

**Sigma Phi Epsilon Fraternity
Meeting of the National Board of Directors**

**Dec. 17, 2020
Conference Call**

National Directors in attendance:

Thomas B. Jelke, Ph.D., Florida International '90	Grand President
Billy D. Maddalon, North Carolina State '90	Grand Secretary
Bruce W. Anderson, Texas '71	National Director
David R. Calderon, Cal-Poly Pomona '88	National Director
Bradley C. Nahrstadt, Monmouth '89	National Director
Victor K. Wilson, Georgia Renaissance	National Director
Frederick V. Augur, Connecticut '20	Student Director
Keaton T. Dornath, Kansas '21	Student Director
Jacob H. West, Missouri State '20	Student Director

Guests in attendance:

Stephen L. Young, Kansas '80	SENH President
Edward H. Hammond, Ph.D., Emporia '66	SigEp Educational Foundation President

Headquarters staff in attendance:

Brian C. Warren Jr., Virginia '04	Chief Executive Officer
Joe Budde Jr.	Chief Information Officer
Heather Kirk	Chief Communications Officer
Zac Gillman, Austin Peay State '15	Fraternity Managing Director
Ben Hutto, South Carolina '16	SENH Managing Director
Paul Andersen, Northern Iowa '16	Fraternity Services Director

Call to Order

Grand President Tom Jelke called the meeting to order at 5:04 p.m. Eastern Standard Time on Thursday, Dec. 17, 2020.

Strategic Plan Update and Future Action

Chief Executive Officer Brian Warren reviewed the creation process of SigEp's new strategic plan and how that new plan was impacted by COVID-19, and shared recommendations for prioritization of the plan's strategic objective.

CEO Warren recalled the nine strategic objectives approved by the board and recommended the following objectives be immediate priorities:

- SigEp effectively uses year-round recruitment strategies to recruit the most talented, values-aligned men at current and new chapters.
- Every SigEp member understands and is so excited by the life-changing opportunities afforded through the BMP that they remain in the chapter through graduation and give back as a volunteer and donor.
- SigEp chapters are made successful by a diverse group of volunteers, empowered to support a healthy chapter experience and mentor undergraduates.
- SigEp Learning Communities are unquestionably the best student organizations on their respective campuses.

Warren described these objectives as fundamental to SigEp's success and prerequisites to thoroughly achieving the remaining objectives of the plan. He mentioned specifically the ability of recruitment and Balanced Man Program strategies to advance diversity and inclusion, career development, leadership development, and mental health objectives. He underscored volunteer objectives as critical to achieving all aspects of the plan.

Educational Foundation President Ed Hammond reinforced the influence of the strategic plan on fundraising focus and success. Grand President Jelke clarified that fundraising will be necessary to advance all strategic objectives, but given the organization's current resource limitations, the staff needs to be focused and held accountable to advancing immediate priorities.

CEO Warren outlined a process for establishing goals, strategies and measures for each of the plan's nine priority areas. The directors endorsed the proposed prioritization and the following process:

- Staff drafts a preliminary set of goals, strategies and measures, with a narrative to reference during discussion, for the nine stated objectives of the plan, starting with the four immediate priority areas.
- The entire NBD will review and discuss the staff's report and approve a final set of goals, strategies and measures for each area of the plan.
- A governing committee of the Grand President, SENH president, Educational Foundation president and chief executive officer work to gain buy-in and feedback from the SigEp National Housing Board and Educational Foundation Trustees to the final objectives, goals, strategies and measures.

Committee and Task Force Updates

Grand President Jelke asked the directors who are liaisons to committees and task forces to provide updates.

CEO Warren provided an update from the Growth Committee, focusing on the draft charter, deliverables and potential impact.

Grand Secretary Billy Maddalon provided an update from the SigEp Fundraising Strategy Committee, summarizing its work to finalize a committee charter, deliverables and next steps to assess campaign readiness.

National Director Bruce Anderson provided an update from the SigEp Learning Community Committee, summarizing its work to re-accredit former learning community chapters and accredit more chapters as SigEp Learning Communities. Anderson reported that the committee has received 59 total applications since it began its work and, of those 59, 44 have successfully achieved SigEp Learning Community recognition. He clarified that an additional three chapters have achieved conditional accreditation. He added that 10 applications have been denied recognition and two currently under review.

CEO Warren provided an update on the DG Committee's work to identify the best structure and strategy to increase total volunteers in the organization and use the committee's work as a springboard to advance the strategic plan's volunteer objective.

National Director Anderson shared an update from the Diversity, Equity and Inclusion (DEI) Committee. Anderson reminded everyone of the importance of this committee's work and the urgency that must be associated with it. He stated that SigEp's DEI work can be impacted by every area of the strategic plan and that this thinking drove the creation of subcommittees focused on people, experience and environment variables to ensure a comprehensive approach to SigEp's DEI objective.

National Director Dave Calderon provided an update from the Mental Health Task Force. He outlined a social media campaign to remove the stigma around mental health issues, start discussions and encourage members to reach out for help. He clarified next steps as the creation of discussion groups and educational training in the BMP. Foundation President Hammond reminded the directors that the Grand Chapter expects an update from this committee at the 2021 Grand Chapter Conclave in Denver, Colorado.

National Director Brad Nahrstadt provided an update from the SENH Governance Task Force and its work to update the operating agreement with SENH and the policies and procedures document that guides the work of SENH. SENH President Steve Young thanked National Director Nahrstadt for his leadership and tremendous investment of time in this effort.

Grand President Jelke provided an update on board governance and succession planning heading into the 2021 Grand Chapter Conclave.

2021 Conclave Theme

CEO Warren reminded directors of SigEp's process for soliciting Conclave themes from undergraduates and ultimately selecting one of those submissions as the theme for the Conclave. Grand President Jelke shared the staff's recommendation from the many

submissions for the 2021 Conclave theme: SigEp Now More than Ever. Jelke asked for approval.

Grand Secretary Billy Maddalon moved to adopt the proposed theme of SigEp Now More than Ever for the 2021 Grand Chapter Conclave.

National Director Dave Calderon seconded the motion.

The motion was approved by unanimous vote.

2021 In-person Programming

CEO Warren asked the board to provide guidance to the staff on what to do with 2021 in-person programs, e.g. Ruck Leadership Institute, Tragos Quest to Greece and Grand Chapter Conclave.

The directors discussed the importance of force majeure clauses and language that allows an off-ramp that minimizes financial losses associated with any contract termination.

Grand Secretary Billy Maddalon moved to continue plans for in-person programs in summer 2021 and negotiate and execute contracts with favorable force majeure clauses that protect the assets of the organization.

National Director Calderon seconded the motion.

The motion was approved by unanimous vote.

Adjournment

Grand President Jelke adjourned the meeting at 6:55 p.m. Eastern Standard Time on Thursday Dec. 17, 2020.