

ALPHA CHI SIGMA FRATERNITY

Minutes of the Supreme Council Meeting Plainfield, Indiana July 6 - 7, 2023

The Supreme Council convened virtually at the Embassy Suites Indianapolis Airport in Plainfield, Indiana from July 6 to July 7, 2023. Present for all or part of the meeting were GMA Sean Pawlowski, *Gamma Upsilon 2006*, GCA Sarah Pickett, *Gamma Theta 2000*, GMC Matt Schnippert, *Gamma Beta 2003*, GPA Kerri Federico, *Mu 2008*, GHSC Merryn Cole, *Alpha Theta 2003*, GR John Stipp, OA, *Epsilon 1989*, AGR Jon Wenzel, OA, *Delta 1996*, Director of Fraternity Operations Erin Goodwin, Membership and Database Coordinator Jennifer Showerman, OA, *Zeta 1992*, GV Kip Nalley, OA, *Alpha Sigma 1990*, DC Chair NCDC Hannah Bowman *Beta Nu 2006*, ACDC Francesca Pellegrino, *Gamma Omicron 2008*, CDC Patrick Gillespie, *Beta Rho 2014*, CCDC Erin Lewis, *Gamma Iota 2009*, EDC Robert Martin, *Iota 2005*, GDC Derek Dillinger, *Beta Delta 2019*, GLDC Anne Ellis, *Delta 2000*, NEDC Samantha McKenna, *Tau 2010*, NWDC Laura Howard, *Gamma Theta 2008*, PDC Courtney Johnson, *Beta Rho 2017*, SWDC Don Cole, *Iota 1997*, SDC Sydnee Webb, *Alpha Gamma 2015*, PR Chair Lib Morgan, *Delta 2002*, PR Jen Schnippert, *Gamma Beta 2003*, PR Jason Ellis, *Delta 1997*, Oliver Penrose, *Gamma Theta 2003*, Chuck Carroll, *Zeta 1990*, Matthew Welmers, *Iota 2011*, Josh Stenger, *Epsilon 2002*, Katherine Ellis, *Alpha Beta 2023*, Ian Ellis, Brad Hulse, *Morgan Stanley Inc.*, Dean Crandall, *Morgan Stanley Inc.*, Caleb Quick, *Morgan Stanley Inc.*

GMA Pawlowski called the meeting to order at 9:05am (Eastern Standard Time).

1. The SC went into closed session at 9:05am.
 - a. Specific chapter issues were discussed.
 - b. Conclave bids were discussed. Three bids were received on June 30th. More time is needed to develop transportation costs and to request additional information where needed. A decision will be made on selecting a bid in August 2023.
2. A break was called for at 11:44am
3. The SC reconvened in open session at 12:55pm
4. GMA Pawlowski welcomed everyone to the meeting and thanked people in advance for their time and participation in the DC training activities.
 - a. We will try to move through business as quickly as possible so that we can spend as much time as possible on DC training.
5. State of the Fraternity – The Fraternity is in a much better position than it has been in the past couple of years. Chapters are relearning how to operate and how to best do things. They need to be able to better communicate the opportunities and benefits of being members of Alpha Chi

Sigma. The PR Chats have been going well. The DEI Committee has been very active and engaging the SC in a manner to help everyone feel engaged and that everyone has equity in the Fraternity. The SC is still pushing towards increased transparency and accountability. Financially we are getting roughly \$100,000 from our Professional donors every year which the Fraternity appreciates. Exploring how we can increase employer match. The Fraternity struggles with this as the Fraternity is a “Greek Letter Organization” which many corporations will not support. GMA Pawlowski has started working on content to solicit corporate sponsors for Conclave. Work on this can start to be finalized once a Conclave location is selected.

6. GCA Report

- a. Most of our chapters are surviving. Some are thriving. Some are struggling. DC’s have been doing a great job with being engaged and visiting their chapters. Chapters strongly benefit from DC visits especially as they are relearning how to operate post pandemic.

