

International Fraternity of Delta Sigma Pi  
North Central Provincial Council Meeting Minutes  
February 24, 2024  
St. Paul, Minnesota

The North Central Provincial Council Meeting of the International Fraternity of Delta Sigma Pi, Inc. was opened according to Ritual on Saturday February 24, 2024, by North Central Provincial Vice President Nicole Orlando at the InterContinental Saint Paul Riverfront Hotel in St. Paul, MN.

Present and in person at this meeting were the following officers of the North Central Province:

Provincial Vice President: Nicole Orlando  
Regional Vice Presidents:  
    East Central – James Kuhn  
    Great Lakes – Ron Neto-Taylor  
    Great Plains – Jody Hayek  
    Huron – Chrissy Nicholson  
    North Central – Danielle Gohman

Absent officers of the North Central Province were:

Regional Vice Presidents:  
    Central – Abby Hewitt

Other positions were as follows:

Chancellor: Saffron Jensen  
Recording Secretary: Li An Dambrine  
Credentials Chair: Megan Paul  
Credentials Chair: David Gulbrantson

PVP Orlando relinquished the chair to Chancellor Jensen, who formally called the meeting to order at 1:55pm. Chancellor Jensen then introduced Secretary Dambrine. Secretary Dambrine conducted the Roll Call of Delegates and announced 50 delegates present and 48 eligible to vote. **See Addendum A.**

Cincinnati then moved to adopt the Agenda. The motion was seconded by Xi Chi.

Epsilon Xi moved to dispense with the reading of the minutes of the 2024 North Central Provincial Council Meeting and to approve the minutes as previously distributed. Seconded by Xi Chi and approved with no further discussion.

Chancellor Jensen then yielded the floor to PVP Orlando for a brief oral report during which she provided an update on the state of the Province and the Leadership Foundation. Regions broke

out into groups to discuss how they would like to interact with alumni and how officer training modules can better help each chapter. Each region gave feedback about both discussion topics.

PVP Orlando yielded the floor to Megan Paul to discuss the views of alumni in the South Central Province.

Theta Pi moved to receive the report of the Provincial Vice President. Kappa Sigma seconded and the motion was approved with no further discussion. **See Addendum B.**

Xi Omega then moved to receive the reports of the Regional Vice Presidents, the Provincial Committees, and the Provincial financial report. The motion was seconded by Eta Pi and approved with no further discussion. **See Addendum B**

Chancellor Jensen noted there was no old business and moved into new business.

Chancellor Jensen opened discussion on the location and date options provided by the Provincial leadership team.

The East Central Regional Vice President provided support to select Cincinnati for LEAD 2026.

The Great Plains Regional Vice President provided support to select Des Moines for LEAD 2026.

Alpha Theta spoke about reasons to choose Cincinnati for LEAD 2026.

When discussion was exhausted, delegates were asked to vote on their first-choice location and date for the 2026 North Central Provincial Council Meeting. The Listing of Preference for the 2026 Provincial Conference and Council Meeting was as follows:

Location Preferences			Date Preferences		
Location 1	Cincinnati, OH	20 votes	Date 1	Feb 27- Mar 1	26 votes
Location 2	Des Moines, IA	19 votes	Date 2	Feb 13-15	14 votes
Location 3	Grand Rapids, MI	9 votes	Date 3	March 13-15	7 votes

Omega Phi moved to approve the 2024-2025 Provincial Budget. The motion was seconded by Gamma Kappa. The 2024-2025 Provincial Budget was adopted. **See Addendum C.**

Chancellor Jensen yielded the chair to the Twin Cities Alumni Chapter who yielded the chair to Brother Vitale to lead discussion on item d. under New Business, Recommendation: Change Name of North Central Region. Brother Vitale discussed the confusion of having the North Central Region being the same as the North Central Province.

Cincinnati moved to end the discussion. The motion was seconded by Kappa Sigma.

Upsilon moved to vote to change the name of the North Central Region. The motion was seconded by Mu Psi. The motion passed and the North Central region will be renamed to the North Star region.

Chancellor Jensen then moved into announcements and shared the following upcoming events:

1. Cincinnati solicited feedback for separating the Council Meeting from LEAD events.
2. April 25th - National Alumni Day
3. Stay tuned for upcoming Fall LEAD Schools locations and dates.
4. 2025 North Central LEAD Provincial Conference, February 25th, in Chicago, IL
5. Twin Cities Alumni Chapter
  - a. TCAC Toys for Tots Fundraising: donate via venmo @dsp.tcac
  - b. Happy Hour at Bent Brewstillery - March 6th 5-7pm
  - c. Brothers Game Night at Wicked Wort - April 25th
  - d. Elections at Nine Mile Brewing - May 21st. Social at 6, Elections at 6:30. Positions available are VP of Finance, VP of Collegiate Relations, VP of Chapter Operations, and President.
  - e. Annual TCAC Golf Outing and Picnic - July 13th at Cleary Lake Regional Park
  - f. Graduating seniors interested in joining TCAC, join the Facebook page or find Saffron Jensen or Brother Mike Vitale for more information.
6. Alpha Epsilon 100th Anniversary - April 5th
7. Alpha Iota 100th Anniversary - April 27th 6-8 PM, 2875 University Avenue Des Moines IA 50311
8. 2026 LEAD North Central Provincial Council recommendations to Central Office: Cincinnati OH, February 27 - March 1

Chancellor Jensen opened the floor and the following chapter events were announced:

1. Alpha Eta will be celebrating their 100th anniversary on April 6th at the University of South Dakota
2. Alpha Delta will be celebrating their 100th anniversary at the Halsey Invitational on March 2nd at the University of Nebraska-Lincoln

Alpha Iota moved to adjourn the meeting. The motion was seconded by Alpha Delta and at 3:02, Chancellor Jensen adjourned the North Central Provincial Council Meeting.

PVP Orlando then formally closed the meeting according to ritual.

