures for the 1994-95 budget are enclosed for review in Attachment C, pages 19-24.

### **C. 1995-96 Budget Preview**

Enclosed with the current year budget are proposed 1995-96 budget preliminary figures. This information will become more concrete as we learn from the 1994-95 budget. Items included in the projections are the National Conference in Charleston, adding

e-mail, expanding PAL to the Academy of Leadership, and enhancing Chapter Leadership Consultant benefits to make the position more competitive.

Also in 1995-96, the Fraternity will begin using the new budget format which was approved at the December Grand Council Meeting. This is included as Attachment D, pages 25-27.

#### **D. Accounts Receivable Overview**

We focus every day on accounts receivable and feel most of the chapters that owe the Fraternity money are very concerned about getting that money paid. We understand that our track record for 1992-93 and 1993-94 is completely unsatisfactory and have established a goal of zero accounts receivable by July 1, 1996. Procedures are being put into place to make this goal attainable. With the implementation of a credit card program this year, we know that 1994-95 will show marked improvement and the staff thanks the Grand Council, namely Larry Philippi, for the good effort that was put forth to create a very workable program. (There is more on the credit card program below.)

For 1994-95, we have billed \$90,480 in chapter dues and fees. As of the writing of this report, \$15,635 remains uncollected, an 83% collection rate. This is comparable to our collection rate of 83.3% for the entire 1993-94 year. Ten chapters still owe, however, we feel that all but approximately \$2,000 will be collected this semester.

Three main reasons for our success in collecting 83% of dues and fees by the end of December are: 1) giving chapters who reported their October numbers on time a five percent discount on their liability insurance premium, 2) not billing the chapters until those October numbers were adjusted based on their report, rather than billing them based on their rosters at July 1, and then adjusting the invoice when the October numbers were locked in, and 3) accepting, rather than challenging, the documentation submitted by the chapters.

Of \$15,700 in pledge fees charged so far this year, \$250 has not been paid. Of \$45,530 in initiation fees charged, \$4,940 remains unpaid. These unpaid amounts are for carryover pledges and initiates that are not part of the credit card program. The collection rate for pledges and initiates is 91.5% and it would appear that the collection percentage will be at 100% at year-end, compared to 91.6% last year.

At June 30, 1994, we had total receivables of \$260,978. As of the writing of this report, we have total receivables of \$254,175. Even though the numbers have not decreased dramatically, it does show that chapters are paying old debt and still keeping current with this year's charges. It should be noted that all but \$81,967 can be attributed to alumni corporation obligations and/or closed chapters and is factored into the \$77,000 write-off. It should also be noted that \$48,000 of the \$254,175 had been written off previously.

## **E. Liability Insurance**

Lloyds of London increased our liability insurance premium this year by 5% based upon a review of reserves. The 5% increase coupled with a decrease by 250 of the number of members, required us to increase our last year's base line figure of \$70.50 per man to \$80.00 per man this year. The liability premium last year was \$71,800. This year it is \$75,390. The chapters were billed a total of \$132,304 this year versus \$134,283 last year. The additional collected is to cover the \$40,000 deductible, crime bond, directors and officers liability, and Headquarters premiums.

Even though most chapters saw no significant increase in their total premium, most will be paying more per man, which is really how the chapters look at their bills, even though we emphasize an allocated cost rather than a per man cost.

All but 13 chapters submitted their October Report of Membership by the October 1 deadline and these chapters will receive a five percent credit on their premium. Four chapters took advantage of a 15% discount by participating in three risk management seminars by November 20.

Surcharges for risk management violations and lack of response to loss control inspection reports were applied to several chapters. Chapters that do not have their insurance premiums paid by January 15 and do not have a promissory note set up for payment, will be assessed an additional 10%.

As of the writing of this report, approximately 30% of what was billed has been paid. This includes property insurance billings as well as liability. There was no increase in the property insurance premium this year.

Five chapters have contacted us to request an extension of 15-30 days to pay their premium. We grant an extension once we have a chapter's promissory note. Even so, it is likely that some chapters will not take action in time to avoid receiving cancellation notices from the insurance agency on January 16.

We have requested and received a change in the due date for our policy next year. The due date will be February 1 which should help those chapters who wait until the second semester to collect their insurance fees from their members.

## **F. Revenue Generation**

Merchandising. Spirit Recognition has rolled out their catalogue and full line of Alpha Sig Sportswear. The company is currently working on a special line for the Sesquicentennial Celebration which we should see later this spring.

Credit Card. We have been notified that our first quarter earnings from Fifth Third Bank are \$3,664. This is based on \$5-\$10 per new account, plus 5% of finance charges generated by account holders. We would expect the first quarter earnings to be higher

than subsequent quarters because the first quarter reflects the accounts opened by our new pledges.

Additional Areas. Litwack Travel Agency will continue making royalty payments to the Fraternity. Litwack is the official travel agency of Alpha Sigma Phi. We receive a 3% royalty on all tickets issued to any Alpha Sigma Phi member.

Also, one other possible revenue generator would be a long distance affinity program.

#### **G. Oklahoma Housing Situation**

The debt of the Oklahoma Housing Corporation totals \$47,956. The chapter house was sold in June and the money placed in their bank account. The corporation president has been slow to make any effort to repay the amounts owed, and giving up control of the money which may eventually help the corporation purchase another chapter house.

#### **H. Electronic Mail**

The staff has investigated various options for communicating with the chapters via e-mail. If our goal is to provide access to Headquarters electronically in the most economical way, it appears using the INTERNET would work fine. We would use the "listserve" application which would allow us to have the contact numbers of the various chapter officers and volunteers on specific lists that we could control. Most chapters can access INTERNET through their campuses at no cost.

Another approach would be to provide remote access software from Futurus TEAM for each chapter. The cost would be approximately \$115 per chapter and would require the chapter to have a computer, rather than using computers provided by their respective campuses. This would be very efficient administratively because each chapter would have their own mail box and in effect we would have a private "intranet" setup. TEAM is the program that is now used by Headquarters for interoffice mail and for transmittal of messages and documents to and from the traveling staff.

The staff recommends we use the INTERNET. We could begin gathering numbers and communicating through INTERNET in a matter of days.

#### **I. Credit Card Program**

We are up and rolling with the credit card program. Once approved by the undergraduates at the 1994 Convention, we immediately began billing all new pledges and initiates through their credit cards. The first quarter we forwarded 290 applications to Fifth Third Bank. These applications were automatically approved under our guaranteed agreement with the bank. Once we received the account numbers we charged each account \$160, with the exception of colonies and interest groups which

were charged \$50. The members of these groups will be charged \$110 once they initiate.

We send applications to the bank quarterly and the first part of January we sent 102 more. The cost of the program is more than offset by the \$10 per account that we are paid by the bank. The bank has notified us that our first quarter return was \$3,664. Our transaction cost was \$963.

The bank has designed a credit card application specifically for the guaranteed account to ensure there is no confusion between the guaranteed account and a regular credit card application. The new applications should be ready for distribution to the chapters the week of January 16.

Beginning next academic year, dues and insurance will be billed to the guaranteed accounts. We are confident that we will have our accounts receivable for pledges, initiates, undergraduate dues and insurance well under control when all new members are paying national fees by credit card.

**J. Goals**

**K. Other**

**REPORT TO THE  
COMMITTEE ON ALUMNI OPERATIONS**

Stuart A. Spisak, Chairman  
Dr. Larry G. Spees  
John B. Gibson, Jr.

Steven V. Zizzo, Executive Vice President

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## REPORT TO THE COMMITTEE ON ALUMNI OPERATIONS

### A. Capital Campaign

Shortly after the National Leadership Conference, Robert Miller agreed to be the Chairman of the Campaign. He is supported by several volunteers in Vice Chairman capacities. These include Kevin Garvey, Larry Spees, Robert Sandercox, Tom Wajnert and Richard Gibbs.

The Campaign was kicked off at the Sesquicentennial Kickoff on December 10, 1994. To date, pledges and gifts total \$544,160 toward the goal of \$3,000,000.

The goal is divided up in three segments: \$1,000,000 for endowment, \$1,000,000 for annual fund, and \$1,000,000 for planned giving.

The Foundation President will be spending a majority of his time on the Campaign and travelling specifically for solicitation.

### B. Annual Loyalty Fund

<u># of Donors</u>	<u>Gross Receipts</u>	<u>Expenses</u>	<u>Net Receipts</u>	<u>Average Gift</u>	<u>Cost/Dollar Raised</u>
1988-89 2,390	\$134,745	\$45,811	\$ 88,934	\$56.38 (+14%)	.34
1989-90 3,142 (+31%)	166,780 (+24%)	72,938 (+59%)	93,842 (+ 6%)	53.08 (- 6%)	.44 (+29%)
1990-91 2,787 (- 11%)	167,922 ( 0%)	70,785 (- 3%)	97,137 (+ 4%)	60.25 (+14%)	.42 (- 5%)
1991-92 2,958 (+ 6%)	180,359 (+ 7%)	67,114 (- 5%)	113,245 (+17%)	60.97 (+ 1%)	.37 (- 11%)
1992-93 1,850 (- 37%)	143,763 (- 21%)	36,455 (- 46%)	107,308 (- 5%)	77.71 (+17%)	.25 (- 32%)
12/31/92 628	46,205	13,503	32,702	73.57	.29
12/31/93 655 (+ 4%)	52,479 (+14%)	12,888 (- 5%)	39,591 (+21%)	80.12 (+ 8%)	.25 (- 14%)
12/31/94 538 (- 18%)	39,756 (- 24%)	2,002 (- 84%)	37,754 (- 5%)	73.90 (- 7%)	.05 (- 80%)

It appears that this year will be a very challenging year for the Annual Loyalty Fund. Along with the normal challenges in raising more money than the year before, there has been a change in the staff member responsible for the fund. Additionally, a special campaign for the Ralph Burns Fund and the Capital Campaign may add to the challenges of maintaining quality support to the campaign. Still, the campaign has not fared too badly, all things considered. The cost to raise a dollar is at \$.05 and the net amount raised is only 5% behind last year.

The staff believes that the program will once again be successful, but only with our greatest effort. The money will be derived from four major avenues: 1) phonathon will generate \$70,000, 2) remaining solicitation letters will generate at least \$40,000, 3) Grand Council, Educational Foundation Trustees and Annual Loyalty Fund Advisory Committee members will complete personal gifts and personal solicitations to generate approximately \$20,000, and 4) volunteers will solicit the top 50 prospects who do not fit into the top three categories, which will generate \$30,000.

The staff will keep the Grand Council abreast of the progress of the Annual Loyalty Fund through the monthly conference call and through a monthly blue sheet so that there will not be any surprises as the year progresses.

Additionally, Richard Gibbs agreed to serve as the Chairman of the Annual Loyalty Fund Advisory Committee. Richard was the top board member in dollars raised during the last Annual Loyalty Fund.

Dollars raised by the Educational Foundation, 7/1/94-12/31/94:

\$ 39,756	Annual Loyalty Fund
28,071	Endowment Gifts
8,569	Ralph Burns Monument
<u>180</u>	<u>Other</u>
\$ 76,576	Total

**C. Sesquicentennial Celebration**

Alumni development during 1995 will focus on Sesquicentennial activities. Currently, discussions are taking place in regard to scaling back from 29 cities to a more manageable number, such as 10 cities across the country that will conduct 150th celebration events in December of 1995. Brothers from these areas will be recruited to manage these events and we anticipate having anywhere from 20 to 100 participants at each of the events. The staff is currently completing the Sesquicentennial Volunteer Handbook which will outline all the specifics to successfully complete a regional celebration honoring Alpha Sigma Phi's 150 years of existence.

Additionally, special marketing efforts will be made for the summer celebration in Charleston, South Carolina with the expectation that alumni interest will be peaked.

**D. Alumni Councils**

Chartered alumni councils have also become more active over the past year. The Fraternity has experienced the reactivation of the Oklahoma Alumni Council and enclosed as Attachment A, pages 4-11, is the petition from the Gamma Zeta Alumni Council. The staff recommends approval of this group as the eighth chartered alumni council in Alpha Sigma Phi.

**E. Volunteerism**

Recruiting, training and retaining volunteers is an important issue for the Fraternity. With 40,000 brothers across the country, the Fraternity has a tremendous resource available that is unutilized.

The staff regularly reviews potential volunteers for use as Grand Chapter Advisors and other chapter level volunteer positions. To date, ten new Grand Chapter Advisors have been appointed this school year.

The committee will be establishing goals relative to volunteerism that will focus on volunteers as a priority.

**F. The Tomahawk**

Jeff Hoffman has taken over production responsibilities for *The Tomahawk*. He has done a good job of updating the look and style of this important publication as well as professionally writing and editing the copy. We believe the new way of publishing *The Tomahawk* is accomplishing what was set out while at the same time working to better meet timeline and deadline goals. We hope the Grand Council is pleased with these improvements.

**G. Chapter Newsletters**

A program change this year requires the chapters to pay for their own newsletters. They can offset the cost by requesting donations through the newsletter. As could be expected, the number of chapters participating has decreased substantially. At midyear last year, we had 16 chapters signed up for the program compared to six this year.

While requesting the chapters to pay for all three newsletters this year was a necessary fiscal decision, it would be prudent to provide the chapters with at least one or two free issues each year to ensure a successful program that provides positive communication with each chapter's alumni.

**H. National Alumni Awards**

National awards are a way for the Fraternity to recognize those brothers who have provided exceptional service to Alpha Sigma Phi or to their community/profession. The list of brothers who have received awards are plentiful yet distinguished. The Grand Council has already approved the awarding of the 1995 Distinguished Service Award to Dr. John L. Blackburn, Missouri Valley '49.

The staff will present nominees for the Distinguished Merit Award and Delta Beta Xi at the summer Grand Council meeting.

