

MINUTES of the GRAND COUNCIL CONFERENCE CALL
January 10, 2006

Call to Order: 5:33 p.m. EST

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Scott Grissom; Grand Treasurer, Jeff Hoffman (joined at 5:50 p.m.); Grand Secretary, Jonathan Burns; Grand Councilor, John Tilden; Grand Councilor, Matt Maurer (left call at 5:56 p.m.); Grand Councilor, Perry Opel.

Absent: Grand Councilor, Mike Young; Grand Councilor, Matt Hittle.

Guests: Bob Kutz, Grand Historian; Ted Kocher, Foundation CEO; Drew Thawley, CEO; Dan Duncan, Assistant VP of Finance.

Reports:

GSP Report (Still)

Still commented on recent progress regarding the proposed Use of Insignia Agreement between the Fraternity and the Educational Foundation. The Chairman of the Foundation's Board of Directors is receptive to date.

Still referenced the previously distributed talking points regarding the elimination of the substance-free housing policy.

Foundation Report (Kocher)

Grace Cloud is leaving Foundation staff effective January 20, 2006. Foundation's fiscal year ended December 31, 2005. Results are still being tabulated, but the Annual Fund appears to have brought in ~\$196,500, and ~\$215,000 if Gifts in Kind are considered.

Donors were up 3.3%.

Paid Down Headquarters debt by ~\$70,000

Received ~\$207,000 in major gifts.

CEO Report (attached)

Accepted as submitted.

Old Business:

Grissom entertained discussion regarding the NIC Gold and Silver Awards of Distinction as well as the Laurel Wreath Award. The applications are due February 15, 2006. Many names were submitted by Councilors as recommendations to Grissom.

Motion made by Ritter to adopt a new Policy 2.10 as proposed by Ritter (below) addressing the use of esoteric parts of the Ritual Book. Seconded by Tilden. Passed unanimously.

New Policy 2.10

The CEO shall not:

1. Fail to protect content that appears only in the esoteric sections of the Fraternity's Ritual Book.
2. Allow the verbal or written use of the above mentioned esoteric content beyond the scope of use expressly permitted by the Grand Council or Grand Chapter of Alpha Sigma Phi.

New Business:

Motion made by Tilden to change Policy 2.7.6 to "Fail to protect intellectual property from loss or significant damage" and add a new Policy 2.7.10 to read "Fail to maintain a Continuity of Operations (COOP) plan for headquarters services, including but not limited to phone, email, computer data and services, and physical mail operations." Seconded by Grissom. Passed unanimously.

Motion made by Hoffman that at no time is any person or persons, other than current members of the Grand Council with prior consent of the Grand Senior President, or any current member of the Fraternity staff with prior consent of the CEO, permitted to use official Fraternity stationary. Fraternity stationary is considered the letter paper, envelopes, note cards, notepaper the Fraternity's *alphasigmaphi.org* domain or the Fraternity's email distribution templates. Communications that use these items are to be considered official Fraternity communications.

It is further moved that the stationary, and any registered marks associated with the Fraternity, are the property of the Fraternity and are protected by state and federal laws. Use of the stationary is contingent upon any Fraternity board or staff member agreeing to the following provisions:

1. The stationary is the property of the Fraternity;
2. Fraternity board members and staff members in good standing may use the stationery with prior consent of either the Grand Senior President or the CEO;
3. Fraternity board members and staff members may not use the stationary to state or imply that the Fraternity has endorsed their company or their company's products or services, or for any other purpose that may result in a conflict of interest;

4. Fraternity board members and staff members will indemnify and hold the Fraternity harmless for any damages, including attorney's fees, incurred by the member as a result of misuse of the stationary;
5. Fraternity board members and staff members agree to cease using the Fraternity's logo upon request of the Grand Senior President or CEO; and
6. Fraternity board members and staff members agree to pay the Fraternity all costs and attorney's fees incurred by the Fraternity in any action against a member to enforce the terms of this policy.

Seconded by Maurer. Passed unanimously.

Motion made by Grissom to accept Monitoring Report on Policy 2.0 as submitted by Thawley (attached). Seconded by Tilden. Passed unanimously.

Motion made by Tilden to accept Upsilon Colony's Chartering Petition as submitted. Seconded by Opel. Passed unanimously.

Motion made by Grissom to reconsider previous approval of Upsilon Colony's Chartering Petition based on questions regarding the qualifications of three petitioners with grade point averages below 2.3/4.0. Seconded by Tilden. Passed unanimously.

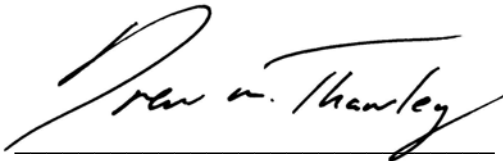
Motion made by Grissom to amend Upsilon Colony's Chartering Petition to exclude Ryan Bailey, Ryan Scott, and Dave Travis based on their sub-2.3 grade point averages, and accept the amended petition with 46 qualified petitioners. Seconded by Hoffman. Passed unanimously.

Comments:

February 5, 2006 will be the next Grand Council meeting and will be held in Bonita Springs, Florida.

Meeting adjourned at 7:01 p.m. EST

Respectfully Submitted:



Drew M. Thawley, CEO



Jonathan Burns, Grand Secretary

MEMORANDUM



DATE: January 7, 2006

TO: Grand Council
Grand Historian

FROM: Drew Thawley

RE: CEO Report for January 10, 2006 Grand Council Meeting

FUTURES QUEST

I've just returned from volunteering as one of two lead facilitators for the NIC's Future Quest. This is a program very similar to our Ralph F. Burns Leadership Institute, but is an interfraternal program. As always, I was impressed by the caliber of the men who participated. If given the right environment, it seems that most young men are fully capable of conceptually understanding the idea of values congruence, integrity and Do What You Say You Will Do.

However, the philosophical application and the actual application of values based decision making are clearly two different beasts. As a fraternity, we MUST continue to invest in the programming that introduces fraternal values at an early stage in one's fraternal career and then we must continue to increase our focus on having effective volunteers who can reinforce those fraternal values locally and frequently.

1Q & 2Q RECRUITMENT

395 Bio Forms were submitted in 1Q and 2Q, 2005. This is 55 lower than our goal and represents roughly \$25k in lost revenue. I am not overly concerned at this point, as we often see fluctuation between semesters.

GPA

Our chapter's Spring 2005 grades show an average of 2.83 as compared to the all men's average of 2.86. Our average was up just slightly over the Fall 2004 average of 2.81 with an all men's average of 2.87. *(These numbers are subject to change, as a few chapters or universities have not made the GPA averages available. When they arrive, we add them to the averages.)*

PROGRAMMING

Academy of Leadership (HSP only). January 13-15. 24 Chapter Presidents are registered.

Ralph F. Burns Leadership Institute. January 20-22. 243 undergraduates registered. I cut off registration at the published deadline and have not permitted any colony members to attend. Roughly 50 men were turned away due to our limited financial resource provided through the grant. 53 staff, facilitators and society facilitators will also attend. 8 fireside presenters.

Academy of Leadership (GCA and HSP). February 4-6. 38 HSP's and GCA's are registered.

GRAND COUNCIL MEETING

Thank you for being so proactive with travel arrangements. Due to Gina's due date (February 19), I am going to be flying into town late Friday night and returning Saturday evening. Please accept my apologies for missing what I consider to be valuable social time on Friday and Saturday evenings.

IMPLEMENTATION PLAN

I will be distributing version 3.0 of my Implementation Plan before January 19th. The Plan is designed to execute the ENDS you have given me in the Strategic Vision. Mark and I have batted it back and forth a bit, and there is still a fair bit of refining that I must complete before the February Board Meeting. The Plan calls for some changes to our service offerings, our organizational structure and our guiding documents such as the Constitution & Bylaws.

The three biggest shifts or developments are:

1. "To Better The Man Initiative" will serve as our overarching identifier that all development associated with our Strategic Vision will be couched in.
2. Conception of the Chapter Council, chaired by the GCA and monitored through basic Carver Model policy.
3. I propose the idea of getting back into the "housing loan fund" in the context of this plan. I understand the sensitive nature of the idea, as it has a lot of history and could be viewed as a conflicting interest with the Foundation. Its inclusion is for discussion purposes, but please know that I feel it important to have chapter housing in order to reach our vision. This is my "End" and the means are for debate.

I will be providing a 30,000 ft review of this document to you during our joint time together in Florida with the Foundation board.

