

**Minutes of the Grand Council**  
**January 14, 2009, 8 PM, teleconference**

**Call to order:** 8:03 PM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Marshal John Tilden, Grand Secretary Joe Zimmerman, Grand Councilor Jonathan Burns, Grand Councilor Roberto Coquis, Grand Councilor Dane Leasure, Grand Councilor Ed Lenane, Grand Councilor Bernie Schulz, Grand Councilor Brian Thomas, Grand Junior President Jeff Hoffman, Grand Treasurer Rick Buss and Grand Councilor Justin LaRoche joined the call just after the roll call.

**Absent:** No members were absent.

**Guests:** General Counsel Bryan Proctor, Grand Historian Robert Kutz, Interim President & CEO Tom Hinkley, VP Fraternity Operations Dan Duncan, VP Fraternity Services Steve Latour.

**Reports**

**GSP Report:** GSP Ritter provided a written report and walked the board through that report. A copy is attached. Much has happened since the Grand Council held an executive session call on December 22, mostly surrounding the departure of Owen McCulloch from the professional staff.

**CEO Report:** A written report was provided by Tom Hinkley as well as a SWOT analysis of the current situation on the fraternity staff. A copy of the CEO report is attached for reference.

There were questions regarding the current bio count and how it compared with previous years. Hinkley committed to provide context to the numbers during the February face to face meeting. There were also questions regarding the web site project and if there was a possibility of doing a presentation at Academy. Due to the current level of progress, there will not be a demonstration this year.

**Foundation Report:** GC Burns reported that the foundation board will be welcoming two new members during their February meeting. Past foundation chair and past GSP Stan Thurston will be rejoining the board of directors. Chris Musbach from our Epsilon chapter at Ohio Wesleyan will also be joining the board.

**General Counsel Report:** Bryan Proctor reported that it has been a very busy few weeks, dealing mostly with the departure of Brother McCulloch. There were questions regarding confidentiality and what the board can say. Both Brother Ritter and Brother Proctor encouraged taking the high road and reminded the board of our commitment to confidentiality regarding the circumstances. It was also discussed that if a member of the board desired to reach out to Brother McCulloch as a brother, which would be appropriate.

## Consent Agenda Items

GJP Hoffman moved to approve the Consent Agenda Items (December 10, 2008 meeting minutes and e-mail vote on Policy 2.5.5) as listed on the agenda. Seconded by GC Leasure. Motion passes unanimously by voice vote.

## Old Business

- Monitoring Report 2.5 was brought from the table with CEO Hinkley presenting the report with Brother Duncan.

Brother Buss moved to accept the report. Second by Brother Lenane. Passed unanimously by voice vote.

- Tabled discussion of End 1.1.C.4, 1.1.C.5 and 1.1.i

Brother Ritter asked for a motion to keep these items on the table. Moved by Brother Tilden and second by Brother Lenane. There was discussion regarding 1.1.C.6 and that not an official motion previously, but being drafted with some e-mail discussion. Motion to keep these items on the table passed unanimously by voice vote.

## New Business

- Monitoring Report 2.0 was presented by CEO Hinkley.

Motion to accept report by Brother Coquis and second by Brother Tilden. This report was brief as it only covered about one weeks time. Motion passed unanimously by voice vote.

- Motion to Appoint Matthew P. Reinthaler, UC-Berkeley '06 as Grand Chapter Advisor for our Nu Chapter was presented by CEO Hinkley and Brother Latour.

Moved by Brother Coquis and a second by Brother Tilden. Brother Coquis commented support for the revised format of presenting background on the candidate's background. Motion passed unanimously by a voice vote.

## Comments

- Next Grand Council meeting will be Saturday, February 7, 2009 at Camp Jameson in Indianapolis.
- Burns Leadership Institute is January 23-25, 2009
- Presidents' Academy is February 5-8, 2009 (begins Thursday evening)
- Brother LaRoche asked for discussion on moving the conference call times as his class schedule has changed.

With no further business on the agenda, GC Burns moved to adjourn; second by GT Buss, Motion was approved.

**Meeting adjourned at approximately 9:08 p.m.**

**Respectfully Submitted:**

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**Joseph R. Zimmerman  
Grand Secretary**

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**Thomas R. Hinkley  
President & CEO**

Attachments:      GSP Report dated January 14, 2009  
                         CEO Report dated January 12, 2009  
                         Monitoring Report 2.5 dated January 9, 2009  
                         Monitoring Report 2.0 dated January 14, 2009

**Grand Council Meeting Minutes  
Saturday, February 7, 2009  
Indianapolis, IN  
Jameson Camp**

Call to order at 1:06 p.m.

**Roll Call:** GSP Rich Ritter, GJP Jeff Hoffman, GT Rick Buss, GM John Tilden, GC Jonathan Burns, GC Bernie Schulz, GC Ed Lenane, GC Justin LaRoche, GC Brian Thomas

**Guests:** CEO Tom Hinkley, Grand Historian Bob Kutz and General Counsel Brian Proctor

**Absent:** GS Joe Zimmerman and GC Roberto Coquis

**Reports**

**GSP Report:** Brother Ritter had led a general discussion on the CEO search process earlier in the day. He will be attending the Foundation Board of Director's meeting in Naples, FL on Saturday, February 14.

**CEO Report:** A written report was provided to the council prior to the meeting. A more informal conversation took place with the council earlier in the day.

**Foundation:** Gale Wilkerson shared that giving, exclusive of received planned gifts, to the foundation was up by 15% in 2008. They received \$465k in 2008 compared with \$405k in 2007. Total unrestricted assets decreased to \$8.5million at year end 2008 from \$10.5 million at year end 2007.

**Linkage:** Brother Schulz shared a list of linkage events since the November meeting and a list of noted future events. A discussion about making the council aware of these opportunities in a timely fashion would be appreciated, so Brother Schulz can make others aware.

**Joint Alumni Committee:**

A motion in old business regarding policy 1.1.i is on the table. There was discussion regarding the need for doing a more thorough assessment of the needs of alumni and asking the foundation to financially support that effort. In the short term, there was also discussion of doing a separate alumni program in conjunction with the 2010 Grand Chapter.

**Old Business**

It should be noted that there were Executive Sessions of the Grand Council held on November 18, 2008 and December 22, 2008 to discuss personnel issues. This will replace formal minutes from those meetings. Moved by Brother Tilden, Second by Brother Lenane. Passes unanimously by voice vote.

Motion to accept minutes from the Grand Council Meeting on January 14, 2009. Moved by Brother Tilden, Second by Brother Buss.

Minor edit reflecting that Brother LaRoche was present at the beginning of the meeting and a minor edit to Brother Proctor's report. Both edits were accepted by Brother Tilden.

Passes Unanimously by a voice vote.

Motion to move alter future conference call meetings to the 2<sup>nd</sup> Thursday of each month at 8:00 p.m.

Moved by Brother Buss, Second by Brother Burns. Passes unanimously by voice vote.

Motion to remove edits to policy 1.1.C.4 and 1.1.C.5 and the creation of policy 1.1.C.6 from the table. Moved by Brother Schulz. Motion was withdrawn by Brother Schulz.

Brother Lenane withdrew his comprehensive motion regarding policy 1.1.C and asked to present separate motions.

Motion to amend policy 1.1.C.4 to read:

The Fraternity will achieve a positive increase in undergraduate membership through expansion and through colonies/chapters meeting or exceeding their respective campus average chapter size. Membership will include all active colonies/chapters and will not take into account de-pledges. All Chapters with memberships greater than 15% below the campus average will have shown progress in reaching the campus average by the end of the 2009-10 academic year.

Moved by Brother Lenane, second by Brother Schulz. Motion carries by a voice vote

Motion to amend policy 1.1.C.6 to read:

The undergraduate membership retention rate (pledges to initiates) will be equal to or greater than 90% by the end of the 2009-10 academic year. Moved by Brother Lenane, second by Brother Thomas. After discussion, Brother Lenane withdrew his motion.

Motion to remove policy 1.1.i from the table by Brother Lenane, Second by Brother Tilden. After discussion the following amendment was offered by Brother LaRoche and Seconded by Brother Schulz:

Policy 1.1.I Alumni Engagement/Policy Type: Ends  
(Monitored in Summer and Winter)

In coordination with the Alpha Sigma Phi Educational Foundation, seek opportunities for alumni engagement for the purposes of:

- 1) Growing volunteer base that ultimately translates in to these volunteers giving of their time and their financial resources
- 2) Re-connecting with alumni who do not have an active chapter
- 3) Identify alumni who are able to assist with expansion efforts in their geographic area

Motion passes by a voice vote

Motion to accept monitoring report on policy 1.1.A by Brother Burns, second by Brother LaRoche. Passes by voice vote.

Motion to accept monitoring report on policy 1.1.B by Brother Burns, second by Brother Lenane. Report was amended to reflect 57 current GCA's. Passes by a voice vote.

Motion to accept monitoring report on policy 1.1.C by Brother Tilden, second by Brother LaRoche. Passes by a voice vote.

Motion to accept monitoring report on policy 1.1.E by Brother Lenane, second by Brother Tilden. There was discussion about a desire to see an example of the resources provided for Brotherhood Development in future reports. Passes by a voice vote.

Motion to accept monitoring report on policy 2.3 by Brother Lenane, second by Brother Hoffman. Passes by a voice vote.

Motion to accept monitoring report on policy 2.4 by Brother Buss, second by Brother Thomas. Passes by a voice vote.

Motion to accept monitoring report on policy 2.5 by Brother LaRoche, second by Brother Buss. Passes by a voice vote.

Motion to accept monitoring report on policy 2.9 by Brother Hoffman, second by Brother Tilden. Passes by a voice vote.

Motion to commence charter revocation process for Epsilon Alpha Chapter at Michigan State University by Brother Lenane, second by Brother Hoffman. Passes by a voice vote.

Motion to extend administrative suspension for the Beta Mu Chapter at Wake Forest University for a period not to exceed 60 days by Brother Schulz, second by Brother Lenane. Passes by a voice vote.

Motion to instruct GSP Ritter to express interest to the Alpha Sigma Phi Educational Foundation Board of Directors to establish a joint committee which would investigate the possibility of sharing a single CEO. In the event this interest would

be positively received, the fraternity would be represented by Brother Ritter and two other Grand Councilors. This motion was made by Brother Lenane with a second by Brother Burns. Passes by a voice vote.

Motion to form a committee which would be chaired by Brother Hoffman to commence a search for a new CEO by Brother Schulz with a second by Brother Burns. Passes by a voice vote.

Comments for the good of the society:

Brother LaRoche shared the he will be working on a mentor task force committee.

Motion for adjournment by Brother Lenane with a second by Brother Thomas. Passes by a voice vote.

Meeting adjourned at approximately 4:43 p.m.

Respectfully Submitted:

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Joe Zimmerman, Grand Secretary

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Tom Hinkley, CEO

**Minutes of the Grand Council**  
**March 12, 2009, 8 PM, teleconference**

**Call to order:** 8:03 PM by GSP Ritter.

**Roll Call:**

Present: Grand Senior President Rich Ritter, Grand Marshal John Tilden, Grand Secretary Joe Zimmerman, Grand Councilor Jonathan Burns, Grand Councilor Ed Lenane, Grand Councilor Bernie Schulz, Grand Junior President Jeff Hoffman, and Grand Treasurer Rick Buss.

Absent: , Grand Councilor Dane Leasure, Grand Councilor Brian Thomas, and Grand Councilor Justin LaRoche

Guests: General Counsel Bryan Proctor, Grand Historian Robert Kutz, Interim President & CEO Tom Hinkley, VP Fraternity Operations Dan Duncan, VP Fraternity Services Steve Latour.

**Reports**

GSP Report: GSP Ritter provided some prepared documents regarding the resignation of Roberto Coquis from the council, a ritual committee to be chaired by Grand Marshal Tilden, and the joint CEO exploration committee. GSP Ritter asked opinions of the Council regarding the filling of the opening. He also provided a recap of the Board of Directors meeting for the Educational Foundation that he attended on Feb. 14, 2009.

CEO Search Committee: GJP Hoffman provided an update on the activity of the committee and that an initial cut off date for candidates has been set for April 8 to coincide with the mailing of the Tomahawk. To date, approximately 25 candidates have been identified, with the vast majority being non-members and responding to our advertising of the position.

Brother Hoffman had to leave the call early, departed call at 8:35 p.m. Roll call was again taken to verify quorum.

CEO Report: A written report was provided by Tom Hinkley. Emphasis on our alumni initiatives and recruitment programs are continuing.

Foundation Report: GC Burns and did not have any new developments following the February Board of Directors meeting that GSP Ritter included in his report.

General Counsel Report: Nothing to report (thankfully!)

**Old Business**

Motion to approve the minutes from the February Grand Council meeting on February 7, 2009. Motion by Brother Tilden, second by Brother Lenane. Motion passes by a voice vote.



Another roll call was taken after Brother Schulz temporarily dropped off the call. He rejoined prior to the completion of the roll.

### New Business

- Monitoring Report 2.1 was presented by CEO Hinkley.

Motion to accept report by Brother Burns and second by Brother Tilden. Motion passed unanimously by voice vote.

- Monitoring Report 2.2 was presented by CEO Hinkley.

Motion to accept report by Brother Tilden Second by Brother Lenane.

- Monitoring Report 2.9 was presented by CEO Hinkley. This policy was also reported on as of January 30, 2009.

Motion to accept report by Brother Buss, Second by Brother Lenane

Motion to appoint brother Terry Mathews, Grand Chapter Advisor for our Beta Mu Chapter was presented by CEO Hinkley. Motion made by Brother Burns and seconded by Brother Tilden. Motion passes by a voice vote.

Motion to approve two Grand Council resolutions congratulation the Iota and Delta Zeta chapters on their milestone anniversaries. Motion made by brother Tilden and second by Brother Lenane. Passes by a voice vote.

### Comments

- Next Grand Council meeting will be Thursday, April 9, 2009 via conference call.
- Brother Ritter asked for any other thoughts on the current Grand Council vacancy.

With no further business on the agenda, GC Burns moved to adjourn; second by GT Buss, Motion was approved.