A break for lunch was called at 1:10pm

The meeting resumed at 2:02pm

GCA Report (Continued)

- b. New Membership Assistance Fund (NMAF) – Did make some revisions to the NMAF to try and ensure that the funds are going to those who need it the most. Closed the fund in March with \$300 left in the fund. It still takes a fair amount of the GCA’s time; however, it was easier to make decisions with the new changes that had been made to distribution of the funds. Can we have the DC’s be more aware of this program and process so that the chapters are more likely to meet the deadlines that are needed for the program.
- c. Getting the DCs up and functional. Going well
- d. Building virtual district committee. Had some good success at the end of the calendar year. People wanting to join this should contact GCA Pickett.
- e. Planned to work on Chapter Advisor resources. Time constraints did not allow for a lot of work in this area. Looking to put time in this area the remainder of the biennium.
- f. Alternatives to probation needs to be discussed for chapters who are not meeting their administrative requirements. Administrative Probation?
- g. Need to have a meeting between GCA, GMC, and GHSC to help better interpret the overlap between the responsibilities of these offices and how to manage that.

7. GMC Report

- a. Survey to chapters about ritual has been completed and Matt will go over the responses on Saturday. It was a 54 question survey so GMA Schnippert appreciates all of the work the chapters did to complete these.
- b. Matt has a letter to send out this Fall creating a ban on virtual ritual ceremonies. These were helpful during COVID; however, chapters are back in person, and in person ceremonies should be what is used going forward.
- c. Did not have significant issues with chapters having their first post-COVID initiations. Chapters did well transitioning back to in person formats

- d. A University of Michigan Professional Fraternity for Biology plagiarized our objects. They were contacted and these were changed.
- e. Approval of merchandise is ongoing. Some people were trying to sell items that are the same as we have available in the Alpha Chi Sigma store. Issues were that one chapter made stickers on an axe. That was denied to keep people from using an “E” instead of a Sigma.
- f. Used regalia distribution. Will be able to provide PIC sets to Professional Chapters on requests
- g. PR Morgan is working with GMC Schnippert on updating the pledge canon before next Summer.

8. GPA Report

- a. Met with all of the Pro Chapters since Conclave
- b. LA Pro wants to move to a Group
- c. RTP Pro is going to have some discussions with GPA Federico around attracting new members
- d. Chicago Pro was concerned about their chapter health, but are doing better lately
- e. Meeting regularly with PRs. Trying to establish some deliverables for the PR’s this biennium. Will review the MOP for the PRs over the Summer.
- f. Annual Fundraising – planning for Fall 2023 solicitation is underway
- g. ACS Luncheon in Indianapolis was held. Working on an informal gathering in San Francisco
- h. GPA Federico is going to work on a MOP for the GPA role
- i. Working on a resume / cover letter review. Doing this with the PR’s. Collecting examples and designing what this service will look like.

9. GR Report

- a. Financial Update.
 - i. Fraternity Account balances as of July 1:
 - 1. NBOI Checking: \$197,280
 - 2. MS Short Term Savings: \$19,395
 - 3. MS Reserve Fund: \$688,114
 - ii. Agresta, Storms, and O’Leary completed the 2022 audit. One item was brought up as a potential risk.
 - 1. At times, the Fraternity has had over \$250,000 in the NBOI checking account. This is over the FDIC insured limit. To mitigate this risk in the future, the GR will transfer funds from the NBOI Checking Account to the Morgan Stanley Short Term Savings account if it appears that we are going to be over \$250,000 in the NBOI checking for an extended period of time. (Generally, this happens at the end of the year when solicitation donations and Lifetime Membership Fees come in. The insurance bill is due January 1, which drops the bank balance considerably.

