



Minutes

Executive Council Meeting

Summer 2017 Meetings
Indianapolis, Indiana

Minutes of the Executive Council of Phi Kappa Psi Fraternity
June 13, 2017
5:00 – 8:00pm Eastern
Telephonic Meeting

Call to Order

With President James D. Boyle presiding, the meeting of the Executive Council of the Phi Kappa Psi Fraternity was called to order at 5:00pm EST.

Attendees

EC Members

James D. Boyle (SWGPP)
Shannon E. Price (SWVGP)
Mike M. Flechas (SWP)
David M. Moyer (SWAG)
Dustin W. Meeks (Archon District III)
Thomas A. Zorrilla (Archon District VI)

Fraternity Staff

Mark A. Guidi (Executive Director)
Ronald K. Ransom III (Chief Operating Officer)
Amanda L. Baldwin (Chief Financial Officer)
Robert S. Nagel (Sr. Dir. Alumni Engagement & Housing)
Kyle A. Hickman (Sr. Dir. Member Development)
James P. D'Imperio (Sr. Dir. of Chapter Operations)
Michael C. Morin (Dir. of Chapter Services)
Benjamin J. Rohloff (Dir. of Expansion)
Brian T. Kochheiser (Dir. of Standards)
Jared M. Bills (Dir. of Advisory Teams)

Endowment Fund Trustee

James C. Denny
Frederick A. Hegele

Endowment Staff

Benjamin S. M. Nicol (Chief Executive Officer)

Staff Reports

Chapter Operations

Br. Ransom updated the Council on OmegaFi. He requested the help of the Council in contacting those 11 chapters not responding. Br. Boyle and Br. Flechas emphasized helping our chapters to make a smooth transition.

Membership is a concern of Br. Ransom. He feels it is more of a retention issue than a recruiting issue. For the Fall EC meeting Br. Ransom will develop some proposals to be discussed regarding improving undergraduate member retention. He will also be focusing on accelerating the use of metrics to better measure operational results and performance.

Chapter Services

Gettysburg Charter

Br. Morin referred to his report. He also referred to the Gettysburg Chartering which was sent to the Executive Council earlier this week. Even though the Colony did not meet all standards, they felt they had done their best and are requesting Chartering.

Br. Price discussed that they only had 20 members. Br. Morin explained they are at a disadvantage as they are not housed. They have members who are involved in groups, clubs and organizations on campus. This should help them to be able to increase their numbers during the next year. Br. Morin expressed that he isn't too worried about the number since they met goals that were set by them at the beginning of the year.

Br. Boyle requested a breakdown of numbers by class and those that may possibly be studying abroad. This will affect them being able to sustain a chapter financially.

Br. Morin asked the Colony President for a calendar of events for next year to help with recruitment. He would be able to address those questions on June 23. Br. Morin requested the Executive Council review the document and send recommendations to him. He reported Gettysburg would have representatives at WWLS and would attend the EC meeting in Indianapolis to make their case for being granted their charter.

Accreditation

Br. Morin then moved to accreditation. He stated while none of our chapters met all minimum standards, some chapters may have, but didn't report it, and we're still compiling data. Included in the report are recommendations for the program including how to both adjust measures as well as how to better hold chapters accountable for meeting them.

Br. Guidi appreciated the fact we now have baseline numbers which we can look to refine and enhance as well as enforce. However, he reminded everyone the "minimum standard" bar is still quite low and it is distressing that none of our chapters were able to meet all of our minimum standards.

Br. Flechas asked if we are going to adjust the document and the reporting system. Br. Morin stated that staff has adjusted items 1 through 26 which are the main standards where all chapters should be. These will mainly stay the same. Some of the problems from this year are due to our database provider. This will be corrected and next year the standards form will be electronic which should eliminate some of the confusion. Consultants will be able to update continually along with the chapters. Br. Ransom requested we continue to implement the program for at least another year.

Br. Morin inquired as to what happens now? What consequences are there for chapters that didn't meet the 26 minimum standards? He requested the support of the EC as we determine how to proceed. Br. Boyle reflected back to chapter report cards which were used prior. Br.

Morin confirmed that was the direction his team was planning to go which is critical as universities are already moving in this direction.

Expansion

Br. Rohloff referred to his report. He noted that his numbers of colony statistics reflect the entire year rather than broken down by semesters. He also made reference to future expansions.

Br. Meeks expressed his concern of putting Washington & Lee as an expansion. Br. Boyle brought up that there are things happening at the University and stated that there would be more discussion on this issue at the June 23 meeting.

Br. Boyle brought up Nebraska Alpha and issues happening there. Br. D'Imperio informed the Executive Council of his involvement with the issue from a Standards Team viewpoint. Also discussed was IUPUI and the decision from the school regarding suspension.

Standards

Br. D'Imperio referred to his report when discussing the sanction completion rate. He also highlighted the probation and suspension trends since 2014 which are all down by at least 1/3. A goal is to continue to have all numbers decrease, but some attrition each year is to be expected.

Br. Boyle stated his pleasure of the success of the Standards Team, including a 36% decrease in the suspension rate. With regard to supervisory committees, Br. Boyle would like them to submit updates to the Executive Council so the EC can follow what is happening with these committees and the chapter. Br. D'Imperio stated that the Standards Team has been working on this with the Alumni Team and those should start flowing next term.

Business Operations

Ms. Baldwin updated the Executive Council with the current numbers. Br. Boyle questioned what amount of AR might be collectable and what will need to be written off. Ms. Baldwin will provide those numbers to the Council, although she noted AR was near a historical low. Br. Flechas offered the assistance of the Finance Committee to help with collections.

Ms. Baldwin summarized her recent meeting with the auditors. They discussed ways to help the audit run smoothly and quickly. She felt it was a very positive meeting. The auditors will be here July 17-19, 2017. Br. Boyle would like a meeting, similar to last year, with the auditors to review results post completion. Plans are for this to happen at the Fall EC meeting.

Also discussed was the cash flow and the 18 month projection. Ms. Baldwin explained that she transferred the remainder of the draw from the Permanent Fund. If necessary, we may need to

tap the line of credit. Ms. Baldwin will provide the Executive Council with an updated 18 month projection by August 15, 2017 that reflects current year-to-date figures and rolls the projection forward through next summer.

Alumni Engagement & Housing

Br. Nagel referenced his report as he discussed advisor vacancies. Br. Boyle suggested we continue to monitor legislation that is being discussed with regards to hazing. It is on the radar, especially since the Penn State incident. With that said, Br. Boyle suggested roles of advisors will need to be more defined.

With regard to housing, Br. Nagel gave an update on the New Jersey Epsilon house fire. The Chapter currently has a GoFundMe page, but he would like to replace some of their regalia that was lost in the fire. When timing is appropriate Headquarters will work with them on this point.

Br. Nagel also gave an update on the Loyalty Fund donations. He suggested we have a display at WWLS of branded items for each level of donations. A suggestion was made to develop a marketing plan, part of which includes developing videos that Ben Teague, IT Manager, can produce in-house. Our goal is to get 100 individuals contributing at the \$100/month level.

Br. Bills referred to portions of his report. He presented best-practice of other organizations and suggested we use these as a starting point. He reported 75% of our chapters now have three or more person advisory teams and 36% of them have five or more member teams. Looking forward to the coming year we will look to grow both of those numbers further as we build out our advisory team strategy.

Member Development

Br. Hickman began by congratulating Andrea Kleekamp, Director of Health & Wellness, for receiving the NIC's Laurel Wreath award for the ELEVATE program she developed.

Also discussed, as he referred to his report, was the newly created position of ELEVATE consultant whose salary is funded through grant money. The Health and Wellness consultant will also help with the Alcohol Skills Training Program. Br. Flechas inquired if a person on staff could fill that position. Br. Guidi reported because it is a full time, traveling position that is not possible unless we stop doing something else because we'd need to take a person off another task and have him/her do this.

Br. Hickman requested the Executive Council review the Health & Wellness Chair/Committee position before it is fully deployed in the fall semester.

WWLS is quickly approaching. Br. Boyle requested a final schedule for the Council by Friday.

Br. Hickman gave a preview of the Professional Development Conference scheduled for the Fall.

Communications

Br. Guidi informed the board of staffing changes happening with the Communications Team. With regards to The Shield, the summer issue will be released in August and will include highlights from WWLS.

Br. Boyle inquired as to the cost to mail The Shield. Br. Guidi will provide that next week.

With no further business to discuss, the meeting adjourned at 7:18pm EST.

Meeting Minutes of the Executive Council of Phi Kappa Psi Fraternity
June 23, 2017
Indianapolis, Indiana

Call to Order

With President James D. Boyle presiding, the meeting of the Executive Council of Phi Kappa Psi Fraternity was called to order at 9:10am EST.

