

AN "OLDER" ALUM'S PERSPECTIVE

Major Problems Under Control-One Hurdle To Go

By Bill Rae (alias "Satch") '53, Alumni Corporation Controller

This article is directed to all brothers who are, or were, as I was, content with life and concerned with immediate mundane matters; content with fond memories of my undergraduate days and lifetime circle of close fraternity contemporaries; interested in the fortunes of PSU Football; complacent and assumed that all was well at the chapter house; and although uninvolved, assumed that affairs of the house and its perpetuation were well taken care of by others.

It is also intended for the undergraduate members to see how we feel about our property and your stewardship thereof, and also for those relatively recent graduates who have entered into lifetime membership in Zeta Zeta of Lambda Chi Alpha, Inc.

A wake-up call was received In July 2001 when a concerned fraternity brother and lifelong close friend involved with the International Grand High Zeta advised that Zeta Zeta was facing major problems, serious enough that we could lose our chapter house, and asked if I would serve on our Alumni Corporation Board of Directors. I accepted and in the absence of a regular corporate annual report, this is an attempt to share what I found and learned, what action was taken and the results to date, and what remains to be accomplished. It is, and should be, of concern to all of us as lifetime members of Zeta Zeta of Lambda Chi Alpha, Inc.

The Status in July 2001 — The Bad News

The financial affairs of both the Alumni Corp. and the undergraduate chapter were in shambles. The checkbook balances were only a paltry few hundred dollars in each account. We were, essentially, broke. Here's what we faced:

> • Real Estate Taxes: Three years past due. A notice was received from Centre County in August advising that the house was listed for sheriff's sale in September to collect the back taxes.

> • Mortgage: Four months past due and we were a candidate for sale for default.

• Fire Insurance: Due

• Food and Facilities Purchasing Services Co-Op: Spring semester past due and account working capital deposit due for fall semester to be able to buy food.

• Utilities: Past due.

• International Fraternity Obligations: Substantially past due. We led all chapters.

• Alumni Services Provider: Past due.

Physical Plant Maintenance

Requirements: Backlogged with increasing needs.

I almost had an embarrassing personal accident when all the numbers were added. The total was in the high five figures.

The Good News

The leadership of our corporation is a group of seasoned and practical businessmen of the early to mid -1980s vintage, dedicated and determined to save the house and put all affairs back into good order. I was willing and pleased to become involved with professionals of this caliber.

Action Taken

Austerity budgets put into place.

• Security deposit requirement put into place.

• CPA hired to handle income, pay the bills, and provide monthly financial reports.

• Emphasis on rushing.

• Fund-raising activities initiated: *Zeta Zephyr*, News Bulletin, e-mail, and personal contact. The current records show: 1,404 total initiates; 371 deceased; 59 actives; 90 unavailable alumni addresses; 884 available alumni addresses to contact.

• An Alumni Advisory Board was formed with qualified alums to function as mentors and work with the undergraduate house officers on a one-on-one basis.

• An Operating and Policies and Procedures Manual for Chapter House Administration and Operations is in the preparation process.

The **Results**

Fund-raising results are \$48,858. 196 brothers, 22 percent of those available, chipped in between \$100 and \$5,000 each. To those participating, **THANK YOU!** We saved the house!

Back taxes were paid and we headed off the sheriff's sale by two weeks. All taxes are now current. The mortgage was brought current and remains current. All other past dues were cleaned up and we were able to operate through the fall.

As one of my contemporaries who made a substantial contribution recently put it, "We saved the house and scraped through but it looks like nothing was left over." He is correct. A real need still exists. For those whom we did not reach, or for those who did not chip in, figure out the average contribution and see what you can do to help. More about this later.

The undergraduate members did a (continued, page 2)

"OLDER" ALUM'S PERSPECTIVE, CONT.

good job as well. They struggled through an austerity budget, cleaned up their share of the past dues, but ended up with red ink. Fall rush was good. 20 new associates. More about this later.