**Meeting adjourned at approximately 8:55 p.m.**

**Respectfully Submitted:**

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Joseph R. Zimmerman  
Grand Secretary

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Thomas R. Hinkley  
President & CEO

**Minutes of the Grand Council**  
**May 14, 2009, 8 PM, teleconference**

**Call to order:** 8:01 PM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Marshal John Tilden, Grand Councilor Jonathan Burns, Grand Councilor Dane Leasure, Grand Councilor Brian Thomas, Grand Councilor Ed Lenane and Grand Treasurer Rick Buss.

**Absent:** Grand Junior President Jeff Hoffman, Grand Councilor Justin LaRoche and General Counsel Bryan Proctor.

**Joined Late:** Grand Secretary Joe Zimmerman and Grand Councilor Bernie Schulz.

**Guests:** Grand Historian Robert Kutz and Interim President & CEO Tom Hinkley

**Reports**

**GSP Report:** Ritter indicated that there was activity on the vacant Grand Councilor position that would be discussed in new business.

**CEO Report:** A written report was provided by Tom Hinkley.

**Foundation Report:** Brother Burns provided a brief update. There will be a joint meeting between the two boards in August. On going monitoring of investments.

**General Counsel Report:** Not present.

**CEO Search Committee:** Tilden provided an update in Brother Hoffman's absence. Eight men have been invited to participate in face to face interviews on May 29. Six of the candidates are members and two are non-members. No more than four finalists will move forward to a full Grand Council interview on Saturday. Council members are asked to arrive on Friday to prepare for the face to face interviews on Saturday.

**Old Business**

Motion to approve the minutes from the April Grand Council call on April 9, 2009. Motion by Brother Zimmerman, second by Brother Schulz. Motion passes by a voice vote.

**New Business**

Motion to approve Monitoring Reports 1.1G and 1.1H. Motion made by Brother Lenane and seconded by Brother Buss. Motion passes by a voice vote.

Motion to approve Monitoring Report 2.4 by Brother Tilden and second by Brother Leasure. Motion passed unanimously by voice vote.

Motion to approve Monitoring Report 2.5 by Brother Buss and second by Brother Tilden. Motion passes unanimously by voice vote.

Motion to table Monitoring Report 3.8 until the June meeting by Brother Lenane and second by Brother Tilden. Motion passes unanimously by voice vote. Written report had not been provided prior to the call.

Motion to approve the nomination of Brother Scott F. Gallagher M.D. as Grand Councilor to fill the vacancy created by the resignation of Brother Coquis. Motion made by Brother Ritter and second by Brother Buss. Passes by a voice vote.

- There was a point of clarification that Brother Gallagher's term will expire with Grand Chapter in 2010 where he will be eligible to stand for election to a full four year term.

Motion to approve the expulsion of Brother Matt Rush, Clemson '08, as a member of the fraternity by Brother Tilden and second by Brother Burns. Motion passes unanimously by voice vote.

Motion to approve Brothers Paul Harmon (Alpha Omicron), Zachary Brown (Epsilon Tau), Matthew Eisen (Epsilon Kappa) and Adam Kitson (Beta Omicron) as Grand Chapter Advisors by Brother Lenane and second by Brother Thomas. Motion passes unanimously by voice vote.

### **Comments**

- Next face to face meeting is May 30, 2009 at Fraternity Headquarters.
- Next Grand Council teleconference will be June 11, 2009 at 8:00 p.m. ET.

With no further business on the agenda, Brother Buss moved to adjourn; second by Brother Tilden, Motion was approved.

**Meeting adjourned at approximately 9:07 p.m.**

**Respectfully Submitted:**

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**Joseph R. Zimmerman**  
**Grand Secretary**

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**Thomas R. Hinkley**  
**Interim President and CEO**

## Minutes of the Grand Council

### April 9, 2009, 8 PM, teleconference

**Call to order:** 8:01 PM by GJP Hoffman.

#### **Roll Call:**

**Present:** Grand Junior President Jeff Hoffman, Grand Marshal John Tilden, Grand Secretary Joe Zimmerman, Grand Councilor Jonathan Burns, Grand Councilor Bernie Schulz, Grand Councilor Justin LaRoche, Grand Councilor Dane Leasure, Grand Councilor Brian Thomas, and Grand Treasurer Rick Buss.

**Absent:** Grand Senior President Rich Ritter, Interim President & CEO Tom Hinkley, General Counsel Bryan Proctor, and Grand Councilor Ed Lenane.

**Guests:** Grand Historian Robert Kutz, VP Fraternity Operations Dan Duncan, and Director of Fraternity Initiatives Steve Latour.

#### **Reports**

**GSP Report:** Ritter submitted a written report. Hoffman reviewed the highpoints of the written report.

**CEO Report:** A written report was provided by Tom Hinkley. Duncan recapped the highlights and fielded a few questions.

**Foundation Report:** The Foundation audit is nearing completion. A new CEO has been hired and will overlap with Gale for a few months to fully transition.

**General Counsel Report:** Not present.

**CEO Search Committee:** Hoffman provided an update and thanked the Council for completing the benchmark assessment. Twelve brothers have submitted resumes for consideration and will receive phone interviews. Of the 32 non-members who submitted resumes, the applicant pool was screened down to six using fraternity experience and non-profit experience. Those six will also receive telephone interviews. Next steps for the committee will be telephone interviews, followed by face to face interviews on May 29<sup>th</sup> with the committee. Finalist will move forward to a full Grand Council interview on Saturday. Council members are asked to arrive on Friday to prepare for the face to face interviews on Saturday.

#### **Old Business**

Typo- Fnd report.

Motion to approve the minutes from the March Grand Council call on March 13, 2009.

Motion by Brother Burns, second by Brother Tilden. Motion passes by a voice vote.

## New Business

Motion to appoint Brother Josh Wick, Grand Chapter Advisor for our Epsilon Eta Chapter was presented by CEO Hinkley. Motion made by Brother Buss and seconded by Brother Tilden. Motion passes by a voice vote.

- Duncan presented Hinkley memo asking for charter revocation at Epsilon Alpha Chapter.

Motion to revoke the Epsilon Alpha Charter by Brother Tilden and second by Brother Leasure. Motion passed unanimously by voice vote.

Motion to approve three Grand Council resolutions congratulating the Beta Gamma, Delta Rho, and Delta Beta chapters on their milestone anniversaries. Motion made by Brother Burns and second by Brother LaRoche. Passes by a voice vote.

- Hoffman reviewed the Monitoring Reports submitted by GSP Ritter.

Motion to accept the Monitoring Reports as submitted by GSP Ritter by Brother Burns and seconded by Brother Tilden. Motion passes unanimously by voice vote.

## Comments

- Next Grand Council conference call will be May 14, 2009 8pm EDT – Purpose is to cover business items and focus face to face meeting on CEO interviews.
- Next face to face meeting is May 30, 2009 at Fraternity Headquarters.
- GC Schulz reminded Grand Councilors about the opportunity to contribute to the Fraternity and Sorority PAC.
- If Councilors plan to attend the NIC luncheon (4-21-09), they should let Tom know soon as the NIC will need a head count.

With no further business on the agenda, Brother Buss moved to adjourn; second by Brother Thomas, Motion was approved.

**Meeting adjourned at approximately 8:41 p.m.**

**Respectfully Submitted:**

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Joseph R. Zimmerman  
Grand Secretary

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Dan Duncan  
Vice President



ALPHA SIGMA PHI FRATERNITY, INC.

to BETTER the MAN.

Date: May 12, 2009  
To: Grand Council, Grand Historian, and General Counsel  
From: Tom Hinkley, Interim CEO  
Regarding: CEO Report

### Volunteer Initiatives

You will see in new business that we have FOUR new GCA recommendations!

The biggest challenge in filling the remaining open vacancies will be meeting with undergraduates now that academic year has concluded. We are seeing chapters being more selective now that there is more proactive effort in putting them in touch with potential GCA's.

You will also not see interest group vacancies for advisors. Since they have no standing, they will be discussed as part of the CEO report. We do have a new advisor for our Yale interest group. Conor Moran was very involved with the colonization of Upsilon in the 2002 time frame. He did graduate prior to the re-chartering of the group, but was initiated as an alumnus of the Upsilon chapter recently.

We are also working with the Educational Foundation on the regional group for Indianapolis. I have participated in two lunches regarding this effort. There will be an outing on Saturday, August 8, 2009 in conjunction with the joint Grand Council and Foundation Board of Directors meeting. Grand Councilors and members of the Foundation Board of Directors will be attending as alumni and there will be no formal introduction or speeches planned. Simply sharing brotherhood.

### Recruitment/Growth

Current bio counts as of today is 853. We are still expecting some approximately 15 bios from Buffalo State and Plattsburgh. Total bios received during FY 2008 was 858 and were 731 for FY 2007.

When I started on January 5, 2009, we had no confirmations for new start ups for the 2009-10 academic year. We currently are approved or recently added the following groups:

Alabama – Interest Group  
Capital – Interest Group  
Wayne State – Fall Expansion  
Oakland – Fall Expansion  
Chico State – Spring Expansion

Places that are possibilities would be:

Auburn

headquarters address

710 Adams Street, Carmel, Indiana 46032-7541

phone

317.843.1911

fax

317.843.2966

web

[alphasigmaphi.org](http://alphasigmaphi.org)

Sanoma State  
Sacramento State  
University of California Davis  
DePaul  
Missouri State  
University of North Florida  
Missouri  
Georgia Tech

We are behind on a comprehensive recruitment plan for all of our groups. We have had discussions with Phired Up Productions (Josh Orendi and Matt Mattson) and will continue to work to provide a more comprehensive solution for our chapters to take advantage of. **Our FY 2009 recruitment goal will be to receive 1000 new biographical data forms!!!**

### Personnel Update

It is my target to have a full game plan for FY 2009 in place by the time the next CEO is in place. This will include a recruitment strategy, volunteer initiatives strategy, and leadership programming.

Josh Franke from Otterbein will be joining staff in late July as an Expansion Coordinator.

We have also hired a part time bookkeeper to bring this function back in house.

### Project Update

Mark Still is chairing our TBTM project. This will include the manual and a prototype pledge program. The committee has had a few conference calls and will be continuing their work over the next several months.

### Chapter/Colony/Interest Group Updates

Strong concern regarding our Yale Interest Group. It was our hope to colonize this semester, but a good number of members left the group just prior to then. We have recently found a strong advisor for the group and we are strategizing on how to move forward.

Alpha Omicron Chapter at Missouri Valley was mentioned during my last report. We have been actively working with several alumni to identify a GCA and you will see one being recommended. Several other alumni have committed to helping the chapter in the fall.

Buffalo State Colony is also a concern. They have been a colony for three years and have really hit a plateau. They were to conduct a pledge ceremony last week and it was postponed.

We have a draft of a petition from the colony at New Hampshire. This will most likely be on your agenda for June.

# MEMORANDUM

TO: Grand Council, Grand Historian, General Counsel

FROM: Tom Hinkley, Interim President and CEO

DATE: May 12, 2009

RE: Monitoring Report for Policy 1.1G and 1.1H

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## Policy 1.1 G: Leadership skills

1. ΑΣΦ, with assistance from the Educational Foundation, will sponsor values-based leadership training events open to the entire campus community.

### *Report:*

We have provided scholarships to three of the regional IFC organizations (MGCA, SEIFC, and WRGA). This has been the extent of the support and, while important, is not a leading priority.

2. All chapter leadership position manuals will be reviewed for congruence with purpose, marketing message and will be readily available.

### *Report:*

We are currently in process of publishing a revised ritual book and also revising our TBTM membership manual (target completion for August/Sept. 2009). The GCA manual is also in process of being updated. Other manuals will be reviewed and updated throughout the year.

3. Every chapter HSP will receive timely training on their role and responsibilities in fostering a values-based chapter culture.

### *Report:*

Presidents' Academy provides the comprehensive training for new HSP's. In 2009, 66 undergraduates attended the Presidents' Academy. In 2009, 18 groups were not represented. As a point of reference, 26 groups were not represented in 2008.



4. Every member of each chapter will be an active participant in one of the committees established to oversee operations.

*Report:*

*The wording of this end probably needs some clarification. I would recommend that we rephrase to emphasize opportunity to participate rather than requiring active participation. We could also say each chapter will have an opportunity to be represented on a committee at Grand Chapter. Defining "active participation" gets very cloudy. Each of us has worked with a Grand Chapter committee and can probably say that each committee has members that may not be considered "active" in the work of the committee. Taking this a layer further, it would be very difficult and time consuming to determine if each member was involved and active with a committee at the local chapter level and I believe focusing our time and energy on other areas will move the fraternity forward more quickly. So, this is important, just not urgent given the other priorities.*

Policy 1.1 H: Life skills

1. Each undergraduate brother will have an alumni mentor to assist in the journey to self-awareness and the transition to post-academic life.

*Report:*

*This has not been a focus for the staff and we have made no progress on this end in the past four months. There are other national fraternities that have made progress and we will be gathering some best practice information in the coming weeks.*

2. Each member will participate in a nationally developed curriculum which emphasizes the power of values-based decision making in a post-academic world within the 12 months prior to graduation.

*Report:*

*The only nationally developed curriculum targeted for all members is our Ralph F. Burns Leadership Institute, which is target to men that have recently become members. Without other funding or a re-defining of priorities, we will not be able to develop this type of program.*

3. Each brother transitioning to alumni status will fully understand the benefits of continued involvement in the Fraternity and the opportunities to volunteer time and/or treasure to support the organization's purpose.

*Report:*

*We send information to each member as they approach graduation to talk about their on going involvement with the fraternity. We are increasing the number of volunteer opportunities at the national level.*

4. Each brother transitioning to alumni status will renew that special bond of brotherhood through participation in an appropriate event or ceremony, attended by friends, family, and alumni brothers, to mark the transition from undergraduate to alumni status.

*Report:*

*Special recognition programs (graduate monogram pins, Cardinal/Stone graduation cords, and the The Senior Service ritual ceremony) are promoted to every chapter.*

5. Each brother will have access to resources free of charge that address some of the practical challenges encountered during this transition.

