



EXECUTIVE COUNCIL MEETING

Spring 2017
St. Louis, Missouri

Staff Meeting Minutes
Executive Council of Phi Kappa Psi Fraternity
February 21, 2017
Laurel Hall & Remote Locations

Meeting was called to order at 5:00pm Eastern time by Br. Boyle.

Roll Call – Guidi

Executive Council

James D. Boyle
Shannon E. Price
Miguel M. Flechas
David S. Moyer
Dustin W. Meeks
Nicolas Suarez
Thomas A. Zorrilla

Fraternity Staff

Mark A. Guidi
Ronald K. Ransom II
Amanda L. Baldwin
Kyle A. Hickman
Robert S. Nagel
Benjamin J. Rohloff
James P. D'Imperio
Michael C. Morin
Jared Bills

Appointed Officers

John J. Ziegelmeier

Foundation Staff

Benjamin S. M. Nicol

Foundation Trustees

Fred Hegle

Chapter and Faculty Advisor Approvals – Nagel

Br. Nagel reviewed the advisor's bios. The goal is to have Chapter Advisors separate from House Corporation members to be able to focus on the undergraduate members. Br. Nagel also presented the Colony Advisors to the Executive Council for review and commended Br. Bills in his efforts to build out the advisory teams.

In reviewing the next slate of chapter advisor applications Br. Bills stated all Advisors live within 60 miles of chapter. He also reported that several of the Chapter Advisors recently attended ROT, and the Faculty Advisors are well versed at their perspective colleges.

Br. Boyle noted the Executive Council appreciates bios. A question arose that once we have the signed agreement in hand, how long will it be until they are trained. Training typically occurs 30 – 60 days after signing for those who have not been trained in advance.

The approval of Advisors will be in St. Louis at the Executive Council meeting March 4, 2017.

Staff Reports

Senior Director of Business Operations – Baldwin/Guidi

Accounts Receivable – Ms. Baldwin gave an update on her written report with regard to accounts receivable. Br. Guidi brought up closed chapters and the amounts they owe. It was discussed that the Executive Council needs to decide what they want to do with regards to

outstanding debt when these when the chapters come back. Are the new members responsible for the debt? Br. Boyle stated the Fraternity used to carry it as bad debt with the hopes that somewhere down the line it would be collected. Perhaps the Finance Committee (FC) could make a recommendation on this. A breakdown of the debt was also requested so EC and FC members would know what the money was for (e.g., insurance, pledge fees, etc.) before making a decision. Br. Price requested more discussion on this topic in St. Louis before a decision is made.

Br. Zorrilla requested more training be given to chapters to know what to pay and the order in which it should be paid. Br. Guidi used Colorado Alpha as an example in which Br. Ransom is going to do a site visit to work with them to come up with a plan for the collection process. Br. Boyle shared his short discussion with Br. Montoya. More discussion needs to occur.

Accounts Payable – Ms. Baldwin stated all debt for GAC has been paid and Canonsburg has been paid for spring 2016. She is still working to lower what we owe and is making progress. As revenue comes in, payments are being made, paying oldest first.

Budgets to Actuals – Ms. Baldwin gave a reminder that our financial position looks good now, we only have the remaining income from this billing to last until fall 2017. Alumni Associations will be billed in the upcoming weeks at \$250 per Alumni Association.

Cash Flow – Br. Guidi walked the group through the cash flow. Br. Moyer inquired if we could possibly receive a loan knowing we were turned down last year. Ms. Baldwin stated we were declined twice by Regions last year, but that was because our financial documentation was in poor order. She feels confident in the financials we currently have and believes we will have a different outcome this year when we try again. Before submitting we need a copy of the most recent audit which should be forthcoming. PNC bank was surprised we were unable to get a loan for the amount we were requesting. Br. Guidi stated we would look at using that option if needed. Br. Moyer discussed the use of insurance cash reserves in the past and the possibility to do that again. Br. Guidi stated that while an option, the reserves have been depleted for years. We will be reaching out to our insurance carrier to see if we need to maintain our current high balance in our reserve account, but we also need to pursue other avenues.

