

the PLUME



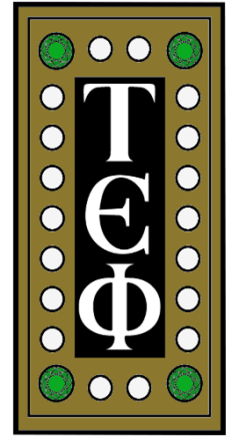
THE TAU EPSILON PHI FRATERNITY

Volume 82 Issue 1

Winter 2024



The Consul's Corner



Brothers,

Turning the pages of time, we reflect on the year that has passed since the inaugural ceremony at “The Ohio State University.” With the formal charters now established for chapters at the University of Florida, Penn State University, and now Delaware, we appreciate the dedication and effort that went into making these milestones a reality. The invaluable support from staff and alumni has played a pivotal role in guiding the preliminary chapters, imparting wisdom on the rich history of Tau Epsilon Phi Fraternity, which has thrived in brotherhood for 114 years.

As we expand our reach, the assistance of alumni in various capacities has been instrumental. Returning to former campuses and forging ahead with invitations to some and new interest groups in others, we aim to strengthen the fraternity’s presence.

Our last leadership conference held in Pennsylvania was a resounding success, with chapters well-represented. The camaraderie among the participants was remarkable, as chapter leaders came together to develop a shared sense of purpose in managing their respective chapters. In line with our educational series, we require that all chapters hold their elections in the fall, ensuring a consistent annual transition of officers.

Acknowledging the dynamics of generation Z and the changing landscape of recruitment efforts, we are embracing technology to connect with prospective members as they arrive on their campuses. Our recruitment series is geared towards assisting chapters in designing recruitment plans and fostering collaboration among all members.

Consul Report

(Continued)

We commend the Board of Directors for their collective efforts in overseeing the fraternity's operations. Their strategic planning ensures the organization's future growth and success. Monthly reviews of administration and finances guarantee our continued financial stability.

Looking ahead, the next exciting venture is Grand Chapter 2024. We invite you to join us on a 5-day cruise departing from New Jersey on October 5-10, 2024. Further details are available in this edition of the Plume. Join us on this memorable journey! Fraternally,

Donald Jones Ansbauch, Jr.
Epsilon Phi 220, Consul 2022-2024





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Staff Updates

Executive Director's Report

Dear Brothers,

I hope you all had a nice holiday season and that 2024 is off to a good start. I wanted to take a minute to talk about all the developments currently going on with Tau Epsilon Phi. The national fraternity continues to focus on expansion efforts to both return us to campuses we have historically been a part of as well as new campuses where we can bring the TEΦ experience we all know and love. This spring semester we are focused on two major expansion projects at Towson University in Towson, Maryland as well as Rutgers University in New Brunswick, NJ. We have partnered with Synergos Corporation, an outsourcing venture run by members of the Greek community who have many years of experience in this field. We are hopeful that both of these expansion campuses will have a new member class of at least ten (10) guys early this semester and we will work with dedicated alumni to oversee their new member education. We are also actively working with the administration and alumni from Queens College to return to that campus after we lost the group during COVID to the challenges of remote learning. Lastly, we are in the early stages of working with an interest group at a large campus in Florida that TEP has never been on. We are hopeful that this group will get to critical mass and that we have a positive dialogue with the office of fraternity & sorority life to obtain recognition for the group in the coming months. Finally we are hopeful to recruit a new founding father's class at the University of Pennsylvania.

We are also looking forward to Grand Chapter 2024 which for the first time in decades will be on a cruise to try something new and exciting. The dates of this event have been set for October 5 to 10 on Royal Caribbean's Liberty of the Seas. We will be sailing to Hamilton Bermuda, and will get to enjoy an overnight there as well. You will find more details on how you can book your spot

Executive Director's Report

(Continued)

for this family friendly event in another section of the Plume.

We have recently partnered with Plaid, LLC. to make available to our undergraduate members and alumni leaders' online education. This education covers the facts about alcohol & drugs, mental health, healthy relationships, hazing and being a safe student, authentic leadership, strategic planning, board governance and being part of a high performing executive board. Additionally, we will have required training for anyone who wants to serve as a Big Brother going forward as part of our commitment to the North American Interfraternity Conference. Lastly, we will have programming around social awareness and personal/social identities, cultural competencies, and inclusive practices for those interested.

Finally, it continues to be an honor and privilege to serve as your Executive Director. I'd like to thank all those brothers who have stepped up and volunteered to help us with various projects from assisting with expansion campuses, to serving on committees and overall helping to grow our fraternity. We wouldn't be as successful as we have been these past many years without your continued and dedicated support.

I wish each and every one of you nothing but the best! If you should have any questions, or would like to help out with a project, please don't hesitate to reach out to me at tsmith@tep.org. I'd be more than happy to discuss where your contributions can best benefit our beloved fraternity.

TEP's are TOPS!

Fraternally,
Timothy A. Smith, MBA
Executive Director



Staff Updates

Chapter Services Consultant's Report

Brothers,

On November 15th, I had the honor and privilege of taking on the role of Chapter Service's Consultant. Although I have big shoes to fill from Jake Corter, as well as those like Nick Dondiego and Josh Delgado who came before, I'm excited to have this opportunity.

Thankfully, I came into the role knowing a great deal from being on the Grand Council since our 2020 virtual Grand Chapter. In my short time thus far, I have been able to visit our chapters at University of Maryland, Pennsylvania State University, Rowan University, the University of Florida, Unniversity of Pennsylvania, University of Delaware, and Hofstra University. I also went to Queens College to help recruit there along with their alumni, I even went to Rutgers University - New Brunswick to hold an info session for interested undergrads. Coming from a small chapter at Hofstra University, it was a culture shock when I first visited a large chapter as an undergraduate, but even more so as a staff member. Each chapter has their own unique ways of working, yet you can tell the TEΦ bond is strong in each one.