---

Nicole Orlando, Provincial Vice President

---

Li An Dambrine, Recording Secretary

## Addendum A – Provincial Council Delegate Listing

<b>#</b>	<b>Chapter</b>	<b>Eligible</b>	<b>Delegate</b>
4	Delta (Marquette University)	No	Allan Fox
5	Epsilon (University of Iowa)	Yes	Abigail Violet Way
6	Zeta (Northwestern University-Evanston)	Yes	Absent
13	Nu (Ohio State University)	Yes	Kennedy O'Dell
14	Xi (University of Michigan)	Yes	Absent
20	Upsilon (University of Illinois-Urbana)	Yes	Samuel Jude King
23	Psi (University of Wisconsin-Madison)	Yes	Alan Mashen
27	Alpha Delta (University of Nebraska-Lincoln)	No	Kaitlyn Pope
28	Alpha Epsilon (University of Minnesota)	Yes	Braden Bourland
30	Alpha Eta (University of South Dakota)	Yes	Elyse Whittemore
31	Alpha Theta (University of Cincinnati)	Yes	Michael Connolly
32	Alpha Iota (Drake University)	Yes	Brianna Hudson
38	Alpha Omicron (Ohio University)	Yes	Grace Link
39	Alpha Pi (Indiana University-Bloomington)	Yes	Absent
43	Alpha Upsilon (Miami University)	Yes	Zach Yavitch
46	Alpha Psi (University of Chicago)	Yes	Kate Ling Wehle
47	Alpha Omega (DePaul University)	Yes	Alessandro Luca Guasta
73	Gamma Eta (University of Nebraska-Omaha)	Yes	Kevin William Peterson
76	Gamma Kappa (Michigan State University)	Yes	Hailey Malinczak
82	Gamma Pi (Loyola University-Chicago)	Yes	Rory Logan Zimmel
105	Delta Tau (Indiana State University)	Yes	Reilly A Morgan
114	Epsilon Iota (Minnesota State University)	Yes	Samuel Christenson
119	Epsilon Xi (Ball State University)	Yes	Kae Ebeling
120	Epsilon Omicron (Western Michigan University)	Yes	Malia E Applegate

124	Epsilon Tau (University of Dayton)	Yes	Christopher Jeras
129	Epsilon Omega (Eastern Illinois University)	Yes	Morgan Ferrara
137	Zeta Xi (Lewis University)	Yes	Absent
152	Eta Mu (Northern Illinois University)	No	Absent
156	Eta Pi (Wayne State College )	Yes	Katelyn Bayer
157	Eta Rho (University of Wisconsin-La Crosse)	Yes	Kenz Geschke
167	Theta Lambda (Xavier University)	Yes	Paige Gunther
172	Theta Pi (Bowling Green State University)	Yes	Jared Moeller
175	Theta Tau (St. Cloud State University)	No	Jr Olson
193	Iota Chi (Illinois State University)	Yes	Derrick Joseph Albarran
203	Kappa Sigma (Indiana-Purdue at Indianapolis)	Yes	Zacary Miller
206	Kappa Phi (Valparaiso University)	Yes	Emmi Owens
209	Kappa Omega (Purdue University)	Yes	Johnathan Eberle
212	Lambda Xi (Grand Valley State University)	Yes	Emmorey Strait
213	Lambda Omicron (Western Illinois University)	No	Absent
231	Mu Phi (Saginaw Valley State University)	Yes	Rhea Schultz
233	Mu Psi (Iowa State University)	Yes	Julia Koltuniuk
240	Nu Tau (University of St. Thomas)	Yes	Noah Macdonald
251	Xi Upsilon (Marshall University)	Yes	Colton Horn
253	Xi Chi (University of Wisconsin-Milwaukee)	Yes	Alexia Kossow
267	Pi Tau (Albion College)	No	Absent
297	Phi Omega (Cleary University)	No	Absent
300	Psi Omega (Capital University)	Yes	Olivia Nichole Thomas
303	Omega Phi (College of St. Benedict & St. John's University)	Yes	Mia Umerski
512	Sioux Falls/Greater South Dakota Alumni Chapter	Yes	Daniel L. Tracy

545	Chicago Alumni Chapter	Yes	Edgard Neto-Taylor
550	Cincinnati Alumni Chapter	Yes	Jim Gerhardt
575	Des Moines-Central Iowa Alumni Chapter	Yes	Absent
580	Detroit-Motown Alumni Chapter	Yes	Absent
640	Lincoln/Greater Nebraska Alumni Chapter	Yes	Absent
650	Milwaukee Alumni Chapter	Yes	McKenna Goetz
653	Twin Cities (MN) Alumni Chapter	Yes	Adam Horsch
952	Wisconsin-Whitewater Start-Up Group (U of W- Whitewater)	No	Absent
955	Augustana Start-Up Group (Augustana College)	No	Absent
	North Central Province Provincial Vice President	Yes	Nicole Orlando
	Central Regional Vice President	Yes	Absent
	Great Lakes Regional Vice President	Yes	Ron Neto-Taylor
	Great Plains Regional Vice President	Yes	Jody Hayek
	Huron Regional Vice President	Yes	Chrissy Nicholson
	North Central Regional Vice President	Yes	Danielle Gohman
	East Central Regional Vice President	Yes	James Kuhn

## Addendum B – Leadership Reports

### Overview

The North Central Province welcomed the East Central Region, made up of nine collegiate chapters and one alumni chapter in Ohio and West Virginia, at the 2023 Grand Chapter Congress in Houston, Texas. The Provincial Leadership Team is excited to support our collegiate and alumni members and looks forward to celebrating the 100-year anniversaries at Alpha Delta (University of Nebraska – Lincoln), Alpha Epsilon (University of Minnesota), Alpha Eta (University of South Dakota), Alpha Theta (University of Cincinnati), and Alpha Iota (Drake University) in 2024. The Provincial Leadership Team continues to take steps to achieve the national strategic priorities and has developed provincial goals to align with these priorities as detailed below.

### Strategic Priorities

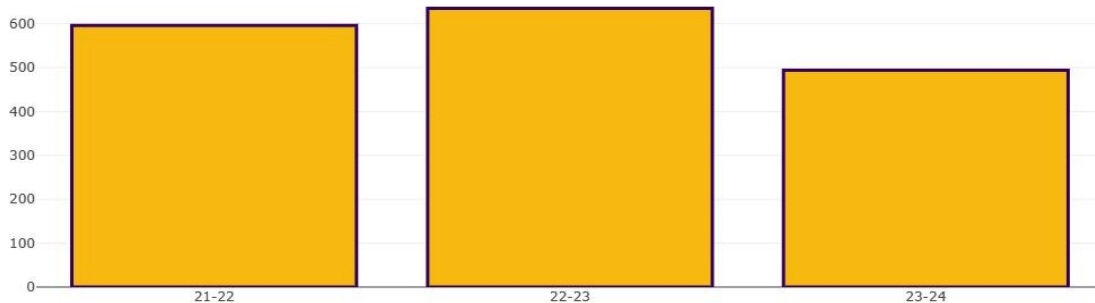
**Member Education:** Equip members to excel as ethical leaders on campus and in the community.

Educating members to stand out as ethical leaders on campus and beyond is about educating all members (pledges, collegiate, alumni, faculty, and volunteers), providing easily available access when needed. Education should include training for all aspects of fraternal lifecycle, including the skills needed for academic, career and life success.

#### Member Development:

- Increase the annual number of overall learners through live events and webinars by at least 5 percent each year and 50 percent over the term of the priorities.

