

ALPHA CHI SIGMA FRATERNITY

Minutes of the Supreme Council Meeting Virtual Online Meeting via Zoom January 16 – 17, 2026

The Supreme Council convened virtually via Zoom from January 16 to January 17, 2026. Present for all or part of the meeting were GMA Merryn Cole, *Alpha Theta 2003*, GCA Matt Schnippert, *Gamma Beta 2003*, GPA Faith Yarberr, *Alpha Sigma 1992*, GMC Hannah Bowman, *Beta Nu 2006*, GR John Stipp, OA, *Epsilon 1989*, AGR Jon Wenzel, OA, *Delta 1996*, GHSO Jason Ellis, *Delta 1997*, Director of Fraternity Operations Erin Goodwin, Membership and Database Coordinator Jennifer Showerman, OA, *Zeta 1992*, GV Sean Pawlowski, OA, *Gamma Upsilon 2006*, CDC Patrick Gillespie, *Beta Rho 2014*, NDC Bill Lewis, *Iota 1995*, PDC Courtney Johnson-Ball, *Beta Rho 2017*, Don Cole, *Iota 1997*, PR Chair Jen Schnippert, *Gamma Beta 2003*, PR Lauren Abbott, *Alpha Kappa 2013*, PR Oliver Penrose, *Gamma Theta 2003*, Chuck Carroll, *Zeta 1992*, William Chang, *Tau 2003*, Olivia Hathaway, *Alpha Kappa 2021*, Robert Leasure, *Alpha Kappa 1987*, Erin Lewis, *Gamma Iota 2009*, Sandy Sansing, *Beta Delta 2002*

GMA Cole called the meeting to order at 12:01pm (Eastern Standard Time).

1. The SC went into closed session at 12:01pm.
 - a. The SC wishes to increase the employee IRA match from 3.0% to 4.0%
2. The SC reconvened in open session at 2:00pm
3. GMA Cole welcomed everyone to the meeting and thanked people in advance for their time and participation in the meeting.
4. GMA Report
 - a. Doing many of the same things she has been doing. Meeting with SC members. Meeting with Volunteer Committee Chair.
 - b. Visited a lot of chapters this year
 - c. Pleased that the finances worked out better than expected.
 - d. Seems like the webpage and database switch has went well. Heard good things on the webpage from others.
 - e. Expansion. Still trying to remove some of the barriers to make this an easier process for people.
 - f. Conclave – Still waiting on a contract to sign. Dates of Conclave will be Thursday through Tuesday. This will hopefully allow people to come to banquet and Model Initiation over the weekend if they do not have time to be there during the weekdays. Merryn wants to get input from others about what session topics we should have so that they are things that the attendees are interested in.

5. GHSO Report

- a. 2025 was a busy year. The GHSO wears a lot of different hats. Responsible for a couple of committees. Health and Safety committee is working on updating the event guide. Looking to add another collegiate member to the Health and Safety committee. DEI is working on asynchronous training modules. Safety Committee serves as a resource for chapters and members for questions on Health and Safety Policy. Manages communications and paperwork for conduct issues that require SC involvement.
- b. Health and Safety Policy had some changes in Summer 2025. Jason has spent a lot of time hosting forums and meeting with Brothers to help update people on the changes and to educate them on the Health and Safety Policy.

6. GPA Report

- a. Participated in a lot of good conversations with our Professional members.
- b. Met with Professional Representatives. They have come up with a set of Professional Development opportunities. These have been attended by at least ten people. In February, we will be having a Professional Development session with Morgan Stanley.
- c. Looking to improve member spotlight in both the Double Bond and the Chrome and Blue, along with Facebook.
- d. Had a meeting with a “virtual Professional Group”. Last met in November. Next meeting coming soon.
- e. Professional donations increased this year, primarily toward the Reserve Fund.
- f. Working with people to increase engagement and donations
- g. Professional Development committee. Had pressed pause on that committee until we completed the webpage upgrade. It appears as if we would need a list of things for people to get pdf files for the activity from the National Office. Need an outline as to what is needed to have chemical demonstration activities on the webpage and how to get those pdfs.
- h. Been writing personalized cards to donors that contributed \$250 or more.
- i. Working with Brothers in the North Texas area, Irvine California, and Chicago Illinois. Trying to set up a meet up for people in those locations.
- j. Faith is currently writing inactive members to check in on them and see what they have been doing since their collegiate years.

7. GCA Report

- a. Expansion. Delta Delta requested that they be declared inactive. In that process, the faculty asked to try and rebuild the chapter. So, they are now in a Collegiate Group status working with Beta Psi. Had worked with St John’s University, but they stopped responding. Having success at Slippery Rock University, and they are now a Collegiate Group under the tutelage of Gamma Upsilon. Working with Merryn to streamline the process to start and reactivate chapters.
- b. Two Star Committee recommendations have been taken and that award added.