Br. Moyer thanked Ms. Baldwin for working hard to bring these numbers current.

17/18 Budget – Ms. Baldwin is working to get individual team budgets. She has asked for 'wish list' from each team and will adjust from there. In April, this will be presented to the Finance Committee and then to the Executive Council for their approval.

Department of Labor Ruling – Ruling from DOL has been put on hold, but we plan to use the time tracker from our payroll company. It will feed directly into our payroll and will be a major benefit for preparing for grants. We plan to be up and running in the next few weeks.

Ms. Baldwin discussed the highlights of her entire team and their efforts. She referenced her report with some of the many accomplishment both Ben Teague, Database Manager, and Nathan Whisman, Project Manager, have made to help not only her team, but all members of Phi Psi. Br. Boyle agreed and appreciates the hard work from Ms. Baldwin and her team.

Staff Policy Manual – Br. Guidi informed the board the staff policy manual has not been updated in at least 7 years and that staff has gone through and made an update to reflect current rules, regulations and common business practices. He brought up two proposed major policy changes. The first proposal allows the broader organization to be leveraged so that not every decision needs to go through the Executive Director, but rather the appropriate senior staff person. The second proposal transitioned staff to a ‘responsible paid time off’ policy.

Br. Suarez likes the idea of the responsible time off. Br. Boyle reminded that the need to teach staff how to best utilize this needs to be done. Br. Guidi agreed and reminded everyone that supervisors still need to know individual plans.

Br. Boyle suggested having the attorney general review the policy manual. This will be done along with an outside attorney specializing in HR matters and the manual will be submitted for approval at the Saint Louis meeting or shortly thereafter by ad interim.

Senior Director of Chapter Operations – Ransom

Chapter finances – Br. Ransom would like all ‘eligible’ chapters to be required to use OmegaFi. This would help eliminate the issues being seen at Colorado Alpha. Along with that, it would lower the rate being paid. Br. Ransom recommended a representative from OmegaFi attend the meeting in St. Louis.

Membership Data - Br. Boyle asked for clarification as to whether Colony members are included in the data. They are and probably need to be broken out more to be able to compare the data.

Proposed 2017 – 2018 Dues Structure – In the past, PKP has done a census only once a year in October. This year was the first year we took the census twice in one school year to try to capture some of those missing members. The goal of the new structure would be to capture all members. It would still be billed each semester. Br. Boyle suggests we move forward for the fall semester. Br. Ransom will present again in the Executive Council meeting in St. Louis March 4, 2017.

Expansion – Rohloff

Br. Rohloff stated the updated numbers at the new expansions. He shared that the numbers at Auburn have declined since the fall due to the need to collect money. Auburn’s dues are close to three times that of other Colonies due to the need to compete with other Greek organizations on campus.

Br. Boyle discussed the issue of returning to Missouri. Other fraternities are seeing the same problem. Feels it needs to be brought before the NIC.

Br. Meeks expressed concern about continuing and expanding on certain campuses stating we should focus on those campus' where the culture is more conducive to success. Br. Ransom would like time to prepare response.

Standards – D'Imperio

Br. Ransom reported on an incident at Nebraska Beta and the outcome for Nebraska Alpha.

ACTION ITEM – Br. D'Imperio would like the approval for the initial pool of judicial members. Discussion that followed included having local alumni involved as well. Discussion can be continued in St. Louis. It was also discussed to have a term limit so people don't feel locked in forever.

Cost to close a chapter – Br. D'Imperio broke down the costs to close chapter in his report as well as the standards update which was well received with the EC noting the value the standards team brings by reducing the number and duration of suspension.

Chapter Services – Morin

Br. Morin discussed the accreditation process and submission of documents.

