

MINUTES TO GRAND COUNCIL  
CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.  
Thursday, January 23, 2003

CALL TO ORDER AND WELCOME:

Meeting was called to order at 5:33 p.m. ET/4:33 p.m. CT

ROLL CALL

John Gibson, Grand Senior President; Ed Leedom, Grand Junior President; Scott Grissom, Grand Marshal; Mike Young, Grand Treasurer; Jonathan Burns, Grand Councilor; Jeff Hoffman, Grand Councilor; Joe Ponder, Undergraduate Grand Council; and Mike Krause, Undergraduate Grand Councilor

Guests: Bob Kutz, Grand Historian, Tom Hinkley, Fraternity CEO

Absent: Mark Still, Grand Secretary; Isaac Knoot, Undergraduate Grand Councilor

OFFICER REPORTS

Tom Hinkley reviewed his CEO report that was distributed via e-mail prior to the meeting. Discussion was held around the collection of liability insurance premiums and current financial situation.

Brother Gibson shared that Ron Fischer and Scott Olson have accepted their invitations to join the Board of Trustees of the Educational Foundation. The Trustees will be meeting on February 1, 2003 in Bonita Springs, FL. Jeff Hoffman and he will be attending. Mark Still, the official Grand Council liaison, is unable to attend due to his military obligations. Brother Gibson will also be extending an invitation to trustees to join the March Grand Council meeting.

COMMITTEE REPORTS

Brother Leedom gave a brief alumni committee update. He distributed a draft of the committees charge and asked the council to provide any feedback directly to him.

Brother Hoffman shared that they are moving ahead with the communications audit and one of his staff members had been in contact with headquarters.

Brother Grissom shared that two brothers in the web business have expressed interest in being on the technology committee. No formal report was presented.

OLD BUSINESS

A motion to approve 4 additional candidates to the board of trustees (Michael Anthony, John Miles, Peter Fuss, and Fred Eydt) remained on the table.

NEW BUSINESS

Motion to approve monitoring report 2.5. Moved by Brother Leedom and 2<sup>nd</sup> by Brother Grissom. Motion passes unanimously.

COMMENTS

No comments

ADJOURNMENT

6:37 p.m. ET/ 5:37 p.m. CT

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Mark Still, Grand Secretary

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Tom Hinkley, President and CEO

MINUTES TO GRAND COUNCIL MEETING  
ALPHA SIGMA PHI FRATERNITY, INC.  
HELD AT FRATERNITY HEADQUARTERS, CARMEL, INDIANA  
Saturday, March 8, 2003

CALL TO ORDER AND WELCOME:

Meeting was called to order at 5:02 p.m. on Saturday, March 8, 2003.

ROLL CALL

John Gibson, Grand Senior President; Ed Leedom, Grand Junior President; Mike Young, Grand Treasurer; G. Scott Grissom, Grand Marshal; Jonathan Burns, Grand Councilor; Jeff Hoffman, Grand Councilor; Joe Ponder, Undergraduate Grand Councilor; Isaac Knoot, Undergraduate Grand Councilor; Michael Krause, Undergraduate Grand Councilor.

Guests: Bob Kutz, Grand Historian, Tom Hinkley, Fraternity CEO; Ed Lenane, Director of Leadership Development.

Absent: Mark Still, Grand Secretary due to overseas service in Operation Iraqi Freedom

In attendance earlier in the day, before the official meeting, were: Stan Thurston, Chairman of the Board of Trustees, Alpha Sigma Phi Educational Foundation; Ted Kocher, President and CEO Alpha Sigma Phi Educational Foundation; Bill Christ, Trustee, Alpha Sigma Phi Educational Foundation.

COMMITTEE REPORTS

Committee reports were shared prior to the beginning of the official meeting.

Ted Kocher shared that fundraising is going well but the economic times are making it a challenge.

Jeff Hoffman shared that the communications audit is about half completed. They will be working to complete the audit in the coming weeks.

No other committee reports were delivered.

