

MINUTES TO GRAND COUNCIL
CONFERENCE CALL
ALPHA SIGMA PHI FRATERNITY, INC.
January 7, 1999

CALL TO ORDER AND WELCOME:

ROLL CALL

Stuart Spisak, Grand Senior President (excused early); John Gibson, Grand Marshall; Bob Cabello, Grand Junior President; Mark Williams, Grand Secretary; Ed Leedom, Grand Treasurer; Scott Olson, Grand Councilor; Greg Sinise, Grand Councilor; Chad Gillenwater, Undergraduate Representative; Gordy Heminger, III, Undergraduate Representative; and Ryan Spiegel, Undergraduate Representative.

Staff Present: Tom Hinkley, Executive Vice President; Ryan Brown, Senior Chapter Leadership Consultant; Terry "Toby" O'Brien, Chapter Leadership Consultant; and Bryan Proctor, Chapter Leadership Consultant.

COMMITTEE REPORTS

Finance: Treasurer's Manual
A/R Policy - doing well financially

Expansion: John Gibson
Not much new since last meeting.

Alumni: Greg Sinise
Two calls
Recognized plan of action to focus on GCA
Identify and evaluate key volunteers
Identify potential key note speakers

Undergraduate Operations: Bob Cabello
TBTM
Technology - Greekware
Next call, 3rd week January

F V & E: Mark Williams
Scholarship - Owens is moving on

Ritual – scheduled to do new proposed initiation at NLC. Info available.

Service and philanthropy – meeting regularly

OLD BUSINESS

Expansion

The expansion committee was created to insure that the Grand Council's goal of 70 chapters with 35 members by the year 2000 is Achieved.

The committee has determined that the keys to growth, recruitment, and retention center around; focussed resources, active local alumni support, chapters helping other chapters, older brothers helping younger brothers throughout life, and a brotherhood experience beyond one's own chapter.

Therefore, the expansion committee recommends the following PACKAGE of initiatives be approved by the Grand Council:

1. The grand council approve \$20,000 additional dollars in the next two years for expansion of the fraternity. (\$15,000 this year, \$5,000 next)
2. The Grand Council direct the Executive Director to aggressively recruit an expansion director by Jan. 31; and in an effort to speed the process, permit the base salary to be increased by up to \$10,000 beyond the current target.
3. The Grand Council establish seven Districts made up of groups of no more than 10 chapter and alumni groups. The specific make up of which will be done at the discretion of the Executive Director.
4. The Grand Council direct the Executive to actively recruit, as soon as possible, alumni volunteers to service as District Leaders.
5. The Grand Council implement a chapter incentive program for chapters who sponsor new groups as they become chapters in the amount of \$1,000 for each chapter sponsored. The \$1,000 will take the form of \$500 payable to the chapter treasury and \$500 in scholarships for attendance at National Fraternity sponsored leadership events.

6. The Grand Council implement a District incentive program of \$500 for each net chapter added to it's district during the academic year. The \$500 will be held by the National office and vouched by the District Leader for justified expenses.

The following is a general process document recommended to the Executive Director by the expansion committee.

Overview:

Step

1. Leads from university, alumni, District, Chapter come into Director
2. Expansion director(70% of effort) get ASP on the campus with support of District Leader and Assigned Chapter Consultant(30%)
3. Director (30% of effort), District Leader & Assigned Chapter Consultant(70%)work on establishing first members
4. District Leader(30%), Chapter consultant(60%), and sponsoring chapter or alumni council(10%) start interest group.
5. Chapter Consultant (40%), Sponsor(60%) work with group to become colony and establish local CAT team.
6. Sponsor(70%), Chapter Consultant (20%), CAT(10%) take colony into charting phase
7. New Chapter established with CAT taking on major role supported by HQ in traditional fashion

NEW BUSINESS

Rutgers - no motion

Next call February 11, 1999.

ADJOURNMENT

The meeting adjourned at approximately 7:30 p.m.

Respectfully Submitted:

Mark Williams
Grand Secretary

Thomas Hinkley
Executive Director

MINUTES TO GRAND COUNCIL MEETING
ALPHA SIGMA PHI FRATERNITY, INC.
JANUARY 22, 1999

CALL TO ORDER AND WELCOME

Call to Order 3:35 p.m.