From the standpoint of the physical plant: hot water heater replaced, stove replaced, new electronic locks installed, the fascia boards repaired, many other minor repairs made and fire inspection passed, cleaned from stem to stern and the first floor and stairwells painted.

Things Have Changed

A lot of things are different from my days as an undergraduate. Because of all of the bad press about hazing, our International Headquarters was the first to take a stance about this in the mid-1970s. No more pledging as we knew it. Pledges are now known as Associate Members. "Do not ask an associate member to do anything you won't do yourself." For example, emptying wastebaskets duty is considered hazing. Hall duty during quiet hours to answer the telephone is considered hazing. For other things considered as hazing, see International's Web site. You will probably be as surprised as I was.

Everyone has housing contracts, normally for two semesters: PSU dorms, local apartments, and now the fraternities, ours as well. This means that a person who was rushed and initiated in one semester can't move into the house until his housing contract expires. So this means that rushing success doesn't immediately translate into house bills paid like it used to. It takes a semester or two for this to happen.

Another disturbing trend. Older and more mature brothers have been choosing to live outside the house. I can understand why for new initiates with housing contracts. I cannot understand why for those who are juniors or seniors, but I intend to as time permits. This is not a trend unique to us alone according to some of my friends with other PSU fraternity ties.

In my opinion, those who choose to live outside of their fraternity house are turning their backs on their pledged commitment to lifelong brotherhood. We lose the presence of the more mature undergraduates. And, we all know that fraternity finances and liquidity are driven by paid housebills For example, the house capacity is 46 to 47 people. Fall semester 2001: 35 living in the house, 18 living outside of the house. Six graduated in December 2001. Spring semester 2002: 29 living in the house, 30 living outside of the house. That includes 20 initiates with outside housing contracts. What about the other 10? This is a problem that needs to be solved and the undergraduates must play a major role. A question for the alumni: Are the facilities we provide inadequate or lacking? They eat well.

On the other hand, some progress has been made. House bill occupancy rates have been lower in the recent past for some valid reasons. We will have a full house in fall 2002 with overflow. This is good news but not without accompanying problems to solve.

Another point. Our house bill is competitive with the dorms room rate and a reasonable meal plan. We are also competitive with most off-campus apartments on the same basis.

A Bit of Recent History

During recent fund-raising conversations with many of my contemporaries, one question was raised repeatedly: "How did this happen?" It did not happen overnight. The historic trail provides a reasonable answer.

In 1994, major improvements and repairs were undertaken. A new roof, wiring upgrade, and a sprinkler system added were the major items, plus many other needed items. The net result was a new mortgage obtained on June 30, 1994, for \$398,000 at prime plus 2 percent, a two-year construction loan, then 25-year payment plan. The resulting mortgage payments are \$3,556.12 per month. That's \$42,673.44 per year. A heavy load to carry.

Then the house got into trouble with International. Class 1 social probation for non-compliance with mandated operating procedures. Class 4 social probation status followed shortly thereafter. Violation of "hazing regulations": associate members treated as pledges plus alcohol violation of rushing regulations including university discipline. By the way, International cancels our charter if it gets to Class 5 social probation.

As I understand it, 15 undergraduate members toughed it out to save our heritage while severely restricted and not permitted to rush to rebuild, plus being saddled with a substantial mortgage. It doesn't take a financial wizard to see why the finances went south, and we faced the resulting situation. We need to take our hats off to these brothers for their courage and determination to survive the situation.

As I see it, communication with all of the members of the Alumni Corporation in total was, at best and to use a common word, LOUSY ! The *Zeta Zephyr* was received on what seemed to be a hit or miss basis, but it costs unavailable money to produce. Second demerit. Information was always upbeat. It seems that nobody had the guts to tell it like it was. I thought everything was running rather smoothly until I got the wake up call to get involved.