Attendees

EC Members

James D. Boyle (SWGP)
Shannon E. Price (SWVGP)
Mike M. Flechas (SWP)
David M. Moyer (SWAG)
Jaipartap S. Ranu (Archon District I)
Xhoni Qyteza (Archon District II)
Dustin W. Meeks (Archon District III)
Nicolas Suarez (Archon District V)
Thomas A. Zorrilla (Archon District VI)

Fraternity Staff

Mark A. Guidi (Executive Director)
Robert S. Nagle (Sr. Dir. Alumni
Engagement & Housing)
James P. D'Imperio (Sr. Dir. Chapter
Operations)

Appointed Officers

John J. Ziegelmeier (Chief of Staff)
Enrico A. Hernandez (Finance Committee Chair)
Richard D. Starr (Permanent Fund Trustee)

Canonsburg Corporation

John P. Henebry Jr. (Canonsburg President)

Endowment Staff

Benjamin S. M. Nicol (Chief Executive Officer)
Drew Thawley (Chief Advancement Officer)
Zachary T. Longwell (NLI Program Manager)
Patrick D. Griffith (Dir. of Advancement Services)
Deanna Kaplan (Dir. of Communications & Direct
Response)

Endowment Fund Trustee

James C. Denny

Alumni

Daniel R. Schwitzgable
Chuck E. Brandman
Michael A. Ley
Adam W. Dolski
Wynn H. Wiegand
Brand A. Newland
Neil D. Johnson
Randall R. Benner
Stephen R. O'Rourke
Durwood L. Keller
Jerry Nelson
Matthew E. Kifle
Marc E. Robins
Marc A. Dumas
Gregg J. Siefert
Bradley R. Gorter
Zachary L. Mendelson
Alex M. Greenberg

The invocation was delivered by Br. Price.

Consent Agenda

The consent agenda was approved unanimously.

- a. Approval of Minutes of Executive Council, February 21, 2017, Indianapolis, Indiana and March 4, 2017, St. Louis, Missouri
- b. Ad Interim Motion No. 16, Volume LVII, Approval of New Headquarters Staff HR Policy Manual Dated March 9, 2017. Motion Passed 10-0
- c. Ad Interim Motion No. 17, Volume LVII, Reject the Proposal made by the Phi Kappa Psi Foundation, Inc. Dated March 8, 2017. Motion Passed 9-1
- d. Ad Interim Motion No. 18, Volume LVII, Suspend the Nebraska Beta Chapter Charter Dated March 21, 2017. Motion Passed 10-0

- e. Ad Interim Motion No. 19, Volume LVII, Designate Corporate Officer to Execute Phi Kappa Psi Fraternity, Inc. Tax Form 990 Dated March 22, 2017. Motion Passed 10-0
- f. Ad Interim Motion No. 20, Volume LVII, Confirm the Appointment of Lee C. Reid, Louisiana Gamma '93, to the Position of Attorney General Dated May 24, 2017. Motion Passed 10-0
- g. Ad Interim Motion No. 21, Volume LVII, Creation of a Supervisory Committee for the Indiana Theta Chapter Dated April 28, 2017. Motion Passed 9-0-1
- h. Ad Interim Motion No. 22, Volume LVII, Approval of the 2017-18 Phi Kappa Psi Operating Budget Dated May 18, 2017. Motion Passed 10-0
- i. Ad Interim Motion No. 23, Volume LVII, Suspension of the Indiana Theta Chapter Charter Dated May 23, 2017. Motion Passed 9-0-1

Report of the President

Br. Boyle referred to his report. He also addressed the Penn State University hazing issue and new legislation being introduced emphasizing the criticality of staying ahead of the changes which will most likely be substantial to the entire industry.

Report of the Vice President

Br. Price referred to his report. He gave thanks to Br. Nagel for rolling out the Loyalty Fund again. He reviewed the past performance of the Loyalty Fund and reminded those in attendance that small gifts matter. Br. Boyle also encouraged the group to donate to the Loyalty Fund.

Br. Price also gave thanks to the outgoing Archons for their service.

Report of the Treasurer

Br. Flechas referred to documents in his report which referenced the finances. He reminded all that the Fraternity is approaching the audit.

He stressed the importance of supporting the roll out of OmegaFi.

He also suggested the Fraternity makes sure it has funding before it commits to things, as suggested by the Finance Committee.

He stated the Foundation funded Woodrow Wilson Leadership School at 85% of the grant request.

Due to the cost of insurance rising, he suggested the Fraternity create an insurance committee to address this. A further discussion of insurance cost evolved. Br. Guidi informed the group that while a 40% increase in insurance costs was expected, our insurance company came back to us and revised that number down. So while we will still see an increase rates should only go up by about 16%. This will leave Phi Kappa Psi in the lower third of all Fraternities in terms of insurance costs which is good news. Br. Guidi also reminded everyone these number could still

change and final numbers should be in mid-July. Br. Ley requested that any reductions will be passed on to the undergraduates as soon as possible. Br. Guidi stated insurance rates are simply a pass-through charge so the lower rate increase will be passed through to undergraduates immediately. Br. Guidi also hopes chapters have been planning for a 40% increase so they will therefore be able to handle a smaller increase when that number is finalized.

The \$15 fee, added to member fees this past semester and carrying forward for the fall 2017 semester, is separate from the insurance rate increase. That temporary fee was to reimburse the Fraternity for having to increase its Strategic Insurance Reserve (SIR) with operating funds last year when we required to raise it by \$201K. Br. Guidi reminded everyone that the temporary fee would go away once the operating capital had been replaced.

Br. Price requested Br. Guidi speak to House Corporations directly about how property insurance bills will be handled in the future. Br. Guidi reported that historically the Fraternity has been paying the bill 12 months in advance. As the property insurance bills come due in April, Headquarters typically pays the bill then charges the chapters in the following two semesters to recoup the expense. This year, the Fraternity will begin to bill in advance so the Fraternity has to float less funds. Consequently this year Housing Corporations will receive two bills vs. one. House Corporations have been notified 13 months in advance so they can appropriately plan and budget for this one-time event.

Br. Flechas recommended we immediately start to create a cash reserve as a buffer against such changes in insurance. Br. Guidi agreed and stated this was in the financial plan, but it will take time. Br. Ranu inquired as to the process of how the Fraternity will begin to fund a cash reserve. Br. Flechas recommended tightening the budget by cutting 10% across the board to start the process. Br. Meeks reminded the group that money is put into the Permanent Fund annually and we should consider that as a strategic reserve. Br. Flechas stated those dollars do not go to the operating budget.

In other financial matters, Br. Guidi stated that the Fraternity has been named in the will of a deceased brother. While not a lot of money, any proceeds could be used to begin funding a cash reserve. Br. Price reminded the group we are a service organization and it is the money of the undergraduates and we should always look to maximize how much we return to them in services vs. building large reserves. Br. Flechas agreed and recommended any extra money collected from the insurance reserve money be directed back to the undergraduate members.

Br. Boyle discussed the protection of the Permanent Fund if any litigation is imposed on the Fraternity. Members of the Permanent Fund committee will look into this. The purpose of the Permanent Fund also needs to be addressed.

Report of the Secretary

Br. Moyer informed the group of the settlement of the second Rolling Stone lawsuit. However, the Fraternity may not be finished with this case due to a third suit that may be able to move forward on appeal. As part of discovery, documents had to be gathered dating back to 2008. Br. Moyer discussed contents by staff members in several of the past emails. Br. Stegemiller and Br. Collinsworth handled the issues professionally. However, many alumni members sent emails to staff members with inappropriate content. He warned members present in the room to watch content in their emails as they may end up exposed as part of a legal discovery process.

Br. Moyer also discussed the concept of confidentiality of Board communications. He reported an email he sent to the Board which leaked to the press within a few hours with his name attached. He again encourages all to refrain from making comments and to keep things confidential.

Br. Moyer has worked on the UVA issue since September 2014 until June 2017. The time and money invested in this lawsuit has been large. The question presented by Br. Moyer was why funds from the Permanent Fund were not used to protect us and he hopes this will be considered in the future. Br. Boyle thanked him for all his time and effort.

Br. Boyle reflected that many of the things that are currently being done with regard to the organization's transformation were started due to the Rolling Stone article. The Fraternity is still dealing with Title IX issues as well as hazing issues. With that said, the Fraternity will create a policy that will extend to staff, Executive Council and all members to better define appropriate conduct and ramifications of not adhering to said conduct.

Br. Dumas reflected on his time spent facilitating at WWLS this week, in particular his presentation on 'The Creed'. He stressed that the change needs to begin with all members including, but not limited to, undergraduate members, chapter advisors, and alumni. Br. Boyle emphasized that many members ignore the issues that are right in front of them. Br. Ley stated that social media, not only within the organization, but external to the organization, is much of the problem. Br. Brandman encouraged the organization to prepare for future issues. Br. Boyle stated the Attorney General is working on a document retention policy to go along with our Social Media agreement. Br. Robins reminded the group of the two words 'informed consent' and its meaning, especially with regards to Title IX issues.

