



FarmHouse Fraternity, Inc.

Building Men since 1905

Friday, November 16, 2007

Antonio C. Fiore, Esq.
President, National ATZ Board of Directors
120 East Mound Street, Unit 3
Columbus, OH 43215

Dear Tony:

Thank you for your letter dated November 9 to FarmHouse Fraternity's executive director, Chad Harris, expansion committee chair, Travis Park, and International board president, Bryce Freeman. We also appreciate the time to speak with you and John Foltz on the evening of Friday, November 9, in conjunction with FarmHouse Fraternity's International Board of Directors fall meeting. The last year has provided a number of opportunities for each fraternal organization to learn about the other and we are pleased our merger discussions continue to move forward.

This letter responds to the concerns as outlined in the letter sent by you on behalf of the brothers of Alpha Tau Zeta. Our response is that of FarmHouse Fraternity's governing International Board of Directors and its executive director.

Fraternity/Chapter Name

The first response to the name question from FarmHouse in January 2007, indicated that the Fraternity would allow the chapter to be called the "Alpha Tau Zeta Chapter of FarmHouse Fraternity." In the November 2007 letter, ATZ requests that the chapter be identified as it currently is, while incorporating the FarmHouse name (Alpha Tau Zeta – FarmHouse Fraternity – The Townshend Chapter), with suggested lettering for the house with the ATZ in large letters, followed by FarmHouse.

FH Response: FarmHouse will allow the chapter to locally identify itself however it chooses, so long as the ATZ and FarmHouse names are represented with equity and with the same level of recognition.

ATZ Representation at the International Level

ATZ requests that FarmHouse designate a board position on the Fraternity's International Board of Directors and the Foundation's Board of Trustees for an ATZ alumnus, for a period of 5-10 years in order to allow for a smooth transition.

FH Response: Officers of the International Board of Directors are elected at the Fraternity's biennial Conclave from the assembled voting delegates. Due to bylaw regulations, the International Board may not appoint voting members. The International Board recognizes that ATZ representation will be helpful in the transition process; therefore, FarmHouse will agree to appoint an ATZ alumnus as an ex-officio, non-voting member to the International Board of Directors for a standard four-year term. Furthermore, the International Board encourages ATZ to nominate a candidate for the International Board, once the ATZ chapter is a recognized FarmHouse colony and/or chapter.

Members of the FarmHouse Foundation Board of Trustees are nominated and selected by the Trustees. Chad Harris, executive director of FarmHouse Fraternity and Bryce Freeman, International Board of Directors president, will make a recommendation to Allison Rickels, executive director of the FarmHouse Foundation and Art Heggen, chair-elect of the Board of Trustees, that they consider the appointment of an ATZ alumnus when the next opening becomes available. Trustees serve a three-year term.

Incorporation of ATZ History Into FarmHouse History

ATZ wishes for FarmHouse to incorporate its chapter history into the Fraternity history.

FH Response: FarmHouse recognizes the rich and proud tradition of Alpha Tau Zeta as the oldest agricultural men's fraternal organization. This history will not be lost and will be incorporated into the International Fraternity's new member education history teachings, its own history and into programmatic and Ritual content. In addition to the recognition of this history at the International level, FarmHouse encourages each chapter to celebrate its own unique history and development as a fraternity on each respective campus.

FarmHouse Resource Support for ATZ

ATZ requests that the International staff commit financial and human resources to the ATZ chapter in order to support the chapter during the merger and transition period.

FH Response: FarmHouse Fraternity will continue to commit significant financial and staff resources to the ATZ chapter during the transition process and once the chapter is chartered into FarmHouse Fraternity. This support will occur through a number of channels including in-person chapter consultation visits from full-time educational leadership consultants; targeted staff visits to assist with recruitment efforts; workshops for alumni association and advisor leadership facilitated by the executive director and/or volunteer alumni leaders; and scholarship support for scholastic and leadership development. We also will involve FarmHouse alumni from the greater-Columbus area in the chapter including house work days, annual alumni meetings, advisor roles, recruitment and other chapter functions as appropriate.

