

Name: Nicole M. Orlando
Title: North Central Provincial Vice President
Date: January 19, 2023

Regional Vice Presidents:

Rebecca Ruthrauff, Central
Zac Hanson, Great Lakes
Jody Hayek, Great Plains
Anna Trenshaw, Huron
Danielle Gohman, North Central

Provincial Committee Chairs:

Biyanka Shah, Professional Development
Alison Solotoroff, Alumni Development
Molly Rae, Community Service
David Gulbrantson, Awards
Jillian Gartner, Marketing and Communications
Nicole Orlando, Diversity, Equity, and Inclusion

Spring/Fall 2022 Events:

February 18-20: South Central LEAD Provincial Conference, Austin, TX
March 4-6: North Central LEAD Provincial Conference, Chicago, IL
March 25: Kappa Omega (Purdue University) Initiation, West Lafayette, IN
April 10: Upsilon (University of Illinois) Initiation (Zoom)
June 10-12: North Central Provincial Leadership Retreat, Galena, IL
June 25: Milwaukee Alumni Chapter Social Event, Milwaukee, WI
July 10-11: Board Meeting, Cleveland, OH
July 13-17: Grand Chapter Congress, Cleveland, OH
October 3: Board Meeting (Zoom)
October 8: North Central Regional Conference, Minneapolis, MN
October 16: Omega Sigma (University of Minnesota-Duluth) Chapter Meeting (Zoom)
October 21-23: LEAD School, St. Louis, MO
November 4: Xi Chi (University of Wisconsin-Milwaukee) Initiation, Milwaukee, WI
November 5: Chicago Alumni Chapter Founders Day, Schaumburg, IL
November 17: Upsilon (University of Illinois) Initiation, Champaign, IL

Spring 2023 Planned Events:

January 27-29: Board Meeting, Oxford, OH
February 3-5: Halsey Invitational, Minneapolis, MN
February 24-26: North Central LEAD Provincial Conference, Indianapolis, IN
TBD: Chapter Events and Initiations (Please send invites and I will plan to attend!)

Action Items:

- Work with the Huron Regional Vice President to identify recent and older graduates living in the Region to serve as District Directors and Assistant District Directors for all eight chapters.
 - We have identified five alumni in Michigan that are interested in serving in a volunteer leadership role, including two that will be appointed to serve as District Directors.

- Work with Central Office staff and elected and appointed volunteer leaders to help the following chapters meet the requirements of Guidance: Epsilon Omega (Eastern Illinois University); Eta Mu (Northern Illinois University); and Pi Tau (Albion College).
 - Refer to the Central, Great Lakes, and Huron Regional Vice President reports.

High Priority Risks or Concerns:

- ***Kappa Upsilon (Winona State University):*** Refer to the North Central RVP report.
- ***Lambda Omicron (Western Illinois University):*** Refer to the Great Lakes RVP report.
- ***Eta Mu (Northern Illinois University):*** Refer to the Great Lakes RVP report.
- ***Pi Tau (Albion College):*** Refer to the Huron RVP report.

Projects:

- ***Mentoring and Educating Leaders:*** Develop relationships with members in the Province that are built on trust to grow our infrastructure of strong volunteer leaders by engaging alumni to serve as Assistant District Directors, committee chairs, committee members, or presenters at regional and national events.

Status: I hold monthly 1-on-1 meetings with each Regional Vice President and each Provincial Chair to build relationships with these volunteer leaders and to support them as they transition into a new role or build upon success that they achieved last biennium if continuing in an existing role. During the biennium, I have attended in-person chapter events in the Central, Great Lakes and North Central Regions and plan to do the same in the Great Plains, and Huron Regions in the Spring term.

- ***Chapter Operations:*** Work with each Regional Vice President to support chapters as they transition back to in-person operations by hosting Regional Conferences and virtual training, while continuing to promote the importance of attending all events and building brotherhood in the Province.

Status: We conducted an Honorary Initiation followed by a fun networking event on Friday night of the 2022 North Central LEAD Provincial Conference. The Honorary Initiation educated members on how to appropriately conduct an in-person initiation ceremony and the networking event focused on member engagement as well as building brotherhood in the Province. Over 100 members attended the Honorary Initiation and networking event. In the Fall, the North Central Regional Vice President hosted a Regional Conference. I attended and presented a session on the Chapter Management Program at this Regional Conference. I will continue to work with the Central, Great Lakes, Great Plains, and Huron Regional Vice Presidents to determine if these or similar events can be held in-person in the Spring.

- ***Diversity Equity & Inclusion (DEI):*** Create a Provincial DEI committee made up of alumni and collegiate members that will foster an environment of mutual respect and acceptance to build brotherhood and implement national DEI initiatives.