Report of the Archons

District I

Br. Ranu referred to his submitted report. On behalf of the Archons, he expressed his thanks to the Board, both past and present. As he leaves his post, he is continuing to be active in the Fraternity with both undergraduates and alumni.

With regards to social media, he recommends keeping issues in a private setting rather than on social media.

Br. Ranu expressed his support of OmegaFi and the stress it has taken off his chapter's treasurer.

District II

Br. Qyteza also expressed his thanks to the Board and his fellow Archons.

District III

Br. Meeks shared his pride in the growth of support and education to our undergraduate members. He also encourages the group to take some of the financial burden off the undergraduate members.

Br. Meeks also expressed his thanks and continued support to the Fraternity as part of the Ohio Alumni group and contributor to the Loyalty Fund.

District IV

Via text, Br. Sharp expressed his thanks and support to Br. Guidi and the staff.

District V

Br. Suarez continued his thanks to Br. Guidi and the staff, especially with the roll-out of the ELEVATE program. He was thankful to serve on the Finance Committee. He feels that as the Fraternity progresses, it needs to utilize the strength of the undergraduate members.

District VI

Br. Zorrilla thanked all members present for their time donated to the Fraternity, especially now, as he tries to juggle work as well.

Report of the Executive Director (attached)

Br. Guidi began his presentation with an exercise showing how we as an organization have a habit of focusing on our few misses and completely ignoring all the wins. This only drives a negative narrative which needs to change if we are to be successful.

He reflected back on his presentation in St. Louis through a set of slides which highlighted the standard process of organizations going through change. He explained where the Fraternity stands at this point along the journey – which is about half way through a three year effort.

Br. Guidi's next set of slides showed the financial state of the Fraternity over time through accounts payable and accounts receivable as well as cash-on-hand. These showed the Fraternity is strong and growing stronger.

Next, Br. Guidi elaborated on operational results which are also all moving in a positive direction. These positive results include a reduction in chapter closures and an increase in

expansions, a growth in the number of chapters and colonies, greater build out of chapter advisory teams and a doubling in the number of undergraduates, the Fraternity is training each year.

To conclude, Br. Guidi stated our discussions over the last year on the Fraternity's financial and operational performance need to be refocused on things that could in fact cause irreparable harm. The issues the Fraternity should worry about include hazing, sexual assault and substance abuse/misuse. Therefore, the Fraternity needs to accelerate and get ahead of the shift on campus while focusing on our accreditation program and getting more of our chapters to meet minimum standards.

Br. Moyer confirmed Br. Guidi's statement. He expressed his support of the report card concept and accreditation. Br. Schwitzgale inquired how Phi Kappa Psi compares to other organizations. Br. Guidi stated that currently we are in the middle of three tiers, but quickly moving up. When we began our transformational journey we were in the lower tier.

Br. Price stated his appreciation of the data collection by Br. Guidi and staff. Br. Dolski questioned how we are marking our benchmarks. Br. Guidi stated we are behind for several reasons, one of which is time. Also stated was the idea that we would be compared to other organizations, including athletics. As the bar gets raised, we are narrowing the gap, but one still exists. Br. Brandman suggested advisors could help with the process. Br. Robbins suggested adding mental health issues to the substance abuse/misuse issue.

Lunch 11:35

Resume 12:40

Appointed Officers

Attorney General

Br. Boyle directed the members in attendance to the report of the Attorney General. He summarized the litigation matters.

Chief of Staff

Br. Ziegelmeyer discussed the FRMT meeting he recently attended. More discussion followed. Br. Ley also suggested creating a program to train in CPR.

Finance Committee

Br. Hernandez discussed the current state of the Finance Committee. He stated much progress has been made, especially in terms of terminology. One term he stressed is being 'GAAP (Generally Accepted Accounting Principles) compliant'. He reminded everyone a year ago the Fraternity was not GAAP compliant, and now it is. He praised Br. Guidi and Ms. Amanda Baldwin, CFO, for much of the progress made.

Br. Boyle requested a report periodically from the Finance Committee. Br. Hernandez asked if providing the EC minutes from the Committee's meetings would be acceptable. Br. Boyle felt it would initially and suggested we start with the minutes and we can change if necessary.

Canonsburg Corporation

Br. Henebry referenced his report. Br. Boyle had a question about Tennessee Epsilon's chapter house. Br. Nelson gave a background to the loan he gave to Tennessee Epsilon for its house and reported he and the House Corporation had reached an agreement to move forward. Br. Nelson reported he had agreed to accept payment of a portion of the loan and the rest he would forgive. Discussion expanded with regards to advisors for that chapter in order to ensure long term stability.

Permanent Fund

Br. Starr gave an update on the portfolio of the Permanent Fund which is once again over \$5M in value.

Compliance

Br. Starr reported there have been no compliance issues.

Endowment Fund Updates

Br. Denny referred to the report submitted by the Endowment Fund. Br. Boyle asked for an update related to litigation with regards to the Georgia Alpha house. Due to advice from its attorney, the Endowment Fund was advised to not discuss this matter.

New Business

Hazing -

Br. Boyle discussed holding individuals accountable with regards to hazing. In the past, individuals have been held accountable, but not recently. Discussion followed with a recommendation to have the House Corporation more involved. A baseline needs to be set. Br. Ranu asked if different chapters have documents already created. Some chapters implement this as part of the membership agreement. Br. Price suggested creating a policy to discuss in the fall.

Br. Boyle also brought up the new legal argument about hazing of using fraud as a basis to sue. Because fraud has a lower bar for dismissal and insurance typically does not cover fraudulent activities, this new approach being tried at Penn State could open the door to many more lawsuits. This is something the Fraternity needs to watch closely.

Gettysburg College Colony Petition

Andrew Schmid, Colony President, introduced himself to the membership present. Mr. Schmid gave the background of the Colony. The Executive Council was presented with a document to

review prior to the meeting as well. Br. Boyle asked Mr. Schmid how to go about obtaining housing at Gettysburg as well as the number of members studying abroad. Mr. Schmid stated rush is deferred to sophomore year and most students who study abroad are gone for a semester. Membership present were able to ask questions of Mr. Schmid. Mr. Schmid stated that the Colony might not have a large number of members, but they have a high quality of members. He feels as time progresses, their number of members have increased as well. Br. Price pointed out that the Colony has an excellent GPA, but he expressed his concern for the number of members. Mr. Schmid explained they have a plan to recruit more members. Some of these steps are:

- Each member needs to recruit at least one more member.
- Each member needs to join at least one club on campus.
- Use Launchpoint as a recruitment tool. In the meeting the alumni, via a phone call from Br. Seifert, agreed to fund the estimated cost to bring LaunchPoint on campus in the Fall of 2017.

Br. Meeks complimented the Colony on its forethought for recruitment efforts. He also suggested asking other members from nearby campuses to help at recruitment events. Br. Suarez also suggested the Colony implement recruitment scholarships.

Br. Boyle complimented the Colony on its presentation packet. He would like them to come back in the fall and tell the Council they have hit the target recruitment number.

Br. Seifert, via phone, also informed the Executive Council of the involvement of other alumni. Launchpoint was discussed being paid for by Chapter Alumni if it guaranteed they would be re-Chartered.

After much discussion, a motion was made to grant Gettysburg a Charter. Motion passed 7-1-2

Washington & Lee University

W&L discussion followed. Br. Duncan Klinedinst and Br. John Klinedinst joined via phone. They informed the Executive Council of a September 29 meeting date of the University to discuss the return to campus of W&L. Br. Boyle discussed the request of previous members who wished to be initiated. Discussion tabled until after the meeting in September. Br. Price made a motion to adopt a recommendation from the Council in support of lifting the suspension of the chapter provided to the University. Motion passed 8-1.

West Virginia University Colony Petition

Representing the petition submitted by the West Virginia Colony were Charlie Hageboeck, Luke Robinson, Mike Hoffman, and Andrew May.

Mr. Hageboeck began his presentation by sharing the Colony data and discussing the background since colonization, sustainability and highlighted events (community service & philanthropic events). He also shared recruitment statistics and an action plan for completion.

Br. Boyle opened the floor for discussion. Br. Price, Br. Qyteza, Br. Nelson, Br. Ranu, Br. Moyer and Br. Robins asked questions and offered advice. The recommendation is a November 12 Chartering event. Br. Qyteza made a motion to recommend chartering. Motion passed unanimously.

Christopher Hammer Matter

Due to ongoing outbursts and on-line harassment of both undergraduate and alumni members by suspended member Christopher Hammer, Br. Ranu made a motion to expel Mr. Hammer for violating the terms of his suspension and conduct unbecoming of a Brother. Br. Boyle recused himself from the vote. Motion to expel was later withdrawn when it was determined to be out of order with the terms of the existing suspension. Due to the terms of the existing suspension, further action by Mr. Hammer must include further charges. Br. Price suggested the current Archons follow up and file charges if they desired to move forward.