*Report:*

*With our re-designed website, we are able to offer a wide variety of resources free of charge to all of our members.*



ALPHA SIGMA PHI FRATERNITY, INC.

to **BETTER** the MAN.

## MEMORANDUM

TO: Grand Council

CC: Grand Historian and General Counsel

FROM: Tom Hinkley, President and CEO

DATE: May 12, 2009

RE: Monitoring Report 2.4 – Financial Planning/Budgeting

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### *POLICY 2.4 - FINANCIAL PLANNING/BUDGETING*

*(Monitored Quarterly)*

Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially from board's Ends priorities, risk fiscal jeopardy, or fail to be derived from a multiyear plan. Further, without limiting the scope of the foregoing by this enumeration, the CEO shall not:

1. Fail to include credible projection of revenues and expenses, separation of capital and operational items, cash flow, and disclosure of planning assumptions.

*Report:*

*Since January 2009, I have been validating projections of revenues and expenses. I believe in coming years we will have a systematic process for budgeting revenue. Expenses will be driven by the priorities and potential return. We are in the process of budgeting for the 2010 fiscal year. Assumptions and projections for the 2009 fiscal year have been credible.*

2. Plan the expenditure in any fiscal year of more funds than are conservatively projected to be received in that period

*Report:*

*All plans call for a receipt of more funds than expended during a fiscal year. We are on track to finish our fiscal year with excess revenue over expenses, on an accrual basis. I have become more comfortable with the projected these revenues in 2009 and we will budget conservatively for the 2010 year.*

headquarters address  
710 Adams Street, Carmel, Indiana 46032-7514

phone  
317.843.1911

fax  
317.843.2966

web  
[alphasigmaphi.org](http://alphasigmaphi.org)

3. Reduce the current assets at any time to less than twice current liabilities.

*Report:*

*At no time during the year have current assets been less than twice current liabilities. Current assets are defined as all cash accounts and accounts receivables. Current liabilities are defined as accounts payable and deferred revenue. As of March 31, short term assets were almost seven times short term liabilities.*

4. Provide less for board prerogatives during the year than is set forth in the Cost of Governance policy.

*Report:*

*There have been no changes to the funds provided for governance during the past four months.*

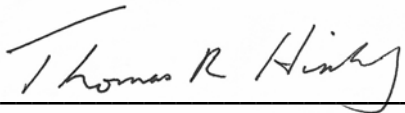
5. Fail to allocate discretionary funds to support the Ends prioritization.

*Report:*

*Resources have been re-allocated since January 2009 to better reflect the prioritization of the board. Specifically, we have dedicated one staff member to volunteer initiatives and increased resources to support growth of the fraternity.*

*Adjustments to the current fiscal year budget may be minimal. Budget for fiscal year 2010 will properly reflect the prioritization of the board.*

Respectfully Submitted:



Thomas R. Hinkley, President and CEO



ALPHA SIGMA PHI FRATERNITY, INC.

to **BETTER** the **MAN**.

TO: Grand Council, Grand Historian, & General Counsel  
FROM: Tom Hinkley, Interim CEO  
DATE: May 12, 2009  
RE: **POLICY 2.5 - FINANCIAL CONDITION AND ACTIVITIES**

With respect to the actual, ongoing financial condition and activities, the CEO shall not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures from board priorities established in Ends policies.

Further, without limiting the scope of the foregoing by this enumeration, the CEO shall not:

1. Expend more funds than have been received in the fiscal year to date unless the debt guideline (below) is met.

Report:

*We have not expended more funds than have been received. March 31, 2008 Abridged Financial Statements are attached. Year to date, we have posted a net gain of \$131,978 (accrual basis). We are behind our budgeted gain by \$187.*

*Expenses continue to run bit ahead of budget, but are within two percent of the projection.*

*Cash continues to be tight. I expect cash will remain tight throughout this fiscal year as we turn cash into depreciable assets by funding capital projects (e.g. ritual book, TBTM project, phone system and technology expenses).*

2. Indebt the organization in an amount greater than can be repaid by certain, otherwise unencumbered revenues within 60 days.

Report:

*The organization has not been indebted to any vendor, creditor, bank, etc. in an amount greater than could be repaid with unencumbered revenues or revenues that are not contractually forthcoming through the Grant Making Policies of the Foundation.*

3. Use any long-term reserves that cannot be replenished within 60 days.

Report:

*No long-term reserves have been used to pay any invoice to date this or last FY.*

4. Conduct inter-fund shifting in amounts greater than can be restored to a condition of discrete fund balances by certain, otherwise unencumbered revenues within 60 days.

*Report:*

*Since our last report date, there has been no inter-fund shifting of funds. On 12/12/2008 we moved \$15,000 from savings to checking to cover accounts payable and payroll. These funds were replaced, but did exceed the 60 day target.*

- 5. Place at risk neither funds held in reserve nor funds held in trust by investments that are not liquid in short term, nor by investments that do not guarantee a reasonable rate of return. Suggested investments include Money Market accounts or funds, short-term Certificates of Deposit, U.S. Treasury Bills, short term Notes and short term Bonds, except as may be required by the express terms of any accepted custodial or trust agreement.**

*Report:*

*Funds held in reserve are conservatively held in money market funds or cash savings accounts. We comply with the terms of the custodial agreement with respect to the investment allocation of the funds held in trust. The Omicron Fund is the only current fund held in trust. As of March 31, 2009 the fund balance was \$111,129, and the fund was comprised of 37% cash, 18% money market, and 45% mutual funds.*

*We are working to come into compliance with the reporting requirement for the Omicron Fund. The agreement calls for us to issue reports on the fund's health and performance at intervals. To my knowledge we have never issued such a report. We are working with Grand Treasurer Buss on this project and are working on a draft report. Our initial target was to produce the report by April 1, but we are behind and hope to have the report issued by June 1.*

- 6. Allow tax payments or other government ordered payments or filings to be overdue or inaccurately filed.**

*Report:*

*All Federal, State, and Local Tax documents and payments have been submitted and/or paid accurately and timely. Evidence of this can be found in our annual Form 990 (available online through [www.guidestar.com](http://www.guidestar.com) or a paper copy at HQ), and our Hamilton County Property Tax report ([www.co.hamilton.in.us/services.asp](http://www.co.hamilton.in.us/services.asp)). Payroll records are maintained by ADP, and can be provided upon request.*

- 7. Fail to report a single purchase or commitment of greater than \$10,000. Splitting orders to avoid this limit is not acceptable.**

*Report:*

*Since the last report on February 1, 2009, the Fraternity logged the following expenses or commitments in excess of the \$10,000 threshold. Our semi-monthly payroll exceeds \$10,000 but is not listed here because it doesn't represent a single commitment.*

<u>Date</u>	<u>Amount</u>	<u>Payee</u>	<u>Reason</u>
04/2009	\$16,720.65	The Hoffman Agency	Creative services/Tomahawk
02/2009	\$10,597.00	Stn. Mountain YMCA	Burns site
02/2009	\$12,810.00	Willis	D&O and property insurance

**8. Acquire, encumber or dispose of real property.**

Report:

*The Fraternity has not acquired, encumbered or disposed of real property.*

**9. Fail to aggressively pursue receivables after a reasonable grace period.**

Report:

*Brothers who fail to pay fees within the guidelines are referred to a collections agency for action. We have enjoyed much success with our ability to collect from delinquent brothers using this tactic. Additionally, we enforce the constitutionally mandated 25% of initiation fee penalty for chapters that fail to insure that new members' initiation fees are paid two weeks prior to initiation. This generates additional revenue and acts to deter non-conforming behavior and practices. The most recently completed month's accounts receivable data appears below. The overall Account Receivable have decreased from year to year, and the percent of old debt remained stable around fifteen percent.*

*Total net receivables on 3/31/2009 were \$236,498*

*Within the total, the amount that is considered old debt is \$31,198 or 13.19% of total.*

*Total net receivables on 3/31/2008 were \$254,107*

*Within the total, the amount that was considered old debt was \$33,579 or 13.21% of total.*

**10. Fail to insure that Foundation grant funds are used for educational programs and scholarships consistent with IRS standards.**

Report:

*Funds approved by the Educational Foundation through the grant process have been used for those specific projects and remain consistent with IRS standards.*

*A report was completed for the Foundation in January 2009 regarding the 2007-08 Grant to outline uses of funds.*

**11. Fail to adhere to Foundation grant policies and processes.**

Report:

*The Fraternity has followed the policies set forth by the Foundation regarding Grant Applications, Grant Procedure and Grant Review. I have not been made aware of any issue that the Foundation staff or board has had with our compliance.*

**i. Shall not fail to require that all customers contribute a fair share of costs.**

Report:

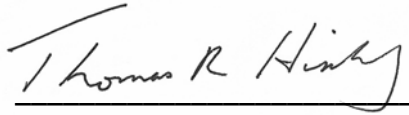
*I believe that all customers contribute a fair share of costs. Based upon my previous experience, our balance of revenue streams has strengthened our financial picture. In the late '90's and early 2000's, we were much too dependent on foundation grant money. As a point of reference, for June 30, 2003, our fee and due revenue was \$343,335 and this year we are budgeting to receive \$453,606 or a 32% increase over the past six years.*

12. Make any purchase: (a) wherein normally prudent protection has not been given against conflict of interest; (b) of over \$10,000 without having obtained comparative prices and quality; (c) of over \$10,000 without a stringent method of assuring the balance of long term quality and cost.

Report:

*Since our last report of January 30, 2009, the three expenditures have been disclosed and proper comparative information was obtained.*

Respectfully Submitted:

A handwritten signature in cursive script that reads "Thomas R. Hinkley". The signature is written in black ink and is positioned above a horizontal line.

Thomas R. Hinkley, Interim CEO



ALPHA SIGMA PHI FRATERNITY, INC.

STATEMENTS OF ACTIVITIES FOR COMBINED OPERATIONS  
For One and Nine Months Ended March 31, 2009

	One Month Ended	Nine Months Ended	Year To Date	Annual Budget
	March 31, 2009			
<b>REVENUE, GAINS AND OTHER SUPPORT</b>				
Revenue from Collegiate Chapters:				
Undergraduate pledge fees	\$ 15,691	\$ 69,689	\$ 65,766	\$ 73,257
Undergraduate initiation fees	35,405	167,557	159,072	175,010
Membership fees	34,175	161,182	151,840	167,090
Undergraduate chapter fees	(148)	11,793	11,367	11,367
Chapter website	4,080	5,325	700	700
Contributions	(95)	(93)	120	180
Merchandise sales	455	3,627	5,330	8,030
Jewelry sales	680	6,061	4,980	5,930
T-shirt sales	-	3,008	-	-
Alumni initiation fees	-	1,575	1,320	1,320
Revenue from expansion	1,628	5,023	24,432	26,882
National insurance program	-	313,168	312,453	312,453
Academy of leadership fees	(255)	9,320	10,000	10,000
Late charges	252	6,543	9,470	10,466
Burns program	(690)	2,760	3,150	3,150
Grand chapter fees	(24,000)	92,470	87,105	87,105
	<u>67,178</u>	<u>859,008</u>	<u>847,105</u>	<u>892,940</u>
Other Additions to Income:				
Educational foundation grants	13,505	304,307	271,525	340,196
Royalty income	669	2,937	3,537	4,657
Interest income - notes receivable	-	600	601	768
Interest income - temp. investments	43	980	1,299	1,749
Dividends and interest - securities	10	3,719	1,009	1,309
Unrealized losses	3,733	(33,963)	(10,194)	(10,194)
Other revenue - chapter services	285	5,650	5,150	5,150
Other revenue	-	210	209	209
	<u>18,245</u>	<u>284,440</u>	<u>273,136</u>	<u>343,844</u>
<b>TOTAL REVENUE, GAINS AND OTHER SUPPORT</b>	<u>85,423</u>	<u>1,143,448</u>	<u>1,120,241</u>	<u>1,236,784</u>
<b>EXPENSES</b>				
Fraternity Activities:				
Governance	3,928	140,503	136,235	150,043
Chapter Development - foundation funded	19,277	127,047	103,546	135,625
Chapter service operations	18,426	100,362	111,501	145,120
Expansion	6,441	38,606	28,675	35,682
Alumni development	7,942	22,202	33,024	38,714
Convention and leadership	14,824	200,910	170,558	190,650
Management and general	(1,999)	165,211	193,206	262,776
Risk management	4,463	216,629	211,331	236,094
	<u>73,302</u>	<u>1,011,470</u>	<u>988,076</u>	<u>1,194,704</u>
<b>TOTAL EXPENSES</b>	<u>73,302</u>	<u>1,011,470</u>	<u>988,076</u>	<u>1,194,704</u>
Change in net assets	12,121	131,978	<u>\$ 132,165</u>	<u>\$ 42,080</u>
Net assets, beginning	<u>467,923</u>	<u>348,066</u>		
Net assets, ending - Exhibit B	<u>\$ 480,044</u>	<u>\$ 480,044</u>		



ALPHA SIGMA PHI FRATERNITY, INC.

to **BETTER** the MAN.

## MEMORANDUM

TO: Grand Council

CC: Grand Historian, General Counsel, President and CEO

FROM: Dan Duncan, Vice President

DATE: May 8, 2009

RE: Expulsion of Matt Rush, Clemson '08

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The Epsilon Upsilon Chapter of Alpha Sigma Phi Fraternity voted unanimously at its April 26, 2009 meeting to recommend to the Grand Council that Matt Rush, Clemson '08 be expelled from the Fraternity. Mr. Rush, without provocation or warning, punched a blindfolded pledge in the chest during an Initiation Ceremony on April 24, 2009. Though it was still a few days prior to his 21<sup>st</sup> birthday, Mr. Rush had been drinking prior to the event. The pledge was taken to a local hospital after complaining of difficulty breathing and intense chest pain. He was diagnosed with a severe bruise to the muscles surrounding his lung and given pain medication.

The Chapter followed the proper procedure for notifying the Fraternity of the incident. I lead the investigation for the Fraternity staff and was in close contact with the Chapter Officers, the Grand Chapter Advisor, University staff members, and the victim's parents in the immediate aftermath of the incident. The Chapter followed the proper procedure for notification and voting on the expulsion. Mr. Rush was given the opportunity to respond to the charges against him, in advance of the Chapter's vote and the Grand Council's vote. At this time, he has yet to do so.

