

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

**January 19, 1996
Charlotte, NC**

- 219A. Grand Senior President Stan G. Thurston called an executive session of the Grand Council to order at 7:40 p.m.

Those in attendance were 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, Grand Councilor Mark A. Williams, Grand Historian Robert W. Kutz, as well as Undergraduate Representatives Drew Thawley (Undergraduate Operations), Jason Lee (Expansion), and Christopher Sieben (Finance). Also in attendance was Executive Vice President Steven V. Zizzo.

- 219B. A lengthy discussion on the possibility of a move of the National Headquarters from Delaware, Ohio to Indianapolis, Indiana was held. It was moved by Brother Williams and seconded by Brother Garvey that all six of the Grand Council's priority questions had been answered and that a move will take place. A roll call vote was requested by Mark Williams. The motion passed 7-0.
- 219C. It was moved by Brother Cabello, seconded by Brother Gibson and unanimously approved to appoint a committee of one Grand Councilor, one Trustee, one alumnus and the Executive Vice President to explore facilities in Indianapolis and bring forth one recommended lease option and one recommended purchase option to be voted on by the Grand Council on the March 7 conference call. The motion was unanimously approved.
- 219D. There being no further business for this executive session, the meeting was adjourned at 10:44 p.m.

Respectfully submitted,

Stuart A. Spisak
Grand Secretary

Steven V. Zizzo
Executive Vice President

REPORT TO THE COMMITTEE ON EXPANSION

In order to best evaluate our level of success in regard to expansion this academic year, this report will address each of the five expansion committee goals and a detailed update on their eventual completion. To date, this year has gone very well and promises continued prosperity through the next half of this academic year.

Goal #1

Successfully establish colonies by June 30, 1996 at Auburn University, Elmhurst College, the University of Southern Indiana, and the University of Michigan.

The update on each of these schools except for the University of Michigan is provided in the Report to the Committee on Undergraduate Operations. An update on the University of Michigan can be found in correlation with Goal #3.

Goal #2

Successfully establish chartered chapters by June 30, 1996 at Grand Valley State University, Iowa State University, the University of Massachusetts-Amherst, and Middle Tennessee State University.

The update on these schools is also provided in the Report to the Committee on Undergraduate Operations.

Goal #3

Successfully establish at least 3 interest groups by June 30, 1996 that would be colonized by June 30, 1997.

This goal is well on its way toward completion. We currently have established interest groups at the University of Michigan in Ann Arbor, MI and Shawnee State University in Portsmouth, OH. In November of this year, we were unanimously approved by the University of Oklahoma IFC Expansion Committee and overwhelmingly approved by the IFC delegates to begin expansion on the Oklahoma campus at the end of January 1996. Most recently we were granted permission to expand at the University of Illinois at Chicago. This project is scheduled to begin on March 18, 1996.

Our two new interest groups are doing well at this time. The members of both groups are excited about the leadership and service opportunities but realize that at this time their main focus needs to be on recruitment of members. The following is an update on both the University of Michigan and Shawnee State University.

The University of Michigan:

The men of Theta Interest Group were organized at the end of October 1995. They currently have 12 members, down two from the 14 members they had recruited upon Director McKnight's departure. The group admittedly spread themselves too thin in their excited efforts to establish solid membership recruitment, community service events, fund raisers, social events, and brotherhood building road trips to Grand Valley State University and Central Michigan University.

Director McKnight had the opportunity to visit the group about one week after their loss of three members when their morale was declining slightly. During this visit the interest group members were able to identify why things had not happened as planned and what needed to be done to change the direction of the interest group. The interest group decided that their sole focus would now be on recruitment and community service, and that each member would play an equal role in the achievement of these respective goals.

The interest group currently is enthusiastic about their recruitment possibilities. As a majority of their potential members are first semester freshmen, their parents have required that each student prove himself academically before the final commitment can be made to Alpha Sigma Phi. The brothers feel that each of the potential members are doing exceptionally well in their academics and that they will be able to add at least five new men to their roster immediately upon their return to school next semester. In addition, the members have already scheduled a recruitment training session with Greek Advisor Terry Landes, completed their rush week planning of activities and locations, and will receive a visit from Chapter Leadership Consultant Michael Weaver prior to the start of rush.

Their other primary focus will be on community service. They feel that, in addition to being able to help others in the Ann Arbor area, they will be able to increase their level of brotherhood and will be able to utilize community service as a valuable recruitment tool. They currently have plans to volunteer a great deal of time at area high schools explaining to juniors and seniors the transition from high school to college. Eventually they will develop a program with the assistance of Terry Landes and the University Health Center designed to address the pressures of alcohol in the transition from high school to college. This will include a promotional video (Greek Advisor Landes has already secured the videographer) that can be sent to the parents of potential members also.

The staff has confidence that this group will do extremely well in the spring of 1996. They have learned from their early mistakes, and have developed solid and realistic goals for the future. The members, as well as Grand Chapter Advisor Dale Hodgson, feel that they will be in a position to colonize during March 1996. Greek Advisor Terry Landes feels that these members and the programming they are involved in will eventually receive national attention.

Shawnee State University:

The men of Shawnee State were organized during the month of November. They currently have nine members, about 11 short of the campus average. Director of Expansion Alen McKnight will return to campus for two weeks at the beginning of January in order to

complete a six week stay on campus. Although the group has been on Christmas vacation since the end of November, they are still working to better their interest group. As most of the men are from the local area, they continue to get together almost daily as a brotherhood, they organized holiday service events at two local elementary schools, have developed a raffle with self-collected prizes from local businesses as their first fund raiser, and have at least one recruitment event with other local students on a weekly basis.

Since Alen's departure from campus, Andy Hermansdorfer has volunteered to at least serve on the interest group's Chapter Advisory Team (CAT) and possibly as their Grand Chapter Advisor. Brother Hermansdorfer has also agreed to help with the recruitment of other local alumni for participation on the CAT team. In addition, CAT Consultant Stuart Steadman has been able to recruit one additional alumnus for membership on the CAT, James Chapman. Brother Chapman has served the Fraternity as a Grand Chapter Advisor, Grand Province Chief, and assisted with the establishment of the Rio Grande Chapter. Upon returning to campus, we should have a great deal of support organized for these young men so that they continue with their forward momentum. This group will be ready to colonize by the end of April.

The University of Oklahoma:

As for the next two expansion projects, we have already begun the recruitment of alumni volunteers for the Alpha Alpha Interest Group. With the assistance of Director of Alumni Services Scott Grissom, a letter was sent recently to all area alumni asking for their assistance in the founding of a Chapter Advisory Team at Oklahoma. We have already received some very positive feedback.

Expansion will begin on January 29, 1996 at Oklahoma. Our goal is to have the Grand Chapter Advisor recruited, as well as the core foundation of a Chapter Advisory Team by the time Chapter Leadership Consultant Steadman and Director McKnight arrive at the end of January.

The University of Illinois at Chicago:

The expansion project at the University of Illinois at Chicago is still in the early stages of development at this point. Director McKnight traveled to the campus on January 4, 1996 and will be able to better provide a plan for this institution at the Grand Council meeting in Charlotte.

In talking with the university administration and Alpha Epsilon Pi's Executive Director Sydney Dunn (the most recent group to expand at UIC), the campus is composed of men who exemplify what fraternity is all about. There is no hazing or emphasis on alcohol, and the groups provide a great deal of service to the community and leadership to the campus. With this in mind, and the amount of alumni currently in the Chicago area, this too should be a successful expansion project.

It seems realistic that the interest groups at both the University of Oklahoma and the University of Illinois at Chicago will be colonized by June 30, 1997.

Goal #4

To perform a complete review of expansion criteria. Present as a proposal to the Grand Council by January 1996 meeting.

Robert Cabello and Kevin Garvey have worked on this criteria. They will give a summary of their work at the Grand Council meeting.

Goal #5

Explore and identify affiliation with local fraternity chapters on three select campuses by June 30, 1996.

Brother Bob Cabello has taken the lead on this goal as well. We have been attempting to contact local fraternities to determine their interest in Alpha Sigma Phi.

Kappa Phi Alpha, a local fraternity at Eastern Michigan University-Ypsilanti (Michigan), has been contacted. This group was founded in the 1890s and has had a continuous existence except for a six-year period in the late 1980s. They own their house and have over one thousand alumni on the rolls.