Permanent Fund Trustee

A motion was made by Br. Moyer to re-appoint Br. Smitty Harrison as a Permanent Fund trustee. Motion passed unanimously.

FRMT Representative

A motion was made by Br. Meeks to appoint Br. Ziegelmeyer as FRMT representative. Motion passed unanimously.

With no further business to come before the Council, the meeting was adjourned at 6:00pm EST.

Motions

Motion made to temporarily appoint Br. Klinedinst as Attorney General.

Motion: Br. Flechas

Second: Br. Suarez

Vote: Passed Unanimously

Motion made to approve the Consent agenda.

Motion: Br. Moyer

Second: Br. Flechas

Vote: Passed Unanimously

Motion made to grant Gettysburg College Colony a charter.

Motion: Br. Moyer

Second: Br. Flechas

Vote: Passed 8-0-1

Motion made to re-appoint Br. Smitty Harrison as a Permanent Fund trustee

Motion: Br. Moyer

Second: Br. Price

Vote: Passed Unanimously

Motion made to appoint Br. Ziegelmeyer as FRMT representative.

Motion: Br. Meeks

Second: Br. Qyteza

Vote: Passed Unanimously

Motion made to adopt a recommendation to lift the suspension of the Charter of the Virginia Beta chapter at Washington & Lee University once the University approves our return and the chapter meets our standards requirements.

Motion: Br. Price

Second: Br.

Vote: Passed: 8-1

Motion made to grant West Virginia University Colony a Charter.

Motion: Br. Qyteza

Second: Br. Flechas

Vote: Passed unanimously

Motion made to appoint Jim Miller as temporary Attorney General.

Motion: Br. Moyer

Second: Br. Suarez

Vote: Passed Unanimously

Motion made: to expel former Brother Christopher Hammer, who is currently suspended, for violating the terms of his suspension and conduct unbecoming of a Brother

Motion: Br. Ranu

Second: Br. Suarez

Vote: N/A; Motion withdrawn due to being ruled out of order

Motion made for Br. Moyer and Br. Price recuse themselves from the vote.

Motion: Br. Zorrilla

Second: Br. Ranu

Vote: N/A; Motion withdrawn

Actions

Date	Who	Action Item	Status
	June 13, 2017	Indianapolis	
6/13/17	Executive Council	Assist in contacting those chapters who have not responded by either joining OmegaFi or providing evidence of other provider	
6/13/17	Executive Council	Review Chartering petition for Gettysburg and be prepared to vote at the June 23 meeting.	
6/13/17	Br. Morin	Get breakdown of numbers by class and those that may possibly be studying abroad for Gettysburg Colony	
6/13/17	Executive Council	Determine how to proceed with chapters not meeting the 26 minimum standards for accreditation	
6/13/17	Standards Team	Submit updates to the Executive Council regularly	
6/13/17	Br. Hickman	Establish a breakout room at WWLS to discuss OmegaFi implementation with those chapters who have not responded or still have questions	Completed
6/13/17	Ms. Baldwin	Update the board on what debt is collectable and what may need to be written off	
6/13/17	Ms. Baldwin	Request the auditors attend the fall EC meeting to review their results	
6/13/17	Ms. Baldwin	Provide the board with an updated 18 month projection and budget to actuals by August 15	
6/13/17	Executive Council	Review the Health & Wellness Chair/Committee position before it's fully deployed in the fall semester	
6/13/17	Br. Hickman	Final WWLS schedule for the Executive Council by Friday	Completed
6/13/17	Br. Guidi	Provide the board with the cost to mail The Shield	
	June 23, 2017	Indianapolis	
6/23/17	Br. Hernandez	Provide minutes of Finance Committee Minutes to the Executive Council.	
6/23/17	Staff	Continue to monitor Tennessee Epsilon	
6/23/17	Permanent Fund Committee	Research ways to protect the Permanent Fund against litigation	
6/23/17	Fraternity	Create a policy that will extend to staff, Executive Council and all members to better define appropriate conduct and ramifications of not adhering to Title IX and Hazing policies	
6/23/17	Attorney General	Create a document retention policy to go along with the Social Media agreement	