**I. Goals**

**J. Other**

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**February 2, 1995  
Delaware, Ohio**

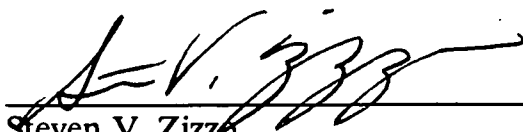
89. The conference call meeting of the Grand Council was held at 4:07 p.m. on Thursday, February 2, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Secretary Larry D. Philippi, Grand Treasurer Kevin J. Garvey, Grand Marshal Stuart A. Spisak and Undergraduate Representatives to the Grand Council Jeff Powell (Finance) and Eric Blanchard (Expansion). Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson and Director of Alumni Services G. Scott Grissom.
90. Grand Treasurer Garvey and Executive Vice President Zizzo updated the Grand Council on the chapter payments of liability insurance premiums. To date only three chapters had not accounted for the payment of their insurance. Out of a total billing of almost \$200,000, approximately \$31,000 was on promissory notes.
91. Grand Senior President Thurston informed the Grand Council that the Constitutional Committee was on his priority list. He plans to appoint a committee of five people including two undergraduates. This would not include a member of the Grand Council. Brother Garvey suggested Brother Robert M. Sheehan, Jr. or a past staff member who would understand the detailed operations of the Fraternity.
92. The Grand Council discussed additional goals that were proposed at the January meeting. Agreement was reached to assign the Housing Manual to Brother Gibson, to add a due date of April 1, 1995 for hiring a Director of Expansion, to put the Finance Committee in charge of the new goal on accounts receivable, to have the Alumni Operations Committee in charge of the new goal on volunteers and that Brother Gibson be placed in charge of the goal on developing a communication plan. It was moved by Brother Spisak, seconded by Brother Philippi and unanimously approved to accept the goals (as amended) as the goals of the Grand Council.
93. The Grand Council conferred and agreed that June 23-25, 1995 will be the next Grand Council meeting. It will be held in Chicago with a specific location to be announced at a later time. The meeting will be held in conjunction with a community building program.
94. Director of Alumni Services Grissom updated the Grand Council on further progress of the Sesquicentennial Celebration which included visiting the facilities to be used in Charleston, South Carolina. Marketing progress included setting up a conference hotline telephone number (1-800-MANIGAULT) to request conference information, invitations to be mailed at the end of February, a pull-out section of *The Tomahawk* (winter issue) to promote the August event, and use of special inserts in mailings.

95. Brother Garvey reported on the Educational Foundation Trustee Conference Call. The Investment Committee, chaired by Brother Tom Wajnert, is reviewing the investment policy of the endowment and will have a policy in place by the end of June. The Trustees discussed the Capital Campaign and the need to get the last few board members enlisted with their pledges. The goal is to have \$1.5 million pledged by the August Sesquicentennial Celebration and to have the goal met by December 6, 1995. The gift-in-kind issue has been assigned to a committee chaired by Brother Milton Cerny. The Fraternity's Grant Request has been given to a Grant Committee chaired by Brother Cerny to be reviewed with greater details of each program to be outlined.
96. Brother Garvey reported that progress had been made with the alumni at Oklahoma and that payment for back insurance totalling \$8,000 would be paid.
97. Brother Zizzo confirmed that the Grand Council wanted a proposal from the staff of program priorities for 1995-96. It was also confirmed that the Grand Council had requested a proposal for Chapter Services staff for 1995-96.
98. Adjournment: It was moved by Brother Garvey, seconded by Brother Philippi and unanimously approved to adjourn the conference call at 4:37 p.m.

Respectfully submitted,

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Larry D. Philippi  
Grand Secretary



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Steven V. Zizzo  
Executive Vice President

## Grand Council Goals

1. To act on the "personnel proposal" requested from the Executive Vice President and to implement the agreed upon plan of staffing by January 1, 1995.
2. To complete the "community building pilot program" for four chapters by March 31, 1995. After evaluation, the staff is to provide the Grand Council with a schematic plan for full implementation of this approach to providing chapter services for discussion and action during the June 1995 meeting.
3. To take control of the accounts receivable problem including the timely reporting of accurate membership roles and the timely collection of bills from chapters and undergraduates members. The specific goal is to reduce the "bad accounts" balance for FY '95 to \$10,000.
4. To implement an "individualized accountability program" for undergraduates. To fully implement the credit card program as approved at the convention last summer.
5. To colonize four chapters and charter three during FY '95.
6. To successfully carry out the capital campaign per the present plans through June 30, 1995. To complete the Leadership stage, including 100% participation of the Grand Council by November 15. Additionally, the goal is to complete the Advanced Gifts Stage of the campaign by June 30.
7. To successfully carry out the elements of the Sesquicentennial Celebration per the present plans through June 30, 1995, including the December 9-11 activities.
8. To begin the process of overhauling the Constitution by establishing a committee to study it and report back by the Summer 1995 Grand Council meeting.
9. Review, print and distribute a Housing Manual by July 1, 1995 (John Gibson).
10. Hire a new Director of Expansion by April 1, 1995.
11. Secure all past accounts receivable on a promissory note (not to exceed two years in length and/or past December 1996) or by liens on property. To be done by June 30, 1995 (Finance Committee).
12. Implement a volunteer program which identifies, implements and coordinates volunteer efforts toward completable tasks, i.e., conferences (Alumni Operations Committee).
13. Identify an alumnus to develop a plan for the end of the fiscal year, with a plan of what Alpha Sigma Phi needs to do (John Gibson).

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**March 2, 1995  
Delaware, Ohio**

99. The conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, March 2, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Secretary Larry D. Philippi, Grand Treasurer Kevin J. Garvey, Grand Marshal Stuart A. Spisak, Grand Councilor Robert G. Cabello, Grand Councilor John B. Gibson, Jr. and Undergraduate Representatives to the Grand Council Jeff Powell (Finance), Eric Blanchard (Expansion) and S. Alen McKnight, Jr. (Undergraduate Operations). Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom and Vice President for Administration Beverly J. Moody.
100. Executive Vice President Zizzo reviewed the report on priorities and personnel with the Grand Council. Concerns outlined in the report and Role of Alumni were Undergraduate Operations and staff responsible for resolving issues and concerns to hire two Chapter Leadership Consultants.
101. The Grand Council reviewed the proposed policy on reimbursement of volunteer expenses. Some changes were made in the wording, the recognition levels were condensed into one level named "Distinguished Volunteer" and some discussion focussed on the type of voucher which would be used for non-reimbursable expenses. The policy will be tested in Spring/Summer 1995 and launched after the 1995 National Leadership Conference. A recommendation was made for a plaque at Headquarters or recognition at the national meeting.
102. Director of Chapter Services Olson updated the Grand Council on the Community Building Program. He is awaiting follow-up evaluations from Lock Haven and Indiana. The workshops for Lycoming (FCE) and Penn State (Griffin) are set up. Upsilon Chapter raised \$198,000 this year in the Dance Marathon.
103. Director of Alumni Services Grissom updated the Grand Council on the Sesquicentennial Celebration. The conference hotline is 1-800-MANIGAULT. The invitations will be mailed on March 3 and brochures will be out in three weeks. Hotel reservations will be handled by each individual alumnus while Grand Council reservations will be handled by Headquarters. Many inquiries have been received but no registrations to date. Sesquicentennial Seiko Watch brochures are in the mail.
104. Vice President for Administration Moody updated the Grand Council on chapter account receivables. Chapters are taking their promissory notes very seriously. Collections are going very well. Grand Senior President Thurston requested a report on cash flow for the next Grand Council conference call.

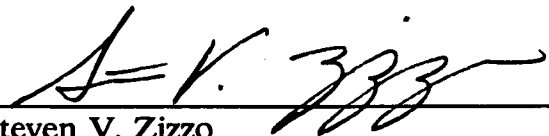
Minutes of Grand Council Telephone Conference Call  
March 2, 1995  
Page 2

105. Brother Zizzo informed the Grand Council that the substance free expansion effort at Iowa State was reported on the front page of the *Des Moines Register* as well as the front page of the school paper.
106. Director of Administrative Services Moody updated the Grand Council on the credit card program. Some of the accounts will have to be charged off. The estimated amount written off is expected to be in the 2-3% range.
107. Adjournment: It was moved by Brother Spisak, seconded by Brother Powell and unanimously approved to adjourn the conference call at 4:38 p.m.

Respectfully submitted,

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Larry D. Philippi  
Grand Secretary



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Steven V. Zizzo  
Executive Vice President

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

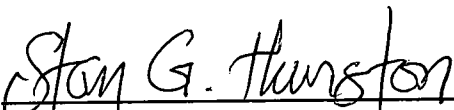
**April 6, 1995  
Delaware, Ohio**

108. The conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, April 6, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Secretary Larry D. Philippi, Grand Treasurer Kevin J. Garvey, Grand Marshal Stuart A. Spisak, Grand Councilor Robert G. Cabello, Grand Councilor John B. Gibson, Jr. and Undergraduate Representatives to the Grand Council Jeff Powell (Finance), Eric Blanchard (Expansion) and S. Alen McKnight, Jr. (Undergraduate Operations). Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom and Vice President for Administration Beverly J. Moody.
109. It was unanimously approved to amend item 100 from the Grand Council minutes to the proposed revision. (Attachment A)
110. It was moved by Brother Garvey and seconded by Brother Spisak to accept the colonization petition from the interest group at Middle Tennessee State University. The Grand Council acknowledged the outstanding quality of work put into the petition.
111. The Grand Council discussed the request submitted by the Virginia Tech Colony. It was moved by Brother Garvey, seconded by Brother Philippi and unanimously approved to allow the postponement of the chartering banquet until the weekend of September 23, 1995. The chapter will count as a chartering toward the 1994-95 goals.
112. Brother Philippi spoke of his letter to the Grand Council announcing his resignation from the Grand Council. He expressed his appreciation to all for their contributions to his life. On behalf of the entire Fraternity, Brother Thurston expressed appreciation for all of the contributions Brother Philippi has made to the Grand Council and the Fraternity.
113. Executive Vice President Zizzo updated the Grand Council on his visit with a local fraternity at Carthage College where Alpha Sigma Phi used to have a chapter. The group is outstanding, numbering 25 members.
114. Committee Goals Update:
  - A. Expansion—The housing manual is in production, having been keyed into the computer. It is in the proofing stages and will be ready by July 1. Iowa State is coming along with nearly 30 members and hoping to colonize May 6. Glen Olson is currently at Auburn University in the second week of the process and expects the group to come together in the next few weeks. Glen also reported that UMass is proceeding along and getting more involved in campus activities. Grand Councilor Gibson requested a "Scorecard" so the Grand Council could monitor the progress of colonies and interest groups.

- B. Undergraduate Operations—The Widener Chapter will be required to have a Chapter Advisory Team, do the "Right Way to Rush," have a Chapter Retreat, have 18 signed housing cards, their GPA must be above the all men's by Spring 1996, an alumnus must be present at initiation, and a membership review must take place.
  - C. Finance—Grand Treasurer Garvey addressed the proposed budget for 1995-96 which was approved by the Finance Committee and forwarded to the Grand Council for approval. He pointed out the committee's concern over the income of the conference line item. As of March 30, there are 756 pledges, compared to 464 for March 30, 1994. This is a 63% increase over the same time last year. It was moved by Brother Garvey, seconded by Brother Gibson and unanimously approved to adopt the proposed budget for 1995-96. Goals for the committee include income generation (phone program and logo revenue through sportswear).
  - D. Alumni Operations—Grand Marshal Spisak reported that he and his committee will be following up on the goals outlined at the January Grand Council Meeting.
- 115. Director of Chapter Services Olson reported that Penn State and Lycoming have both completed their Community Building Programs. Penn State was through Griffin while Lycoming was done by FCE. Some of the same concerns have resurfaced, particularly membership participation. The facilitators and HSP felt that true community was accomplished at Lycoming.
  - 116. It was moved by Brother Garvey, seconded by Brother Gibson and unanimously approved to accept the request by Gamma Chi Chapter to posthumously initiate Matthew Sromek who tragically died on spring break.
  - 117. Grand Treasurer Garvey and Director of Alumni Services Grissom updated the Grand Council on the Sesquicentennial Celebration. To date, 21 book orders have been received, over 70 alumni, mostly uninvolved, have requested registration information, \$2,100 has been received in undergraduate fees, and a mailing will go out in the next week to 10,000 alumni promoting the conference once again. Grand Council members are encouraged to order a book as soon as possible. Brother Gibson requested a timetable to keep the Grand Council abreast of where the registration and book sales need to be by certain dates.
  - 118. Grand Senior President Thurston requested input from the Grand Council for the "State of the Fraternity" session with undergraduates as well as the "Cardinal & Stone Chat" with alumni.

119. The next Grand Council meeting will be at the O'Hare Hilton, June 23-25. Grand Council members are asked to arrive Thursday evening, June 22, so that meetings can begin early Friday, June 23. June 23 will be the business meeting with the community building program taking place June 24-25. The meeting will end by 3:00 p.m. on June 25.
120. The staff updated the Grand Council on current accounts receivable and cash flow. Nearly all of the chapters owing money are on a promissory note, with promissory notes bringing in approximately \$4,200 in monthly payments. The promissory note payments, foundation grants, and delegate fees comprise the income for the remainder of the year. The concern lies in cash flow over the summer and through September when conference expenses are high and income for the new year has not started.
121. Executive Vice President Zizzo informed the Grand Council that John T. Kauffman, former Chairman of Pennsylvania Power & Light, has accepted a position as Educational Foundation Trustee.
122. Oregon State Chapter's 75th Anniversary is May 20, 1995. They have requested a Grand Council member to attend. Any Grand Council member wanting to attend should contact the Headquarters as soon as possible.
123. The Grand Council discussed the chartering petition submitted by the colony at Lindenwood College. After a great deal of discussion, it was moved by Brother Philippi, seconded by Brother Spisak and was approved 6-1 to defer the decision to the June meeting as the colony only had 28 members in good academic standing. The review in June will focus on the number of members and academic standing.
124. Adjournment: There being no further business brought before the conference call of the Grand Council, the call adjourned at 5:03 p.m.

Respectfully submitted,

  
Stan G. Thurston  
Grand Senior President

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Steven V. Zizzo  
Executive Vice President

Item 100. of the March 2, 1995 Minutes of the Grand Council Telephone Conference Call reads:

"Executive Vice President Zizzo reviewed the report on priorities and personnel with the Grand Council. Concerns outlined in the report and Role of Alumni were Undergraduate Operations and staff responsible for resolving issues and concerns to hire two Chapter Leadership Consultants."

This should read:

"Executive Vice President Zizzo reviewed the report on priorities and personnel with the Grand Council. Concerns outlined in the report were reviewed, and the role of alumni was also raised as a concern. The staff will be responsible for resolving issues and concerns, and will proceed to hire two Chapter Leadership Consultants for 1995-96."