#### **Provincial Status:**



Year	Annual Learners	Yearly Growth	Overall Growth
23-24	494	-22.20%	-17.11%
22-23	635	6.54%	6.54%
21-22	596	--	--

The province has exceeded the annual growth goal in 2022-2023 at 6.54 percent. Based on the year-to-date learners for 2023-2024, the province expects to exceed the 5 percent annual growth goal for the current fiscal year. In addition, the provincial leadership team has established the following goals to promote member development and improve performance in this area:

- Increase the percentage of chapters that attend both LEAD School and LEAD Provincial Conference to 80 percent in 2024 and 90 percent in 2025.
- Identify alumni that have graduated in the last five years and never presented, to lead at least 25 percent of LEAD Provincial Conference sessions in 2024.
- Identify alumni, each representing one of the six regions, that have graduated in the last three years and never presented, to lead a session at the LEAD Provincial Conference in 2024.
- Increase the percentage of collegiate and alumni chapters that attend at least one Fraternity sponsored webinar<sup>1</sup> to 80 percent in 2024 and 90 percent in 2025.

Leadership Development:

- Provide training for chapter officers and volunteer leaders, with 95 percent participation.

**Provincial Status:**

**30 % of 517 officers have completed their designated trainings**

**The low percentage of officers that have completed training may be due to members' lack of awareness that the training is available and must be completed. The PVP and each RVP will continue efforts to communicate this goal to each collegiate chapter and appointed District Director in the province. Also, the provincial leadership team has established the following goal to ensure progress towards the national goal by 2026.**

- Increase the percentage of chapter officer modules completed to 50 percent in 2024 and 50 percent in 2025.

---

<sup>1</sup> Fraternity Sponsored Webinar: Organized by the Central Office and not required.



**Membership Growth:** Attract and retain diverse students, alumni, and community leaders.

Increasing diverse membership in local chapters ensures unique perspectives and enhances the member experience. Opening chapters at new campuses and returning to campuses that have previously closed, enhances brand recognition and opens doors within additional communities and business communities.

Chapter Expansion:

- Install or reactivate at least 30 collegiate chapters over the term of the priorities.

**Provincial Status:**

	▲ Chapters Installed Since 7/1/21	◆ Current Startup Groups	◆ Targets for Future Expansion
1	Omega Sigma-Minnesota-Duluth (12/04/2021)	Augustana College	Concordia University
2		University of Wisconsin-Whitewater	Eastern Michigan University
3			Minnesota State University
4			Oakland University
5			Southern Illinois University
6			University of North Dakota
7			University of Northern Iowa
8			University of Wisconsin-Oshkosh
9			University of Wisconsin-Platteville
10			University of Wisconsin-Stout

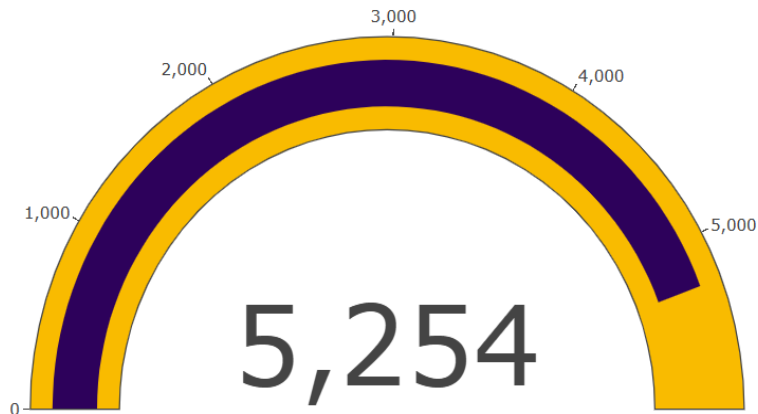
The province is working closely with two start-up groups at Augustana College and the University of Wisconsin-Whitewater. In addition, the Central Office has received student interest to start a chapter at University of Illinois - Chicago, Chicago, IL. The provincial leadership team has also established the following goal for start-up groups.

- Ensure all start-up groups meet requirements and are installed by 2025.

Membership:

- Increase combined fall and spring dues paying collegiate members by 10 percent over the term of the priorities.

**Provincial Status:**



Goal: 5,935 total dues members (fall and spring combined) by 25-26

The province is on track to meet the goal of total dues paying members based on combined Fall and Spring initiatives in 2022-2023 that exceeded 1,000. The province has also established the following goals to promote membership.

- Increase or maintain total members for at least 75 percent of chapters in 2024.
- Increase total members for at least 50 percent of chapters that report 20 or less in 2024.

**Membership Engagement:** Provide members with meaningful involvement opportunities at every stage in life.

Lifelong member engagement encompasses the ongoing interaction and emotional commitment between our members and Delta Sigma Pi. This involves developing a deeper understanding of how and why members are and want to participate, and better aligning activities with varied interests and experiences - especially offering opportunities that don't require overwhelming time, financial, or travel commitments.

Alumni Engagement:

- Generate trackable engagement of 30,000 alumni over the term of the priorities with an increase of 10% every year as they interact with the organization via channels including, but

not limited to, volunteers, donors, event participants, supporters of chapter or regional activities, or otherwise engaging in national initiatives.

**Provincial Status:**

8025 alumni engaged since 7/1/21 from the North Central Province

Year	Total Alumni Engaged	Annual % Growth	Alumni Engaged For First Time
21-22	4,200	--	4,200
22-23	4,620	10.00%	2,767
23-24	2,788	-39.6%	1,058

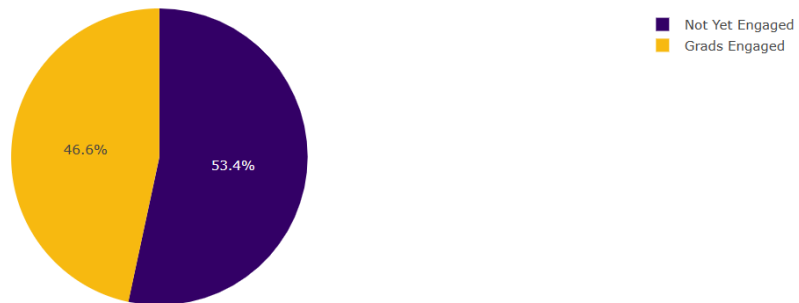
The province has met annual growth of engaged alumni in 2022-2023 due to our focus on member and leadership development. While we are behind for the 2023-2024, we believe the total number of alumni engaged will increase due to our first annual alumni day event in 2023, “Back with the Bros”, along with efforts to build alumni chapter membership and identify recent and older graduates to serve as volunteer leaders.

Member Retention:

- Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.

**Provincial Status:**

1,739 of 3,728 recent grads have engaged as alumni



The province is on track to meet this goal due to our focus on member and leadership development. We have established provincial goals that focus on engaging recent graduates to present at LEAD events and have appointed recent graduates to serve as District Directors, Assistant District Directors, provincial and regional committee chairs and members.