ACTION ITEM – What other materials/documents does the EC want to see? Would like to have an answer come out of the St. Louis meeting.

Br. Morin also gave the recommendation that Gettysburg College Colony needs to complete the standards and/or submit a petition by the end of the spring semester. If this does not occur, he is requesting the EC suspend the Colony. The colonization process should be completed in 18 months. Gettysburg has been a colony since fall 2014.

ROT makeups – Br. Morin and Br. Ransom are working on makeup for the chapters that did not attend. Should be complete by the end of April.

Br. Ransom acknowledged the work done by Br. Morin and Br. Allen to make Regional Officer Training a success.

Senior Director of Member Development – Hickman

Br. Hickman commended Br. Dunworth and Ms. Andrea Kleekamp on their work. Br. Dunworth has been working on the Phi Psi Family program.

WWLS – Br. Hickman referred to his report while explaining the Woodrow Wilson Leadership School planning along with all the other programs.

At the March 4 meeting, we will be defining what 'leadership' and 'service' mean in terms of Phi Kappa Psi.

Br. Boyle expressed his praise for ROT and the way staff has pulled together to make it a success.

Senior Director of Alumni Engagement & Housing - Nagel

Br. Nagel and Br. Bills want to keep the Executive Council informed of number of advisors serving and where more advisors are needed. They will be working to train advisors with the help of the programming team and the consultants.

Feedback on the training at Regional Officer Training – Br. Suarez stated the request from advisors he has worked with was to have more touch points with advisors. Other feedback was requested on the Chapter Advisory Team Strategy Guide. Br. Boyle added other suggestions which the Alumni team has already been doing as well.

Founders Day is in process. The number of groups that submitted information is down slightly from last year, which was an all-time high. Those groups who did not fill out the form or missed the deadline did not have their information shared. The Alumni team will provide data when all Founders days are complete.

Br. Bills has been working to build several Supervisory Committees. He referenced his report and asked for feedback from the Executive Council. The formal request for approval of the Supervisory Committees will be made at the Saint Louis meeting.

Br. Boyle appreciates the hard work by the Advisory Team. One concern is training for the advisors. He would like to see a plan set up. Br. Bills noted they would be working with the Member Development team.

Communications – Hickman/Guidi

Br. Guidi noted that he will be heading up the Communication team for the next 60 – 90 days.

Br. Guidi referred to his report. He stated an alumni has volunteered to help us complete the website. He feels it is a great opportunity to engage our alumni.

Remarks for the Good of the Fraternity

Adjournment

Meeting adjourned at 8:18pm.

Executive Council
of
Phi Kappa Psi Fraternity
March 4, 2017
St. Louis, Missouri

Meeting was called to order at 8:55am Central time by Br. Boyle

The opening ceremony (The Ritual, Page 1) was led by Br. Boyle

Attendees

Executive Council

James D. Boyle
Shannon E. Price
Mike M. Flechas
David S. Moyer
Jaipartap S. Ranu
Xhoni Qyteza
Dustin W. Meeks
Nicholas Sharp
Nicolas Suarez
Thomas A. Zorrilla

Fraternity Staff

Mark A. Guidi
Ronald K. Ransom II
Kyle A. Hickman
Andrea R. Kleekamp

Alumni

David F. McCullough
Darrin J. Widick
Richard N. Bien
Wynn H. Wiegand
Stephen R. O'Rourke
John D. Klindedinst
(phone)

Appointed Officers

Barrett J. Anderson
John J. Ziegelmeyer
Enrico A. Hernandez
Richard D. Starr (phone)
Richard D. Pelletier (phone)

Foundation Staff

Benjamin S. M. Nicol

Foundation Trustees

Frederick A. Hegele

Canonsburg Corporation

John P. Henebry Jr.

The Invocation was delivered by Br. Hernandez.