INSURANCE

As of today, over \$255,000 has been collected on the total insurance bill of \$284,500. We are pleased with progress to date.

OPTIONAL Simple IRA

Over a year ago, I implemented an optional Simple IRA program for our full and part time employees. The Fraternity matched 1% of the employee's pre-taxed salary (or part time earnings) for one year, and per agreement, is now obligated to match to 3%. Five of six employees participate and the Fraternity contributed \$1,900.65 in 2005. Our employees have benefited \$8,794.14 in 2005. This program continues to make sense.

Respectfully submitted.





TO: Grand Council

FROM: Drew M. Thawley

DATE: January 10, 2006

RE: **Monitoring Report on Policy 2.0 - GLOBAL EXECUTIVE
CONSTRAINT**
(Monitored Annually in January)

The CEO shall not cause or allow any practice, activity, decision, or organizational circumstance which is either unlawful, imprudent or in violation of accepted Fraternal policies or commonly accepted business and professional ethics.

Report:

Decisions, activities, practices and organizational circumstances have been conducted in a lawful and prudent manner and in accordance with our accepted fraternal policies and commonly accepted business and professional ethics.

Respectfully Submitted:

Drew M. Thawley, CEO

MINUTES of the GRAND COUNCIL MEETING
February 4, 2006
Bonita Springs, Florida

Call to Order: 7:39AM

Roll Call: Grand Senior President Still; Grand Junior President Grissom; Grand Treasurer Hoffman; Grand Secretary Burns (left at 8:30AM to join Foundation's meeting); Grand Marshal Ritter; Grand Councilor Tilden; Grand Councilor Young; Grand Councilor Hittle; Grand Councilor Maurer; Grand Councilor Opel

Guests: Bob Kutz, Grand Historian; Drew Thawley, CEO; Dan Duncan, Asst. VP of Finance

Absent: None

Report:

GSP Report (Still)

CEO Report (Thawley) (attached)

Old Business:

Motion by Burns to approve 6 December and 10 January minutes. Seconded by Grissom. Passed unanimously.

GJP Grissom gave an update on the NIC awards.

Motion made by Grissom that John B. Gibson be nominated for the NIC's Gold Medal Award; Robert J. Kutz be nominated for the NIC's Silver Medal Award; and The Ralph F. Burns Leadership Institute be nominated for the Laurel Wreath Award. All applications will be prepared and submitted by the deadline of February 15, 2006. The motion was seconded by Hoffman and passed unanimously.

GSP Still updated the Council on the status of the Use of Marks and Symbols agreement that is being pursued by the Fraternity and the Foundation boards.

GSP Still asked GC Maurer to brief GC Opel and Hittle on the Carver Policy Governance Model.

CEO Thawley presented an update on the Grand Chapter Agenda Items.

New Business:

CEO Thawley presented monitoring reports on Policy 1.1 A (Ritual Values), 1.1 B (Chapter-level Parent, University, & Alumni Involvement), 1.1E (Brotherhood Development), 2.5 (Financial Condition and Activities), and 2.7 (Asset Protection and Business Continuity).

GSP Still asks that future reports on Policy 2.5 not include as “reserves” monies that are encumbered or reserved for other purposes. GSP Still asks that future reports list reserves that are unencumbered and non-designated.

GM Ritter asks that the CEO provide to the Council a copy of the annual report that he provides to the Foundation Board on the prior year’s grant.

The CEO removes Monitoring Report 2.7 (Asset Protection and Business Continuity) from Council consideration. He commits to resubmitting at the next meeting.

Motion made by Ritter to accept Policy 1.0: “To Better the Man, through the creation and perpetuation of brotherhood founded upon the values of character... Silence, Charity, Purity, Honor, and Patriotism”. Motion seconded by Grissom and passed unanimously.

Motion made by Ritter to remove the language in Policy 1.1A2. The following statement would be removed: “as they seek truth and wisdom.” Motion is seconded by Young and after discussion, passed unanimously.

Motion made by Ritter to accept CEO Thawley’s monitoring reports on Policies 1.1 A (Ritual Values), 1.1 B (Chapter-level Parent, University, & Alumni Involvement), 1.1 E (Brotherhood Development), 2.5 (Financial Condition and Activities). The motion is seconded by GJP Grissom and passed unanimously. (attached)

Ritter made motion to accept the chartering petition from Beta Rho Colony and to re-charter the Beta Rho Chapter. CEO Thawley discussed the petition briefly. The motion is seconded by GC Maurer and carried unanimously by voice vote.

CEO Thawley presented his Implementation and Measurement Plan for the Strategic Vision: The To Better the Man Initiative.

Recessed for lunch at 12:10pm. Reconvened at 12:50.

GC Maurer proposed a discussion about changes to the selection process for undergraduate Grand Councilors. The Council resolved to open nominations for those positions and to further discuss changes as the Grand Chapter Agenda is solidified.

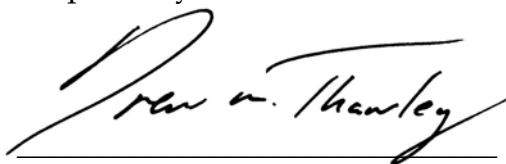
GC Ritter proposes exploring the addition of two or more alumnus Grand Councilors. The Council agrees to "table" discussion.

Motion made by Ritter to change Policy 2.5, Section 7 by replacing "make" with "fail to report". Motion is seconded by Grissom and passed by voice vote.

Thawley and Still provided briefing on 2-4PM meeting to be conducted in same hotel with the Board of Directors for the Educational Foundation. Still will provide an update on the Use of Marks and Symbols agreement that the Foundation and the Fraternity are pursuing. Thawley will provide a briefing to the Foundation board on the Implementation Plan and those areas of the plan that require additional funding. Foundation CEO Kocher to provide update on the Fund Raising Task Force.

Motion to adjourn made by GJP Grissom at 1:54PM, second by GC Hittle. Passed unanimously.

Respectfully Submitted:



Drew M. Thawley, CEO



Jonathan Burns, Grand Secretary

MINUTES of the GRAND COUNCIL CONFERENCE CALL
March 7, 2006

Call to Order: 5:34 p.m. EST

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Scott Grissom; Grand Treasurer Jeff Hoffman; Grand Secretary, Jonathan Burns; Grand Marshal, Rich Ritter; Grand Councilor, Mike Young; Grand Councilor John Tilden; Grand Councilor, Matt Maurer; Grand Councilor, Perry Opel.

Absent: Grand Councilor, Matt Hittle, Grand Historian, Bob Kutz.

Guests: CEO, Drew Thawley.

Reports:

CEO Report (attached)

Old Business:

Motion made by Burns to approve the February meeting minutes. Seconded by Hoffman. Passed unanimously.

Still asked Ritter to expound upon the suggestion made at the February meeting regarding the expansion of the Grand Council from 7 alumni members and 3 undergraduates to 9 alumni members and 3 undergraduates. Ritter referenced the attached memo and detailed the pros and cons.

Motion made by Ritter to have the Grand Council support the effort to expand the Grand Council by two alumni members and to move forward with a mail vote that would accommodate an August, 2006 implementation of the expanded Council. Seconded by Burns. Pass unanimously.

Grissom committed to working with Thawley to administer the required mail vote as referenced above.

Thawley indicated that he would provide a draft of the Talking Points during the next conference call.

Thawley provided an update on the status of Grand Chapter Committees. Delegate registration deadline is March 31, after which committees will start to be populated. By April 15, committees will be determined, committee chairs will be given contact information for their respective committee and staff will provide each committee with its desired outcomes and an explanation as to why those outcomes are deemed important.

New Business:

In the interest of time, the review of Monitoring Reports 2.1, 2.2, 2.7 and 2.9 was tabled to the next conference call.

Motion made by Hoffman to approve the Northern Michigan University colony's petition to re-charter under the condition that all debts and open invoices are paid in full. Seconded by Burns. Passed unanimously.

Motion made by Ritter to accept a request (attached) made by the undergraduate leadership at Longwood College to expel Jeremy Fields, Matthew Coyne, Robert Gerndt and Michael Maslaney due to their failure to properly register their membership with the National Fraternity and failure to pay required membership fees. Seconded by Tilden. Passed unanimously.

Comments:

The next Grand Council face to face will be held at Fraternity Headquarters on the weekend of May 5-7, 2006.