Right now, fraternities are struggling on a national level to recruit. Since campus' have opened after the COVID-19 pandemic, there hasn't been a large amount of people interested in Greek life and other clubs. I've started seeing that TEΦ has success in our chapters that have a strong, specific identity and they break the norm. In the fall semester we had chapters, like Alpha Tau at Rowan University, have the biggest and most successful philanthropy event for the semester. TEΦ overall has continued to persevere through all the trials and

Chapter Services Consultant's Report

(Continued)

tribulations we've faced and continue to face.

As we are getting started on the Rutgers New Brunswick and Towson University campuses, we have had other campuses, like Queens College, reach out to us to come back. I am incredibly excited that we are continuing to grow on new and old campuses.

At a time when the world is difficult, especially in Israel/ Gaza and Ukraine/ Russia, we need brotherhood the most. And what better brotherhood than Tau Epsilon Phi?

If you or another brother is struggling with fraternity business, or even in the world around them, please feel free to reach out. Your time, especially as an undergraduate, is valuable and meaningful. I want to ensure that you are still having fun being a TEΦ brother.

Matt Tursi
Chapter Services Consultant
Matt@tep.org





ALUMNI CALL TO ACTION

Did you struggle with “how to be an alumnus” when you exited your formative TEP years as an undergraduate? Did you ask yourself; what do you do now? Do I go about my business and move on? Do I join my alumni association (if my chapter has one)? These are all great questions and your first steps moving from the very structured style that is being an undergraduate of a chapter. Sadly most alumni don’t come back to their chapters in these times or help nurture the experience they were so fortunate to have. However, the truth is, it is not only your duty to give back but it is our job to work with you to help you make those steps.

By reading this page, you are taking the first step to being a productive alumnus post college.

Ways You Can Help

- 1) We need alumni to help with for our expansion efforts. Universities today are more stringent on how we can open a chapter on a new campus or one we have previously been on. We need alumni advisors, and by simply throwing your location and hat in the ring we can create a database of alumni willing to be advisors and nurture our future brotherhood.
- 2) We can get you in contact with your chapter or alumni association to participate as an alumnus. Remembering great times with your brothers is a breath of fresh air, and making new ones with others that were, and are, in your shoes. Often times the first step of starting a new page in your journey after college is by creating new memories by attending homecomings, alumni chapter events, recruitment events or going out with some alumni nearby for some appetizers and drinks. If your Chapter doesn’t have an Alumni Association, see page 26 on how to make one!
- 3) Inform us of your kids or friends that are coming to any of our campuses, and we can let our chapters know to recruit those quality men.

OUR GOAL:

We want to see alumni engagement increase and we are working towards finding new ways to meet our goal. The first steps for us are to connect you with your chapter and find ways to help the ones to come.

www.ShopTep.com



Brand New Items Every Semester!



Belt Buckle Fundraiser



\$250/ea.

3.25" x 1.5" | 3oz. Solid Brass

***ALL DONATIONS GO TO
FUNDING GRAND CHAPTER 2024***

Thanks to the generosity of our Consul Donald Anspauch, Tau Epsilon Phi has a ***limited*** amount of the above solid brass belt buckles for \$250 each, with all proceeds going to offset the cost of Grand Chapter 2024.

If you'd like to own one, go to www.tep.org/donate and in the "Donation Comments" please put your belt size and "TEP Belt Buckle".

Another option to receive your buckle is to email Tim Smith at tsmith@tep.org with your size and where to ship the buckle. Please pay via Venmo @Tepfraternity or mail a check to the following address:

Tau Epsilon Phi Fraternity, Inc.

400 Broadway, #718

Troy, NY 12181

2024 GRAND CHAPTER



Register Now!

October 5-10th, 2024

Royal Caribbean's Liberty of the Seas

Going from New Jersey to Bermuda

Go to - www.tep.org/grandchapter
to register

Space is Limited and prices are Per Cabin (double occupancy). Prices include room, meals, convention registration, and port tax.

Interior Cabin - \$2,364.00

Ocean View Cabin - \$2,630.00

Ocean View Balony - \$3,352.00

All attendees are expected to arrange for and cover the cost of getting to the port in New Jersey. Note that everyone must have a valid passport, and at least one person in the room must be over 21 years old.

We hope you can join us for this exciting biennial event!

Day Number	Day of Week	Port Location	Arrival Time	Departure Time
1	SAT	Cape Liberty, NJ (NY Metro)		4:00PM
2	SUN	Crusing		
3	MON	Royal Naval Dockyard, Bermuda	9:00AM	
4	TUE	Royal Naval Dockyard, Bermuda		5:00PM
5	WED	Cruising		
6	THU	Cape Liberty, NJ (NY Metro)	7:00AM	

Expansion Spring 2024

In Spring of 2024, Tau Epsilon Phi started recruitment to bring back our Alpha Phi Chapter at Rutgers - New Brunswick!



If you are an alumnus of the Chapter, live near by, or know someone on the campus, we'd love to hear from you! We hope to get a minimum of 10 men who will form the class of refounding fathers and be initiated by April.



Tau Epsilon Phi is currently recruiting at Towson University!

TEΦ would be actively seeking 10 men to refound our TΣY Chapter who want to grow as leaders, establish personal and professional connections, and make positive to the Greek and greater Towson Community.

Queens College allowed TEΦ national and alumni to participate in three events the Greek life held on campus in December 2023. We had a great turn out and got many contacts from those events and we hope that this Spring, we will continue to gain more traction. We are currently only one of two fraternities welcomed back to campus where there are currently no recognized fraternities.



If anyone lives in one of the five boroughs that are willing and able to help us refound our chapter at Queens College, please reach out!

