

Beta Chi Housing Association 2019–20 Plan

A strength-driven, evidence based approach
to addressing the needs of the Beta Chi
Chapter

A Sacred Purpose

The Beta Chi Building Association of Theta Chi fraternity is committed to ensuring the stability and sufficiency of the Beta Chi Chapter and its members by; promoting a strength-based, proactive approach to leadership, driven in the commitment to be a resolute man and brother of Theta Chi.



The Model

Utilizing the evidence based Conferencing and Teaming system, the board was able to identify strengths within one another, our alumni, and our active undergraduates; and address underlying needs in the chapter identified by:

- Alumni
- Campus Stakeholders
- Undergraduate Members
- Board Members

1. Identify Desired Outcome
2. Identify Non-Negotiables
3. Ground Rules
4. Your Story “Why did you join?”
5. Identification of strengths
6. Identification of chapter needs
7. Develop the plan (Action-Steps)
8. What could go wrong, and how do we solve it?

Annual Growth

1. “Keep the House open,” Rebuild our foundation and infrastructure through our closest supports. (Campus, Housing Association, and Undergraduate Members)
2. Engage Alumni and external supports. (Our Team)
3. Develop and implement plans annually, revisiting steps 1 and 2 as needed.
4. Fully functional chapter that supports the development of Resolute Men.

Functional Strengths for This Goal:

Christopher “CJ” Denelle, *Treasurer*: Professional financial experience. Solution focused and long-term minded.**

Jack Ohrman, *Secretary*: Systematically focused to achieve goals. Maintains commitment through implementation of action-steps.**

Matthew Behrman, *Vice President*: Maintains positive relationships with undergraduate members and alumni. Identifiable “Gap-Bridger” through the utilization of interpersonal skills to maintain relationships.**

Marcus D. Webster II, *President*: Organizational leadership minded. Maintains wide-perspective, to promote the mission of the Beta Chi Housing Association and its relationships with undergraduate members, alumni, and stakeholders. **

Need #1

Underlying Need	Outcomes/Goals (in order of priority)	Action Steps/Barriers (who will do what & when)	Target Date	Supports Involved in the Development of the Plan
Underlying Need 1: Negative returns on current investments in alumni outreach services. Current partnership with Affinity Connection.	Outcome/Goal 1: "Keep the house open": Promote positive organizational culture, while increasing undergraduate pledge retention and membership.	1A) Step: Jack will contact Affinity Connections on 6/22, to obtain the current alumni directory used by Affinity Connections.	June 22 nd , 2019	CJ Denelle Jack Ohrman Marcus Webster
		By 7/2/19, the board will discontinue its service through Affinity Connections.	July 2 nd , 2019	
		B) Barrier: No Barriers listed		
		C) Resource: Affinity Connections.		

Need #1 Outcome: Met

Need #2

Underlying Need 2: Transparent and efficient undergraduate payment of national dues.	Outcome/Goal 1: Ensure consistent payment of undergraduate dues and positive standing with national chapter.	2A) Step: CJ will contact Jim Powell (IHQ) to schedule a conference call in mid-August, to discuss implementing Omega-Fi payment systems.	Mid-August, 2019	Jim Powell CJ Denelle Marcus Webster
		Marcus and CJ will participate in the call with Jim to discuss implementation.		
		B) Barrier:		
C) Resource:				

Need #2 Outcome: Ongoing

Need #3

<p>Underlying Need 3: Efficient alumni outreach and correspondence.</p>	<p>Outcome/Goal 3: Quarterly newsletter to promote the state of the Beta Chi chapter.</p>	<p>3A) Step: On 6/22/19, the board established a quarterly schedule in which the board will format and conduct its business.</p> <p>The board will utilize this structure to implement and distribute a newsletter; reporting the on-goings of the Undergraduate and Alumni chapters, to promote increased alumni outreach and correspondence.</p> <p>Initial ideas or the newsletter include: Letter from President, Introduction of board members, Alumni <i>Call to Action</i>, undergraduate brother profile, philanthropic snapshot.</p> <p>B) Barrier:</p> <p>C) Resource:</p>	<p>August 1st, 2019</p>	<p>Alumni Board: Jack & Matt</p> <p>Undergraduate Chapter</p>
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Need #3 Outcome: Ongoing, improved

Need #4

<p>Underlying Need 4: Weak relationship with and perception among National Chapter.</p>	<p>Outcome/Goal 4: Increase relationship, cooperation, and perception with Theta Chi National Chapter.</p>	<p>4A) Step: The board and its members will maintain frequent correspondence with the National Chapter.</p> <p>In the event that consultation, resources, and support are needed; the board will not hesitate to contact the National Chapter in order to ensure the continued existence of the Beta Chi Chapter.</p> <p>B) Barrier:</p> <p>C) Resource:</p>	<p>Ongoing</p>	<p>Jim Powell Ray Vannalot Dan Van Aiken</p>
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Need #4 Outcome: Met