The Consent Agenda was presented by Br. Guidi. Br. Boyle made a motion that was passed unanimously to remove item 'h', the Personnel Policy Manual Updates, from the consent agenda. The consent agenda was unanimously approved.

- a. Reading and Approval of Minutes of Executive Council, Fall 2016 and January 23, 2017
- b. Ad Interim Motion No. 11, Volume LVII, Proposed Sanction and Action Plan for the Louisiana Beta Chapter. Email vote 9-0-1
- c. Ad Interim Motion No. 12, Volume LVII, Proposed Sanctions and Action Plan for the Delaware Alpha Chapter. Email vote 9-0-1
- d. Ad Interim Motion No. 13, Volume LVII, Dissolve Supervisory Committee for New Jersey Beta Chapter. Email vote 10-0
- e. Ad Interim Motion No. 14, Volume LVII, Counterproposal to the 'Nine Point Agreement'. Email vote 10-0
- f. Ad Interim Motion No. 15, Volume LVII, Internet Code of Conduct. Email

vote 10-0

g. Approve Chapter and Colony Advisors

Report of the Vice President

Br. Price made reference to his report to answer any questions, of which there were none.

Report of the Treasurer

Br Flechas referred to his report. He noted his recent conversation with Ms. Baldwin, Sr. Director of Business Operations, was very productive. In general, he is pleased with reports on finances. He also suggested people join Foundation committees.

Report of the Secretary

Br. Moyer referred to his report. He noted the pending lawsuit with Rolling Stone magazine to which Br. Anderson offered his assistance now that his conflict of interest has been resolved.

Report of the Archons

District I

Br. Ranu spoke on his attendance at Regional Officer Training. He stated Chapter Presidents appreciated the time they had to speak to other Chapter Presidents. However, they would like more time to have conversations.

Br. Boyle appreciated the statement in his report stating we must continue to work toward creating ideal situations from which chapters can both learn and benefit from alumni.

District II

Br. Qyteza referenced his report. Br. Boyle, Br. Guidi and Br. Qyteza discussed the issue of colorizations, especially Gettysburg. Br. Boyle will reach out to the members of the Gettysburg Colony for a discussion. Br. Moyer suggested members of Colony may leave rather than waiting for chartering if they are not chartered soon. The key is if they can meet our minimum standards which we will know by the end of this term.

District III

Br. Meeks continued the discussion of expansion philosophy since Gettysburg had been referenced. He state while Br. Dunworth was there to help set up the Colony, he thought they would struggle due to the culture of the campus, and it may not have been a good fit. He reference other campuses that may not be good for us due to their lack of support (campus culture). He suggested a need to set the metrics and choose campuses that will benefit us as well as us benefit them.

He referred to his Chapter's reports, Indiana Iota, with their concerns about communications with Headquarters. He thanked Br. D'Imperio and Br. Kifle for their help with Indiana State. Br. Boyle asked if they were utilizing Launchpoint. Br. Meeks said that they were not, but would appreciate help with growth.

Br Boyle spoke of expanding to other campuses and the opening of closed chapters. Br. Meeks reference IN Beta and 120 members. He feels we put money into opening chapters, lose the chapter due to culture, then we put money back in to open again. However, in some cases it is the campus culture that is the problem, not the chapter itself.

Br Meeks reflected that we can only recruit the type of students that are allowed on campus. Br Boyle mentioned the Expansion Staff is aware and taking this into consideration.

District IV

Br. Sharp referenced his report. A few items he highlighted were the push back from chapter about fees, Regional Officer Training feedback was positive, he has spoken to potential candidates for Archon. Br. Sharp suggested a call from Nationals to address potential candidates for the Archon positions.

Br Zorrilla also commented on Regional Officer Training and feedback he has received. Officers from different chapters appreciated that they were able to discuss issues with other Chapters and share best practice. They would like more time to do this next year.

District V

Br. Suarez introduced Br. Darrin Widick to talk about Missouri Alpha.