- c. Summer SC / DC meeting went well. The training for the District Counselors was valuable, not only in serving as a District Counselor, but also educating people on the changes to the Health and Safety Policy
- d. Gateway District was down to one Collegiate Chapter and one Professional Chapter after losing Alpha Epsilon in 2024. Decided to eliminate the District and roll the chapters into other districts.
- e. Erin Lewis has retired as DC, and Calvin Bond has taken that position.
- f. Chapter Improvement Plans (CHIP's) have been a mixed bag. We were hoping that this would work as an intermediate level between nothing and probation to help get extra resources to chapters in need. Have had seven of these in total since its implementation. Three chapters completed their CHIP plans. Two chapters have nearly completed their CHIP plans..
- g. Rho Chapter has been removed from probation as they have met all of the requirements for that, and are working very well with their District Counselor.
- h. Managed to visit some chapters over the year. Working to try and meet with others this Spring to see if they have ideas and things they would like from the National Organization in the next biennium. Hoping to help the Conclave attendees know how to get the most out of Conclave and encourage Professional members to attend Conclave.

8. GMC Report

- a. Updating the Ritual Binder has been a large project this year around proper wearing of the regalia. This was an issue due to institution memory at the chapters being lost during the COVID-19 pandemic. Also made sure that all chapters had all copies of everything they needed in their binders. Those items were identified and everything physically mailed to the chapters. Only one chapter left for this.
- b. Travelled to Beta Phi Chapter and watched their initiation. Wanted to get a better feel for how the chapter is managing initiation at a third party location.
- c. Grand Chapter Medallions for the AGR and GHSO are underway and should be ready by Conclave.
- d. Ritual Committee is fully staffed. Main focus has been on writing short articles for the Chrome and Blue to help remind people of regalia care, ritual best practices, etc.
- e. Ritual Mentoring Committee. Mitch and DeWayne have been involved in this heavily. Staffing up the committee and getting ready to have the committee be available to answer questions from members from people who are getting involved in the ritual.
- f. Approved many merchandise requests in 2025. Need to figure out how we want to manage the impact of AI in merchandise designs. Merchandise form is now on Formsite.
- g. Attempted to have a Social Media Committee. Only getting activity from the Committee Chair. Will discuss this more tomorrow at the SC meeting in a specific session.
- h. Applications for Alpha Chi Sigma Scholar are open. Erin Peters has joined that committee as Calvin Bond is now a DC.
- i. Fraternity 125th Celebration. What will this look like? What kind of budget do we need? Hannah has put together a survey to get feedback from people to help make some decisions around that event.

- j. Conclave Resolution wanting a database of rush events. Rush events are really “of the moment”. These change often. What works well at one school may not work well in another. A document around best practices providing some guiderails for chapters instead of just a list of ideas.

9. GR Report

- a. Financial Update.
 - i. Fraternity Account balances as of December 31, 2025:
 - 1. NBOI Checking: \$219,932
 - 2. Venmo Account: \$316
 - 3. MS Short Term Savings: \$16,671
 - 4. MS Reserve Fund: \$862,845
- b. Reserve Fund
 - i. Posted a 13.68% return after fees for 2025
 - ii. 2026 could be influenced by several factors including the magnificent 7 stocks and their impact on the S&P 500, lowering interest rates from the FED, stock market growth based on AI efficiency gains, and geopolitical factors such as US intervention in Venezuela and China’s response to that.
- c. Compliance Activities Update
 - i. Agresta, Storms, and O’Leary provided a proposal for the Audit and 990 preparation.
- d. Information Technology Update
 - i. Webpage and CRM Database migrations were completed in 2025 as planned.
 - ii. Costs were primarily covered with CAPEX funds
 - iii. Cost savings per year from these efforts should yield
 - 1. \$9,700 for software and licenses
 - 2. \$3,900 in reduced costs from Byte Café (hardware support)
 - iv. Project was planned, executed, and funded very well. This was an excellent example of how large projects should be managed by the Fraternity.
- e. Bookkeeping / Accounting Services Update.
 - 1. Conversion to Milestone from inDinero was completed.
 - 2. Should result in a \$13,300 savings to the Fraternity per year
- f. 2026 Expense Report and per diem amount
 - i. Need to update SC Proposition 4057 (passed 4/7/2005) that set meal reimbursement at \$35 per day and replace that with the updated per diem amount.
- g. Conflict of Interest Statements
 - i. Need those from Grand Chapter Officers (SC, GR, AGR, GHSO)

10. The attendees were put into breakout rooms to discuss Outreach and Member programs.

The meeting paused for a break at 4:00pm.