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**May 4, 1995  
Delaware, Ohio**

125. The conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, May 4, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Treasurer Kevin J. Garvey, Grand Marshal Stuart A. Spisak, Grand Councilor Mark Williams, Grand Councilor John B. Gibson, Jr. and Undergraduate Representative to the Grand Council Eric Blanchard (Expansion). Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson and Director of Alumni Services G. Scott Grissom.
126. Steve Zizzo informed the Grand Council of the decision of an interest group at Carthage College to not affiliate with any national fraternity.
127. The Grand Council was informed that the mail votes on the Iowa State Interest Group and the University of Massachusetts Interest Group were both unanimously in favor of approval.
128. It was moved by Brother Spisak, seconded by Brother Williams and unanimously approved to reaffirm the appointment of John T. Kauffman, Purdue '43, to the Educational Foundation.
129. Scott Grissom updated the Grand Council on the progress of the Sesquicentennial Celebration. To date, 50 undergraduates and alumni have registered. The goal is to have 50 alumni registered by June 1.
130. Grand Senior President Thurston announced that Robert Wade will chair the Constitutional Committee, Rob Sheehan, Jr. has accepted a position on the committee and the last person will be an undergraduate. A request was made to the Grand Council to have any insight, input or questions for the committee in writing by the June Grand Council meeting.
131. It was moved by Brother Spees, seconded by Brother Garvey and unanimously approved to accept the recommendation of Epsilon Chapter at Ohio Wesleyan University to suspend Quentin Derryberry III, William Hall, Kurt Hoffman, Thomas Hughes, Mark Steffey and Yihao Zhang for one year.
132. It was moved by Brother Spisak, seconded by Brother Williams and unanimously approved to accept the recommendation of Gamma Zeta Chapter at Bowling Green State University to suspend Christopher Strain for one year.
133. It was moved by Brother Spees, seconded by Brother Garvey and unanimously approved to grant the request of Beta Delta Chapter at Marshall University to initiate Reginald Opimo as an alumnus of the chapter.

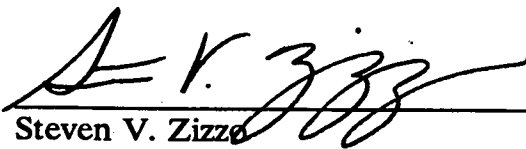
Minutes of Grand Council Telephone Conference Call  
May 4, 1995  
Page 2

134. The next conference call will be Thursday, June 1, at 4:00 p.m. Eastern Daylight Time.
135. Adjournment: There being no further business brought before the conference call of the Grand Council, the call adjourned at 4:44 p.m.

Respectfully submitted,

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Stuart A. Spisak  
Grand Secretary



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Steven V. Zizzo  
Executive Vice President

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**


**June 1, 1995  
Delaware, Ohio**

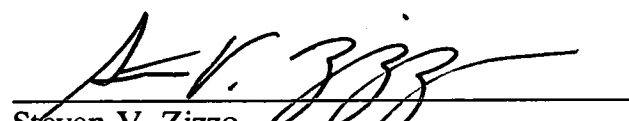
**Corrected Minutes**

136. The conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, June 1, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Secretary Stuart A. Spisak, Grand Marshal Robert G. Cabello, Grand Councilor John B. Gibson, Jr. and Grand Councilor Mark Williams. Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom and Vice President for Administration Beverly J. Moody.
137. Brother Thurston updated the Grand Council on the recruitment of the Constitutional Committee. Undergraduate Representative Erik Sachs, Illinois '94, joins Chairman Robert Wade, Bowling Green '83 and Robert M. Sheehan, Jr., Westminster '76 in completing this Advisory Committee. Any insights or questions should be forwarded to the Executive Vice President for coordination with the committee. The plan is to have the committee's draft proposals in time for the January meeting. Feedback would be forwarded back to the committee, and then the proposal would be sent to the chapters.
138. The Grand Council was informed that the Fraternity is looking into the protection of the Fraternity's name and marks. (The name Alpha Sigma Phi, the coat of arms and the phoenix logo.) All protection rights lapsed a few years ago. The Grand Council asked that the badge also be investigated for protection. The Grand Council requested that the costs be researched.
139. Scott Grissom updated the Grand Council on the Sesquicentennial Celebration. Currently, 115 people are registered, which includes Grand Council and Trustees. At the present time, those who requested information are being called. A phonathon will be conducted, calling those undergraduates who live within 250 miles of Charleston and a postcard will go to all undergraduates across the nation to remind them of the event. There have been 42 books sold. A promotion and order form were included in the most recent *Foundation for Excellence* newsletter which went to 9,000 alumni. A mailing to the 4,000 brothers who bought the alumni directory will go out in about two weeks. The minimum needed to sell for the budget is 1,000 books.
140. Brother Cabello reported on his visit to Psi Chapter at Oregon State University for the chapter's 75th Anniversary Celebration. He noted that it was a good visit. The alumni are very appreciative of the National support they have received. The chapter is at a crossroads and will need support to move off center this summer.
141. Steve Zizzo reported on the meeting of the Educational Foundation Trustees which was held on Monday, May 15, 1995, at the Pittsburgh Airport. It was an excellent and most productive meeting. The two newest Trustees were energetic and very good additions to the board. A motion was made and approved to fund the full grant request of Alpha Sigma Phi Fraternity, Inc. This will mean an increase of approximately \$37,000 above the budgeted grant income for the Fraternity. The endowment value is at \$7.3 million.

142. Glen Olson updated the Grand Council on the membership review at Alpha Nu Chapter which took place after a series of disciplinary problems at the chapter. Six members will be recommended for suspension and four are recommended for probation at the Grand Council meeting in June. The chapter also has a series of sanctions from the Headquarters to complete. The Greek Judicial Committee also sanctioned the chapter with a \$2,000 fine, no social events with alcohol at the house and loss of fall membership recruitment privileges. The Headquarters and alumni corporation are appealing the decision on fall membership recruitment.
143. Steve Zizzo and Scott Grissom reported that the capital campaign is up to \$917,000 in pledges and gifts. The annual loyalty fund is up to \$92,545. Expenses have been kept very low and so the net income is \$77,422 as of May 31. The staff projects a net of approximately \$110,000 where the goal was \$120,000. This annual fund raising was done in addition to the fund raising for the Campaign to the Ralph Burns Memorial and the Capital Campaign.
144. Steve Zizzo reported that the pre-audit meeting with the auditors went very well. It is expected to run smoothly and the intention is to have at least the preliminary audit for the Grand Council in Charleston. The auditors then participated in a conference call with the Finance Committee which is also acting as the Audit Committee. Bob Cabello informed the Grand Council that the auditors were very positive about the turnaround in accounts receivable.
145. It was announced that the arrangements are set for the Grand Council meeting June 23-25 at the Chicago O'Hare Hilton, the number one rated airport property in the nation. Meetings will begin at 8:00 a.m. on the 23rd. Dinner is being arranged with undergraduate presidents in the Chicago area. A Community Building Workshop will be held in conjunction with the meeting.
146. The Grand Council was informed that Fraternity Headquarters will be closed on June 20 for staff e-mail training.
147. Adjournment: There being no further business brought before the Grand Council, the conference call was adjourned at 4:48 p.m.

Respectfully submitted,

  
Stuart A. Spisak  
Grand Secretary

  
Steven V. Zizzo  
Executive Vice President

**MINUTES OF GRAND COUNCIL MEETING  
ALPHA SIGMA PHI FRATERNITY, INC.**

**June 23, 1995  
Chicago, Illinois**

**148. CALL TO ORDER AND WELCOME**

Grand Senior President Thurston called the meeting to order and welcomed those present at 8:30 p.m. on June 23, 1995.

**149. ROLL CALL**

Members of the Grand Council in attendance: Grand Senior President Stan G. Thurston, Grand Junior President Dr. Larry G. Spees, Grand Secretary Stuart A. Spisak, Grand Treasurer Kevin J. Garvey, Grand Marshal Robert G. Cabello, Grand Councilor John B. Gibson, Jr., and Grand Councilor Mark A. Williams. Professional staff members in attendance included Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom, Director of Expansion S. Alen McKnight, Jr., Chapter Leadership Consultant Stuart L. Steadman, and Chapter Leadership Consultant Michael A. Weaver.

**150. APPROVAL OF MEETING MINUTES**

It was moved by Brother Garvey, seconded by Brother Gibson and unanimously passed to approve the minutes of the May 4, 1995, April 6, 1995, March 2, 1995, and February 2, 1995 conference call meeting minutes, the minutes of the January 21, 1995 meeting, and the corrected June 1, 1995 conference call meeting minutes.

**151. APPROVAL OF MAIL VOTES**

It was moved by Brother Spisak, seconded by Brother Gibson and unanimously passed to approve Mail Votes 234, 235 and 236.

**152. UNFINISHED BUSINESS**

There was no unfinished business brought before the Grand Council.

**153. NEW BUSINESS**

The following items were discussed and action taken on items, as indicated:

A. COMMITTEE ON EXPANSION (Attachment A)

There were no motions made by this committee.

B. COMMITTEE ON UNDERGRADUATE OPERATIONS (Attachment B)

1. It was moved by Brother Williams, seconded by Brother Cabello and unanimously approved to disband the Lindenwood Colony for failure to meet chartering standards within the required two year time period.
2. It was moved by Brother Spees, seconded by Brother Cabello and unanimously approved to support the staff's recommendations of Alpha Nu Chapter at Westminster College. The following individuals are suspended for one year: Aaron Eikert, Adam Marks, Danny McQuaid, Jim Papa, Scott Penters and David Ulicney. The following individuals are on probation for one year: Don Genkinger, Michael Leskanic, Jason O'Connell and Shane Roos.

C. COMMITTEE ON FINANCE (Attachment C)

1. The following motion was moved by Brother Spees, seconded by Brother Cabello and unanimously approved: The Executive Vice President shall contact and retain appropriate legal counsel to regain owed proceeds from the sale of the Alpha Alpha Chapter House; and that a letter be sent to the President of record for the corporation asking for reconciliation of the account with a positive attitude and outcome.
2. It was moved by Brother Cabello, seconded by Brother Gibson and unanimously approved to accept the proposed Philadelphia Agreement and direct the Executive Vice President to develop the escrow agreement.

D. COMMITTEE ON ALUMNI OPERATIONS (Attachment D)

1. It was moved by Brother Gibson, seconded by Brother Williams and unanimously approved to charter the South Florida Alumni Association as the South Florida Alumni Council.
2. It was moved by Brother Spisak, seconded by Brother Garvey and unanimously approved to accept the committee's ten recommendations for the 1995 Delta Beta Xi Award.

E. OTHER NEW BUSINESS

1. It was moved by Brother Gibson, seconded by Brother Garvey and passed 4-3 to award the 1995 Distinguished Merit Award to Brother John R. Kasich, Ohio State '73, Congressman from Ohio.


154. OLD BUSINESS


- A. It was agreed to maintain the Grand Council Conference Call on the first Thursday of each month at 4:00 p.m. Eastern Time. There will be no call scheduled for July or August. A call may be scheduled to follow up on the Community Building Workshop.

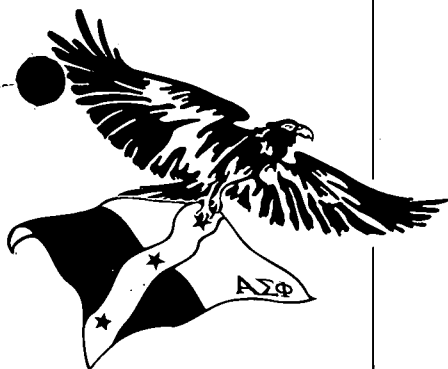
155. ADJOURNMENT

It was moved by Brother Spees, seconded by Brother Spisak and unanimously approved to adjourn the Grand Council Meeting at 9:00 p.m., June 23, 1995.

Respectfully submitted,

  
Stuart A. Spisak  
Grand Secretary

  
Steven V. Zizzo  
Executive Vice President



ALPHA SIGMA PHI  
FRATERNITY  
NATIONAL  
HEADQUARTERS

12 Lexington Boulevard  
Post Office Box 838  
Delaware, Ohio  
43015-0838

(614) 363-1911  
Fax (614) 369-1845

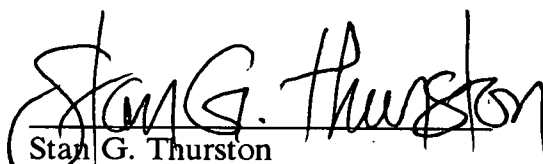
## SERVICE AGREEMENT

The Alpha Sigma Phi Educational Foundation agrees to make available its Computer System to Alpha Sigma Phi Fraternity, Inc., during the time period of 7/1/95 to 6/30/96 for the purpose of:

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

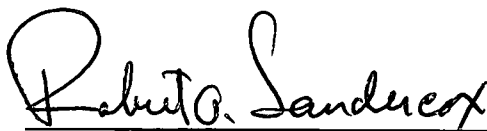
Alpha Sigma Phi Fraternity, Inc., agrees to pay the Alpha Sigma Phi Educational Foundation a usage fee of \$1,300.00 for these services.

Alpha Sigma Phi Fraternity, Inc. agrees to make available its leased office space to the Alpha Sigma Phi Educational Foundation during the time period of 7/1/95 to 6/30/96. For this, the Alpha Sigma Phi Educational Foundation agrees to pay Alpha Sigma Phi Fraternity, Inc. a usage fee of \$10,000 for these services. It is also understood that this does not include the lease and office expenses of the Alpha Sigma Phi Educational Foundation Capital Campaign to Alpha Sigma Phi Fraternity, Inc. which have been agreed to by budgetary processes.

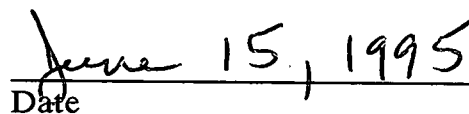
  
Stan G. Thurston

Grand Senior President  
Alpha Sigma Phi Fraternity, Inc.