My pledge. We will tell it like it is good, bad or indifferent — as long as I am associated with our board of directors and we have the funds to be able to publish information. I am certain that our current leadership and directors-at-large share this same viewpoint.

Other Information–Some of which I Consider as Best-Kept Secrets

I used to be under the misconception that the Zeta Zephyr was prepared and published by the undergraduate chapter using records maintained at the house. Not so.

Some years ago the Alumni Corp. hired the services of a business with headquarters in State College that specialized in maintaining fraternity records and publishing newsletters, news bulletins, collecting fraternity dues, etc. They have many clients both at PSU and other university campuses. That business is now known as Affinity Connection, Inc. They provide a valuable service and do a good job for us.

True, the articles appearing in the *Zeta Zephyr* are written by the undergraduates and the alumni, but they are then submitted to Affinity Connection who does the layout, printing and mailing. The Alumni Corp. pays the bill. A four-page newsletter costs \$2,100 to \$2,200. A six-page version costs about \$3,000. A two-page news bulletin costs about \$900 to \$1,000. We also pay a monthly retainer fee of \$106 for their services.

The first time I saw Alumni Corp. financial information, I noticed some *(continued, page 3)*

"OLDER" ALUM'S PERSPECTIVE, CONT.

income categories that were new to me and are what I consider as some of the best-kept secrets. They are: Dues, ZPI, and Scholarship.

Dues. Our corporate bylaws have contained the provision that all alumni shall pay annual dues for many, many years. I never knew that this requirement existed. True, I always noticed the insert asking for what I thought was a financial contribution and a postage-paid return envelope, and always thought it was the usual annual appeal. I never saw the term annual dues mentioned even though all of us know it is a usual consideration for membership for all types of social and fraternal organizations. My past normal response was that sometimes I paid something and sometimes I did not. Communications problem? You bet! This has been corrected and membership cards will soon be provided as dues statements are paid.

This raises another important point. We would not have faced the dire financial situation encountered this past July if every living Zeta Zeta alum had paid his annual dues every year since the 1920s. It doesn't take a math major to do the arithmetic.

The annual dues provision in our current bylaws is as follows and based upon years of membership: year 1, none; years 2 to 5, \$35; years 6 to 40, \$50; years 41 and beyond, \$35. Life memberships are available for \$1,000, payable in a single payment, two annual payments; four annual payments; eight annual payments; or any combination thereof.

We can, of course, always add an additional amount as our attitude and available means permit.

ZPI stands for Zeta Perpetual Investment. In the late 1970s, a forwardthinking board member set up this income account as an interest-bearing account to be used for physical plant repairs and/or upgrades. Funds from dues and contributions not used for normal operating expenses are put into this account, which has been consumed for survival purposes in the recent past.

Scholarship is an interest-bearing account that was established at, I believe, the same time as the ZPI account. The interest earned was to be used to reward outstanding academic performance or, in unusual situations, an undergraduate brother encountering

unusual financial hardship. As with ZPI, this account has also been consumed for survival purposes in the recent past.

Do you have any room in your will for our ZPI and/or Scholarship Accounts? If yes, we would be pleased to hear from you.

Good News: But One More Hurdle to Clear

The fall rush was successful and 20 new brothers have been initiated. We will have a **full house** for the first time in a long time for fall semester 2002 and spring semester 2003. Our Secretary has on hand 47 signed housing contracts and a waiting list of eight other brothers who want to live in the house. This will, of course, take the pressure off the finances, and we will have smoother sailing down the road.

The remaining hurdle to clear is that we have to pay our bills and maintain some sense of solvency to get to August 2002. The major tasks before us are twofold. First, with only 29 undergraduate members residing in the house and 30 undergraduates residing outside for spring semester 2002, we are again facing red ink for normal operations and, we hope, for the last time. Secondly, the physical plant needs repair and maintenance to be able to step up to 46 to 47 people in the house. The main items requiring maintenance, repair or replacement are bathrooms and showers, floors including the chapter room, gutters and downspouts, plumbing, main boiler controller, fire alarm central controller, sidewalk, refrigeration compressor replacement. exterior woodwork, and a host of other smaller items. Additional dining room tables are needed. It would also be nice to add some furniture and carpeting, but this may have to wait.