**Organizational Excellence:** Strengthen infrastructure to support priorities.

While the other three pillars are important building blocks of growth and success of Delta Sigma Pi, ensuring organizational excellence is vital to keeping our organization thriving.

Financial (National):

- Decrease financial dependence on revenue sources directly connected to membership dues and chapter fees, generating an additional 5% of total revenue annually.

**Provincial Status:**

**\$89,279.80** Granted From Chapter Leadership Funds Since 7/1/21

**\$162,592.65** Raised from Chapter Fundraising Activities Since 7/1/21

The province has reported success with alumni contributions to chapter leadership funds (CLF) and funds distributed to chapters to cover the cost of leadership events. The province has also established the following goals to promote CLF:

- Increase contributions to Chapter Leadership Funds for at least 50 percent of chapters in 2024 and 70 percent of chapters in 2025.
- Identify at least one new Chapter Leadership Fund donor for 50 percent of chapters in 2024 and 70 percent of chapters in 2025.

Fraternal Organization (National):

- 75 percent of collegiate and alumni chapters achieve established minimum health indicator.

**Provincial Status:**

Expectation	% Of Collegiate & Alumni Chapters Meeting Expectation
Chapter Is In Good Standing	100%
Collegiate Chapters Meeting Accredited Level of CMP Last Year	44%
In Good Financial Standing	84%
Minimum Membership Size	83%

CMP performance in the province continues to be low, but consistent with nationwide performance. The province will continue to work with local volunteer leaders and chapter officers to submit forms timely and to attend national events.

## **Provincial Leadership Team Reports**

**Name: Nicole M. Orlando**

**Title: North Central Provincial Vice President**

### **Regional Vice Presidents:**

Abby Hewitt, Central

James Kuhn, East Central

Ron Neto-Taylor, Great Lakes

Jody Hayek, Great Plains

Chrissy Nicholson, Huron

Danielle Gohman, North Central

### **Provincial Committee Chairs:**

Lauren Finnegan, Professional Development

Maci Herbert, Alumni Development

Molly Rae, Community Service

David Gulbrantson, Awards

Stacy Heyderhoff, Marketing and Communications

Nicole Orlando, Diversity, Equity, and Inclusion

### **Spring/Fall 2023 Events:**

March 13: Board Meeting (Virtual)

April 11: Alpha Psi (University of Chicago) Community Service Event, Chicago, IL

April 20: Phi Omega (Cleary University) Chapter Meeting (Virtual)

April 23: Board Meeting (Virtual)

April 25: Back with the Bros, Alumni Day Event (Virtual)

April 26, August 9, October 5: Meeting with Cleary University Provost Doug Stein (Virtual)

July 28: North Central Province Leadership Retreat, Chicago, IL

July 29: Joint Chicago/Milwaukee Alumni Chapter Networking Event, Chicago, IL

August 13-19: Board Meetings and Grand Chapter Congress, Houston, TX

August 29: Augustana College Start-Up Meeting (Virtual)

September 23-25: National Leadership Retreat, Cincinnati, OH

October 6-7: Chicago LEAD School, Northbrook, IL

October 13: Meeting with University of MN-Duluth Interim Dean (Virtual)

October 30: Omega Sigma (University of MN-Duluth) Chapter Meeting, Duluth, MN

November 3: Theta Epsilon (University of Dayton) 60th Anniversary Event, Dayton, OH

November 13: Special Board Meeting (Virtual)

November 16: Chicago Alumni Chapter Networking Event, Chicago, IL

November 18: Epsilon Omicron (Western Michigan University) Initiation, Kalamazoo, MI

December 3: Mu Phi (Saginaw Valley State University) Chapter Meeting (Virtual)

December 14: Board Meeting (Virtual)

### **Spring 2024 Planned Events:**

January 27-28: Board Meeting, Cincinnati, OH

February 22: Alumni Reception, St. Paul, MN

February 23-25: North Central Provincial Conference, St. Paul, MN

March 1-3: Alpha Delta (Nebraska-Lincoln) 100<sup>th</sup> Anniversary/Halsey Invitational, Lincoln, NE

April 4: Alpha Epsilon (University of Minnesota) 100<sup>th</sup> Anniversary Event, Minneapolis, MN

April 27: Alpha Iota (Drake University) 100<sup>th</sup> Anniversary Event, Des Moines, IA

TBD: Chapter Events and Initiations (Please send invites and I will plan to attend!)

### **Provincial Vice President Objectives**

- **Leadership Development:** Grow our infrastructure of volunteer leaders by partnering with the North Central Provincial Leadership team to connect with more collegiate and alumni members and offer them opportunities to serve in leadership positions.

**Status:** Since the start of the biennium, we have identified three alumni to serve for the first time as District Directors in the Huron Region, three in the Great Lakes Region, and one in the North Central Region. In addition, we have identified two recent graduates and two collegiate members who will present for the first time at the St. Paul LEAD Provincial Conference. We have also identified two collegiate members to serve on the Marketing and Communications Committee and one collegiate member to serve on the DEI Committee.

- **Chapter Operations:** Strengthen CMP performance by working with our regional and local leadership teams to identify new ways to provide chapters with resources to increase the number of chapters in the province that achieve the Accredited Chapter CMP-tier.

**Status:** The Provincial Leadership Team continues to discuss how we can assist collegiate chapters with CMP and improve overall performance during the biennium.

- **Diversity Equity & Inclusion (DEI):** Fulfill our commitment to DEI in the Province by reaching out to each chapter individually with an offer from the DEI Committee to assist in the implementation and utilization of these resources that the Committee developed.

**Status:** We sent individual emails to each collegiate chapter that offered to help chapters complete the CMP required diversity assessment and diversity action and training and received six responses. On December 3, DEI Committee members met with Mu Phi (Saginaw Valley State University) to facilitate discussion of DEI initiatives and completion of the diversity assessment. We plan to send another round of emails to collegiate chapters to help in the planning of diversity events during the Spring term. Lastly, we are planning a DEI session for the St. Paul LEAD Provincial Conference.

- **Communication:** Strengthen communication with our membership and work with the Provincial Marketing and Communication Committee to effectively convey Board decisions, announcements, and reminders.

**Status:** The Marketing and Communications Committee continues to meet to discuss new ways to share information with our members including how the province is performing compared to our national strategic priorities and provincial specific goals. We continue to create “Rooftop Talks with your North Central PVP” to discuss a variety of Delta Sigma Pi topics. The most recent video interviewed the current National Collegians of the Year (COY) and encouraged every chapter to nominate a COY and for each COY to apply.