U Albany Chartered!



ALPHA SIGMA UNIVERSITY AT ALBANY

We are thrilled to announce that our Alpha Sigma Chapter at The University of Albany received their charter from our International Consul and members of the Grand Council on

October 29th, 2023 during the Grand Council's in person meeting held in Albany, NY. The Brothers have continuously shown how dedicated and hard working they are and we are excited to see what they do for the future of the fraternity.

Those who attended included the Grand Council, our staff, alumni from the chapter, and near by Epsilon Iota at Rensselaer Polytechnic Institute (RPI).

Congrats Brothers!

(See their Chapter Update on Page 19)

U Delaware Chartered!



PHI PSI UNIVERSITY OF DELAWARE

On February 10, 2024 our Phi Psi Chapter at the University of Delaware was presented with their charter. Phi Psi has worked relentlessly over the past few years to accomplish this goal, and they are continuously growing and getting stronger. Present for the chartering was the entire chapter, our International Consul, Donald Anspauch, Jr., our Quaestor, Mark Gardner, our Executive Director, Tim Smith and our Chapter Services Consultant Matt Tursi. Additionally we had two alumni from the original iteration of the chapter join us as well. The chapters official chartering date was November 12, 2023.

Congrats Brothers!

(See their Chapter Update on Page 17)

Undergraduate Updates



Nu Chapter University of Georgia

2023 was a great year for the Tau Epsilon Phi brothers at the University of Georgia as they welcomed yet another class of 36 new members and continued their philanthropic work. This past November, the members of the Nu Chapter matched up with AEPi in what is becoming an annual fundraising basketball game. This year the game received more attention than prior as it raised over \$25,000 towards the American Friends of Magen David Adom, an Israeli aid organization (Israel's representative of the International Red Cross). Tickets were sold at \$5 and there was also the option to purchase raffle tickets for a helmet autographed by none other than Kirby Smart. With all the craziness going on in the world right now, University of Georgia Hillel director and event organizer Jeremy Lichtig was just happy to see people get together for a special occasion and have fun while raising money for a great cause.

For more information on the fundraiser, you can check out the article written by the UGA local newspaper, the Red and Black:

[Annual UGA TEP v AEPi basketball games raises over \\$24,000 for Israeli aid | Campus News | redandblack.com](#)

Undergraduate Updates



Phi Psi University of Delaware

After a successful first year on campus, the $\text{TE}\Phi$ brothers of the Phi Psi chapter looked to hit the ground running in their second year – and we did. This past semester we inducted 6 new $\text{TE}\Phi$ brothers, all of whom were immediately interested in and ran for leadership positions within the fraternity. Now, our executive board consists of many of these members and we have the youngest executive board in our history. Our success did not only lie with our new member class, however, as we are also fully committed to our service to the community. At the end of the year at the University of Delaware, there is a charity dance-a-thon called UDance that raises money to help support families dealing with childhood cancer. Throughout the year, campus organizations will raise money for UDance, and currently, $\text{TE}\Phi$ leads all fraternities in donations by over \$3,000 despite having significantly less members than many other fraternities. Nonetheless, a fraternity is not all business, and we would be nothing without strong bonds between our brothers. We held many social events this semester that strengthened the bond between our brothers, culminating in a mountain weekend getaway that allowed us to have fun together one last time before finals week. All of this success this semester, as well as our first year on campus, has led to us finally chartering. Within our first week back on campus in the spring semester we will officially be a chapter of Tau Epsilon Phi and continue all of our great work.

Undergraduate Updates



Lambda Phi Epsilon Clarkson University

In the fall '23 semester, our chapter has been busy with both our annual fundraising and philanthropy, but also taking on new opportunities. In September, we participated in our yearly highway cleanup event. After the event, we were invited to Adon Farms and Parishville Center Apple Orchard, where we enjoyed local foods and fun activities. We went through the corn maze and picked apples that we later used to make apple pie. We also decided to expand our typical philanthropy events with a can drive at LaVigne's IGA supermarket where we raised \$470 worth of food item donations as well as an additional \$125 in cash donations.

Undergraduate Updates



Alpha Sigma University at Albany

This past semester the Alpha Sigma chapter at the University at Albany reached amazing heights in our efforts to grow as an organization. Throughout the semester, we held multiple informationals such as Alcohol Awareness, Study Skills, and Mental Health Awareness to better educate our peers on how to deal with prevalent problems students may face in their college careers. As a group, we participated in cardmakings for veterans and Christmas cards for children in our local hospital. We have also greatly developed our brotherhood through recreational activities like Sunday football watch parties, family get-together weekends, and BBQ Bashes! On top of that, we participated in activities such as local garbage cleanups and fundraising Breast Cancer walks, where all of the brothers came together to give back to our community. This semester we plan on only increasing our service by hosting community-wide recreational sports tournaments with vendors to raise money for multiple charities.

Undergraduate Updates



Phi Upsilon The University at Buffalo

As the Fall 2023 semester comes to a close, it's time to reflect on the incredible journey we have walked together as a fraternity. The Phi Upsilon chapter had a semester filled with laughs, growth and everlasting memories. Living each day practicing our core values, friendship, chivalry, and service we were able to successfully carry out events that were able to be enjoyed by our brothers, the community and our peers. We kicked off the semester with a friendly softball game against another fraternity here at The University at Buffalo that we have grown a great connection with. We also attended the annual "Out of the Darkness" walk hosted by the city of Buffalo to show support for an epidemic facing our generation. The Phi Upsilon chapter focuses much of our philanthropy events around Suicide Awareness in order to raise money for Suicide Prevention organizations. Collectively we raised money through the sale of LLWG bracelets and a new event we called Donate 4 Dares.

