

ORDER OF OMEGA

Summer Board Meeting — Meeting Minutes

July 10–11, 2026

Meeting Dates: Friday, July 10, 2026 – Saturday, July 11, 2026

Meeting minutes generated from personal notes, recordings, and AI transcripts generated during the meeting

Individuals Referenced

- Seth Ressler, Reatha Cox, Darald Stbbs...
-
- Add attendees
-
- — Executive
- Kevin J. O'Connell — Finance Committee investment advisor
- Anne — retiring staff/board figure, recognized for 36 years of service; her spouse Larry is a longtime board member and Order of Omega's representative to AFA
- Dan — outside facilitator/consultant who led the retreat sessions with a co-facilitator (referred to primarily as "Speaker 1"/"Speaker 2" in the transcripts)
- Rob, Mike Taddesse, David Grady, Kari Murphy, Darald, Elizabeth, Tyler, Janet, Larry, Lamar, Cheri, Anne, Kaylee, Retha ("Reatha") Cox — board members, staff, or committee volunteers referenced by name;
- Additional board members, staff, and RCDs (identified only as numbered speakers in the source transcripts)

Day 1 — Friday, July 10, 2026

1. Presented by Rise Partnerships - Credibility, Recognition & the Value Proposition

The board opened with a discussion of what gives Order of Omega credibility and value: reputation, member interaction, and the licensing of decision-making authority to local chapters, which set standards and grant affiliation. The mechanism for delivering leadership development and scholarships Following the facilitation a final report was provided by Rise Partnerships to guide in next steps.

Key discussion points

- Leadership development is delivered primarily through undergraduate chapter organizations; scholarships create additional value and recognition for students.
- Peer recognition of Order of Omega members influences non-members to aspire to the standard; naming exceptional students inspires broader excellence on campus.
- A case study on scholarships/membership highlighted contributions from Reit and Dan on Delta, a first-year honor society, and discussed how Omega Phi Alpha differentiates itself by rewarding leadership rather than academics.

Governance framing

- Two guiding questions were posed for the retreat: (1) what does the organization do, and (2) how should governance be structured to support it.
- Participants paired up across committees (including governance and new board members) to discuss the value proposition for institutions and national fraternities/sororities.

Creating value beyond recognition

- Value is created through exclusive culture and “best of the best” content, but the group discussed the challenge of exclusivity and the importance of also recognizing students who don't hold other leadership positions.
- Tangible value (certificates, membership pins) was distinguished from intangible value (belonging, leadership development).
- Inter-council and cross-council collaboration was identified as a way to help students find common values and feel they matter within the organization.
- Chapters can add value by mentoring, hosting industry workshops, and helping campuses solve real problems — with the board reframing the approach around opportunities rather than problems.

Group exercise

- Triads worked to define written criteria for what falls “in the organization's lane,” using mission, purpose, capacity, and past trial-and-error as guideposts, while avoiding an overly prescriptive posture toward chapters.

3. Presented by Rise Partnerships - Organizational Alignment, Governance & Trust

Building on the “lane” exercise, the board discussed cross-training between newer and experienced members, and applied the Nadler-Tushman organizational alignment model to examine how well strategy is integrated into day-to-day operations — work, activities, programs, services, personnel, and systems — and what the organization should say no to.

Formal vs. informal systems

The facilitators walked the board through a four-part framework comparing formal and informal drivers of decision-making, then asked small groups to locate examples from Order of Omega's own history within it:

4. Financial & Membership Update

David and Staff presented a mid-year financial and membership snapshot:

Metric	Value
Total revenue (through October)	\$690,000
Total expenditures (through October)	\$456,000
Cash flow	Positive
Total membership	9,100 (↑ 2%, incl. 24 reactivations)
Scholarships awarded	\$90,000 across 80 recipients

- The scholarship program was rebranded as the “1959 Scholarship Program.”
- Fellowship/scholarship recipients are being incorporated into case study competitions, with positive recipient feedback on reduced financial stress and increased motivation.
- A multi-year MOU with AFA (Association of Fraternity/Sorority Advisors) was highlighted as a key strategic partnership; the board discussed enhancing the AFA conference experience and expanding graduate student engagement in the case study competition.
- Marketing and foundational communications materials were flagged as needed to grow participation in the case study competition and other programs.