  
Date

  
Robert A. Sandercox

Chairman  
The Alpha Sigma Phi  
Educational Foundation

  
Date

## **REPORT TO THE COMMITTEE ON EXPANSION**

This has been a banner year for expansion, with four staff-initiated projects resulting in three new colonies and one new interest group. This year has also seen the advent of Alpha Sigma Phi's first substance-free group, with the emergence of the Iowa State colony.

S. Alen McKnight, Jr. was hired as Alpha Sigma Phi's second Director of Expansion soon after the departure of D. Todd Harris. Al will work closely with Director of Chapter Services Olson throughout the summer on the continuing modification of our expansion efforts to yield positive results during the six weeks spent on campus.

### **A. Colonies and Interest Groups**

#### **Auburn University Interest Group**

Director of Chapter Services Olson spent six weeks this spring recruiting the men of this group. Eight men of high values, dedication to academic pursuits, and very dynamic personalities were chosen to become the first members of this group. All are living in Auburn over the summer and are spending much time preparing for their first recruitment period, where the next group of men will be chosen to put this group on the fast track to colonization. Olson will spend two weeks in early autumn to guide these men through their first rush, and train the officers and committee chairmen. Chapter Leadership Consultant Steadman will be developing a CAT for this group soon thereafter.

#### **Iowa State University Colony**

This group, made up primarily of residence hall advisors, was formed by Harris prior to his departure. This group is made up of high academic achievers, and men who are committed to remaining a substance-free chapter, both at chapter activities and in their house which will soon be built.

#### **Grand Valley State University Colony**

Grand Valley Colony continues to lead the way for the other fraternities on campus. This group has been extremely active in community service efforts, and in bringing the five-step rush process to the fraternity community. They were recognized as being the best new organization on campus; won the Greek Coat of Arms trophy for chapter excellence; had both the Greek Man of the Year and President of the Year in their colony; and had a member with the highest all campus individual GPA. This group will have satellite housing next year, with several members living in an apartment complex close to campus.

#### **Middle Tennessee State University Colony**

This group has experienced growing pains during the spring, due primarily to lack of alumni presence in the chapter. A visit to recruit members of the university and Murfreesboro communities will be necessary to guide this group on the road to chartering.

### **University of Massachusetts at Amherst (UMass) Colony**

This group has done very well in a difficult environment. Although the members of the group felt they could not remain a substance-free chapter, they have carved a unique niche by sponsoring responsible social events and maintaining good relations with the sororities. They also have been very committed to brotherhood development activities.

### **B. Future Plans**

**1995-1996** - Plans for the 1995-1996 academic year continue to take shape. We are currently planning to recolonize Theta Chapter at the University of Michigan in the fall of 1995 as well as Alpha Alpha Chapter at the University of Oklahoma in the spring of 1996. Proposals have been sent to the University of Charleston (WV); the College of Charleston (SC); the University of Georgia at Athens; and St. Cloud State (MN). There is also a possibility of returning to Baldwin-Wallace College, and creating a substance-free chapter.

Proposals were sent to and rejected by the following schools this year: Johns Hopkins University and Northern Kentucky University.

### **C. Housing Issues**

One challenge Alpha Sigma Phi faces in our expansion efforts is the lack of resources for housing. In order to be successful at the "flagship" campuses, e.g., Auburn and Georgia, some assistance must be provided for housing. The housing manual that will be distributed will be a nice starting point, but our chapters face a serious challenge in securing funding. Headquarters can help in the process of recruiting volunteers for the corporation board, but we can't help in the financial regard. The staff recommends that until there is a commitment on the part of the Fraternity to aid in housing financially, that we not pursue "flagship" campuses where housing is nearly always a requirement for survival; instead, the Fraternity should seek campuses where we can compete with the other fraternities that do not rely on housing as a drawing tool for new members.

### **D. Goals**

The Grand Council set two goals which have a direct impact on expansion. Our results are:

- Four groups were colonized during the 1995 Fiscal Year: Grand Valley State; Middle Tennessee State; UMass; and Iowa State. Murray State was chartered in October; Virginia Tech could have been chartered in May, but was postponed to coincide with a significant date to the chapter, but will still count as part of this year's goals; and Lindenwood, if approved, will be the third chartered group this year.

- The housing manual is being reformatted to improve readability and will be in printing by July 1.

E. Other

# REPORTS TO THE COMMITTEE ON UNDERGRADUATE OPERATIONS

## A. 1994-95 Statistics

Current Status:      47 Chapters  
                             6 Colonies  
                             3 Interest Groups

### Number of Chapters/Colonies/Interest Groups Previous Years

1988-89 .....	57
1989-90 .....	56
1990-91 .....	54
1991-92 .....	55
1992-93 .....	53
1993-94 .....	53
1994-95 .....	56

Year	Pledges		Per Existing Chapter/Colony		Initiates		Per Existing Chapter	
1989 - 1990	951	-3%	16.68	-5%	808	+8%	15.25	+11%
1990 - 1991	954	NC	17.66	+6%	766	-5%	15.02	-2%
1991 - 1992	878	-8%	16.26	-8%	750	-2%	14.71	-2%
1992 - 1993	800	-9%	15.69	-4%	771	+3%	15.42	+5%
1993 - 1994	682	-15%	13.37	-15%	632	-18%	13.17	-15%
1994 - 1995 (Projected)	859	+26%	16.21	+15%	590	-7%	12.55	-5%

Average Chapter/Colony Size	Size	Projected Number Initiates/Pledges	Returning
1989 - 1990	44	1990 - 1991	1,863
1990 - 1991	45	1991 - 1992	1,816
1991 - 1992	45	1992 - 1993	1,767
1992 - 1993	43	1993 - 1994	1,536
1993 - 1994	39	1994 - 1995	1,560
1994 - 1995	43	1995 - 1996	1,770

## **Introduction**

The spring academic term was punctuated with a string of successes for Alpha Sigma Phi Fraternity. Thanks to increased recruitment efforts, an aggressive expansion effort, and more timely and accurate reporting due to the Alpha Sigma Phi Visa card program for new members, pledging has increased by 26%. Although initiate reporting is down, there should be an increase after the fall, once this spring's pledges are initiated. On a positive note, the Fraternity did not experience the expected increase in disciplinary incidents during the spring, thanks in part to a challenge for an incident-free spring issued by the staff, and chapter leaders adhering more strictly to the risk management policies of the Fraternity. The first phase of the pilot program was completed at the end of March, and three new Chapter Services staff members were hired in a timely, efficient manner.

## **B. Chapters of Concern**

Five of the 12 chapters identified as chapters of concern have been removed from that status. They are: Cal-Berkeley; Presbyterian; Missouri Valley; Slippery Rock; and SUNY-Plattsburgh. This action is due in large part to very dynamic HSPs who have found ways to motivate their respective chapters, as well as a noticeable increase in the quality of men being pledged. Alumni involvement has also played a large part in the successes of Missouri Valley and Slippery Rock.

### **East Carolina University: Delta Eta Chapter**

Delta Eta received three visits from Chapter Leadership Consultant P. Andrew Hermansdorfer during this academic year. The chapter is beginning to show signs of improvement, as nine men were pledged in the spring. Chapter Leadership Consultant Steadman will begin the process of assembling a Chapter Advisory Team (CAT) for this chapter, as there is a significant level of concern among the alumni.

### **Rensselaer Polytechnic Institute: Beta Psi Chapter**

The signs of resurgence of Beta Psi have once again subsided, as no new members were pledged this spring. However, all nine men who were pledged in the fall were initiated in February, which points to a level of commitment to Alpha Sigma Phi among the new members. This chapter will receive an extended rush visit from Chapter Leadership Consultant Weaver in early autumn to focus solely on recruitment.

### **Lycoming College: Gamma Rho Chapter**

Although this chapter did complete a Community Building Workshop facilitated by FCE with an above-average level of participation, scholarship continues to be a major concern. For the thirteenth consecutive semester, Gamma Rho was below the all men's average, and for the fifth consecutive semester, was on academic probation (.2 below the all men's average). Although a minor increase was displayed from fall to spring (.0697), much more improvement is needed in this area. Director of Chapter Services Olson has been in contact with the HSP, HA, and Grand Chapter Advisors to redevelop the chapter's scholarship program.

**Oregon State University: Psi Chapter**

Psi Chapter's biggest shortcoming is the lack of members who are willing to do their share for recruitment. Several of the younger members of the chapter have gone above and beyond in their recruitment efforts, while the older chapter members have a variety of excuses for not doing their part. Ten men were pledged this year, compared to eleven last year, so there are signs of stability, but an extraordinary recruitment effort in the fall is necessary. The chapter already is focusing on the resident rushee program, where rushees live in the chapter house during rush before school starts, but it must fully utilize the five-step rush process if significant progress is to be made. To help accomplish this, a Chapter Services staff member will spend at least two weeks working with both Psi Chapter and Mu Chapter solely on summer rush efforts. A new Grand Chapter Advisor in the Corvallis area is also a priority.

**Loyola University: Delta Alpha Chapter**

After receiving four visits from the Headquarters staff during the past year, little has changed with Delta Alpha. A new Grand Chapter Advisor is being cultivated by Executive Vice President Zizzo, and the alumni corporation is making one last attempt to raise funds to avoid selling the house. However, the university handed down very severe sanctions after a disciplinary hearing was finally held in March for a September incident, which could ultimately force the alumni corporation to sell the house. Chapter Leadership Consultant Steadman will continue the process of developing a CAT for this chapter early this fall.

**The Ohio State University: Zeta Chapter**

Zeta Chapter has experienced a very tumultuous spring. A controversy involving a former HSP divided the chapter, and an HSP who seemed to be getting the chapter headed in the right direction abruptly left school after the winter quarter. In addition, the house is in very poor shape, and the alumni corporation is not in a financial position to make the needed repairs. Director of Alumni Services Grissom is working with Bruce Burns and members of the emerging Central Ohio Alumni Council to find a pool of volunteers to form a CAT for Zeta, with the intention of eventually replacing the current alumni corporation board.

**C. Chapters with Violations/Suspensions****Westminster College: Alpha Nu Chapter**

A membership review was held at the end of the spring academic term, due to continuing disciplinary issues with the chapter and its members. Four members are being recommended for probationary membership status and six are being recommended for suspension for one year. In addition, the chapter must complete eight sanctions. The Westminster College Greek Judicial Committees fined Alpha Nu \$2,000; restricted the chapter from having alcohol at any in-house functions; and took away fall recruitment privileges. The loss of the fall recruitment privileges is being protested by Headquarters and the Alumni Corporation, per the AFA/NIC Joint Resolution opposing recruitment restrictions as a disciplinary sanction. A CAT, headed by a new Grand Chapter Advisor, will be assembled this summer. The summary of this membership review is attached (Attachment A, pages 12-15). The staff feels that it is

very important that these recommendations be approved by the Grand Council. There has been a lack of individual accountability in this chapter for the past two years, and there have been no signs of this improving. It is hoped that these actions will result in the chapter dynamically increasing the levels of accountability and brotherhood in the chapter.

**Widener University: Gamma Xi Chapter**

A membership review, under the direction of Executive Vice President Zizzo, was held in mid-April after a year of disciplinary incidents. Three members were suspended and four were placed on probationary membership status. Eleven other sanctions were given to the chapter for completion, and Gamma Xi remains on probation through the end of the 1995-96 academic year.

**D. Chapter Visits**

Eight chapters did not receive a consultant visit during the 1994-95 academic year (Ohio Wesleyan; Missouri Valley; Marshall; Bowling Green; Lycoming; Lock Haven; Penn State; Miami); however, those eight did receive ample advisory support from alumni and staff personnel. Each of these groups will be given the highest consideration for a visit after the early fall visits are complete.

The Chapter Services staff has radically changed the purposes of consultation visits to better meet the needs of our chapters, colonies, and interest groups. Chapter Leadership Consultant Weaver will spend most of the time during his visits teaching chapters the five-step rush process, and helping chapter members develop more practical recruitment strategies to face the changing market of potential members of the Fraternity. It is expected that Weaver will spend the last week of the six week expansion program with the new interest group to teach rush skills, and aid in the training of the interest group members.

Chapter Leadership Consultant Steadman will focus on developing chapter advisory teams (CAT) for chapters, colonies, and interest groups. When there is more of an adult influence in the chapter, policy violations are less likely to occur, and undergraduates have the potential to develop a more meaningful fraternity experience through a mentor program, which ultimately will lead to stronger chapters. It is expected that Steadman will spend the first week of an expansion project developing a CAT for the new group, and will make follow-up visits throughout the year, leading up to the actual CAT training.

Director of Chapter Services Olson will aid in these efforts as necessary, but will focus on marketing the Community Building Program to undergraduate chapters, and spending time on-site during the workshops to act as a liaison between the chapter and the facilitators.

## **E. Colonies and Interest Groups**

### **Lindenwood Colony**

The only thing keeping the Lindenwood Colony from chartering is academic performance. If enough members do not have a qualifying G.P.A. for chartering after the spring academic term, it is the staff's recommendation that the colony be disbanded, and no further extensions for chartering be granted to this group.

### **Virginia Polytechnic Institute and State University Colony**

The Virginia Tech Colony will charter September 23, 1995.

### **University of Southern Indiana Interest Group**

After a minor infraction of the campus alcohol policy, the men of the USI Interest Group were handed several sanctions, and all were completed by the end of the spring academic term. They should be ready to submit a colonization petition by the end of the fall academic term.

### **Elmhurst College Interest Group**

Alpha Sigma Phi is proud to have a new interest group at Elmhurst College, made up primarily by members of the small on-campus community of the college. These men came together to create a group that could exemplify the true spirit of fraternity, without relying on alcohol. The group's primary founder is the son of an alumnus of the Beta Xi Chapter at Hartwick College.

## **F. The Community Building Pilot Program**

The first year of the pilot program is finally complete, with two chapters (Indiana and Lycoming) using the FCE model, and two chapters (Lock Haven and Penn State) using the Griffin model. Several issues are abundantly clear after the first year:

- The program needs to be better marketed to the undergraduates, as attendance at best was 50% for the workshops, and as low as 25% of chapter membership.
- The undergraduates will make a commitment to participate when the program is presented to them, but will hedge on those commitments and become apprehensive as the time for the workshop draws closer.
- The time commitment continues to be a major factor in securing participation, as many undergraduates can't or won't commit two or three days to complete the program, and the program is not designed for partial participation. For maximum effectiveness, 70% of the chapter needs to participate.
- Community Building can't be used to fix problems in a chapter; however, it can be used to increase the level of communication and cohesiveness among chapter members, which will lead to a stronger chapter.