OLD BUSINESS

Minutes from the November meeting and December and January conference calls were approved. 8-0-1

Approval of candidates to be considered for the Educational Foundation Board (Brothers Michael Anthony, John Miles, Peter Fuss and Fred Eydt). Motion passes 9-0

#### NEW BUSINESS

Motion to accept Monitoring Reports 2.0, 2.1, 2.2, 2.3 and 2.5

Brother Grissom moved to accept monitoring reports. Brother Knoot 2<sup>nd</sup> the motion. Passes unanimously by a voice vote.

Motion to approve the chartering petitions of our colonies at SUNY Binghamton, SUNY Buffalo, and McDaniel College. Passes 9-0

#### COMMENTS

Various brothers shared how they enjoyed the efficiency of the meeting and the work done on the Ends statements earlier in the day.

#### ADJOURNMENT

5:24 p.m. EST

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Mark Still, Grand Secretary

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Tom Hinkley, President and CEO

MINUTES TO GRAND COUNCIL  
CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.  
Thursday, May 1, 2003

CALL TO ORDER AND WELCOME:

Meeting was called to order at 5:03 p.m. ET/4:03 p.m. CT

ROLL CALL

John Gibson, Grand Senior President (joined at 5:29 ET); Ed Leedom, Grand Junior President; Scott Grissom, Grand Marshal; Mike Young, Grand Treasurer; Jonathan Burns, Grand Councilor; Jeff Hoffman, Grand Councilor; Joe Ponder, Undergraduate Grand Council; Isaac Knoot, Undergraduate Grand Council; and Mike Krause, Undergraduate Grand Councilor

Guests: Tom Hinkley, Fraternity CEO; Ted Kocher, Foundation CEO

Absent: Mark Still, Grand Secretary due to overseas service in Operation Iraqi Freedom

OFFICER REPORTS

Tom Hinkley reviewed his CEO report that was distributed via e-mail prior to the meeting.

Ted Kocher shared a verbal Foundation report. The quarterly report developed by the Foundation staff was distributed to the Council earlier.

COMMITTEE REPORTS

Brother Hoffman shared that they are moving ahead with the communications audit and one of his staff members had been in contact with headquarters. The next Tomahawk should mail by the middle of June.

OLD BUSINESS

None

NEW BUSINESS

Discussion on the revised Ends Statements from March was held. Motion to table until the June meeting passed by a voice vote.

### COMMENTS

John Gibson joined the call at 5:29 p.m. ET/4:29 p.m. CT. John discussed his participation on the Executive Committee conference call for the Educational Foundation yesterday. Extensive discussion was held about where the funding levels are and our contingency planning. Further discussion will be held during the June meeting.

### ADJOURNMENT

5:55 p.m. ET/ 4:55 p.m. CT

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Mark Still, Grand Secretary

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Tom Hinkley, President and CEO

MINUTES TO GRAND COUNCIL MEETING  
ALPHA SIGMA PHI FRATERNITY, INC.  
HELD AT FRATERNITY HEADQUARTERS, CARMEL, INDIANA  
Saturday, June 28, 2003

CALL TO ORDER AND WELCOME

Meeting was called to order at 8:27 a.m.

ROLL CALL

John Gibson, Grand Senior President; Ed Leedom, Grand Junior President; Mark Still, Grand Secretary; Mike Young, Grand Treasurer; G. Scott Grissom, Grand Marshal; Jonathan Burns, Grand Councilor; Jeff Hoffman, Grand Councilor; Mike Krause, Undergraduate Grand Councilor; and Joe Ponder, Undergraduate Grand Councilor.

Guests: Tom Hinkley, Fraternity CEO; Ted Kocher, Foundation CEO; Drew Thawley, Fraternity VP; Dan Duncan, Director of Business Operations; Ed Lenane, Director of Leadership Development; Jeremy Rodgers, Chapter Leadership Consultant; and Bob Kutz, Grand Historian

Absent: Isaac Knoot, Undergraduate Grand Councilor

APPROVAL OF MINUTES

Jonathan Burns moves to indicate the reason for Mark Still's absence from the previous meetings. Passes 7-0-1

Minutes pass 8-0

REPORTS

GSP: John Gibson provided a brief update on the NIC and their movement to a policy governance model and their move to adopt some minimum standards. Received only one communication from a chapter, and it was from Epsilon chapter regarding the expulsion of two members, which was referred to staff.