Br. Widick appreciated the recruitment efforts from Br. Marc Munoz and Br. Kevin Paternostro, Expansion Consultants. They plan to use house on campus for gatherings. Br. Rick Bien discussed build costs for the house. Their hope is to house 50 men, with no freshmen or new recruits.

Br. Suarez hopes that Missouri Alpha can help set the expectation for other Chapters. He also referenced Nebraska campuses and their standards issues. Also, Br. Suarez felt Regional Officer Training was good, but more time for officers to talk would be a benefit.

With regard to accreditation standards, Br. Suarez inquired if there is an option where Chapters could suggest alternate ways to meet standards and allow some flexibility. Br Guidi stated that minimum standards should be attainable for Chapters however there could be flexibility in how the chapters met the standards. Br. Ransom requested the support of Executive Council to hold chapters to standards that have been set, especially knowing it is the first year. Chapters need to meet standards otherwise there is no sense in having them.

Br. Suarez also reminded the group of Iowa Alpha's 150th anniversary celebration the weekend of April 21, 2017.

District VI

Br. Zorrilla reported the appreciation of the Alumni for Br. Bills at Regional Officer Training in Los Angeles. Br. Bills shared the staff's message, then allowed for open dialogue which was very much appreciated.

Br. Zorrilla would prefer a standard election cycle for officers so all officers could be trained at the same time, preferably the beginning of their term. Regional Officer Training would be an

ideal place to start, especially for Officer Portal training. Br. Guidi hopes to be able to build video library to help train new officers as well.

Lastly, Br. Zorrilla reflected on tenure as Archon. While it was enjoyable, all Archons shared frustration in meeting with chapter Presidents. He hoped it can be addressed for the future.

Report of the Executive Director

Br. Guidi referenced his report with the change in industry by referencing a chart. He showed the classic flow of change where once an idea was created excitement grew to a peak (high point). Then as execution begins and people realize change is hard excitement wanes to a low point (valley of despair). This is where Phi Kappa Psi is currently where it appears easier and better to revert back to the old ways versus pressing forward. However, successful change requires organizations to press forward and work through the challenges. There are typically two major series of challenges: Operational and Financials. Operations is most often the most difficult because performance tends to decrease during times of change. Financials are typically the easiest because companies good at change front load the cost of executing the change. In our case we're the opposite – our operational performance has increased dramatically, while we continue to be challenged with financials.

Also discussed were the metrics that were set in 2020 vision. Br. Guidi referred to chart in his report. He explained how we are progressing with expansions, programming, standard interventions to avoid Chapter closures. He feels the staff is excelling on the operations side; we are doing great and we need to keep it going. On the other hand our struggle is the financial side. Br. Guidi feels that by the next Finance Committee meeting, which is April 6, 2017, we should continue to demonstrate significant progress.

Br. Guidi feels there are three areas of financial challenges. They are cash flow, accounts receivable, and Foundation Grants.

In the 18-month cash flow draft we predict a revenue gap during the summer months. We are currently looking at staff reductions and line of credit to bridge the summer. Br. Price introduced the topic of surprise expenses, including insurance reserve. Br. Guidi noted that we have had almost \$400K of these this year, but Ms. Baldwin continues to watch the accounts daily.

With payments due from Chapters, Br. Guidi will be requesting the assistance of the Executive Council to contact chapters and obtain payment.

On a positive note, Foundation grants are getting approved at a higher rate than in the past. There is, however, concern over monies coming in. Br. Guidi referred to his report and cash flow model and the concern about grants being approved and paid-out at industry common rates.

Appointed Officers

Finance Advisory Committee

Br. Hernandez referred to his report and summarized the Finance Committee requests to staff. Recommendations are the need to watch accounts receivable balance and days in accounts receivable. He predicts the average payment period will decrease and recommends it should be around 30 days.