**Name: Abby Hewitt**

**Title: Central Regional Vice President**

**District Directors:**

Upsilon – Michael Harmon

Alpha Pi – Jackie Cisneros

Delta Tau – Vacant

Epsilon Xi – Abby Hewitt - Pending Backfill

Epsilon Omega – Abby Hewitt - Pending Backfill

Iota Chi – Bill Peradotti

Kappa Sigma – Hanna Brown

Kappa Omega – Kendall Zavadovics

**Regional Awards Committee**

Abby Griffiths - Chair

Daisy Pharm

Monika Navikaite

Katie Jernigan

Maci Hebert

Claire Bunse

**Travel During Period:**

11/2/2023 - Epsilon Xi Initiation Ceremony

11/13/2023 - Epsilon Omega Initiation Ceremony

**Planned Travel:**

2/14/2024 - Kappa Omega Pledge Ceremony

3/24/2024 - Iota Chi Initiation

3/28/2024 - Alpha Pi Initiation

4/7/2024 - Upsilon Initiation

4/13/2024 - Delta Tau Initiation

## **Central Region Goals:**

### **Member Education**

- Plan to hold meetings with different positions across all chapters (i.e. a Presidents meeting, VPF meeting to summarize expectations, goals, and as an open forum to share ideas and ask questions).
  - Additionally, these sessions can be used for listening to what chapters need, and what support would be helpful at the chapter level.

### **Membership Growth**

- Re-franchise Indianapolis Alumni Chapter
  - This has been an ongoing goal for some time. I would like to start conversations again to gauge interest and determine what events would be best supported.
- Engagement of Chapter Advisors and Faculty Brothers
  - Plan to encourage chapters with a low number of faculty brothers to initiate more faculty. Faculty brothers are a great support system for the chapter and advocates for potential new members.

### **Membership Engagement**

- 100% attendance at National Events
  - 8/8 attended GCC.
  - 7/8 attended LEAD School
  - 5/8 chapters are registered for LEAD Provincial [as of 1/15/24]
- Each Chapter nominates/submit COY.
  - 7/8 chapters nominated a COY.
  - 4 nominees completed their application.
  - I would like to see all 8 complete their application next year.
  - Additionally - I want to make sure the DD team is reeducating each chapter on the responsibilities of National COY. I want to make sure the most qualified and dedicated/interested brother is being nominated from each chapter.
- Each Chapter submits 2-3 awards.
  - DDs have encouraged their chapters to meet this goal.

### **Organizational Excellence**

- To have all chapters achieve Accredited Chapter for the 2024-2025 School Year.
  - Several chapters have already missed too many to reach this goal for this year. My goal is for the Member Education goals and Member Engagement goals above to drive the change needed for all chapters to reach accreditation.
- Better communication between DDs
  - Begin Monthly Meetings with DDs (and finish appointing all DDs). These meetings will focus on how to drive Organizational Excellence, not simply on what deadlines are upcoming.



**Projects & Action Items:**

- Working on financial excellence across all chapters. I've observed chapters scurrying at the end of each semester to get financial statements put together. I have a desire to create strong financial systems that are maintained throughout the year.
- Create opportunities for connection across chapters. I believe a lot of growth could be generated by chapters connecting and sharing ideas and best practices. Additionally coming together for events will drive a greater feeling of brotherhood across the region.

**Strengths:**

- High-quality community service and professional events.
- Epsilon Xi doubled their size this past year due to great recruitment. They are now able to focus on recruitment of brothers whose ideals best align with the chapter and the fraternity.

**Opportunities for Improvement:**

- Indiana State - Membership is steadily and quickly declining. Goal - to work with the chapter to determine a strategic plan to grow membership.
- CMP items are submitted last minute if not late in some cases.
  - CMP items should be submitted either before or as soon as possible after the event takes place. We really need to rely on our DDs to support these strategic initiatives. This starts with training, not just meeting deadlines. If we are focused on meeting deadlines goals will be missed. However, if we focus on operational excellence and the why behind the deadlines, we will be more successful.
- Develop a strong communication plan to DDs and Chapter Officers.

**Chapter Assistance & Discipline:**

Epsilon Omega (Eastern Illinois University): The chapter has been operating under guidance for two years. They have cleaned up their debt and are operating with a small cash reserve. The chapter is on track to meet Accreditation for the first time in 8 years. I believe if they meet this goal they should be considered in Good Standing.

**Best Practices**

- Finalize DD Team and set up monthly meetings to discuss the goals of the region.
- Set up Position specific meetings with the chapters to cover best practices and share goals and ideas across the region. Create connection points that show the reach of the fraternity across the region.
- Listen to the chapters to find out what support they need to achieve their local and national goals.

**Closing**

I have not been in this position as long as the other RVPs. It is my goal over the next couple of months to create strong meaningful connections across the Region that will foster the growth and development of our chapters. While the overall goal is to meet deadlines and grow the region, I believe this is best done by listening to our collegiates. We will meet this goal by focusing on operational excellence at every level within the region and always listening to the needs of our members. Additionally, I would

like to begin engaging our Alumni in the region to determine next steps in refranchising the Indianapolis Alumni Chapter.

**Name: James Kuhn**

**Title: East Central Regional Vice President**

**District Directors:**

Nu (Ohio State University) – Julie Hermes

Alpha Theta (University of Cincinnati) – Samuel Geroulis

Alpha Omicron (Ohio University) – Vito Honey

Alpha Upsilon (Miami University [OH]) – Mary Miracle

Epsilon Tau (University of Dayton) – Jeffrey Starr

Theta Lambda (Xavier University) – Lucy Matson

Theta Pi (Bowling Green State University) – Ryan Olea

Xi Upsilon (Marshall University) – Loran Lynch || Assistant District Director – Raymond Cousins

Psi Omega (Capital University) – Allison Greenwood

Cincinnati Alumni Chapter – N/A

**Regional Awards Committee**

Samuel Shaheen (Chair)

Anna Clark

Sarah Richardson

Grant Stouder

**Travel During Period:**

8/15-20/2023 – Grand Chapter Congress (Houston, TX)

9/22-24 – National Leadership Retreat (Cincinnati, OH)

10/6-8 – LEAD School (Chicago, IL)

11/3 – Epsilon Tau 60<sup>th</sup> Anniversary Celebration (Dayton, OH)

11/11 – Cincinnati Alumni Chapter Central Office Open House (Oxford, OH)

**Planned Travel:**

Late January/Early February – Visits to Xi Upsilon (Huntington, WV) and Alpha Omicron (Athens, OH)

February – Visit to Theta Pi (Bowling Green, OH)

2/23-25/2024 – North Central LEAD Provincial (St. Paul, MN)

March – Visits to Nu and Psi Omega (Columbus, OH)

April – Visit to Theta Lambda (Cincinnati, OH)

4/14 – Michael Hayes 5K (Oxford, OH)

5/3 – Alpha Theta Centennial Celebration (Cincinnati, OH)

July – North Central Leadership Retreat (Chicago, IL)

8/2-4 – National Volunteer Leadership Retreat (Las Vegas, NV)

Fall – LEAD School (TBD)

November – Cincinnati Alumni Chapter Central Office Open House (Oxford, OH)

Dates/chapter visits are subject to change based on chapters' availability and/or needs.

