



FarmHouse International Fraternity

Builder of Men since 1905

International Executive Board of Directors Meeting Minutes October 14-16, 2011 – Roanoke, Virginia and The Campus of Virginia Tech University, Blacksburg, Virginia

Welcome and Opening Procedures

President Bible called the meeting to order at 3:35 p.m. in the Bordeaux Board Room at the Sheraton Roanoke Hotel and Conference Center. He welcomed everyone and led the Brothers assembled in the Opening Rite, as prescribed by the Builder of Men Affirmation Ritual. Bible led the recitation of the Object and Brother Robinson, offered the opening prayer.

Those attending included: Brothers Brent Bible (PU '93), president, Shawn Eagleburger (IA '02), vice president, Tony Fiore (OH '95), Jeff Norris (TT '89) (via conference call), Dale Pracht (KS '92), Clark Siddle (OH '10) and Fraternity executive director/Board secretary/ex-officio member Chad Harris (IA '98). Invited guests included FarmHouse Foundation executive director, Allison Rickels, Bruce Culley, CPA, auditor and Roy Wilson (PU '72), Ceres liaison and IEB Committee member.

Absent from the meeting were: Cameron Dunlap (NM '93), Brian Hogue (TAM '05) and Mike Revis (MO '10).

Bible and Harris led the Board through the weekend schedule, proposed agenda and review of the prior meeting minutes including March 2011, April 2011 and June 2011.

- **BOARD ACTION:** Eagleburger moved to approve the agenda and schedule as presented. Robinson seconded. **MOTION PASSED.**
- **BOARD ACTION:** Eagleburger moved to approve the meeting minutes from March 2011, April 2011 and June 2011 as presented. Pracht seconded. **MOTION PASSED.**

Committee Reports

Alumni Association and Advisor Relations

Robinson reported the following...

- The Committee has divided its work into three primary areas...
 - Brad Matt: expectations, operations, best practices, etc.
 - Wayne Steffen: bylaw development and template materials
 - Patrick Robinson: event planning and calendar management
- Attention on the development of geographic alumni clubs will focus on the following...
 - Memphis (Robinson)
 - Oregon State (Steffen)
 - Dallas-Fort Worth (Matt)

- Clemson (Harris)
 - Kansas City (Harris)
 - St. Louis (Eagleburger)
 - Twin Cities (Harris)
 - Indianapolis (Bible)
 - Washington DC (Torres)
- The Committee has set a goal of having three alumni events in geographic cities around the country in April 2012, in conjunction with Founders' Day and to have three geographic alumni association delegates seated at the 47th biennial Conclave in Minneapolis.

Finance & Investment

Norris reported the following...

- The International Fraternity has received official notice of the registry and trademark of its official marks, including the crest, name, abbreviation and motto.
- With the marks now registered, the Committee will provide a review and recommendation as to a royalty sharing agreement with Affinity Consulting Licensing.
- Two insurance affinity partnership proposals have been received and will be further reviewed by the Committee, with a recommendation and report provided back to the full Board at a future date.
- The Committee recommends the approval of the 2011-12 budget as presented by Harris, noting the specific contributions to reserve accounts called for in the budget.
- At 4:45 p.m. the Board met via conference call with Bruce Culley, CPA, of Gladstone, Mo. and reviewed his draft audit report for the Fraternity's fiscal year ending August 31, 2011. Following a review of the financial statements and audit, Culley entertained questions from the Board. It is the recommendation of Culley that the Board establishes a policy regarding the FRMT Reserves Checking Account of the Fraternity and consider an annual spending allowance from this account to apply toward educational risk management programming. As is customary as part of the audit report, the Board went into executive session with Culley at 6:03 p.m. and adjourned from executive session at 6:22 p.m. A final audit report will be presented and approved by the Finance and Investment Committee.
- So that the Board may consider future funding needs, staffing models and programmatic priorities of the strategic plan, Harris, with assistance from Norris and the Committee, will prepare and present a three-year budget projection for the Spring 2012 meeting.