Attempts have been made to contact a regional fraternity to determine merger interest. John Kaste, their contact person, has not shown interest.

Further communication has been made with Phi Sigma Phi Fraternity at Michigan State. Larry Burkholter, undergraduate president, has been contacted. This chapter is part of a confederation of 13 chapters who did not merge with Phi Sigma Epsilon and Phi Sigma Kappa. We have maintained some contact since 1992 when the undergraduate chapter decided by three votes not to affiliate with Alpha Sigma Phi.

Recently we received a letter at our national office from a local fraternity, Lambda Omega Sigma, at Pepperdine University in Malibu, California. They have been a local since their founding in 1983 and are currently contacting all NIC fraternities about the possibility of a merger. Bob Cabello replied to their inquiry by sending a letter to Travis Young, the Chair of Lambda Omega Sigma's National Committee.

FUTURE PLANS

Currently we are waiting for a response from a number of campuses who have recently lifted their expansion freezes for the fall of 1996. They include Arizona State University, the University of Central Florida, the College of Charleston, and the University of Houston. We expect a response to our expansion proposals during the 1996 spring semester. IFC presentations would begin around February/March of next semester with fraternity selections being made by March/April.

I have talked in person with the Greek Advisors at Arizona State University and the University of Houston, both of whom seem pleased with the reports they have heard from Greek Advisors at other institutions where we have had the opportunity to expand. Ed

Lenane has developed a relationship with the Greek Advisor at the College of Charleston, and has used this opportunity to explain in great detail the benefits of our expansion efforts, and our national programming. Finally, Executive Vice President Steven Zizzo has a relationship established with the Greek Advisor at the University of Central Florida which may assist in that institution's recommendation for fraternity expansion.

We believe that we will have at least two schools finalized for expansion during the 1996-97 school year by May 1996. We will keep the Grand Council updated as to these possibilities.

REPORTS TO THE COMMITTEE ON UNDERGRADUATE OPERATIONS

A. Mid-Year Statistics

GROUPS

Dates	6/94	1/95	6/95	1/96
Chapters	48	49	47	48
Colonies	3	2	6	7
Interest Groups	2	4	3	3
Total Groups	53	55	56	58

MEMBERS

Year	Pledges	Initiates
1994 - 1995	854 (+25%)	541 (-15%)
December 31, 1994	414 (+31%)	252 NC
December 31, 1995	387 (-6.5%)	153 (-39%)

Introduction

The 1994-95 academic year was a huge success for Alpha Sigma Phi. With the Sesquicentennial Celebration complete, it is time to look to the future. Recruitment and alumni involvement are the two primary objectives to support the Fraternity's number one priority of brotherhood development. However, the issue that needs to be dealt with immediately is retention. Our chapters are doing a fantastic job of recruiting men, but keeping them seems to be a real struggle. This report will offer several options to help meet this challenge head-on.

B. Chapters of Concern

There were six chapters which were designated chapters of concern by the Chapter Services staff at our retreat in June 1995. These chapters were so designated due primarily to low membership and financial irresponsibility. 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. Lycoming and RPI have been removed from this list, reducing the list from six to four.

Zeta Chapter: The Ohio State University

The chapter currently has five members, and only two of those members live in the chapter quarters. The decision was made to recruit new members using the philosophy of our expansion program. Chapter Leadership Consultant Weaver has spent several weeks on campus meeting with faculty and student leaders.

The alumni corporation and association have been rejuvenated, due primarily to the involvement of Bruce Burns. Bruce has spent a great deal of time organizing the alumni constituencies, and making physical improvements to the chapter house. Although this chapter is still at a very critical stage, there is a much more optimistic outlook for the future. Several new members have been recruited by Michael Weaver, and the alumni corporation is exploring a loan to begin renovations of the chapter house.

Psi Chapter: Oregon State University

This chapter received an extensive recruitment visit from Chapter Leadership Consultant Weaver prior to rush. The chapter did pledge seven men this fall, which is the most taken since the reorganization efforts began several years ago. Additionally, a CAT is being led by Grand Chapter Advisor Randall Lewis, and is having an impact on the chapter. However, the chapter still suffers from a lack of leadership and poor self-esteem. A follow-up visit for rush and training of a CAT is planned for late February.

Delta Alpha: Loyola University (Chicago)

The chapter house was sold in the fall, and the best Grand Chapter Advisor the group has had in recent memory was transferred out of Chicago. Although the situation looked bleak, the chapter has risen to the occasion thus far. A group of brothers from the chapter are committed to keeping the chapter active, and they have been actively recruiting new members. A rush visit and establishment of a CAT are early priorities this spring.

Delta Eta: East Carolina University

Delta Eta is at opposite extremes. The chapter has done an excellent job of recruiting new members, and meeting and maintaining friendships with prospective members this spring. However, the chapter is buried in debt, with little hope of recovering money owed from alumni members, and there is a small faction of members who believe in hazing. A new faculty advisor was recruited in October, and the chapter is targeted for the establishment of a CAT this spring.

C. Colonies and Interest Groups

Auburn Interest Group

Two problems plague the establishment of this interest group: the main contact, Leonard Thompson, has been very unreliable, and out of communication with the staff and Grand Chapter Advisor since October, 1995. Secondly, fraternity housing fills a great void created by the university, and is the motivating factor for fraternity membership at Auburn. Until housing is secured at Auburn, recruitment will continue to lag behind the established chapters. A final concerted recruitment effort facilitated by Chapter Leadership Consultants Steadman and Weaver will occur immediately after AL. If membership does not drastically increase after this effort, it is the staff's recommendation that the effort be abandoned until housing is secured. At last contact with Leonard Thompson, the interest group had four members.

Elmhurst Colony

This colony is truly a pleasure to work with, and to have as a group. The group is made up of campus leaders and men who desire a true fraternity experience. However, they will lose many members to graduation in the spring, and are very selective in membership recruitment. A visit focusing on recruitment will occur this spring. They currently have 13 members in the colony.

Grand Valley Colony

After nearly two years, the colony has submitted a chartering petition that is being submitted to the Grand Council. They continue to battle the stereotypes of fraternities on campus through their recruitment and philanthropic contributions to campus. This group is one of the finest achievements of our expansion model to date. This colony boasts 44 members. The staff enthusiastically recommends that a charter be granted to this group of men, to become the Delta Phi Chapter of Alpha Sigma Phi Fraternity.

Iowa State Colony

This colony continues to thrive on its substance-free philosophy. It has received much positive press from the campus and surrounding communities. A chartering petition is expected this spring. Additionally, the aggressive fund-raising for the new chapter house has been met with reasonable success so far. The colony has 24 members.

UMass Colony

This colony, much like Grand Valley, continues to battle the stereotypes of Greeks on campus. Although their numbers are not superior to the other fraternities on campus, they truly are doing all the right things for recruitment, philanthropy, and brotherhood development. A chartering petition is expected this spring. This colony has a membership of 19.

Middle Tennessee Colony

After a year of organizational concern, this colony is headed in the right direction. A new administration took office in November, and nothing but positive things have resulted since that time. The group is making a presentation to join IFC on January

22, 1996. A CAT for this colony, to help prevent a return to the internal turmoil of the previous year, is a high priority for the staff. This colony has 41 members.

Lindenwood Colony

The recolonization of the Lindenwood Colony was approved on the December conference call. The staff feels this group has made great strides this fall and will make a great addition to the Fraternity. It is expected that this group will submit a chartering petition this spring. Lindenwood Colony has 39 members.

University of Southern Indiana Colony

The 30 members of the USI Colony were pledged on December 2, 1995. The colony has experienced a tremendous growth in membership, but appears to be lax in their risk management efforts. A hearing of charges for an incident that occurred in November is to take place soon. It is the staff's intention to fully train the CAT members that are in place so that the colony will fully adhere to the risk management policies of the Fraternity and university to prevent further incidents.

D. The Brotherhood Building Pilot Program

Jonathan Burns piloted his retreat model at the University of Rio Grande in late September. The first of two retreats for which he has contracted occurred in mid-November at Rutgers University. The second contracted retreat will be held the weekend of February 17-18, 1996 at the University of Washington. Jon has made the changes to the program asked for by Undergraduate Operations, and the timing issues seem to have been resolved.

The search continues for a second provider for the retreats. The most promising lead at this point has been with Karen Sneath, a former NIC staff member, who recently started her own consulting business. The entire program and results will be reviewed at the June meeting of the Grand Council. At this point, the program appears to be meeting the objectives of the Future of Chapter Services Task Force.