I had the chance to interview Mr. Rush via telephone before the Chapter met to expel him. I found him to be evasive and deceptive as he refused to accept responsibility for what he had done. At no time did he show any sign of remorse or regret for the pain he had caused the young man or the embarrassment he had brought to his chapter. For these reasons, it is the staff's recommendation that the Grand Council affirm the recommendation of the Brothers of the Epsilon Upsilon Chapter and expel Matt Rush from Alpha Sigma Phi.

headquarters address  
710 Adams Street, Carmel, Indiana 46032-7514

phone  
317.843.1911

fax  
317.843.2966

web  
[alphasigmaphi.org](http://alphasigmaphi.org)

# MEMORANDUM

TO: Tom Hinkley, Interim President and Chief Executive Officer

FROM: Denis Beaudoin, Director of Volunteer Initiatives

DATE: Monday, May11, 2009

RE: Grand Chapter Advisor Appointments

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I put before the Grand Council of Alpha Sigma Phi Fraternity the following Grand Chapter Advisor recommendations for them to approval as stated in Article VIII of the Fraternity's Bylaws. If approved, this individual agrees to serve a full term beginning immediately through August 5, 2010.

<b>RECOMMENDATION:</b>
------------------------

Chapter: Alpha Omicron, Missouri Valley College

Candidate: **Paul Harmon, Mo Val '03**

Background: Paul, 24, currently works in the alumni office at Missouri Valley College. He is completing his graduate studies at the campus which will have him actively engaged there for the next two years. Paul is recommended by past GCA's "Scotty" Campbell, Quincy Williams, and Hans Wright as well as other respected Missouri Valley alumni. Paul is passionate about getting this freshmen chapter back on track. His challenges will include getting the chapter debt under control and finding and keeping alumni engaged outside of crisis interventions.

Paul should have support from Billy Hutchinson, another area alumnus who will be heading up the Association.

<b>RECOMMENDATION:</b>
------------------------

Chapter: Epsilon Tau, University of Virginia--Wise

Candidate: **Zachary Bowen, UVA-Wise '08**

Background: Zach, 25, currently works as a store manager and lives in Wise, VA. While an undergraduate, he held the positions of President, Treasurer and Pledge Educator. He received positive recommendations from Joshua Justice, a fraternity brother and the Greek Advisor at UVA Wise. Additionally, he was recommended by the current HSP, Aaron Helbert. Zach has remained engaged with the undergraduate chapter.

He will be challenged during his first 6 months to guide the Chapter with transitioning as it recently lost a lot of experience to graduation last fall. His primary goals will be to guide the chapter in planning efforts; plan for recruitment which will happen 2 weeks after returning from the summer break; and to reduce the internal strife that is inhibiting the group from performing like a chapter and being successful.

Additionally, he will strive to get other alumni engaged and 'brought back into the fold' at the University of Virginia--Wise.

**RECOMMENDATION:**

Chapter: Epsilon Kappa- Albright College

Candidate: **Matthew Eisen, Albright '02**

Background: Matt, 30, is a 6<sup>th</sup> grade Math teacher in the Philadelphia School District. While an undergraduate he was a founding father at Epsilon Kappa and served as Treasurer. He attributes his leadership and communication skills to his Fraternity experience as well as his strong self confidence. Though graduating before being initiated, he returned once Epsilon Kappa achieved chapter status. Since that time he has remained connected with the chapter out of his sense of pride. Recently learning that the group did not have an engaged Grand Chapter Advisor, he made a personal commitment to be their coach and mentor to ensure the future of the chapter.

Matt, along with a couple of other brothers from his era has committed to form a Chapter Council and provide the leadership, planning, recruitment and guidance that the chapter is thriving for. HSP Brian Benusa had personally solicited Matt to fill the role of GCA during a recent visit.

Being excited about the possibility of filling the role of GCA, Matt is already planning out a course of action to keep the brothers engaged over the summer so that they hit the ground running in the fall.

**RECOMMENDATION:**

Chapter: Beta Omicron—Trine University

Candidate: **Adam Kitson, Trine '04**

Background: Adam, 25, is a sheriff's deputy with the Stueben County Sheriff's Department and has applied as a police officer with the Angola, IN police department. While an undergraduate, he held the offices of HSP and Secretary. He remains in contact with the undergraduates, visiting the chapter and providing informal guidance. Adam has the support of Alex Zembala, current HSP and Paul Ruegamer, Association President. Other alumni have already indicated support to serve on a Chapter Council in support of the undergraduate chapter under

Adam looks forward to working with the undergraduates and alumni. His goal is to help the brothers understand that they are their brothers' keeper and that recruiting quality men is much more important than just getting numbers to fill the house.

**Vacant GCA Positions - Chapters**

***Bold** indicates recent resignations/new openings*

Cornell University  
Elmhurst College  
Longwood University  
**Otterbein College**

**Vacant GCA Positions - Colonies**

**None**

**Note:** Going forward, we will only list open GCA positions for Chapters and Colonies that require Grand Council approval. Interest Groups such as Yale University and expansion groups will not be listed.

**Minutes of the Grand Council**  
**April 9, 2009, 8 PM, teleconference**

**Call to order:** 8:01 PM by GJP Hoffman.

**Roll Call:**

**Present:** Grand Junior President Jeff Hoffman, Grand Marshal John Tilden, Grand Secretary Joe Zimmerman, Grand Councilor Jonathan Burns, Grand Councilor Bernie Schulz, Grand Councilor Justin LaRoche, Grand Councilor Dane Leasure, Grand Councilor Brian Thomas, and Grand Treasurer Rick Buss.

**Absent:** Grand Senior President Rich Ritter, Interim President & CEO Tom Hinkley, General Counsel Bryan Proctor, and Grand Councilor Ed Lenane.

**Guests:** Grand Historian Robert Kutz, VP Fraternity Operations Dan Duncan, and Director of Fraternity Initiatives Steve Latour.

**Reports**

**GSP Report:** Ritter submitted a written report. Hoffman reviewed the highpoints of the written report.

**CEO Report:** Hinkley submitted a written report. Duncan recapped the highlights and fielded a few questions.

**Foundation Report:** The Foundation audit is nearing completion. A new CEO has been hired and will overlap with Gale for a few months to fully transition.

**General Counsel Report:** Not present.

**CEO Search Committee:** Hoffman provided an update and thanked the Council for completing the benchmark assessment. Twelve brothers have submitted resumes for consideration and will receive phone interviews. Of the 32 non-members who submitted resumes, the applicant pool was screened down to six using fraternity experience and non-profit experience. Those six will also receive telephone interviews. Next steps for the committee will be telephone interviews, followed by face to face interviews on May 29<sup>th</sup> with the committee. Finalist will move forward to a full Grand Council interview on Saturday. Council members are asked to arrive on Friday to prepare for the face to face interviews on Saturday.

**Old Business**

Brother Burns noted a typo in the Foundation Report of the 3-13-09 minutes.  
Motion to approve the minutes from the March Grand Council call on March 13, 2009.  
Motion by Brother Burns, second by Brother Tilden. Motion passes by a voice vote.

## **New Business**

Motion to appoint Brother Josh Wick, Grand Chapter Advisor for our Epsilon Eta Chapter was presented by Brother Duncan. Motion made by Brother Rick and seconded by Brother Tilden. Motion passes by a voice vote.

- Duncan presented Hinkley memo asking for charter revocation at Epsilon Alpha Chapter.

Motion to revoke the Epsilon Alpha Charter by Brother Tilden and second by Brother Leasure. Motion passed unanimously by voice vote.

Motion to approve three Grand Council resolutions congratulating the Beta Gamma, Delta Rho, and Delta Beta chapters on their milestone anniversaries. Motion made by Brother Burns and second by Brother LaRoche. Passes by a voice vote.

- Hoffman reviewed the Monitoring Reports submitted by GSP Ritter.

Motion to accept the Monitoring Reports as submitted by GSP Ritter by Brother Burns and seconded by Brother Tilden. Motion passes unanimously by voice vote.

## **Comments**

- Next Grand Council conference call will be May 14, 2009 8pm EDT – Purpose is to cover business items and focus on face to face meeting on CEO interviews.
- Next face to face meeting is May 30, 2009 at Fraternity Headquarters.
- GC Schulz reminded Grand Councilors about the opportunity to contribute to the Fraternity and Sorority PAC.
- If Councilors plan to attend the NIC luncheon (4-21-09), they should let Tom know soon as the NIC will need a head count.

With no further business on the agenda, Brother Buss moved to adjourn; second by Brother Thomas, Motion was approved.

**Meeting adjourned at approximately 8:41 p.m.**

**Respectfully Submitted:**

---

**Joseph R. Zimmerman**  
Grand Secretary

---

**Dan Duncan**  
Vice President

**Minutes of the Grand Council**  
**May 14, 2009, 8 PM, teleconference**

**Call to order:** 8:01 PM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Marshal John Tilden, Grand Councilor Jonathan Burns, Grand Councilor Dane Leasure, Grand Councilor Brian Thomas, Grand Councilor Ed Lenane and Grand Treasurer Rick Buss.

**Absent:** Grand Junior President Jeff Hoffman, Grand Councilor Justin LaRoche and General Counsel Bryan Proctor.

**Joined Late:** Grand Secretary Joe Zimmerman and Grand Councilor Bernie Schulz.

**Guests:** Grand Historian Robert Kutz and Interim President & CEO Tom Hinkley

**Reports**

**GSP Report:** Ritter indicated that there was activity on the vacant Grand Councilor position that would be discussed in new business.

**CEO Report:** A written report was provided by Tom Hinkley.

**Foundation Report:** Brother Burns provided a brief update. There will be a joint meeting between the two boards in August. On going monitoring of investments.

**General Counsel Report:** Not present.

**CEO Search Committee:** Tilden provided an update in Brother Hoffman's absence. Eight men have been invited to participate in face to face interviews on May 29. Six of the candidates are members and two are non-members. No more than four finalists will move forward to a full Grand Council interview on Saturday. Council members are asked to arrive on Friday to prepare for the face to face interviews on Saturday.

**Old Business**

Motion to approve the minutes from the April Grand Council call on April 9, 2009. Motion by Brother Zimmerman, second by Brother Schulz. Motion passes by a voice vote.

**New Business**

Motion to approve Monitoring Reports 1.1G and 1.1H. Motion made by Brother Lenane and seconded by Brother Buss. Motion passes by a voice vote.

Motion to approve Monitoring Report 2.4 by Brother Tilden and second by Brother Leasure. Motion passed unanimously by voice vote.

Motion to approve Monitoring Report 2.5 by Brother Buss and second by Brother Tilden. Motion passes unanimously by voice vote.

Motion to table Monitoring Report 3.8 until the June meeting by Brother Lenane and second by Brother Tilden. Motion passes unanimously by voice vote. Written report had not been provided prior to the call.

Motion to approve the nomination of Brother Scott F. Gallagher M.D. as Grand Councilor to fill the vacancy created by the resignation of Brother Coquis. Motion made by Brother Ritter and second by Brother Buss. Passes by a voice vote.

- There was a point of clarification that Brother Gallagher's term will expire with Grand Chapter in 2010 where he will be eligible to stand for election to a full four year term.

Motion to approve the expulsion of Brother Matt Rush, Clemson '08, as a member of the fraternity by Brother Tilden and second by Brother Burns. Motion passes unanimously by voice vote.

Motion to approve Brothers Paul Harmon (Alpha Omicron), Zachary Brown (Epsilon Tau), Matthew Eisen (Epsilon Kappa) and Adam Kitson (Beta Omicron) as Grand Chapter Advisors by Brother Lenane and second by Brother Thomas. Motion passes unanimously by voice vote.

### **Comments**

- Next face to face meeting is May 30, 2009 at Fraternity Headquarters.
- Next Grand Council teleconference will be June 11, 2009 at 8:00 p.m. ET.

With no further business on the agenda, Brother Buss moved to adjourn; second by Brother Tilden, Motion was approved.

**Meeting adjourned at approximately 9:07 p.m.**

**Respectfully Submitted:**

---

**Joseph R. Zimmerman**  
Grand Secretary

---

**Thomas R. Hinkley**  
Interim President and CEO



## Minutes of the Grand Council

### April 9, 2009, 8 PM, teleconference

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#### **Roll Call:**

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**Absent:** Grand Senior President Rich Ritter, Interim President & CEO Tom Hinkley, General Counsel Bryan Proctor, and Grand Councilor Ed Lenane.

**Guests:** Grand Historian Robert Kutz, VP Fraternity Operations Dan Duncan, and Director of Fraternity Initiatives Steve Latour.

#### **Reports**

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#### **Old Business**

Typo- Fnd report.

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**Meeting adjourned at approximately 8:41 p.m.**

**Respectfully Submitted:**

---

Joseph R. Zimmerman  
Grand Secretary

---

Dan Duncan  
Vice President



ALPHA SIGMA PHI FRATERNITY, INC.

to BETTER the MAN.

Date: May 12, 2009  
To: Grand Council, Grand Historian, and General Counsel  
From: Tom Hinkley, Interim CEO  
Regarding: CEO Report

### Volunteer Initiatives

You will see in new business that we have FOUR new GCA recommendations!

The biggest challenge in filling the remaining open vacancies will be meeting with undergraduates now that academic year has concluded. We are seeing chapters being more selective now that there is more proactive effort in putting them in touch with potential GCA's.

You will also not see interest group vacancies for advisors. Since they have no standing, they will be discussed as part of the CEO report. We do have a new advisor for our Yale interest group. Conor Moran was very involved with the colonization of Upsilon in the 2002 time frame. He did graduate prior to the re-chartering of the group, but was initiated as an alumnus of the Upsilon chapter recently.

We are also working with the Educational Foundation on the regional group for Indianapolis. I have participated in two lunches regarding this effort. There will be an outing on Saturday, August 8, 2009 in conjunction with the joint Grand Council and Foundation Board of Directors meeting. Grand Councilors and members of the Foundation Board of Directors will be attending as alumni and there will be no formal introduction or speeches planned. Simply sharing brotherhood.