Chapter Housing

Bible reported the following...

- An update regarding the development of the Foundation's Chapter Housing Loan Program, as he sat on the committee which drafted the original scope of the loan program, its terms and conditions and loan amounts, per the request of Rickels.
- The Committee met and discussed the Foundation's proposal regarding the Chapter Housing Loan Program, overview, review committee structure and draft application. It provided feedback to Harris and Rickels for their consideration.
- Next the Committee will address the resource materials needed and made available to Chapters/Associations/Fraternity by the International Fraternity and Foundation and assist in the development of best practices materials that may be a resource for future chapter housing campaign preparedness and housing management/operations.
- Per previous conversations, the International Fraternity will transfer its Chapter Housing Reserve to the Foundation, for a lead gift in the Chapter Housing Loan Program, with the expressed interest and

intention that the money be used and made available for expansion housing efforts, if and when needed.

The Board recessed at 6:45 p.m. for the evening.

On Saturday, October 15, 2011, following breakfast the Board reconvened at 8:45 a.m. and continued with committee reports.

Educational Programming

Pracht reported the following...

- The Committee has reviewed evaluation and feedback on programming from the 2010-11 year and will work to create a standard set of evaluation questions to help assess Fraternity educational programming across all events.
- The Committee encourages the International Fraternity to consider orientation webinars for participant attendees prior to programs so that participants can be better prepared for the event and have questions answered in advance.
- The Committee commends the International Fraternity and Foundation for the impact current programs have on members, including the Foundation's Power of Seven and encourage the continuance of this program.
- The Committee recommends the development of a webinar for new members who join the fraternity each semester as a means to welcome them and provide them information about the International Fraternity, its programs and resources, as means of further engaging members in the FarmHouse experience.
- The Committee reviewed the proposal received from Rick Barnes (TT '82), regarding the redevelopment of the schedule and curriculum of the FarmHouse Leadership Academy, as a Leadership Institute. The Committee recommends the Board approve this proposal in order to further evaluate the high-level of educational programming provided to chapter officer leadership.

Expansion and Membership Growth

Eagleburger reported the following...

- An interest group has formed on the campus of Southern Illinois University last spring and grown in membership and organization this fall with support of the staff, namely Tim Hadachek. The staff visited the campus earlier in the semester and endorses the recognition of the 27 men affiliated as an official FarmHouse Colony.
- Eagleburger, Hadachek and Harris, made a recent visit to the campus of Clemson University to meet with local alumni about the reorganization of a geographic alumni association and presented to the IFC with a request for approval to begin expansion in the spring of 2012 informally and with recognition formally during campus recruitment events in fall 2012. The IFC will vote on the FarmHouse proposal Wednesday, October 19 and further details will be provided to the Board at that time.
- The Board received a chartering petition from the Tarleton State Colony. With current membership of 41, which is above the campus average, and with academics atop the fraternity campus rankings, it is the recommendation of the Committee that the Board approve the chartering petition and officially charter a chapter at Tarleton State University.

- The Committee will continue to work on chartering objectives and develop future campuses to target for planned expansion efforts, by having strategic conversations with campus officials at the 2011 Association of Fraternity Advisors (AFA) annual meeting in St. Louis in December.

Risk Management

Fiore reported the following...

- The Fraternity's motion of summary judgment was heard in Story County (Iowa) court on Monday, October 10, in the matter of Stebbens vs. FarmHouse. A ruling on the matter is expected by the end of the month. The Committee requests that staff use this case as an example, and others, in helping continue to educate chapters and associations as to the issues around premises liability and when social events are held off-property.
- The Committee has drafted policy language and will recommend the adoption of policy for the following: Firearms, Incendiary and Explosive Devices; Pets and Mascots; and University Relationship Statements.
- The Committee requests that Harris provide an update regarding the most recent reports on run/loss records regarding incidents and deductible payments to help inform the committee on premium allocation rates for the next insurance coverage year.
- The Committee will work with the Finance and Investment Committee regarding a policy for insurance reserves and annual spending allowance, per the recommendation of Bruce Culley, CPA, in his audit report.