All in all, we could put an additional \$35,000 to \$40,000 to good use. So here is yet another appeal to raise money. It would be nice if the 688 guys we either did not reach or who did not chip in last fall came through this time. If you did participate last fall and still have a little extra on hand, by all means, it is perfectly okay to chip in again. Perhaps you could consider it as annual dues you didn't pay for all of the years that you have been out of school, even though you did not know about that until now. One thing to remember. If we send money to the Alumni Records Office P.O. Box, those funds are going through Affinity Connection and are considered as dues, or dues plus whatever extra we include. If we want to make a straightforward contribution, send it to our Corporate Treasurer: **Charles Zendt; c/o Omega Bank; 117 South Allen Street; State College, PA 16801**.

Thank you in advance for your consideration. We have cleaned up our act! Let's keep it that way!

Closing Details And Information

As an effort to improve communications, we now have a new Web site. Steve Young '81 set it up for us. We can find it at **www.lxa-zetazeta.org**. It is brand new as of February 1 and information will be added and updated as it is made available to Steve.

One of the points that came up in the many conversations I had last fall is that there is considerable interest in knowing if any of our brotherhood has passed away. The Cross & Crescent is late with this information and is not always complete. We are considering starting our own Alpha and Omega section in the Zeta *Zephyr* if everyone will participate. We are, of course, dependent upon word of mouth, so get this information to our Alumni Records Office via the news/dues form and to our Corporate Secretary: Tod Miller; 211 Valley View Circle; Phoenixville, PA 19460. Phone and fax: 610-415-0583. E-mail: twmiller@ earthlink.net

If you move, or change your phone number, or change your e-mail address, please send changes to Tod and record them on your news/dues form that comes with your newsletter so we can keep our records up to date. If you are able to send and receive e-mail, please make certain that your e-mail address is on file with Tod. It will help us to improve communications. It's relatively easy and much less costly to do an e-mail broadcast.

It is my personal goal to see us be able to publish an annual report every year, the same as any other corporation. But first, we need to get on top of and stay on top of our finances and get rid of the opportunities for unwelcome surprises. I am, however, hopeful that everyone finds the material pulled together for this article helpful, informative and brings everyone up to speed.

LAMBDA CHI ALPHA IS ALIVE AND WELL

By Edward R. [Ned] Book '54, Member of Grand High Zeta

ur fraternity is doing very well, thank you, contrary to what our friends in the media report about the Greek system. Yes, we have had our challenges at the international as well as the local level, but we are alive and very well. Lambda Chi has four new colonies and three new chapters and shows an increase of 10 percent in recruiting Associate Brothers [formally know as pledges] at the end of the last school year.

At Penn State, the largest Greek system in North America [86 fraternities and sororities] Zeta Zeta is doing much better, thanks to strong leadership within the chapter and the alumni corporation. It is a very competitive environment for our house. Of the 40-42 thousand students at Penn State 66, percent live off campus in apartments, many modern and well appointed, or in fraternity houses [13 percent]. This has become the great challenge for our undergraduates when recruiting new members and often causes some of the illegal alcohol issues that got us in trouble in the recent past. We have very responsible leaders and members now and should continue to grow. Former High Alpha Jon Brooks '02 just completed a very successful term as IFC president and brought positive attention to our house. There are many other members who serve in leadership positions in IFC, dance marathon [largest student philanthropy at any university] and other student organizations.