Executive Director's Report

Summer 2017 EC Meeting

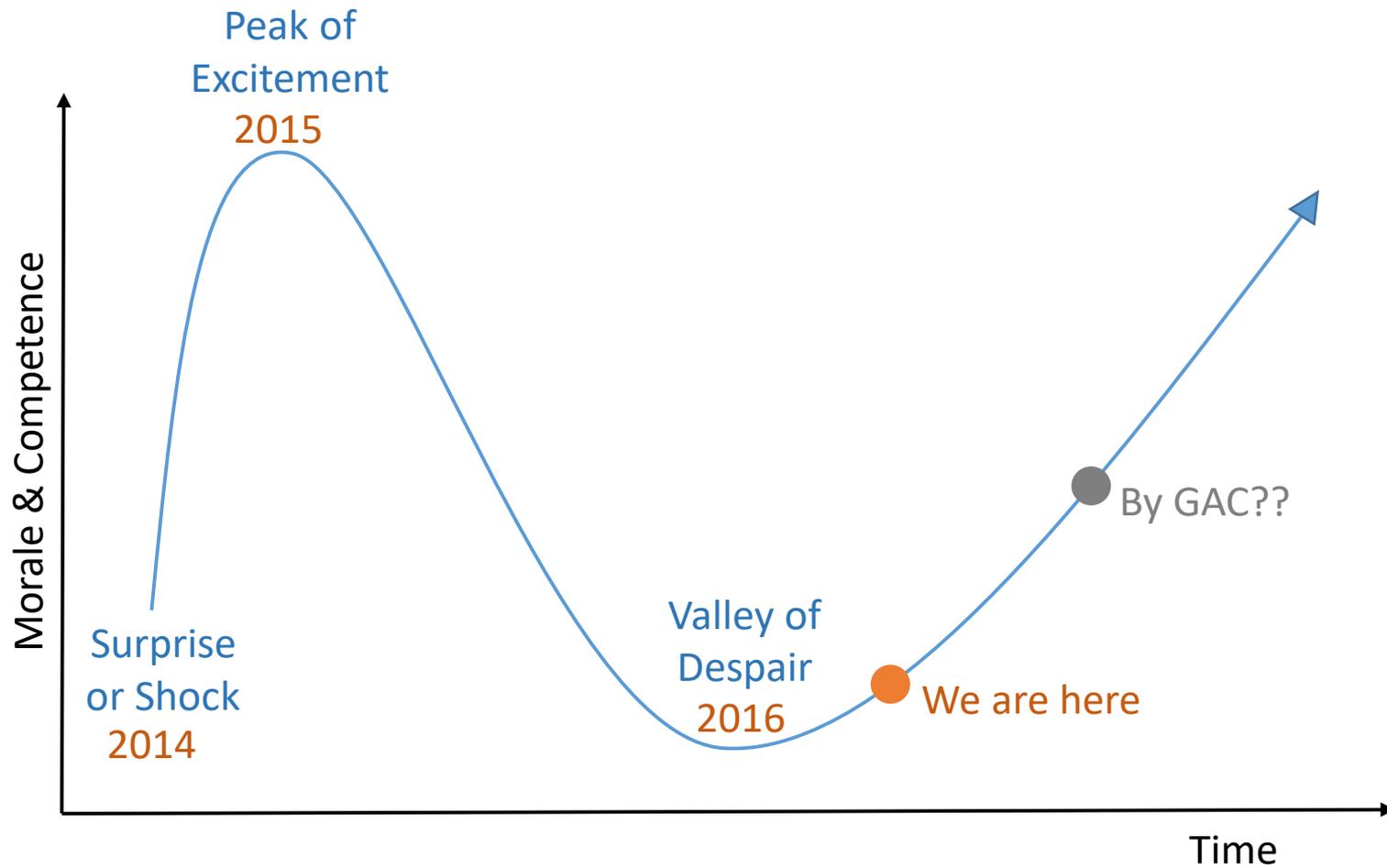
Indianapolis, IN

June 23, 2017

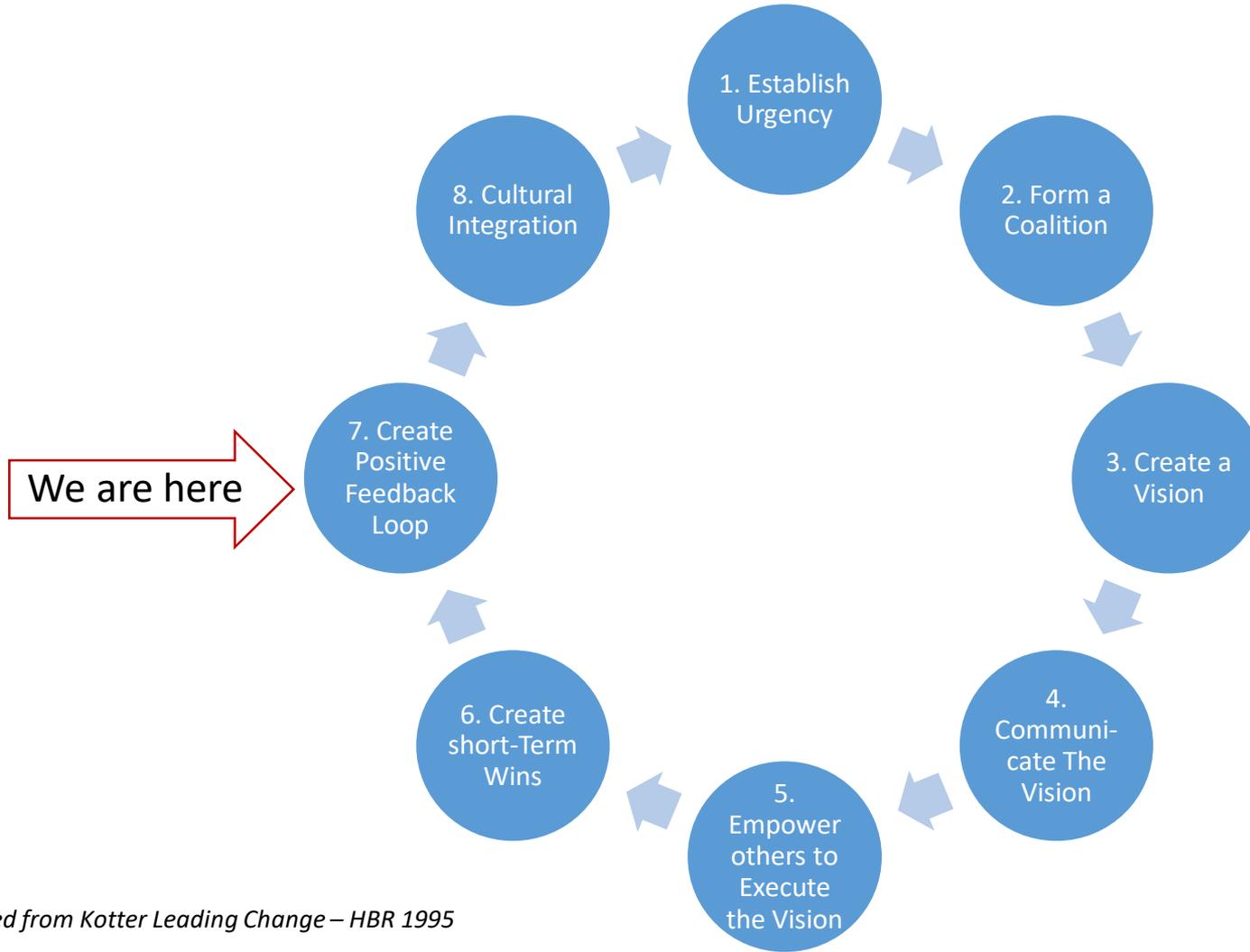
A silhouette of a large, spreading tree stands on the left side of the frame against a vibrant sunset sky. The sun is a bright, glowing orb positioned just behind the tree's trunk, creating a lens flare effect. The sky is filled with horizontal bands of orange and yellow light, with some wispy clouds. The foreground shows the dark silhouette of a grassy field. A white rectangular text box is overlaid on the right side of the image, containing a quote in black text.

“Success is not a destination,
it’s a journey.” — Zig Ziglar

Kubler-Ross Change Curve

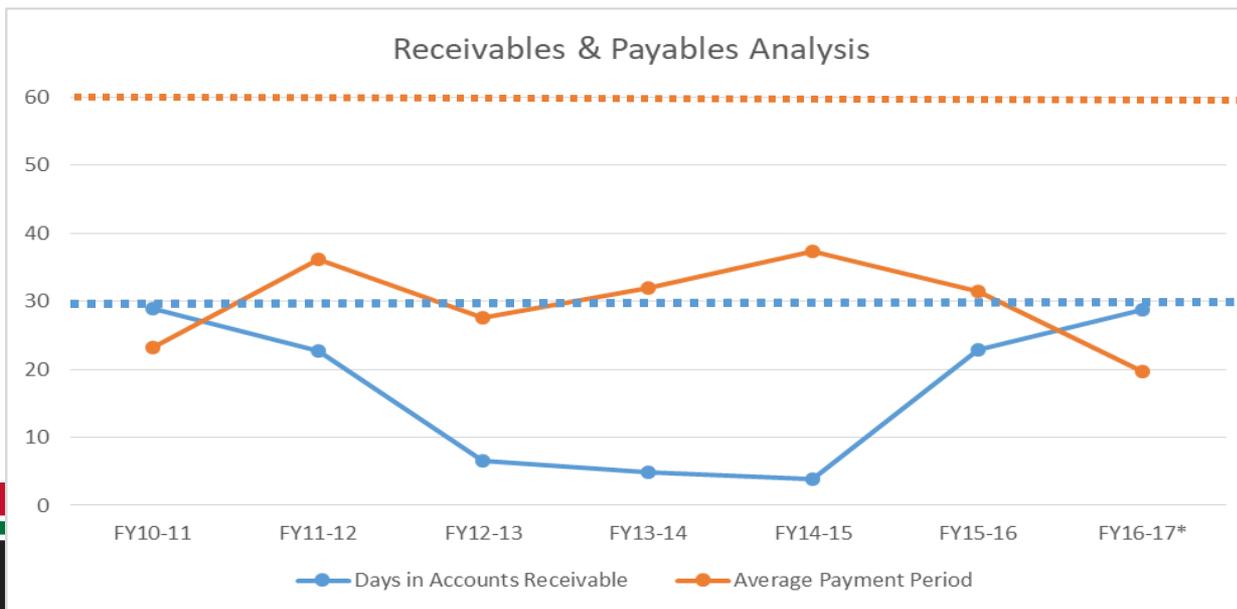
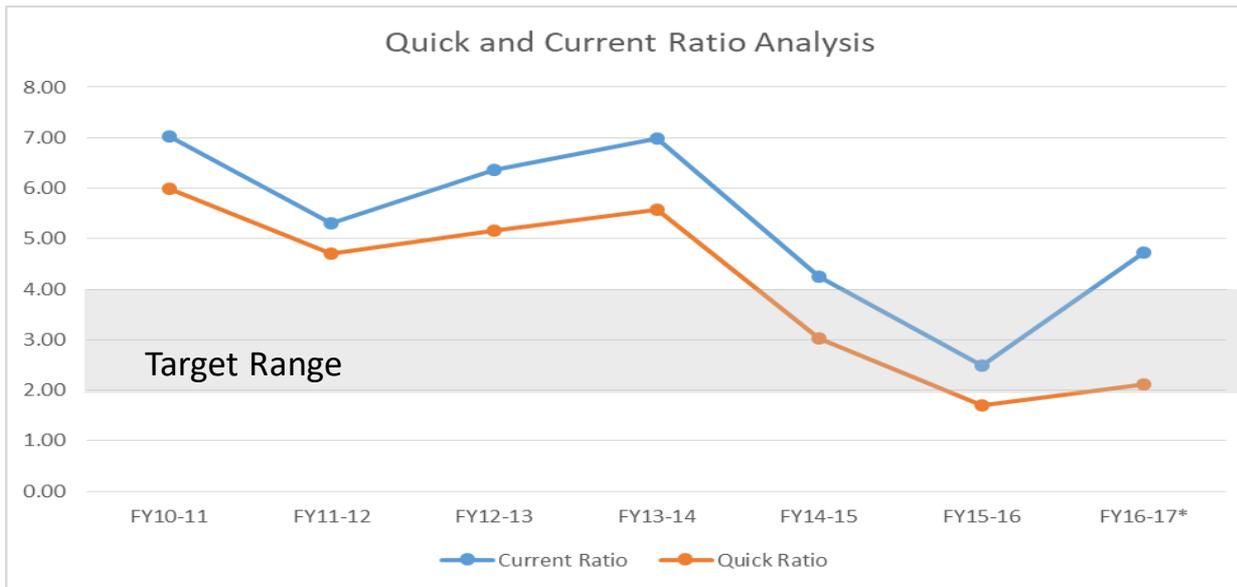