Status: I serve as the Chair of the Provincial DEI committee, and the committee has met several times during the biennium to identify how we can promote and support DEI in the Province. As a first step,

we asked chapters in the Province to participate in a DEI focus group to identify barriers, if any, to recruiting diverse students to be members of the Fraternity. Based on the results of the focus group, we have offered to help chapters complete the DEI related CMP requirements which include the Diversity Assessment, and Diversity Action Plan and Training. The committee is composed of three alumni and two collegiate members who have provided valuable feedback and offered ideas to promote DEI in the Province. We have planned a break-out session for the 2023 LEAD Provincial Conference in Indianapolis titled, Promoting Diversity Equity and Inclusion in Your Chapter, that will share best practices to incorporate DEI during a chapter's recruitment campaign, pledge selection, and pledge process.

- **Communication:** Create a Provincial Communication team made up of alumni and collegiate members to develop a multi-layered communication strategy that includes face to face meetings, video calls, social media posts, and the use of digital communication platforms to effectively communicate to the Province.

Status: We have established a Marketing and Communications Committee with collegiate and alumni members to develop a multi-layered communication strategy. We have implemented "Rooftop Talks with your North Central PVP" which are short, easy to watch videos where I discuss a variety of Delta Sigma Pi topics. Our Marketing and Communications Chair posts these videos on social media to keep the Province informed. In addition, the Marketing and Communications Chair has successfully led their committee to significantly increase growth and engagement on social media, conduct "Instagram takeovers" at the St. Louis and Washington D.C. LEAD schools, showcase chapters, and develop a comprehensive social media calendar. Refer to the Marketing and Communication Chair leadership report for additional details.

In addition, the North Central Provincial Leadership Team holds monthly meetings to discuss Board recommendations, chapter operations, strategic priorities and goals, and reminders/deadlines. I meet frequently with each Regional Vice President to discuss region-specific chapter operations and each Provincial Chair to discuss upcoming local and national events. I am also working with the Alumni Development Chair to plan an alumni town hall to communicate Board proposals, announcements, and upcoming alumni chapter events.

Goals:

The North Central Provincial Leadership Team met on November 2, December 5, and December 13 to set strategic goals for the Province for this biennium. All goals and their status are listed below.

Member Education

- Member Development (National):
 - 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.
- Member Development (North Central Province)
 - Increase North Central LEAD Provincial Conference attendees by 5 percent from 2020 to 2022 and 2022 to 2023.
 - **Status:** Attendees at the 2022 LEAD Provincial Conference totaled 250, down from 286 at the 2020 event for a decline of 8 percent.
 - Increase attendees at LEAD Schools by 5 percent from 2022 to 2023.

- Status: In-process.

Attendees = North Central Province pledges, collegiate, alumni, and faculty.
LEAD Schools = all LEAD schools offered in the Fall.

- Leadership Development (National):
 - Provide training for chapter officers and volunteer leaders, with 95% participation.
- Leadership Development (North Central Province):
 - Increase the percentage of chapter officer modules completed to 20 percent by Fall 2022, 35 percent by Spring 2023, and 50 percent by DSP fiscal year-end 2023.
 - Status: At year-end 2022, 17 percent of officer modules were completed.

Membership Growth

- Chapter Expansion (National):
 - Install or reactivate at least 30 collegiate chapters over the term of the priorities.
- Chapter Expansion (North Central Province)
 - Establish two start-up groups in the Province by the end of the biennium.
 - Status: In-process of establishing a start-up at UW-Whitewater.
- Membership (National):
 - Increase combined fall and spring dues paying collegiate members by 10% over the term of the priorities.
- Membership (North Central Province)
 - Increase the percentage of chapters with 20 or more members to 80 percent by 2022 and to 85 percent by 2023.
 - Status: The number of chapters with 20 or more members represented 70 percent in Fall 2021, 67 percent in Spring 2022, and 69 percent in Fall 2022.

Membership Engagement

- Alumni Engagement (National):
 - 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.
- Alumni Engagement (North Central Province):
 - Identify two cities to start or refranchise an alumni chapter based on active and ongoing interest from at least five alumni members living in the area.
 - Status: The Milwaukee Alumni Chapter was reactivated in Spring 2022.
- Member Retention (National):
 - Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.
- Member Retention (North Central Province): TBD