**Overview:**

The East Central region consists of nine collegiate chapters and one alumni chapter. The region was welcomed into the North Central Province this past August at Grand Chapter Congress in Houston, Texas. The chapters in the region are incredible and have plenty to boast about. Nu chapter celebrated its 100<sup>th</sup> Anniversary in-person last year after they were unable to do so due to COVID. Alpha Theta chapter was awarded the 2023 National R. Nelson Mitchell Outstanding Collegiate Chapter Award and will celebrate their 100<sup>th</sup> Anniversary this Spring. Alpha Omicron has turned their chapter around to become the premier business fraternity on campus. Each Spring, Alpha Upsilon hosts their annual Michael Hayes 5K in memoriam of Brother Michael Hayes, with proceeds going to the Michael Hayes Scholarship Fund. Epsilon Tau was applauded for their efforts in improving their attendance at National events, assisting with Ritual training videos for the National fraternity, and celebrating their 60<sup>th</sup> Anniversary. Theta Lambda set a goal to increase their membership and is doing just that. Theta Pi hosts their annual Teeter-Totter-a-thon to raise money for charity. Xi Upsilon, although small, continues to press forward to do the work of the fraternity, and make a name for themselves on a campus that features a new college of business building. Psi Omega, Delta Sigma Pi's 300<sup>th</sup> chapter, will celebrate its 5<sup>th</sup> Anniversary this Spring. And the Cincinnati Alumni Chapter regularly engages with all these chapters, hosts their annual Central Office Open House to celebrate Founders' Day, and offers an insane amount of support to this Regional Vice President and the region as a whole.

I'm beyond proud to lead this region and hope to push forward for the continuous betterment of the region, its Brothers, and the fraternity as a whole!

**East Central Regional Goals:**

***Member Education***

- Have more regular meetings with District Directors to ensure they are up-to-date with the goings-on of the fraternity.
- Have more open-forum style discussions with chapters in the region to discuss topics/issues of interest.
- Better utilize social media to share important updates within the fraternity.
- Work with and support smaller chapters to improve recruitment.

***Membership Growth***

- Work towards franchising alumni chapters in the region (Columbus, Huntington, Dayton, Toledo).
- Work with and support smaller chapters to improve recruitment.

### ***Membership Engagement***

- Have more open-forum style discussions with chapters in the region to discuss topics/issues of interest.
- Work with chapters to plan a regional event/network with Brothers in the region.
- Provide more opportunities to network with Brothers outside the region.
- Restart/Improve regional Social Media Committee.
- Have more regular meetings with District Directors.

### ***Organizational Excellence***

- Work with District Directors and their chapters to identify areas for improvement, ways to work toward achieving CMP success, and finding ways to engage Brothers to instill an overwhelming pride in being a Deltasig and ensure the fraternity is certainly a lifelong commitment.

### **Projects & Action Items:**

- Restart/Improve regional Social Media Committee.
  - Identify new committee members (alumni and collegiate).
  - Better utilize Instagram, Facebook, and/or other social media platforms.
- Work with chapters to plan a regional event/ways to better network with Brothers in the region.

### **Strengths:**

- Many chapters do many things very well, leaving them to require less, if any, major direction.
- Great relationships with their universities.

### **Opportunities for Improvement:**

- Working with chapters more closely that may be struggling with specific areas.
- Better/Improved communication with chapters.

**Name: Ron Neto-Taylor**

**Title: Great Lakes Regional Vice President**

### **District Directors**

Delta (Marquette University): Teresa Schudrowitz

Zeta (Northwestern University): Reagan Mady

Psi (University of Wisconsin-Madison): Molly Rae

Alpha Psi (University of Chicago): Edgard Neto-Taylor; Hunter Weber

Alpha Omega (DePaul University): Zac Hanson

Gamma Pi (Loyola University-Chicago): Von Krause

Zeta Xi (Lewis University): Lauren Whalen

Eta Mu (Northern Illinois University): Hunter Weber; Edgard Neto-Taylor

Kappa Phi (Valparaiso University): Joel John

Lambda Omicron (Western Illinois University): Megan Paul

Xi Chi (University of Wisconsin-Milwaukee): Molly Rae

Chicago Alumni Chapter: N/A

Milwaukee Alumni Chapter: N/A

### **Regional Awards Committee**

Ron Neto-Taylor (Chair – interim)

Laura Lewand

Jillian Rieske

### **Spring 2023 Planned Chapter Visits:**

TBC: Chapter Events and Initiations, as well as involvement with both Alumni chapters in the region.

### **Strengths:**

Recruitment: The Great Lakes Region had a 95% retention rate throughout the Fall 2023 semester, initiating a total of 152 new brothers throughout the Region. A couple of chapters experienced a decline in recruitment and volunteer leadership will work with those chapters to improve their recruitments efforts and retention of pledges.

Chapter-Alumni Interaction: Chapters in the region interact with their recently graduated alumni as participants in alumni events. Chapters can continue this trend and continue to engage alumni from throughout their history.

### **Opportunities:**

Chapter Communication: Communication throughout the region can sometimes lack as it relates to chapters communicating with their volunteer leaders. As we continue into the next year my hope is to encourage open and clear communication in the region to promote an understanding of our initiatives nationally, provincially, and regionally.

Volunteer Leaders: Less in-person meetings have reduced an interest in volunteer leadership. Encouragement of in-person events and inter-chapter communication is a top priority for the Great Lakes Region in the coming year.

National/Regional Event Attendance: Chapters are continuing to adjust to the requirements for in-person attendance. Regional attendance at Grand Chapter Congress was acceptable, though some chapters did not attend. LEAD School was well-attended but lower than anticipated considering its location in Chicago, within traveling range of most chapters in the region.

Start Up Potential: Late 2023, an email was received expressing interest in establishing a start-up group at University of Illinois – Chicago. The region and Central Office are in communication with the

interested parties. The Region is interested in pursuing expansion in Chicago. More information will be available as this initiative develops further.

Chapter-Alumni Interaction: Many chapters have a focus on recent alumni and neglect to reach out to all their local alumni base. Chapters within the region would benefit from expanding their alumni outreach to all graduating years throughout their history, and by including more alumni from their radius list.