The Change Journey We're On

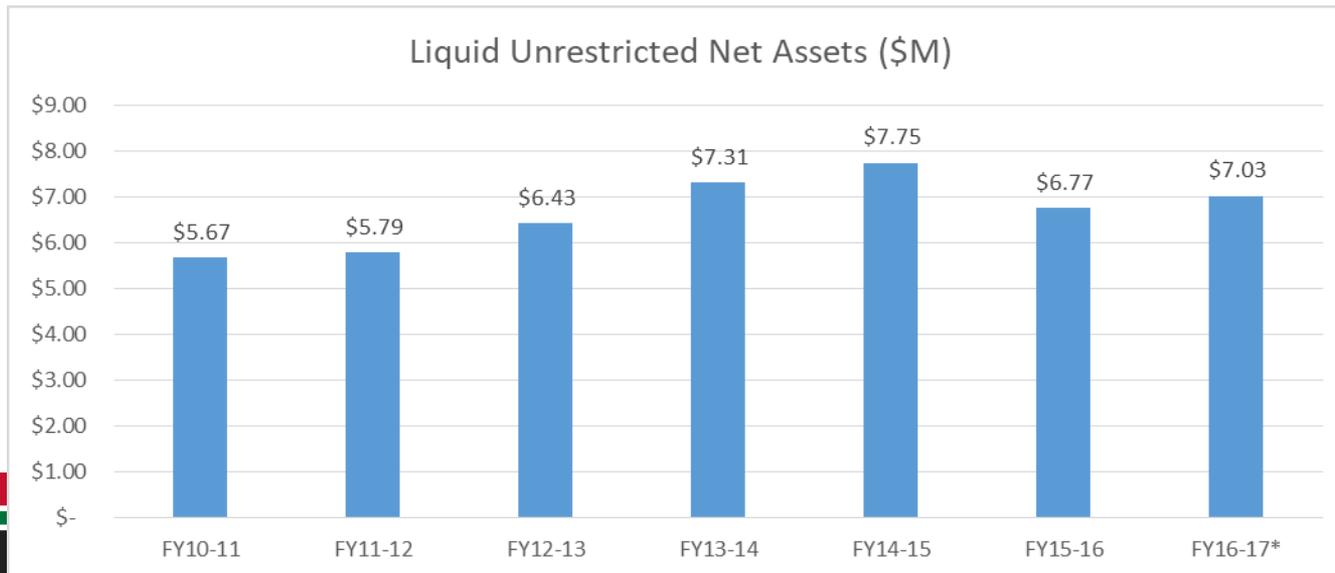
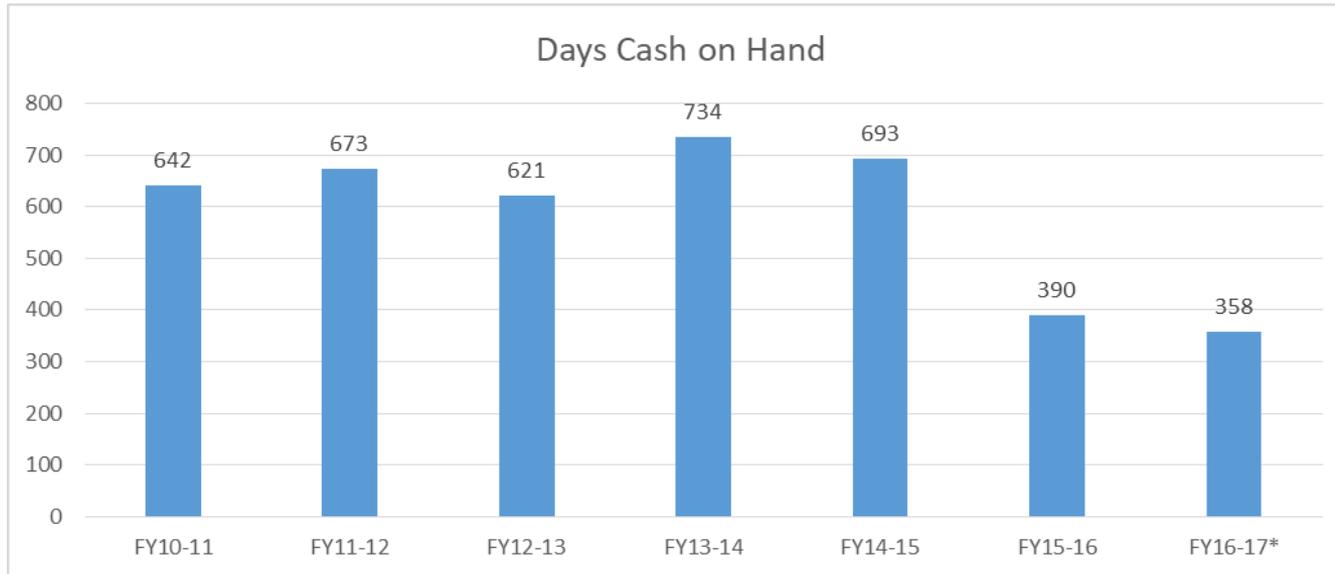


Adapted from Kotter Leading Change – HBR 1995

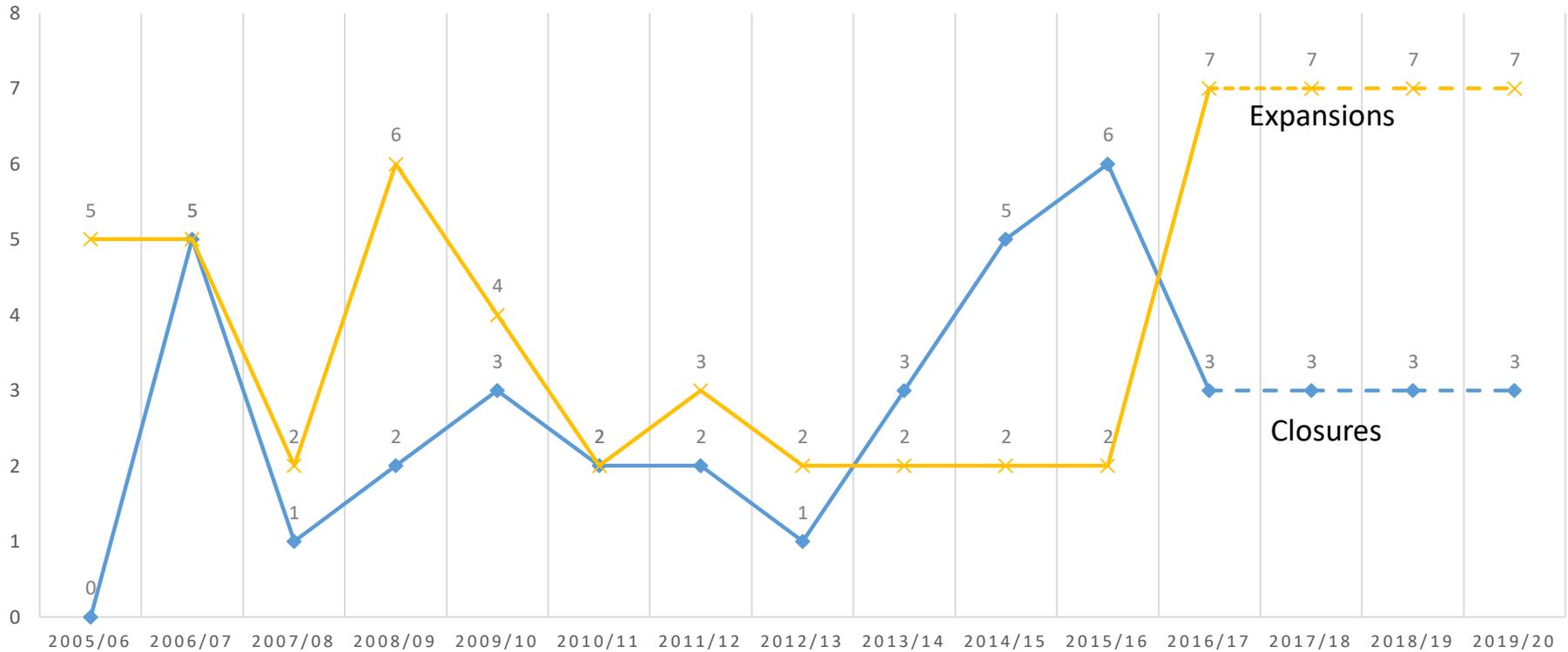
Financially We're Strong ...