### Recruitment/Growth

Current bio counts as of today is 853. We are still expecting some approximately 15 bios from Buffalo State and Plattsburgh. Total bios received during FY 2008 was 858 and were 731 for FY 2007.

When I started on January 5, 2009, we had no confirmations for new start ups for the 2009-10 academic year. We currently are approved or recently added the following groups:

Alabama – Interest Group  
Capital – Interest Group  
Wayne State – Fall Expansion  
Oakland – Fall Expansion  
Chico State – Spring Expansion

Places that are possibilities would be:

Auburn

headquarters address

710 Adams Street, Carmel, Indiana 46032-7541

phone

317.843.1911

fax

317.843.2966

web

[alphasigmaphi.org](http://alphasigmaphi.org)

Sanoma State  
Sacramento State  
University of California Davis  
DePaul  
Missouri State  
University of North Florida  
Missouri  
Georgia Tech

We are behind on a comprehensive recruitment plan for all of our groups. We have had discussions with Phired Up Productions (Josh Orendi and Matt Mattson) and will continue to work to provide a more comprehensive solution for our chapters to take advantage of. **Our FY 2009 recruitment goal will be to receive 1000 new biographical data forms!!!**

### Personnel Update

It is my target to have a full game plan for FY 2009 in place by the time the next CEO is in place. This will include a recruitment strategy, volunteer initiatives strategy, and leadership programming.

Josh Franke from Otterbein will be joining staff in late July as an Expansion Coordinator.

We have also hired a part time bookkeeper to bring this function back in house.

### Project Update

Mark Still is chairing our TBTM project. This will include the manual and a prototype pledge program. The committee has had a few conference calls and will be continuing their work over the next several months.

### Chapter/Colony/Interest Group Updates

Strong concern regarding our Yale Interest Group. It was our hope to colonize this semester, but a good number of members left the group just prior to then. We have recently found a strong advisor for the group and we are strategizing on how to move forward.

Alpha Omicron Chapter at Missouri Valley was mentioned during my last report. We have been actively working with several alumni to identify a GCA and you will see one being recommended. Several other alumni have committed to helping the chapter in the fall.

Buffalo State Colony is also a concern. They have been a colony for three years and have really hit a plateau. They were to conduct a pledge ceremony last week and it was postponed.

We have a draft of a petition from the colony at New Hampshire. This will most likely be on your agenda for June.

# MEMORANDUM

TO: Grand Council, Grand Historian, General Counsel

FROM: Tom Hinkley, Interim President and CEO

DATE: May 12, 2009

RE: Monitoring Report for Policy 1.1G and 1.1H

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## Policy 1.1 G: Leadership skills

1. ΑΣΦ, with assistance from the Educational Foundation, will sponsor values-based leadership training events open to the entire campus community.

### *Report:*

We have provided scholarships to three of the regional IFC organizations (MGCA, SEIFC, and WRGA). This has been the extent of the support and, while important, is not a leading priority.

2. All chapter leadership position manuals will be reviewed for congruence with purpose, marketing message and will be readily available.

### *Report:*

We are currently in process of publishing a revised ritual book and also revising our TBTM membership manual (target completion for August/Sept. 2009). The GCA manual is also in process of being updated. Other manuals will be reviewed and updated throughout the year.

3. Every chapter HSP will receive timely training on their role and responsibilities in fostering a values-based chapter culture.

### *Report:*

Presidents' Academy provides the comprehensive training for new HSP's. In 2009, 66 undergraduates attended the Presidents' Academy. In 2009, 18 groups were not represented. As a point of reference, 26 groups were not represented in 2008.

4. Every member of each chapter will be an active participant in one of the committees established to oversee operations.

*Report:*

*The wording of this end probably needs some clarification. I would recommend that we rephrase to emphasize opportunity to participate rather than requiring active participation. We could also say each chapter will have an opportunity to be represented on a committee at Grand Chapter. Defining "active participation" gets very cloudy. Each of us has worked with a Grand Chapter committee and can probably say that each committee has members that may not be considered "active" in the work of the committee. Taking this a layer further, it would be very difficult and time consuming to determine if each member was involved and active with a committee at the local chapter level and I believe focusing our time and energy on other areas will move the fraternity forward more quickly. So, this is important, just not urgent given the other priorities.*

Policy 1.1 H: Life skills

1. Each undergraduate brother will have an alumni mentor to assist in the journey to self-awareness and the transition to post-academic life.

*Report:*

*This has not been a focus for the staff and we have made no progress on this end in the past four months. There are other national fraternities that have made progress and we will be gathering some best practice information in the coming weeks.*

2. Each member will participate in a nationally developed curriculum which emphasizes the power of values-based decision making in a post-academic world within the 12 months prior to graduation.

*Report:*

*The only nationally developed curriculum targeted for all members is our Ralph F. Burns Leadership Institute, which is target to men that have recently become members. Without other funding or a re-defining of priorities, we will not be able to develop this type of program.*

3. Each brother transitioning to alumni status will fully understand the benefits of continued involvement in the Fraternity and the opportunities to volunteer time and/or treasure to support the organization's purpose.

*Report:*

*We send information to each member as they approach graduation to talk about their on going involvement with the fraternity. We are increasing the number of volunteer opportunities at the national level.*

4. Each brother transitioning to alumni status will renew that special bond of brotherhood through participation in an appropriate event or ceremony, attended by friends, family, and alumni brothers, to mark the transition from undergraduate to alumni status.

*Report:*

*Special recognition programs (graduate monogram pins, Cardinal/Stone graduation cords, and the The Senior Service ritual ceremony) are promoted to every chapter.*

5. Each brother will have access to resources free of charge that address some of the practical challenges encountered during this transition.

*Report:*

*With our re-designed website, we are able to offer a wide variety of resources free of charge to all of our members.*



ALPHA SIGMA PHI FRATERNITY, INC.

to **BETTER** the MAN.

## MEMORANDUM

TO: Grand Council

CC: Grand Historian and General Counsel

FROM: Tom Hinkley, President and CEO

DATE: May 12, 2009

RE: Monitoring Report 2.4 – Financial Planning/Budgeting

---

### *POLICY 2.4 - FINANCIAL PLANNING/BUDGETING*

*(Monitored Quarterly)*

Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially from board's Ends priorities, risk fiscal jeopardy, or fail to be derived from a multiyear plan. Further, without limiting the scope of the foregoing by this enumeration, the CEO shall not:

1. Fail to include credible projection of revenues and expenses, separation of capital and operational items, cash flow, and disclosure of planning assumptions.

*Report:*

*Since January 2009, I have been validating projections of revenues and expenses. I believe in coming years we will have a systematic process for budgeting revenue. Expenses will be driven by the priorities and potential return. We are in the process of budgeting for the 2010 fiscal year. Assumptions and projections for the 2009 fiscal year have been credible.*

2. Plan the expenditure in any fiscal year of more funds than are conservatively projected to be received in that period

*Report:*

*All plans call for a receipt of more funds than expended during a fiscal year. We are on track to finish our fiscal year with excess revenue over expenses, on an accrual basis. I have become more comfortable with the projected these revenues in 2009 and we will budget conservatively for the 2010 year.*



3. Reduce the current assets at any time to less than twice current liabilities.

*Report:*

*At no time during the year have current assets been less than twice current liabilities. Current assets are defined as all cash accounts and accounts receivables. Current liabilities are defined as accounts payable and deferred revenue. As of March 31, short term assets were almost seven times short term liabilities.*

4. Provide less for board prerogatives during the year than is set forth in the Cost of Governance policy.

*Report:*

*There have been no changes to the funds provided for governance during the past four months.*

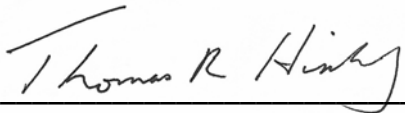
5. Fail to allocate discretionary funds to support the Ends prioritization.

*Report:*

*Resources have been re-allocated since January 2009 to better reflect the prioritization of the board. Specifically, we have dedicated one staff member to volunteer initiatives and increased resources to support growth of the fraternity.*

*Adjustments to the current fiscal year budget may be minimal. Budget for fiscal year 2010 will properly reflect the prioritization of the board.*

Respectfully Submitted:



Thomas R. Hinkley, President and CEO



ALPHA SIGMA PHI FRATERNITY, INC.

to **BETTER** the **MAN**.

TO: Grand Council, Grand Historian, & General Counsel  
FROM: Tom Hinkley, Interim CEO  
DATE: May 12, 2009  
RE: **POLICY 2.5 - FINANCIAL CONDITION AND ACTIVITIES**

With respect to the actual, ongoing financial condition and activities, the CEO shall not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures from board priorities established in Ends policies.

Further, without limiting the scope of the foregoing by this enumeration, the CEO shall not:

1. Expend more funds than have been received in the fiscal year to date unless the debt guideline (below) is met.

*Report:*

*We have not expended more funds than have been received. March 31, 2008 Abridged Financial Statements are attached. Year to date, we have posted a net gain of \$131,978 (accrual basis). We are behind our budgeted gain by \$187.*

*Expenses continue to run bit ahead of budget, but are within two percent of the projection.*

*Cash continues to be tight. I expect cash will remain tight throughout this fiscal year as we turn cash into depreciable assets by funding capital projects (e.g. ritual book, TBTM project, phone system and technology expenses).*

2. Indebt the organization in an amount greater than can be repaid by certain, otherwise unencumbered revenues within 60 days.

*Report:*

*The organization has not been indebted to any vendor, creditor, bank, etc. in an amount greater than could be repaid with unencumbered revenues or revenues that are not contractually forthcoming through the Grant Making Policies of the Foundation.*

3. Use any long-term reserves that cannot be replenished within 60 days.

*Report:*

*No long-term reserves have been used to pay any invoice to date this or last FY.*

4. Conduct inter-fund shifting in amounts greater than can be restored to a condition of discrete fund balances by certain, otherwise unencumbered revenues within 60 days.

*Report:*

*Since our last report date, there has been no inter-fund shifting of funds. On 12/12/2008 we moved \$15,000 from savings to checking to cover accounts payable and payroll. These funds were replaced, but did exceed the 60 day target.*

- 5. Place at risk neither funds held in reserve nor funds held in trust by investments that are not liquid in short term, nor by investments that do not guarantee a reasonable rate of return. Suggested investments include Money Market accounts or funds, short-term Certificates of Deposit, U.S. Treasury Bills, short term Notes and short term Bonds, except as may be required by the express terms of any accepted custodial or trust agreement.**

*Report:*

*Funds held in reserve are conservatively held in money market funds or cash savings accounts. We comply with the terms of the custodial agreement with respect to the investment allocation of the funds held in trust. The Omicron Fund is the only current fund held in trust. As of March 31, 2009 the fund balance was \$111,129, and the fund was comprised of 37% cash, 18% money market, and 45% mutual funds.*

*We are working to come into compliance with the reporting requirement for the Omicron Fund. The agreement calls for us to issue reports on the fund's health and performance at intervals. To my knowledge we have never issued such a report. We are working with Grand Treasurer Buss on this project and are working on a draft report. Our initial target was to produce the report by April 1, but we are behind and hope to have the report issued by June 1.*

- 6. Allow tax payments or other government ordered payments or filings to be overdue or inaccurately filed.**

*Report:*

*All Federal, State, and Local Tax documents and payments have been submitted and/or paid accurately and timely. Evidence of this can be found in our annual Form 990 (available online through [www.guidestar.com](http://www.guidestar.com) or a paper copy at HQ), and our Hamilton County Property Tax report ([www.co.hamilton.in.us/services.asp](http://www.co.hamilton.in.us/services.asp)). Payroll records are maintained by ADP, and can be provided upon request.*

- 7. Fail to report a single purchase or commitment of greater than \$10,000. Splitting orders to avoid this limit is not acceptable.**

*Report:*

*Since the last report on February 1, 2009, the Fraternity logged the following expenses or commitments in excess of the \$10,000 threshold. Our semi-monthly payroll exceeds \$10,000 but is not listed here because it doesn't represent a single commitment.*

<u>Date</u>	<u>Amount</u>	<u>Payee</u>	<u>Reason</u>
04/2009	\$16,720.65	The Hoffman Agency	Creative services/Tomahawk
02/2009	\$10,597.00	Stn. Mountain YMCA	Burns site
02/2009	\$12,810.00	Willis	D&O and property insurance

**8. Acquire, encumber or dispose of real property.**

Report:

*The Fraternity has not acquired, encumbered or disposed of real property.*

**9. Fail to aggressively pursue receivables after a reasonable grace period.**

Report:

*Brothers who fail to pay fees within the guidelines are referred to a collections agency for action. We have enjoyed much success with our ability to collect from delinquent brothers using this tactic. Additionally, we enforce the constitutionally mandated 25% of initiation fee penalty for chapters that fail to insure that new members' initiation fees are paid two weeks prior to initiation. This generates additional revenue and acts to deter non-conforming behavior and practices. The most recently completed month's accounts receivable data appears below. The overall Account Receivable have decreased from year to year, and the percent of old debt remained stable around fifteen percent.*

*Total net receivables on 3/31/2009 were \$236,498*

*Within the total, the amount that is considered old debt is \$31,198 or 13.19% of total.*

*Total net receivables on 3/31/2008 were \$254,107*

*Within the total, the amount that was considered old debt was \$33,579 or 13.21% of total.*

**10. Fail to insure that Foundation grant funds are used for educational programs and scholarships consistent with IRS standards.**

Report:

*Funds approved by the Educational Foundation through the grant process have been used for those specific projects and remain consistent with IRS standards.*

*A report was completed for the Foundation in January 2009 regarding the 2007-08 Grant to outline uses of funds.*

**11. Fail to adhere to Foundation grant policies and processes.**

Report:

*The Fraternity has followed the policies set forth by the Foundation regarding Grant Applications, Grant Procedure and Grant Review. I have not been made aware of any issue that the Foundation staff or board has had with our compliance.*

**i. Shall not fail to require that all customers contribute a fair share of costs.**

Report:

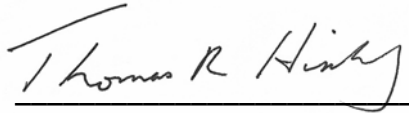
*I believe that all customers contribute a fair share of costs. Based upon my previous experience, our balance of revenue streams has strengthened our financial picture. In the late '90's and early 2000's, we were much too dependent on foundation grant money. As a point of reference, for June 30, 2003, our fee and due revenue was \$343,335 and this year we are budgeting to receive \$453,606 or a 32% increase over the past six years.*

12. Make any purchase: (a) wherein normally prudent protection has not been given against conflict of interest; (b) of over \$10,000 without having obtained comparative prices and quality; (c) of over \$10,000 without a stringent method of assuring the balance of long term quality and cost.