The Brotherhood Building Program has the potential to greatly enhance the Fraternity's retention efforts. The approach taken in Jonathan Burns' program is that individual brothers need to work hard at becoming men of character in order for their chapter to be successful. To become a man of character, there are a set of universal principles that must be adhered to in all actions. These universal principles rule out hazing, poor academic achievement, as well as non-developmental new member/pledge education and brotherhood education. If fully implemented, this program has the potential to greatly enhance retention efforts.

E. 1996 National Leadership Conference & Convention

This summer's convention will be held at the Hyatt Regency St. Louis at Union Station, August 14-18, 1996. The Union Station is an elegantly restored location, which contains many shops, restaurants, and gathering places, centered on a theme of railroading.

This year's educational approach will be innovative and unique. Each convention committee will also serve as a society, to further promote cohesion and cooperation among committee/society members. The event's co-chairmen, Andrew Barrett, Illinois Tech '89 and Mark Still, Washington '75, have developed a strong committee, which is overseeing the majority of the planning and all of the fundraising for the conference. It is the goal of the Finance Committee and the co-chairmen to have 150 **fully-paid** undergraduates in attendance, and to end the conference under budget. Although Grand Councilors will serve as advisors to the various convention committees, they will not be society facilitators.

The NLCC may also have an impact on retention efforts. At the summer meetings, undergraduates have a huge opportunity to interact with undergraduates from other chapters, and national volunteers, to exchange ideas and develop a personal support network. Additionally, attendees will participate in the on-going development of the national organization, giving them a stake in the organization, thereby creating a sense of enthusiasm and belonging. If given the proper tools and advisory support, this energy can be channeled in a positive direction, leading to positive change in the chapter culture.

F. 1996 Academy of Leadership

The first Academy of Leadership (AL) will be held January 19-21, 1996 at the Hyatt Charlotte at SouthPark, Charlotte, NC. This year the new member/pledge educators will join the chapter/colony/interest group presidents. The principles of New Member/Pledge Education will be discussed throughout the program, and are listed as Attachment A. The program will be facilitated by Jonathan Burns, Robert M. Sheehan, Jr., Ph.D., and Bernie Schulz. Ten alumni will serve as society facilitators. Five of the ten are first-time facilitators at a national-level program.

The academy programs, which began in January, 1994, have proven to be tremendously popular and beneficial. Grand Chapter and Greek Advisors have made numerous comments to the traveling staff about how positive of an experience the academy has been for participants. As the academy continues to expand in the future, this will definitely have a positive impact on retention, as more and more chapter leaders will be exposed to leadership philosophy, rather than chapter operations training.

G. Alumni Involvement

One of the priorities of the Grand Council and Chapter Services staff has been to get more alumni involved with our undergraduate chapters, colonies, and interest groups. Chapter Leadership Consultant Stuart Steadman has spent a majority of his time recruiting new Grand Chapter Advisors and Chapter Advisory Team members. To date seven new Grand Chapter Advisors have been recruited, and six CATs have been developed. The CATs are located at American, Coastal Carolina, Iowa State, Ohio Wesleyan, Oregon State and Washington.

One issue that has been a recurring challenge this fall has been the attitude of Grand Chapter Advisors toward the national organization. Basically the chapters are caught in the middle between the advisors and the national organization. Some Grand Chapter Advisors don't agree with the direction the national organization is heading in, and their attitude spills over to the chapter, which alienates itself from the national organization.

The Future of Chapter Services Task Force identified alumni advisors and volunteers as being a key part of the success of the undergraduate chapters. The staff has placed a heavy emphasis on alumni involvement during this academic year, but what has become apparent is that there is no centralized training for advisors. To address this concern, the staff recommends a national level training program for Grand Chapter Advisors, which could be held in conjunction with AL, or as part of the Volunteer Alumni Conference at the National Leadership Conference. It is recommended that the budget for the program be \$15,000. This figure is based upon the attendance of 25 Grand Chapter Advisors at the training program.

H. Ralph F. Burns New Member Program

Alpha Sigma Phi stands at the brink of providing provocative, cutting-edge programming for its membership. The Ralph F. Burns New Member Program will provide the Fraternity with the opportunity to impact its membership in a manner that has never before been attempted by a Greek-letter organization.

This program obviously has the potential to have by far, the most direct impact on retention efforts. By reaching the new members in their first year of membership, and exposing them to the values of the Fraternity, which are contained in the ritual, mission statement, and code of conduct, and introducing them to the universal principles (see Attachment A, page 8), new members will return to their chapter and challenge the older members on what to change in the chapter culture in order to have a true brotherhood experience.

It is the staff's recommendation that the program begin on a limited basis in the 1997 fiscal year, and be made available to 200 new members, who pledge during the 1996-97 academic term; the program could be provided completely free of charge to attendees; and the budget be set at \$50,000.

I. Risk Management Policies

In 1989, the Fraternity adopted the FIPG Risk Management Policy. This policy was also adopted by many other fraternities and sororities in order to create a level-playing field for all Greeks in the area of risk management. Additionally, FIPG has begun reviewing the current risk management policies in the hopes of meeting contemporary demands. The staff will continue to monitor these developments to ensure consistency with the policies of FIPG and Alpha Sigma Phi Fraternity.

While Alpha Sigma Phi has been fortunate that only minor accidents and incidents have occurred, undergraduates have loopholes in the policy which cause concern.

The staff has developed a list of possible additions to the Risk Management Policy that will help to ensure a safe environment for all members and guests.

The staff is currently researching the following items for additions to Alpha Sigma Phi's Risk Management Policy:

Adult Presence: Two chaperons (alumni, parents, or college officials) must be present at all chapter social functions. In the event a volunteer cannot be found, then a security guard must be hired.

Alumni Approval: Events involving alcohol must be approved by the Grand Chapter Advisor at least two weeks in advance of the event.

Size of Chapter Events: Alpha Sigma Phi Chapters may host events with no more than one additional fraternity and one sorority, provided the event meets all risk management policies.

Guest Lists: There shall be no more than three times the chapter membership in attendance at a social function. If a chapter's membership is 50, then the total number of attendees may not exceed 150.

Chapter Property: Must be inspected annually and meet all college, city and state safety codes as well as health codes.

Academic Rebates: If the chapter meets the Fraternity's expectations for chapter GPA, which would be determined by the National Scholarship Committee, a rebate would be given at the end of the academic year.

Investigations: If an incident occurs at a chapter, and an investigation by a national staff member or volunteer is warranted, the chapter will be billed for the costs associated with the investigation.

J. Positive Reports from Chapters

Psi Chapter at Oregon State won the Homecoming competition for the second year in a row.

Epsilon Chapter at Ohio Wesleyan University, Phi Colony at Iowa State, and Beta Delta Chapter at Marshall all had the highest GPA on campus.

Alpha Psi Chapter at Presbyterian College has had the top grades on campus for three straight semesters, and also won the Best Educational Programming and Best Fraternity awards.

The new IFC presidents at NJIT and American University are Alpha Sigs.

K. Other

REPORT TO THE COMMITTEE ON ALUMNI OPERATIONS

A. Alumni Volunteers

In response to the Alumni Operations Committee goal; to identify (acquire & renew) a pool (database) of 150 volunteers, and get them actively involved to support programs (CATs/GCAs/special projects, etc.) by June 1996. Staff to identify, prioritize and implement programs, we have established certain guidelines and qualifications for the two different categories of Volunteers—the first for a lack of a better term "Official Family," and second, Potential Volunteers.

Official Family: Any brother who is actively involved in volunteering time to the Fraternity in any capacity i.e., CAT, housing corporation, Grand Council, Educational Foundation Trustee, Grand Chapter Advisor etc., would be considered in this category.

Potential Volunteers: Any brother who is NOT actively volunteering, but has been involved in the past, such as a former GCA, GSP, Trustee, housing corporation member, or has contacted the Headquarters inquiring to volunteer, would be consider in this category.

With these definitions in mind, we combed through all the records compiling the lists of Official Family (total of 239), and Potential Volunteers (total of 232). We have also grouped these Potential Volunteers into geographical districts to assist in providing "meaningful" tasks for these brothers. Once a system of developing these tasks is in place, the structure of these Alumni Districts can be formed to best suit the needs of the organization. Every attempt has been made to assure the accuracy of these lists, however, as in any "ever changing" situation, we will regularly be updating these records.