Chapter Health

Harris, on behalf of Dunlap, reported the following...

- Campus data for fall 2011 membership shows a slight/even trend of those chapters reporting to date. The Board specifically commends the membership growth for UW-Platteville and Mississippi State and requests that Harris draft letters expressing such. The Board also requests that letters of concern be sent to Wyoming and Illinois State, for the decline in membership, with a request to receive a response from each chapter regarding membership growth action plans, including specific membership goals and plans for improvement for the Spring 2012 semester.
- Campus data for Spring 2011 academics show a slight decrease in academic standing, but not all campus/chapter data are collected yet.
- The Board reviewed the Chapter Programming Award rankings and the Award of Excellence scores for the chapters in the Green and Gold Division. The Board discussed the chapter award rankings and requested that Harris send the submitted materials for the Programming Awards and Award of Excellence of the Top Green and Gold Division Chapters to the Board for their review, with each member's vote for the Ruby Cup chapter being directed to the Awards Committee chair, Garry Weston (KY '97).

Communications & Marketing

Harris, on behalf of Hogue, reported the following...

- The Committee is developing a draft style-guide for the use by the International staff, chapters and associations, for marketing and communications purposes to protect and enhance the Fraternity's brand and individual marks.
- The Committee will work with the Finance and Investment Committee regarding the licensing of now registered images and word marks of the Fraternity to ensure their protection and proper use in print, marketing, communications and merchandise.
- The Committee suggests that a competition be used to promote the develop of standard logos for on-going use regarding the Fraternity's primary educational programs and events, including –

FarmHouse Leadership Institute (Academy), Regional Leadership Conferences, To Be and Become...Emerging Talent Retreat and the Biennial Conclave.

- The Committee requests that a communications matrix be drafted by Harris to help the committee understand the breadth of communications channels currently in use by the International Fraternity, before providing further strategy and input on topics, content and new communication channels.

At 11:30 a.m. the Board continued with reports from the Executive Relations Committee, which included...

FarmHouse Foundation

Rickels reported the following...

- The Foundation had a record year in total gifts last fiscal year, ending February 28, 2011, totaling \$1.38 million raised.
- Grants requested by the Fraternity in August 2011 will be paid over the course of the next two months, with a reimbursement total of approximately \$15,000 available out of the \$25,400 requested.
- The Foundation's next campaign, Live. Learn. Lead., has silently launched with gift accumulation beginning with the start of the March 1, 2011 fiscal year. The campaign has a \$20 million goal with emphasis in three areas – leadership programming, scholarships and chapter housing. The majority and largest portion of the campaign is focused on chapter housing.
- Rickels answered questions from the Board regarding the Chapter Housing Loan Program (CHLP). The Board requested that associations seeking chapter housing support receive approval from the International Fraternity and that data be provided to the Chapter Housing Loan Program review committee in considering chapter health and future viability before grants are awarded, to prevent the misallocation of grants to an association housing a chapter which is on probation or in threat of closure/discipline issues with the International Fraternity.
- Rickels requested names of alumni volunteers who are experts in real estate, lending or banking that should be considered for the 3-5 person CHLP review committee, which will be assembled following the Foundation's fall meeting.
- The Board reaffirmed its request that the Foundation give attention to how the CHLP will support the International Fraternity's expansion efforts of new groups related to chapter housing.
- Rickels distributed a prospect research activity for each of the Board members to review names on a list and assess/consider giving potential and level of engagement in the Fraternity as a preparedness activity in campaign planning. Board members are asked to return their prospect list with comments by November 15, 2011 to Rickels.
- Harris requested each Board member shoulder individually consider what level of support he will provide to the campaign and consider making his intentions and level of commitment known to Rickels to aid in the campaign preparedness process.