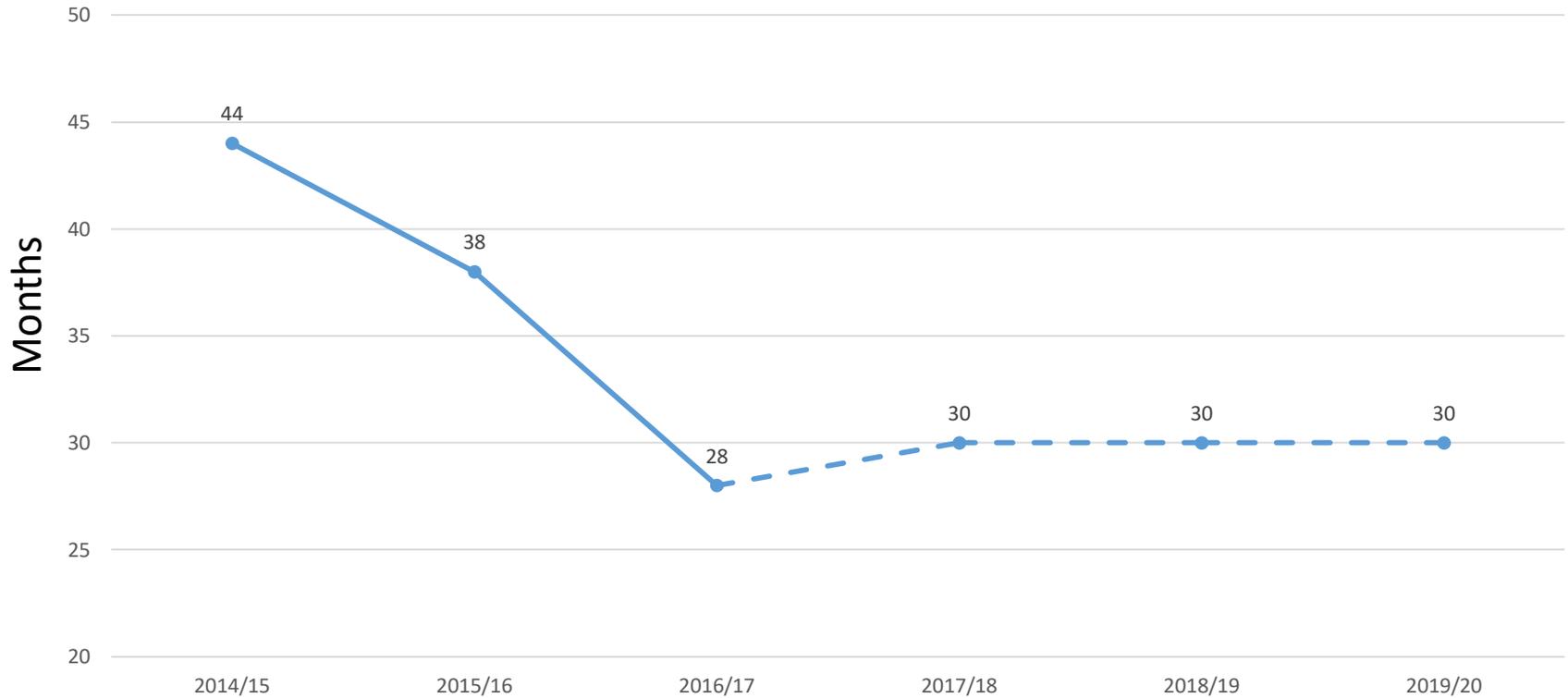
... and We're Getting Stronger



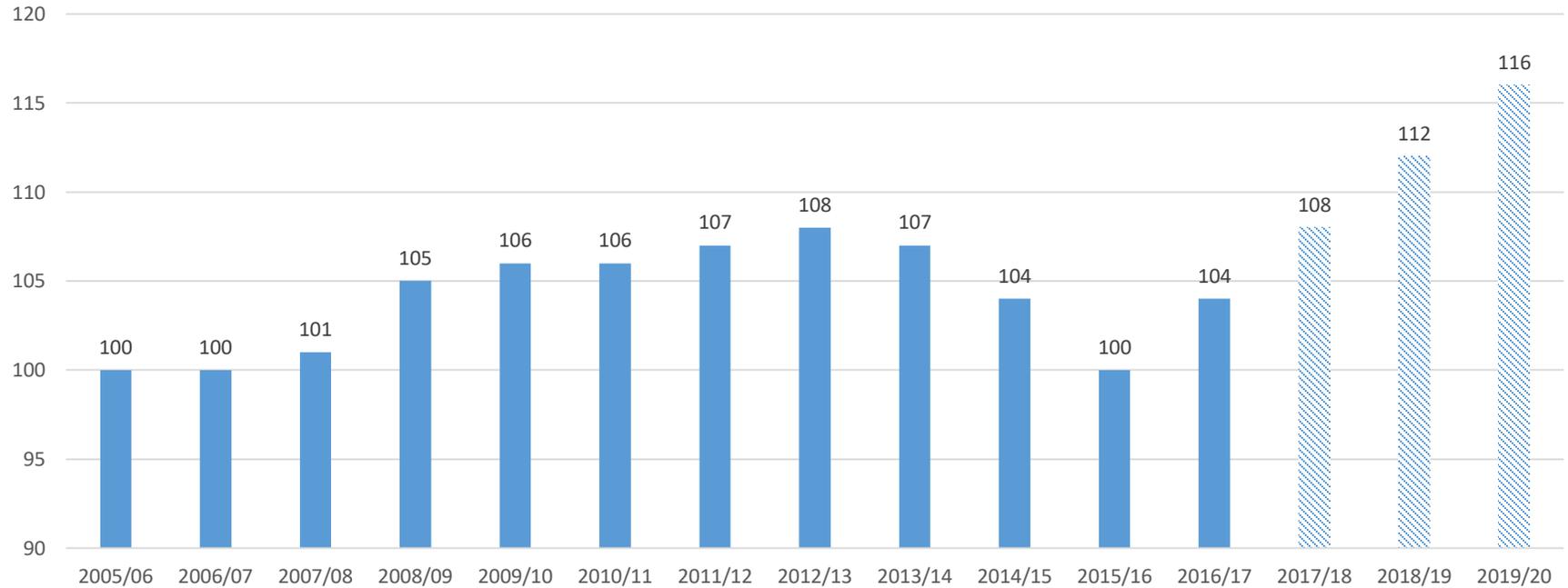
Operational Results – Chapter Closures & Expansions