Organizational Excellence

- Financial (National):
 - Decrease financial dependence on revenue sources directly connected to membership dues and chapter fees, generating an additional 5% of total revenue annually.
- Financial (North Central Province):
 - Increase the balance of the combined Chapter Leadership Funds in the Province by at least 10 percent by DSP fiscal year-end 2023.
 - Status: In-process.
- Fraternal Organization (National):
 - Have 75% of collegiate and alumni chapters achieve established minimum health indicator.
- Fraternal Organization (North Central Province):
 - 70 percent of chapters meet the Accredited Chapter in 2022 and 2023.
 - Status: 37 percent of chapters met Accredited Chapter in 2022.
 - 50 percent of chapters submit at least one chapter award in 2022.
 - Status: 54 percent of chapter submitted at least one chapter award.
 - 90 percent of chapters report zero debt > 45 days in 2022.
 - Status: 76 percent of chapters reported no debt >45 days in 2022

Lessons Learned

Do not underestimate the power of positive leadership. I have learned the importance of helping others see the things that are going well for them to keep their eyes on the positive. I have also benefitted from listening to and acquiring the insights from collegiate and alumni members in the Province.

Best Practices

Communicating early and often is critical to engaging and collaborating with volunteer leaders and chapters in the Province. I schedule monthly meetings with the North Central Provincial Leadership Team, 1-on-1 meetings with each Regional Vice President and Provincial Chair, and periodic meetings with all Provincial Chairs.

Name: Rebecca Ruthrauff (Wells)

Title: Central Regional Vice President

District Directors:

Upsilon – Michael Harmon

Alpha Pi – Jackie Cisneros || Assistant DD Meghan Reddy

Delta Tau – Courtney Hengehold || Assistant DD – Maci Hebert

Epsilon Xi – Abby Hewitt || Assistant DD – Abby Gerhart

Epsilon Omega – Abby Hewitt

Iota Chi – Bill Peradotti

Kappa Sigma – Hanna Brown

Kappa Omega – Kendall Zavadovics

Regional Awards Committee

Abby Hewitt - Chair

Travel During Period:

06.12-17.22 - Cleveland GCC

11.05.22 - Dulles LEAD School

Planned Travel:

1.29 - Kappa Sigma Pledging Ceremony

2.11 - Delta Tau Pledging Ceremony

2.15 - Kappa Omega Pledging Ceremony

2.16 - Alpha Pi or Epsilon Xi Pledging Ceremony

02.24-26.23 - Indianapolis LEAD Provincial Conference

3.23 - Epsilon Xi Initiation

3.24 - Kappa Omega Initiation Ceremony

3.26 - Upsilon Pledging Ceremony

3.30 - Alpha Pi Initiation Ceremony

4.17 - Epsilon Omega Initiation Ceremony

08.15-20.23 - Houston GCC

10.7.23 - Chicago LEAD School

I hope to attend other non-chapter meetings from the chapters as my schedule allows.

Central Region Goals:

Member Education

- I will be hosting monthly regional office hours and encouraged chapter officers to complete training.

Membership Growth

- Re-franchise Indianapolis Alumni Chapter
 - I have communicated with alumni living in the Indianapolis area to determine interest in an Indianapolis Alumni Chapter.

Membership Engagement

- 100% attendance at National Events
 - 7/8 attended GCC.
 - 8/8 attended LEAD School (2 participated in the Dulles LEAD)
 - 7/8 chapters are registered for Indianapolis LEAD [as of 1/19/23]
- Each Chapter nominate/submit COY.
 - All 8 chapters nominated a COY.
 - 3 nominees completed their application.
 - I would like to see all 8 complete their application next year.
- Each Chapter to submit 2-3 awards.
 - DDs have encouraged their chapters to meet this goal.

Organizational Excellence

- To have all chapters be either CoR or CoE for the 2023-2024 school year
 - There were quite a few things that were missed at the beginning of the semester for a lot of my chapters.

- Better communication between DDs
 - We meet once a month to go through action items, reminders, and ask questions which has benefited recently appointed DDs to hear from long-time DDs who have more experience.
 - I plan to invite chapter presidents to every other month of meetings.

Projects & Action Items:

- Working on getting a Central Regional Calendar put together for visibility within the Region.
- Potentially pairing a few chapters with other Regions for support & inspiration.

Strengths:

- High-quality community service and professional events.
- Epsilon Xi doubled their size this fall due to great recruitment and initiated 27 brothers.

Opportunities for Improvement:

- 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.
- Chapter communication
 - It appears that DDs are not utilized as much as they could be. They are the first line of communication and should be treated as such.

Chapter Assistance & Discipline:

Epsilon Omega (Eastern Illinois University): The chapter is operating under Guidance. The chapter has made significant strides to repay their debt that accumulated prior to the pandemic. They have documented best practices for future leaders and made a great impact in their campus community.

Lessons Learned

- Write down important chapter dates at the beginning of the semester and check in with your DD and chapter officer team regularly.
- Collaborate with other volunteer leaders to share ideas and best practices.