CEO: Tom Hinkley provided a verbal update on some discipline issues and our ongoing legal cases.

FOUNDATION: Donors are down 150 people and \$8,000 from last year's loyalty fund. Realized two planned gifts, one for \$10,000 and the Gil Gerlach trust

estimated at between \$900,000 and \$1,000,000. Half of the Gil Gerlach should be realized this year and half in the 2004 fiscal year. Two potential board candidates declined invitations to join the board, John Miles and Mike Anthony. Two other invitations will be sent.

### COMMITTEE REPORTS

Jeff Hoffman reported that the communications audit is complete and a full report will be provided in September due to our full agenda today. The *Tomahawk* received "The Communicator Award" from one of the national competitions it was submitted for.

No other reports were submitted

### OLD BUSINESS

Discussion of the Ends Statements established in March. The Ends within the Chapter classification were prioritized. The approved prioritization is attached. Under the Alumni Members classification, the words "with alumni" was inserted under point 3. Grissom moved to approve the ends. Jeff Hoffman 2<sup>nd</sup>. Passes unanimously.

### NEW BUSINESS

Motion to approve the CW Post charter approval, deleting the requirement for 25 men. Moved by Grissom and 2<sup>nd</sup> by Hoffman. Motion passes 7-1

Motion to approve the awards committee recommendations for Distinguished Service, Distinguished Merit and nine Delta Beta Xi. Motion moved by Grissom, 2<sup>nd</sup> Young. Passes 8-0

Motion to accept letter to expel two members of the Epsilon Chapter. Grissom moves. Still 2<sup>nd</sup>. Motion to table by Hoffman, 2<sup>nd</sup> by Young. Motion tabled 8-0

Discussion on using the terms new member and pledge interchangeably. Issue failed for lack of a motion.

Motion to accept monitoring reports 2.1, 2.2 Need to add point 7 on 2.1 and 5 on 2.2 referring to a tracking mechanism for complaints. Monitoring report 2.3 was also moved and discussed. Monitoring reports 2.5, 2.6 and 2.9 were discussed. All reports were moved to be accepted by Grissom and 2<sup>nd</sup> by Young. Passed 8-0



Motion to accept the report of the staff on the accreditation program. Grissom moved. Krause 2<sup>nd</sup>.

Meeting went into recess at 10:18 a.m.

Discussion was held on our accomplishments for the past year and plans for the coming year.

The council went into executive session to discuss succession planning, contingency planning and a review of the CEO.

Motion to approve Ted Kocher as the tenth Delta Beta Xi recipient for the Dec. 6 2003 class. Motion passes by voice vote.

Council exited from Executive Session at 3:05 p.m. CT.

Discussion on the upcoming joint meeting with the Trustees in September.

Discussion on the replacement of Isaac Knoot. The GSP will send out a call for nominations for a new two year term.

Discussion on board development/recruitment. Board decided without a vote to use the same forms and process. It was decided to change the due date for applications to February 1, 2004 from the traditional May 15 time frame.

Discussion on the upcoming Grand Council calendar. It was decided to have a call on Wednesday, August 6 at 4:00 p.m. CT/ 5:00 p.m. ET. Call also decided for the first Wednesday in October, November, and January with the probability of a face to face meeting in February 6 and 7 (with Trustees) and another in May prior to Grand Chapter.

Discussion of location of the 2004 Grand Chapter and the informal consensus was to hold it in Columbus, Ohio in July.

Meeting was adjourned at 4:25 p.m. on June 28, 2003.