Br. Starr inquired as to how the Archons receive notice that their Chapters are delinquent? Br. Boyle suggests the Archons communicate with staff before they call. Br. Ransom also stated that the consultants are also working on this and have access to the information. Br. Ransom explained a letter he sent last semester to Chapters about committing to a payment plan and eleven chapters contacted Headquarters to set up a plan. Br. Guidi stated it is the chapters who don't pay and don't communicate we are most concerned about.

Attorney General

Br. Anderson referred to his written report. Br. Starr inquired about the protection of 'intellectual property'. He feels we are behind in writing a policy regarding this. Br. Boyle assured him it was being worked on. He was informed that an audit needs to be done before this can be finalized and Br. Guidi stated this was in the process.

Canonsburg Corporation

Referred to his report. No comments.

Permanent Fund

Br. Starr referred to his report. He also noted dividends will be distributed quarterly with the first one being in the next couple weeks. He also stated the Permanent Fund trustees were open to returning \$15/man of the \$25/man fee this year as follow up to the discussion in New York. Br. Guidi has the action to draft the request.

Compliance

Br. Starr referenced his report and standards. He noted it fails to define 'qualified' in the CBR. Br. Starr also recommended having the 'internet code of conduct' as a template for future use of a broader code of conduct.

Scholarship

Br. Pelletier referenced his report. He has been working on training information for Faculty Advisors. The hope is to help recruit and retain Faculty Advisors as well.

Br. Pelletier suggests setting a minimum GPA requirement. Past documents have been reviewed and he recommended new requirements for Executive Council approval. He suggests we need to review how rankings are given and we need to build these as quartiles.

He would like to make Scholarship part of periodic calls and have an email address for Director of Scholarship created to answer questions.

Report of the President

Br. Boyle shared a PowerPoint presentation to explain why Phi Psi began the 2020 Vision. He showed the comparison between Phi Psi and Beta and how far behind we were. Br. Boyle explained all the upgrades Phi Psi has made to meet the growing needs of the organization, focusing on Programming. Br. Boyle pointed out the Fraternity's income by source. It shows that the Undergraduates paying an overwhelming percentage of our operating budget and we need to solicit more from Alumni. He noted Br. Price is working with

staff to reinstate the Loyalty Fund. The question that remained was what other sources of income can we get, especially from the Alumni?

Report of the Foundation

Br. Hegele shared Creed cards with the group, where he focused on the words 'loyal comrades'. He feels we, as a Brotherhood, need to focus more on the needs of the Undergraduates.

Br. Hegele suggest the Fraternity and Foundation start today to rebuild their trust and work together for the good of the Undergraduates. Br. Boyle referenced a meeting in New York with the two boards where an agreement was drafted and then rejected. The Nine-Point Agreement was then drafted, agreed upon, presented and approved at the GAC. Given where we are at Br. Boyle feels mediation is the next step as mandated by the GAC. Br. Hegele stated the Foundation would not mediate and feels the two sides should meet again. Br. Boyle stated over half a dozen such meetings had occurred and we were no closer to a resolution of the conflict. The key is the EC / GAC needs to "review and approve" Foundation trustees.

Br. Hegele stated he would bring a proposal to have a member of the Executive Council sit on the Nominating Committee for the Foundation. It would be brought before the Executive Council if it is approved by all members of the Foundation Board.

Old Business

Loyalty Fund

Br. Price presented the finances needed to fund the programs the Fraternity is planning for their Undergraduate members. He stated that the funds from the Foundation will come from Chapter Leadership Funds. He expressed concern that only 5 chapters reached the levels needed to fund the programs. He also expressed concern regarding the Foundation's launch of its own programming track with NLI.

Br. Price suggest a new Foundation be created that makes Phi Kappa Psi Fraternity programming the only priority. Their primary purpose would be to raise unrestricted funds for Fraternity programming.