B. Sesquicentennial Celebration

The Sesquicentennial Celebration, held in Charleston, South Carolina, this past August was a success on several fronts. One of these successes was the fact we had over 260 people at Saturday night's award banquet, making it one of the largest gatherings of Alpha Sigs this century.

The sales of the book, *Louis Manigault, A Gentlemen from South Carolina*, after selling some 225 copies, hit a lull soon after the Charleston event was over. A more aggressive marketing program is being developed and should be implemented soon. A glossy flyer (*samples will be available at the meeting*) meant to spark holiday gift giving was sent to parents of all the undergraduates, and was the first stage of this program. Further steps will need to be taken to achieve the projected sales figures required to meet the \$90,000 goal.

The glossy flyer also was used to promote sales of the Sesquicentennial Pins that were commissioned. The revenues from these pins are to assist in off-setting costs of the celebration activities. Sales have picked up and the revenues generated by this program exceed \$ 2,600.

C. Alumni Councils

Interest in alumni councils and alumni corporations continues to grow and appears to be a service that is providing a positive avenue for alumni involvement with the Fraternity. Enclosed as Attachment A, page 4, is the official request for recognition from the Central Ohio Alumni Council. All documentation is in order, and dues have been received. The staff recommends approval of this group, and if approved, the Central Ohio Alumni Council will be the ninth chartered alumni council in Alpha Sigma Phi.

Currently the Fraternity has eight chartered alumni councils with petitions from five additional groups under various stages of completion. All of these are scheduled to be submitted for approval prior to the 1996 Convention. The remaining groups are:

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

We are also assisting in the formation of alumni associations/corporations in the support of the following undergraduate chapters:

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

D. The 1996 Edition of the AΣΦ Alumni Directory

In the struggle to update the alumni records of the Alpha Sigma Phi Educational Foundation, we have produced three previous alumni directories (1981, 1986, 1991). In keeping with our five year program and, in addition, providing our alumni with the most recent information on fellow alumni brothers, and career networking possibilities, we have started the process of producing the 1996 edition of our alumni directory.

We have commissioned Harris Publishing to produce this edition on a "No Cost" basis. The retail price will be approximately \$55, which is slightly higher than the last edition produced. An additional benefit now offered is the option of additional questions on the questionnaire, which could include information about volunteering, etc. They will also be listing career categories under each brother's entry, which will be beneficial for those wishing to network.

The timing of publication and contact with alumni have been set up as NOT to interfere with current book sales or that of the History book by Brother Kutz. The drop date is currently set for December 1996, just in time for the holiday gift giving season. This edition will be very comprehensive and will offer valuable information about our alumni, which will be well worth the small increase in pricing.

E. 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. This year's recipients of the Delta Beta Xi Award that have been presented are as follows:

Thomas R. Hinkley, Indiana '84
Jeffrey R. Hoffman, Member-at-Large '76
Kevin J. Honnold, Rio Grande '73
Leonard Hultquist II, Alabama '60
Robert C. Look, Lawrence Tech '74
Ray Montague, Missouri Valley '81
Thomas C. Wajnert, Illinois Tech '61

The following brothers have yet to be presented with their awards:

Bruce D. DiBisceglie, NJIT '82 (scheduled for Jan. 28, 1996)
Robert J. Shaw, American '84 (awaiting notice)
Alan J. Stonewall, Oregon State '66 (awaiting notice)

The nomination forms for the Delta Beta Xi Award, class of 1996, will be sent by January 31, 1996. We are requesting the forms be returned to Fraternity Headquarters no later than April 1, 1996. Your input for nominations for this prestigious award will be greatly appreciated.

Distinguished Service Award

Dr. John Blackburn, Missouri Valley '49, 1995 Distinguished Service Award winner was presented his citation at the Sesquicentennial in Charleston, South Carolina.

Distinguished Merit Award

Rep. John R. Kasich, Ohio State '73, 1995 Distinguished Merit Award winner has not yet been presented with his citation. Due to scheduling conflicts brother Kasich's award will not be presented until after the new year and a date can be secured while he is back home in Ohio.

REPORT TO THE COMMITTEE ON FINANCE

A. Accounts Receivable Overview

Current Billings. The staff continues to work diligently to improve our accounts receivable situation. In the first half of the 1995-96 fiscal year, \$60,660 was billed directly to chapters (not including credit cards) for the \$236 chapter fee and \$60 per man not on the credit card system. At the writing of this report, \$20,868 in dues and fees remain outstanding. While this may appear high, it is only slightly higher than last year at this same time.

Goal. It is the goal of the Grand Council to maintain current accounts receivable at 95% for the 1995-96 year. We are currently running at 66% for the year.

Old Debt. As of the writing of this report, nine chapters (out of 58) owing more than \$150 are not on a *current* promissory note.

A goal of the Finance Committee was to establish an aging report that would help to better understand the accounts receivable situation. The aging report looks as follows for all debt (including alumni groups):

Current	\$21,222.47	16.3%
31-60 Days	1,254.45	1.0%
61-90 Days	1,658.00	1.3%
90+ Days	105,927.59	81.4%
Total Open	130,062.51	100.0%

Of the \$130,062.51 that remains outstanding, \$71,609 is from current undergraduate chapters. How this compares to our accounts receivable history:

Total Receivables

6/30/92	6/30/93	6/30/94	6/30/95
\$66,027	\$135,722	\$176,394	\$125,851

Undergraduate Receivables

June '94	January '95	June '95	January '96
\$114,631	\$81,967	\$63,268	\$71,609

In 1995, 28/48 chapters submitted membership reports on time (57%). This compares to 1994 when 35/48 chapters (73%) submitted membership reports on time. Although strict "on-time" reporting was not as good as last year, we were at 77% reporting within

two weeks after the October 1 deadline. The 28 chapters submitting reports on time received a five percent discount on their 1996 liability insurance premium.

B. 1995-96 Budget Review

For 1995-96, the Grand Council requested a new budget format that would divide the income and expense categories by departments (Attachment A, pages 6-10). Some of the allocation of expenses appear to be skewed in the 12/21/95 column. An example of this would be telephone expenses in each category of the budget. While chapter services has spent much less than budget, fixed expenses has spent quite a bit more. With developing this new format we must establish a track record of how expenses will be charged to various categories so we may more accurately predict future expenses.

The budget revisions approved by the Grand Council in the November Conference Call have been incorporated into the budget, with the exception of the increase in Foundation Grants. This item should be approved at this January meeting of the Foundation Board of Trustees.

Main Concerns. Some items have not worked out as projected and have created some concern.

Income. Undergraduate dues income is down \$7,560 below projections. This number is set at this point and should fluctuate minimally. Additionally, income from the Sesquicentennial Celebration was below projections by \$27,284 as book sales were less than expected. Additionally, on the positive side, Merchandise is \$5,680 ahead of projections.

Expenses. Most programs are being kept within budget and there are no major foreseeable concerns at this point in time.

C. 1996-97 Budget Preview

Usually, in this slot, you'd find a preview of the next fiscal year budget. Given the current circumstances of possibly moving the National Headquarters, re-structuring the staff and the shifting of additional resources to more programs, it would be difficult to project a budget until important questions are answered at the Grand Council meeting.

D. Liability Insurance

Lloyds of London did not increase our basic liability insurance premium for this insurance year which begins February 1, 1996. The base premium remains at \$73,500 with add-ons for additional insureds bringing the total to \$75,450. The \$150 additional insureds charge is incurred by those chapters which are required to maintain this coverage by their respective universities.

In previous years, the insurance premium was due January 15. This year that was moved to February 1 in order to better coordinate with chapters' ability to pay. In order to compensate for the additional two week coverage, \$3 was added for each member increasing the per man cost to \$83. We billed \$133,134 which covers the premium, the extension period, the reserve of \$40,000, additional insureds, crime policies, and directors and officers insurance.

Surcharges for risk management violations were applied to six chapters. Chapters that do not have their insurance premiums paid by February 1 and do not have a promissory note set up for payment, will be assessed an additional 10%.

Two of the Fraternity's four lawsuits have been eliminated. The claim at Lehigh which was a slip & fall was dropped and the Purdue Acquaintance Rape was settled out of court for \$25,000. On a positive note, the incidents resulting in the remaining lawsuits occurred in the same insurance year, thereby limiting the Fraternity's liability to a maximum of \$40,000 or the amount of our full deductible. In the longer term, depending on the costs to settle these suits, our insurance rates may be affected.