Respectfully Submitted;

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Thomas R. Hinkley, CEO

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Mark Still, Grand Secretary

**POLICY TYPE: ENDS**

**Policy 1.0: Alpha Sigma Phi undergraduates and alumni subscribe to and exemplify the ritual in their chapters or councils, work and family lives. Membership is at a rate comparable to other men's greek letter organizations.**

**Policy 1.1 A: Chapters - First Priority 40-60%**

1. Strengthen, develop and maintain existing chapters at campuses which show promise of a chapter meeting or exceeding our expectations of quality
  - a. Chapters value diversity
  - b. Chapters will achieve academic success
    - i. Chapter GPA will be above all campus average
  - c. Chapters serve their communities
2. Chapters are fiscally responsible
  - a. Accounts Receivable, older than one year, will be less than \$80k by 2005
3. Maintain standards of quality
  - a. Average size of 35 by 2006
  - b. Chapters are a safe environment
    - i. Chapters are risk management violation free
    - ii. Are substance free
4. Pursue chapter expansion consistent with 1.1A.1 and which show promise of meeting or exceeding our expectations of quality
  - a. 75 groups by 2006, exclusive of merger and acquisition activity
  - b. Chapters will be established where there is alumni support and make geographic sense

**Policy 1.1 B: Alumni Members - Second Priority**

1. Chapters will have active and positive alumni support which may include alumni corporations, associations, councils, Grand Chapter Advisor, or chapter advisory teams.

- a. All chapters will have active alumni support by 2005
2. Mentor and support undergraduate chapters, councils, associations, and housing corporations.
  - a. Learn from and teach undergraduates
  - b. Contribute to chapters' educational goals
  - c. Provide safe undergraduate housing through house corporations
  - d. Provide financial support
3. Actively communicate with alumni the successes and issues facing the fraternity

**Policy 1.1 C: Undergraduates - Third Priority**

1. Undergraduates know and live the ritual
  - a. Held accountable for our values
  - b. Responsible and honorable men of character
  - c. Have a positive social experience
  - d. Committed to the ritual
  - e. Will pay their bills in a timely manner
2. Undergraduates are leaders
3. Undergraduates achieve academic success

MINUTES TO GRAND COUNCIL  
CONFERENCE CALL  
ALPHA SIGMA PHI FRATERNITY, INC.  
Wednesday, August 6, 2003

CALL TO ORDER AND WELCOME:

Meeting was called to order at 5:03 p.m. ET/4:03 p.m. CT

ROLL CALL

John Gibson, Grand Senior President; Mark Still, Grand Secretary; Mike Young, Grand Treasurer; Jonathan Burns, Grand Councilor; Jeff Hoffman, Grand Councilor; Joe Ponder, Undergraduate Grand Council; Isaac Knoot, Undergraduate Grand Council; and Mike Krause, Undergraduate Grand Councilor

Guests: Tom Hinkley, Fraternity CEO; Ted Kocher, Foundation CEO; Bob Kutz, Grand Historian.

Absent: Scott Grissom, Grand Marshal; Ed Leedom, Grand Junior President

APPROVAL OF MINUTES

Motion to approve minutes for the June 28, 2003 by Brother Burns and 2<sup>nd</sup> by Brother Still. Passes by voice vote.

OFFICER REPORTS

Tom Hinkley reviewed his CEO report that was distributed via e-mail approximately 2 weeks ago.

COMMITTEE REPORTS

Brother Ponder lead a discussion on the board recruitment process. The first item was to discuss having the outgoing grand councilors, and not eligible for re-nomination, to sit in on the Nominations Committee. Brother Kutz shared that he did not feel that this recommendation was not in conflict of the constitution. There was discussion but no opposition to this idea. A more detailed report will be provided during the September meeting.

## OLD BUSINESS

Motion to remove Brothers James Miller and Eric Pothoff from the membership of the Fraternity and of Epsilon Chapter. Motion stays on the table for lack of a 2<sup>nd</sup>.

## NEW BUSINESS

None

## COMMENTS

Joint meeting with the foundation trustees will be September 6, 2003. The Grand Council will meet separately at 8:00 a.m. on Saturday and conclude by 12:00 noon. John wants everyone to arrive on Friday evening and plan on leaving on Sunday morning.

## ADJOURNMENT

5:45 p.m. ET/ 4:45 p.m. CT

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Mark Still, Grand Secretary

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Tom Hinkley, President and CEO

RESULTS OF A GRAND COUNCIL MAIL VOTE  
August 20, 2003

Following the last Grand Council conference call on August 6, 2003, there was an old business item that was not addressed due to lack of a 2<sup>nd</sup>. Following the call more information was obtain and shared with the Council on Friday, August 8, 2003 via electronic means and requesting a vote on the item in question by August 13, 2003.