- iii. Pledge and Initiate numbers are on track with numbers we used for the budget. (1,120 pledges and 1,060 initiates used in 2023 budget (full year) vs. 532 pledges and 547 initiates to date in 2023)
 - iv. Need to update Insurance Surcharge as the current proposition is expiring.
 - 1. Recommend \$20 for the pledge surcharge and \$90 for the Lifetime Membership Fee Surcharge based on insurance cost and the number of pledges and initiates that we are predicting for 2023
- b. State Registrations
 - i. 40 of 41 state registrations are complete. Massachusetts has assigned the Fraternity a number, but they have not responded to multiple requests from Clearly Compliant as to if we are in good standing with Massachusetts. Our guidance is that we should complete the annual renewal and see if it is approved. If so, then we should assume that we are in good standing with them.
- c. National Office Report
 - i. Since the January SC meeting, the GR completed a financial analysis of the National Office. After review and discussion amongst the SC, it does not make sense from a financial standpoint to change our office location at this time.
- d. Used Regalia Update
 - i. Several sets of regalia have been returned to the National Office. From inactive chapters.
 - 1. New, unopened regalia and “indestructible” items are being added back to inventory.
 - 2. Regalia deemed unusable was disposed of.
 - 3. Good quality used regalia will be distributed to chapters to replace “R”, “X”, and “M” items from the CRRI forms at no charge. DC’s at the SC/DC meeting are to take these items back to chapters in their district to reduce shipping charges.
 - 4. Remaining good quality regalia has been offered up to Professional Chapters for use in PIC Ceremonies.
 - 5. The items left after the aforementioned distributions will need to have a disposition assigned to them.

10. GHSO Report

- a. Working with an outline of an MOP
- b. Spreadsheet of hazing and alcohol training resources
- c. Making training resources for DCs
- d. Working with GCA Pickett as to what can be done to help provide resources to the DC’s
- e. Working with DEI committee to help develop programs and activities

11. Brad Hulse from Morgan Stanley joined the meeting at 3:00pm and discussed the Fraternity’s investment portfolio performance, projections, and recommendations.

- a. Brad introduced us to Dean Crandall and Caleb Quick from his team.
- b. 2022 was the first year in modern history where bonds and stocks were both down by double digits.

- c. Made \$51,000 in 2023. 7.89% rate of return over 6 months net of investment fees.
- d. Believe that the worst is over for the bond market. Stock market may be slightly overvalued at this point. Still believe that we are in a long term Bull Market though.
- e. Market is projecting two more interest rate increases over the rest of 2023, then projecting some interest rate decreases.

12. Supreme Council Member Goals

- a. Individualized goals created to aid in personal / professional development
- b. Group goals created to bring a positive impact to the Fraternity
- c. Things are going to get hectic with Conclave preparation. From March on, the Councils ability to focus on non-Conclave items is going to be minimal.
- d. If SC Members are planning on running for another SC position, they should meet with their predecessors to help understand the position and to ensure continuity of Fraternity work.
- e. GMA Pawlowski wants to push the group forward to keep these efforts going. Although you may enter into an SC position with lots of ideas and projects to work on; the necessary work and unforeseen circumstances often get in the way.

13. Making people aware of the SC Responsibility chart would be beneficial so that people know who is responsible for what. That will help them go to the right person with issues.

14. A Social Media committee would be helpful. We used to have that, but not currently.

15. Need to utilize the committees that we have. If they are not being effective, what can we do to help make them more productive and accomplish their goals.

16. Need to better document committee chair / member changes so that we have a current list at the National Office. SC Members should at a minimum e-mail Jen Showerman with changes to committee membership.

17. Need to go through e-mail groups that we have on gsuite so that we do not have inactive ones cluttering up the system.

18. If anyone has issues with google groups or e-mails, contact AGR Wenzel or GV Nalley.

The meeting adjourned at 4:01pm.

The SC meeting resumed at 8:10am on Friday, July 7th

GMA Pawlowski welcomed the new attendees to the meeting. This is an excellent opportunity to share experiences and help move the Fraternity forward.

An icebreaker activity was held where all of the meeting attendees created their own Coat of Arms with four quadrants representing the following: Where you are from / What you enjoy about volunteering in Alpha Chi Sigma / Hobbies / Where do you see yourself in ten years.

A break was called at 8:58am.

The meeting resumed at 9:16am.

Bobbi Larsen from Holmes-Murphy gave a presentation on Insurance and Risk Management.

A break was called at 10:16am.