The meeting resumed at 4:20pm

11. Committee Reports

- a. DEI
 - i. Olivia Hathaway has submitted a committee report
 - ii. People wanting asynchronous training can e-mail the GHSO for information on that.
- b. Nominating
 - i. Melissa Ward has submitted a committee report
 - ii. Committee has been working on a Manual of Procedure
 - iii. Submitted a slate for the 2026 – 2028 Supreme Council
 - 1. Grand Master Alchemist:
 - a. Matt Schnippert, *Gamma Beta 2003*
 - 2. Grand Collegiate Alchemist:
 - a. Dr. Hannah Bowman, *Beta Nu 2006*
 - 3. Grand Professional Alchemist:
 - a. Sandy Sansing, *Beta Delta 2002*
 - b. Dr. Faith Yarberry, *Alpha Sigma 1992*
 - 4. Grand Master of Ceremonies:
 - a. Dr. Kathryn Cavanaugh, *Alpha Theta 2003*
 - b. Robert Duff, *Gamma Iota 1996*
- c. Student Advisory
 - i. Created two biennia ago to help provide Collegiate input to the Supreme Council. Originally wanted one Collegiate from each district, but then had to change that as it was impossible to get one collegiate from each district. Struggled to staff and get anyone willing to serve on the committee since the inception of the committee. SC has voted to disband the committee due to a lack of participation.
- d. Constitution & Bylaws
 - i. Nothing to report
- e. Volunteer
 - i. The position of Volunteer Coordinator continues to evolve. Focusing more on qualifications to match up a volunteer with an opportunity. One recommended improvement would be to have someone well versed with Social Media. Another would be to have an additional person to help share the workload.
- f. Ritual
 - i. See GMC Report section
- g. Expansion
 - i. Need people to help out with Expansion. Merryn is looking for people who are knowledgeable on expansion, we have various documents that need from over the years that need updating. Need to get these updated to current processes and in a format that we can post online.
 - ii. Would be helpful to have some local Professionals that we could connect to new chapters so that the new chapter has someone to have as a resource to help out once the parent chapter disappears.

- iii. For Professional Expansion, that is shifting to be managed more through the GPA. The process here is much different and the requirements are much different than a Collegiate Group / Chapter.
- h. Social Media / Communication
 - i. Didn't make as much progress as we wanted to this year. Social Media Policy has not been updated since 2012. Needs updating. Need to update our strategy around this. Need to have volunteers willing to do the work.
 - ii. There is some time available during the SC meeting tomorrow to discuss this in further detail. What kinds of platforms? What types of things do we want communicated? If we were to sum up our mission in one sentence, what would that be?
- i. 125th Celebration
 - i. Committee will be set up after Hannah receives sufficient responses to the survey to help understand the scope of what the event should look like so that we can figure out how many people we probably need on the committee and what skill sets are going to be needed.

The SC went into a closed session at 4:54pm to discuss the Health and Safety Policy

The meeting adjourned for the day at 6:01pm

The meeting resumed Saturday morning at 12:02pm.

GMA Cole welcomed the attendees and then the SC broke off into a closed session at 12:03pm

The open session resumed at 12:13pm

12. Budget

- a. The budget was discussed in detail
- b. Conclave continues to be very expensive. Universities continue to increase costs. We already are charging attendees at a level that many people cannot afford. Future Supreme Councils are going to have to look at ways of funding this, or they are going to have to be virtual, or else we are going to drain the Reserve Fund on Conclaves.
- c. Primarily due to Conclave, the Fraternity is looking at a \$125,000 loss for 2026. This deficit will need to come from the Reserve Fund, and would be roughly 15% of the value of the Reserve Fund.

The meeting adjourned for a break at 2:11pm

The meeting resumed at 2:20pm

13. Professional Expansion

- a. Several Professional Groups have been inactive for quite some time, and have been removed from the list of Active Professional Groups.

- b. How can we get people to get involved and start Professional Groups throughout the country? The attendees were broken up into smaller groups to discuss:
 - i. Many chapters do not utilize their Alumni Secretaries effectively. Some Collegiate Chapters are really good at keeping track of their alumni and keeping them up to date on the chapter activities. This should help collegiates see that the Fraternity does not stop after college. Can we take these Alumni Secretary “best practices” and share those to other Collegiate Chapters?
 - ii. Send things out to people, like Conclave photos and things to help them know that the Fraternity is still around and something that they could get involved with if they would like.
 - iii. How do we contend with generational gaps? How do we tailor our communication efforts to fit with how local Professional Members prefer to be contacted?
 - iv. How do we avoid the clique-ish nature of groups?
- c. How can we provide value to our members? What value can we provide and describe what those values are?
 - i. Connecting collegiate members with a professional in their field. There is a lot of appeal to people to help someone out. It is a good way for Professionals to give back.
 - ii. Some chapters do things like getting together for a dinner once a month. This can be hard for newcomers to go to if they do not know anyone there. Most of our members are introverts, and those initial interactions are crucial.
- d. How can we better communicate with inactive professionals and encourage them to get them back involved?