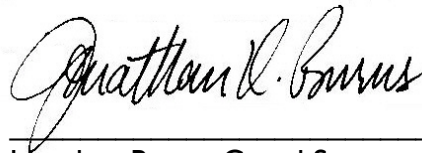
April 4, 2006 will be the next Grand Council conference call.

Meeting adjourned at 7:03 p.m. EST

Respectfully Submitted:



Drew M. Thawley, CEO



Jonathan Burns, Grand Secretary

MINUTES of the GRAND COUNCIL CONFERENCE CALL
April 4, 2006

Call to Order: 5:33 p.m. EDT

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Scott Grissom; Grand Treasurer, Jeff Hoffman; Grand Secretary, Jonathan Burns; Grand Marshal, Rich Ritter (joined at 6:09p.m.); Grand Councilor, Mike Young; Grand Councilor, John Tilden; Grand Councilor, Matt Maurer; Grand Councilor, Perry Opel; Grand Historian Bob Kutz (dropped off call at roughly 6:15p.m.).

Absent: Grand Councilor, Matt Hittle.

Guests: CEO, Drew Thawley.

Reports:

GSP Report provided by Still. The discussions with Foundation Board President Christ have been quite positive with the next item for discussion to be regarding ownership of fraternity data and what agreements might be developed to secure the data and allow for access by the Foundation.

CEO Report provided in advance by Thawley (attached).

Old Business:

Motion made by Burns to approve the March meeting minutes. Seconded by Grissom. Passed unanimously.

Discussion about amending the Constitution to reflect the addition of two Grand Councilors was initiated by Ritter. Grissom contributed that twenty-one chapters, chartered alumni councils, and/or past Grand Senior Presidents had endorsed the proposal to date. It was determined by Still that the issue would be raised in New Business for further consideration.

Thawley provided an update on the Talking Points developed to better prepare Fraternity representatives as they visit with stakeholders. Little feedback was offered. Thawley agreed to develop Talking Points.

Thawley provided an update on Grand Chapter Committees and the Grand Chapter agenda.

Motion made by Grissom to approve Monitoring Reports 2.1, 2.2, 2.7 and 2.9 as submitted by Thawley. Seconded by Tilden. Pass unanimously.

New Business:

Discussion was introduced along with copy of staff memo (attached) to consider undesignating previously "designated assets." Thawley argued that these designations were antiquated and had little to do with any current applications. Questions were aimed at whether the Fraternity had a need to have any designated assets. It was determined that the Policy Statements serve as ample restriction of how assets are used.

Motion made by Burns to undesignate "designated assets" (National Insurance Reserve: \$120,000.00, Emergency Loans to Chapters: \$22,000.00, Property and Equipment: \$5,300.00) Seconded by Hoffman. Passed unanimously.

Motion made by Grissom to approve list of all voting members In Good Standing as submitted by the CEO and to include any adjustments through April 13, 2006 for the purposes of executing a mail vote before Grand Chapter, 2006. The list is as follows: Albright College, American University, Appalachian State University, Bentley College, Bethany College, Bowling Green State University, Central Michigan University, Cornell University, Elmhurst College, Grand Valley State University, Illinois Institute of Technology, Indiana University, Iowa State University, Lawrence Technological University, McDaniel College, Miami University of Ohio, Michigan State University, Missouri Valley College, Missouri Western State College, Murray State University, New Jersey Institute of Technology, Ohio State University, Ohio Wesleyan University, Otterbein College, Presbyterian College, Purdue University, Radford University, Rensselaer Polytechnic Institute, Salisbury University, Slippery Rock University, State University of New York-Binghamton, Stevens Institute of Technology, Toledo, Tri-State University, University at Buffalo, University of California, Berkeley, University of Findlay, University of Hartford, University of Illinois, University of Maryland, University of Miami, University of North Carolina-Charlotte, Virginia Polytechnic Institute, Wake Forest University, West Virginia Wesleyan, Western Michigan University, Westminster College, Western New York Alumni Council, Oklahoma Alumni Council, Central Ohio Alumni Council, Gamma Psi Alumni Council (Lawrence Tech), Bay Area Alumni Council, Indianapolis Alumni Council, Gamma Zeta Alumni Council (Bowling Green), Beta Theta Alumni Council, Past Grand Senior Presidents Blackburn, Dexter, Garvey, Gibbs, Gibson, Jr., Hamburger, Hayes, Miller, Miller, Morgan, Parks, Sandercox, Spisak, Thurston, Trubow, Vohs, and all current Grand Councilors. Seconded by Ritter. Passed unanimously.

Still introduced a letter he drafted to the Grand Chapter Nominations Committee intended to provide the Committee a list of needs and attributes that are required on the Grand Council. The letter was reviewed in detail.

Motion to approve letter (attached) from the Grand Council to the Grand Chapter Nominations Committee made by Hoffman. Seconded by Burns. Passed unanimously.

Motion to approve a mail vote to be distributed by Thawley on or before April 13, 2006, and intended to amend the Constitution and expand the Grand Council from seven alumni members to nine (document attached) made by Grissom. Seconded by Burns. Passed unanimously.

Still recognized Grissom's efforts to assemble awards materials for the NIC's Gold, Silver, Laurel Wreath and Awards of Distinction. It was noted that the Ralph F. Burns Leadership Institute was awarded the Laurel Wreath Award and the Epsilon chapter at Ohio Wesleyan was awarded the Award of Distinction.

Motion to cancel liability insurance coverage for the Triangular Alumni Association of Ohio Northern University Inc. made by Burns. Discussion was entertained and it was determined that the corporation no longer operated a house that houses Alpha Sigma Phi men and should not be covered under the Fraternity's insurance policies. Seconded by Young. Passed unanimously.

Comments:

The next Grand Council face to face will be held at Fraternity Headquarters on the weekend of May 5-7, 2006.

Meeting adjourned at 6:34 p.m. EST

Respectfully Submitted:



Drew M. Thawley, CEO



Jonathan Burns, Grand Secretary

MINUTES of the GRAND COUNCIL MEETING
May 6, 2006
Alpha Sigma Phi Fraternity Headquarters

Call to Order: 8:03 a.m. EDT

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Scott Grissom; Grand Treasurer, Jeff Hoffman; Grand Secretary, Jonathan Burns; Grand Marshal, Rich Ritter; Grand Councilor, Mike Young; Grand Councilor, John Tilden; Grand Councilor, Matt Hittle; Grand Councilor, Perry Opel.

Absent: Grand Councilor, Matt Maurer; Grand Historian Bob Kutz.

Guests: CEO, Drew Thawley; Director of Volunteers & Leadership Initiatives, Steve Latour

Reports:

GSP Report provided by Still

General welcome to Fraternity Headquarters. Adjusted agenda to allow for call-ins from Marshall chapter HSP and Beta Theta Colony Alumni.

CEO Report provided in advance by Thawley.

General welcome comments. No further report as agenda will address all pertinent issues.

Old Business:

Motion made by Burns to approve the April meeting minutes. Seconded by Tilden. Discussion determined that Thawley will distribute minutes in the business week after a call or meeting. Passed unanimously.

Still provided a review of the April 23-26 Annual NIC House of Delegates and Annual Congressional Hill Visits.

- It was the consensus of the Council that Alpha Sigma Phi work to place an Alpha Sigma Phi brother on the Board of Directors for the NIC in very near future.
- The Ralph F. Burns Institute was awarded the Laurel Wreath Award for most outstanding leadership initiative on April 24th.
- The Epsilon Chapter at Ohio Wesleyan was awarded the Distinguished Service Award for most outstanding chapter among all NIC member chapters on April 24th.
- Still, Thawley and Brad Roberson (Barton '03) met with Congressman and Brother Frank Wolf in his office. The 2005 Distinguished Merit

Award was presented at this meeting. The Collegiate Housing and Infrastructure Act was also discussed.

- The Collegiate Housing and Infrastructure Act was promoted by roughly 80 undergraduates and 150 Greek representatives on April 25th, making over 300 visits on the Hill. To date, over 145 sponsors were signed to the bill.
- Still and Thawley also met with Beta Chi of American University chapter's alumni board and the prudential board and GCA from Epsilon Delta chapter at University of Maryland.
- 26 Alpha Sigma Phi brothers were on hand to receive the Award of Distinction. (Mark Still, Drew Thawley, Mike Post, Gary Abel, John Tilden, Brad Roberson, Rob Sheehan, Ed Lenane, Bernie Schulz, Kevin Garvey, Stuart Spisak, Seth Wernick, Roberto Coquis, Scott Gallagher, Bob Hallett, Wesley Goodman, Joe Rosato, Matt Garvey, Brad Hoffeld, Dave Johnstone, Troy Jeffrey, Jerome Bucceri, Jason Ramsey, Andrew Miglietti, Barclay Richey, Anthony Rosato.)