- Volunteers need to be trained to facilitate the workshops, as the cost for professional facilitators, and their travel and lodging costs are the most expensive portion of a workshop budget.
- Alumni and CAT members need to be more involved in the Community Building experience if the alumni and CAT members are to maintain a presence and high level of effectiveness in the chapter.
- Poor and untimely response rates to the post-workshop evaluations has greatly hindered a comprehensive study of the program's effectiveness.

On the positive side, a few chapters have heard about the pilot program and may be interested in participating in the second year of the pilot phase. The following steps will be implemented for the next phase of the pilot:

- Testimonials will be garnered from members of chapters who participated during the first year of the pilot program.
- An eye-catching brochure will be developed explaining the program, as well as provide quotes from members who participated during the first year of the program.
- Chapters with a higher level of alumni involvement will be given priority consideration for participation.
- Director of Chapter Services Olson will contact HSPs individually to explain the Community Building program and process and gauge the level of interest.
- Director of Chapter Services Olson will travel to those chapters which are candidates for participation and explain the program to a full meeting of the chapter, new members, and interested alumni. A member from a chapter that has already participated will be present to provide a testimonial to the benefits of the program and to answer questions. Chapters would be given one week to decide whether or not they would like to participate.
- When a chapter is chosen to participate, they will be invoiced for a \$200 deposit; once the workshop is complete, and 70% of chapter members did indeed participate, \$100 will be refunded, and the other half will be refunded upon the completion of all evaluations. These chapters will also be recognized at the summer National Leadership Conference.
- If a chapter participates with 70% of chapter membership for the duration of the workshop, and evaluations are completed by those members in a timely manner, a 5% liability insurance discount would be credited to the chapter's account with the Fraternity.
- Director of Chapter Services Olson will be present from the Thursday before the program until its completion to ensure that all members who committed to

participate in the program do so. He will also act as the liaison between the chapter and the facilitators.

Seven questions were raised in the initial Future of Chapter Services Task Force Reports, and after the four pilot chapters, answers that reflect the situation at this point can be given.

1. *Can community be built in a weekend?*

Members of all four chapters did report that they felt a sense of community at the completion of their workshop.

2. *What are the effects of including advisors and not including them?*

An accurate answer cannot be given at this time, as only one alumnus of Indiana participated in the workshop. However, as was explained above, the group's advisors need to be a part of the process if they are to be fully utilized by the chapter.

3. *What are the effects of different retreat models and different facilitators*

The FCE model has not been appealing, due to the length of the program (three days) and the undergraduates' impressions of the facilitators. Although the Griffin model has not been criticized as much as the FCE model, what remains uncertain is whether or not the Griffin facilitators can train our staff or volunteers on their model, and whether they will be able to meet the demand of servicing our chapters on a rotating basis.

4. *What impact does the retreat have on chapter behavior (i.e., rush, community involvement, discipline, communication, etc.)?*

At the completion of the four workshops, there has been no discernable difference in any of these areas. However, the maximum effectiveness cannot be derived until a chapter participates with 70% of its members; this did not happen in the first four pilot chapters.

Another way to study the effectiveness of the program is by monitoring the progress that is made on goals set during the workshop. Each of the four chapters has reported making progress on the goals that were set, though they were not successful with each goal that was set.

5. *What kind of evaluation tools work?*

The current evaluation, which asks specific questions regarding chapter members' perceptions of the level of brotherhood in the chapter, is by far the most useful for measuring specific results, but there has been a definite problem in getting the evaluations returned in a timely manner. This year we will have the undergraduates complete the evaluations immediately at the conclusion of the program in order to have a more thorough evaluation of the program. The staff is also open to revisions of the current evaluation document and process.

6. *What kind of relationship will evolve between the Headquarters and facilitators, the Headquarters and chapters, and the chapters and facilitators?*

The relationship between the Headquarters and facilitators will be a consumer/supplier relationship for the next year, as we still don't have staff and volunteers trained to facilitate the workshops. After the final year of the pilot, if it is decided to more aggressively pursue Community Building as a service to the chapters, the facilitators will train our staff and volunteers. The relationship will then become more of a colleague relationship, and communication will be maintained to adapt the curriculum as necessary.

The relationship between the chapters and Headquarters should improve considerably, as undergraduates will most likely appreciate the Fraternity for providing such a powerful and unique program that will strengthen the brotherhood. However, the relationship will continue to be strained by the usual administrative tasks and disciplinary incidents. In summary, the relationship will improve, but it won't be a dramatic increase.

7. *Can volunteers be trained as facilitators?*

FCE sponsors workshops where facilitators can be trained. The Griffin model can be purchased for a fee.

In summary, after one year, several important questions have been answered, but at the same time, a greater number of issues have surfaced. The Fraternity is prepared to sponsor four more workshops and do anything within the staff's means to ensure that a thorough evaluation can be presented to the Grand Council in June of 1996. At that time, the staff will have specific recommendations concerning what the staff of Chapter Services should consist of in the future. Staff will also have a specific recommendation as to whether or not Community Building should be pursued as a service provided to our chapters. It would be premature to make any judgments in this regard at this time.

#### **G. National Leadership Conference 1995**

The Sesquicentennial Celebration of Brotherhood *Still Burning Strong* will be held August 9-13, 1995 at the Mills House Hotel in historic Charleston, SC. To date, 123 brothers have been registered. A phonothon to undergraduates in the Charleston area aimed at increasing registration will occur June 21. Postcards to all undergraduates were mailed June 14, encouraging them to register by July 1. A mailing to alumni within 200 miles of Charleston was also mailed, with a stamp encouraging them to register by July 14. The staff is very optimistic that we will meet the goal of having 300 brothers in attendance.

The educational portion of the program looks to be very exciting, with the staff taking a more active role in presenting sessions to the attendees. Society meetings will focus on brotherhood, culminating in a brotherhood event to be held on Friday.

**H. 1995 Presidents Academy of Leadership (PAL)**

The 1995 PAL was held January 20-22, 1995 in Charlotte, NC. All but seven chapters or colonies sent a representative, and one of those was due to weather-related matters. Of the six groups who were billed for costs incurred by the Fraternity, three groups have yet to pay this invoice. The staff would like to point out that this year's curriculum was unlike that of any other national fraternity's, exemplifying our commitment to providing cutting-edge programming to the undergraduates of Alpha Sigma Phi.

**I. 1996 Academy of Leadership (AL)**

The 1996 AL will be held January 19-21, 1996 in Charlotte, NC. A second representative of each chapter will be attending this year at the Fraternity's expense. It is the staff's recommendation that undergraduate delegates be surveyed in Charleston this summer as to their choice of who the second person attending should be, and why they came to that conclusion. This will be the third attempt to solicit feedback from the undergraduates in this regard.

**J. Risk Management**

As was stated earlier, the expected number of risk management incidents regarding alcohol violations did not materialize this spring. The staff feels this is due to a variety of reasons, including the staff's challenge to the chapters; chapters wishing to avoid the automatic 20% surcharge for a policy violation; colleges and universities issuing more severe sanctions for alcohol violations; and chapter leaders having more integrity in enforcing risk management policies.

It is the staff's goal to have 25% of the chapters participate in all three parts of the risk management incentive program (RMIP) next year. This will be accomplished by educating all HSPs, HEs, Grand Chapter Advisors, Alumni Corporation/Association Presidents, and CAT members. In addition, CATs will be trained to maintain a presence at chapter functions where policy violations are likely to occur. All male staff members will be trained to present qualifying workshops/seminars to chapters that qualify for the educational portion of the RMIP.

Although this was a successful spring in terms of the low number of risk management incidents, the educational effort cannot be scaled back due to the turnover of chapter officers and members. The staff wants to further the environment that fosters cooperation rather than relying on threatening tactics where risk management issues are concerned.

There has been a discussion among the NIC fraternities concerning the role of substance-free chapters in the Greek community. Substance-free chapters are defined as chapters which do not allow alcohol or illegal drugs, and in some cases tobacco products, to be present at chapter functions or in chapter housing. These chapters have

met various successes and shortcomings in the Greek community. For Alpha Sigma Phi, the only substance-free group that exists is the Iowa State Colony. This group has utilized this approach very effectively, and reports a high level of brotherhood in the chapter already, which is surprising for such a new group.

Supporting this concept is research by the Astin study of UCLA, which found that among 1994 college freshmen, 47% did not drink beer, almost double that of 1981 freshmen. This study is based on questionnaires collected from 460 colleges and universities nationwide.

Additionally, studies by the Fund for the Improvement of Post-Secondary Education (FIPSE) found that approximately one-third of entering college students would choose to live in substance-free residence halls, if offered.

It is the staff's perception that the substance-free concept cannot be effective at each campus where we currently have a chapter/colony/interest group. However, by the year 2000, the staff feels it will become more and more common for substance-free chapters to continually excel above their interfraternal peers, both scholastically and socially. Eventually the chapters that have lost sight of the values of our ritual and become mere drinking clubs will deteriorate to the point of closure if they do not realize the true intentions of the fraternity experience. The staff will continue to research this issue during the coming year, and have a more thorough report for the Grand Council in January, 1996.

There is also an initiative among NIC fraternities that will soon begin the pilot phase, which is known as Select 2000. A summary of this initiative program, and specific recommendations is enclosed as Attachment B, pages 16-18.

#### **K. Accomplishments**

The Chapter Services staff focused all this year on the goals of the Grand Council, as well as those goals set during the Chapter Services retreat in July, 1994. Below are highlights of our accomplishments:

- new chapter advisors were recruited for 16 of our chapters, colonies, and interest groups
- ending the academic year with 56 groups, exceeding our goal by five
- assisting in the successful implementation of the Visa card program
- offering cutting-edge programming, such as PAL and the community building program
- updating all handouts and resources provided to the chapters, colonies, and interest groups

- revising the training program for the Chapter Services staff, and finding more opportunities for staff to be included in some sessions

## L. Goals

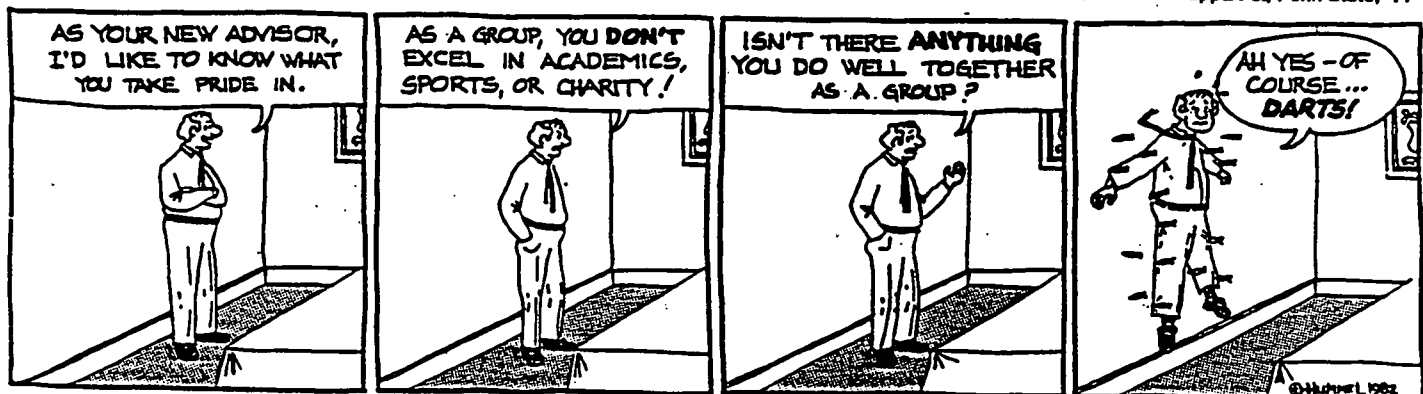
The Grand Council set several goals which had an effect on Chapter Services.

- Concerning the Community Building Pilot Program, all four programs were completed by March 31. A plan for improving participation in the next four workshops is included in this report.
- Chapter Services staff members played a crucial supporting role in getting the accounts receivable problem under control, with several payments being collected during chapter visits, and staff members contacting undergraduates to setup promissory notes, or to remind chapters when a payment was delinquent.
- The credit card program has been fully implemented, thanks in part to education of chapters about the program during visits, and through communication when reporting appeared to be deficient.

## M. Other

### FRATERNITY ROW

John F. Hummel, Jr.—Phi Kappa Psi, Penn State, '77



## REPORT TO THE COMMITTEE ON FINANCE

### A. Accounts Receivable Overview

The staff focused a tremendous amount of effort on the high priority of accounts receivable. As stated by the Grand Council, the financial goals are:

*To take control of the accounts receivable problem including the timely reporting of accurate membership roles and the timely collection of bills from chapters and undergraduate members. The specific goal is to reduce the "bad accounts" balance for FY '95 to \$10,000.*

*Secure all past accounts receivable on a promissory note (not to exceed two years in length and/or past December 1996) or by liens on property. To be done by June 30, 1995.*

We worked every day on accounts receivable and feel most of the chapters that owe the Fraternity money are working diligently to correct the situation. Procedures have been put into place to make this goal attainable. With the implementation of the credit card program this year, we know that 1994-95 will show improvement. (There is more on the credit card program below.)

A pre-audit meeting with the auditors indicates that the Fraternity will show marked and measurable improvement in its financial condition. The goal of reducing "bad accounts" balance to \$10,000 will be met as the projected amount is \$5,000. As of the writing of this report, only four groups (out of 56) owing more than \$150 are not on a promissory note.

In collection, the specific accomplishments are:

35/48 chapters submitted membership reports on time (73%)  
Projected "bad accounts" balance will be less than \$10,000

<u>1994-95</u>	<u>Billed</u>	<u>Uncollected</u>	<u>Collection Rate</u>
Chapter Dues/Fees	\$ 89,940	\$15,589	83%
Pledge & Init. Fees	134,940	4,726	96%
<u>Insurance</u>	<u>132,304</u>	<u>13,449</u>	<u>90%</u>
Total	357,184	31,038	91%

Three main reasons for our success in collecting 91% of all dues, fees and insurance are: 1) giving chapters who reported their October numbers on time a five percent discount on their liability insurance premium, 2) billing and following up with chapters at the start of each term when the cash flow is positive at the chapters and 3) persistent

follow-up on promissory notes. Currently, all but \$1,882 of the \$31,038 outstanding in 1994-95 is covered by promissory notes.