14. Social Media / Communication Policy

- a. We have a staff of two people. Many organizations have an employee solely tasked with that. What kind of a sustainable strategy can we come up with so that we stay relevant and keep up communication with people. How do we send consistent messages and keep up with our brand?
- b. This is not something that a single volunteer would be able to do.
- c. The people doing this need clearly defined guide rails on this to make sure we keep consistency year after year.
- d. How do we keep our posts from looking like / turning into spam? We don't want to over police everything either.
- e. Erin feels that she can manage the posting; however, she needs to know what type of content that people want to put out there.
- f. The attendees were broken up into smaller groups to discuss.
 - i. Focus on 2-3 platforms to keep it sustainable (Facebook, Instagram, LinkedIn)
 - ii. Create platform-specific posting guidelines (format, tone, hashtags, image specs, link handling, etc.)
 - iii. Create and implement a social media posting calendar to help with consistency.
 - iv. Mix of professional and fun posts
 - v. Promote/share posts from chapters that may be of interest to the Grand Chapter

The meeting adjourned for a break at 4:03pm

The meeting resumed at 4:15pm

15. Legislation Ideas for Conclave

- a. The attendees were broken up into smaller groups to discuss.
 - i. Consider what needs to be legislated vs accomplished by making a request to the Supreme Council
 - ii. Important to align what we are doing with what documents/legislation says we are doing. One or the other needs to change to make them match.
 - iii. Consider a forum on the role of the PR
 - iv. Want to see breakout sessions again for forums
 - v. How can we ensure things discussed at Conclave make it back to the broader membership and are implemented?
 - vi. Need to share about Conclave in advance so attendees (especially delegates) are aware of expectations and what to expect there.

16. Volunteers – Supporting and retaining them.

- a. The attendees were broken up into smaller groups to discuss.
 - i. Recognition should not be one-sized-fits-all but needs to be tailored to individual volunteers and situations.
 - ii. Small, consistent touchpoints rather than waiting until the end of the Biennium.
 - iii. Model good recognition practices for chapters and help them understand how to appreciate volunteers/work locally
 - iv. Manage volunteers by working with/alongside them rather than looking from above.
 - v. Break down complex volunteer projects into smaller, manageable tasks.
 - vi. Identify and recognize the transferable soft skills gained through each volunteer activity.

GMA Cole thanked everyone for their service and their efforts and participation at the Supreme Council meeting. The meeting was closed at 5:38pm

Proposition 5103

1/16/2026

Made by: Matt Schnippert, Grand Collegiate Alchemist

The Supreme Council removes Rho Chapter at the University of North Carolina from probation.

Justification: The Rho Chapter has completed the steps of their probation stated in SC Proposition 5061 and built a strong relationship with their District Counselor.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 5104

1/16/2026

Made by: Merryn Cole, Grand Master Alchemist

Alpha Chi Sigma Fraternity will increase the company match up to 4% of an employee's contributions to the 403(b) Retirement plan. This replaces the current company match of up to 3%.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 5105

1/16/2026

Made by: Merryn Cole, Grand Master Alchemist

The Student Advisory Committee is dissolved.

Justification: Participation has been nonexistent for several years despite several efforts from multiple committee chairs to rebuild the committee.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 5106

1/16/2026

Made by: John Stipp, Grand Recorder

The maximum reimbursement or per diem for meals be set at \$60 per day. Any exceptions must be approved by the Grand Recorder. This replaces SC Proposition 4057.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 5107

1/17/2026

Made by: John Stipp, Grand Recorder

The proposed budget for 2026 be adopted.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 5108

1/16/2026

Made by: John Stipp, Grand Recorder

Agresta, Storms, and O'Leary, Certified Public Accountants, be appointed to provide an Audit of the financial records of the Alpha Chi Sigma Fraternity for Fiscal Year 2025 and file the 990 form. The cost of this work shall not exceed \$16,500.

For: 4 Against: 0 Result: Passed Unanimously

Proposition 5109

1/17/2026

Made by: John Stipp, Grand Recorder

The Grand Recorder is authorized to transfer \$75,000 from the Reserve Fund to the Short-Term Savings Fund.

Justification: With the predicted expenses in 2026 being significantly higher than income, we will need to draw from reserves to cover the costs of Conclave.

For: 4 Against: 0 Result: Passed Unanimously

Faithfully submitted,

Yours in the Double Bond,

A handwritten signature in black ink, appearing to be 'J. Stipp', written in a cursive style.

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

Procedural Note: Minutes approved by SC Proposition 5116 on March 1, 2026