Thawley provided an update on the status of the purchase of a new database.

- Patriot Database Software has returned copy of contract. Two attorneys have seen the contract. Thawley to review current rendition with Attorney and will move forward with contract details.
- Current issue is who owns the database...Foundation or Fraternity. Connected issue is who owns the alumni data. Still and Thawley to talk this through and work with Kocher and Christ to pursue agreement.

Thawley provided an update on status of Mail Vote to Expand the Grand Council. 44 votes cast as of 5-1-06. (43 in favor / 1 against). All "uncast" votes will be counted towards the majority of cast votes. It was confirmed that early results would not be posted publicly and that we would maintain the secret ballot until the deadline of June 14, 2006.

New Business:

At 9:30 a.m., Still asked that the Council prepare for the 10:30 a.m. conference call with Beta Delta HSP as well as the 11:00 a.m. conference call with Beta Theta alumni. Thawley provided review of issues and prepared Council for each call.

Motion made by Grissom to honor the April 24th request from the Beta Delta Prudential Board to expel Shezan Akmed, Tim Dille, Stuart Gardner, Derek Hogan, Allen Patrick and Alexander Tschantz for failure to live up to the financial dues associated with membership in Alpha Sigma Phi and the Beta Delta Chapter. Seconded by Young. Passed unanimously.

10:37 a.m. Beta Theta Alumni Association members Mitch Speert, Jim Heaney, Joe Kunigonis and Paul Sweetwood called the meeting to answer questions regarding the Beta Theta Colony petition for re-charter. Discussion concluded at 11:04 a.m.

Immediately after the call, Still entertained a motion regarding the Beta Theta Colony petition. **Motion made by Grissom to accept the petition as submitted and approve the rechartering of Beta Theta Chapter. Seconded by Hoffman. Passed unanimously.**

11:06 a.m. Beta Delta HSP HE, HCS and GCA called the meeting to address the Council regarding the outcomes of the 2 for 1 Debt Reduction offer that expired on March 31, 2006. Still informed them of the expulsion of the previously requested brothers. Still confirmed that the charter is safe and asked the chapter to provide a status report in the fall, 2006.

Thawley introduced a review of the Grand Chapter Committee agendas and progress (attached). Each Grand Council Liaison gave a review of where their committee stood. Grissom commented that this year it seems the committees are far more active and prepared at this stage than in previous years.

Motion made by Grissom to approve Monitoring Reports I.IG, I.IH, 2.4, 2.5, and 2.7 as submitted with edits as expressed during the meeting (attached) by Thawley. Seconded by Hoffman. Passed unanimously.

Thawley provided an update on the Implementation Plan (attached).

Comments:

Around the table, each Councilor commented on thoughts about the meeting. The general consensus was that the Fraternity was on solid ground and moving forward, yet hard work is still ahead and making Grand Chapter enjoyable and effective will be central to the positive change.

The next Grand Council conference call will be held on June 6, 2006. Still will be unavailable and will tap Grissom to lead call.

Meeting adjourned at 5:09 p.m. EDT

Respectfully Submitted:



Drew M. Thawley, CEO



Jonathan Burns, Grand Secretary

MINUTES of the GRAND COUNCIL CONFERENCE CALL
June 6, 2006
Alpha Sigma Phi Fraternity Headquarters

Call to Order: 5:32 p.m. EDT

Roll Call: Grand Junior President, Scott Grissom; Grand Treasurer, Jeff Hoffman (joined at 5:37); Grand Secretary, Jonathan Burns; Grand Marshal, Rich Ritter; Grand Councilor, Mike Young; Grand Councilor, John Tilden; Grand Councilor, Matt Maurer; Grand Councilor, Perry Opel.

Absent: Grand Senior President, Mark Still, Grand Councilor, Matt Hittle.

Guests: Grand Historian Bob Kutz (dropped call at 6:06 p.m.); CEO, Drew Thawley

Reports:

GJP Report provided by Grissom

CEO Report provided in advance by Thawley. (attached)

Old Business:

Motion made by Burns to approve the May meeting minutes. Seconded by Hoffman. Passed unanimously.

Hoffman provided an update on the progress of the Grand Chapter Finance Committee: no progress or contact has happened recently with Chair or Vice Chair. Thawley said he would instruct Dan Duncan to motivate the undergrads and call them to action.

Thawley provided an update on the progress of the Grand Chapter Nominations Committee: Nominee packets were emailed and hard-copy mailed to all committee members. Interview Questions are developed and the Chair is working to set an initial interview schedule.

Young provided an update on the progress of the Grand Chapter Undergraduate Operations Committee: Committee is working well together and progress is being made. Committee needs to work with Ritual Committee to make sure all things are congruent between the Bylaws and the Rituals.

Tilden provided an update on the progress of the Grand Chapter Alumni Operations Committee: All is working well and progress is being made. Staff member Latour has been a good asset to Committee to date and Tilden is pleased with progress.

Ritter provided an update on the progress of the Grand Chapter Ritual Committee: Ritter a little concerned about participation levels, but Chair and Vice Chair are working hard. Committee is taking aim at rewriting the Seven Points of the Pledge Pin to be more

congruent with Strategic Plan. With staff member Mike Post leaving staff, staff member Ryan Brown will be taking the staff role on the Ritual Committee.

Burns provided an update on the progress of the Grand Chapter Credentials, Resolutions & Law Committee: Committee has been a little slow to get going, but is taking on the charges and developing the to-do list. The work is going well.

Grissom provided an update on the progress of the Grand Chapter Constitution Committee: A lot of action is occurring and all progress is organized. One risk is that the Committees are not all working together, thus developing different answers to similar issues. Grissom feels comfortable with where the Committee stands.

New Business:

Motion made by Young to table the consideration of Monitoring Reports 3.6, 3.7, 4.0 and 4.1 until the July Conference Call because GSP Still is in Europe and not able to submit said Reports at the time of this meeting. Seconded by Opel. Passed unanimously.

Thawley introduced preliminary schedule for the Fall, noting that there will be many chartering and other fraternity events where Councilors will be needed or preferred. Tilden committed to attend the September 15 rechartering of Beta Theta at Rutgers University.

Thawley provided an update on the results of the Foundation Grants Committee Conference Call. All Grant Requests, except one, were approved and recommended to the Executive Committee for support. The one Grant Request not supported, and tabled, was in the amount of \$5,000 and intended for Archival Projects at Headquarters. Grants recommended to the Executive Committee totaled \$295,500.

Thawley reported that he intends to file a Supplemental Grant Request with the Foundation's Grants Committee because he will leave roughly \$45,000 from the 2005-06 Grants unused. He intends to use at least \$20,000 of that sum for academic scholarships.

Grissom introduced a letter received that day (attached) that was written by departing staff member, Mike Post. Motion made by Burns to memorialize letter in these minutes. Seconded by Tilden. Grissom read the complementary letter aloud. Tilden called for acclimation. No dissensions, motion passed.

Comments:

The next Grand Council conference call will be held on July 11, 2006. Meeting adjourned at 6:22 p.m. EDT

Respectfully Submitted:



Drew M. Thawley, CEO



Jonathan Burns, Grand Secretary

**MINUTES of the GRAND COUNCIL CONFERENCE CALL
July 11, 2006**

Call to Order: 5:33 p.m. EDT

Roll Call: Grand Junior President, Scott Grissom; Grand Treasurer, Jeff Hoffman; Grand Secretary, Jonathan Burns; Grand Marshal, Rich Ritter; Grand Councilor, Mike Young; Grand Councilor, John Tilden; Grand Councilor, Matt Maurer; Grand Councilor, Matt Hittle.

Absent: Grand Senior President, Mark Still; Grand Councilor, Perry Opel.

Guests: Grand Historian, Bob Kutz; CEO, Drew Thawley.

Reports:

CEO Report provided by Thawley

- o Most of staff in is Tucson a present for the annual Fraternity Executives Meeting. Thawley to travel from FEA meeting to the FRMT meeting in Phoenix.

Old Business:

Motion to approve 6-6-06 Minutes as proposed made by Burns, seconded by Tilden. Passed unanimously.