5. Headquarters Building Maintenance

Seth shared and provide information on the organization's headquarters building (approximately 20 years old) was discussed as a rare and valuable asset in the nonprofit sector — staff noted that many peer nonprofits visited during headquarters tours struggle with property issues, particularly post-COVID.

- Recent improvements: landscaping funded by a City of Arlington grant, and computer/technology upgrades.
- Near-term maintenance needs: roof repair, exterior paint, and fence repair.

- A neighbor complaint regarding a security camera and leaf debris was noted as a reminder of ongoing property-maintenance obligations.
- Building renovation and maintenance costs will be reflected in the upcoming budget discussion.

6. Adjourned for the Day

Day 2 — Saturday, July 11, 2026

1. Strategic Recommendations & Next Steps

Staff outlined the path forward for turning the retreat's discussions into board guidance, including a reflection questionnaire, an expanded written report on board member roles, and a structured process for stand-up work groups.

Roles, boards & governance model

- Nine distinct roles/needs were identified from advance board-member questionnaires, covering what board members, staff, and RCDs need from one another; findings will be expanded in the follow-up report.
- The board distinguished between “working boards” and “governance boards” and discussed adopting a flexible, situational approach, with regular strategy/direction-setting sessions and temporary work groups for specific strategic questions.
- A policy-governance model was introduced (board sets means/ends; staff executes), prompting a re-evaluation of the RCD role — including whether regional, institution-type, or function-based structuring works best.

Chapter support & assessment

- The group discussed resourcing chapter series and leadership development, the role of campus professionals in supporting chapters, and the need for an assessment process/benchmarks to flag early signs of chapter issues.
- Nonprofit best-practice resources were recommended to help codify informal practices into formal policy.

2. Governance Committee Report

Cheri presented the Governance Committee report on behalf of the committee

- The committee developed a new nomination form (with support from Tyler and Seth) so nominators provide more qualitative detail about candidates, better informing the committee's review.
- At the executive committee's request, the committee paused outreach on its existing prospective-board-member list during this retreat, in case the retreat's outcomes should influence the kind of board members the organization seeks next; this pause was communicated transparently to the full board.
- Seth has been consolidating the organization's governing documents and policies into a single-source handbook for ease of reference (a compilation effort, not a change to the underlying bylaws or policy-approval process). Larry proofread the draft; the committee identified that the officer-selection process still needs to be added, with Tyler to send that content to Seth.
- Per legal counsel's list of recommended nonprofit policies (reviewed when the organization last updated its governing documents), the one clear gap the committee identified is a records-retention policy; other recommended items (e.g., conflict-of-interest policy, reimbursement policy) are already in place.
- The committee proposed new nomination/selection procedures for Regional Chapter Directors and the student board member position, with formal proposals to come forward this season.
- Board term structure was clarified: board member terms are three years; officer terms are four years. Members whose terms expire next summer — Reatha (Retha) Cox, Larry, Elizabeth, and Rob — will be contacted to confirm interest in continuing.

3. Board Motion

A motion was made and carried by voice vote to reappoint Darald to a new three-year board term, expiring in 2029, following the expiration of his prior term this summer.

4. Recognitions

- Anne was recognized for 36 years of service to Order of Omega. She received a 30-year member recognition pin, a personalized keepsake/trinket box (a gift tied to her many years of travel to board meetings across different states), a \$500 donation made in her name, and a formal proclamation; her name will also be added to the recognition wall in the headquarters boardroom. A written tribute was shared on behalf of a former colleague, Mardie.
- David Grady was recognized for receiving the NIC (North American Interfraternity Conference) Silver Medal Award; in noting his leadership, the board also cited that Order of Omega has awarded a cumulative total of roughly \$1.8 million in scholarships to date.
- Outgoing student board member Kaylee was recognized with a ceremonial Certificate Frame t
- The board noted that AFA (Association of Fraternity/Sorority Advisors) celebrates its 50th anniversary this year, and that Order of Omega has long had board members and volunteers serving on AFA committees and its board, including Larry, who was expected to attend as one of AFA's longest-serving representatives.