The unpaid amounts for pledges and initiates are carryovers from last year and are not part of the credit card program.

At June 30, 1994, we had total chapter receivables (not including alumni obligations) of \$114,631. As of May 31, 1995, we have total chapter receivables of \$63,268. Even though the numbers have not decreased dramatically, it does show that chapters are paying old debt and still keeping current with this year's charges. It should be noted that in a pre-audit meeting, the auditors left with a very favorable impression of the improved financial condition of the Fraternity.

**B. 1994-95 Budget Review**

The approach to the current fiscal year budget was to be realistic. While some income items were off the mark, total income from undergraduate dues and fees exceeded the revised budget by \$4,765. This includes amounts being billed to credit cards in June but are not reflected in the budget of 5/31/95. While projecting conservative figures for these line items, a cooperative approach by the staff places a great deal more trust in the chapter's reporting of these statistics.

Income which was expected from Merchandise fell considerably short. This will improve in 1995-96 as the credit card program will continue to provide increased revenue as well as other programs listed under item F of this report. Additionally, the Educational Foundation will grant \$37,000 above the budgeted amount, thereby fully funding all of the Fraternity's educational programs (Attachment A, pages 7-21).

Certain program expenses have gone over budget as you will see. Be assured that every effort is made by the staff on a daily basis to control costs and utilize resources in the most efficient manner.

May 31 figures for the 1994-95 budget are enclosed for review in Attachment B, pages 22-26.

**C. 1995-96 Budget Preview**

Enclosed with the current year budget is the 1995-96 budget in its new format. Items included in the projections are the National Conference in Charleston, adding e-mail, expanding PAL to the Academy of Leadership, and enhancing Chapter Leadership Consultant benefits to make the positions more competitive.

The new format provides some interesting information such as the percentages of dollars that go to overhead and chapter services. Currently, chapter services and expansion, money which goes directly into undergraduate programming, totals 65.2% while the overhead or fixed expenses have now dropped below 25% to 24.9%. As this

is a completely new budget format, some adjustments may be needed as the year moves along.

Total personnel expenses, an item closely scrutinized this past year, totals \$189,877 or 28.3% for the Fraternity. The total personnel expenses for the Foundation is projected to be \$123,000 or 22.3%. The total for both organizations is \$312,877 for 1995-96. This compares to \$390,000 which was our original cost before personnel cuts began. The total reduction amounts to 20% of \$390,000.

This new budget was approved on a Grand Council Conference call and is included as Attachment C, pages 27-29.

#### **D. Liability Insurance**

Lloyds of London increased our liability insurance premium this year by 5% based upon a review of reserves. The 5% increase coupled with a decrease by 250 of the number of members, required us to increase our last year's base line figure of \$70.50 per man to \$80.00 per man this year. The liability premium last year was \$71,800. This year it is \$75,390. The chapters were billed a total of \$132,304 this year versus \$134,283 last year. The additional collected is to cover the \$40,000 deductible, crime bond, directors and officers liability, and Headquarters premiums.

Surcharges for risk management violations were applied to two chapters. Chapters that did not have their insurance premiums paid by January 15 and did not have a promissory note set up for payment, were to be assessed an additional 10%. No chapters were in this category.

We have requested and received a change in the due date for our insurance policy next year. The due date will be February 1 which should help those chapters who wait until the second semester to collect their insurance fees from their members.

Current known lawsuits include:

<u>Location</u>	<u>Date</u>	<u>Incident</u>	<u>Amount</u>
Lehigh	03/16/91	slip & fall	\$40,000
Findlay	10/25/93	hazing/injury	90,000
Indiana	11/11/93	hazing/injury	30,000
Purdue	04/17/94	rape	100,000

#### **E. Revenue Generation**

Many companies contact the Headquarters each year with a revolutionary product that will allegedly provide hundreds of thousands of dollars for Alpha Sigma Phi with little or no effort. All too often, though, the promises are erroneous and the products are not of interest to our Fraternity. The staff works hard to evaluate each item and

determine potential returns based upon investment of time and money as well as benefit to our members. The following lists our current endeavors:

Merchandising. In April, the staff fired Spirit Recognition for failure to meet deadlines, pay royalties on a timely basis, and for supplying minimal merchandise at the Convention in Chicago. The new official sportswear company is Greek Unlimited of Indianapolis, IN. The company will have a catalogue printed by conference and will have a special line of Sesquicentennial items for sale at the conference. They have been informed to have plenty of merchandise on hand.

Credit Card. The earnings for the first three quarters from Fifth Third Bank are \$7,953. This is based on \$5-\$10 per new account, plus 5% of finance charges generated by account holders.

Undergraduate Calling Cards. Through the National Interfraternity Conference, fraternities can sign up to issue pre-paid calling cards to the undergraduates. In this program, students or their parents set up the card as they wish. The chapter receives a 10% royalty while the national fraternity receives a 4% royalty. This program is still in its initial stages so results will not be expected until the 1995-96 year.

Additional Areas. Litwack Travel Agency will continue making royalty payments to the Fraternity. Litwack is the official travel agency of Alpha Sigma Phi. We receive a 3% royalty on all tickets issued to any Alpha Sigma Phi member.

Long Distance. Brother Gibson investigated the possibility of using a company to market an affinity service to alumni. Through his analysis, he recommended not pursuing the program. Minimal financial return as well as negative impressions of alumni were cited as the major factors.

#### **F. Housing Money**

Oklahoma Housing Situation. The debt of the Oklahoma Housing Corporation totals \$47,956. The chapter house was sold in June and the money placed in their bank account. The corporation president has been slow to make any effort to repay the amounts owed, and giving up control of the money which may eventually help the corporation purchase another chapter house.

Alpha Sigma Phi of Philadelphia. When the Omicron Chapter closed at the University of Pennsylvania and the house was sold, the housing corporation deposited the money in a bank and left it. The alumnus who controls this money has contacted the Headquarters to see about turning it over to avoid further tax problems. We have worked with him to have the old tax forms filed and are in the negotiation stages of having the money turned over to the Headquarters in escrow. The total amount will be approximately \$100,000.

This money would be kept by the Fraternity and returned at a time when Omicron Chapter is reactivated.

**G. Electronic Mail**

The Fraternity is in the process of going online to the Internet. The staff will train on June 20 in Cincinnati, Ohio at the offices of Hamilton Claremont Cooperative Association (HCCA) which will serve as our onramp to the Internet. The staff will have some time to become acquainted with using the system before the school year begins.

**H. Credit Card Program**

The credit card program for new members has worked extremely well. We have over 1000 members on the system. Twenty accounts (out of 647) totaling \$4782 (compared to \$94,230 charged) have been written off by the bank since the program's inception. When notified of the chargebacks, we send invoices to the individuals as well as the chapters involved. We are in the process of securing a collections agency to help us recoup this money.

We continue to educate our pledges on the responsible use of credit cards and have developed a two-page fact sheet to be attached to each application going out this fall.

The affinity portion of the credit card had generated \$7953 by the end of April. We expect the total for this fiscal year to be \$9-10,000.

We are canvassing chapter presidents as to whether they think we should collect liability insurance via the credit card program. Initial feedback shows that they are in favor of handling insurance this way.

Other fraternities have heard about our cutting edge program and a few are pursuing it with their organizations. Glen Olson will address the topic at the upcoming meeting of the Fraternity Executives Association in July.

**I. Protection of Marks**

The Fraternity is working with Robert Wade whose firm can do the legal protection paperwork. The cost for protection of the name, Greek letters, coat of arms and phoenix is expected to be approximately \$2,000 with a cost of about \$500 for each additional mark.

**J. Volunteer Recognition Vouchers**

A voucher was designed to recognize alumni who contribute not only time but also expenses out of their pockets in their volunteers efforts (Attachment D, page 30). This voucher was sent out to twelve volunteers who would be likely candidates to use it. Their feedback will be reported at the Grand Council meeting.

**K. Other**

## REPORT TO THE COMMITTEE ON ALUMNI OPERATIONS

### A. Annual Loyalty Fund

It has once again been a very challenging year for the Annual Loyalty Fund. Along with the normal challenges in raising more money than the year before, there has been a change in the staff member responsible for the fund. Additionally, a special campaign for the Ralph Burns Fund and the Capital Campaign have added to the challenges of maintaining quality support to the Annual Loyalty Fund. We feel extremely confident that we will once again surpass expectations in several areas.

The spring phonothon was broken down into two levels, the first level being the "Current Donors" (brothers who donated last fiscal year, but had not donated as of yet this year). This group was contacted by undergraduate and alumni brothers in the traditional phonothon fashion from Headquarters.

- Over 300 pledges were secured for a total exceeding \$30,000.
- To date over 60% of the money pledge has been received, \$18,840.
- Average gift from this group hit an all time high of over \$90.00.
- Cost per dollar raised for this portion of the phonothon was only .09¢, and falling.

This effort in conjunction with written and other appeals executed by the Headquarters staff, has resulted in a combined total of over \$92,400.00 being received as of May 31, which is an average gift of \$78.37, but more importantly a cost per dollar raised of only 16¢.

The second level of the phonothon being the "Lapsed Donors" (brothers whose last donation was prior fiscal year 1992-93) and "Never Donors" (brothers who, for whatever reason have never supported the Educational Foundation). This is the group of men that is costly to bring back into the fold or acquire from the "Never Donors" status. A professional telemarketing firm, that had been used previously, was contracted to call this group. The success of this company appears to be high and should be considered next year for additional work if fulfillment continues to improve.

- Over 1,150 pledges were secured for a total exceeding \$47,000.
- To date 57% of this money pledged has been received, over \$27,200.
- Average gift from this group is lower unfortunately, but still good, \$40.74.
- Cost per dollar raised is higher, but tolerable for 620 renewed or acquired donors.
- The net income projected from this project should be over \$10,000.00.
- Largest benefit from this project—currently over 620 "Never Donors" and "Lapsed Donors" can now be considered "Current Donors." Two brothers from this group donated at the \$500.00 level.

Total dollars raised by the Educational Foundation 7/1/94 - 5/31/95:

\$ 92,445	Annual Loyalty Fund
21,633	Endowment Gifts
9,402	Ralph Burns Monument
<u>9,035</u>	Other Gifts

132,515      TOTAL

One of the areas the Annual Loyalty Fund Advisory Committee will be focusing on is the "Young Alumni" and "Recent Graduates." These are brothers who, in the recent past, we have not been very successful bringing into the ranks of supporters of the Educational Foundation, but a group that is growing every year. Several efforts are under various degrees of development to encourage participation from this segment of the brotherhood, and are as follows:

- Senior packets: The updated version will now include tips on job search, resumes, and interviewing tips as well as all aspects of alumni involvement after graduation.
- Senior Certificates: These will mark the official recognition by the Fraternity of the brother's graduation and alumnus status. They will now arrive prior to the Senior Service, to be presented to the brother during this ceremony. This will contribute to the significance of the ceremony and add a sense of formality and tradition.
- New Senior Gift Club: "The G.O.L.D. Circle" (Graduates Of Last Decade). This asks ALL seniors to donate twenty dollars (the price of a pizza and a couple of sodas) a year, for at least three years. At the end of this three year commitment, they would be asked to upgrade their gift. The goal of this program is to start and perpetuate the habit of giving on an annual basis of every graduating senior. By the tenth anniversary of his graduation he should be at the "Anniversary Club" level of giving.
- New Direct Payment Option: "The Oak Wreath Club" is a payment option which hopefully will be attractive to younger alumni. It is a form of direct account debiting. The utility companies have broken the ground on this form of payment. Most younger people view it as a convenience and we should stress this aspect. This allows the graduate just starting out to budget \$13 a month, and still donate at the Anniversary Club level, without ever writing a single check. Once the brother is signed up, the annual cost of his \$150.00 gift is just \$1.77, which includes the price of the transactions, thank you letter, and the stamp. This reduces the cost of dollar raised on this program to a mere .01¢. The Delaware County Bank offers this service with NO set-up fee, and they will provide the software.

These ideas, combined with others provided by the committee, should increase new donors by 250 each year. At the end of the ten years, we could conceivably double our current number of annual donors to well over 3,000, and achieve a goal of \$250,000.00 in annual giving.

## Annual Loyalty Fund

# of Donors		Gross Receipts	Expenses	Net Receipts	Average Gift	Cost/Dollar Raised
1988-89	2,390	\$134,745	\$45,811	\$ 88,934	\$56.38 (+ 14%)	.34
1989-90	3,142 (+ 31%)	166,780 (+ 24%)	72,938 (+ 59%)	93,842 (+ 6%)	53.08 (- 6%)	.44 (+ 29%)
1990-91	2,787 (- 11%)	167,922 ( 0%)	70,785 (- 3%)	97,137 (+ 4%)	60.25 (+ 14%)	.42 (- 5%)
1991-92	2,958 (+ 6%)	180,359 (+ 7%)	67,114 (- 5%)	113,245 (+ 17%)	60.97 (+ 1%)	.37 (- 11%)
1992-93	1,850 (- 37%)	143,763 (- 21%)	36,455 (- 46%)	107,308 (- 5%)	77.71 (+ 17%)	.25 (- 32%)
1993-94	1,842 ( 0%)	149,175 (+ 4%)	31,417 (- 14%)	117,758 (+ 10%)	80.99 (+ 4%)	.21 (- 16%)
05/31/92	2,790	160,183	62,770	97,413	57.41	.39
05/31/93	1,644 (- 41%)	118,436 (- 26%)	34,426 (- 45%)	84,010 (- 14%)	72.04 (+ 25%)	.29 (- 26%)
05/31/94	1,737 (+ 6%)	127,377 (+ 8%)	28,971 (- 16%)	98,406 (+ 17%)	73.33 (+ 2%)	.23 (- 20%)
05/31/95	1,618 (- 6%)	109,682 (- 14%)	26,522 (- 9%)	83,159 (- 15%)	67.79 (- 8%)	.24 (+ 4%)

### B. Capital Campaign

Shortly after the National Leadership Conference, Robert Miller agreed to be the Chairman of the Campaign. He is supported by several volunteers as Vice Chairmen. These include Kevin Garvey, Larry Spees, Robert Sandercox, Tom Wajnert and Richard Gibbs.