Known lawsuits which remain are:

<u>Location</u>	<u>Date</u>	<u>Incident</u>	<u>Amount</u>
Findlay	10/25/93	hazing/injury	\$124,000
Indiana	11/11/93	hazing/injury	\$30,000

A settlement conference is scheduled for the Findlay case on January 23 with trial scheduled to begin on February 5. Counsel fully expects this case to go to trial. The insurance company reserve has been increased to \$124,000. There has been no recent activity to report on the Indiana case.

E. Revenue Generation

The Grand Council authorized the staff to seek copyright protection of the badge, phoenix, Greek letters and the name of Alpha Sigma Phi. The paperwork has been properly filed with the U.S. Patent & Trademark office in Washington, D.C. We budgeted \$2,500 to complete the task.

The staff works hard to evaluate each of our authorized vendors 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: Greek Unlimited. The new sportswear supplier, Greek Unlimited, located in Indianapolis, was present for the Celebration in Charleston and was a huge success. A new catalog has been produced and distributed to the chapters. Copies of this sales catalog are also available to anyone who calls and requests one. According to Warren Davis, President, sales have been brisk and for the first fiscal year quarter ending September 30, 1995, Alpha Sigma Phi Fraternity received a royalty check for over \$500.00.

Holiday sales were fantastic, and this quarter's royalty revenue should be significantly larger, (projected to be over \$13,300.00 gross sales) and if projections are met, the Fraternity could almost triple last year's sportswear royalty revenues. It appears the change in sportswear suppliers has been a positive switch for all concerned.

Credit Card. The earnings for the first two quarters of fiscal year 1995-96 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. This fall Alpha Sigma Phi Fraternity offered all undergraduates the opportunity to apply for the Phoenix calling card. This is a long distance calling card which offers discount long distance service from their college home area code. In addition to the discounts, each chapter receives a 10% revenue rebate from all collected billings. For the first quarter ending September 30, 1995, the undergraduate membership has saved over \$3,500.00 in service charges alone, and will be receiving chapter checks totaling over \$800.00. *(The figures for the second quarter of the program, ending December 31, 1995, should be available at the meeting.)*

In addition to the chapter revenues, the Fraternity Headquarters will receive a 4% rebate, or approximately \$400.00, on all collected billings from all of the undergraduates, as well as a 14% rebate on all personal staff calling cards that are used. This is a service that has been well received by the undergraduates and next year we will be issued the "new" full color card.

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. So far this year, we have received \$994.95.

New Proposal: Alpha Sigma Phi Imprinted Checks. In an effort to secure additional revenue for the Fraternity, a service that could be considered would be Imprinted checks. This service is offered by many other Greek organizations, and is an avenue for additional revenue. Two separate companies have sent proposals and could be investigated more fully if this is a service we might be interested in offering to our undergraduates and alumni alike. All promotion (except for any *Tomahawk* ads), orders, and processing would be handled completely by the supplier. There is no real cost or risk incurred by the Fraternity and could be a welcomed benefit of membership. *(Samples will be available at the meeting)*

F. Housing Money

Oklahoma Housing Situation. The principal of the loan made to the Oklahoma Housing Corporation of \$26,645.52 was repaid, meeting one of the Grand Council goals for 1995-96. Additionally, an agreement was made that the alumni would assist in reactivating the chapter by providing some funding for the effort. The details have not yet been worked out.

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 Grand Council agreed to have the money transferred to the Fraternity to be held until the chapter would be reactivated. The corporation's assets of approximately \$105,000 will be received between the writing of this report and the meeting of the Grand Council. This amount will be credited in the Fraternity's Fund Balance as a new line item.

G. Electronic Mail

The Fraternity is now on the Internet with access to e-mail. The staff goal of having 200 undergraduates on our distribution list has been exceeded with the ability to e-mail nearly 250. In addition, many alumni brothers have added their e-mail addresses. Beginning in January, the Brotherhood Bulletin will be sent over the Internet to all addresses on our distribution list. The staff is becoming more proficient in the use of the Internet and has begun looking into the possibility of a web page.

H. Credit Card Program

We have more than \$1,500 new members on the credit card program. Thirty-four accounts have been charged off since the program began in October 1994. These accounts total \$8,622 and were turned over to Transworld Systems, Inc. (TSI) for collection in November. To date, we have collected approximately \$1,000 using TSI's "soft approach" which is a series of letters requesting payment.

As warranted, we will test the Phase II approach of TSI which is a more demanding request for payment. So far, no accounts have been turned over to Phase II.

I. Other

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

**January 20, 1996
Charlotte, NC**

214. CALL TO ORDER AND WELCOME

Grand Senior President Stan G. Thurston called the meeting to order and welcomed those present at 8:40 a.m.

215. ROLL CALL

Those in attendance were 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, Grand Councilor Mark A. Williams, Grand Historian Robert W. Kutz, as well as Undergraduate Representatives Drew Thawley (Undergraduate Operations), Jason Lee (Expansion), and Christopher Sieben (Finance). Also in attendance were Executive Vice President Steven V. Zizzo, Director of Chapter Services Glen D. Olson, and Director of Alumni Services, G. Scott Grissom.

216. APPROVAL OF MEETING MINUTES

It was moved by Brother Williams, seconded by Brother Spees and unanimously passed to approve the minutes of the December 7, 1995; November 2, 1995; October 5, 1995; September 11, 1995; and July 7, 1995 Conference Calls and the Minutes of the June 23, 1995 Meeting.

217. UNFINISHED BUSINESS

John Gibson distributed a draft of Grand Council Policies for Grand Council review. He asked that feedback be given for refining the document.

The Grand Council acknowledged the report of the Constitution Committee and agreed to return the report for a more thorough review.

218. NEW BUSINESS

A. COMMITTEE ON EXPANSION (Attachment A)

It was moved by Brother Cabello, seconded by Brother Gibson and unanimously approved to adopt the new criteria for expansion.

B. COMMITTEE ON UNDERGRADUATE OPERATIONS (Attachment B)

1. It was moved by Brother Spees, Seconded by Brother Williams and unanimously approved to propose a debt reduction plan for the Delta Eta Chapter at East Carolina University.
2. It was moved by Brother Spees, Seconded by Brother Gibson and approved 5-1 to suspend all staff sponsored expansion at Auburn University.
3. It was moved by Brother Williams, seconded by Brother Cabello and unanimously approved to accept the chartering petition of the colony at Grand Valley State University to become the Delta Phi Chapter.

C. COMMITTEE ON ALUMNI OPERATIONS (Attachment C)

1. It was moved by Brother Spisak, seconded by Brother Garvey and unanimously approved to accept the petition of the Central Ohio Alumni Council.
2. It was moved by Brother Spisak, seconded by Brother Garvey and unanimously approved to form an Editorial Board/Committee with the Chairman of the Alumni Operations Committee to serve on the Committee. The Committee will assist with the continuity of content in *The Tomahawk*.

D. COMMITTEE ON FINANCE (Attachment D)

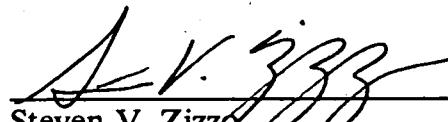
There were no motions made by this committee.

219. ADJOURNMENT

It was moved by Brother Gibson, seconded by Brother Spees and unanimously approved adjourn the meeting at 11:03 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.**

**February 1, 1996
Delaware, Ohio**

220. A scheduled conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, February 1, 1996. The following members were present: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Treasurer Kevin J. Garvey, Grand Secretary Stuart A. Spisak and Grand Marshal Robert G. Cabello. Also joining the meeting were Undergraduate Representatives to the Grand Council Chris Sieben (Finance), Jason Lee (Expansion) and Drew Thawley (Undergraduate Operations), as well as Executive Vice President Steven V. Zizzo, Director of Alumni Services G. Scott Grissom and Director of Chapter Services Glen D. Olson.
221. Steve Zizzo informed the Grand Council that Grand Historian Robert Kutz had faxed the revisions of the Constitution and By-Laws of the Fraternity to the Headquarters and they would be distributed to the Grand Council for feedback. All feedback should be forwarded directly to Robert Wade, Chairman of the Constitution Committee. The revisions from Robert Kutz will be discussed on the March conference call.
222. The Grand Council reviewed the 1995-96 Goals. Feedback on Grand Council Policies which were distributed at the Charlotte meeting should be forwarded to John Gibson by March 1.
223. Grand Senior President Thurston asked if there would be concern in changing the name of the Vision Statement to a name such as Long Term Strategic Goals. He agreed to send information on this for the March conference call.
224. Accounts receivable were reported at \$119,684 with receivable over 90 days falling below \$100,000 to \$93,000.
225. Scott Grissom presented a proposal for a new Foundation lapel pin for the Oak Wreath Society of donors. It was moved by Brother Cabello, seconded by Brother Garvey and unanimously approved to authorize production of the pin.
226. The Grand Council discussed the request for assistance from the chapter at Murray State. The matter was referred to the Finance Committee for review and recommendation to the Grand Council.
227. The Grand Council discussed Mark Williams' request that the vote on moving the Headquarters to Indianapolis be corrected to 6-1 and not unanimous. The Grand Council agreed that the vote was indeed unanimous.