**Great Lakes Regional Goals:**

- Increased alumni engagement throughout the region
- Improved regional and inter-chapter communication
- Plan a regional event for Fall 2024

**Chapter Assistance and Discipline:**

Lambda Omicron (Western Illinois University)

The chapter has struggled historically to recruit and maintain active brothers. Post-pandemic, the school saw a significant decline in its Macomb campus enrollment which has further hindered the chapter's operating ability. After conversations with the campus staff, volunteer leadership, and collegiate brothers, the chapter has elected to surrender their charter until the campus has increased enrollment to the point where a chapter could be sustainably reestablished.

Eta Mu (Northern Illinois University)

Volunteer leadership, Central Office, and local alumni did not receive communication from this chapter throughout the 2022-2023 academic year. In the 2023-2024 academic year, it was discovered that only one active student remains on the roster. It is the intentional of the Great Lakes Region and Central Office to work to rekindle interest in the Eta Mu chapter and preserve its charter.

**Closing**

The Great Lakes Region continues to improve its communication, recruitment, and retention in this biennium. Growth potential remains high for the region, organically within existing chapters, and inorganically through added start-ups within the region. We are excited for the coming year and look forward to connecting with the Province in February.

**Great Plains Region**

**Regional Vice President – Jody Hayek**

**District Directors:**

- Alpha Eta – University of South Dakota: Dan Tracy
- Alpha Delta – University of Nebraska Lincoln: Sarah Erickson
- Alpha Iota – Drake University: David Gulbrantson
- Epsilon – University of Iowa: Brandelle Unkrich
- Eta Pi – Wayne State College: Jeni Kimnitz
- Gamma Eta – University of Nebraska-Omaha – Cristian Perdomo-Sorto

- Mu Psi – Iowa State University – David Moore

**Assistant District Directors:**

- Alpha Iota – Drake University: Ashley Lane
- Eta Pi – Wayne State College: Ki Haas

**Regional Awards Committee:**

- Nolan Hickey – Chair
- Ashley Lane
- Reilly Schmidt

**Fall 2023 Travel/Visits:**

- October 21<sup>st</sup> – Gamma Eta Initiation, Omaha, NE
- October 24<sup>th</sup> – Eta Pi Initiation, Wayne, NE
- October 25<sup>th</sup> – Alpha Eta Chapter Meeting, Vermillion, SD
- November 12<sup>th</sup> – Alpha Delta Initiation, Lincoln, NE
- November 16<sup>th</sup> – Alpha Iota Alumni Panel, Des Moines, IA
- November 30<sup>th</sup> – Mu Psi Chapter Meeting, Ames, IA

**Spring 2024 Travel/Visits/Planned:**

- February 23-24 – North Central Provincial LEAD, Twin Cities
- March 1-3 – Halsey Invitational, Lincoln, NE
- TBD: Chapter Events & Initiations (Please send invites my way!)

**Strengths**

- Continued involvement and leadership by Alumni Brothers
- Very professional and effective chapter meetings
- High interest in building professional network while giving back.
- Event Planning

**Opportunities for Improvement:**

- Promote continual recruitment throughout the year to ensure chapters are attracting dedicated talent.
- Increase organization across chapters in planning ahead to ensure deadlines are being met.
- Enhanced communication across chapters to allow chapters to share best practices and stay in communication beyond regional and national events.
- Increase participation in National and Regional events to allow chapters more opportunities to network with others in-person.

**Great Plains Regional Goals**

- *Chapter Management Program (CMP)* – To have all chapters achieve Accredited Chapter for the 2023-2024 year and make strides towards achieving Chapter of Recognition.

- Status: Chapters started out the fall semester with motivation. Great progress was made to achieve Accredited status.
- *Attendance at National Fraternity Events*: To have 100% attendance from collegiate chapters at the Fall LEAD, Presidents Academy, and the North Central Provincial Conference.
  - Status: 100% attendance to Fall LEAD Schools.
- *Risk Management* – To have all chapters in region to complete 2023-2024 school year without a risk management incident.
  - Status: Risk management has been in the forefront of our chapters, currently there have been no incidents.

### **Final Thoughts**

For fall 2023 the Great Plains chapters were able to start the year off with the motivation needed to obtain Accredited Status by the end of the school year. The chapters continue to adapt their activities to the needs of their chapter which will also be skills utilized in the professional workplace. I would like to thank the Great Plain District Directors and Assistant District Directors for the time and commitment they provide to our chapters, we would not be successful without them! I look forward to continuing to work with the Great Plains chapters to obtain our Regional and Chapter goals!

**Name: Chrissy Nicholson**

**Title: Huron Regional Vice President**

### **District Directors**

Xi (University of Michigan): Lexie De La Cruz

Gamma Kappa (Michigan State University): *Vacant*

Epsilon Omicron (Western Michigan University): Matt Ward

Lambda Xi (Grand Valley State University): Bethany Hubsel

Mu Phi (Saginaw Valley State University): Anthony Bodeis

Pi Tau (Albion College): Colin Gudenau

Phi Omega (Cleary University): *Vacant*

Omega Tau (Northwood University): N/A

Detroit-Motown Alumni Chapter: N/A

### **Regional Awards Committee**

Fred Lipsey - Chair

Carla Tousley

Xavier Carr

Hannah Janssen

Paula Johnson

Leon Niles

Kira Osterdale



**Fall 2023 Chapter Visits:**

November 18: Epsilon Omicron Initiation

**Spring 2024 Planned Chapter Visits:**

February 22: Gamma Kappa Initiation (*Tentative*)

April 14: Xi Initiation (*Tentative*)

TBD: Other Chapter Events and Initiations when available

**Strengths:**

Volunteer Leaders: The Region has recently built a wonderful team of volunteer leaders whose dedication and devotion to their chapters is making an impact for collegiates. The Region has historically struggled with alumni engagement, so the team of passionate volunteer leaders that are currently supporting our Michigan chapters is outstanding. Because of the alumni engagement issue, the Region still has position vacancies, but the current team is working to “build the bench” of volunteer leaders for the future.

**Opportunities:**

Recruitment: The Huron Region is split down the middle in regard to recruitment success. The bigger school chapters have no issues recruiting new, excited potential members to the Fraternity, while the smaller school chapters are struggling to maintain minimum chapter size. In the Fall of 2023, the Huron Region welcomed 97 new members across 6 active chapters. Plans are in place to support the smaller chapters successfully recruit new members.

Chapter-Alumni Interaction: The Huron Region, historically, has been disconnected from their alumni brothers. Many chapters in the Region are pushing to rekindle these relationships and regain alumni interest within the Fraternity. Emails, events, and social media posts have been implemented to help with this effort.

**Huron Regional Goals:**

- Ensure adequate volunteer coverage and support.
- 100% of chapters compliant with National Policies & Procedures and National Bylaws
- 100% of chapters align with Provincial Goals
- Grow and maintain alumni engagement.