Aside from philanthropy, our fraternity excelled both athletically and academically. Every semester the fraternity enters a few flag football teams into the schools Flag Football Intramural League. Fall 2023 semester we were skilled enough to see two teams meet each other in the championship ultimately taking home the #1 spot. We congratulate the members of these teams and hope they can carry the reputation into the spring semester. Throughout the semester, we displayed our unwavering commitment to academic success as we organized group study sessions for brothers in the same courses and expressed the importance of your academics to our younger members.

The Phi Upsilon chapter is continuing to move forward as a brotherhood and we are excited to see where we can take it.

Undergraduate Updates



Tau Delta The Ohio State University

Fall 2023 was a great semester for the Tau Delta chapter at Ohio State! We've come a long way as we continue to build a great reputation on campus. We participated in the university's annual Greek Shriek event, operating a Halloween carnival for kids of faculty and it was very rewarding. We placed an emphasis on brotherhood events, such as an amazing parents' weekend and going to paintball which was a blast for everyone. Although fall is the off season for recruitment, we still recruited a solid six (6) members in the fall class and they have already shown great promise.

One of our most exciting moments was electing a new executive board for 2024. The new board comprises some of our most driven and caring brothers and began proving it almost immediately. It's clear that this board is going to make an immense difference in our future and we are so excited for that.

Of course at an institution like Ohio State, football is a big part of life here. Especially in an almost perfect season, we were there for every second cheering on the Buckeyes and celebrating every home game before, during and after victory. While we didn't get to see Ohio State in the playoffs, our brothers still got together over break to cheer on their favorite NFL teams.

Undergraduate Updates



Sigma Alpha Sigma Hofstra University

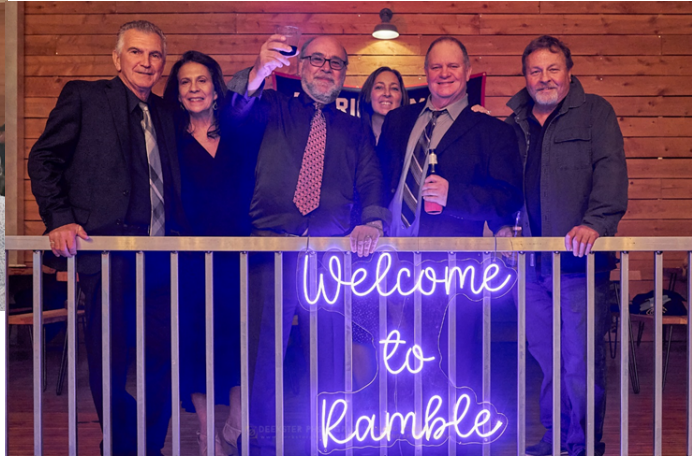
Last semester, the Sigma Alpha Sigma chapter participated in multiple philanthropic and community service events, including but not limited to: Hofstra's Shake a Rake, Raising over \$100 for Our Military Kids by selling baked goods, the Dig Pink volleyball tournament for Breast Cancer awareness (we placed 2nd, by the way), and the JDRF Walk for a World Without Type 1 Diabetes! We were also voted the #1 fraternity by the Hofstra Fizz community!

Over the winter break, the brothers all spent time with their families, worked, and prepared for the Spring semester.

Chapters that did not submit a Plume article are:

Rowan University, Rensselaer Polytechnic Institute, Pennsylvania State University, Indiana University, Johnson & Wales University, Rutgers University at Camden, University of Florida, University of Maryland, and Rhode Island University

Alumni Association Updates



Sigma Epsilon Alumni Association Rutgers University - Camden

The Sigma Epsilon Alumni Association has been actively shaping our brotherhood and community, achieving numerous milestones and evolving our approach to strengthen our outreach, grow our community, and develop our brothers.

In 2023, our journey began with the heartwarming camaraderie at the senior welcome gathering, celebrating our newest graduating seniors alongside their families and welcoming them into the Alumni Chapter. This set the stage for spirited competitions, including The Muller Classic (Softball) and the Turkey Bowl (Flag Football). The Turkey Bowl, held on a sunny mid-autumn day just before our Annual Ramble reunion, marked the reunion of age vs beauty, after a year-long hiatus. The 2023 Turkey Bowl showcased the clash of alumni warriors and ambitious undergraduates in a thrilling battle of pigskin. The game unfolded with surprises and excitement, featuring the hustle of Ken “Wacko” Waco and the strategic moves of Wolverine, ultimately leading to a well-fought victory for the undergraduates. Congratulations to them!

Additionally, our second annual Charity Golf Outing at Gamblers Ridge Golf Club, Cream Ridge, New Jersey, raised over \$1500 for Northern Children: Child and Family Services in Philadelphia, PA. This event, marked by great golf, friendly competition, and generous donations, continues to grow, making a positive impact in our community.

Highlighting the significance of our fraternity’s tradition, the 61st Annual Ramble at the Factory Workers in Collingswood, NJ, stood as a monumental testament to our enduring spirit. This cherished annual event has been a cornerstone for over 61 years, drawing alumni of all ages together to celebrate our fraternity. Beyond its sentimental value, the Ramble serves as the primary fundraising event for our alumni chapter, ensuring the continued operation year after year.

As we reflect on the accomplishments and bonds forged in 2023, let the spirit of unity and brotherhood guide us into a fruitful and fulfilling new year.

Alumni Association Updates



Sigma Alpha Sigma Alumni Association Hofstra University

Sigma Alpha Sigma has been a chapter at Hofstra University continuously since 1982. However, before that we were the first fraternity on campus as “Sigma Alpha Sigma” in the 1940’s, and then in 1969 we joined Tau Epsilon Phi Fraternity, Inc. With such a rich history, in 2019 we started our unofficial Alumni Association.