ROLL CALL

Stuart Spisak, Grand Senior President; Robert Cabello, Grand Junior President; Greg Sinise, Grand Councilor; Scott Olson, Grand Councilor; Ed Leedom, Grand Treasurer; Mark Williams, Grand Secretary; Gordy Heminger, Undergraduate Representative; and Ryan Spiegel, Undergraduate Representative.

John Gibson, Grand Marshal, and Chad Gillenwater, Undergraduate Representative arrived late.

Guests: Grand Historian, Bob Kutz; and Executive Director Tom Hinkley

COMMITTEE REPORTS

Finance Committee:

Accounts Recieveble Policy. Extensive discussion. No motion.

Undergraduate Operations:

Member Education Sub-Committee is making progress. No formal report as of yet today. Ed Lenane was to fax by today.

Standards of Excellence. Brief discussion.

Technology. Demonstration of Bingwa software.

Alumni

GCA Survey being distributed

Alumni Conference in Pittsburgh. No motion. Budget request coming within next thrity days.

Send copy of minutes of last conference call to Greg S. E-mail is preferred.

Risk Management

Resource book developed.

Attended Alcohol Summit

Attended Housing Conference

Have additions to Strategic Plan

Risk Management General Session in Pittsburgh

NEW BUSINESS

Meetings with Chapters;

Bloomsburg Chartering Petition: Williams, Leedom 2nd To Approve Charter as per staff recommendation (Only men of 2.3/4.0 be initiated with one exception)

Motion passes 5-0-1

Penn State Altoona Chartering Petition: Olson, Heminger 2nd to approve charter as per staff recommendation. Motion passes 4-2

Gibson joins meeting

University of Miami:

Deferred further discussion/ motion until after the representatives meet with Ed Leedom

Hartwick:

Release from Administrative Suspension, additional service hours and risk management workshops. No Motion required to release from suspension.

Penn State:

Send a letter to PSU acknowledging disapproval of the action consistent of the disapproval of the IFC. Outline additional service hours requirement in letter. Sinise Williams 2nd

Passes 7-0

Rutgers:

After a presentation by Jarod Horowitz, HSP, there were no questions by the council.

Motion to immediately revoke the charter of the Beta Theta chapter.

Spiegel, Williams 2nd

6-0 (Cabello absent from room)

Move for a thirty day one-time extension for Univ. of Maryland for liability insurance premium. Motion passes 6-0

Murray State insurance extension fails for lack of motion

Miami – Forgive 50% of outstanding debt to Uof M

Payment plan for Insurance through Dec. 31 1999
Fraternity, Inc will guarantee debt for reduced interest rate
Standards of Excellence measures
Tabled 5-2

Executive Session

Re-convene on Saturday, January 23, 1999 at 9:00 p.m.

Barton requests 30 day extension to pay liability insurance to be paid by March 1, 1999. Passes 7-0

In June meeting, review policy of when all invoices, including insurance, are sent to chapters.

Removing Miami motion from the table. Passes 7-0

Miami - Forgive 50% of outstanding debt to Uof M
Payment plan for Insurance through Dec. 31 1999
Fraternity, Inc will investigate guarantee debt for reduced interest rate with the university for past lease expenses.
Standards of Excellence measures
Removed from table

Favor;

Against Gibson, Williams, Leedom, Olson, Sinise, Gillenwater, Spiegel, Heminger

Obstain: Cabello

Fails 0-6-1

Sinise moves:

The Grand Council has made the following decision:

The National Fraternity will negotiate a debt reduction of the University of Miami chapter debt, the National Fraternity will co-sign the loan to the University of Miami while negotiating a lower percentage interest rate with the following conditions:

1. The University of Miami chapter will establish a payment plan by 3/1/99 and immediately begin to execute the plan to payback the chapter debt and liability insurance debt. The liability insurance debt must be paid by 12/31/99.

2. The University of Miami chapter, along with Brother Bob Cabello, will establish a payment plan with the University of Miami for their University debt by 3/1/99 and immediately begin to execute the plan.
3. The chapter GPA will remain at or above .1 over the all campus average.
4. The chapter new member program will retain and initiate 15 new members in the next 12 months.
5. An alternative to using the suite will be submitted to the Fraternity by 4/1/99.
6. All funds disbursed by the chapter will be co-signed by the Fraternity (either Brother Tom Hinkley or Brother Bob Cabello) until all debt (both chapter and university) is paid back.
7. The University of Miami chapter will have zero risk management violations.