The Board recessed at 12:15 p.m. for lunch.

The Board reconvened at 1:00 p.m.

Ceres Fraternity Liaison

Wilson reported the following...

- He met with a number of Ceres Board members and alumnae in February during the Regional Leadership Conference held in St. Louis. The conversation was helpful in understanding the current support relationship that exists – formally or informally – between FarmHouse and Ceres.
- As two separate and individual organizations, historically connected, there is the need to better understand and define the relationship so that clarity exists both internally and externally as to expectations and in order to meet membership needs.
- Wilson will meet with Ceres Board President, Lorie Widdice and executive director Trina Kluever-Pauli, in Indianapolis in October and requested that the Fraternity provide perspective as to how it views the relationship and how the relationship should be defined.
- The Board reaffirmed its position that considerable International Fraternity resources – be they personnel or financial – are not to be allocated by FarmHouse toward Ceres. The Fraternity encourages and supports Ceres, recognizing there is great potential to reach the women in agriculture market today in higher education, but such growth and organization must happen from within the organization and by their own accord and initiative, not from the leadership of FarmHouse. Bible will draft a letter stating such and provide to Wilson to deliver and share its content with the Ceres leadership.

Executive Director's Report

Harris reported the following...

- The Fraternity received the 2011 Associations Advance Kansas City Award from the Kansas City Society of Association Executives (KCSAE) for the Promise of Service Project held as part of the FarmHouse Leadership Academy and the total hours of support contributed to inner-city Kansas City homeless since the program inception in 2003 and the donors and awareness raised with the Be the Match National Bone Marrow Registry drive held in 2011. The award was presented at the KCSAE Annual Dinner and awarded to the Fraternity by former KCSAE president and Fraternity executive director, Jim Griffith (MO '91).
- Harris reviewed a number of key milestones and progress on the International Fraternity's Strategic Plan 2011-14. FarmHouse. *Forward*. Many of which were reported as part of the Committee reports and their efforts to date. Harris will provide an updated summary of tactical and goal progress and distribute out to the Board by November 1 for further review and to provide a comprehensive and thorough update.
- Over the summer Harris and Rickels met with Patrick Meraz, real estate agent in Kansas City with the firm NAI Capital Realty and discussed the range of options possible regarding headquarters office space. This included continuing in the current space and resigning the lease, looking for new space within the building, finding a new headquarters space and lease agreement or purchasing a headquarters space – either a condo suite or a free-standing building. Per previous conversations, the consideration of space will be viewed in terms of a 15-year plan for headquarters space and finances. In August, Harris and Rickels were able to tour two properties near the current headquarters office along Ambassador Drive in the Northland area of Kansas City that represent the range of options available should the decision to purchase be advanced. Meraz provided an executive summary of the possible headquarters space options and profiles on each of the spaces reviewed.

Old Business

- Eagleburger noted that this semester the Colorado State chapter is to be removed from the probation placed on it by the Board in Fall 2008 for poor membership numbers and was extended by a year in Fall 2010. Eagleburger requested, and the Board approved, that Harris draft a letter indicating the chapter's probationary status is removed, but may be reinstated according to the International Fraternity's disciplinary action policy should the chapter's current membership and academic trend not continue in a positive trend.
- Harris will respond to the letter received from Jim Akin, Auburn Association, regarding the request on behalf of the chapter to allow the chapter to return to a 12-week new member education program, from the 8-week mandate as sanctioned by the Board in Fall 2009 on the chapter and in conjunction with the University.