At our biggest, we have been 30 brothers spanning from pledge classes in 1982 through 2020. Through our tenure, we have donated about \$10,000 to “Our Military Kids.” We’ve also met up with the Chapter Undergraduates at the Mineola Diner, owned by fellow alumni brothers. We took a trip down to an AirBnB in Florida, and we have planned an alumni reunion, although not many could make it. We’ve even donated \$500 to a start-up run by Hofstra Alumni.

As of January 23rd, 2024, we are now a recognized Alumni Association. We hope that any and all Hofstra Alumni come join us as we continue to grow and share about the “Good Ol’ Days” while making some new ones.

If you are interested in knowing more, reach out to us at hutepalumni@gmail.com

Alumni Association Updates

A Night to Remember: *The Winter Cocktail Affair*

Sunday February 3rd marked this year's iteration of the annual Phi Chi Chapter (The City College of New York) Alumni Association's Winter Cocktail event in Manhattan. This year it was an "Affair" to remember, bringing alumni and loved ones together in smiles and laughter, reveling in the enduring spirit and camaraderie of our brotherhood.



Photo Credit: Robert Julian



Brothers Tony Ng and Regner Peralta after being inducted into the MoonSwatch watch club. *Photo Credit: Robert Julian*



Brother Carlos Leon with TEP Executive Director Tim Smith. Tim presented Carlos with his first brotherhood pin since joining the fraternity 16 years ago after learning he was never presented one at initiation. *Photo Credit: Robert Julian*



Brother Mark Gardner catching up with some of our amazing TEP spouses. *Photo Credit: Robert Julian*



Brothers Darrell Calotes and John Pavlakos kicking back. *Photo Credit: Robert Julian*

Among the most anticipated events on Phi Chi's calendar, this year's Winter Cocktail gathering was more than just about food, drinks and music, it was a celebration of achievement, friendship, and continuing to make amazing memories together.

How to Become a National Recognized Alumni Association?

At Grand Chapter 2022 there was a motion put forth on the floor by outgoing Immediate Past Consul, Kirill Reznik to eliminate alumni dues to be in good standing. That motion was affirmed by our membership and left the Grand Council to determine how recognized alumni associations would work going forward. In 2023 the Grand Council determined that any alumni association who would like to have recognition, need to complete an application and include a flat \$750 fee to include all the members of the group. By the end of 2023, six (6) groups took advantage of this new system and we have received notice that several other alumni associations are looking to apply for recognition in the coming year. The process is pretty simple and the online form to use can be found at - <https://tep.org/alumni-associations/>. New and first-time groups will need to be approved by the Grand Council and renewing groups just need to pay the invoice that will now be automatically generated via GreekTrack, our online member management system. We also have many alumni refer to alumni associations as alumni clubs. For your edification, the term alumni club was formerly retired during the constitutional changes approved by membership in 2018.

I am often asked what are the benefits of alumni association recognition. The current benefits are as follows:

1. All recognized and approved alumni associations as permitted and encouraged to send a delegate to Grand Chapter to vote on legislation and other matters that come before the Grand Chapter. This includes the biennial election of Grand Council Directors and Officers.
2. All recognized and approved alumni associations will be included under the national fraternity's directors and officers liability insurance. The association will still be responsible for any deductibles should a lawsuit be filed, but you will have this added layer of protection which is especially important should you have an active chapter.
3. New for 2024, all alumni association leaders and chapter advisors will have access to our online training platform through our partnership with Plaid. This is particularly valuable for those brothers who are serving as alumni advisors. It will be necessary for the alumni association to inform us who are the leaders and advisors so can make sure the training is available to them. The training courses available are included in the following pages.

Alumni Resource



1. The Role of the Advisor - The Role of the advisor course covers advising basics, tactics and skills to mentor students. Additionally, the course establishes expectations of advisors as well as setting and maintaining advisor competencies.
2. The Interfraternal Experience - The Interfraternal Experience course provides a brief history of fraternity and sorority organizations and introduces common fraternity and sorority terms. Participants will also learn about typical characteristics of Generation Z. Finally, the course discusses some common obstacles, advisors may face and their roles.
3. Mentoring College Students - The Mentoring College Student course covers advising and mentoring today's college students. This course will also provide learners with the beneficial tools and tactics to utilize as an advisor and as a mentor to students.
4. Relationships - The Relationships course covers the different groups that work together to support the fraternity and sorority experience. These groups include: national, regional and local entities that support fraternities and sororities. Learners will also learn about helpful resources to best advise their chapters.
5. Hazing Identification - The Hazing Identification course discusses fraternity and sorority hazing. Participants will learn what's considered hazing, how to identify it and prevent it in the chapter, and what to do if an advisor suspects the chapter is hazing. The course also covers the advisor's role and responsibility in member safety.
6. Eradicating harmful behaviors - The Eradicating Harmful Traditions course helps learners determine what motivates and drives the chapter and its members' decision making. Participants will also learn tactics for eradicating harmful tradition and alumni behavior.



(Continued)

7. Board Governance – The Board Governance course provides learners with an overview and introduction to the basics of board governance, tactics to help members, collaborate, and preferred norms to establish efficient and effective practices.
8. Strategic Planning – The Strategic Planning course provides learners with an overview of strategic planning, and why it's important for boards. This course prepares learners for the strategic planning process using the G. O. S. T. method through relevant examples and an explanation of responsibilities.
9. High Performing Board - The High Performing Board course is a deep dive into Plaid's 10 Barometers to measure a successful board. This course includes a self-assessment so learners can analyze their board's performance in these ten areas.

Please feel free to reach out to our Executive Director Tim Smith at tsmith@tep.org should you have any questions or wish to begin the process of recognition or to take any of the training.

Other ΤΕΦ Partnerships



Provides educational training and resources to teach our undergraduates how to better recruit and retain more high-quality members. They also provide strategic consulting to give chapters a long-term plan for recruitment success and a coach to help along the way. Lastly they have Chapter Builder that helps organize potential new members who our groups are recruiting.