Minutes of Grand Council Telephone Conference Call
February 1, 1996
Page 2

228. Adjournment: There being no other business brought before the meeting, the conference call was adjourned at 4:43 p.m. Eastern Standard Time.

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.**

**March 7, 1996
Delaware, Ohio**

229. A scheduled conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, March 7, 1996. The following members were present: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Treasurer Kevin J. Garvey, Grand Secretary Stuart A. Spisak, Grand Marshal Robert G. Cabello, Grand Councilor John B. Gibson and Grand Councilor Mark A. Williams. Also joining the meeting were Undergraduate Representatives to the Grand Council Chris Sieben (Finance), Jason Lee (Expansion) and Drew Thawley (Undergraduate Operations). Also on the conference call were Executive Vice President Steven V. Zizzo, Director of Alumni Services G. Scott Grissom and Director of Chapter Services Glen D. Olson.

230. John Gibson delivered a report on the search for a Headquarters in Indianapolis. The committee has located lease space and has looked at the lease versus buy financial issues as well as the related costs of building an office. More information on the building option is still needed by the committee. It is anticipated the committee will recommend leasing space for two to three years, then forming a new committee to begin the plans for building long term space in Indianapolis. Another one to two weeks are needed before a specific recommendation would go before the Grand Council.

It was suggested that the Headquarters Committee make their report to the Grand Council and Trustees at the same time. A conference call would need to be scheduled for the Trustees to discuss and vote on this issue. It was agreed to send a memo to the Trustees updating them on the committee's progress. John Gibson agreed to have the committee's report distributed simultaneously to both boards. Steve Zizzo was asked to call Ron Dollens asking him to keep the Trustees informed of the committee's progress.

231. The Grand Council discussed the constitutional changes as they were revised by Bob Kutz. Items for revision which were discussed:

An amendment should have been included that allows for a change to the by-laws with a unanimous vote of the Grand Council.

The theory of weighted voting would not be included. Each delegate shall have one vote.

The name Expansion Chief would be changed to Expansion Chairman.

Select Option I, p. 31, for Article XIII, and change from majority to 2/3 vote.

Article VI, Section 16, C—Grand Council Nominations—One undergraduate representative shall serve on this committee. Should there be a specified number of undergraduates on this committee? Delete last sentence of C.

Article VI, Section 18: Simplify the wording. Section 19: The special committee shall be chaired by the same Past Grand Senior President who chaired the Committee on Nominations. Section 17: Please clarify, insert item 6 page 4 of Bob Kutz's letter to clarify.

Re-word mission statement bullet points in Article I, section 3 of the Constitution to the current format.

Each Grand Councilor should send any minor concerns or issues directly to Bob Wade, Chairman of the Constitution Changes Committee.

232. The Grand Council discussed a follow-up memo from Stan Thurston on the Vision Statement. Everyone was asked to submit feedback and prioritize the items on page two of the memo to Stan Thurston by March 25.
233. It was moved by Brother Garvey seconded by Brother Gibson and unanimously approved to adopt the proposed Guidelines on Loans with changes.
234. It was moved by Brother Garvey, seconded by Brother Spees and unanimously approved to increase the pension of Joanna Burns to \$14,400 per year effective July 1, 1996.
235. It was moved by Brother Garvey, seconded by Brother Cabello and unanimously approved to provide an increase to the pension paid to Joanna Burns, beginning 1997-98, annually each July 1 at a rate equal to the overall Fraternity employee increase.
236. It was moved by Brother Garvey, seconded by Brother Cabello and unanimously approved to accept the promissory note negotiated with the Alumni Association of Delta Eta Chapter.
237. It was moved by Brother Spees, seconded by Brother Cabello and unanimously approved to accept the petition of the colony at the University of Massachusetts to re-charter Gamma Chapter.
238. It was moved by Brother Spees, seconded by Brother Spisak and unanimously approved to accept the petition of the colony at Middle Tennessee State University to charter.

Minutes of Grand Council Telephone Conference Call
March 7, 1996
Page 3

239. It was moved by Brother Williams, seconded by Brother Cabello and unanimously approved to accept the petition of the colony at Elmhurst College to charter. An amendment establishing a contingency for chartering was proposed but defeated.
240. The Grand Council discussed jewelry items put forward by Scott Grissom. It was moved by Brother Garvey, seconded by Brother Gibson and unanimously approved to establish a second, more reasonably priced ring for the Fraternity.
241. Adjournment: An executive session was called and this portion of the conference call was adjourned at 5:36 p.m. Eastern Standard Time.

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.**

**April 4, 1996
Delaware, Ohio**

242. A scheduled conference call meeting of the Grand Council was held at 4:00 p.m. on Thursday, April 4, 1996. The following members were present: Grand Senior President Stan G. Thurston, Grand Junior President Larry G. Spees, Grand Treasurer Kevin J. Garvey, Grand Secretary Stuart A. Spisak, Grand Marshal Robert G. Cabello, and Grand Councilor Mark A. Williams. Also joining the meeting were Undergraduate Representatives to the Grand Council Chris Sieben (Finance) and Drew Thawley (Undergraduate Operations). Also on the conference call were Executive Vice President Steven V. Zizzo, Director of Alumni Services G. Scott Grissom, Director of Chapter Services Glen D. Olson and Vice President for Administration Bev Moody.
243. The Grand Council reviewed the Report of the Scholarship Committee. It was moved by Brother Williams, seconded by Brother Garvey and unanimously approved to adopt the recommended Scholarship Committee Mission Statement as an official Position Statement of the Grand Council.
- Any other comments in regard to the Report of the Scholarship Committee should be directed to Glen Olson by April 22.
244. Updates given by Stan Thurston: The Grand Council will review Grand Council Policies and Long Range Goals at the next full meeting in June.
245. The Finance Committee reported that the Fraternity should expect a \$40,000-\$50,000 deficit. Currently, reserves show \$40,000 in the Headquarters Building Fund and \$135,000 in the Insurance Reserve Fund. It was moved by Brother Garvey, seconded by Brother Cabello and approved 4-1 to take the needed reserves from the Headquarters Building Fund to cover the 1995-96 deficit up to \$40,000. The Grand Council also agreed that the 1996-97 budget must include paying back the reserve funds.
246. After discussing the prospect of a future housing program, it was moved by Brother Garvey, seconded by Brother Cabello and approved 4-1 to recommend that the Educational Foundation conduct a feasibility study for establishing a housing program as an investment for the Foundation.
247. It was recommended that a current and "redline" copy of the Constitution & By-laws be sent to all chapters and alumni delegates to more clearly show everyone how the proposed new Constitution & By-laws is being changed. It was also recommended that a cover memo emphasizing the importance of these changes be sent to encourage review and feedback.

Minutes of Grand Council Telephone Conference Call

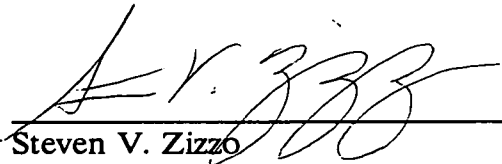
April 4, 1996

Page 2

248. The Grand Council suggested the Nominations Committee secure information on all candidates as to their board experience and thought that creating an inexpensive document to introduce all of the candidates would be helpful to the delegates.
249. Adjournment: An executive session was called and this portion of the conference call was adjourned at 5:15 p.m. Eastern Time.