We hope the above responses help clarify ATZ's primary four concerns. We welcome additional opportunities to answer other questions and will provide further information as needed.

FarmHouse Alcohol and Drug Policy

The International Board of Directors feels it is important to inform and remind ATZ of the FarmHouse Fraternity Alcohol and Drug Policy. A copy of this policy is enclosed. Specifically, the Board wishes to point out that the policy states that no "alcohol may be stored or consumed on FarmHouse property." It will be the expectation of FarmHouse Fraternity that the ATZ chapter members and alumni adhere to this policy. Failure to do so will result in disciplinary action by the International Board of Directors and executive director.

Recommendations Moving Forward

As indicated, the last year provided a number of opportunities for interaction and learning. It is the hope of FarmHouse Fraternity that these exchanges will continue in 2008 and beyond. Therefore, we believe it is important to discuss a potential timeline regarding a merger decision and the transition process. The timeline below outlines additional interaction opportunities, as well as puts forward a tentative outline for and structure to transition.

- **FarmHouse Leadership Academy (FLA)**
January 3-6, 2008 – Kansas City, MO

FarmHouse Fraternity invites the ATZ chapter president, vice president of recruitment, vice president of finance and director of new member education to attend the award-winning, officer training academy of the Fraternity. This endowed academy provides invaluable information to newly elected officers in order to prepare them for their role in the year ahead. Three alumni advisors and/or volunteer alumni leaders are also invited to attend the Academy to observe the workshops, meet with alumni facilitators and interact with the International staff. FarmHouse Fraternity requests that ATZ commit to attending the Academy and provide an attendance list to Chad Harris, no later than December 3, 2007, in order to allow for travel and lodging accommodations to be made in a timely manner.

The Fraternity wishes to use this opportunity to educate its undergraduate chapter leaders about ATZ; therefore, we will provide time for those representing ATZ to make a presentation on the chapter's history, its reputation and proud accomplishments during ATZ's 110-year history.

FarmHouse Fraternity will cover all travel, meal and lodging expenses associated with ATZ representatives attending.

- **Eastern Regional Leadership Conference (RLC)
February 8-10 – Lexington, KY**

Each February, FarmHouse hosts four regional leadership conferences across the country. These conferences are geared toward all members of our undergraduate chapters – a blend of younger and older members, officers and non-officers. Content of the conference includes personal leadership growth, career development, professional preparedness, alumni networking, risk management and chapter improvement programming.

FarmHouse Fraternity invites any ATZ chapter member to attend the Eastern Regional Leadership Conference. The Fraternity also encourages alumni/advisor volunteers to attend. FarmHouse will reimburse mileage for up to three drivers for the event. The individual registration rate (approx. \$120) will need to be covered by ATZ. Registration deadline for this event is Thursday, January 31, 2008, with more details available later this month.

- **Staff Consultation Visit to Chapter
Spring 2008 – Columbus, OH**

If requested by the ATZ chapter, the International office will send a professional staff member to the chapter to conduct a chapter consultation visit. This two-to-three day, on-site visit, allows the consultant the opportunity to meet with chapter officers, alumni advisors and provide ideas for chapter development related to recruitment, financial management, risk management, scholarship and total member education among other assessment areas. Following the visit, the consultant will prepare a summary report to share with the chapter, advisors and association highlighting chapter strengths and areas needing attention, with recommendations for improvement.

- **Chapter Leadership Exchange
Spring 2008 – TBD**

FarmHouse Fraternity encourages the learning and growth that occurs when undergraduate brothers are able to interact with one another. The Fraternity supports chapters visiting another campus by reimbursing mileage. Should the ATZ chapter wish to conduct such an exchange, the International office will provide mileage reimbursement for up to two drivers. The International office will also assist in coordinating the weekend schedule and communication between ATZ/FarmHouse chapter leadership.