5. Budget Proposal (FY2026–27) & Technology Fee

Staff (Seth) walked the board through the budget handout, which showed FY2024-25 actuals, FY2025-26 projected actuals, and three proposed budget options for FY2026-27.

Metric	Value
FY2024-25 actual result	Deficit of approx. \$30,926 (in line with approved budget)
FY2025-26 projected result	Surplus of approx. \$26,000 (largely due to a vacant Coordinator position)
Membership technology fee (current)	\$3 per member, on top of the \$60 membership fee
Net per-transaction yield	~\$60.24 of every \$63 charged, after payment processing costs
Transactions processed (past year)	7,000+ (~6,800 individual + bulk chapter payments)

- A proposed increase to the per-member technology fee, from \$3 to \$5, was discussed to help cover Greek Track licensing and payment-processing/transaction fees.
- The board weighed the impact of a fee increase on student leaders and the organization's reputation against the need for a balanced budget and possible staff raises.
- It was noted that dues changes require a chapter-level vote, and that passing along credit card processing fees is not mandatory in Texas.
- The current accountant handles the Form 990 filing well but offers limited year-round advisory support; staff is evaluating a switch to a firm offering both 990 preparation and ongoing budget-categorization/financial-reporting advisory support (options under consideration include Blue & Co. and another national nonprofit-focused firm).
- A roughly \$12,000 credit resulted from a prior cancelled venue booking and can be applied toward a future booking at that property; all three budget options include investment-account transfers to support scholarships/fellowships and facility needs (including roof repair) plus an operational reserve transfer.
- The chapter programming grant, a newer offering, was slow to gain traction in its first year, with only about \$2,000 used.
- The coordinator position remains vacant: an initial candidate signed an offer letter but ultimately declined to relocate from South Texas; the search is restarting with a job description retooled to emphasize communications responsibilities, distinct from Amanda's existing part-time role.
- Conflict-of-interest declaration forms were distributed to board members during this session, to be completed and returned.

6. Investment Portfolio Report — Kevin J. O'Connell, Finance Committee

Kevin J. O'Connell (30+ years managing institutional portfolios; chairman of the state pension mission) presented the quarterly investment performance report to the Finance Committee and board. The uploaded transcript for this session captures only the technical/audio setup before the presentation; the figures below are carried over from the Otter.ai summary and have not been independently verified against a full transcript.

Metric	Value
Q2 2026 portfolio return	7.667%
General capital account return	9%
Portfolio value, inception (2018)	\$1.1 million
Portfolio value, current	\$11+ million
26-year average annual return	7.25%
Target allocation	20–30% income / 70% equities
Number of individual stock holdings	42
Target private equity/credit allocation	~4%

- The allocation approach (20–30% income, 70% equities) mirrors typical higher-education foundation portfolios.
- Risk-adjusted return target: approximately 60% of S&P 500 returns at roughly half the volatility/risk.
- Holdings include established performers such as Hewlett Packard and United Rentals; the strategy targets well-run companies irrespective of political affiliation.
- Proposed policy changes: split large-cap and mid-cap holdings for clearer reporting (mid-caps were a relative outlier this year), and formalize benchmark adjustments.
- The committee and Mr. O'Connell agreed a clearly written investment policy would let the board focus its attention on other strategic priorities rather than routine investment questions.

A separate, brief Finance Committee call earlier in the process (also with Mr. O'Connell and Seth Ressler) addressed technical/audio setup and a note that the international membership fee is non-refundable at Edward's discretion.