Best Practices

- Set up a monthly DD call for your team to interact and get to know one another as well.
- Praise your team! Whether you have had a chapter go above and beyond or something exciting has happened in their personal life, take a moment to text/email/call them. These are volunteer positions, make sure people feel seen.

Closing

I have a wonderful District Director/Assistant District Director team and this strength is reflected in my chapters. I saw great things from the region last semester, and I know I will see even better things this semester. I'm hoping with more in-person events that the brotherhood will be even more prominent.

Name: Zac Hanson

Title: Great Lakes Regional Vice President

District Directors

Delta (Marquette University): Teresa Schudrowitz; Tyler Junk

Zeta (Northwestern University): Reagan Mady
Psi (University of Wisconsin-Madison): Zac Stoffels
Alpha Psi (University of Chicago): Jillian Rieske
Alpha Omega (DePaul University): Joseph Nauman
Gamma Pi (Loyola University-Chicago): Von Krause
Zeta Xi (Lewis University): Christian Guenther
Eta Mu (Northern Illinois University): N/A; Sarah Hoffman
Kappa Phi (Valparaiso University): Joel John
Lambda Omicron (Western Illinois University): Andrea Ratermann
Xi Chi (University of Wisconsin-Milwaukee): Molly Rae
Chicago Alumni Chapter: N/A
Milwaukee Alumni Chapter: N/A

Regional Awards Committee

Cassie Cumberland – Chair
Thomas LeNoir
Jillian Holtzer
John Nguyen
Laura O’Connell

Fall 2022 Chapter Visits:

- November 11: Zeta Initiation Ceremony (In-Person)
- November 29: Alpha Psi Initiation Ceremony
- September 15: Chicago Alumni Chapter T3 (In-Person)

Spring 2023 Planned Chapter Visits:

TBC: Chapter Events and Initiations when available

Strengths:

Recruitment: Overall, the region is doing a great job with recruitment efforts. The Great Lakes Region has initiated over 140 members in the Fall of 2022, with four chapters initiating over 20 members each.

However, a couple chapters have consistently struggled to identify, recruit, and retain interested prospective members. The Region currently has two chapters that do not and have not met the minimum number of 20 members in over two years and are quickly shrinking with the rate of graduating members faster than they are initiating new brothers.

Chapter-Alumni Interaction: Chapters in the Region continue to lean on their alumni brothers for support and mentorship. Many have been holding alumni panels to keep their relationships thriving.

Opportunities:

Chapter Communication: Volunteer leaders continue to struggle with receiving communication from their respective chapters. Chapter communication is usually vague, late, or lacking completely. I will work with chapters to implement a positive communication channel with their local leadership.

Volunteer Leaders: The Region has benefitted from amazing volunteer leaders over the past several years and we have taken steps to build the bench of future leaders. This year I have struggled to identify interested and willing volunteer leaders to fulfill different roles across the Region. I anticipate several

volunteer leaders departing at the end of this academic year (and sooner in some cases), resulting in multiple vacancies that may leave chapters unsupported.

Chapter Management Program: While most chapters in the Region consistently achieve the Accredited Chapter tier of CMP, 100 percent of the Region's chapters have not met the requirements of this tier.

National/Regional Event Attendance: The majority of chapters in the Region usually attend a LEAD event; however, some chapters do not consistently attend LEAD events or register only one member. Chapters are not attending these due to: (1) Financial Commitment and (2) Scheduling Conflicts. Both items are easily addressed through CLFs and chapter fundraising efforts and scheduling local chapter events around national events that are announced well in advance with consistent reminders. A lot of students do not see the value in attending and volunteer leaders have struggled to encourage chapters to register one member and to stay for the entire conference.

Start Up Potential: Late in 2022, we received an email from a student at UW-Whitewater expressing interest to reactivate the chapter. While previous attempts to reactivate the chapter there have proven unsuccessful, we are pursuing a possible reactivation. I would like to see a greater emphasis on helping the chapters that are routinely struggling operationally before expanding our already large Region of 11 collegiate chapters.

Great Lakes Regional Goals:

- Adequate volunteer coverage
- 100% of chapters compliant with National Policies
- Increased Chapter attendance at National Events (LEAD Provincial Conference and Grand Chapter Congress in Houston, TX)

Chapter Assistance and Discipline:

Lambda Omicron (Western Illinois University)

The chapter has nine members, a significant decline from a high of 39 members in the Spring 2019. The Lambda Omicron chapter initiated only six members in the previous year, but their roster remains at nine brothers due to recent graduates. Educational Leadership Consultant Sara Erl plans to help the chapter build a strong recruitment program to boost membership this Spring term. I have met with the North Central PVP Nicole Orlando and DD Andrea Raterman to discuss potential actions to support the chapter if member interest and recruiting efforts continue to dwindle.