Report:

*Since our last report of January 30, 2009, the three expenditures have been disclosed and proper comparative information was obtained.*

Respectfully Submitted:

A handwritten signature in cursive script that reads "Thomas R. Hinkley". The signature is written in black ink and is positioned above a horizontal line.

Thomas R. Hinkley, Interim CEO

ALPHA SIGMA PHI FRATERNITY, INC.

STATEMENTS OF ACTIVITIES FOR COMBINED OPERATIONS  
For One and Nine Months Ended March 31, 2009

	One Month Ended	Nine Months Ended	Year To Date	Annual Budget
	March 31, 2009			
<b>REVENUE, GAINS AND OTHER SUPPORT</b>				
Revenue from Collegiate Chapters:				
Undergraduate pledge fees	\$ 15,691	\$ 69,689	\$ 65,766	\$ 73,257
Undergraduate initiation fees	35,405	167,557	159,072	175,010
Membership fees	34,175	161,182	151,840	167,090
Undergraduate chapter fees	(148)	11,793	11,367	11,367
Chapter website	4,080	5,325	700	700
Contributions	(95)	(93)	120	180
Merchandise sales	455	3,627	5,330	8,030
Jewelry sales	680	6,061	4,980	5,930
T-shirt sales	-	3,008	-	-
Alumni initiation fees	-	1,575	1,320	1,320
Revenue from expansion	1,628	5,023	24,432	26,882
National insurance program	-	313,168	312,453	312,453
Academy of leadership fees	(255)	9,320	10,000	10,000
Late charges	252	6,543	9,470	10,466
Burns program	(690)	2,760	3,150	3,150
Grand chapter fees	(24,000)	92,470	87,105	87,105
	<u>67,178</u>	<u>859,008</u>	<u>847,105</u>	<u>892,940</u>
Other Additions to Income:				
Educational foundation grants	13,505	304,307	271,525	340,196
Royalty income	669	2,937	3,537	4,657
Interest income - notes receivable	-	600	601	768
Interest income - temp. investments	43	980	1,299	1,749
Dividends and interest - securities	10	3,719	1,009	1,309
Unrealized losses	3,733	(33,963)	(10,194)	(10,194)
Other revenue - chapter services	285	5,650	5,150	5,150
Other revenue	-	210	209	209
	<u>18,245</u>	<u>284,440</u>	<u>273,136</u>	<u>343,844</u>
<b>TOTAL REVENUE, GAINS AND OTHER SUPPORT</b>	<u>85,423</u>	<u>1,143,448</u>	<u>1,120,241</u>	<u>1,236,784</u>
<b>EXPENSES</b>				
Fraternity Activities:				
Governance	3,928	140,503	136,235	150,043
Chapter Development - foundation funded	19,277	127,047	103,546	135,625
Chapter service operations	18,426	100,362	111,501	145,120
Expansion	6,441	38,606	28,675	35,682
Alumni development	7,942	22,202	33,024	38,714
Convention and leadership	14,824	200,910	170,558	190,650
Management and general	(1,999)	165,211	193,206	262,776
Risk management	4,463	216,629	211,331	236,094
	<u>73,302</u>	<u>1,011,470</u>	<u>988,076</u>	<u>1,194,704</u>
<b>TOTAL EXPENSES</b>	<u>73,302</u>	<u>1,011,470</u>	<u>988,076</u>	<u>1,194,704</u>
Change in net assets	12,121	131,978	<u>\$ 132,165</u>	<u>\$ 42,080</u>
Net assets, beginning	<u>467,923</u>	<u>348,066</u>		
Net assets, ending - Exhibit B	<u>\$ 480,044</u>	<u>\$ 480,044</u>		



ALPHA SIGMA PHI FRATERNITY, INC.

to **BETTER** the MAN.

## MEMORANDUM

TO: Grand Council

CC: Grand Historian, General Counsel, President and CEO

FROM: Dan Duncan, Vice President

DATE: May 8, 2009

RE: Expulsion of Matt Rush, Clemson '08

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The Epsilon Upsilon Chapter of Alpha Sigma Phi Fraternity voted unanimously at its April 26, 2009 meeting to recommend to the Grand Council that Matt Rush, Clemson '08 be expelled from the Fraternity. Mr. Rush, without provocation or warning, punched a blindfolded pledge in the chest during an Initiation Ceremony on April 24, 2009. Though it was still a few days prior to his 21<sup>st</sup> birthday, Mr. Rush had been drinking prior to the event. The pledge was taken to a local hospital after complaining of difficulty breathing and intense chest pain. He was diagnosed with a severe bruise to the muscles surrounding his lung and given pain medication.

The Chapter followed the proper procedure for notifying the Fraternity of the incident. I lead the investigation for the Fraternity staff and was in close contact with the Chapter Officers, the Grand Chapter Advisor, University staff members, and the victim's parents in the immediate aftermath of the incident. The Chapter followed the proper procedure for notification and voting on the expulsion. Mr. Rush was given the opportunity to respond to the charges against him, in advance of the Chapter's vote and the Grand Council's vote. At this time, he has yet to do so.

I had the chance to interview Mr. Rush via telephone before the Chapter met to expel him. I found him to be evasive and deceptive as he refused to accept responsibility for what he had done. At no time did he show any sign of remorse or regret for the pain he had caused the young man or the embarrassment he had brought to his chapter. For these reasons, it is the staff's recommendation that the Grand Council affirm the recommendation of the Brothers of the Epsilon Upsilon Chapter and expel Matt Rush from Alpha Sigma Phi.

headquarters address  
710 Adams Street, Carmel, Indiana 46032-7514

phone  
317.843.1911

fax  
317.843.2966

web  
[alphasigmaphi.org](http://alphasigmaphi.org)

# MEMORANDUM

TO: Tom Hinkley, Interim President and Chief Executive Officer

FROM: Denis Beaudoin, Director of Volunteer Initiatives

DATE: Monday, May11, 2009

RE: Grand Chapter Advisor Appointments

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I put before the Grand Council of Alpha Sigma Phi Fraternity the following Grand Chapter Advisor recommendations for them to approval as stated in Article VIII of the Fraternity's Bylaws. If approved, this individual agrees to serve a full term beginning immediately through August 5, 2010.

<b>RECOMMENDATION:</b>
------------------------

Chapter: Alpha Omicron, Missouri Valley College

Candidate: **Paul Harmon, Mo Val '03**

Background: Paul, 24, currently works in the alumni office at Missouri Valley College. He is completing his graduate studies at the campus which will have him actively engaged there for the next two years. Paul is recommended by past GCA's "Scotty" Campbell, Quincy Williams, and Hans Wright as well as other respected Missouri Valley alumni. Paul is passionate about getting this freshmen chapter back on track. His challenges will include getting the chapter debt under control and finding and keeping alumni engaged outside of crisis interventions.

Paul should have support from Billy Hutchinson, another area alumnus who will be heading up the Association.

<b>RECOMMENDATION:</b>
------------------------

Chapter: Epsilon Tau, University of Virginia--Wise

Candidate: **Zachary Bowen, UVA-Wise '08**

Background: Zach, 25, currently works as a store manager and lives in Wise, VA. While an undergraduate, he held the positions of President, Treasurer and Pledge Educator. He received positive recommendations from Joshua Justice, a fraternity brother and the Greek Advisor at UVA Wise. Additionally, he was recommended by the current HSP, Aaron Helbert. Zach has remained engaged with the undergraduate chapter.

He will be challenged during his first 6 months to guide the Chapter with transitioning as it recently lost a lot of experience to graduation last fall. His primary goals will be to guide the chapter in planning efforts; plan for recruitment which will happen 2 weeks after returning from the summer break; and to reduce the internal strife that is inhibiting the group from performing like a chapter and being successful.

Additionally, he will strive to get other alumni engaged and 'brought back into the fold' at the University of Virginia--Wise.



**RECOMMENDATION:**

Chapter: Epsilon Kappa- Albright College

Candidate: **Matthew Eisen, Albright '02**

Background: Matt, 30, is a 6<sup>th</sup> grade Math teacher in the Philadelphia School District. While an undergraduate he was a founding father at Epsilon Kappa and served as Treasurer. He attributes his leadership and communication skills to his Fraternity experience as well as his strong self confidence. Though graduating before being initiated, he returned once Epsilon Kappa achieved chapter status. Since that time he has remained connected with the chapter out of his sense of pride. Recently learning that the group did not have an engaged Grand Chapter Advisor, he made a personal commitment to be their coach and mentor to ensure the future of the chapter.

Matt, along with a couple of other brothers from his era has committed to form a Chapter Council and provide the leadership, planning, recruitment and guidance that the chapter is thriving for. HSP Brian Benusa had personally solicited Matt to fill the role of GCA during a recent visit.

Being excited about the possibility of filling the role of GCA, Matt is already planning out a course of action to keep the brothers engaged over the summer so that they hit the ground running in the fall.

**RECOMMENDATION:**

Chapter: Beta Omicron—Trine University

Candidate: **Adam Kitson, Trine '04**

Background: Adam, 25, is a sheriff's deputy with the Stueben County Sheriff's Department and has applied as a police officer with the Angola, IN police department. While an undergraduate, he held the offices of HSP and Secretary. He remains in contact with the undergraduates, visiting the chapter and providing informal guidance. Adam has the support of Alex Zembala, current HSP and Paul Ruegamer, Association President. Other alumni have already indicated support to serve on a Chapter Council in support of the undergraduate chapter under

Adam looks forward to working with the undergraduates and alumni. His goal is to help the brothers understand that they are their brothers' keeper and that recruiting quality men is much more important than just getting numbers to fill the house.

**Vacant GCA Positions - Chapters**

***Bold** indicates recent resignations/new openings*

Cornell University  
Elmhurst College  
Longwood University  
**Otterbein College**

**Vacant GCA Positions - Colonies**

**None**

**Note:** Going forward, we will only list open GCA positions for Chapters and Colonies that require Grand Council approval. Interest Groups such as Yale University and expansion groups will not be listed.

**Minutes of the Grand Council**  
**June 11, 2009, 8 PM, teleconference**

**Call to order:** 8:01 PM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Junior President Hoffman, Grand Marshal John Tilden, Grand Treasurer Rick Buss, Grand Councilor Ed Lenane, Grand Secretary Joe Zimmerman, Grand Councilor Bernie Schulz, Grand Councilor Scott Gallagher, Grand Councilor Dane Leasure, Grand Councilor Brian Thomas, and Grand Councilor Justin LaRoche.

**Absent:** Grand Councilor Jonathan Burns and General Counsel Bryan Proctor.

**Guests:** Grand Historian Robert Kutz, Interim President & CEO Tom Hinkley and Incoming CEO Gordy Heminger

**Reports**

**GSP Report:** Ritter formally welcomed Gordy Heminger to the call and many congratulations by others on the call for his new role.

**CEO Report:** A written report was provided by Tom Hinkley.

**Audit Committee:** Brother Buss indicated that their initial call will be held on Monday, June 23 and the field work will be conducted toward the end of July.

**Foundation Report:** Brother Ritter shared that he and Brian Jump will be talking about the upcoming joint meeting. Brother Thawley will be officially joining their staff prior to the end of the month

**General Counsel Report:** Not present.

**Old Business**

Motion to approve the minutes from the May 30, 2009 Grand Council meeting. Motion by Brother Hoffman, second by Brother Leasure. Friendly amendment was accepted regarding the motion authorizing Brother Ritter to extend an offer of employment to Gordy Heminger. Motion passes by a voice vote.

Monitoring Report 3.8 remained on the table pending tabulation of the costs associated with the CEO search.

**New Business**

Motion to approve Monitoring Reports 3.6 and 3.7. Motion made by Brother Lenane and seconded by Brother LaRoche. Motion passes by a voice vote.

Motion to approve Monitoring Report 4.0 and 4.1 by Brother LaRoche and second by Brother Leasure. Motion passed unanimously by voice vote.

Motion to approve chartering petition by the University of New Hampshire colony by Brother Buss and second by Brother Tilden. Motion tabled.

Motion to approve Brothers Greg Protzman (Delta Nu), and Josh Beaver (Epsilon Theta) as Grand Chapter Advisors by Brother Lenane and second by Brother Thomas. Motion passes unanimously by voice vote.

Discussion was held regarding the July conference call. There was consensus to move the call to Thursday, July 16, 2009 at 8:00 p.m.

### **Comments**

- Next face to face meeting is August 8, 2009 at Fraternity Headquarters.
- Next Grand Council teleconference will be July 16, 2009 at 8:00 p.m. ET.

With no further business on the agenda, Brother Lenane moved to adjourn; second by Brother Tilden, Motion was approved.

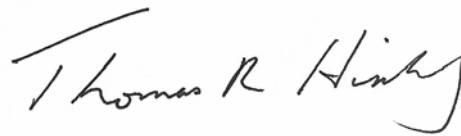
**Meeting adjourned at approximately 8:57 p.m.**

### **Respectfully Submitted:**



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**Joseph R. Zimmerman**  
**Grand Secretary**



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**Thomas R. Hinkley**  
**Interim President and CEO**

**Minutes of the Grand Council**  
**July 16, 2009, 8 PM, teleconference**

**Call to order:** 8:01 PM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Marshal John Tilden, Grand Treasurer Rick Buss, Grand Councilor Ed Lenane, Grand Secretary Joe Zimmerman, Grand Councilor Jonathan Burns, Grand Councilor Bernie Schulz, Grand Councilor Scott Gallagher and Grand Councilor Justin LaRoche.