19. Committee Reports

- a. DEI Committee
 - i. Committee has been working on training, both synchronous and asynchronous. SC, DC, and PRs have to complete the training within six months of taking office.
 - ii. Working on a pin program similar to the wyvern pin program
 - iii. Writing articles for the Chrome and Blue and social media postings
 - iv. Reviewed collegiate forms
 - v. Creating affinity groups for groups that want them. Want to eventually have goals for these groups. Affinity groups are open to both collegiate and professional members.
 - vi. Creating a list of holidays and special DEI related events to recognize
- b. Nominating Committee
 - i. Committee is having issues getting off the ground. Getting back on track, but now have a compressed amount of time to identify candidates for the upcoming Professional Representative election.
 - ii. If members would like to be on this committee, please contact GMA Pawlowski
- c. Expansion Committee
 - i. Collegiate Branch
 - 1. University of Delaware. Had four pledges this Spring and initiated two. Other two pledges will initiate in the Fall.
 - 2. Arizona State – no updates
 - 3. Saint John – Will understand if they want to become a group in the Fall
 - ii. Professional Branch
 - 1. Met with PR's. They are interested in starting / restarting new groups in various areas.
 - 2. Activities taking place around New York / New Jersey, so they may be able to be recognized as a Professional Group. They should reach out to the GR to be recognized.
- d. Student Advisory Committee
 - i. Committee worked very hard and met several times. Two of the Conclave bids came from discussions from the committee members.
 - ii. GMA Pawlowski will be asking the DC's for recommendations for committee members.
 - iii. Goal is to have the committee up and running for the 2023-2024 academic year in September / October.
- e. Volunteer Utilization Committee
 - i. Moving away from having one or two people doing this to actually having a committee to do this work.

- ii. Improving diversity of committee members should help us improve diversity in all other areas of the Fraternity as well.
- iii. Our volunteer funnel needs to be filled. The Fraternity needs to have new Professionals getting involved to fill leadership positions as the current leaders move out of those positions.
 - 1. Not only need to capture people as they graduate, but also recapture people who used to be active, but aren't anymore. What can we do to get them involved in the Fraternity again? Why did they leave? What can we do better to keep people engaged?
- iv. Anne Moody is working with Jason Ellis on this committee. People interested in joining the committee should contact the committee.

20. How can we involve members from underrepresented / underserved groups in the Fraternity?

- a. Transparency is necessary. We cannot just say that we have XYZ Committee. We need to be able to share who is on the committee. What the committee is doing? What deliverables are the committees providing? People want to see the fruits of their labor. If committee members do work for a committee, the members need to be able to see the results of that. This will help people feel more connected and to help them understand that their work was worth doing.
- b. People need to be recognized for their work as well.
- c. Collegiates often only have a view of the Fraternity as their own chapter. Attending District Conclaves and events at other chapters gives them a perspective that the Fraternity is much larger than their own chapter. That can help them see things in a different way, see different ways to do things, and build relationship outside of their local chapter.
- d. What does the Fraternity see as opportunities to engage underrepresented / underserved groups in the Fraternity?
 - i. Need to support people who are not in the majority. Financial burdens can create hardships for people.
 - ii. Can we choose a chapter to highlight in Chrome and Blue issues?
 - iii. Power of the Invitation – many of us can trace our joining of the Fraternity or taking a specific role in the organization back to someone inviting the Brother or encouraging the Brother to join / take a position / etc. We need to be aware of that so that we can encourage our Brothers to take on roles where they would excel. Need to work to connect people with opportunities.
 - iv. Can we add a touch point for people after they graduate? E-mail welcoming them into the District, etc.
 - v. Can we partner with other organizations to help them understand the benefits of Alpha Chi Sigma and how we can work together with other organizations on campus.

A break was called at 12:05pm for lunch.

The meeting resumed at 1:15pm

21. A team building exercise was held where everyone was broken out into groups. Each group was given a bag of Legos. Each group elected a President and a Vice President. Everyone else were Lego builders. The Presidents were able to look at a pre assembled Lego item. They were able to communicate what they saw to the Vice President, who communicated that to the Builders. The goal was to replicate the item that the Presidents saw. This helped show how it is important to select the correct volunteers for certain roles. It helped illustrate why communication is important.

A break was called at 2:21pm.

The meeting resumed at 2:32pm.

22. GHSC Cole gave a presentation on Health and Safety.
23. GPA Federico and PR Chair Lib Morgan gave a presentation on interacting with Professional members in their Districts.
24. The group held a team building exercise with tennis balls and strings where the tennis balls had to be moved from one cup to another by teams of four. This activity helped illustrate the challenges in working in a group, where one person can easily derail the team.

The meeting adjourned for the evening at 4:44pm.