Thawley provided update on the mutual effort between the FND and the FTY to purchase a new database. FTY finalized contract negotiations with assistance of a software contract attorney. Purchase will occur in August and installation in August and September.

Thawley briefly discussed progress on Use of Marks and Symbols Agreement with the Foundation and the Use of Data Agreement. Use of Marks and Symbols will be an agreement without transfer on money and is looking good to date. Use of Data is stalled because FND attorney is uncomfortable with premise.

Thawley provided update on Grand Chapter Committees. Each Councilor who is a liaison to a Committee also provided an update.

New Business:

Thawley presented Monitoring Report 3.6, 3.7, 4.0, 4.1 as submitted by Still (attached).

Motion to approve Monitoring Reports as submitted made by Hoffman, seconded by Hittle. Passed unanimously.

Thawley presented Clemson's Chartering Petition.

Motion to approve Clemson Chartering petition made by Burns, Seconded by Tilden. Passed unanimously.

Comments:

The next Grand Council meeting is scheduled for August 5, 2006.

Meeting adjourned at 6:27 p.m. EDT

Respectfully Submitted:



Drew M. Thawley, CEO

Jonathan Burns, Grand Secretary

MINUTES of the GRAND COUNCIL CONFERENCE CALL
July 25, 2006
Alpha Sigma Phi Fraternity, Inc.

Call to Order: 5:34 p.m. EDT

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Scott Grissom; Grand Treasurer, Jeff Hoffman (joined at 5:45); Grand Secretary, Jonathan Burns; Grand Councilor, Mike Young; Grand Councilor, John Tilden; Grand Councilor, Matt Maurer; Grand Councilor, Matt Hittle.

Absent: Grand Marshal, Rich Ritter; Grand Councilor, Perry Opel.

Guests: Grand Historian, Bob Kutz; CEO, Drew Thawley; VP of Fraternity Services, Ryan Brown; VP of Fraternity Operations, Dan Duncan; Director of Communications and Leadership Initiatives, Steve Latour.

Reports:

CEO Report provided by Thawley.

- o In receipt of Foundation's DRAFT Strategic Plan.
- o Cash is tight per normal, increase in net assets at end 2005-06 fiscal year appear to be flat to \$10,000 which is below expectations. Due to 18% slump in recruitment.
- o Grand Chapter has been a logistical challenge; Thawley welcomes opinions of Council through Council action.

Old Business:

None.

New Business:

Brown introduced the NC State Petition and fielded questions on qualifications.

Motion made by Grissom to approve the NC State Colony Petition to restart the Beta Zeta Chapter with the affirmation that only those men with qualifying grades point averages will be permitted to initiate. Seconded by Hoffman. Passed unanimously.

Latour introduced memo (attached) to Council asking for the approval of 48 Grand Chapter Advisors. It was detailed that all GCA's must be approved by vote of the Grand Council every two years, and that this process is important to establishing the importance and effectiveness of the Grand Chapter Advisor role. Two of the chapter represented on the list (Bethany and Indiana) had two alumni listed as GCA. The Council's opinion was that each chapter have just one GCA.

Motion made by Young to approve the GCA memo as submitted. Seconded by Burns. Friendly amendment was introduced by Tilden limiting each chapter to one GCA. Friendly amendment was accepted by Young. Amended motion passed unanimously.

The 2006 Grand Chapter & Leadership Conference was discussed in great detail. Council and Staff collaborated on open items and a firm schedule was agreed to. Plenary Three would include the Installation of Grand Council ceremony. Further, it was determined that the closing banquet, titled the Victory Banquet, would be Coat and Tie for Councilors.

Comments:

The next Grand Council meeting is scheduled for August 5, 2006 at 2:00 p.m. to be held at the 2006 Grand Chapter.

Meeting adjourned at 7:45 p.m. EDT

Respectfully Submitted:



Drew M. Thawley, CEO



Jonathan Burns, Grand Secretary

MINUTES of the GRAND COUNCIL MEETING
August 5, 2006
Charlotte, North Carolina

Call to Order: 2:02 p.m. EDT

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Rich Ritter; Grand Treasurer, Jeff Hoffman; Grand Secretary, John Tilden; Grand Marshal, Bernie Schulz; Grand Councilor, Mike Young; Grand Councilor, Jonathan Burns; Grand Councilor, Joe Zimmerman; Grand Councilor, Rich Buss, Grand Councilor, Matt Maurer; Grand Councilor, Matt Hittle; Grand Councilor Perry Opel.

Absent: None.

Guests: Grand Historian, Bob Kutz; CEO, Drew Thawley.

Reports:

GSP Report by Still

- o Thank you to the most recent Council for their commitment, teamwork and leadership.
- o Very much so looking forward t the next two years.

CEO Report provided by Thawley

- o Thank you for your patience with Grand Chapter...this was his first Grand Chapter.
- o It is his intent to pursue compensation by the Hilton Hotel for the extreme noise and disruption at the closing banquet.

Foundation Report provided by Burns

- o FND conveys interest in supporting a sexual harassment program.
- o FND Board received presentation by CEO Kocher on the Strategic Plan for the FND.

Old Business:

Motion to approve 7-25-06 Minutes as proposed made by Burns, seconded by Opel. Passed unanimously.

Still provided an update on use of marks and symbols. It is fact that the FND and the FTY have agreed to sign the Use of Marks and Symbols Agreement. Still suggested that he simply needs to reach FND Chairman, Christ to finalize the agreement with a signature. During that contact, Still will address the opportunity to establish an agreement that speaks to the use and protection of membership data.

New Business:

Thawley presented Monitoring Report (attached).

Motion to approve Monitoring Reports as submitted made by Hoffman, seconded by Hittle. Passed unanimously.

Grand Council, by suggestion by Still, recognized Brother Kutz as the national fraternity's Grand Historian.

The Council entertained interviews by three undergraduate candidates who meet the qualifications to serve as Grand Councilor. Brothers Justin LaRouche, Alex Kefaloukos and Michael Betz all interviewed in 10 minute increments.

Still called a vote by Secret Ballot. Kutz and Thawley counted Ballots. Alex Kefaloukos is determined to be the Councilor to replace Brother Maurer when his terms ends in October, 2006.

The issue of Penn State was introduced. The Council expressed concern after meeting with two undergraduate Penn State men earlier in the weekend. Thawley suggested that staff conduct an investigation at the earliest opportunity. Council agreed to receive a report in September.

Comments:

The next Grand Council meeting is scheduled for September 15, 16, 17th at Ralph F. Burns Fraternity Headquarters. Councilors can expect to spend a significant portion of the meeting on Carver Governance related work.

Meeting adjourned at 4:12 p.m. EDT

Respectfully Submitted:



Drew M. Thawley, CEO

John Tilden, Grand Secretary

MINUTES of the GRAND COUNCIL MEETING
September 16, 2006
Ralph F. Burns Fraternity Headquarters

Call to Order: 8:09 a.m. EDT

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Rich Ritter; Grand Treasurer, Jeff Hoffman; Grand Marshal, Bernie Schulz; Grand Councilor, Mike Young; Grand Councilor, Jonathan Burns; Grand Councilor, Joe Zimmerman; Grand Councilor, Matt Maurer; Grand Councilor, Matt Hittle; Grand Councilor Perry Opel.

Absent: Grand Secretary, John Tilden (at Rutgers Re-chartering); Grand Councilor, Rick Buss.

Guests: Grand Historian, Bob Kutz; Grand Councilor Appointee, Alex Kefaloukos; CEO, Drew Thawley; Expansion Consultant Jimmy Byars, Ted Kocher, Foundation CEO (joined for a portion of the meeting).

Reports:

CEO Report provided by Thawley
Reported as submitted (attached)

Old Business:

Motion to approve 7-11-06 Minutes with amendments (noting Opel as absent and Hittle as present) made by Ritter, seconded by Hoffman. Passed unanimously.

Motion to approve 8-5-06 Minutes as submitted made by Ritter, seconded by Schulz. Passed unanimously.

Thawley read the previously submitted memo addressing the onsite visit that he and Ryan Brown, VP of Fraternity Services, made to Penn State. The overall recommendation from staff is to move forward with the October 7, 2006 re-chartering of Upsilon. Thawley committed to supporting a chapter-specific, offsite, leadership retreat for the group. Thawley also committed his staff to work with the Upsilon alumni to help them develop a Chapter Council. Council supported recommendation.