The Campaign was publicly launched at the Sesquicentennial Kickoff on December 10, 1994. To date, pledges and gifts total more than \$750,000 toward the goal of \$3,000,000.

The goal is divided up in three segments: \$1,000,000 for endowment, \$1,000,000 for annual fund, and \$1,000,000 for planned giving.

In a recent meeting with Campaign Chairman Bob Miller and Consultant Bob Simonds, it was agreed to focus efforts with a handful of volunteers to complete some of the major gift solicitation in time for the National Conference. The Foundation President will be spending a majority of his time on the Campaign and travelling specifically for solicitation. The following campaign goals were established at their meeting:

Trustee Meeting, May 15, 1995	\$ 950,000
Grand Council Meeting, June 24, 1995	1,150,000
Summer Conference, August 9, 1995	1,500,000

The Campaign video is completed and distribution has begun. It has helped in conveying the message of the Capital Campaign. The major Campaign brochure is in production and will be ready shortly.

### C. Sesquicentennial Celebration

The moment we have all been waiting for is almost upon us, the Sesquicentennial Celebration, and the staff is crossing all the "t's" and dotting all the "i's" in final preparation for our arrival in Charleston, this August.

Currently there are 123 brothers registered, and progressing. The attendance figures are as follows:

78	Undergraduate brothers (42 Delegates and 36 Non-Delegates)
19	Alumni brothers
16	Grand Council & Trustee members
10	Members of the Staff
<u>22</u>	Guests, Spouses, & Family members.
145	Total of all attendees

#### **SCHOLARSHIPS:**

Twenty scholarships of \$150.00 each, and eight scholarships of \$300.00 each have been awarded to undergraduates thus far. Thanks to the generosity of the Sesquicentennial Scholarship Fellows, an additional nine scholarships of \$150.00 and one scholarship of \$300.00 will be awarded, with yet an additional 10 scholarship of \$150 pending on fulfillment of pledges. Other avenues are being taken to encourage further attendance by undergraduates and alumni brothers alike, and the goal of 300 brothers appears to be obtainable.

#### **BOOK SALES:**

The book, *Louis Manigault, A Gentleman from South Carolina*, arrived at Headquarters on June 13, and all of the 60 orders were shipped that afternoon. Further book sales have slowed, however within the last two weeks over 13,000 pieces of direct mail have been sent both to donors to the Foundation and alumni brothers who purchased the alumni directory back in 1990, and sales have started to increase on a daily basis. The budget figure of 1000 copies may not be reached by August 9, the start of the Celebration, however this goal should easily happen soon after that date. If desired sales quotas are not met by the end of August, a phonothon to the alumni directory buyers should be used to generate sales and meet expectations.

#### **SESQUICENTENNIAL PINS:**

As recommended by the Sesquicentennial Celebration Committee, a commemorative lapel pin was designed and commissioned to mark this milestone in the Fraternity's history. Legacy, the official jeweler of the Fraternity, has produced and delivered 250 of these special pins, which are now ready for purchase. The price of the pin is \$25.00 and if all are sold at this price the revenues generated would be in excess of \$4,200.00. This is above and beyond the cost of producing the product. Some of these may be used to encourage upgrading of donors of the Annual Loyalty Fund, but this number may be limited. The current plan is to produce only these 250 currently on hand, so when they are gone, they are gone. This adds to the value of the pin, and incentive to buy now.

### **SESQUICENTENNIAL SPORTSWEAR:**

As of May 1, 1995 Alpha Sigma Phi has a new sportswear supplier, Greek Unlimited located in Indianapolis, Indiana. This departure from Spirit Inc was a result of many factors some of which were failure to meet deadlines, pay royalties, and to supply adequate merchandise at the National gatherings. This positive move now enables the Fraternity to purchase its sportswear, and ritual equipment (due to the closing of Ihling Brothers) from a single supplier. This company is also in joint venture with Legacy, the official jeweler of Alpha Sigma Phi, and we may, one day, have a single catalog for a truly "One Stop Shopping" situation. In the meantime Greek Unlimited will produce the Sesquicentennial Sportswear and gifts.

### **D. Alumni Councils**

Chartered alumni councils and alumni corporations have become more active over this past year, providing a positive avenue for alumni to get involved with the Fraternity. Enclosed as Attachment A, is the official request for recognition from the South Florida Alumni Association. All documentation is in order, and dues have been received. The staff recommends approval of this group, and if approved, the South Florida Alumni Association will be the eighth chartered alumni council in Alpha Sigma Phi. Currently the Fraternity has seven chartered alumni councils with petitions from six additional groups under various stages of completion. All of these should be submitted for approval prior to the 1996 Convention. The groups are:

- Central Ohio Alumni Council
- New Jersey Alumni Council
- Western Kentucky Alumni Council
- Northern Illinois Alumni Council
- Southeastern Ohio Alumni Council
- South Carolina Alumni Council

We have also had inquiries, and have sent information, as to the formation of alumni corporations in the support of the following undergraduate chapters:

- Alpha Tau II, Franklin & Marshall
- Beta Mu, Wake Forest
- Delta Mu, William Paterson

**E. Manuals**

When the Fraternity developed the "New Look," one of the goals was to have all publications produced by the Fraternity to have a consistent appearance, both in format and style. The Alumni Council Manual, Alumni Corporation Manual, and the Alumni Relations Officer's Manual have all undergone this "updating" process and conform to the new format. The content of these manuals has also been slightly updated to reflect current terminology and the direction of the Fraternity. While this is a never ending process, we are very pleased with these latest editions. Copies are available for your reading pleasure.

**F. National Alumni Awards**

National awards are a way for the Fraternity to recognize those brothers who have provided exceptional service to Alpha Sigma Phi or to their community/profession. The list of brothers who have received awards are plentiful yet distinguished. The nominees for this year's awards are as follows:

**Distinguished Service Award**

Dr. John Blackburn, Missouri Valley '49  
(approved June, 1994)

**Distinguished Merit Award**

Rep. John R. Kasich, Ohio State '73

- Seventh term representing Central Ohio 12th District House of Representatives
- Current Chairman of the House Budget Committee
- Past member of the House Armed Services Committee
- Winner of the Watchdog Treasury Award

**G. Delta Beta Xi Award**

The Sesquicentennial class of nominees for the Delta Beta Xi Award are all outstanding brothers in their own right. Unfortunately, only 10 brothers can be honored per year with this award. The recommendations for this year's awards are as follows:

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**July 7, 1995  
Delaware, Ohio**

156. The conference call meeting of the Grand Council was held at 3:00 p.m. on Friday, July 7, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Secretary Stuart A. Spisak, Grand Treasurer Kevin J. Garvey, Grand Marshal Robert G. Cabello, Grand Councilor John B. Gibson, Jr. and Grand Councilor Mark Williams. Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom, Director of Expansion S. Alen McKnight, Jr., Chapter Leadership Consultant Stuart L. Steadman, Chapter Leadership Consultant Michael A. Weaver and Vice President for Administration Beverly J. Moody.
157. On behalf of the Undergraduate Operations Committee, it was moved by Brother Williams and seconded by Brother Spisak to no longer use the FCE model for the Community Building Program. After considerable discussion of the negative impressions left by FCE and what was being accomplished, the motion was approved 5-0.
158. It was moved by Brother Williams and seconded by Brother Spisak to ask Jonathan Burns to conduct two pilot programs this year as well as requesting Griffin to do two revised pilot programs. The motion was approved 5-0.
159. Glen Olson updated the Grand Council on the selection of co-chairmen for the 1996 National Leadership Conference & Convention in St. Louis, Missouri. In accordance with his recommendations, it was moved by Brother Gibson, seconded by Brother Spisak and unanimously approved 5-0 to appoint Mark Still, Washington '75, and Andrew Barrett, Illinois Tech '89, as Co-Chairmen for the 1996 National Leadership Conference & Convention.

At this time Robert G. Cabello joined the call.

160. The Grand Council discussed goals for 1995-96 at great length and designated goals as committee or Grand Council goals. "Develop and Approve Grand Council Policies by December 31, 1995" was added.
161. It was moved by Brother Garvey, seconded by Brother Cabello and unanimously approved to accept the Grand Council goals for 1995-96 in their revised format (Attachment A).
162. Scott Grissom informed the Grand Council it was time to begin work on the alumni directory. The Grand Council asked that other bids be sought to ensure competitive pricing for alumni.

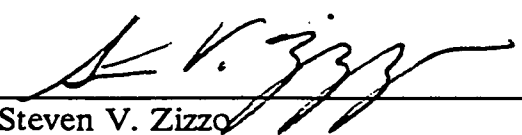
Minutes of Grand Council Conference Call  
July 7, 1995  
Page 2

163. Brother Thurston asked the Grand Council to provide feedback on the "vision" statement of long term goals to him by July 31.
164. Steve Zizzo informed the Grand Council that letters have gone out to volunteers and major donor prospects. Follow-up calls will take place.
165. Brother Williams informed the Grand Council that there were fewer applicants for scholarships this year.
166. Adjournment: There being no further business brought before the Grand Council, the conference call was adjourned at 3:43 p.m.

Respectfully submitted,

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Stuart A. Spisak  
Grand Secretary



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Steven V. Zizzo  
Executive Vice President

**Grand Council Goals  
1995-96**

1. By June 1996 the Grand Council will decide upon a plan of action for the Community Building program.
2. By June 1996, at least 20% of chapters, colonies, and interest groups will have a CAT in place and functioning.
3. Retain a minimum of 95% of our current chapters during 1995-96 school year. (Staff)
4. Establish a Task Force of members from Grand Council & Educational Foundation to discuss a housing program. Task Force named by 10/1/95. Report to Boards by June 1996. (Garvey)
5. Explore and identify at least 2 merger possibilities with men's fraternities by January 1996. (Cabello, Zizzo, Thurston)
6. To resolve financial situation between Oklahoma alumni and National by October 1, 1995. (Zizzo)
7. Maintain current accounts receivable at a collection rate of 95% by June 30, 1996. (Staff, Finance Committee)
8. Present recommendation regarding Headquarters office space (short term) by January 1996. (Thurston, Staff, Finance Committee)

Carry over goals from 1994-95:

9. To successfully carry out the capital campaign to \$3,000,000 by June 1996.
10. To put the constitutional revisions in final form by the end of January and forward to the chapters for their consideration. (Zizzo)
11. Develop and approve Grand Council policies (Finance/Undergraduate Operations/Expansion/Personnel) by December 31. (Gibson)

**Alumni Operations Committee Goals  
1995-96**

1. To identify (acquire & renew) a pool (database) of 150 volunteers, and get them actively involved to support programs (CAT's/GCA's, special projects, etc.) by June 1996. Staff to identify, prioritize and implement programs.

**Undergraduate Operations Committee Goals  
1995-96**

1. A comprehensive new member education strategy will be developed for implementation at the 1996 NLC&C by June 1996.
  - New Member Education (6 weeks) Curriculum June 1996 for Grand Council review.
  - Ralph F. Burns Education Program Curriculum for Grand Council review.
2. The Scholarship Committee will develop a plan to promote higher GPA's and higher graduation rates among undergraduates by June 1996. More detailed goal by January 1996.
3. Provide avenues that will emphasize the importance of CCI and their service projects by organizing a national philanthropic committee by January 1996. The committee will structure an activity based program for Grand Council approval by June 1996.
4. Continue and promote leadership training through national, regional and Alpha Sigma Phi programming by having undergraduate representation at each of these events.

**Expansion Committee Goals  
1995-96**

1. Successfully establish colonies by June 30, 1996 at: Auburn, Elmhurst, USI, and Michigan. Successfully establish chartered chapters by June 30, 1996 at: Grand Valley State University, Iowa State, UMass, and Middle Tennessee State University. (McKnight)
2. Successfully establish at least 3 interest groups by June 30, 1996 that would be colonized by June 30, 1997. Detailed action plan to be discussed. (Staff)
3. To perform a complete review of expansion criteria. Present as a proposal to the Grand Council by January 1996 meeting. (Garvey)
4. Explore and identify affiliation with local fraternity chapters on 3 select campuses by June 30, 1996. (Cabello, McKnight)

**Finance Committee Goals  
1995-96**

1. To establish a system to track and record aging a/r by January 1996. (Finance Committee, Staff)
2. Secure all debts on promissory notes not to exceed December 1996.

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**September 11, 1995  
Delaware, Ohio**

167. The conference call meeting of the Grand Council was held at 12:00 p.m. on Friday, September 11, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Secretary Stuart A. Spisak, Grand Treasurer Kevin J. Garvey, Grand Marshal Robert G. Cabello, and Grand Councilor John B. Gibson, Jr. Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom and Vice President for Administration Beverly J. Moody.
168. Stan Thurston reported on the input he has received on the Vision Statement and took verbal comments on the call. He will compile the input and redistribute to the Grand Council for discussion.
169. After lengthy discussion, the Grand Council agreed that the 1996 National Leadership Conference & Convention could begin on Wednesday evening, August 14, pending final budget and program approval.
170. After lengthy discussion, it was moved by Brother Spees, seconded by Brother Garvey, and unanimously approved to invite the pledge educator of each chapter as the second delegate to the 1996 Academy of Leadership.
171. Kevin Garvey updated the Grand Council on the activities of the Finance Committee. The Oklahoma Alumni have agreed to repay the principal of \$26,645.52 by September 22 and will submit a proposal to financially support the expansion efforts at Oklahoma. The audit will be mailed to the Grand Council for review and discussion on the next conference call.
172. It was moved by Brother Garvey, seconded by Brother Cabello and unanimously approved to extend a line of credit to Gamma Chi Chapter Housing Corporation for \$26,000 according to the following terms: members begin signing three year contracts to live in the chapter house; \$2,400 will be extended for each new contract produced in 1995-96; repayment will be completed by December 31, 1997; a lien will be placed against the house for the amount of the loan; and a five year financial plan and cash flow projection must be submitted. (Attachment A).
173. John Gibson updated the Grand Council on the policies he was developing and the fax which he sent to each Grand Council member. He requested feedback from the Grand Council by October 4.