- **Association/Advisor Visit
Spring/Summer 2008 – Columbus, OH**

In addition to supporting undergraduate chapter efforts, FarmHouse Fraternity works to diligently maintain a healthy alumni association and advisor leadership team for each of its chapters. If requested, the Fraternity is prepared to conduct a half-day workshop on association and advisor best practices from International staff and/or alumni volunteers.

- **Q&A/Listening Sessions with FarmHouse Leadership
Spring/Summer 2008 – Various Locations**

Chad Harris, executive director, FarmHouse Fraternity, will make himself available, if so desired by ATZ leadership, to conduct a series of in-person meetings in key geographic regions in order to answer questions and interface with ATZ alumni and undergraduates. These efforts will work to further inform ATZ men about the merger discussion and answer their questions. Harris and/or other representation from the FarmHouse International Board of Directors can be available for alumni meetings held by ATZ during the spring semester and summer at the chapter in Columbus or during annual chapter events (i.e. Winter Fest Annual Meeting in February).

- **FarmHouse Fraternity Conclave 2008**

August 13-17, 2008 – Texas Tech University and Lubbock, TX

FarmHouse Fraternity cordially extends an invitation for undergraduate and alumni members of ATZ to attend the Fraternity's biennial convention and brotherhood gathering in summer 2008. More details and information available in early 2008.

By supporting the interactions and events listed above, the FarmHouse Fraternity International Board of Directors and staff believe that both organizations will continue to learn from one another, allowing for further progress in identifying the great value and benefits both organizations bring to the table through organizational merger.

Future Timeline

At the fall 2007 meeting held in Kansas City, November 9-11, the FarmHouse Fraternity International Board of Directors voted to approve continued merger discussions with ATZ. In doing so, it also laid out a proposal for a decision timeline moving forward. Below is the suggested timeline for such a merger. Please note that this is tentative and is open for discussion.

By August 2008

- ATZ chapter members and alumni vote to determine if they wish to proceed with merger discussions. If the vote is in favor of merger with FarmHouse Fraternity, the following timeline is suggested for ATZ and FarmHouse to observe for a smooth transition.

August 2008

- ATZ representatives attend Conclave and provide a presentation on the chapter, its history and its membership.

September 2008

- FarmHouse Fraternity recognizes the ATZ chapter as a colony of FarmHouse Fraternity through a formal colonization ceremony to be held on The Ohio State University campus and/or at the chapter house involving all ATZ alumni and friends, as well as the FarmHouse Fraternity International Board of Directors, staff, alumni and friends.

Fall 2008

- The ATZ chapter operates within the auspices of a colony of FarmHouse Fraternity as prescribed by the Fraternity's colony requirements (see enclosed guidelines). This includes payment of dues to FarmHouse Fraternity, adaptation of and adherence to the governing and operational policies of the Fraternity, and working to meet the programmatic, operational and recruitment guidelines of a colony with support (financial and through the dedication of on-site staff time) from the International office.

2009 and Forward

- From the date of colonization, the ATZ colony of FarmHouse Fraternity will have two years in which to meet the criteria to become a chartered chapter of FarmHouse Fraternity. These criteria are outlined in the accompanying chartering expectations.
- Once the chartering objectives are met, the colony will petition the International organization for chartering approval. After approval from the FarmHouse Fraternity International Board of Directors, the recommendation for approval will be submitted to all FarmHouse chapters and associations. With approval of two-thirds of all chapters and associations, the ATZ colony will be chartered as a chapter of FarmHouse Fraternity.

September 2010

- No later than September 2010, FarmHouse Fraternity will recognize Alpha Tau Zeta as a chapter of the Fraternity. In celebration of this event, the Fraternity will strongly consider holding its 2010 Conclave in Columbus in order to mark the momentous occasion and allow for a meaningful gathering of our brotherhoods and organizational histories to become one.