New Business

- **BOARD ACTION:** Eagleburger moved that the International Executive Board recognize the interest group at Southern Illinois University as an official colony of the International Fraternity, per the recommendation of the International staff and the Expansion and Membership Growth Committee and that men affiliated with the colony be designated in the International Fraternity's membership database with a "SI" designation. Fiore seconded. **MOTION PASSED – unanimously.**
- **BOARD ACTION:** Eagleburger moved that Seth Zilverberg (SD '04) be named the Founding Father of the Virginia Tech Chapter, given the integral role he played in recruiting the first class of men into the interest group and colony, and per the recommendation of the Expansion and Membership Growth Committee after reviewing the nominations received from the members of Virginia Tech. Robinson seconded. **MOTION PASSED – unanimously.**
- **BOARD ACTION:** Eagleburger moved to approve to the chartering petition of Tarleton State, per the Expansion and Membership Growth Committee's recommendation, pending the receipt of a continued membership growth plan for the next two-years from the colony by November 15, 2011 and pending an affirmative vote of chapters and associations by December 15, 2011, following a review of the chartering petition materials as distributed to chapters and associations by the Executive Director. Robinson seconded. **MOTION PASSED – unanimously.**
- **BOARD ACTION:** Eagleburger moved that, per the Expansion and Membership Growth Committee's recommendation, Reed Baize be named the Founding Father of the Tarleton State chapter, given his role to organize the first group of men on campus and his continued support in membership growth, leadership, chapter operations and organization, pending the petitioning group's final chartering approval vote from chapters and associations. Fiore seconded. **MOTION PASSED – unanimously.**
- **BOARD ACTION:** Fiore moved that the International Executive Board, per the Risk Management Committee's recommendation, approve an International Fraternity Policy on Firearms, Explosive and Incendiary Devices pending approval from legal counsel and insurance carriers, and be presented for endorsement by the delegates at the 47th biennial Conclave in August 2012 – the draft language of the Policy reads as follows...

The use of firearms, explosive or incendiary devices of any kind on FarmHouse premises is expressly forbidden. The possession of firearms, explosive or incendiary devices is expressly forbidden in the

chapter house. Unless prohibited by state law or university regulations, a firearm may be stored in a locked compartment within a vehicle with access limited to the owner of the firearm to prevent it from misuse or accidental use by its owner, another member, a guest, or an intruder. Any and all ammunition will be stored in a locked compartment separate from any firearms. All firearms will remain unloaded at all times while on fraternity property. Firearms shall not be displayed, demonstrated, or cleaned on chapter premises or as part of any chapter activity. Furthermore, it is the request and expectation of the International Fraternity that each Association proactively educate chapter members on the local laws and policies, which vary from state to state and from campus to campus, regarding firearms, explosives or incendiary devices.

Eagleburger seconded. **MOTION PASSED – unanimously.**

- **BOARD ACTION:** Fiore moved that the International Executive Board, per the Risk Management Committee’s recommendation, approve an International Fraternity Policy on Pets and Mascots, pending approval from legal counsel and insurance carriers, and be presented for endorsement by the delegates at the 47th biennial Conclave in August 2012 – the draft language of the Policy reads as follows...

No chapter of FarmHouse International Fraternity shall own a pet of any kind at any time. Furthermore, Alumni Association Boards are strongly encouraged to prohibit any and all pets at any time at Fraternity facilities. It is the request and expectation of the International Fraternity that each FarmHouse association include preventative and prohibitive language regarding pets and mascots in chapter and/or individual member housing agreements/contracts that are executed by the association.

Eagleburger seconded. **MOTION PASSED – unanimously.**

- **BOARD ACTION:** Fiore moved that the International Executive Board, per the Risk Management Committee’s recommendation, approve an International Fraternity Position Statement on University Relationship Statements, pending approval from legal counsel and insurance carriers, and be presented for endorsement by the delegates at the 47th biennial Conclave in August 2012 – the draft language of the Position reads as follows...

No chapter or association of FarmHouse International Fraternity shall sign a relationship statement of consent or enter into or execute a contract with a host institution, regarding the defined relationship between the university/campus and the chapter or association, without first consulting with and receiving consent from the International Fraternity.