Motion made by Br. Price:

Br. Price moves: 'To direct the Attorney General to incorporate the Phi Kappa Psi Foundation, Inc. and to apply for 501(c)(3) status with the Internal Revenue Service. The Attorney General shall also work with experienced legal counsel to establish the new Foundation in such a way that the Trustees are accountable to the Fraternity, yet maintain a separate identity to protect the new Foundation's assets. The Executive Director shall prepare a business plan for the new Foundation and provide said report to the Executive Council not later than June 1, 2017.'

Second: Br. Meeks

Vote: 7-2-1 Motion passes

Feedback on Colony Petition

Br. Ransom posed the question to the Executive Council as to what other items they would like to see in the Colony petition and what would be the best way to get that information. The primary one was to ensure there was a comparative of the colony with (a) other Greek chapters on the campus and (b) with other Phi Psi chapters nationally. After discussion, Br.

Moyer pointed out that you can't judge every Colony the same. Br. Price will work on creating a list of items for the Colony petition.

Discuss W&L Situation

Br. Boyle gave a brief history of Washington & Lee. He informed the group that W&L University suggested fraternities and sororities disaffiliate from their National Organizations in exchange for returning to campus sooner.

Br. John Klinedinst elaborated on the policy at W&L. A group of 65 Undergraduates has been meeting and would like to be recognized as Virginia Beta. If we request this to the university, chances are it will be denied. He made a recommendation that the suspension be lifted given the circumstances and the chapter be brought back unrecognized.

Br. Guidi spoke to NIC to get their perspective and given the uniqueness of the situation they are not concerned about this approach in this case. Br. Hickman expressed concerns having been a consultant there in the past and based on the culture of the campus. Br. Zorrilla expressed concern this could affect our ability to expand to other campuses because of the lack of university support if we chose to recolonize.

Br. Boyle suggested a continuation of dialogue on this topic. Br. Ransom suggests we create a plan to be able to move forward with the support of the Executive Council, Alumni and Undergraduates involved.

New Business

Supervisory Committee

Br. Guidi requested approval of the Supervisory Committee members. Approval was granted after motion was made, seconded and passed unanimously.

Charm City Alumni Association

Br. Guidi presented the request to form the Charm City Alumni Association. Approval was granted after motion was made, seconded and passed unanimously.

Request Permanent Fund return of \$15/man

Br. Guidi made a request that the Permanent Fund return \$15 per man. Approval was granted after motion was made, seconded and passed unanimously. Br. Guidi has the action to write a memo formally requesting the return.

Discuss Chapter financials process

Br. Ransom shared the amount of outstanding debt from closed Chapters. He suggested we write off all debt from closed chapters. Br. Hernandez suggested taking the debt from closed Chapters off the balance sheet. Approval was granted after motion was made, seconded and passed unanimously.

Br. Ransom proposed a change in the way Chapters are billed for membership. Discussion followed including when and how Chapters will be invoiced. Br. Ransom will write up a proposal for a new billing system. Br. Price emphasized that Chapters need to be notified early enough to plan for any increases or changes.

Br. Ransom requested all Chapters be required to use OmegaFi. Br. Ranu stated that his smaller groups like using OmegaFi. Approval was granted after motion was made and seconded. Motion passed 7-1-2

Br. Ransom discussed the charges against Nebraska Beta. A motion was made to suspend the Chapter for 3 years pending acceptance of the charges against them. Approval was granted after motion was made, seconded and passed unanimously.

Member Development Presentation

Andrea Kleekamp presented to the Council on the current progress and long-term approach for the ELEVATE program. Br. Hickman and Andrea also presented on a wellness model for the Fraternity and a leadership competency model for all programming. The Member Development team asked the EC to provide their thoughts on the leadership competency model by Friday, March 10, 2017.

Future Executive Council Meetings

Br. Boyle stated the June 2017 meeting of the Executive Council will be in conjunction with WWLS, and will be held in Indianapolis. The fall 2017 meeting will be in the south and the site is still to be determined. The spring 2018 meeting will be held at Red Rock Resort in Las Vegas. This is also the site for the 2018 GAC.