These Brothers have earned our

FUND RAISING TAKES ON A NEW LOOK

By Tony Spinelli '81, Director, Fund Raising Special Projects

s you can tell from the many articles in this issue, there are a lot of changes and improvements taking place at Zeta Zeta. The undergraduate brothers have done an incredible job with rush and improved how our chapter is perceived in the community. The Alumni Corporation has restructured, thus supporting the undergraduate chapter from a leadership as well as a financial standpoint. There remains so much left to do. Many alumni live far away or have commitments that prevent them from actively participating. In the past these brothers have contributed by sending in much-needed funding. My experience has been that although these contributions were appreciated, we as the Alumni Corporation did not do a very good job in thanking our benefactors. Please note our insert listing our Brothers who have sent in funds as of the time of this publication. But there's more...

One of the many projects taking place over this summer will be a new brick patio off the side of the Doty Room between the rear entrance and the loft. We would like to use this project to recognize our alumni and to fund this and other external and internal projects. These improvements fall into two categories: enhanced capacity, and appearance. Once completed our house will function more efficiently and regain much of its former appearance in the common areas.

So, I formally announce the Zeta Zeta Buy-A-Brick Campaign! For a contribution of \$250 you will get a brick engraved with your name and Zeta number permanently incorporated into the patio. You may also want to purchase a brick as a memorial to a fellow Brother who has passed away. Going forward we will offer opportunities to new graduates to contribute and have their own bricks. The design is not yet complete, but there may be a small number of cornerstones available for larger donations if an entire class would like a stone to commerate their initiation.

Now, I don't know about the rest of you out there, but I already get enough phone calls from organizations asking for my money. So please save us a call and send your donation to **Charles Zendt**, **c/o Omega Bank**; **117 South Allen Street**; **State College**, **PA 16801**. Just indicate it is for the Buy-A Brick Campaign. You will still get a phone call, but it will be a thank you instead of a solicitation. support and need our help. Mentors are needed for leadership training and academic advice. Financial support is needed to help cover an operating shortfall this semester until the 19 new members move in next fall and to support delayed maintenance and upgrading needed to keep the house competitive.

Lambda Chi Alpha's emphasis on leadership, character development, scholarship and community service grows out of the fraternity's timeless tenants: Courage-Honesty-Truth-Faith-Hope-Integrity-Loyalty-Fellowship-Service-Patriotism.

You are a Brother of Lambda Chi Alpha for life. Please help pass the flame to the next generation.

ALUMNI CORPORATION BOARD MEETING DATES

Spring

Blue White Football Saturday April 21, 2002
Board Meeting at the Chapter House ~ 10 a.m.
Tailgate at the Stadium to follow
Kickoff ~ 2 p.m.
Alumni Reception at the Chapter House after the Game

Summer

Arts Festival Saturday July 13, 2002
Board Meeting at the Chapter House ~ 10 a.m.
Alumni Reception at the Chapter House ~ 4 p.m.



From the High Alpha WE'RE ONLY GETTING BETTER

By J. Robert Pennington '02

This past semester has been full of highlights and potential for our chapter. Work done by current officers and our alumni board has put us on the way to becoming a flagship chapter of Lambda Chi Alpha. Our year's recruitment is among the top of all Penn State fraternities. We initiated 20 associate members in the fall and have just pinned in 13 spring associate members. That puts us at 33 to date, far above the average new member intake of 15 per school year. We, for the first time in years, worried about having to turn people away from living in the house in fall of 2002!

Our chapter grade point average is also something to brag about. Fall 2001 provided us with a 2.97 overall average, above the all-men's' and all-Greek averages.

Campus involvement in the chapter continues to grow and be a strong point of the undergraduate Zeta. Two brothers just completed their terms on the Interfraternity Council's Executive Committee as president and vice president of programming.

The Penn State Dance Marathon has also become a focus within the chapter this year. Within the brotherhood we have eight captains and more than forty brothers involved with committees. In partnership with the sorority Alpha Delta Pi, we hope to be one of the top 10 money raisers of the 266 paired organizations. Our goal is to raise more than \$100,000. THON, as a whole, raised more than \$3.5 million to benefit the Hershey Medical Center's Four Diamonds Fund, which benefits children who are fighting cancer and their families. A special thanks to any of you who donated! If you are interested in more information on THON, go to the Web site **www.thon.org**.