Eagleburger seconded. **MOTION PASSED – unanimously.**

- **BOARD ACTION:** Siddle moved, on behalf of Dunlap, to approve the Iowa State chapter as the Outstanding Green Division winner and the Arkansas chapter as the Outstanding Gold Division winner for the 2011 Chapter Programming Awards. Robinson seconded. **MOTION PASSED.**
- **BOARD ACTION:** Pracht moved to accept and endorse the proposal from Rick Barnes for the redevelopment of the FarmHouse Leadership Academy into the FarmHouse Leadership Institute. Siddle seconded. **MOTION PASSED - unanimously.**
- **BOARD ACTION:** Norris moved that, per the Finance and Investment Committee’s recommendation, the Budget for 2011-12 as developed and proposed by the executive director be approved, pending further clarification as to the revenue allocation for sponsorship dollars. Eagleburger seconded. **MOTION PASSED.**

- **BOARD ACTION:** Norris moved that, per the Finance and Investment Committee's recommendation and as part of the International Fraternity's strategic goals of setting aside reserve monies on an annual basis, the Executive Director transfer funds in the amount of \$5,000 into each of the following reserve accounts held by the International Fraternity – Conclave, Housing and Operational Reserves. Eagleburger seconded. **MOTION PASSED – unanimously.**
- **BOARD ACTION:** Norris moved that, per the Finance and Investment Committee's recommendation, the Housing Account funds held in reserve be transferred as a gift to the FarmHouse Foundation to be used for the purpose of encouraging and supporting chapter housing for expansion groups of the International Fraternity. Fiore seconded. **MOTION PASSED – unanimously.**
- **BOARD ACTION:** Norris moved that the Draft Audit Report prepared and presented by Bruce Culley, CPA, be accepted by the Board, subject to approval and review of the final version by the Finance and Investment Committee. Eagleburger seconded. **MOTION PASSED.**
- **BOARD ACTION:** Eagleburger moved that the International Executive Board establish a task force to further research the opportunities for a future headquarters space as appointed by the International President, with input from the FarmHouse Foundation Trustees. Siddle seconded. **MOTION PASSED – unanimously.**
- **BOARD ACTION:** Eagleburger moved that the International Executive Board, on behalf of the International Fraternity, its chapters, associations, 1,400 members and 31,000 life-time initiates, extend its sincere thanks and deep appreciation to Reed Baize (TS '09) for his service to the International Fraternity headquarters staff as an educational leadership consultant during the 2010-11 year. Robinson seconded. **MOTION PASSED – unanimously.**
- **BOARD ACTION:** Eagleburger moved that the International Executive Board, on behalf of the Men of Virginia Tech, extend its sincere thanks and deep appreciation to the family, friends, campus officials, alumni and chapter brothers who attended and have supported the Chartering of the Virginia Tech Chapter of FarmHouse International Fraternity (for a listing see the Board Meeting Minutes Addendum). Robinson seconded. **MOTION PASSED – unanimously.**

Closing Procedures

Bible's call for additional business fell silent and he led the Brothers assembled for the meeting in the Closing Rite, as prescribed by the Builder of Men Affirmation Ritual. Robinson offered a closing prayer, followed by the recitation of the Builder of Men Creed.

The Board's next meeting is scheduled for March 2-4 or 9-11 beginning at 9:00 a.m. on Friday in the Dallas-Fort Worth area. The meeting will include a gathering of alumni brothers in the area on Friday evening and will include the Chartering of the Tarleton State Chapter on Sunday, to be held on campus in Stephenville, Texas.

Fiore moved to adjourn. Robinson seconded. The International Executive Board adjourned the meeting at 4:45 p.m., Saturday, October 15, 2011.

**** Meeting Minutes Addendum ****

On Sunday, October 16, 2011, the International Executive Board and Fraternity Staff chartered the Virginia Tech Chapter of FarmHouse in Blacksburg, Va. The day began with a morning spiritual reflection service held at 8:30 a.m. at the War Memorial Chapel on the Drill Field of the Virginia Tech campus led by Tim Hadachek (KS '07), assistant director of chapter services.