Still provided an update on “use of data” agreement that had received some discussion recently. A draft agreement was read as submitted.

Motion to ask Thawley to present the draft agreement to General Counsel and then transmit the draft agreement (and any amendments by Counsel) to the Alpha Sigma Phi Educational Foundation made by Young. Seconded by Ritter. Passed unanimously.

Thawley provided a candid review of the 2006 Grand Chapter.

New Business:

Still offered a suggested list of Grand Council officers and suggested that more detail be drawn up to support the Grand Councilor positions.

Grand Senior President	Mark Still
Grand Junior President	Rich Ritter
Grand Secretary	John Tilden
Grand Marshal	Bernie Schulz
Grand Treasurer	Jeff Hoffman
Grand Councilor – Linkage	Rick Buss
Grand Councilor – Foundation Liaison	Jonathan Burns
Grand Councilor – GCA Liaison	Mike Young
Grand Councilor – Volunteer Development	Joe Zimmerman

Motion to approve list as discussed and submitted by Ritter. Seconded by Hittle. Passed unanimously.

Ted Kocher, Foundation CEO, presented the Strategic Plan to the Grand Council.

Still presented Monitoring Reports on Policies 3.5 and 3.8 as submitted (attached).

Motion to approve Monitoring Reports on Policies 3.5 and 3.8 as submitted made by Young. Seconded by Hoffman. Passed unanimously.

Thawley presented Monitoring Reports on Policies 1.1C, 1.1D, 1.1F as submitted. (attached).

Motion to approve Monitoring Reports on Policies 1.1C, 1.1D, 1.1F as submitted made by Burns. Seconded by Opel. Passed unanimously.

Thawley presented Monitoring Reports on Policies 2.4, 2.5 and 2.7 as submitted. (attached).

Motion to approve Monitoring Reports on Policies 2.4, 2.5 and 2.7 as submitted made by Schulz. Seconded by Hittle. Passed unanimously.

Motion to maintain current funding levels in Policy 3.8 made by Young. Seconded by Opel. Passed unanimously.

Thawley introduced topic of dissolving the Alabama Fund. He detailed conversations with Counsel, the Fraternity's accountant, auditor, and communications with Leonard Hultquist regarding the issue. Generally, Thawley would like to dissolve the trust, and therefore the liability, that is currently represented by the fund's roughly \$65,000 value. Thawley indicated that the premise for the fund is sound, but the likelihood of returning funds to the chapter is minimal and all best efforts have not turned up alumni who can speak to the agreement. All indications are that the viability of the Trust is in question and that the Fraternity should not be burdened with the liability any longer.

Motion to dissolve the Alpha Iota (Alabama) Agreement and to remove the liability from the Fraternity's Balance Sheet pending the following: Documentation of Counsel's determination that the contract is no longer binding and Notification of any alumnus reasonably thought to have a vested interest in the Alpha Iota Fund made by Ritter, seconded by Maurer. Passed unanimously.

Motion to adopt Policy 2.10 as follows made by Ritter. Seconded by Zimmerman. Passed unanimously.

***POLICY 2.10 – USE OF ESOTERIC MATERIALS
(Monitored Semiannually in the Summer & Fall)***

The CEO shall not:

1. Fail to protect content that appears only in the esoteric sections of the Fraternity's Ritual Book.
2. Allow the verbal or written use of the above mentioned esoteric content beyond the scope of use expressly permitted by the Grand Council or Grand Chapter of Alpha Sigma Phi.

Comments:

The next Grand Council meeting will be held in conjunction with the Academy of Leadership for the purposes of Linkage. The Academy will be held at Camp Tecumseh near Lafayette, Indiana on February 9-11, 2007.

Following that meeting, April 27-29, 2007 and August 10-12, 2007 were the most amenable future dates, but nothing was set in stone.

Executive Session:

The Grand council excused Thawley, Byars and Kocher from the room to conduct a brief Executive Session.

Motion to adjourn made by Opel, seconded by Hittle at 5:27 p.m. EDT. Passed unanimously.

Respectfully Submitted:



Drew M. Thawley, CEO



John Tilden, Grand Secretary

MEMORANDUM



DATE: September 16, 2006
TO: Grand Council
Grand Historian
FROM: Drew Thawley
RE: CEO Report

The year is upon us. We have a new Grand Council, new additions to staff in Jimmy Byars and Ryan Brown, a foundation with a fundraising plan to help support the fraternity’s mission, a Constitution and Bylaws that support our strategic plan and an academic year that will, once again, bring positive change to the Old Gal.

Staff is scheduled heavily with travel and objectives this fall. We have five charterings to plan and execute, many chapters that require unique on-site solutions, many chapters that need to be brought “into the national fold”, many Chapter Councils to form or beef up, and our excellent programming to execute in the winter. In my time as CEO, this is the busiest fall and winter I have witnessed. Luckily, we’ve got a Grand Council that is as engaged and motivated as ever; this will make our fall more impactful and our brotherhood stronger.

Year End Financials (draft for 2005-06 audit)

We posted a net loss in assets of \$16,288.

	Net Assets	Total Revenue	Chapters Rev.	Expenses	YE
Cash					
2002-03	(8,360)	878,110	343,335	918,884	9,913
2003-04	(17,554)	907,607	381,260	925,161	46,767
2004-05	116,559	969,303	350,927	852,744	4,677
2005-06	(16,228)	990,158	360,054	1,006,446	93,027

Cash was a better story than Assets because we collected thousands that were already counted as revenue in previous years, but had not been realized until 2005-06. Further, while we did have to pay invoices related to Grand Chapter in the 2005-06 year, we were not able to claim revenue, \$53,777, from Grand Chapter until the current fiscal year due to the date of the event.

As a side note, we were able to reduce our Bad Debt Expense from \$50,000 to \$29,017 due to aggressive bad debt collection efforts. As of today, our Old Debt is under \$78,000. It was as high as \$175,000 three years ago.

I respectfully ask that the Council entertain a motion in New Business that supports the dissolution of the Alabama Fund providing that all reasonable efforts are made to contact appropriate alumni who entered into the agreement between the chapter association and the national organization. If you support the motion, we will unencumbered \$63,528.

We are budgeted to a slight profit this year, factoring in flat revenue from Chapters.

Major commitments outside of normal expenditures for 2006-07

~\$20,000 towards www.alphasigmaphi.org (gained by reducing Tomahawks to one this year)

~\$10,000; an increase in funding for Burns Leadership institute and Academy of Leadership (from supplemental grant request)

~\$13,000; cost to implement the new branding initiative on our letterhead and all communications pieces

~\$25,000; devoted to funding the needed \$50k Self Insured Reserve with FRMT (will come from insurance premiums)

~\$3,000; increase in budget for my travel

Unknown:

Ritual Books

Summer leadership programming

TBTM reprint...planned to fall in 2007-08 year

Recruitment to Date

After last year's disappointing recruitment numbers, I am eager to see how this year shakes out. It appears that the entire industry slumped last year, so everyone is as eager as I about this issue.

I discontinued our contract with Phired Up Productions for three reasons:

1. We ran the numbers on chapters who hosted and/or attended a recruitment symposium. With three years of data, I felt comfortable drawing conclusions with this historical data set. There was no movement (+ or -) in these chapters. Although the other chapters performed worse (net loss) in recruitment, a flat line was not evidence enough that the symposiums were working.
2. In looking at our recruitment services, it is obvious that we, as a staff, need to step back, evaluate and plan. With Ryan coming on to staff, I wanted to take

advantage of the fall to regroup and allow him to establish a more robust approach to recruitment services.

3. The recruitment symposium model is older than the mission and accompanying pyramid that now drive our activities. Its curriculum fits only loosely into our mission.

Penn State

Please see my memorandum on this topic.

Expansion

Consistent with last year's plan, I have remained patient in starting new expansion opportunities. Jimmy Byars, Expansion Consultant, will be at Baldwin-Wallace College (outside of Cleveland) to grow our nucleus of 6 men to a colony. UMass-Amherst remains a focus, as does adding a significant effort in the southeast. It appears that the College of Charleston effort in Charleston, SC has failed, and we are unclear at this point about the status of an interest group at Bloomsburg.

If the opportunity presents itself (or if I can create the opportunity), I would like to add an expansion oriented staff member to the team.