Eta Mu (Northern Illinois University)

The chapter roster was not updated after Spring 2022 elections, so communications from Central Office were not received by the correct individuals. Furthermore, there were individuals who have since graduated on the current roster, and the chapter has appeared to disperse. I am working with North Central PVP Nicole Orlando and Central Office staff to identify individuals on the roster who wish to remain members and obtain support from the University to rebuild the chapter.

Closing

While some chapters are "back to normal," others continue to struggle since the pandemic. We have identified tactics to aid those chapters struggling and are in the implementation phase of those initiatives. We are always on the lookout for additional support in the form of District Directors and welcome anyone interested in continuing their Deltasig journey as a volunteer. Thank you to all our volunteer leaders in the Region and Central Office staff who continue to assist us throughout the challenges that surface.

Great Plains Region

Regional Vice President – Jody Hayek

District Directors:

- Alpha Eta – University of South Dakota: Dan Tracy
- Alpha Delta – University of Nebraska Lincoln: Empty
- 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

Regional Awards Committee:

- Nolan Hickey – Chair
- Kevin Aldridge
- Ashley Lane
- Reilly Schmidt

Fall 2022 Travel/Visits:

- October 2nd – Alpha Iota Chapter Meeting, Des Moines, IA
- October 11th – Eta Pi Chapter Meeting, Wayne, NE
- October 12th – Alpha Eta Chapter Meeting, Vermillion, SD
- October 22-23 – LEAD School, St. Louis, MO
- October 30th – Mu Psi Initiation, Ames, IA

Spring 2023 Travel/Visits/Planned:

- February 3-5 – Halsey Invitational, Bloomington, MN
- February 24-26 – North Central Provincial LEAD, Indianapolis, IN
- 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.

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 2022-2023 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: 1 Chapter was not able to attend Fall LEAD but we are on progress for the remaining events.
- *Risk Management* – To have all chapters in region to complete 2022-2023 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 2022 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 in 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: Anna Trenshaw

Title: Huron Regional Vice President

District Directors:

Xi (University of Michigan): Vacant

Gamma Kappa (Michigan State University): Xavier Carr

Epsilon Omicron (Western Michigan University): Vacant

Lambda Xi (Grand Valley State University): Vacant

Mu Phi (Saginaw Valley State University): Anthony Bodeis

Pi Tau (Albion College): Vacant

Phi Omega (Cleary University): Leon Niles

Omega Tau (Northwood University): Vacant

Travel and Communication Since Last Council Meeting:

March 4 - March 6 - North Central LEAD Provincial Conference

March 28 - Epsilon Omicron Presidents' Transition Meeting

July 13 - July 16 - Grand Chapter Congress

November 29 - Risk Management Gamma Kappa Chapter

February 3 - February 4 Grand Rapids Alumni Event

I have held other discussions virtually, including monthly meetings with North Central PVP Nicole Orlando on the state of the region; monthly conversations with District Directors; and monthly conversations with Chapter Presidents. Other calls that might not be explicitly listed above would include DSP Webinars or supplemental discussions with different groups of volunteer leaders or chapters as well as training sessions that have been held virtually.

Spring 2023 Planned Travel:

- February 19 – Phi Omega Initiation
- February 23 – Gamma Kappa Initiation
- February 26 – Mu Phi Initiation
- March 7 – Pi Tau
- March 16 – Omega Tau
- March 24 – Lambda Xi Initiation
- April 1 – Epsilon Omicron
- April 8 – Xi Initiation
- Monthly President/DD Calls
- Bi-Weekly Chapter Meetings

Regional Strengths:

- Chapters are working hard to share their successes and event ideas on social media, especially on Instagram.
- Chapters are doing a great job transitioning to more in-person and less virtual events.
- More collaboration across Chapters in the Region.

Regional Weaknesses/Opportunities:

- One chapter is operating under Guidance: Pi Tau
- Younger chapters need greater assistance, and we are working on a Chapter “Mentorship Program” for strong chapters to support their struggling counterparts.
- Some chapters are operating without District Directors

North Central Region

Regional Vice President- Danielle Gohman

District Directors/Assistant District Directors

Alpha Epsilon- Chris Anderson/ Andrew Newinski

Epsilon Iota- Saffron Jensen/ Natalie Perry

Eta Rho- Haley Lenway

Theta Tau- Grace Bugbee/ Sammy Motz

Kappa Upsilon- Joel Moore/ Dani Cloutier

Nu Tau- Mike Vitale/ Meagan Hagerty

Omega Phi- Kaylea Steir

Omega Sigma- David Shea

Twin Cities Alumni Chapter- Rei Onishi

Regional Awards Committee

Kirstie Bennett, Chair

Katherine O’Connor

Brikken Jensen

Valerie Scholes

Regional Marketing Committee

Rei Onishi, Chair

Danielle Gohman

Travel and Communications Spring/Fall 2022:

1/24/2022- Kappa Upsilon (Zoom)

1/30/2022- Kappa Upsilon (Zoom)

1/31/2022- CLC recap meeting (Zoom)

2/7/2022- Kappa Upsilon (Zoom)

2/15/2022- Kappa Upsilon (Zoom)

2/21/2022- Kappa Upsilon (Zoom)

3/4/2022-3/6/22- North Central LEAD Provincial Conference-Chicago, IL (In person)

4/8/2022-4/10/2022- Halsey- Wayne, NE (In person)

4/25/2022- Omega Sigma Chapter meeting (In person)

4/28/2022- Theta Tau exec meeting and chapter meeting (In person)

4/30/2022-Nu Tau Initiation and Risk Management event (In person)

6/10/2022-6/12/2022- North Central Provincial Leadership retreat (In person)

6/26/2022- GCC Legislation review with Province (Zoom)

7/12/2022-7/17/2022- 2022 Grand Chapter Congress, Cleveland, OH (In person)

9/15/2022- CLC recap meeting (In person)

9/22/2022- Omega Sigma officer connect (phone)

9/23/2022- Omega Sigma officer connect (phone)

10/8/2022- North Central Regional Conference (In person)

10/10/2022- Omega Sigma Chapter Meeting (In person)

10/11/2022- Omega Sigma officer connect (phone)

12/8/2022- Theta Tau Exec and Chapter meeting (In person)

Please note- monthly Provincial team and Regional team meetings, several Halsey planning meetings, and multiple individual calls with PVP, District Directors, and Central office staff.

Future Travel 2023:

Tentative and subject to change:

1/18/2023- Kappa Upsilon Chapter meeting

1/23/2023- Theta Tau Chapter visit

1/24/2023- Omega Phi Chapter visit

1/25/2023- TCAC Virtual Social

2/3/23-2/5/23- Halsey- Bloomington, MN

2/7/2023- Alpha Epsilon Chapter visit

2/13/2023- Nu Tau Chapter visit

8/16/23-8/20/23- 2023 Grand Chapter Congress, Houston, TX

Currently working with chapters for visits to Epsilon Iota, Eta Rho and Omega Sigma.

North Central Regional Goals:

Member education

- Membership development
 - 10% of each chapter to attend an in-person National Event in 2022/2023
- Leadership Development

- 20% of Chapter modules completed by June 2023

Membership growth

- Membership
 - 75% of chapters with 20 or more members by June 2023

Membership engagement

- Alumni engagement
 - Increase alumni involvement by adding 10 new dues paying members to our alumni chapter by June 2023

Organizational excellence

- Fraternal organization
 - 60% of chapters obtain Accredited chapter recognition for 2022-2023
 - 50% of chapters submit at least one chapter award in 2023
 - 75% of chapters report zero debt > 30 days in 2023

Strengths:

- We continue to have several strong leaders who are dedicated to supporting our chapters.
- The North Central Regional Leadership Team continues to meet monthly, following the North Central Provincial Leadership Team meetings, to share information quickly.
- Chapters- Our brothers continue to strive for excellence by putting the needs of their chapter first.
- The North Central Regional Conference was successfully held in October 2022.

Opportunities:

- Increase attendance at Regional, Provincial and National Events.
- Increase awareness of Regional and Provincial social media platforms.
- Increase chapter size at Theta Tau and Kappa Upsilon.

Chapter Assistance and Discipline:

The Kappa Upsilon chapter at Winona State University is operating under receivership. The chapter's membership has increased to five. We have made the decision to maintain one of the two receivers at this time. They have the support of a District Director and an Assistant District Director who will continue working with the chapter members, chapter advisor and Dean on a comprehensive recruitment plan.

Closing

I have enjoyed serving as the North Central Regional Vice President over the last year and a half. While this year has been challenging and mistakes have been made, we have also done some amazing things! I am personally grateful for the ability to make mistakes, learn from our brothers, and continue to grow to become better than we were yesterday.

Fall 2022 was our semester. We had our North Central Regional Conference, which, for many, was their first in-person event. All eight chapters received a visit from our Central Office Staff, which was greatly appreciated and beneficial for all our chapters! Epsilon Iota doubled, if not more, in size and Kappa Upsilon had a successful pledge class.