Remarks for the Good of the Fraternity

Br. Wiegand thanked the EC for holding the meeting in St. Louis.

Closing Ceremony

(The Ritual, Page 2) – Br. Boyle

With no further business to come before the Council, the meeting was adjourned at 7:00pm Central Daylight Time.

Motions

1. Motion made to remove item 'h' Employee HR Policy Manual from the consent agenda.
Motion: Br. Boyle
Second: Br. Price
Passed unanimously

2. Motion made to approve the consent agenda with item 'h' removed.
Motion: Br. Boyle
Second: Br. Flechas
Passed unanimously

3. Motion made 'To direct the Attorney General to incorporate the Phi Kappa Psi Foundation, Inc. and to apply for 501(c)(3) status with the Internal Revenue Service. The Attorney General shall also work with experienced legal counsel to establish the new Foundation in such a way that the Trustees are accountable to the Fraternity, yet maintain a separate identity to protect the new Foundation's assets. The Executive Director shall prepare a business plan for the new Foundation and provide said report to the Executive Council not later than June 1, 2017.'
Motion: Br. Price
Second: Br. Meeks
Motion passes 7-2-1

4. Motion made to approve supervisory committee members
Motion: Br. Moyer
Second: Br. Ranu
Passed unanimously

5. Motion made to approve Charm City Alumni Association
Motion: Br. Price
Second: Br. Moyer
Passed unanimously

6. Motion made to request refund of \$15 per man from Permanent Fund
Motion: Br. Meeks
Second: Br. Price
Passed unanimously

7. Motion made to mandate all chapters to use OmegaFi by fall 2017 unless exempted by the Executive Council and allows headquarters to control the bill pay account
Motion: Br. Moyer
Second: Br. Zorrilla
Passes 7-1-2

8. Motion made to move debt from closed chapters off balance sheet
Motion: Br. Flechas
Second: Br. Ranu
Passed Unanimously

9. Motion made to suspend Creighton University for 3 years pending acceptance of charges against them.
Motion: Br. Moyer
Second: Br. Flechas
Passed unanimously

Actions

Executive Council Meeting

Spring 2017

February 21, 2017

Indianapolis

Barrett Anderson	Review updated staff policy manual	Completed
Executive Council	Br. D'Imperio request approval for the initial pool of judicial members	
Executive Council	Determine what other materials/documents to possibly include for the accreditation process	

March 4, 2017

St. Louis - Staff

Ron Ransom Garrett Walton	A call from Nationals addressing potential candidates for Archon positions	
Mark Guidi Ron Ransom Amanda Baldwin	Create a report to show delinquent chapters so EC can be utilized in contacting them for collections	
	Review how rankings are given and rankings need to be built into quartiles per recommendation of Director of Scholarship	
	Implement the use of periodic calls and emails to improve Chapter outreach and communications for the Director of Scholarship	
Mark Guidi	Prepare a business plan for the new Foundation and provide said reports to the Executive Council no later than June 1, 2017	
Standards Team Ron Ransom	Prepare case studies for chapter like NE Alpha	
Kyle/Andrea	Prepare Health & Wellness committee/position job description	In process
Kyle Hickman	Finalize proposal for 2018 Regional Officer Trainings	In process
	Staff research what other associations are doing with regard to FRMT	
Ron Ransom	Prepare a proposal for a new billing system	
Mark Guidi	Write a memo formally requesting the return of \$15 per man from the Permanent Fund	

March 4, 2017

St. Louis - Executive Council

	Create a plan to be able to move forward with the support of the EC, Alumni and Undergraduates on the rechartering of W&L	
	Each member of the EC needs to provide their top 5 choices for the Competency Model by March 10	
Jim Boyle	Reach out to members of Gettysburg Colony	
Shannon Price	Create a list of items to be included on a Colony petition	