Synergos Association Management Company assists ΤΕΦ in our expansion efforts at Towson and Rutgers - New Brunswick due to us not finding a good fit for a full time employee in our expansion role. Synergos has 40 years of combined experience in collegiate services and chapter support as well as assisting with ΤΕΦ's customized growth goals.



Greek Track is mandatory for all undergraduates and highly encouraged for all Alumni to make accounts. ΤΕΦ has our database of all alumni we could find on GreekTrack. We also use Greektrack to keep track of Undergraduate Executive Boards, bill and collect dues, and manage email and text communications. Chapters have the ability to put in their own lineage to have a digital copy of their history, as well as create fundraising campaigns, email the active and alumni members, and create a custom web page. Any alumnus that has opted to share their work history and information becomes available for ΤΕΦ brothers with an account to build the bridge and assist with potential internships and jobs.

Mental Health Resources

As the world around us seems to get crazier, and with a strong Jewish membership as well as many Ukrainian and Palestinian brothers, please know we have mental health & crisis resources that you can use on our website. In addition, we suggest reaching out to your campus as most campuses offer students counseling for little to no cost. And of course, you can always reach out to any of us if you are in need. You can find contact information on the “National Directory” page towards the end of “The Plume”.

Below are just a few resources, but you can see the full list at [www.tep.org/health/988 Suicide & Crisis Lifeline](http://www.tep.org/health/988Suicide&CrisisLifeline) || [Lifeline \(988lifeline.org\)](http://Lifeline.org)

The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the United States.

Active Minds || <https://www.activeminds.org/>

Active Minds is the premier organization impacting young adults and mental health. Now with Active Mind chapters on more than 600 campuses, they directly reach more than 1.9 million students each year through campus awareness campaigns, events, advocacy, outreach, and more. Visit their website to learn more.

Crisis Text Line || <https://www.crisistextline.org/>

Text HOME to 741741 from anywhere in the United States, anytime. Crisis Text Line is here for any crisis. A live, trained Crisis Counselor receives the text and responds, all from our secure online platform. The volunteer Crisis Counselor will help you move from a hot moment to a cool moment.

National Suicide Prevention Lifeline || <https://suicidepreventionlifeline.org/>

Call – 988 The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the United States.



THE TEP FOUNDATION, Inc.

Winter, 2024

2024 Sidney Suntag Scholarship Fundraiser

Dear Brothers,

The TEP Foundation, Inc.®, founded in 1934 is our 88 year old non-profit educational and scholarship foundation. As a 501(c)(3) tax-exempt organization, The TEP Foundation exists to provide scholarships and aid to our valued undergraduate membership.

The TEP Foundation, Inc. traditionally lends support for many critical educational programs and conferences for our undergraduates. These include academic achievement, community service, drug and alcohol education as well as leadership training. There are continually new programs, activities, and fundraising campaigns which accelerate our mission statement. **Today, we again ask for your support!**

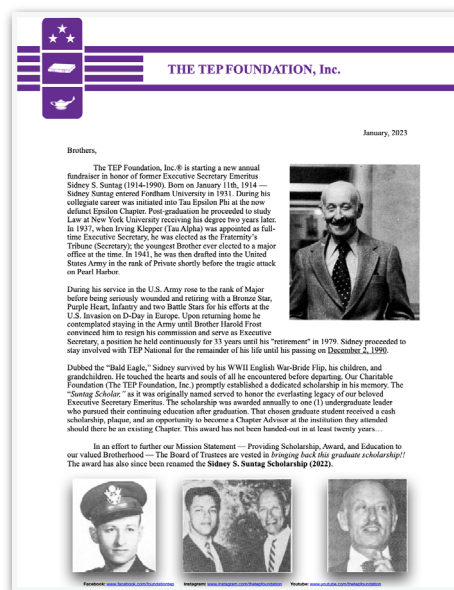
Last year we launched a campaign to raise funds for our historical **Sidney S. Suntag Scholarship**. Thanks to our generous donors we were able to raise \$5,000 for this iconic scholarship. The scholarship originally named the “*Suntag Scholar*” was established in 1990 after the passing of our beloved Executive Secretary Emeritus Sidney Suntag. The scholarship was awarded to one (1) undergraduate pursuing their graduate studies in their chosen field of endeavor. That award recipient also became a Chapter Advisor should their be an active group on campus. This re-founded scholarship will be award in October, 2024.

We request a donation of \$110 or more in honor of his 110th Birthday. A portion of your donation will be dedicated to this newly revitalized scholarship.



Sidney S. Suntag served as Executive Director of Tau Epsilon Phi for 33 years continually. He stayed involved with TEP until his passing in 1990. Sidney touched the hearts and souls of all he came into contact. The entire proceeds will go toward refunding our renamed **Sidney S. Suntag Scholarship**. Please check your email for more details regarding fundraising effort(s) for this scholarship!

If you have not received a copy please send an email to President@thetepfoundation.org





THE TEP FOUNDATION, Inc.