At 10:30 a.m. the International Fraternity conducted the Pearls Ceremony and the Chapter Chartering Ritual in the Ballroom of the Inn at Virginia Tech and Conference Center. President Bible presided with Brothers Eagleburger, Fiore, Pracht, Robinson, Siddle and Harris assisting. Brian O'Banion (WKY '95), expansion coordinator, served as the director of new member education, Hadachek as the chaplain, John Ortner (CO '02), alumni volunteer, and Derek Schardt (NE '07), educational leadership consultant, served as sentinels during the Ceremony.

The Charter was signed by Bible, Eagleburger and Harris and of the 53 charter members named, 36 were present to sign the chapter membership register, receive the FarmHouse recognition pin and were awarded their membership certificate. Dr. Richard T. Crowder, professor of applied and agricultural economics at Virginia Tech, was initiated as an Honorary Member, having been nominated for such membership by Brothers Jim Herbert (TN '61) and Jim Tobin (IA '76), and as approved by the International Executive Board. The Charge was read by Roy Wilson (PU '72) and 123 guests in attendance greeted the newly initiated men of the Virginia Tech Chapter of FarmHouse International Fraternity.

Following the Ceremony, an installation brunch was held with Bible and Harris serving as Master of Ceremonies. Special guests acknowledged in attendance included two Master Builder of Men, John Foltz (OH '53) and Roy Wilson (PU '73) and four members of the College of FarmHouse Founders, Brothers Foltz, Fiore, Pracht and John Torres (OH '98). Harris led the assemblage in singing the FarmHouse Blessing and provided the invocation.

Following the brunch meal, welcome remarks were provided on behalf of the Virginia Tech campus community by Dr. Frank Shushok, associate vice president of student affairs. Brothers Josh Stephens (VT '08) and Chris Atkins (VT '10) accepted on behalf of the newly chartered chapter, chartering gifts from the following groups with representatives present: Iowa State chapter and association, Kentucky association, Ohio State chapter and association, Colorado State chapter and association, Tennessee chapter, Tarleton State colony, South Dakota State chapter, the FarmHouse Foundation, the International Fraternity staff and the International Executive Board. The concluding gift was the presentation of the Virginia Tech chapter charter from Bible and Harris to Stephens and Atkins. Special thanks were extended to Brother Larry Hageman (OH '78) for providing the floral arrangement of red and white roses and the red and white rose boutonnieres for the day.

Brothers Atkins and Karl Paulson (VT '09) provided remarks for the chapter response. Harris recognized those men who have been previously inducted into the College of FarmHouse Founders and announced that Seth Zilverberg (SD '04), was selected as the Founding Father of the Virginia Tech chapter by the International Executive Board, per the recommendation of the Expansion and Membership Growth Committee after reviewing the nominations received from the Virginia Tech colony members. Harris read prepared remarks provided by Zilverberg, as he was not able to attend in person. Torres provided words of welcome and encouragement to the Brothers of Virginia Tech and challenged them to protect and steward the newly granted charter so that the history of the chapter locally may long endure. Closing

remarks and an extension of appreciation to those involved with the day's events were provided by Bible and Harris.

Following group pictures, the Men of Virginia Tech reassembled for a discussion and reflection of the Ritual Ceremony experience, using the further affirmation and study from the Builder of Men Affirmation Initiative, with assistance from Harris and Hadachek as a closing activity to the day's events, which concluded at 2:00 p.m.

Respectfully submitted,

A handwritten signature in blue ink, reading "Chad E. Harris". The signature is fluid and cursive, with the first name "Chad" being the most prominent.

Chad E. Harris, CAE (IA '98)
Secretary, International Executive Board
Executive Director, FarmHouse International Fraternity
October 19, 2011