These are only a few of excellent things that the chapter has done this semester. Our brotherhood, now approaching 73 men, will continue to grow and improve in the coming years.

I encourage all of you to stop by the chapter on your next visit to State College and see, firsthand, the great things that are going on.

Zeta Zeta Inaugural Golf Outing

June 9, 2002, Tentative Date (Please check our Web site for updates: www.lxa-zetazeta.org)

Golf — Lodging — Dinner — Awards!!!!!

A family friendly event with ideas for spouses and children during golf!

Awards dinner following the Match

Please e-mail or call us ASAP so we may make arrangements for total numbers

Paul Zimmerman (zimmermanpde@olg.com, 301-884-4798) Jeff Cucchi (jeffcu@home.com) Don Sampson (da_sampson@ hotmail.com, 814-777-2004)

ALUMNI ADVISORY

BOARD MENTORS

Alpha ~ Ken Burk '80 Beta ~ Ed Beard '75 Theta ~ Volunteer Needed Caterer ~ Stephen Golden '86 Delta ~ Michael Gilotti '69 Epsilon ~ Rob Kahle '87 Fire Marshall ~ Tod Miller '85 Gamma ~ Tod Miller '85 House Manager ~ Tod Miller '85 Historian ~ Luke Taiclet '82 Iota ~ Gerald Tammaro"96 Kappa ~ Ken Termini '87/ Luke Taiclet '82 Phi ~ Ken Termini '87/ Luke Taiclet '82 Parking ~ Tod Miller '85 Rho ~ Jeff Cucchi"94 Sigma ~ Volunteer Needed Tau ~ Bill Rae '53 Pi ~ Randy Rossi '77 Webmaster ~ Steve Young '81

IT'S OFFICIAL! Come to the House on Blue/White Weekend and for Our Golf Outing Weekend, June 9, 2002

To my alumni brothers,

I am pleased to greet you for the first time as the fraternity's new High Rho. So far it has been an exciting year for the house. By initiating 20 new brothers last semester we broke the 1400s in Zeta numbers. An alumni event was held following every home football game as well as several joint undergraduate-alumni work weekends. All these events generated a greater friendship between undergraduate and alumni members, a trend we would like to continue through the next year.

Though football season is over and the Super Bowl was a bit of a disappointment for Pennsylvanians, don't forget there's still one game left to look forward to. Blue and White game will be held on April 20, kickoff will begin at 2 p.m., and parking and admission are free. The Alumni House Corporation spring meeting will be held at 10 a.m. at the chapter house. Following the game will be an alumni event.

For the hackers of Lambda Chi. we are in the process of organizing a golf outing for June 9, 2002. The event will include golf, lodging if needed, and an awards dinner. We are attempting to make this event family friendly, so spouses and children are welcome. We need your replies as soon as possible so we may get an idea of total participants and any special needs. Because we are so early in the planning stage, no firm prices have been established. Please be sure to check the Web site (www.lxa-zetazeta.org) and your e-mail for current information. Please contact Paul Zimmerman '82 or me by either telephone or e-mail (see note box in this newsletter) so we can complete our planning and make this event something to remember!

In ZAX, Don Sampson '04, Hi Rho

KEEPERS OF THE ETERNAL FLAME

By Tom Gasbarre '82, Alumni Corporation Chairman

y comments for this issue of the *Zeta Zephyr* are brief. Many others have spent a considerable time putting their thoughts into the text we deliver to you today. Our Controller Bill Rae '53 has put forth our first Annual Report. It is comprehensive and should bring all up to date on the state of our Brotherhood. Rob Pennington '03 is a bit too modest in his analysis of how our undergraduate brothers have succeeded in their efforts when many believed they didn't stand a chance.