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.**

**May 6, 1996
Delaware, Ohio**

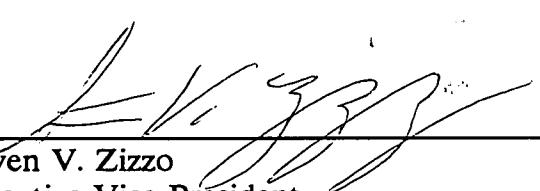
250. A scheduled conference call meeting of the Grand Council was held at 6:00 p.m. on Monday, May 6, 1996. The following members were present: Grand Senior President Stan G. Thurston, Grand Treasurer Kevin J. Garvey, Grand Secretary Stuart A. Spisak, Grand Marshal Robert G. Cabello, and Grand Councilor John B. Gibson. Also joining the meeting were Undergraduate Representatives to the Grand Council Chris Sieben (Finance) and Drew Thawley (Undergraduate Operations). Also on the conference call were Executive Vice President Steven V. Zizzo, Director of Alumni Services G. Scott Grissom, Director of Chapter Services Glen D. Olson, and Chapter Leadership Consultant Stuart Steadman.
251. The Grand Council reviewed a contract to lease space in Indianapolis, recommended by the Headquarters Committee. It was moved by Brother Gibson, seconded by Brother Spisak and unanimously approved to accept the contract for leased space at 8645 Guion Road, Suite J, Indianapolis, Indiana, on behalf of Alpha Sigma Phi Fraternity, Inc.
252. The Grand Council reviewed a memo outlining plans for staffing the Headquarters for the 1996-97 year. It was agreed that the plan was acceptable.
253. The Finance Committee recommended approval of a loan in the amount of \$5,000 to Delta Upsilon Chapter at Virginia Tech for the purpose of moving into a leased chapter house.
254. The Grand Council was asked to submit issues for the Convention by May 13, 1996.
255. The Grand Council meeting will be held June 14-15 at the Columbia Club in Indianapolis, IN. It is an inexpensive property that will help save money. An alumni luncheon will be held on June 14. Also, a possible roundtable discussion will be held with other fraternities on the topic of sharing resources.
256. Bob Cabello updated the Grand Council on the subject of Executive Evaluation. There has been minimal feedback to Brother Cabello on this issue.
257. Glen Olson announced that he would be leaving staff on May 11, following his trip to Amherst, Massachusetts, for the initiation of brothers at Gamma Chapter, University of Massachusetts, on May 10. He also reported that Middle Tennessee State has dropped to 11 members after their reorganization.

Minutes of the Grand Council Telephone Conference Call
May 6, 1996
Page 2

258. The Grand Council agreed to move the June 3 conference call to 6:00 p.m. Eastern Daylight Time (5:00 p.m. Central Time) so that everyone may participate.
259. It was moved by Brother Gibson, seconded by Brother Cabello and unanimously approved to adjourn at 6:40 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 15, 1996
INDIANAPOLIS, IN**

260. CALL TO ORDER AND WELCOME

Grand Senior President Stan G. Thurston called the meeting to order and welcomed those present at 1:25 p.m.

261. ROLL CALL

Those in attendance were 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, Grand Historian Robert W. Kutz, as well as Undergraduate Representatives Jason Lee (Expansion) and Christopher Sieben (Finance). Also in attendance were Executive Vice President Steven V. Zizzo and Director of Chapter Development Michael A. Weaver.

262. APPROVAL OF MEETING MINUTES

It was moved by Brother Cabello, seconded by Brother Spees and unanimously approved to accept the minutes of the January 20, 1996 meeting and the minutes of the February 1, 1996; March 7, 1996; April 4, 1996 and May 6, 1996, 1996 Conference Calls.

263. UNFINISHED BUSINESS

It was moved by Brother Cabello, seconded by Brother Williams and unanimously approved to adopt the Grand Council policies as amended.

264. NEW BUSINESS

A. COMMITTEE ON EXPANSION (Attachment A)

There were no motions from the committee, however, the Grand Council agreed that Bob Cabello, Kevin Garvey, and Steve Zizzo compile information on critical mass.

B. COMMITTEE ON UNDERGRADUATE OPERATIONS (Attachment B)

1. It was moved by Brother Spees, seconded by Brother Cabello and unanimously approved to begin charter revocation proceedings on Gamma Xi Chapter at Widener University for financial delinquency as well as pledging a member of Lambda Chi Alpha Fraternity.
2. It was moved by Brother Spees, seconded by Brother Spisak and unanimously approved to invite the Grand Chapter Advisor or an alternative key alumnus from each chapter to attend the Academy of Leadership with the chapter HSP.
3. It was moved by Brother Spees, seconded by Brother Williams and approved 5-1 to expel John Holzhauser of Gamma Zeta Chapter.
4. It was moved by Brother Spees, seconded by Brother Williams and approved 5-1 to expel Steven Takada of Mu Chapter.
5. It was moved by Brother Spees, seconded by Brother Williams and approved 5-1 to expel Scott Hartwell of Gamma Zeta Chapter.

C. COMMITTEE ON FINANCE (Attachment C)

1. It was moved by Brother Garvey, seconded by Brother Gibson and approved 5-0-1 to: approve the 1996-97 budget as proposed with any surplus being returned to reserves for reduction of deficit. Exception is granted to special gifts and any increases from fees.
2. It was moved by Brother Garvey, seconded by Brother Gibson and unanimously approved to authorize the Executive Vice President to open necessary bank accounts with Peoples Bank of Indianapolis.
3. It was moved by Brother Garvey, seconded by Brother Cabello and unanimously approved to authorize the Executive Vice president to negotiate any necessary contracts or financial agreements to facilitate the move of the Fraternity Headquarters to Indianapolis, IN.

D. COMMITTEE ON ALUMNI OPERATIONS (Attachment D)

1. It was moved by Brother Spisak, seconded by Brother Gibson and approved to award the Delta Beta Xi to the following brothers:

David W. Taber, Findlay '64 ; Eric N. Allen, Purdue '71; G. Scott Grissom, Oklahoma '78; John Wavle, Westminster '77; Bernard Schulz,

Radford '89; Scott Copley, Rio Grande '92; Richard Lee, Oregon State 66; and Charles Victor, Missouri Valley '81.

2. It was moved by Brother Spisak, seconded by Brother Gibson and approved to award the 1996 Evin C. Varner Distinguished Service Award to Dr. Otto Sonder, American '47.
3. It was moved by Brother Spisak, seconded by Brother Gibson and unanimously approved to award the 1996 Distinguished Merit Award to Dr. Robert Wells, Ohio Wesleyan '57.

265. OTHER NEW BUSINESS

1. It was moved by Brother Williams seconded by Brother Garvey and defeated 4-1 to endorse and participate in the Select 2000 program.
2. It was moved by Brother Garvey, seconded by Brother Williams and unanimously approved to recommend that the Alpha Sigma Phi Educational Foundation supports the NPC-NIC research Initiative with a grant of \$25,000, with a written outline of the benefits and a plan for dissemination and use of the survey.
3. It was moved by Brother Garvey, seconded by Brother Spees and unanimously approved to send a gift basket to five of the support staff t hank them for their service to the Fraternity.

266. ADJOURNMENT

It was moved by Brother Spees, seconded by Brother Cabello and unanimously approved to adjourn at 5:10 p.m.

Respectfully submitted,


Stuart A. Spisak
Grand Secretary

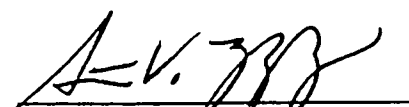
Steven V. Zizzo
Executive Vice President

ALPHA SIGMA PHI FRATERNITY
ST. LOUIS, MO
August 17, 1996

1. Grand Senior President Kevin J. Garvey called the meeting of the new Grand Council to order at 10:20 p.m. In attendance were Grand Junior President Stuart A. Spisak, Grand Secretary Robert G. Cabello, Grand Treasurer John B. Gibson, Jr., Grand Marshal Mark A. Williams, and Grand Councilors Scott Olson and Edward Leedom. Also in attendance were Past Executive Director Robert M. Sheehan, Jr., and Executive Vice President Steven V. Zizzo.
2. It was agreed that monthly conference calls will continue at 6:00 p.m. Eastern Time (5:00 Central Time) on the first Thursday of each month.
3. Kevin Garvey asked the Grand Council to review their calendars in the coming weeks to set a weekend for a retreat. Plan on a Friday arrival and Sunday departure.
4. Kevin Garvey addressed a desired committee structure where Grand Council members were committee chairmen and non-Grand Council were invited to serve on the committees.
5. Bob Cabello addressed the issues of expansion including hiring a Director, possible clerical support, and a realignment of the budget in light of the estimated \$54,760 in newly approved dues and fees. He also addressed issues of groups at Michigan State, colonies, interest groups, and U.I.-Chicago.
6. It was agreed by the Grand Council that Scott Grissom should receive the Delta Beta Xi as soon as appropriate to do so.
7. It was agreed that Mrs. Burns should be invited to Valley Forge for the 1997 National Leadership Conference at the Fraternity's expense and be presented a Grand Senior Presidents Citation.
8. John Gibson agreed to assist in a communication plan to promote the grant being made by the Educational Foundation for the NIC/NPC Research Initiative.
9. There being no other business to discuss, the meeting was adjourned.