The SC reconvened in closed session at 7:28pm to discuss chapter issues.

The SC closed session adjourned at 9:14pm.

The SC meeting resumed at 8:10am on Saturday, July 8th

25. GCA Pickett gave a presentation on DC Visits, Reporting, and Expense Reports
26. GR Stipp and Database and Membership Coordinator Showerman gave a presentation on Collegiate Chapter Finances.

A break was called at 9:45am.

The meeting resumed at 10:00am

27. GMC Schnippert gave a presentation on Copyrights, Ritual, Regalia, and Reporting to the GMC.
 - a. 27 chapters responded out of 58 chapters. This is great response rate as the survey would have taken at least an hour to complete.
 - b. Survey responses were shared with the group and discussed.

28. GR Stipp gave a presentation on House Chapters

A break was called for lunch at 12:10pm

The meeting resumed at 1:00pm

29. Matthew Welmers gave a presentation on DEI: LGBTQIA+ Identities, Recognizing Privilege, and AXSigma specific examples

30. GCA Pickett gave a presentation on District Conclaves.

A break was taken at 3:08pm.

The meeting resumed at 3:20pm.

31. An exercise was held where the attendees were provided chapter scenarios with potential violations of the Health and Safety policy and how to address them.

GMA Pawlowski thanked everyone for their service and their efforts and participation at the Supreme Council meeting. GMA Pawlowski believes this was a good experience for all attendees and that they learned a lot and now feel that the SC members are all more approachable. He then adjourned the meeting at 5:24pm (Eastern Standard Time).

Proposition 4965

7/6/2023

Made by: John Stipp, Grand Recorder

That a \$20 Health and Safety Surcharge be applied to the Pledge Fee and an \$90 Health and Safety Surcharge be applied to the Lifetime Membership Fee for all individuals pledging the Fraternity. This surcharge is needed in order to pay the cost of General Liability insurance for the Fraternity. This surcharge will expire on July 31, 2024, or until replaced by another Supreme Council Proposition. At that time a new surcharge may be instituted with the specific amounts based upon the cost of coverage and the number of pledges and initiates.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 4966

7/7/2023

Made by: Sarah Pickett, Grand Collegiate Alchemist

Derek Dillinger, *Beta Delta 2019*, is appointed as the Gateway District Counselor (Alpha Epsilon, Beta Psi, Delta Delta) for the remainder of the 57th biennium.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 4967

7/7/2023

Made by: Kerri Federico, Grand Professional Alchemist

The Los Angeles Professional Chapter be declared inactive.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 4968

7/7/2023

Made by: Matt Schnippert, Grand Master of Ceremonies

The Kansas City Professional Chapter be provided a set of regalia for performing Professional Induction Ceremonies. This regalia will be considered Grand Chapter property.

Justification: This will aid the Kansas City Professional Chapter in performing Professional Induction Ceremonies and will help enhance the transition from the Collegiate to the Professional branch for many Brothers in the region.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 4969

7/7/2023

Made by: Kerri Federico, Grand Professional Alchemist

Brother Robyn White is expelled from the Fraternity as per her request

Justification: Robyn White contacted the Fraternity and wished to remove herself as a member of the Fraternity for personal reasons. This expulsion is done in good faith to honor Robyn's request and not the result of any other circumstances.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 4970

7/7/2023

Made by: Sarah Pickett, Grand Collegiate Alchemist

The Alpha Kappa Chapter be placed on probation for violations to the Health and Safety policy. The probation shall continue until such time as it is clear that the practices have ceased and all probationary requirements set forth by the Supreme Council have been satisfactorily met.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 4971

7/7/2023

Made by: Sarah Pickett, Grand Collegiate Alchemist

The Zeta Chapter be placed on probation for violations to the Health and Safety policy. The probation shall continue until such time as it is clear that the practices have ceased and all probationary requirements set forth by the Supreme Council have been satisfactorily met.

For: 4 Against: 0 Result: Passed Unanimously

Faithfully submitted,

Yours in the Double Bond,

A handwritten signature in black ink, appearing to read 'J. Stipp', with a stylized flourish at the end.

John N. Stipp, OA, *Epsilon 1989*
Grand Recorder

Procedural Note: Minutes approved by SC Proposition 4976 on August 6, 2023