In October, I welcomed my third child, and by no surprise, I still tried to be "RVP" while in the hospital. I cannot thank my volunteer leaders, alumni and PVP that came together to ensure each of the chapters were taken care of while I was recovering and bonding with my baby. It's not easy being a Mom and an

RVP, but it's because of you all, that makes it just a little bit easier. Thank you all so much for everything you do! I look forward to finishing this biennium strong and have high hopes for the future of the region!

Name: Biyanka Shah

Title: North Central Provincial Professional Development Chair

Goals:

- Have about 200 collegiate attendees at 2023 Spring Lead.
 - Organize great speakers and presenters for the event to engage members.
- Help chapters reach their professional development event requirement.
 - Contact chapters and volunteer leaders after LEAD to help them coordinate an event.
- Work with regions to plan a regional conference.
- Assist chapters meet the Accredited Chapter CMP-tier.
- Increase diversity within our profession programs.

Project/Action Items:

- Organize LEAD Provincial Conference Break Out Session Presenters.
 - Finalized presenters with the help of North Central PVP Nicole Orlando and Shanda Gray.
 - Following up with presenters to confirm receipt of materials and answer questions.
- Create a list of chapters that have not reported at least three professional events in the Hub to provide assistance with this CMP requirements.
 - Using Hub to be able to create a list, will use chapter leaders, RVPs and DDs to find collegiate students to reach out to.
 - Connect with chapters and RVPs after the LEAD Provincial Conference.

Lessons Learned:

Was reminded of the importance of a supportive team. People who will help fill in gaps as needed without issue.

Best Practices:

Organize yourself in a way that you know what you need to do and how to do it. Start working before the deadline and finish tasks early to minimize stress for others and yourself. Still a work in progress for myself but still trying.

Closing:

Very excited for the LEAD Provincial Conference and I can't wait to see it all come together. I hope to get a good turnout. I Look forward to working with collegiates to help them achieve their professional development goals.

Alison Spring Solotoroff

North Central Provincial Alumni Development Chair

Committee Members:

Teresa Schudrowitz

Noel Miller

Goals:

Membership Engagement

- Alumni Engagement (National):
 - 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.
- Alumni Engagement (North Central Province):
 - Identify two cities to start or rebrand an alumni chapter based on active and ongoing interest from at least five alumni members living in the area.
- Member Retention (National):
 - Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.
- Member Retention (North Central Province): TBD

Projects and Action Items:

1. Alumni Chapter Franchising

We had one new alumni chapter activate in 2022 – Welcome back to the Milwaukee Alumni chapter! The other potential alumni chapters include Indianapolis, Indiana (Central Region) and Sioux Falls, South Dakota (Great Plains Region). We continue to work with the brothers in these areas to support their interest.

2. Alumni Town Hall – April 25th

We are planning for a virtual town hall, hosted by this committee and North Central PVP Nicole Orlando on Alumni Day, April 25th. The intended audience is alumni and seniors who are graduating. We will touch on what's happening in the fraternity and engage the alumni chapters in the province to attend and share an upcoming event. The last piece of the program will be soliciting feedback on what alumni are looking for, how they want to engage and any other thoughts. We are planning a short program (30 minutes or less) with discussion to follow if members are interested in continuing the conversation.

3. Affinity Group – Human Resources

An area the national alumni development committee has been working on is affinity groups. I launched a group on LinkedIn this year for HR brothers. The engagement in the group is less than I would have hoped, although that's good feedback to go back and see how to make this group more effective and vibrant so we are offering our alumni opportunities to connect outside of their home chapter or geographic alumni chapter. More to come.

Lessons Learned:

Try something, see how it works and adjust. The HR LinkedIn group is the perfect reminder. Take an idea try it out. If it doesn't work as expected adjust and try again.

Best Practices:

Reach out to members – those you know and those you find on social media. Sometimes a person is just waiting to be asked or get connected to engage again. This may or may not be the right time, so keep the lines of communication open with brothers who have expressed interest.

Name: Molly Rae**Title: North Central Community Service Chair****Goals:**

- Start a provincial committee to help get alumni and collegiate involved.
- Highlight events that chapters in the province have planned each semester.
- Continue to identify a local community service event at LEAD Provincial Conferences.

Projects and Action Items:

- Identify community service events that chapters planned in the fall and showcase on social media.
- Continue planning and preparing for community service events at LEAD Provincial Conferences and obtain input from local chapters.
- Helping the national community service committee plan a community service event for GCC.
- Identify and groom individuals to serve as future provincial community service chairs and help plan and promote events in the future.

Closing

The North Central Province chapters have done an amazing job with community service events. During the 2021-2022 school year the province held 293 community service events. So far in the 2022-2023 school year the province has held 134 community service events. The Province has completed many amazing community service events and I am excited to highlight these events during the Spring term.