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October 5, 1995  
Page 3

192. Glen Olson updated the Grand Council on expansion projects. Shawnee State University in Portsmouth, Ohio will be the next expansion project undertaken by the Fraternity.
193. The next conference call will be held at 4:00 p.m. Eastern Time on Thursday, November 2, 1995.
194. It was moved by Brother Garvey, seconded by Brother Spisak and unanimously approved to adjourn the conference call at 4:57 p.m.

Respectfully submitted,

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Stuart A. Spisak  
Grand Secretary




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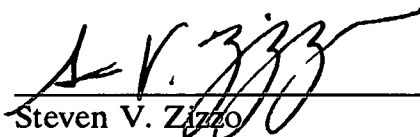
Steven V. Zizzo  
Executive Vice President

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September 11, 1995  
Page 2

174. It was moved by Brother Garvey, seconded by Brother Cabello and unanimously approved to affirm John J. MacDonald, A. Herbert Sandwen, and Fred Eydtt as Educational Foundation Trustees.
175. The Grand Council established the next conference call at 3:00 p.m. Eastern Time on October 5, 1995.
176. Adjournment: There being no further business brought before the Grand Council, the conference call was adjourned at 12:53 p.m.

Respectfully submitted,

  
Stuart A. Spisak  
Grand Secretary

  
Steven V. Zizzo  
Executive Vice President

August 25, 1995

Steven V. Zizzo, Executive Vice President  
Alpha Sigma Phi National Fraternity  
12 Lexington Blvd.  
Delaware, OH 43015

Dear Steve:

Thank you for the spending time with me to discuss the current situation with the Gamma Chi Chapter in Bloomington.

As you are aware, the university has raised the breakage fee for someone to leave the dorms to 60% of the student's remaining contract. Unfortunately, we did not have any time to brace for this increase. We were first made aware of the possible increase in April and it was passed by the Board of Trustees in May. The new breakage fee equates to roughly \$2,400 for a full year contract. The current financial situation of the chapter and the building corporation will not allow us to cover this cost and we are returning with 68 members living in the structure (approximately 8 below break even).

Under last year's circumstances, the 68 would be an encouraging number and, as a matter of fact, is 11 higher than we had last year. With the 68, if we would get 25 men through formal rush with most of them living in, we would be near capacity. Of course last year the fee to break a dorm contract was approximately \$500, a price well worth paying. Even though the fee has skyrocketed, it is still in our best interest to have as many new members as possible live in the structure as possible.

As a result, I would like to formally request some financial assistance from the national fraternity to get us through this situation. Specifically, I would request a "line of credit" not to exceed \$36,000 (roughly 15 breakage fees) to be repaid, in full with reasonable interest, no later than December 31, 1997. To "draw" on the line we will need to provide you with a three year housing contract on new pledges (that is an increase from our current two year agreement). This will allow us to further solidify our pipe of new members (fee income for you in pledge, initiation and annual dues) and better meet all of our financial obligations.

Please call me at 317-488-3036 (work) or 317-329-0487 (home) if you should have any questions or concerns.

YITMC

  
Tom Hinkley

Executive Director, Gamma Chi Alumni Association  
At-Large Director, Indiana Alpha Sigma Phi Building Corporation

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**October 5, 1995  
Delaware, Ohio**

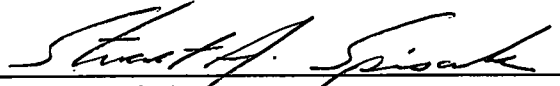
177. The conference call meeting of the Grand Council was held at 3:00 p.m. on Thursday, October 5, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Secretary Stuart A. Spisak, Grand Treasurer Kevin J. Garvey, Grand Marshal Robert G. Cabello, Grand Councilor John B. Gibson, Jr., Grand Councilor Mark A. Williams and Undergraduate Representatives to the Grand Council Jason Lee (Expansion), Drew Thawley (Undergraduate Operations) and Chris Sieben (Finance). Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom, Director of Expansion S. Alen McKnight, Jr. and Chapter Leadership Consultant Stuart Steadman.
178. The Grand Council discussed the vision statement and the long term goals of the Fraternity. Stan Thurston had compiled the feedback on the Vision Statement and shared that with the Grand Council. All agreed that it would be good to review the Mission, Vision, Long Term Goals and Annual Goals all at once and then discuss future planning on the next conference call. Stan Thurston requested feedback and input from his memo so that it could be included in the discussions.
179. John Gibson updated the Grand Council on his work on the Policies of the Grand Council and the Fraternity. He is still awaiting responses from some of the Grand Council. He will process all of the information and input, call individuals about clarifying some of the issues, and re-submit the information to the Grand Council.
180. Glen Olson led discussion for the Grand Council in presenting the petition for colonization submitted by the interest group from the University of Southern Indiana. It was moved by Brother Spees, seconded by Brother Garvey and approved 6-1 to grant colonization to the group at the University of Southern Indiana.
181. The petition for the interest group at Elmhurst College was submitted to the Grand Council. It was moved by Brother Williams, seconded by Brother Cabello and unanimously approved to grant colonization status to the group at Elmhurst College.
182. The Grand Council discussed the bottom-line budget for the 1996 National Leadership Conference & Convention. They requested that the Finance Committee meet by conference call to discuss a full budget. The committee is given the final authority on behalf of the Grand Council. It was suggested that, in the future, the co-chairmen, budget and expected results be voted on at the same time.

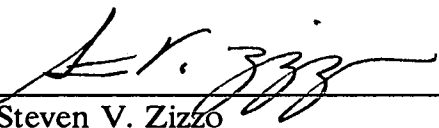
183. The 1994-95 audit for Alpha Sigma Phi Fraternity, Inc. was presented to the Grand Council. The net result for the year was a deficit of \$47,000. Nearly \$40,000 of this deficit is a result of additional reserves set aside for a lawsuit involving an acquaintance rape at the Alpha Pi Chapter house. It was moved by Brother Garvey, seconded by Brother Cabello and unanimously approved to accept the audit.
184. Steve Zizzo updated the Grand Council on the Loyola and Ohio State Chapters. The alumni corporation of the Loyola Chapter has sold the house which should turn out to be advantageous to the chapter. The alumni corporation at Ohio State has taken out a loan to improve the condition of the chapter house. Bruce Burns has accepted a position on the corporation as well as Interim Grand Chapter Advisor.
185. There are currently four open lawsuits for incidents which occurred at Indiana, Findlay, Purdue and Lehigh.
186. To date, the money from the Oklahoma Alumni has not been received. Payment has been promised. The Grand Council agreed that if payment is not received by October 17, then the expansion presentation planned at the University of Oklahoma for October 25 would be canceled.
187. John Gibson informed the Grand Council that the Housing Task Force volunteers have been recruited and that four conference calls are being set up. The task force members are: John Gibson, Chairman, Tom Wajnert, Ron Dollens, Leonard Hultquist, and Kevin Garvey.
188. Stan Thurston opened the discussion of measurements for success and how the Grand Council views parameters of success.
189. The Grand Council discussed upcoming meetings. For the January meeting, all members will arrive on Thursday evening, January 18, with meetings beginning early morning on January 19. Meetings will conclude on Saturday, January 20, when the Educational Foundation Trustees will begin their meetings. It provides an opportunity for the Fraternity and Foundation to hold a joint meeting on Saturday afternoon. The Grand Council asked that a survey be distributed for the best dates for the June meeting.
190. Larry Spees updated the Grand Council on the success of the Brotherhood Building Program and the test of the Pilot Program which was conducted at Rio Grande.
191. Stuart Spisak informed the Grand Council that the Alumni Operations Committee would be receiving a packet of information shortly for an upcoming conference call.

Minutes of Grand Council Conference Call  
October 5, 1995  
Page 3

192. Glen Olson updated the Grand Council on expansion projects. Shawnee State University in Portsmouth, Ohio will be the next expansion project undertaken by the Fraternity.
193. The next conference call will be held at 4:00 p.m. Eastern Time on Thursday, November 2, 1995.
194. It was moved by Brother Garvey, seconded by Brother Spisak and unanimously approved to adjourn the conference call at 4:57 p.m.

Respectfully submitted,

  
Stuart A. Spisak  
Grand Secretary

  
Steven V. Zizzo  
Executive Vice President

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**November 2, 1995  
Delaware, Ohio**

195. The conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, November 2, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Secretary Stuart A. Spisak, Grand Treasurer Kevin J. Garvey, Grand Marshal Robert G. Cabello, Grand Councilor John B. Gibson, Jr., Grand Councilor Mark A. Williams and Undergraduate Representatives to the Grand Council Jason Lee (Expansion), Drew Thawley (Undergraduate Operations) and Chris Sieben (Finance). Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom, Director of Expansion S. Alen McKnight, Jr. and Vice President for Administration Beverly Moody.
196. Co-chairmen for the 1996 National Leadership Conference & Convention Andrew Barrett and Mark Still joined the conference call for the first agenda item only. They reviewed the recommended schedule, changes in the budget and point proposal distributed to the Grand Council. The Grand Council agreed to eliminate *Into the Streets* in convention years but asked that it be programmed in odd-numbered years. The Grand Council agreed to the proposed plan. The Grand Council was concerned about the cost of parking and asked the committee to address this issue in the future.
197. Stan Thurston informed the Grand Council that he received very little feedback on the vision statement. He expressed his desire to work on these issues when the Grand Council meets in January.
198. Kevin Garvey presented the Finance Committee's recommendations for balancing the current budget as well as addressing the long term financial direction of the Fraternity. Lengthy discussion focused on the Pilot Program and reducing this item to \$15,000 as the Jonathan Burns portion will cost approximately \$2,500 per chapter, leaving \$10,000 for another two pilot chapters. The proposals were adopted by the Grand Council as a whole.
199. It was moved by Brother Williams, seconded by Brother Cabello and unanimously approved to accept the two boiler plate motions made annually on the spending of income from the Fraternity's Emergency Fund and Investment Fund.
200. The Finance Committee reported that the principal loan to the Oklahoma Alumni Corporation was repaid and total accounts receivable were \$119,000. The committee also reported that a lawsuit resulting from an acquaintance rape at the Purdue

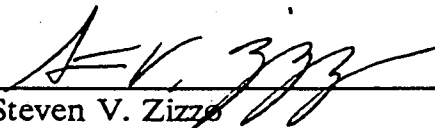
Chapter House was settled for \$15,000 which is below the \$40,000 reserved for the deductible. The auditors suggest that the \$25,000 still in reserve remain there as three other lawsuits are outstanding.

201. The Grand Council discussed the concept of searching for a new Headquarters and many possibilities that lie in combining offices with another fraternity, remaining in Delaware, Ohio, or moving the Headquarters to another city. Stan Thurston has developed the questions that will be looked at in order to make this decision.
202. Bob Cabello, Chairman of the Expansion Committee, reported that expansion at Michigan is going well and that Director of Expansion McKnight has moved on to Shawnee State University. Bob is also looking at expansion opportunities at Kentucky, Oswego (NY), and with some small "regional" fraternities, Phi Chi Epsilon and Phi Sigma Phi.
203. It was moved by Brother Williams, seconded by Brother Spisak and unanimously approved to welcome Horace Kornegay, Wake Forest '42 and Richard Middlekauff, Oregon State '61 as members of the Board of Trustees.
204. It was agreed that the June Grand Council meeting will be held the weekend of the 14-16 with plans to complete the meetings by the end of the day on Saturday, June 15.
205. There being no other business brought to the conference call, the meeting was adjourned at 5:37 p.m.

Respectfully submitted,

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Stuart A. Spisak  
Grand Secretary



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Steven V. Zizzo  
Executive Vice President

**MINUTES OF GRAND COUNCIL TELEPHONE CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.**

**December 7, 1995  
Delaware, Ohio**

206. The conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, December 7, 1995. The following members were in attendance: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Secretary Stuart A. Spisak, Grand Treasurer Kevin J. Garvey, Grand Marshal Robert G. Cabello, Grand Councilor John B. Gibson, Jr., Grand Councilor Mark A. Williams and Undergraduate Representatives to the Grand Council Jason Lee (Expansion) and Drew Thawley (Undergraduate Operations). Also joining the call were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, Director of Alumni Services G. Scott Grissom, Vice President for Administration Beverly Moody, and Chapter Leadership Consultants Michael Weaver and Stuart Steadman.
207. Glen Olson updated the Grand Council on the Brotherhood Building Pilot Program which was conducted for Beta Theta Chapter at Rutgers University over the weekend of November 19. The session was facilitated by Jon Burns where 26 out of 29 brothers participated. It was very successful and the students recommended it for other chapters. The next program will be held at the University of Washington over Presidents' Day Weekend.
208. It was moved by Brother Spees, seconded by Brother Williams and unanimously approved to accept the petition of the interest group at Lindenwood College to become a colony of Alpha Sigma Phi.
209. Steve Zizzo informed the Grand Council that retention of undergraduate members in our chapters may be worse than anticipated. The staff is investigating the reasons members were removed from rosters this year. Pledging number are at 409 compared to 419 at the same time last year (-2.4%).
210. Steve Zizzo informed the Grand Council of the staff's concern of loopholes in the Fraternity's Risk Management Policy. The staff has begun internal discussions about recommendations that may help to make chapter social functions that involve alcohol safer for members and guests. The information may also help to limit our exposure and risk in the event of a lawsuit.
211. Bob Cabello commented on expansion, noting that the Shawnee State University Interest Group has 8-10 men. University of Michigan Interest Group went from 14 men to 10 or 12. This is a normal, slight setback that should correct itself. Expansion at the University of Oklahoma is planned for January. New possibilities include the possible expansion of the Fraternity to the University of Illinois at Chicago and at Central Florida in Orlando.

The Auburn expansion is assumed not to be progressing as the interest group leader does not return phone calls. Bernie Schulz has volunteered to do campus presentations to renew interest there. If there are no results after this extra effort then the Fraternity will likely withdraw. Elmhurst is doing very well. Fourteen campus leaders were pledged on December 3. There were seven alumni, many parents and some administrators in attendance.

212. Steve Zizzo explained how the Wake Forest Chapter's debt consists of initiations that have not been paid. The badges have been ordered in line with the agreement made with the HSP.
213. There being no other business brought to the conference call, the Grand Council adjourned into executive session at 4:27 p.m.

Respectfully submitted,

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Stuart A. Spisak  
Grand Secretary

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Steven V. Zizzo  
Executive Vice President