Failure to comply with any of the above 7 requirements will cause a vote within 30 days by the Grand Council for charter revocation.

Motion to amend Sinise's motion defeated. (require attendance at NLC)

In favor: Gibson, Leedom, Olson, Sinise, Gillenwater

Against: Williams, Heminger

Cabello and Spiegel abstain

Motion passes 4-1-1 (Undergrad reps void each other out)

Reconvene at 9:05 a.m. Sunday, January 24, 1999

Presentation by Scott Grissom and Rich Ritter concerning the ritual committee.

Newer business:

Brother Cabello suggested that G. Scott Grissom be considered for a GSP citation. GSP Spisak agreed to consider the request.

GC wants first option on facilitation roles for the August 1999 Conference. Tentatively agreed to have full time volunteers do facilitation with GC floaters.

Get updates integrated to Strategic Plan by March 15

Get updates to Stuart by 1st week of February.

To Cabello by 2/10

Cabello to Stuart by 2/22

Stuart to Cabello by 2/26

To office by 3/6

Next Call Monday, Feb 15 6:00 p.m. EST

March call: March Thursday, March 11, 6:00 p.m. EST

Strategic Plan Call: Thursday, March 25 7:30 - 9:30 p.m. EST

April Call: Thursday, April 8, 1999 6:00 p.m. EST

May Call Thursday, May 6, 6:00 p.m. EST

June Board Meeting: June 26 through 27th. 12:00 noon

Out by 2:00 p.m. June 27th.

Meeting Adjourned at 10:48 a.m. on Sunday, January 24, 1999

Respectfully Submitted:

Tom Hinkley, Executive Director

Mark Williams, Grand Secretary

MINUTES TO GRAND COUNCIL
CONFERENCE CALL
ALPHA SIGMA PHI FRATERNITY, INC.
April 8, 1999

CALL TO ORDER AND WELCOME:

ROLL CALL

Stuart Spisak, Grand Senior President; Bob Cabello, Grand Junior President (left early); John Gibson, Grand Marshall; Mark Williams, Grand Secretary; Ed Leedom, Grand Treasurer; Chad Gillenwater, Undergraduate Representative; and Ryan Spiegel, Undergraduate Representative. Scott Olson, Grand Councilor joined late.

Staff Present: Tom Hinkley, Executive Director

REPORTS

Expansion: Things are going well. Several opportunities. Trying to lay plan for the fall.

Finance: Accounts Receivable collection is going well. Still billing quite a bit.

Undergrad Ops: TBTM and Technology are two issues being addressed by committee.

Risk Management: Nothing new to report

Fraternal Values and Ethics: Ritual committee is really making great progress. Still looking for replacement for Owens on Scholarship.

Alumni: Focusing on Alumni Conference 1999. Trying to focus on more non-Alpha Sig issues. Still need to identify speaker.

NEW BUSINESS

Discussed staffing priorities for the 1999-2000 budget. No motion was made. Sense of the council was in agreement with the plan presented by Exec. Dir. Hinkley. Additions would be a Director of Alumni Programs and second priority would be to add a consultant for Expansion.

Moved to revoke William Patterson's charter if financial arrangements are not agreed to by June 1. We will forgive 50% of debt if the other \$4000 can be raised by Alumni. Motion passed 6-0 (Cabello had left the call by this point)

Council moved to Executive Session at 7:41 p.m.

ADJOURNMENT

The meeting adjourned at approximately ??? p.m.

Respectfully Submitted:

Mark Williams
Grand Secretary

Thomas Hinkley
Executive Director

MINUTES TO GRAND COUNCIL
CONFERENCE CALL
ALPHA SIGMA PHI FRATERNITY, INC.
March 25, 1999

CALL TO ORDER AND WELCOME:

ROLL CALL

Stuart Spisak, Grand Senior President; Bob Cabello, Grand Junior President (had to leave call early); Mark Williams, Grand Secretary; Ed Leedom, Grand Treasurer; John Gibson, Grand Treasurer; Scott Olson, Grand Councilor; Greg Sinise, Grand Councilor; Chad Gillenwater, Undergraduate Representative; Gordy Heminger, III, Undergraduate Representative; and Ryan Spiegel, Undergraduate Representative.