Respectfully submitted,

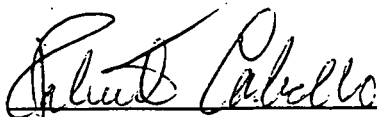

Robert G. Cabello
Grand Secretary


Steven V. Zizzo
Executive Vice President

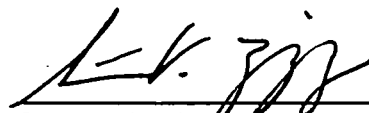
ALPHA SIGMA PHI FRATERNITY
CONFERENCE CALL
September 5, 1996

10. Grand Senior President Kevin J. Garvey called the conference call to order at 6:05 p.m. Eastern Time. In attendance on the call were Grand Junior President Stuart A. Spisak, Grand Secretary Robert G. Cabello, Grand Treasurer John B. Gibson, Jr., Grand Marshal Mark A. Williams, and Grand Councilor Edward Leedom. Also in attendance was Executive Vice President Steven V. Zizzo.
11. Kevin Garvey addressed the upcoming retreat set for November 1-3, 1996. He asked that new Grand Council arrive by 5:30 p.m. for dinner with the Undergraduate Representatives. Everyone else should arrive by 7:30 p.m. Friday evening will be informal discussion of goals and committee work. Plan flights out on Sunday after 1:0 p.m. Brother Garvey indicated he will be asking everyone to lead a certain portion of the retreat.
12. A list of committees and recommended individuals was distributed. Kevin Garvey agreed to call all non-Grand Council to ask them to serve. He asked all committees to set tentative two year goals before the retreat.
13. It was moved by Brother Williams, seconded by Brother Gibson and unanimously approved to confirm Stan Thurston as a Trustee of the Educational Foundation.
14. Kevin Garvey informed the Grand Council that John Gibson will be the Grand Council's designated representative to the Foundation..
15. The next conference call was set for October 3 at 6:00 p.m. Eastern Time.
16. There being no other business to discuss, the meeting was adjourned.

Respectfully submitted,



Robert G. Cabello
Grand Secretary



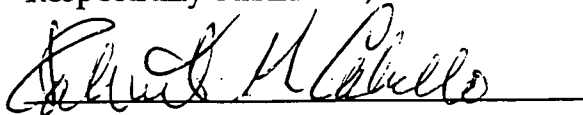
Steven V. Zizzo
Executive Vice President

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

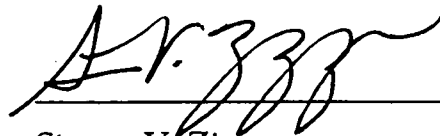
October 3, 1996
INDIANAPOLIS, IN

17. Grand Senior President Kevin J. Garvey called the conference call to order at 6:00 p.m. Eastern Time. In attendance on the call were Grand Junior President Stuart A. Spisak, Grand Secretary Robert G. Cabello, Grand Treasurer John Gibson, Grand Marshal Mark A. Williams, Grand Councilors Scott Olson and Edward Leedom, Undergraduate Representatives to the Grand Council Chad Snyder, Jamie Grant and Christopher Ciesielski. Also in attendance were Executive Vice President Steven V. Zizzo and Director of Chapter Development Michael A. Weaver.
18. After thorough review and discussion of the Petition submitted by the interest group at the University of Oklahoma, it was moved by Brother Williams, seconded by Brother Olson and unanimously approved to accept the petition and officially colonize at the University of Oklahoma.
19. Kevin Garvey reviewed items for the upcoming retreat. Handouts are due to the Headquarters October 13th for distribution to everyone. The new Grand Council members and undergraduate representatives will have dinner together at 5:30 p.m. on November 1.
20. Kevin Garvey announced that he would be placing the chapter at American University on Administrative Suspension for 30 days for unacceptable behavior.
21. Kevin Garvey asked that all Grand Council utilize electronic mail to expedite business and make the most efficient use of this Grand Council's time.
22. There being no other business brought before this conference call, the meeting was adjourned at 7:10 p.m.

Respectfully submitted,



Robert G. Cabello
Grand Secretary



Steven V. Zizzo
Executive Vice President

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

December 10, 1996
INDIANAPOLIS, IN

23. Grand Senior President Kevin J. Garvey called the conference call to order at 6:00 p.m. Eastern Time. In attendance on the call were Grand Junior President Stuart A. Spisak, Grand Secretary Robert G. Cabello, Grand Treasurer John Gibson, Grand Councilors Scott Olson and Edward Leedom, Undergraduate Representatives to the Grand Council Chad Snyder, Jamie Grant and Christopher Ciesielski. Also in attendance was Executive Vice President Steven V. Zizzo.
24. Brother Garvey informed the Grand Council that Past Grand Senior Presidents Rick Dexter, John Blackburn, Stan Miller and George Trubow were nominated by Grand Council members for the Board of Trustees of the Alpha Sigma Phi Educational Foundation.
25. After review of the situation at the University of Delaware, it was moved by Brother Spisak, seconded by Brother Cabello and unanimously approved to revoke the charter of Delta Pi Chapter for low membership with a plan to return to campus in 3-4 years.
26. The Grand Council was informed of several hazing activities that have recently taken place at the Delta Sigma Chapter, Coastal Carolina. Grand Senior President Kevin Garvey immediately placed the chapter on Administrative Suspension upon hearing of the allegations so a thorough investigation could be conducted. It was moved by Brother Olson, seconded by Brother Cabello and unanimously approved to continue administrative suspension until the Grand Council could hear a full report at the January meeting.
27. The Grand Council learned of alleged hazing activities at Gamma Chi Chapter, Indiana University and the Grand Senior President placing the chapter on Administrative Suspension. It was moved by Brother Leedom, seconded by Brother Cabello and unanimously approved to administratively monitor the chapter's pledge education program through December 1997. John Gibson asked the Committee on Undergraduate Operations to formalize a policy on discipline for future use.
28. Alumni, Finance and Expansion Committees gave verbal reports. Items rising out of this discussion were: what are the financial needs of the committees, and The Tomahawk. The audit should be completed by January. The Finance Committee is working on policies and procedures as well as a five-year budget model. Kevin Garvey requested goals with benchmark dates for each committee.

29. For the Undergraduate Operations Committee, Stuart Spisak reported on the presentation of the NIC/NPC Research Initiative as well as discussion of the assessment of chapter services programs. The recognition given to Alpha Sigma Phi for its leadership in funding the research Initiative was overwhelming and included a nice plaque for the Educational Foundation. The Research Initiative has the potential to be rolled into an assessment tool for Alpha Sigma Phi's Chapter Services Programs and the impact they have.
30. Advisory Committee Chairmen have all been appointed. They are: Housing-Bob Denny, Public Relations-Scott Copley, Scholarship-Jeff Owens, Risk Management-Bob Wade, Community Service-Chuck McCaffrey, Ritual-Scott Grissom. The Chairmen received a letter describing the structure for advisory committees, a list of potential volunteers for their committees and a copy of all policies governing advisory committees.
31. Kevin Garvey informed the Grand Council that his conference call with the Grand Senior Presidents Advisory Committee went very well, providing great insight.
32. The next conference call will be at 6:00 p.m. Eastern Time on January 9. The undergraduate representatives will hold a conference call with Kevin Garvey to discuss communication with undergraduate Presidents.
33. There being no other business brought before this conference call, the meeting was adjourned at 7:10 p.m.

Respectfully submitted,

Robert G. Cabello
Grand Secretary

Steven V. Zizzo
Executive Vice President