Enclosed Materials

In an effort to further provide more information to ATZ, enclosed are a number of documents, policies and manuals for reference and review. These include:

- A copy of the **2006-08 Bylaws of FarmHouse International Fraternity**, as adopted at the 2006 Conclave.
- A copy of the **FarmHouse International Fraternity Alcohol and Drug Policy**. Adopted in 1990 and reaffirmed at the 2006 Conclave.
- A copy of the proposed **Builder of Men Affirmation Initiative**. This proposed Ritual of Study was adopted on a two-year trial period at the 2006 Conclave. It will continue to be reviewed and should merger occur with ATZ, additional changes will be made to help incorporate aspects of the ATZ history and/or Ritual.
- The **2007-08 Insurance and Claims Manual** for all FarmHouse Fraternity chapters and associations. This document highlights chapter/association coverage as well as advises chapters on risk management practices.
- The **2007 Chapter Planning Guide**. Updated annually and distributed at the FarmHouse Leadership Academy, the guide assists chapter officers in planning the year ahead and is a quick reference of FarmHouse resources including new member education, risk management, International programming, scholarship information and contact information, among others. A hard copy will be mailed, but a copy of the contents is available for download at http://www.farmhouse.org/g_planning_guide.htm.
- The **criteria, schedule and outline of colonization** and chartering as a chapter of FarmHouse International Fraternity is available for download at <http://www.farmhouse.org/expansion.htm>.
- A copy of the **2007 FIPG (Fraternal Information and Programming Group) Risk Management Manual**. As an organization of the 47-member consortium of national men's and women's fraternal groups, it is the expectation of the International office that chapters adopt, adhere to and comply with the risk management practices outlined. The manual provides additional valuable information in proactive risk reduction and healthy chapter programming initiatives.
- The **NIC (North-American Interfraternity Council) Standards** for NIC member fraternities. As one of the 69 fraternities comprising NIC, it is the expectation of the International organization that chapters adopt, implement, adhere to and comply with the NIC standards.
- The **FEA (Fraternity Executives Association) policy statement on hazing** and pre-initiation practices.

We hope that the above materials continue to help inform your decision, as well as provide clarity on the expectations of FarmHouse Fraternity and its member chapters. In our Object we state that "every member shall be honest with himself, as with his brothers" and believe that these merger discussions are no different. We must address the difficult issues; be direct in sharing our concerns; and be honest and open in order to create an environment conducive to dialogue and discussions surrounding these challenges.

We look forward to continuing our conversation about this exciting endeavor. With cooperation and understanding we can create a new chapter that enriches our fraternal histories and allows us to continue to be a powerful force on our respective campuses today and for many, many years into the future. In doing so, we will move forward stronger and further commit ourselves to make an even greater impact on society and on the lives of college men.

We again appreciate your time to speak with the International Board of Directors last Friday evening and to the thought, review and consideration you will dedicate to this letter and its contents. On behalf of all the brothers of Alpha Tau Zeta and FarmHouse fraternities, thank you!

Fraternally,

Bryce J. Freeman (IA '93)
President
International Board of Directors
Inc.

Chad E. Harris (IA '98)
Executive Director
FarmHouse International Fraternity,

ENC: FarmHouse International Fraternity By-Laws 2006-08
FarmHouse International Fraternity Alcohol and Drug Policy
FarmHouse International Fraternity Builder of Men Affirmation (Ritual)
FarmHouse International Fraternity Insurance and Claims Manual
FarmHouse International Fraternity 2007 Chapter Planning Guide
http://www.farmhouse.org/g_planning_guide.htm
FarmHouse International Fraternity Expansion Manual (Colony and Chartering Criteria)
<http://www.farmhouse.org/expansion.htm>
2007-08 FIPG Risk Management Manual
NIC Standards for NIC Member Fraternities
FEA Statement of Position on Hazing and Pre-Initiation Activities

CC: FarmHouse Fraternity International Board of Directors
John Foltz, Alpha Tau Zeta alumni volunteer