Chapter Educational Fund Program

Continuing through 2024, The TEP Foundation, Inc.® announced the start of our new program, the “*TEP Foundation Chapter Educational Fund*.” Individual Tau Epsilon Phi Alumni and Alumni Associations can now establish their own dedicated Chapter Educational Funds. All gifts to a Chapter Educational Fund will be held by the Foundation for the benefit of your Chapter or Provisional Chapter. The funds may be used for the following Educational Purposes:

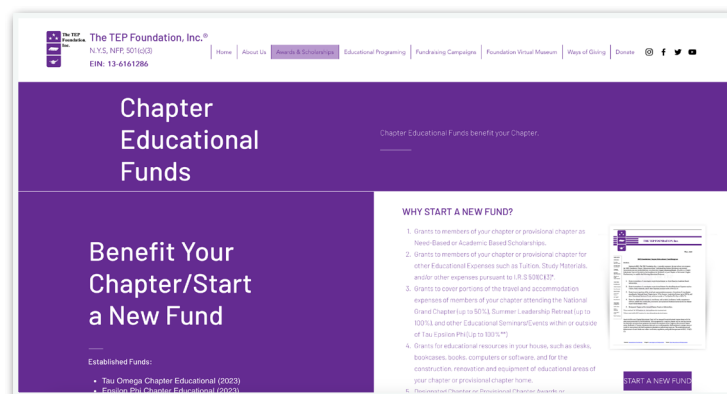
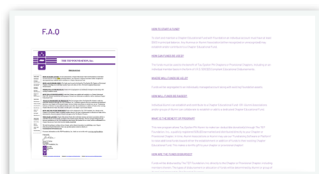
1. Grants to members of your chapter or provisional chapter as Need-Based or Academic Based Scholarships.
2. Grants to members of your chapter or provisional chapter for other Educational Expenses such as Tuition, Study Materials, and/or other expenses pursuant to I.R.S 501(C)(3)*.
3. Grants to cover portions of the travel and accommodation expenses of members of your chapter attending the National Grand Chapter (up to 50%), Summer Leadership Retreat (up to 100%), and other Educational Seminars/Events within or outside of Tau Epsilon Phi (Up to 100%**)
4. Grants for educational resources in your house, such as desks, bookcases, books, computers or software, and for the construction, renovation and equipment of educational areas of your chapter or provisional chapter home.
5. Designated Chapter or Provisional Chapter Awards or Scholarships.

*Please consult with The TEP Foundation, Inc. about qualifying outside educational events.

**Please consult with The TEP Foundation, Inc. about other qualifying educational expenses.

Assets held in your Chapter Educational Fund will be managed in a professional manner along with the other assets controlled by the Foundation. Gifts designated for a specific chapter will be used exclusively for charitable and educational purposes that benefit the members of the Chapter or Provisional Chapter unless the Board of Trustees determines that such use would jeopardize the Foundation’s exempt status or would be inconsistent with the Foundation’s charitable or educational purposes. The establishment and disbursement of such funds must adhere to all rules, regulations, and guidelines pursuant to I.R.C. 501(C)(3).

Thank you to all our Alumni and Alumni Clubs who have already established a fund!

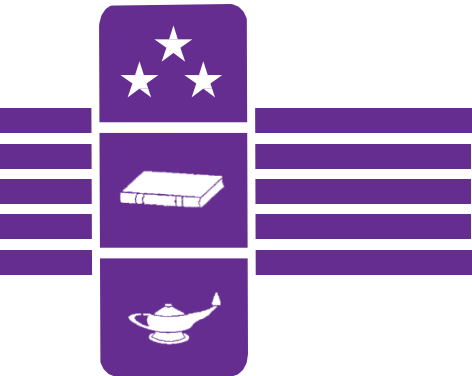


www.thetepfoundation.org/chapter-educational-funds

Existing Funds 2024

- Tau Omega, University of Rhode Island
- Epsilon Phi, Penn State University

For more information and/or would like to establish a new Chapter Educational Fund please go to our website:
www.thetepfoundation.org/chapter-educational-funds



THE TEP FOUNDATION, Inc.

Foundation Website & Virtual Museum

The Board of Trustees is proud announce the release of an updated website! Since our Founding in 1934 the TEP Foundation, Inc. has existed to provide criterial Scholarship, Award, & Education to our valued undergraduate and alumni Brotherhood. Never in the history of our organization has there been a working website. While we continue to make tremendous progress in fulfilling our Mission Statement on a daily basis — The latest update of our website is a wonder of amazement for Tau Epsilon Phi! We strongly encourage all Brothers to please have a look at your earliest convenience there's a lot to explore!

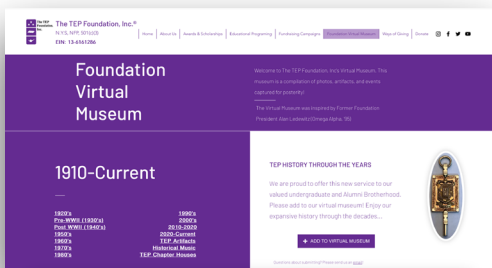


www.thetepfoundation.org

Our updated website highlights the critical aspects of our Charitable Foundation. We are directly addressing critical donor questions of: “Who,” “What,” “Where,” “When,” and “Why.” We are also proud to re-announce through this publication our new Ways of Giving. We have added two new ways since last announcement (*). These new options approved by The Board of Trustees aims to encourage even more unique ways for our valued donors to contribute beyond traditional cash donations. The updated *Foundation Ways of Giving (2024)* now include Parent's Giving Club & Israel Bond Gifts:

- **Foundation Giving Societies** ————— (Recognition Based-On Donation Type)
- **Foundation Tangible Gifts** ————— (Acceptance of Cars, Boats, Jewelry, etc.)
- **Foundation Stock & Bonds Gifts** ————— (Acceptance of Stock, Bonds, & Cryptocurrency)
- **Foundation Corporate Matching Gifts** ————— (Acceptance of Corporate Matching Donations)
- **Foundation Planned & Future Gifts** ————— (Wills & Trusts, Estate Planning, or Large Cash Gifts)
- **Foundation Donor Restricted Gifts** ————— (Acceptance of “Restricted Gifts” over \$25,000)
- **Foundation Giving Programs** ————— (Donor Targeted/Specific Initiatives)
- **Foundation Parent's Giving Club*** ————— (Parent's Donate \$250 or more; Swag Sent)
- **Foundation Israel Bond's Gifts*** ————— (Donation in solidarity with State of Israel)

The TEP Foundation, Inc. has also started a new Virtual Museum. The Virtual Museum was first conceived by Former President Alan Ledewitz (Omega Alpha, '95). This updated and freshly released beautiful collection of artifacts, photos, music, and soon-to-be videos encapsulates the history of Tau Epsilon Phi for posterity. The history extends from the Foundation of TEP in 1910 through Today (2024). We appreciate your submission(s) over the past few months to facilitate in this endeavor. However, we are even more excited for all new submissions which can also proudly display in our Virtual Museum illustrating a 113 Years of Brotherhood!