It's brothers like these that have kept the lights on. People like Charlie Zendt '58. Does anyone know what year he became alumni treasurer (now chief financial officer)? How about Duane Doty '44? His 40-plus years as High Pi took place during some of the most turbulent of times. What about Lynn Griffith '70? He was a permanent fixture on the Alumni Board, always striving for us to be better until his untimely passing. There's Dick DeFluri '74, a constant supporter of our beloved House and the financial mastermind behind Zeta Perpetual Investment. It was his foresight that gave us the financial chance to keep alive. And Bill Bemis '64, the man who knows more about the physical plant at 351 East Fairmont than anyone does or ever will and knows how to put that knowledge to work to create a better place. And Ned Book '54, a gentleman who's always been there for Zeta Zeta, a man whose insight and guidance kept giving us hope when things were darkest.

These men and many others have, over time, poured their passions into our house. Their efforts, ideas, and love for it are what drive the current Alumni Corporation and Mentors. Our turnaround team would not allow the lights to be turned off. Sure, challenges remain, but that's what makes getting up in the morning interesting.

We still need your help—as always time and/or money—as you can see from Bill's comments. Our situation is greatly improved but far from wonderful. So I ask those who may have hesitated in sending in funds (those thinking it would be too late) to do so now. The guarantee I couldn't give last year—that we would not have to close—I can give today.

Please respond to Tony's Buy-A-Brick campaign. Purchase one for yourself and/or one for a friend and brother who has already passed. This drive will provide us with the funds to bring the appearance of our house back to its former glory. And you'll be able to see it when football season rolls around.

Simply put: Now is the time to act. Do not hide your light under a basket; rather bring it forth to shed light on all.

Congratulations, New Members!

We are pleased to announce that the chapter associated 13 new Associate Members on February 10!

Check out Our New Web Sites!!

www.lxa-zetazeta.org Alumni Web site www.lxa-zetazeta.org Undergraduate Web site

Look here for alumni and undergraduate news, letters and updates on current and upcoming events, PSU links, alumni correspondence and financial information.

Please write us for event tickets, brothers' addresses, questions about lodging and travel, or just to let us ALL know how you are!

The Zeta Zephyr is published for the members and friends of the Zeta Zeta of Lambda Chi Alpha at The Pennsylvania State University. Address changes, news items, photos and contributions may be sent in the enclosed envelope or mailed to Lambda Chi Alpha Fraternity, Alumni Records Office, P.O. Box 296, State College, PA 16804-0296.

ZETA ZETA ALUMNI CORPORATION BOARD

Chairman Tom Gasbarre '82, Downingtown, PA Gasbarre@att.net

Chief Executive Officer Ed Beard '75, Lewisberry, PA jed@acebeer.com

Chief Operating Officer Tod Miller '85, Phoenixville, PA twmiller@earthlink.net

Chief Financial Officer Charlie Zendt '58, State College, PA chzendt@bigfoot.com

Director Human Resources Curt Speaker '82, Boalsburg, PA css@psu.edu

Chief Information Officer

Steve Young '81, Berryville, VA syoung@visuallink.com

Controller Bill Rae '53, Camp Hill, PA pintail@worldnet.att.net

Affinity Connection Representative Mark Luellen, State College, PA mark@2stayconnected.com

Director-Physical Plant Long Term Mike Skinner '96 **Director-Event Planning Internal** Kevin Murphy '82 **Director-General Counsel** Jim Flick '66 **Director-Alumni Affairs Financial** Phil Murphy '95 **Director-Fundraising Special Projects** Tony Spinelli '81 **Director-Fundraising-Annuity** and Estates Bret Morgan '83 **Director-Residence-Maintaince** Glynn Chase '74 **Director-Event Planning-External** Marc Fox '83 **Director-Residence-Contracts** and Obligations Kevin Gallagher '77 **Director-Alumni Affairs** Correspondence David Hutzayluk '80 **Director-International Fraternity Affairs** Mike Parks '92 **Director-Physical Plant Maintaince** Scot Alderfer '85