Quarterly Meeting Schedule & Future Summer Board Meeting Planning

1. Recurring Virtual Board Meetings

The board confirmed a recurring virtual meeting cadence of every other month, on the third Tuesday, at 4:00 PM Central Time:

- September 15, November 17, January 19, March 16, May 18
- Written communication and calendar invitations confirming this schedule will be sent to all board members.
- Board members should use their Order of Omega email accounts (via Office.com) for meeting invites, Teams, and shared documents; email forwarding can be set up on request for members who find this inconvenient.

2. Future Summer Board Meeting Locations

- 2027 Summer Board Meeting: proposed for July 15–17, 2027 (the organization's traditional pattern of meeting the week following the Fourth of July). Two property options are under consideration — a Minneapolis property carrying a credit from a prior stay, and a property in Scottsdale.
- 2028 Summer Board Meeting: the traditional week (July 13–15, 2028) directly overlaps the LA Olympics opening ceremony (July 14, 2028). A return to the West Coast was suggested for this meeting. Alternative windows discussed: July 6–8, 2028 (same week as the Fourth of July, but typically heavier holiday travel) or June 29–July 1, 2028. No final decision was made; staff will research options and bring them back to the board.
- The board noted that 2029 will mark Order of Omega's 70th anniversary, adding some significance to that year's meeting planning.

3. Adjourned following Meeting's Logistics

Consolidated Action Items

The following action items were captured across all board sessions. Owners were not always specified in the source transcripts; assignments should be confirmed with the responsible party.

Day 1

1. Add intentional practices for next year (e.g., cross-council programming collaboration) to the ongoing “next year's notes” document.
2. Follow up with hosting support on the Order of Omega website loading/outage issue and monitor for resolution.
3. Facilitate the triad exercise output: collect each small group's written criteria for what is “in our lane.”

Day 2

4. Share the board's emerging guidance on board structure, RCD role, and chapter support/functions with attendees by the Tuesday following the retreat.
5. Create and distribute a follow-up reflection questionnaire so board members can share reactions to the strategic questions and weekend discussions.
6. Compile and analyze input from the strategic-question snapshots, the follow-up questionnaire, and retreat notes, and integrate into the written report and recommendations.
7. Schedule a virtual board call to discuss the brief and refined list of strategic questions, including committee/ad hoc work group structure.
8. Develop and send a concise resource package (nonprofit best-practice checklists and references) within approximately two weeks to help the board evaluate its policies and structures.
9. Conflict-of-interest declaration forms were distributed to all board members during the Day 2 session; ensure each person completes and returns theirs. (*distributed; follow up on completed forms*)
10. Send a follow-up communication to all board members before next year's pre-meeting planning session (referenced in discussion as occurring around June 25, ahead of the following summer's retreat) summarizing key takeaways and next steps from this retreat.
11. Prepare and bring forward proposals this season for Regional Chapter Director and student board member appointments, reflecting updated nomination/selection processes.
12. Check in with board members whose terms expire next summer (Reatha, Larry, Elizabeth, and Rob) to confirm willingness to continue and plan for endorsement/reappointment.
13. Restart the search for the Coordinator position; update the job description to emphasize communications responsibilities without duplicating Amanda's part-time role.
14. Consult accounting firms (e.g., Blue & Co. and another national nonprofit-focused firm) to select an accountant for Form 990 filing and ongoing budget/financial reporting advisory support.
15. Establish a recurring monthly communication to parent contacts highlighting apparel/merchandise offerings, with follow-up promotion of additional merchandise sales.
16. Research additional required nonprofit policies beyond those already captured (e.g., records retention policy) per legal counsel's list, and determine adoption.
17. Review the compiled policy handbook against legal counsel's memo and posted policies; return notes on which policies are included, missing, or need relocation.
18. Send the officer-selection process write-up to Seth for inclusion in the consolidated governing-documents handbook. (*Tyler*)

19. Resume outreach on the prospective board-member list once the retreat's guidance on board composition/structure is finalized. (*Governance Committee*)