We hope all our Brothers check out our new Virtual Museum!

Link to Virtual Museum: www.thetepfoundation.org/virtual-museum



THE TEP FOUNDATION, Inc.

The *Board of Trustees* are working hard to continue fulfilling their Mission Statement. As an independent 501(c)3 we have been making tremendous progress on a daily, weekly, and monthly basis in raising charitable dollars for our undergraduate Brotherhood. Our goal of becoming one of the premier Fraternal Foundations gets closer each year. Nothing would be possible without the kind support of our valued Tau Epsilon Phi Alumni, Friends, and Family.

Please be on the lookout for more exciting news, updates, and announcements.

Thank you alumni!

“TEPS ARE TOPS”

Fraternally,

Jason M. Berler
President
The TEP Foundation, Inc.
Alpha Tau 1 (Rowan University, '13)

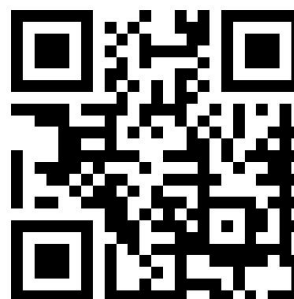


HOW TO DONATE TO TEP FOUNDATION

Please make your contribution payable to The TEP Foundation, Inc.; www.thetepfoundation.org/donate

-or-

You can mail checks to: The TEP Foundation,
Inc. 770 Anderson Ave. 11K, Cliffside Park, NJ
07010



PLEASE SCAN QR CODE



THE TEP FOUNDATION, Inc.

The TEP Foundation Trustees 2023-2026

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*If you are interested in becoming a
Trustee of The TEP Foundation, Inc.
please send an email to
President@Thetepfoundation.org*



**The TEP
Foundation
Inc.**

Chapter Eternal

- ↪ Gregory Hirsch, University of Georgia, Nu chapter
- ↪ Stephen Lieberman, Marietta College, Epsilon Pi chapter
- ↪ Bruce Rosenstein, Rochester Institute of Technology, Epsilon Nu chapter
 - ↪ Hyman Isaac Shapiro, University of Georgia, Nu chapter
 - ↪ Robert Emrich, Penn State University, Epsilon Phi chapter
 - ↪ Jeremy Sills, Bradley University, Epsilon Tau chapter
- ↪ Jerry Wagner, University of Rhode Island, Tau Omega chapter
- ↪ Jeffrey Rosenfeld, Bradley University, Epsilon Tau chapter
- ↪ Sherrill Pace Robinson, University of Florida, Tau Alpha chapter
 - ↪ Daryl Bourgeois, University of Hartford, Phi Mu chapter
 - ↪ Jacob Samkoff, Cornell University, Delta chapter

May their memories be a blessing.



National Directory

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Joel Kanter (EK) | Second Vice-Consul
Brian Deyo (EI) | Vice-Consul for Undergraduate Affairs
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Timothy Smith (EI) | Executive Director
Matt Tursi (ΣΑΣ) | Chapter Services Consultant

Contact:

International Consul:
Donald Anspauch, Jr. - Consul@tep.org

Vice-Consul for Undergraduate Affairs
Brian Deyo - VCUA@tep.org

Excutive Director
Tim Smith - Tsmith@tep.org

Chapter Services Consultant
Matt Tursi - Matt@tep.org

Expansion Inquiries or Information:
Expansion@tep.org

Chapters

N University of Georgia
TA University of Florida
TB University of Maryland at College Park
TΩ University of Rhode Island
EI Rensselaer Polytechnic Institute
EΦ Pennsylvania State University
ΣE Rutgers University at Camden
ΛΦE Clarkson University
ΦY State University of New York at Buffalo
ΣΑΣ Hofstra University
ΑΣ State University of New York at Albany
ΦΨ University of Delaware
ΩA Johnson & Wales University
AT Rowan University
ΓT Indiana University

Provisional Chapters

P University of Pennsylvania
TΔ The Ohio State University

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Rutgers University - New Brunswick
Queens College
University of Central Florida

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Epsilon Phi Alumni Association
Epsilon Iota Alumni Association
Lambda Phi Epsilon Alumni Association
The Sigma Epsilon Alumni Association
The Tau Omega Alumni Association
Tau Alpha Chapter of Tau Epsilon Phi Fraternity
Alumni Association, Inc.
Sigma Alpha Sigma Alumni Association
Phi Chi Chapter Alumni Association

Plume Advertising

YOUR AD HERE

- ◇ Support to the undergraduates in the form of programming
- ◇ Improved communication across our entire network
- ◇ Increased exposure for your business, reaching over 8,000 brothers

The plume team is excited to promote the advertisement program for all brothers of Tau Epsilon Phi. In the past editions, entrepreneurs, recruiters, and business owners could find their product promoted to successful TEP men and affiliates from prestigious university's and institutions. The full brotherhood benefitted from this program and it is time for its return. For a competitive fee, your ad will be featured in at least two editions of the Plume, complete with everything you need for success. We also welcome advertised shoutouts for those wanting to show their love for a pledge class, chapter, and other TEP brothers.

To participate, please contact Matt@tep.org

- * Business Card—\$40.00
- * Quarter-Page—\$60.00
- * Half-Page—\$80.00
- * Full-Page—\$100.00