Below is the motion:

Motion to remove Brothers James Miller and Eric Pothoff from the membership of the fraternity and of Epsilon Chapter.

Those voting in favor of the motion via electronic means were: Brothers Still, Ponder, Burns, Leedom, Krause and Young.

Motion passes by a majority vote.

MINUTES TO GRAND COUNCIL MEETING  
ALPHA SIGMA PHI HEADQUARTERS  
September 6, 2003

CALL TO ORDER: 8:10 a.m.

Roll Call: John Gibson, Grand Senior President; Ed Leedom, Grand Junior President; Mark Still, Grand Secretary; Jeff Hoffman, Grand Councilor; Jonathan Burns, Grand Councilor; Mike Krause, Undergraduate Grand Councilor; Isaac Knoot, Undergraduate Grand Councilor and Mike Young, Grand Treasurer.

Absent: G. Scott Grissom, Grand Marshal; Joe Ponder, Undergraduate Grand Councilor

Guests: Bob Kutz, Grand Historian; Tom Hinkley, CEO; Dan Duncan, Director of Business Operations.

Approval of Minutes: Mark Still moves to approve the minutes of the August 6, 2003 conference call and the results of the August 8, 2003 mail vote. Leedom 2nds

Reports:

Mark Still provided an update on the compilation of the annual report. A discussion and editing of the report began. Mark needed to excuse himself to attend the Educational Foundation meeting.

The CEO report was reviewed and accepted.

The GSP report was then discussed. The discussion was held around the zero growth based budget for both organizations.

Jeff Hoffman provided a report of the communications audit.

Bob Kutz lead a discussion on the nominations process to the Grand Council. A discussion was held on the possible need for a constitutional amendment to accomplish the goals that Joe Ponder had previously brought to the council.

New Business

Motion to accept monitoring report 2.1. Moves by Young. 2<sup>nd</sup> by Leedom. Passes by a voice vote.

Motion to accept monitoring report 2.2. Moved by Young. 2<sup>nd</sup> by Knoot. Passes by a voice vote.

Motion to accept monitoring report 2.3. Moved by Young. 2<sup>nd</sup> by Knoot. Passes by a voice vote.

Motion to accept monitoring report 2.7. Moved by Leedom. 2<sup>nd</sup> by Krause. Passes by a voice vote.

Motion to accept monitoring report 2.8. Moved by Knoot. 2<sup>nd</sup> by Krause. Passes by a vote.

Motion to accept monitoring report 2.4. Moved by Leedom. 2<sup>nd</sup> by Hoffman. Passes by a voice vote.

Brother Leedom proposes the following resolution:

Resolved that the nominations committee chairman and past GSP serve on the nominations committee be identified and appointed not less than six months prior to the date of opening of the Grand Chapter, that they enlist as advisors to the committee any member or members not nominated for election to the Grand Council and the communication to prospective nominators and nominees shall tactfully request that each nominee will submit a succinct statement or resume outlining his contributions to the Fraternity and his leadership training and experience not exceeding 5 pages.

2<sup>nd</sup> by Brother Knoot and passes by a voice vote.

Brother Leedom moved to have a resolution of support to Brother Mark Williams and he continues his journey of recovery. Young 2<sup>nd</sup>. Passes by a voice vote.

A discussion was also held regarding our national charity and possibly adding an affiliation with ALS. Brother Burns has been in contact with their Executive Director to discuss the idea and was looking for direction from the council on how to proceed.

Motion to recess at 1:25 p.m.

Council reconvened at 3:47 p.m.

Motion to accept the following resolution:

Resolved that the Grand Council of Alpha Sigma Phi consents to amendment of Article 1, paragraph 1.04 of the Trust Agreement to delete any power, authority,



or responsibility of the Trustess to make disbursements or expenditures from the trust. Moved by Still, 2<sup>nd</sup> by Burns. Passes by a voice vote.

Further discussion was held regarding the upcoming Grand Chapter meeting in Columbus, Ohio and topics that may be presented for possible passage.

Meeting adjourned at 5:10 p.m.

Respectfully Submitted:

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Thomas R. Hinkley, CEO

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Mark Still, Grand Secretary