Name: David Gulbrantson**Title: North Central Provincial Scholarship and Awards Chair****Committee Members:**

Julie Dean
Jillian Gartner
Adam Katch
Lorraine Wernau
David Gulbrantson

Goals:

Increase in the number of chapters submitting an award application.
100 percent of chapters submit a COY nominee and percentage of chapters completing an application be at, or above the national fraternity.

Closing:

The North Central Province had an outstanding showing on the national level for awards in 2022. Congratulations to Xi Chi for winning the R. Nelson Mitchell Outstanding Collegiate Chapter Award,

Epsilon for winning Outstanding Financial Operations Award for a Collegiate Chapter, and Christian Loeb of Omega Phi for winning 2022 National Collegian of the Year. Congratulations to all chapter award winners and Collegians of the Year for the past year! For the 2021-2022 year, we had 27 collegiate chapters and 1 alumni chapter in the North Central Province submit an award application, for a total 77 award applications. The number of award applications took a bit of a downward turn this last year, with our province submitting 92 in 2021. The nominations for COY also went down a little from last year, with the most notable difference being the number of COY nominees submitted. See table below for details.

Collegian of the Year Nomination Statistics:

Year	Province	Chapters	Nominated	Nom %	Submitted	Submit %
2019	North Central	42	41	98%	28	68%
	DSP Total	225	211	94%	150	71%
2020	North Central	42	42	100%	28	67%
	DSP Total	225	216	96%	143	66%
2021	North Central	45	33	73%	26	79%
	DSP Total	230	213	93%	140	66%
2022	North Central	43	40	93%	29	73%
	DSP Total	229	213	93%	156	73%
2023	North Central	42	35	83%	17	49%
	DSP Total	225	195	87%	112	57%

Name: Jillian Gartner

Title: North Central Provincial Marketing and Communications Chair

Committee Members:

Kira Osterdale
 Sydney Sampson-Webb
 Lexi Kossow
 Mackenzie Geschke
 Julian Balboa
 Nicole Orlando

Goals:

Goal	Results to Date
Establish a committee of at least two members, ideally a mix of alumni and collegiate brothers.	We have a committee of six (including chair). Two alumni, four collegiates.
Increase followers on social media by 10% YoY.	Total followers on Instagram have increased 59% YoY. Facebook new followers is down 33% YoY given the rising trend of collegiates and alumni to Instagram.
Increase engagement on social media by 10% YoY.	Accounts engaged on Instagram have increased by 314% YoY. Facebook is seeing 19% engagement by page views.

Delegate responsibilities among team members to develop content and post on social media at least 2x/monthly.	We are averaging 7-9 social media posts per month across platforms, deployed by three members of our committee.
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Projects and Action Items:

Manage and Maintain Social Media Accounts for the Province: This is an ongoing project that is truly “always on” for the province. We maintain a calendar of content that is published through Facebook and Instagram, with Instagram being the preferred method to reach collegiate members. Accounts and groups are monitored and configured with security in mind. This fall we activated AI-enabled security on our provincial Facebook group to eliminate publishing of suspicious posts (e.g. profanity, published by unknown parties or companies, and more).

Promote LEAD Events: One focus for the committee is to leverage all channels of communication to promote LEAD Schools and LEAD Provincial Conferences before, during, and after the event.

Share Chapter Accomplishments and Content: We actively celebrate chapter accomplishments such as chapter birthdays, successful recruitment, strong community service and professional events through social media channels.

Leverage LinkTree for Important Links: LinkTree is a consolidated link platform to share multiple important links through one location. We’ve leveraged this on Instagram as a pilot and will run it through the end of the fiscal year to determine overall effectiveness. Linktree enables us to link multiple important upcoming items such as LEAD Provincials, LEAD Schools, Grand Chapter Congress, HUB, CMP, social media accounts, and more. This will be key for continuing engagement in the North Central Province. **Brothers can access our LinkTree at linktr.ee/deltasigncp/**

Lessons Learned: Delegation is the best path forward. Find committee members with a passion and give them ownership in committee tasks and open the committee to collegiate brothers, especially marketing majors looking for hands-on experience.

Best Practices: Maintain a calendar, enlist support of collegiates for content development and deployment, and spend time following chapters and regional accounts on Instagram to foster growth of our follower base.

Closing:

I am incredibly proud of the achievements of our committee this year. Exponential growth of followers by 59% and engagement of 314% on Instagram is incredibly positive to see for our province. This growth in leveraging additional social channels shows the opportunity to be creative in communicating fraternal messages and matters important to chapters and our members beyond (but not to replace) email and other traditional forms. I cannot thank my committee enough for their support so far this year, especially during LEAD events that garnered great progress on social media, which will hopefully drive increased interest and attendance at future programs.