Mean Return Times of Chapters Closed

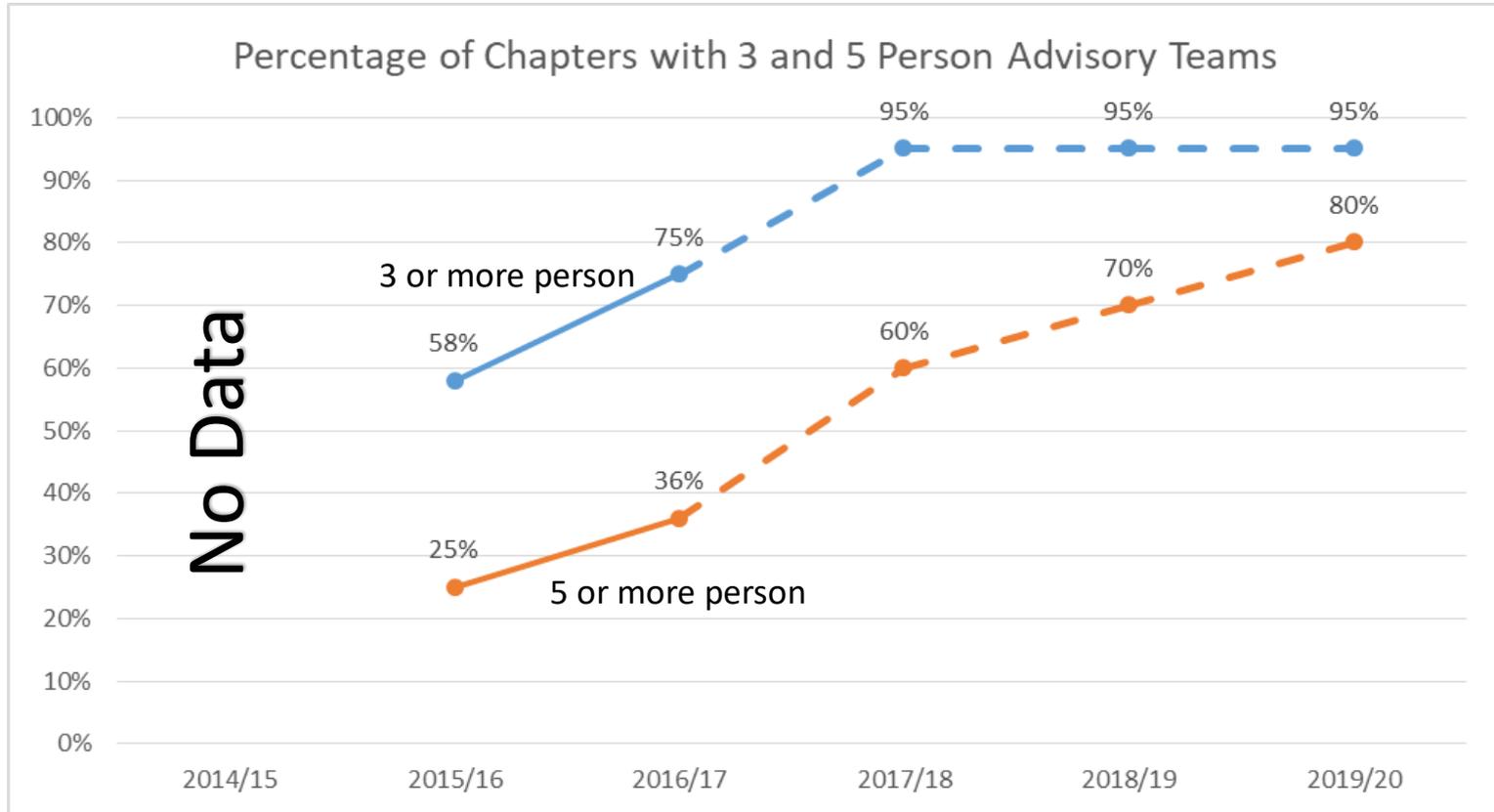


Number of Chapters & Colonies

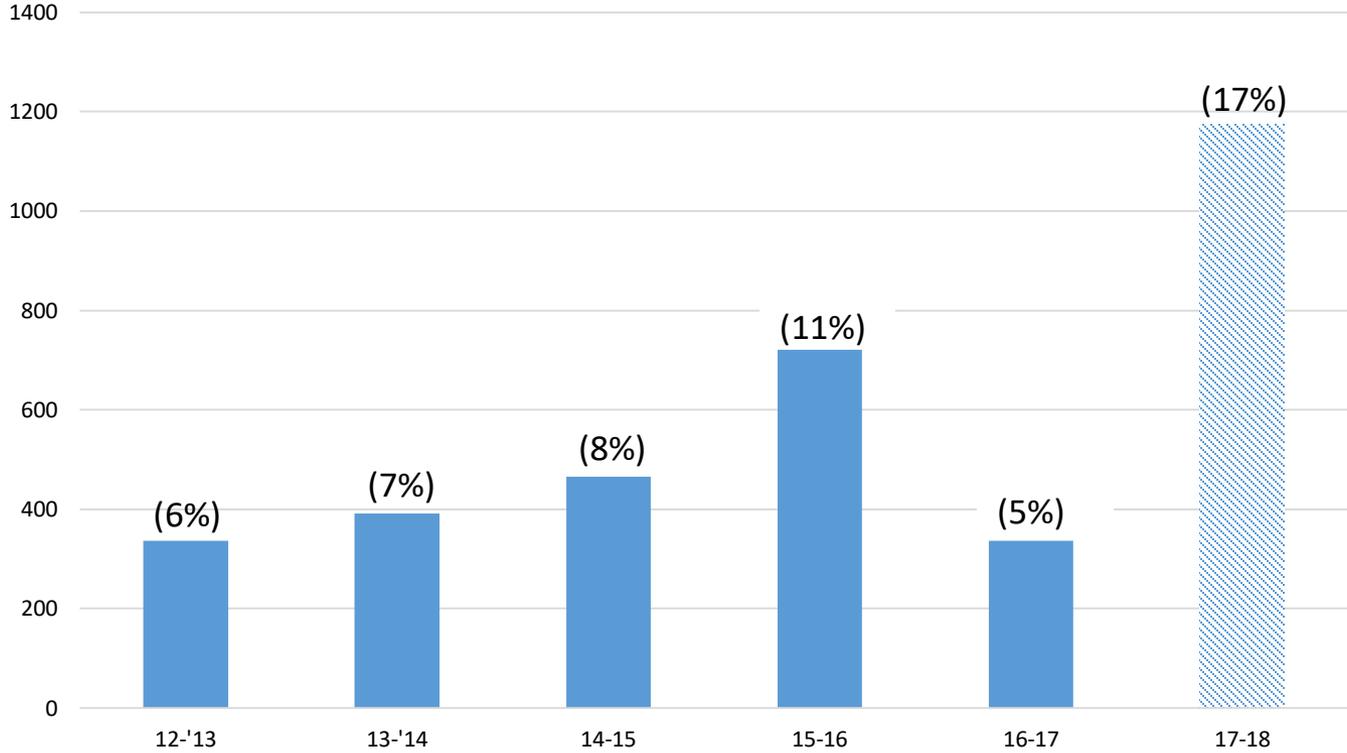


- At risk of hitting 120 by 2020. Need to decide:
 - Invest in more consultants to hit target (chapter focus)
 - Reduce target and ensure those we start are strong (membership focus)

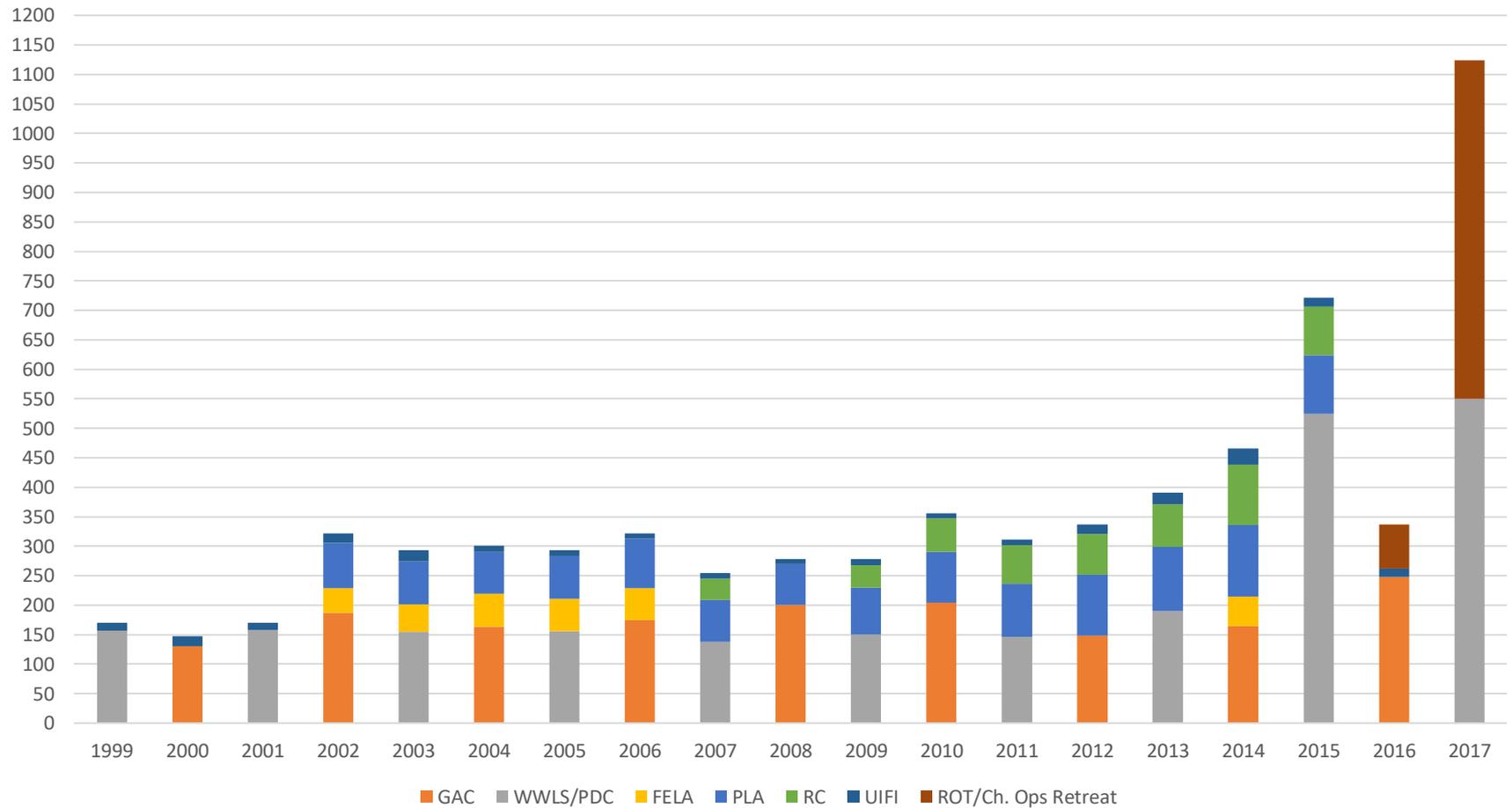
Chapter Advisory Teams



Undergraduates Attending In-Person Leadership Programming *(not including ALA)*



Attendance by Leadership Program *(not including ALA)*



What We Should Be Worrying About

	<u>Target</u>	<u>2014/15</u>	<u>2015/16</u>	<u>2016/17</u>	<u>2017/18</u>	<u>2018/19</u>	<u>2019/20</u>
- Total number of chapters & colonies Accredited	100%	28%	N/A	TBD	90%	100%	100%
- % of chapters in the top quartile in grades	90%	3%	16%	TBD	50%	75%	90%
- % of chapters in the top quartile in size	90%	N/A	41%	TBD	75%	85%	90%
- Median service hours / man / year	40	N/A	0.9	6	20	30	40

The Big Three

- Hazing
- Sexual Assault
- Substance Abuse / Misuse