Staff Present: Tom Hinkley, Executive Director

ANNOUNCEMENTS

Sinise (alumni) - Alumni Conference is top priority. Need speaker.

Leedom (finance) - Accounts Receivable progress. Tom Brown left the committee.

Gibson (Expansion) - Going well. Uconn colonized.

Undergraduate Ops - Cabello. Committee focusing on "sigs on line" initiative.

Risk Management - nothing to report

Fraternal Values and Ethics (Williams) - Still need new chair for Scholarship. Hinkley working with Owens to identify. Riegle doing some work on a philanthropy survey.

NEW BUSINESS

Move to authorize brothers Hinkley and Spisak to purchase the Oregon State chapter facility for an amount not to exceed \$50,000. Moved by Gibson, seconded by Olson. Motion passes 6-0

Motion to revoke the charter of the William Patterson Chapter unless 50% of debt can be paid and 1999 insurance premium can be paid. Letter is to be sent to alumni to attempt to raise the funds. Motion passes 4-1 (Cabello not on call)

ADJOURNMENT

The meeting adjourned at approximately 8:08 p.m.

Respectfully Submitted:

Mark Williams
Grand Secretary

Thomas Hinkley
Executive Director

MINUTES TO GRAND COUNCIL
CONFERENCE CALL
ALPHA SIGMA PHI FRATERNITY, INC.
April 8, 1999

CALL TO ORDER AND WELCOME:

ROLL CALL

Stuart Spisak, Grand Senior President; John Gibson, Grand Marshall; Mark Williams, Grand Secretary; Ed Leedom, Grand Treasurer; Scott Olson, Grand Councilor; Chad Gillenwater, Undergraduate Representative; Gordy Heminger, III, Undergraduate Representative; and Ryan Spiegel, Undergraduate Representative.

Staff Present: Tom Hinkley, Executive Director

ANNOUNCEMENTS

Cancelled June meeting. Scheduled a call for June 10, 1999 at 7:00 p.m. ET

Scheduled next face to face GC meeting for Wednesday, August 11, 1999 at 8:30 a.m.

NEW BUSINESS

Extended Admin Suspension for Lock Haven until NLC meeting in August 1999.
Moved by Williams, second by Olson
Passed 5-0

1999-2000 Budget. Moved by Olson Seconded by Williams
Passed 5-0

A Discussion Regarding the Strategic Plan Followed
Consensus was to revise the planning process. Scott Olson agreed to brief Greg Sinise and Bob Cabello on the discussion.

Council moved to Executive Session at 7:41 p.m.

ADJOURNMENT

The meeting adjourned at approximately ??? p.m.

Respectfully Submitted:

Mark Williams
Grand Secretary

Thomas Hinkley
Executive Director

MINUTES TO GRAND COUNCIL
CONFERENCE CALL
ALPHA SIGMA PHI FRATERNITY, INC.
June 10, 1999

CALL TO ORDER AND WELCOME:

ROLL CALL

Stuart Spisak, Grand Senior President; Mark Williams, Grand Secretary; Ed Leedom, Grand Treasurer; John Gibson, Grand Treasurer; Greg Sinise, Grand Councilor; Chad Gillenwater, Undergraduate Representative; Gordy Heminger, III, Undergraduate Representative; and Ryan Spiegel, Undergraduate Representative.

Staff Present: Tom Hinkley, President & CEO; Ryan Brown, Director of Programs and Services; Dan Bushey, Chapter Leadership Consultant;

ANNOUNCEMENTS

Spisak - Foundation donations. June 30th is approaching. Also consider sponsoring someone from your home chapter.

Sinise (alumni) - Alumni Conference is postponed until August 2000.

Leedom (finance) - Accounts Receivable progress.

Gibson (Expansion) - Salisbury

Undergraduate Ops - Cabello absent. Progress on technology issue. Waiting to rec

Scheduled next face to face GC meeting for Wednesday, August 11, 1999 at 8:30 a.m.

NEW BUSINESS

Extended Admin Suspension for Lock Haven until NLC meeting in August 1999.
Moved by Williams, second by Olson
Passed 5-0

ADJOURNMENT

The meeting adjourned at approximately 7:11 p.m.