Charterings:

September 15-16, Rutgers - Tilden / Duncan / Brown

October 7, Penn State - Still / Duncan / Brown / Latour / Byars

October 21, NC State - Buss / Thawley / Latour

October 27-28, Clemson - Schulz / Thawley / Latour / Brown

November 4, Northern Michigan -Mike Young / Thawley / Latour

Foundation Rating Sessions

At this date, I am attending four rating sessions (Indianapolis, Jacksonville, Philadelphia and Pittsburgh) and Mark Still is attending one (Southern California). The expectations for our part of the sessions is still vague, but I have been told we are "given 20-25 minutes to give our pitch on the fraternity's mission and change strategy." I will be looking to Ted to provide more detail and assist us in assuring that our approach, materials and general conduct is entirely synergized with the Foundation's approach, materials and general conduct.

It is my strong opinion that these sessions are well coordinated, and I do not want either the fraternity or the foundation to come across as disjointed due to a lack of preparation. I know Ted concurs and we will work together.

It is also my strong opinion that if our "message" does not have "selling power", that we should go as far as amending the way we represent our message, but NOT unreasonably amend our mission to accommodate any fundraising objectives.

All in all, I'm thrilled that these sessions are scheduled and am excited to share our mission with other alumni.

General Counsel

Bryan Proctor, Grand Valley State '96, has agreed to serve the Fraternity as General Counsel. I just returned Tuesday from Detroit where we spent one business day in his firm's offices reviewing current litigation and discussing the scope of the role.

Bryan is an attorney with Butzel & Long, a medium sized, international firm that specializes in construction litigation and contractual cases. Bryan served on staff in the late 1990's after graduating from Grand Valley. He was a founding father of the Delta Phi chapter. After leaving staff, he pursued his law degree at Michigan State. His wife, Mandy, is getting her PHD in criminology from Michigan State this year, and they may relocate soon thereafter. Bryan's firm has agreed to allow him to serve us pro bono and I have received a formal letter of engagement from him on Butzel letterhead.

His exact job description is in development, but in general it was determined that he serves as the Fraternity's General Counsel and reports to the CEO. He is serving the best interests of the organization, and in such a role, will advise the CEO and the GSP in any and all legal situations, contractual obligations and other areas as needed. With the Board's approval, Bryan will join the Grand Council on conference calls and at face to face meetings. He should be copied (to establish attorney client privilege) whenever there is discussion on risk management violation related issues.

Brother Proctor is an excellent addition to our leadership group and his services are far overdue. As more details are developed I will pass them along to you.

MEMORANDUM



DATE: September 7, 2006

TO: Grand Council
Grand Historian

FROM: Drew Thawley, CEO

CC: Bryan Proctor, General Counsel

RE: Penn State Visit

Following a meeting that the Grand Council had with two undergraduates (the colony president and treasurer) from the Penn State Colony, which revealed concern about the colony itself and the community in which the colony exists, I requested the Council's patience as I intended to conduct an investigation into the status of the colony and the status of Penn State's Greek Pride Initiative; a Greek wide revitalization effort directed by the VP for Student Affairs, Vicky Tripony with the support of the University president, Dr. Spanier. Before arriving onsite, I asked for feedback from Councilors based on the meeting with the two undergraduates.

Ryan I. Brown, VP of Fraternity Services, and I arrived in State College on the morning of September 5, the student's first day of classes for the 2006-07 academic year. Our visit was unannounced to the undergraduates, vaguely pre-announced to the House Corporation President, Skip Lange, and scheduled last minute with the university Student Affairs office. My intention in making such a visit relatively unannounced was in an effort to garner matter-of-fact information that would enable Ryan and me to make a fully educated recommendation to the Grand Council. Unannounced visits are highly infrequent and they are not generally a tactic I believe should be used, yet circumstanced justified this occasion.

Basic recommendation:

Our findings revealed a campus headed towards community wide improvement, an undergraduate group that understands what Alpha Sigma Phi strives to be and works hard to improve their immediate surroundings (not always perfectly, but has shown strong attempts and descent success) and an alumni group that needs national support.

There is no doubt, in my professional opinion, that the surrounding Greek community is in disrepair, but it is also obvious to me (having been on campus 9 times in 8 years (including the 3 years I was not working here) that the university is trending to the positive. Penn State may never be the bellwether of Greek communities, but are trying to be, and they are improving the very structure of their community to accommodate said change.

It is my recommendation that we move forward with the rechartering of Upsilon. Further, it is my recommendation that staff focus on increasing support of the undergraduate goals and alumni volunteer structure at Upsilon (i.e. by helping the group plan and execute an off-campus overnight chapter retreat designed to serve many of the Burns Leadership Institute Ends.)

Data points/information gleaned from visit:

Physical Plant:

Condition: generally good. The general quality of the common areas, living rooms and basement areas is sound, and there was nothing whatsoever that seemed unsafe or out of order. The facility is on par with other Alpha Sigma Phi chapter facilities at University of Washington and University of Illinois.

There was no smell or remnant of beer in the facility; even in the basement and public areas where we were expecting it.

Could be better kept: The members of the colony have not kept the facility perfectly clean and they must work on the grounds and the basement rooms, but relative to previous visits to the same facility since 1996, the condition was the best of those visits. It was apparent that the chapter eats together based on the furniture in the dining room.

We learned that the majority of the members had been in the house since the previous week, and that a few members lived in the house through the summer.

Symbols of colony's values: The Five Values were posted at the base of the central staircase in a frame. Yet a Gentleman from South Carolina book was being used to level an unstable table. These are conflicting symbols that we addressed in our interview with chapter leadership.

Colony Members:

Positive interactions: While we did not have a meeting with the entire colony, we did visit the second floor, looking into a couple living rooms, met members at random and had focused, yet apparently casual conversations with men not on the Prudential Board. Our interactions with these men was very positive to a

man. None of them knew who we were as the conversations began, and it was only after they asked that we shared our identities.

Numbers are good: 29 men are living in the facility this year, while roughly 20 more are living out of the facility this year.

Unknown on campus: I asked two women (wearing sorority letters) in the HUB what they knew or thought of the Alpha Sigs. One replied "who?...where are they?" I told them across from ATO. "ah...yeah, not much, I don't know much...good guys I guess." The other woman replied "I know a couple of the brothers and have been there once. Great guys, unknown on campus."

I also asked a person who looked like a staff member if she knew of Alpha Sigma Phi. She replied, "you know, I don't really know which ones are which."

Prudential Board:

Nothing to hide: I called the colony president while standing in the dining room of the facility. No one had seen us yet and no undergraduate was aware of our presence. I left a voicemail telling him that we were in the house and would return that night at some point to meet with the Prudential Board and recruitment chairman. He returned my call, leaving a voicemail stating that he would be back around 6PM and that we could come by anytime and he would "get the guys together".

Scared: Our meeting started at about 6:30PM and last an hour and a half. The president and the treasurer (those who were in front of the Grand Council in August) breathed an audible sigh of relief when we told them we were not there to close the group. It was obvious that the two of them had been living with a fear after the Grand Council meeting. They explained that they completely crumbled and lost view of what was being asked and what their answers were in that meeting with the Council.

Ability to represent themselves with words: The recruitment chair failed to answer our question of "what do you tell a recruit about this colony?" He came up with answers about hot tubs and superficial brotherhood. When pressed by Ryan, and after being given another chance to answer the question, he finally came up with diversity, deep brotherhood relationships and pride. It was obvious that this young man got his cues from other Penn State chapters and not from our TBTM, not from the repeated messaging distributed by HQ and not from any internal colony effort to identify attributes that send a positive message.

Happy Valley Bubble: We asked them how they think they relate or compare to other chapters. The answer was that all the other chapters are small and at smaller schools, so they really don't relate. We listed many of our large chapters with large houses and large Greek communities and they looked at us like they were stunned. Even after this, they still thought that Penn State was unique and different from other places. We challenged them. We asked them why they thought this was the case. We shared the nation wide reputation that Penn Staters have as many times arrogant and over confident. We were able to engage them in good conversation about this decade old issue.

University Greek Pride Initiative

Increased budget: In the last year, the VP of Student Affairs has increased the Greek Life budget significantly, bringing the professional staff from 2 to 6. She has also directed the Assistant VP to devote a portion of her time to Greek Life. Further, she hired a special assistant (Stuart Spisak) to assist her in creating a strong three-legged stool approach to the Greek Life revival. In my opinion, when a VP changes actual budgets, she means business.