Need #5

Underlying Need 5: Lack of formality in housing operations.	Outcome/Goal 5: Reinforcement of housing agreements and summer leasing.	5A) Step: The board will reinforce the "Housing Agreement" to ensure the responsibility of undergraduate members, to the Beta Chi Chapter House.	August, 2019 April, 2020	
		The board will utilize summer leasing documentation to ensure the responsibility and financial commitments, of undergraduate members and residents of the Beta Chi Chapter House; who wish to reside during the summer months.		
		B) Barrier: C) Resource:		

Need #5 Outcome: Met and Ongoing

Need #6

Underlying Need	Outcomes/Goals (in order of priority)	Action Steps/Barriers (who will do what & when)	Target Date	Supports Involved in the Development of the Plan
Underlying Need 6: Informal conduction of Undergraduate business and frequent mismanagement of allocated funds.	Outcome/Goal 6: Increase independence and responsibility of undergraduate chapter.	6A) Step: The undergraduate chapter will be required to submit expense documentation on a monthly basis, as dictated by the board Treasurer, to ensure that chapter funds are being used in a manner that promotes the well-being of the Beta Chi chapter.	Immediate	
		B) Barrier:		
		C) Resource:		

Need #7

<p>Underlying Need 7: Continued negative perception of chapter house among current member, alumni, and stakeholders.</p> <p>Reluctance of undergraduate members to reside in the chapter house due to negative perception of the housing and impact on well-being.</p>	<p>Outcome/Goal 7: Positive perception of Beta Chi chapter house that promotes desirable membership and alumni contribution.</p>	<p>7A) Step: The board will enforce the bylaws of the Housing Association and the Beta Chi chapter.</p> <p>Undergraduate members will be responsible for the cosmetic well-being and maintenance of the Beta Chi chapter house (internally and externally), with support from the alumni board, its stakeholders, and partners.</p> <p>The board will enforce a zero tolerance policy for any conduct unbecoming of a brother of Theta Chi, whether he be a current or alumnus member. Specifically, the board will enforce disciplinary actions (in consultation with the bylaws of the organization, municipal/county/state/federal laws) for destruction of property and illicit drug consumption on the premises.</p> <p>B) Barrier:</p> <p>C) Resource:</p>	<p>Immediate</p>	
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Board Plan 2020-21



Needs

1. Health, Security, and Safety
2. Strengthening Alumni base and dispelling deficit mindedness.
3. Increasing communication with trustees, stakeholders, undergraduates, IHQ, and Alma Mater
4. Growing and Developing resolute undergraduate members
5. Recruitment
6. Omega Fi- financial and resourceful
7. Maintenance of the House
8. Maintaining positive relationship with the campus at-large.



Goals

1. Maintain active alumni who donate to the Building Association (50% of income from donations rather than relying on semester rent checks)
2. Grow and develop undergraduates who know how to run Fraternity.
3. Have a house that “runs itself” by bringing in strong, capable brothers.
4. “Ensure we exist” – by promoting health, safety, and security.
5. Make the house desirable to recruits, alumni, and members.
6. Utilize Alma Mater as an asset rather than a burden.

Strengthening Alumni Base and Dispelling Deficit Mindedness

1. Engage and openly communicate so that all brothers know what we're doing.
 1. Regular Newsletters
 2. Board sponsored events
 3. Maintain website and donation portal.
 4. Undergraduate alumni check-ins
 5. Incentives for alumni donations: events, merchandise etc. (know where your money is going)
 6. Recognition for alumni contributions

Increasing Communication and Mentorship

1. All board and undergraduate communication should answer
 - ✓ What we're doing
 - ✓ How we're doing it.
2. Board positions mentor undergraduate counterparts.
3. Resuming the tradition of sending undergraduate executive board to seminars, conferences, etc.

Recruitment

1. Utilize Field Executive, Jacob Unger, to develop a customized recruitment plan for the chapter.
2. Support undergraduate recruitment needs
3. Attract potential brothers by asking, “will the be active members and alumni.”

Health, Safety, and Security

1. Purchase cameras and install around exterior.
2. Change locks on exterior access doors to pin-pad system.
3. Professional cleaning prior to fall semester, winter break, and end of year.
 1. Alleviating the burden from undergraduates.
4. Reinstalling a comprehensive Risk Management plan and thoroughly educating members about the importance of Risk Management.

Omega Fi

1. Board Treasurer work with IHQ and UG President to set up billing and dues payments through Omega Fi, 7/2020

General Maintenance of the House

1. Ensure we exist, attract recruits, and make it desirable to alumni donors.
 - ✓ Furnishing rooms
 - ✓ Lawn care, Trace Landscaping, bi-weekly
 - ✓ Board Vice President maintain report with undergraduate members and board to ensure consistent maintenance of the house.
 - ✓ Work with school to purchase overflow dorm furniture and encourage donors, given financial limitations.

Alma Mater First

1. Bi-weekly check-ins with Greek Advisor
2. Upstanding active members who participate in on-campus groups.
3. Encourage undergraduates to adopt a policy that encourages members to be more active on campus.
4. Require undergraduates to host one on-campus event per semester.
5. Advertise chapter initiatives

If you'd like to “Lend a Helping Hand”

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Donate:

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Visit Donation Portal: www.thetachiallegheny.org/