Respectfully Submitted:

Mark Williams
Grand Secretary

Thomas Hinkley
Executive Director

MAIL VOTE RESULTS SINCE PREVIOUS
GRAND COUNCIL MEETING

Constitutional amendment regarding the election process for Grand Council. Motion failed. Of the 84 eligible votes, 59 were YES, 5 were NO and 20 abstentions. Three attempts were made to get responses. 1) Mailed to chapters in January 2) Originally distributed and collected at the Academy 3) Follow-up mailer to all abstentions in mid-April.

Chartering petition for Maryland. Passed 6 - 0 - 1

Motion to allow the foundation to utilize 20% of the Executive Director's time to serve as Interim President of the Educational Foundation. Motion Passed 5 and 1/3 in favor, 1 and 1/3 opposed and 1/3 abstention.

Respectfully Submitted:

Robert Cabello
Grand Secretary

Thomas Hinkley
Executive Director

MINUTES TO GRAND COUNCIL
CONFERENCE CALL
ALPHA SIGMA PHI FRATERNITY, INC.
July 15, 1999

CALL TO ORDER AND WELCOME:

ROLL CALL

Stuart Spisak, Grand Senior President; Bob Cabello, Grand Junior President; Mark Williams, Grand Secretary; Ed Leedom, Grand Treasurer; John Gibson, Grand Treasurer; Greg Sinise, Grand Councilor; Scott Olson, Grand Councilor; Chad Gillenwater, Undergraduate Representative; and Ryan Spiegel, Undergraduate Representative.

Special Guests: Bob Kutz, Grand Historian and G. Scott Grissom

Staff Present: Tom Hinkley, President & CEO

REPORTS

Expansion: Nothing new to report

Risk Management: Nothing new to report

Undergraduate Ops: Two proposals on Web pages received to be reviewed by the committee

Finance: Insurance Reserve at \$50,000. A/R collections have gone well. Twelve chapters up for suspension.

Alumni: Award recommendations to be reviewed in new business

Fraternal Values and Ethics: Scholarship – needs new chair. Philanthropy – CCI at conference.

Ritual: Reviewed revisions to initiation ceremony which will be demonstrated in Pittsburgh.

OLD BUSINESS

None

NEW BUSINESS

Alumni Committee Recommendation for Awards:

Gibson moved, Leedom second. Defeated 4-3
Olson, Cabello, Gibson, Gillenwater, and Spiegel against.
Williams, Sinise, Leedom in favor.

Recommendation for Oregon State Chapter facility.
Tabled 5-2

ADJOURNMENT

The meeting adjourned at approximately 8:45 p.m.

Respectfully Submitted:

Mark Williams
Grand Secretary

Thomas Hinkley
Chief Executive Officer

MINUTES TO GRAND COUNCIL
MEETING
ALPHA SIGMA PHI FRATERNITY, INC.
August 11, 1999

CALL TO ORDER AND WELCOME:

8:50 a.m. Call to Order

ROLL CALL

Stuart Spisak, Grand Senior President; Robert Cabello, Grand Junior President; Mark Williams, Grand Secretary; Ed Leedom, Grand Treasurer; John Gibson, Grand Treasurer; Greg Sinise, Grand Councilor; Scott Olson, Grand Councilor; Chad Gillenwater, Undergraduate Representative; and Ryan Spiegel, Undergraduate Representative.

Staff Present: Tom Hinkley, President & CEO;

ANNOUNCEMENTS

Spisak - Principles of Team Success handout.

Hinkley walked through the agenda for the week.

OLD BUSINESS

Motion to remove Oregon State motion from the table.

Olson Moves, Sinise 2nd

In Favor: Leedom, Williams, Olson, Sinise, Gillenwater

Opposed: Spiegel, Gibson, Cabello

Gibson moves to have a full time staff member live in the Oregon State Chapter house for 2 quarters beginning in October. Cabello 2nd

In favor: Cabello, Gibson, Sinise

Opposed: Leedom, Williams, Olson, Gillenwater and Spiegel

Brother Grissom joined the meeting to share progress from the ritual committee

Alumni Awards: Delta Beta Xi, Distinguished Service, and Distinguished Merit

Motion to divide issue (separate votes): 6-0-1

Motion to approve the following Delta Beta Xi recipients:

Ed Lenane

Sander Smith

Dr. John Dunn

Passes 7-0

Distinguished Service Award:

Dr. Edwin Rasberry

Passes 6-0-1

Distinguished Merit Award:

Ronald Dollens

Passes 6-0-1

Cabello moves, Leedom 2nd to approve Salisbury's petition. Motion passes unanimously.