**Closing**

There are many opportunities to grow the Huron Region. Maintaining larger chapter success while bolstering the support given to smaller chapters will set the Region up to achieve more in the next biennium. Thank you to all those who support the Huron Region.

**North Central Region**

**Regional Vice President- Danielle Gohman**

**District Directors/Assistant District Directors**

Alpha Epsilon- Adam Horsch/ Chris Anderson

Epsilon Iota- Rei Onishi / Natalie Perry

Eta Rho- Haley Lenway

Theta Tau- Vacant

Kappa Upsilon- NA

Nu Tau- Saffron Jensen

Omega Phi- Mike Vitale

Omega Sigma- NA

Twin Cities Alumni Chapter- Vacant

**Regional Awards Committee**

Meagan Hagerty, Chair

Kirstie Bennett

Valerie Scholes

**Regional Marketing Committee**

Mackenzie Geschke

Danielle Gohman

**Travel/Visits- Spring/Fall 2023**

1/4/2023- Kappa Upsilon meeting

1/23/2023- Theta Tau Chapter meeting

1/25/2023- TCAC Social

2/1/2023- Kappa Upsilon meeting

2/3/2023-2/4/2023- Halsey, Twin Cities, MN

2/7/2023- Alpha Epsilon Chapter Meeting

2/13/2023- Nu Tau Chapter Meeting

2/21/2023- Kappa Upsilon Chapter meeting

2/28/2023- Omega Phi Chapter meeting

3/9/2023- Eta Rho Chapter Meeting (zoom due to snowstorm)

7/28/2023- Omega Sigma Executive Committee Meeting

8/16/2023-8/20/2023- Grand Chapter Congress 2023- Houston, TX

9/25/2023- Theta Tau Meeting

11/2/2023- Omega Phi Executive Committee Meeting

1/5/2024- Theta Tau Meeting-

1/12/2023- Theta Tau Meeting

Please note: monthly Provincial team and Regional team meetings, Discipline committee meetings, Halsey planning meetings, multiple individual calls with PVP, District Directors, students, College/University staff and Central office staff took place since the last Provincial report in 2023.

### **Future Travel 2023**

Tentative and subject to change:

2/23/2024-2/25/2024- North Central LEAD Provincial Conference- St. Paul, MN

3/1/2024-3/3/2023- Halsey- Lincoln, NE

4/5/2024- Alpha Epsilon 100<sup>th</sup> Birthday Celebration

TBD: Other Chapter Events, Meetings and Initiations

### **North Central Regional Goals**

- Increase alumni involvement by adding 10 new dues paying members to our alumni chapter by June 2024
- 5/6 chapters obtain Accredited Chapter
- 5/6 chapters attend each of the National Events (LEAD Provincial, LEAD School, Presidents Academy)

### **Strengths**

- Recruitment and chapter numbers continue to be strong at most of the Colleges and Universities
- Building a strong group of newer District Directors
- Chapters continue to adapt as the needs of the chapters change.

### **Opportunities**

- Increase engagement and participation/decrease burnout
- Increase attendance at Regional, Provincial and National Events
- Engage newer Alumni and re-engage other alumni

### **Chapter Assistance and Discipline**

Kappa Upsilon-

- Kappa Upsilon has been on Receivership for 2 years. Despite multiple efforts, the chapter has not been successful in recruitment. Out of the members remaining and who were in communication with leadership team, they were unable to continue to give time/effort to build the chapter as they were also on internship. National Leadership and Staff are engaged in taking next appropriate steps for surrendering the charter.

Omega Sigma-

- Omega Sigma chapter was installed 2 years ago and has continued to give back to the University and its community in many ways. They have achieved amazing things and have established some great events over that time. While experiencing some growing pains along the way, the Labovitz School of Business and Economics (LSBE) Dean felt as though Delta Sigma Pi and LSBE did not share the same values, therefore, was withdrawing their support of the fraternity. Central Office Staff and National Leadership

were engaged to clear concerns, however, their decision to withdraw their support remained unchanged. PVP visited the chapter to offer a potential Reorg option, however, after 0 responses from its members, the chapter decided to surrender their charter. National Leadership and Staff are engaged in taking next appropriate steps for surrendering the charter.

Theta Tau-

- As of Spring 2024, Theta Tau is down to 2 members. Since COVID, the members have had difficulty recruiting due to the different approach that St. Cloud State University and the Herburger Business School (HBS) has taken. In Fall 2023, HBS was at 70% of classes online and 30% in person. Spring 2024, HBS is at 50% of classes online and 50% in person, however, in person includes HyFlex courses as well as in person classes that have potential of moving online only. HBS has also introduced accelerated learning. I have been working with HBS's Director of Undergraduate Programs and Assessment, Chapter Advisor, Local Alumni, North Central PVP Nicole Orlando, and Central Office Staff to support this chapter and rebuild. I am still seeking a District Director.

### **Closing**

This past year has been challenging and emotional in many ways as we move forward with closing 2 of our chapters. I cannot thank all the volunteer leaders, alumni and staff enough for all your hard work and dedication to help support these chapters over the years.

We also had a lot of tenured District Directors who stepped down from their roles. I am so thankful I had the opportunity to work with each of them and I am so excited for them moving on to their next stages in life. I am thankful for each and every one of you! That being said, I am also excited to bring a lot of new faces to the team to help build the next generation of leaders!

Addendum C – North Central Provincial Budget

**International Fraternity of Delta Sigma Pi  
North Central Provincial Budget**

<b>Description</b>	<b>2023-2024</b>	<b>2024-2025</b>
	\$	\$
North Central Provincial Vice President <sup>1</sup>	2,750.00	1,500.00
Regional Vice Presidents Travel <sup>2</sup>		
	\$	\$
Central	1,000.00	1,200.00
		\$
East Central Region <sup>3</sup>		1,200.00
	\$	\$
Great Lakes	1,000.00	1,200.00
	\$	\$
Great Plains	1,000.00	1,200.00
	\$	\$
Huron	1,000.00	1,200.00
	\$	\$
North Central	1,000.00	1,200.00
	\$	\$
Provincial Leadership Team Meetings <sup>4</sup>	2,250.00	1,800.00
	\$	\$
<b>TOTAL PROVINCIAL BUDGET <sup>5</sup></b>	<b>10,000.00</b>	<b>10,500.00</b>

1. PVP Budget may include travel expenses related to chapter visits, startup group visits, initiations, and other events in the province.

2. RVP Budgets may include travel expenses related to chapter visits, startup group visits, initiations, and other events in the region.

3. The Grand Chapter voted to move the East Central Region to the Province in 2023.

4. The PVP and RVPs may include travel expenses related to leadership team meetings.

5. Each Province receives \$7,500 plus \$500 for each Region. The Provincial Leadership Team proposes to allot the \$10,500 for 2025 as reflected above. Funds may be reallocated between line items at the discretion of the PVP.