**Absent:** Grand Junior President Jeff Hoffman, Grand Councilor Brian Thomas and Grand Councilor Dane Leasure.

**Guests:** Grand Historian Robert Kutz, General Counsel Bryan Proctor and President & CEO Gordy Heminger

**Reports**

**GSP Report:** GSP Ritter formally thanked Brother Tilden for his work on the ritual book revision which is now at the printer. GSP Ritter also announced that Gordy Heminger had officially started, as the President and CEO of Alpha Sigma Phi Fraternity, Inc. and that jointly they would be meeting on Friday, July 17, 2009 with Brian Jump and Drew Thawley from the Alpha Sigma Phi Educational Foundation in preparation of the joint board meeting in August.

**CEO Report:** A written report was provided by Gordy Heminger. Heminger answered questions about status of colonies and interest groups, as well as start-up expansion efforts. Heminger clarified the institutions with GCA vacancies, provided a brief update on the situation at Longwood and received a suggestion from Brother Burns regarding incentives for chapters turning paperwork and paying fees on time.

**Audit Committee:** Brother Buss indicated that the committee met with KB Parish and that the audit would be conducted the week of July 20, 2009. Brother Buss also stressed the need for members of the Grand Council to submit their cost in time to him. Preliminary numbers indicate that during the past fiscal year, members of the Grand Council donated approximately 2,500 hours and \$20,000 in non-reimbursable funds to the fraternity. These numbers may increase once Brother Buss receives updates from those Grand Counselors yet to submit information.

**Foundation Report:** No report.

**General Counsel Report:** No report.

## **Old Business**

Motion to approve the minutes from the June 11, 2009 Grand Council meeting. Motion by Brother Gallagher, second by Brother Burns. The minutes were changed to reflect Brother Gallagher's attendance at the June teleconference. Motion passes unanimously by a voice vote.

Motion to remove Monitoring Report 3.8 from the table was made by Brother Lenane, second by Brother Tilden. Motion passes unanimously by a voice vote. Monitoring Report 3.8 was discussed.

Motion to approve Monitoring Report 3.8 was made by Brother Lenane, second by Brother Gallagher. Motion passes unanimously by a voice vote.

## **New Business**

Motion to approve Monitoring Reports 2.1, 2.2 and 2.3 as submitted. Motion made by Brother Burns and seconded by Brother LaRoche. Motion passes unanimously by a voice vote.

Discussion was held regarding passing a resolution honoring the service of Gale Wilkerson, the retiring CEO and President of the Alpha Sigma Phi Educational Foundation. Brother Schulz will draft a resolution and distribute it electronically to the Grand Council for consideration.

## **Comments**

- Next face to face meeting is August 8, 2009 at Fraternity Headquarters.
- Please submit travel plans and room changes to Gordy Heminger.
- Brother Ritter submitted for the record, in jest, that the meeting was conducted in a record and efficient timeframe in the absence of HJP Hoffman.

With no further business on the agenda, Brother Buss moved to adjourn; second by Brother Lenane, Motion was approved.

**Meeting adjourned at approximately 8:45 p.m.**

**Respectfully Submitted:**



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**Joseph R. Zimmerman**  
Grand Secretary



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**Gordy Heminger**  
President and CEO



ALPHA SIGMA PHI FRATERNITY, INC.

**to BETTER the MAN.**

**Minutes of the Grand Council  
August 8, 2009, Carmel, Indiana**

**Call to order:** 1:05 PM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Junior President Jeff Hoffman, Grand Marshal John Tilden, Grand Treasurer Rick Buss, Grand Councilor Bernie Schulz, Grand Councilor Scott Gallagher, Grand Councilor Dane Leasure and Grand Councilor Justin LaRoche

**Absent:** Grand Secretary Joe Zimmerman, Grand Councilor Jonathan Burns, Grand Councilor Ed Lenane, Grand Councilor Brian Thomas and General Counsel Bryan Proctor

**Guests:** Grand Historian Robert Kutz, President & CEO Gordy Heminger, and Director of Fraternity Initiatives Steve Latour

**Reports**

**GSP Report:** GSP Ritter formally thanked Brother Leasure and Brother LaRoche for their service on the Grand Council and presented both with a GSP citation. GSP Ritter also solicited feedback on the morning session with the Foundation Board. The consensus was that the session was productive and beneficial.

**CEO Report:** A written report was provided by Gordy Heminger. Heminger answered questions regarding the potential locations for Grand Chapter, as well as explained the process for filling the positions on the Grand Council being vacated by Brother Leasure and Brother LaRoche.

**Audit Committee:** Brother Buss indicated that the field work portion of the audit is completed and to expect a draft of the report by August 22, 2009. There were no major issues with the audit and there was a focus this year on the executive limitations.

**Foundation Report:** No report.

**Housing Best Practices:** Brother Schulz gave a presentation on trends in fraternity housing and the level of involvement by other national fraternities. A discussion followed and no formal action was taken.

**Old Business**

Motion to approve the minutes from the July 16, 2009 Grand Council meeting. Motion by Brother Schulz, second by Brother Leasure. Motion passes unanimously by a voice vote.

**New Business**

headquarters address

710 Adams Street, Carmel, Indiana 46032-7514

phone

317.843.1911

fax

317.843.2966

web

[alphasigmaphi.org](http://alphasigmaphi.org)

GSP Ritter sought volunteers to serve on the committee to review applications for the Grand Councilor positions held by undergraduates. Brothers Leasure, LaRoche, Gallagher and Thomas will serve as members of the committee.

GSP Ritter sought interest from the Board in serving as the GCA liaison. Brother Gallagher was unanimously appointed to that role.

Motion to table Monitoring Reports 2.4 and 2.5 as submitted. Motion made by Brother Buss and seconded by Brother Leasure. Heminger will provide details of the American Express bill, explain where the To Better the Man book is budgeted, and schedule a meeting involving Brother Buss and staff to answer financial questions. Motion passes unanimously by a voice vote.

Motion to approve Monitoring Reports 2.6, 2.8, 2.9 and 2.10 as submitted. Motion made by Brother LaRoche and seconded by Brother Leasure. Motion passes unanimously by a voice vote.

Motion to approve Monitoring Reports 4.2, 4.3, and 4.4 as submitted. Motion made by Brother Tilden and seconded by Brother Hoffman. Brother Tilden noted that the date in report 4.4, point number 4 should be changed to September 20, 2008, as opposed to 2009. Motion passes unanimously by a voice vote.

Motion to approve the recommendations of Leonard Bisk as GCA for Cornell and Jason Sinclair as GCA for Elmhurst. Motion made by Brother Gallagher and seconded by Brother Leasure. Motion passes unanimously by a voice vote.

The Awards Committee recommendations were distributed for Grand Council consideration.

Motion to approve the Delta Beta Xi Class of 2009 to include: Chad Felgner, Beta Rho '90; Jon Heyboer, Delta Phi '96; Brock Hillman, Delta Rho '97; Chris Kyle, Epsilon Beta; John Lyon, Delta Theta '87; Paul Radulovic, Epsilon Delta '00; and Eric Sachs, Eta '94. Motion made by Brother Schulz and seconded by Brother Gallagher. Motion passes unanimously by a voice vote.

Motion to approve Mark Still, Mu '75 as the recipient of the Distinguished Service Award. Motion made by Brother Tilden and seconded by Brother Buss. Motion passes unanimously by a voice vote.

Motion to approve Willard Scott, Beta Chi '53 as the recipient of the Distinguished Merit Award. Motion made by Brother Leasure and seconded by Brother LaRoche. Motion passes unanimously by a voice vote.

Motion to approve Delta Tau as the recipient of the Gary Anderson Award. Motion made by Brother Leasure and seconded by Brother LaRoche. Motion passes unanimously by a voice vote.

Motion to approve the following award recipients by consent: Manigault Ritual Award, Beta Zeta and Delta Beta; Cardinal and Stone Award of Excellence, Delta Phi; Dr. Otto L. Sonder Award, Byron Hughes, Epsilon Delta '06. Motion made by Brother Tilden and seconded by Brother Schulz. Motion passes unanimously by a voice vote.

Motion to approve the committee's recommendation for the Frank F. Hargear Memorial Award. Motion made by Brother Leasure and seconded by Brother Tilden. Motion passes unanimously by a voice vote.

Fraternity staff will provide to the Grand Council a clarification on the criteria for the Dr. Otto L. Sonder Award.

There were no nominees for the Oak Wreath Award of Distinction and the Larry D. Phillipi Award.

Motion to adjourn by Brother Leasure and seconded by Brother LaRoche. Motion passes unanimously by a voice vote. Meeting adjourned at 4:45pm.

**Comments**

- Next meeting is September 10, 2009 at 8:00pm via teleconference.

**Respectfully Submitted:**

A handwritten signature in black ink that reads "Gordy Heminger". The signature is written in a cursive style with a large, circular flourish at the end of the name.

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Rick Buss  
Grand Treasurer (Acting Secretary)

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Gordy Heminger  
President and CEO



**Minutes of the Grand Council**  
**September 10, 2009, 8 PM, teleconference**

**Call to order:** 8:01 PM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Marshal John Tilden, Grand Treasurer Rick Buss, Grand Councilor Ed Lenane, Grand Secretary Joe Zimmerman, Grand Councilor Jonathan Burns, Grand Councilor Bernie Schulz, Grand Councilor Scott Gallagher, Grand Councilor Brian Thomas, and Grand Councilor Justin LaRoche.

**Absent:** Grand Junior President Jeff Hoffman, Grand Councilor Dane Leasure, Grand Historian Robert Kutz, and General Counsel Bryan Proctor

**Guests:** President & CEO Gordy Heminger, Director of Chapter Services Steve Latour, and Director of Expansion and Growth Matt Humberger

**Reports**

**GSP Report:** GSP Ritter announced that he will be hosting a conference call for Past GSP's on September 15 with the purpose of introducing Gordy Heminger. GSP Ritter also informed the Board that he was working with Gordy to develop the criteria for the CEO performance evaluation.

**CEO Report:** A written report was provided by Gordy Heminger. Heminger answered questions about status of the New Hampshire colony, Grand Chapter delegate registration, and the risk management violation at Clemson.

**Audit Committee:** Brother Buss indicated that he had received the audit and had forwarded it on to the audit committee. Brother Buss also mentioned that the report would be discussed on the October conference call of the Grand Council.

**Foundation Report:** Brother Burns reported that Drew Thawley, Foundation President and CEO was off to a busy start and that Drew Thawley and Gordy Heminger were developing a good partnership.

**General Counsel Report.** No report.

**Old Business**

Motion to approve the minutes from the August 8, 2009 Grand Council meeting. Motion by Brother Buss, second by Brother Burns. Motion passes unanimously by a voice vote.

Motion to remove Monitoring Reports 2.4 and 2.5 from the table was made by Brother Buss, second by Brother Lenane. Motion passes unanimously by a voice vote. A discussion

occurred regarding documentation over future American Express bills with the outcome that Brother Buss would offer a recommendation during the October meeting.

Motion to approve Monitoring Reports 2.4 and 2.5 was made by Brother Buss, second by Brother LaRoche. Motion passes unanimously by a voice vote.

### **New Business**

Motion to approve Monitoring Reports 1.1C, 1.1D, and 1.1F as submitted. Motion made by Brother LaRoche and seconded by Brother Zimmerman. Motion passes unanimously by a voice vote. Gordy Heminger will provide information in the future with comparative data and retention information in regards to 1.1C, point 5.

Motion to approve Monitoring Report 2.7 as submitted. Motion made by Brother Schulz and seconded by Brother Buss. Motion passes unanimously by a voice vote.

Motion to approve the following GCA appointments:

- Delta Iota, Longwood University – Todd Basham, Longwood '80
- Zeta, Ohio State University – Peter LuPiba, Ohio State '97
- Gamma Zeta, Bowling Green State University – Greg Robinette, Purdue '79
- Delta Beta, Northern Michigan University – Scott Kelsey, Northern Michigan '75
- Alpha Mu Colony, Baldwin-Wallace College – Scott Pogros, Bowling Green, '03

Motion made by Brother Lenane, seconded by Brother Gallagher. Motion passes unanimously by a voice vote. It was noted that this may be the first time ever that all chapters had an appointed GCA.

Motion to approve the Governance Budget as submitted. Motion made by Brother Schulz, seconded by Brother Lenane. Motion passes unanimously by a voice vote.

Motion to approve Anniversary resolutions for Alpha Nu (70<sup>th</sup> anniversary) and Epsilon Eta (10<sup>th</sup> anniversary); and a Memorial resolution for Brother Blackburn, as submitted. Motion made by Brother Burns, seconded by Brother LaRoche. Motion passes unanimously.

### **Comments**

- Next face to face meeting is November 6-7, 2009 in Detroit, Michigan at the Renaissance Hotel. Please submit travel plans and any room changes to Gordy Heminger. Please plan to arrive between 5:00pm-6:00pm.
- A listing of the scholarship winners was included in meeting materials.
- Eight applications have been submitted for the Undergraduate Grand Councilor positions. Interviews will be conducted prior to the October meeting and recommendations should be made for Council approval in October.

With no further business on the agenda, Brother Tilden moved to adjourn; second by Brother LaRoche, Motion was approved.

**Meeting adjourned at approximately 8:48 p.m.**

**Respectfully Submitted:**



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**Joseph R. Zimmerman**  
**Grand Secretary**



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**Gordy Heminger**  
**President and CEO**

**Minutes of the Grand Council**  
**October 8, 2009, 8 PM, teleconference**

**Call to order:** 8:03 PM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Marshal John Tilden, Grand Treasurer Rick Buss, Grand Secretary Joe Zimmerman, Grand Councilor Jonathan Burns, Grand Councilor Bernie Schulz, Grand Councilor Scott Gallagher, Grand Councilor Brian Thomas, Grand Councilor Justin LaRoche, Grand Historian Robert Kutz and General Counsel Bryan Proctor

**Absent:** Grand Junior President Jeff Hoffman, Grand Councilor Dane Leasure and Grand Councilor Ed Lenane

**Guests:** President & CEO Gordy Heminger and Director of Expansion and Growth Matt Humberger

**Reports**

**GSP Report:** GSP Ritter announced that he hosted a conference call for Past GSP's on September 15 with the purpose of introducing Gordy Heminger. Positive feedback was received. GSP Ritter also indicated that Tom Hinkley, Past President and CEO, was appreciative of bonus, for work associated with his stint as interim CEO.