Meeting recessed 3:25 p.m.

Reconvened on August 12, 1999 at 10:40 a.m.

Chapter Discipline

Debrief Beta Chi chapter meeting.

Motion to begin charter revocation process. Sinise, Cabello 2nd

Passes 7-0

Move to begin charter revocation proceedings at Michigan State. Leedom
Cabello 2nd

Motion tabled 6-1

Williams moves to revoke charter of Coastal. Leedom 2nd

Approved 6-0

Debrief Miami situation; review of seven points. Six of seven have been satisfied. Remaining issue relates to setting up payment plan with the University and timely payment for that plan.

Determined to speak with the Miami chapter representative. Can not make a decision before that point. Schedule that meeting.

Briefing by Leedom to review which chapters must be met with regarding chapter debt.

Discussion with Michigan State. Covered Jeff Hall incident, hazing and campus culture.

Discussion with Miami. Reviewed the January motion.

Discussion with William Patterson. If before the first day of Classes for William Patterson, the alumni provide with a some not less than \$4000 to headquarters, the charter revocation process will be nullified.

Passes unanimously.

Motion to add risk management issues to administrative suspension of Michigan State and to report to the Council in January of 2000. Both items must be fulfilled to complete the conditions of the suspension.

6-1

Develop policy guidelines for risk management violations. Requested by Staff by October 15.

Motion for the fraternity, through the GT, payoff the university debt for the university of Miami and construct a repayment program.

IN Favor Cabello, Williams, Sinise, Gillenwater, Spisak

Opposed: Leedom, Gibson, Olson, Spiegel

Move the following individuals be approved to be Trustees of the Educational Foundation to fill terms beginning August 1999:

John Worthington, Michigan '51

Michael Halloran, Cal Berkley '59

William Christ, Davis and Elkins

G. Robert Evans

Larry Spees, Ohio Wesleyan '57

Motion carries 7-0

Finance Committee Report.

Requested Finance Committee to review receivables to write off uncollectible accounts.

Fraternal Values and Ethics

Motion to have ritual exemplification demonstrated during the Academy of Leadership.

Williams, Cabello 2nd

Motion withdrawn - to be discussed at the board retreat

ADJOURNMENT

The meeting adjourned at approximately 7:11 p.m.

Respectfully Submitted:

Mark Williams
Grand Secretary

Thomas Hinkley, President and
Chief Executive Officer

MINUTES TO GRAND COUNCIL
CONFERENCE CALL
ALPHA SIGMA PHI FRATERNITY, INC.
December 9, 1999

CALL TO ORDER AND WELCOME:

ROLL CALL

Stuart Spisak, Grand Senior President; Bob Cabello, Grand Junior President; Mark Williams, Grand Secretary; John Gibson, Grand Treasurer; Scott Olson, Grand Councilor; Matt Geik, Undergraduate Representative; Mike Luna, Undergraduate Representative, and Dan Arnett, Undergraduate Representative.

Staff Present: Tom Hinkley, President & CEO; Drew Thawley, Director of Expansion.

REPORTS

Fraternal Values and Ethics: Include Philanthropy recommendation on January agenda. Requesting brief update for ritual at Academy.

Facilities: Outlining options. Waiting for info from Agent. Meeting during Academy. (This committee is joint with Foundation)

Undergraduate Ops: TBTM trying to get back on track. Technology - finalizing details with consultant.

Foundation Update: Approved Web site grant request. Concerns rising concerning the effectiveness of the programs. Foundation is hiring a consultant to review grant request process and making recommendations.

OLD BUSINESS

Discussion on Chapters of Concern

NEW BUSINESS

None

ADJOURNMENT

The meeting adjourned at approximately 8:45 p.m.

Next call scheduled for Thursday, January 13, 2000 at 6:00 p.m.

Respectfully Submitted:

Mark Williams
Grand Secretary

Thomas Hinkley, President and
Chief Executive Officer