Towing the line: We independently met with Stuart Spisak (special assistant to the VP), Felecia McGinty, Assnt. VP of Student Affairs and Kevin Kerr, Director of Greek Life. All conveyed a very similar message about the progress of the Greek Pride Initiative. In general, they have done a very good job establishing policy and structure, but have missed the target with national staff and local volunteers. It was clear that even the university staff is caught up in the "happy valley bubble". They received early push-back from alumni, and after being heavily criticized, gave up on the challenge. As a byproduct, their efforts with national staffs faltered as well.

I pressed each person very hard, to the point of "uncomfortableness" and slight distress, about the NEED to engage national staffs as a way to then tackle the relationship breakdown with local alumni. All in all, the students are coming around and the policies are solid, but two legs of the stool (alumni and national) are lagging.

Promise: I am optimistic about the Greek community at Penn State. The university president is publicly supportive of the VP and her direct efforts with Greek Life. His interests undoubtedly have a genesis in the Board of Trustees (or Regents). These factors should give us hope for a long-term process of improvement and accountability at Penn State.

**MINUTES of the GRAND COUNCIL CONFERENCE CALL
November 7, 2006**

Call to Order: 5:39 p.m. EST

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Rich Ritter (joined 5:45); Grand Secretary, John Tilden; Grand Marshal, Bernie Schulz; Grand Councilor, Jonathan Burns; Grand Councilor, Rick Buss; Grand Councilor, Alex Kefaloukos; Grand Councilor, Matt Hittle; Grand Councilor, Perry Opel.

Absent: Grand Treasurer, Jeff Hoffman; Grand Councilor, Mike Young; Grand Councilor, Joe Zimmerman.

Guests: Grand Historian, Bob Kutz; General Counsel, Bryan Proctor; CEO, Drew Thawley; VP of Fraternity Services, Ryan Brown.

Reports:

CEO Report provided by Thawley
 Reported as submitted (attached)
General Counsel Report provided by Proctor
 Review of General Counsel's role
 Update on litigations

Old Business:

Motion to approve 9-16-06 Minutes with amendments (one small typo, correct spelling of Kefaloukos, correcting next meeting date to 2/9-11/07) made by Tilden, seconded by Schulz. Passed unanimously.

Thawley confirmed that the Alabama Fund had been dissolved by authority of the Grand Council and confirmation by accountants, Ness & Co.

Use of Marks & Symbols Update (Thawley). No progress since last meeting. The agreement has been verbally agreed to and now requires signature; in hands of Kocher for Christ's signature, then to Thawley for Still's signature.

Thawley reported that the watch for G. Scott Grissom has been ordered and will arrive in the coming weeks. Thawley also reported that undergraduate Councilor rings have been ordered; Kefaloukos has already received his ring.

New Business:

Monitoring Reports 2.1, 2.2, 2.3 are tabled to the December 5, 2006 conference call.

Thawley provided update on the Clemson situation. The chartering of the colony (to have been the Epsilon Sigma Chapter) was cancelled due to alleged hazing activity. The allegations were investigated by Ryan Brown, local advisors and the University. The president of the Colony was removed from his position, educational measures were implemented and the colony is on suspension with the University and the Fraternity to May of 2007.

Thematic Goals (attached, by Still) were briefly discussed as an outcome of the September meeting.

Still reminded Grand Councilors who have assumed specific roles that they are responsible for drafting job descriptions and forwarding them to Grand Secretary Tilden before **November 27th**. Tilden will accumulate them and distribute in advance of the December meeting. Those positions are as follows:

Grand Senior President	Mark Still
Grand Junior President	Rich Ritter
Grand Secretary	John Tilden
Grand Marshal	Bernie Schulz
Grand Treasurer	Jeff Hoffman
Grand Councilor – Linkage	Rick Buss
Grand Councilor – Foundation Liaison	Jonathan Burns
Grand Councilor – GCA Liaison	Mike Young
Grand Councilor – Volunteer Development	Joe Zimmerman

Ritter reported that he and Hoffman are moving forward on the Benefits and Healthcare Plan Benchmark Data as was directed at the September meeting.

Comments:

Brother Emmet Hayes passed away on November 1, 2007 and the attached press release is entered into the minutes to mark his passing in our recorded history.

The next Grand Council Conference Call will be December 5 at 5:30 EST.

The next Grand Council meeting will be held in conjunction with the Academy of Leadership for the purposes of Linkage on February 9-11, 2007.

Following the February meeting, April 27-29, 2007 and August 10-12, 2007 are the most amenable future dates, but nothing is set in stone.

Meeting adjourned at 6:43 p.m. EST.

Respectfully Submitted:



Drew M. Thawley, CEO



John Tilden, Grand Secretary

**MINUTES of the GRAND COUNCIL CONFERENCE CALL
December 5, 2006**

Call to Order: 5:34 p.m. EST

Roll Call: Grand Senior President, Mark Still; Grand Junior President, Rich Ritter; Grand Treasurer, Jeff Hoffman; Grand Secretary, John Tilden; Grand Marshal, Bernie Schulz (joined at 5:46 p.m.); Grand Councilor, Jonathan Burns; Grand Councilor, Rick Buss; Grand Councilor, Mike Young; Grand Councilor, Joe Zimmerman; Grand Councilor, Alex Kefaloukos; Grand Councilor, Matt Hittle.

Absent: Grand Councilor, Perry Opel; General Counsel, Bryan Proctor

Guests: Grand Historian, Bob Kutz; CEO, Drew Thawley; VP of Fraternity Services, Ryan Brown.

Reports:

GSP Report provided by Still

Report on the November 17, 2006 Rating Session held in Jacksonville, FL

CEO Report provided by Thawley

Reported as submitted (attached)

Old Business:

Motion to approve 11-7-06 Minutes made by Tilden, seconded by Hittle. Passed unanimously.

Motion to approve Monitoring Report 2.1, 2.2 & 2.3 as submitted by Thawley (attached) made by Young, seconded by Burns. Passed unanimously.

Thawley confirmed that Brother G. Scott Grissom's gift watch has been ordered and is expected to arrive in late December to early January.

New Business:

Brown and Thawley introduced the University of Akron Colony's Petition to Charter. The staff recommends that the Petition be approved and the chartering celebration planning begin.

Motion to approve the University of Akron Colony's Petition to Charter as submitted made by Schulz, seconded by Hoffman. Passed Unanimously.

Recommendation to expel Brother Brandon Lilly, Radford '04, submitted to Council by Thawley. Thawley explained that the factors are plain; the individual initiated and then immediately dropped out of school. He paid his Pledge Fee and wanted to be removed from

the organization and have his Initiation Fee and Lifetime Fee expunged. (support materials attached)

Motion to expel Brother Brandon Lilly based on failure to pay membership related fees and for conduct unbecoming a brother in Alpha Sigma Phi made by Burns, seconded by Buss. Passed unanimously.

Still made decision to table discussion on new Grand Councilor Job Descriptions and discuss during the January, 2007 conference call.

Grand Senior President	Mark Still
Grand Junior President	Rich Ritter
Grand Secretary	John Tilden
Grand Marshal	Bernie Schulz
Grand Treasurer	Jeff Hoffman
Grand Councilor – Linkage	Rick Buss
Grand Councilor – Foundation Liaison	Jonathan Burns
Grand Councilor – GCA Liaison	Mike Young
Grand Councilor – Volunteer Development	Joe Zimmerman

Buss provided update on the progress with Board Linkage. The Board should consider focusing on linkage with alumni, specifically volunteers, as opposed to undergraduates. This is consistent with the Strategic Vision and Implementation Plan. Further, this linkage focus could result in the recruitment of Grand Chapter Advisors. Further, Buss is working with staff to explore the idea of hosting a conference call and/or a webinar to assist in the linkage.

Ritter reported that he and Hoffman had been working on the Benefits and Healthcare Plan Benchmark Data as directed at the September meeting. Ritter provided a written report detailing the Fraternity staff's benefits as compared with similar staff's data and coverage. Ritter and Hoffman concluded that the Fraternity Staff is provided proper healthcare benefits.

Comments:

Happy Founders Day!

The next Grand Council Conference Call will be January 9, 2007 at 5:30 EST.

The next Grand Council meeting will be held in conjunction with the Academy of Leadership for the purposes of Linkage on February 9-11, 2007. Travel plans need to be made to arrive around noon on the 9th and depart no earlier than 1 on the 11th.

Meeting adjourned at 6:41 p.m. EST.

Respectfully Submitted:



Drew M. Thawley, CEO

John Tilden, Grand Secretary