**CEO Report:** A written report was provided by Gordy Heminger. Heminger answered questions about the status of the TBTM book, along with providing an update on the Cleveland State interest group. Heminger announced that Hartwick and Lock Haven are on administrative suspension for failing to pay their insurance bill by the October 1 due date.

**Audit Committee:** Brother Buss indicated that in new business, he would ask Grand Council approval of the 2008-09 audit, as well as some changes to Policy 2.5 (4) and 2.5 (6)

**Foundation Report:** No report.

**General Counsel Report:** Two lawsuits have been filed involving the Mu Chapter and the Alpha Psi Chapter.

**Old Business**

Motion to approve the minutes from the September 10, 2009 Grand Council meeting.  
Motion by Brother Zimmerman, second by Brother Burns. Motion passes unanimously by a voice vote.

## New Business

Motion to approve Monitoring Reports 2.1, 2.2, and 2.3 as submitted. Motion made by Brother Burns and seconded by Brother Tilden. Motion passes unanimously by a voice vote. Gordy Heminger highlighted some differences from prior monitoring reports.

Motion to approve Monitoring Report 3.5 and 3.8 as submitted. Motion made by Brother Schulz and seconded by Brother LaRoche. Motion passes unanimously by a voice vote.

Motion to approve the following GCA appointments:

Oakland University Colony – Peter Schinkai, Western Michigan '04

Wayne State University, Beta Tau Colony – Matt Couture, Toledo '07

Motion made by Brother Buss, seconded by Brother Zimmerman. Motion passes unanimously by a voice vote. The only current vacancy is with the University of Alabama colony.

Motion to approve the changes to Policy 2.5 (4) and 2.5 (6) as recommended by the Audit Committee. Motion made by Brother Buss and seconded by Brother Schulz. Brother Buss noted that the change to 2.5 (4) was inserting the word mutual as it related to the Omicron fund and the change related to 2.5 (6) has already been implemented. Motion passes unanimously by voice vote. At this time, no changes will be made in regards to Policy 3.8.

Motion to approve the 2008-09 audit as received by the Audit Committee. Motion made by Brother Buss and seconded by Brother Zimmerman. Motion passes unanimously by a voice vote.

Motion to approve the appointment of Aaron Dau, Beta Rho '07 and Scott Woodfill, Delta Phi '08 as Undergraduate Grand Councilors. Motion made by Brother LaRoche and seconded by Brother Tilden. Brother LaRoche thanked the committee comprised of Brother Gallagher, Brother Thomas and Brother Leasure, explained the selection process, and provided a brief overview as to the qualifications of the recommended candidates. Motion passes unanimously by a voice vote

Motion to approve the chartering petition for Delta Xi colony, Plattsburgh SUNY. Motion made by Brother Gallagher, seconded by Brother Buss. Gordy Heminger and Matt Humberger highlighted some of the accomplishments of the colony including being the largest fraternity, highest fraternity GPA, and 100% of members involved in another campus organization. Alumni support and engagement was also addressed. Motion passes unanimously by voice vote.

Motion to approve the chartering petition for the Beta Eta colony, University of New Hampshire. Motion made by Brother Gallagher and seconded by Brother Burns. Gordy Heminger and Matt Humberger highlighted some of the accomplishments of the colony including having 63 men (54 academically eligible), leasing a house (30 men), beginning the formation of a Chapter Council and an improved academic plan. Motion passes unanimously by voice vote.

Motion to approve the chartering petition for the Alpha Mu colony, Baldwin-Wallace College. Motion made by Brother LaRoche and seconded by Brother Gallagher. Gordy Heminger and Matt Humberger highlighted some of the accomplishments of the colony including doubling their size this semester, active involvement on campus and the community, and the formation of a Chapter Council. Motion passes unanimously by voice vote.

Motion to expel Michael Nicholson, Epsilon '97. Motion made by Brother Burns and seconded by Brother Zimmerman. Mr. Nicholson requested his expulsion to pursue other opportunities. Motion passes by voice vote.

Motion to table the expulsion request of Joshua Robbins, Delta Delta to the November meeting. Motion made by Brother Burns, seconded by Brother Tilden. Motion passes unanimously by voice vote.

Motion to approve Anniversary resolutions for Alpha Pi (70<sup>th</sup> anniversary) and Alpha Xi (70<sup>th</sup> anniversary) as amended to include all Delta Beta Xi award winners. Motion made by Brother Tilden, seconded by Brother Buss. Motion passes unanimously by voice vote.

### **Comments**

- Next face to face meeting is November 6-7, 2009 in Detroit, Michigan at the Renaissance Hotel. Please submit travel plans and any room changes to Gordy Heminger. Please plan to arrive between 5:00pm-6:00pm.
- Brother LaRoche was formally congratulated on receiving the Hargear Award and thanked for his service on the Grand Council.

With no further business on the agenda, Brother Zimmerman moved to adjourn; second by Brother Burns. Motion was approved.

**Meeting adjourned at approximately 9:20 p.m.**

**Respectfully Submitted:**



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**Joseph R. Zimmerman**  
**Grand Secretary**



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**Gordy Heminger**  
**President and CEO**

**Minutes of the Grand Council Meeting  
November 7, 2009**

**Call to order:** 8:07 AM by GSP Ritter.

**Roll Call:**

**Present:** Grand Senior President Rich Ritter, Grand Junior President Jeff Hoffman, Grand Marshal John Tilden, Grand Councilor Jonathan Burns, Grand Councilor Bernie Schulz, Grand Councilor Scott Gallagher, Grand Councilor Ed Lenane, Grand Councilor Brian Thomas, Grand Councilor Scott Woodfill, Grand Councilor Aaron Dau, Grand Historian Robert Kutz and General Counsel Bryan Proctor

**Absent:** Grand Secretary Joe Zimmerman and Grand Treasurer Rick Buss

**Guests:** President & CEO Gordy Heminger and Director of Chapter Services Steve Latour (for part of the meeting)

**Installation of Grand Councilors**

Grand Marshal Tilden presided over the Installation Ceremony for Grand Councilors Scott Gallagher, Scott Woodfill, and Aaron Dau.

**Reports**

**GSP Report:** No report.

**CEO Report:** A written report was provided by Gordy Heminger. Heminger answered questions about upcoming expansion opportunities (Spring 2010 and beyond), Greek Bill, upcoming chartering ceremonies and challenges with Miami, OH. Spring 2010 expansion opportunities will be: Chico State, UC Davis, San Francisco State, New England College, Seton Hall, and Montclair State. Sonoma State was colonized on Thursday, November 5, 2009 with 32 members. Current colonies are: Alabama (August); Wayne State (September); Oakland (September); Capital (October); and Sonoma State (November).

**Audit Committee:** In the absence of Grand Treasurer Buss, Grand Marshal Tilden indicated that an RFP for the audit was prepared by staff and reviewed by the audit committee. The RFP will be sent prior to December 1, 2009. Tilden also announced that Form 990 was also reviewed by the Audit Committee and has been signed and submitted. GSP Ritter indicated that the Audit Committee will remain intact until the RFP process is completed.

**Foundation Report:** Brother Burns reported that Mike Finelli will be supervised directly by Drew Thawley, reducing management costs. Brother Burns also reported that Drew is focusing on chapter endowments, with success. A discussion occurred regarding the current grant and future grant levels.

Linkage Report: Brother Schulz distributed a document detailing council linkage activities. Grand Councilors attending linkage events should submit the information to Grand Senior President Ritter or Gordy Heminger to ensure an accurate listing is recorded. A linkage report will be a standing item on future Grand Council teleconference calls.

Housing and Best Practices: Brother Schulz provided an update and asked for guidance from the Grand Council before proceeding any further on this topic. The general consensus of the Grand Council was to proceed with making a recommendation for Grand Council consideration at the February meeting. Brother Schulz requested additional volunteers to assist with this work.

General Counsel Report. Nothing new with the two on-going lawsuits. Brother Proctor reported that he had been in regular communication with Gordy Heminger involving notification that was received from an attorney involving a potential lawsuit with the Nu Chapter.

### **Old Business**

Motion to approve the minutes from the October 8, 2009 Grand Council meeting. Motion by Brother Gallagher, second by Brother Lenane. Motion passes unanimously by a voice vote.

Motion to remove from the table the expulsion request for Joshua Robbins. Motion by Brother Gallagher, second by Brother Lenane. Motion passes unanimously by a voice vote.

Motion to expel Joshua Robbins. Motion by Brother Tilden, second by Brother Dau. Gordy Heminger indicated that proper notification occurred. Motion passes unanimously by a voice vote.

### **New Business**

Motion to approve Monitoring Reports 2.4, and 2.5 as amended to reflect a change with 2.5.11 to read, "No expenditures of more than \$10,000 have occurred since the last monitoring report." Motion made by Brother Lenane and seconded by Brother Woodfill. Motion passes unanimously by a voice vote. Gordy Heminger answered questions regarding the monitoring report and agreed to report on the progress of collecting old debt in future monitoring reports.

Motion to approve the following GCA appointments:

Capital University – Aaron Duncan, Ohio State '05

University of Alabama, Alpha Iota Colony – Jason Burd, West Virginia Wesleyan '02

Motion made by Brother Gallagher, seconded by Brother Schulz. Motion passes unanimously by a voice vote. The only current vacancies are with Otterbein College and Sonoma State colony.

Motion to approve Anniversary resolutions for Beta Delta (80<sup>th</sup> anniversary) and Gamma Epsilon (60<sup>th</sup> anniversary) as amended to remove the word "the" from the Beta Delta resolution. Motion made by Brother Tilden, seconded by Brother Hoffman. Motion passes unanimously by voice vote.



**February Meeting**

Grand Council will hold a business meeting on Friday, February 26 in addition to the business meeting on Saturday, February 27. Discussing the strategic vision will be a component of the meeting.

Grand Councilors should send to Gordy Heminger travel plans.

**Grand Chapter**

Finance Committee: Charge 1 was removed and Charge 2 will be corrected to reflect that the reference point is in the by-laws, not constitution. Charge 3 will be amended to more accurately reflect the current fee structure.

Nominations Committee: All Grand Councilors elected at 2010 Grand Chapter will serve a four-year term. A charge for Grand Chapter should include addressing the balance issue on the Grand Council (six positions open in 2010 and three positions open in 2012).

Credentials, Resolution, and Law Committee: Brother Gallagher will be the new liaison.

Alumni Operations Committee: Brother Schulz will work with Gordy Heminger to coordinate his efforts with the Housing committee and the charges of the Alumni Operations Committee.

Undergraduate Operations Committee: Potential housing fee charge but no decision made at this time.

Ritual Committee: Brother Tilden may have additional charges for consideration revolving around the Delta Beta Xi award.

Schedule: Grand Council photo will be moved to later in the day; Off-site alumni reception honoring outgoing Grand Councilors will be moved to later in the evening on Friday.

**Strategic Vision**

Preliminary discussion occurred revolving around the next phase of the Strategic Vision. No decisions were made. One Grand Councilor will be responsible for reviewing a section, focusing only on the introductory paragraph and the end statements. Brother Tilden will review the ritual and values section; Brother Burns will review the alumni engagement section; Brother Lenane will review the character development section. GSP Ritter will be reaching out for additional volunteers.

**Meeting adjourned at approximately 3:35 p.m.**

**Respectfully Submitted:**



\_\_\_\_\_  
Brian Thomas  
Undergraduate Grand Councilor



\_\_\_\_\_  
Gordy Heminger  
President and CEO

**Minutes of the Grand Council Meeting  
December 10, 2009**

**Call to order:** 8:12 PM by Grand Treasurer Buss.

**Roll Call:**

**Present:** Grand Treasurer Rick Buss, Grand Marshal John Tilden, Grand Councilor Jonathan Burns, Grand Councilor Bernie Schulz, Grand Councilor Scott Gallagher, Grand Councilor Ed Lenane, Grand Councilor Scott Woodfill, Grand Councilor Aaron Dau, Grand Historian Robert Kutz and General Counsel Bryan Proctor; Grand Senior President Rich Ritter arrived at 8:15pm.

**Absent:** Grand Junior President Jeff Hoffman, Grand Secretary Joe Zimmerman and Grand Councilor Brian Thomas

**Guests:** President & CEO Gordy Heminger and Director of Chapter Development Steve Latour

**Reports**

**GSP Report:** Participated in conference call with Past GSP's on Monday, December 7, 2009.

**CEO Report:** A written report was provided by Gordy Heminger. Heminger also informed the board that Cleveland State is no longer an interest group as a result of the group not making progress towards becoming a colony.

**Foundation Report:** Brother Burns reported that Mike Finelli will be leaving staff in December and that there is a slight change in direction for the Foundation staff with a greater focus being placed on cultivating donors as opposed to reaching out to potential donors.

**Housing and Best Practices:** Brother Schulz provided an update on the conference call. Staff will be providing the committee with a list of our current housing stock. The goal is to have something to present to the Council by the February board meeting.

**General Counsel Report.** No report.

**Old Business**

Motion to approve the minutes from the December 10, 2009 Grand Council meeting.  
Motion by Brother Schulz, second by Brother Woodfill. Motion passes unanimously by a voice vote.

**New Business**

Motion to approve the following GCA appointments:

- Oakland University Colony- Brandon LaCourciere, Lawrence Tech '04
- Sonoma State University Colony - Joe Woerner, Indiana '87
- Otterbein College, Epsilon Theta - Kyle Witt, Otterbein '01

Motion made by Brother Lenane, seconded by Brother Gallagher. Motion passes unanimously by a voice vote. The only current vacancy is with Hartwick College.

**Good of the Order**


- Please send travel arrangements to Gordy Heminger and plan to arrive by 4:00pm on Friday, February 26.

**Meeting adjourned at approximately 8:37 p.m.**

**Respectfully Submitted:**

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Scott Woodfill  
Undergraduate Grand Councilor



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Gordy Heminger  
President and CEO