

## Some issues we need to deal with

Inbox  
x



**Patrick**

Feb 27 (11 days ago)

to Darren, me, Joe, Kevin, Mick, PB, Roger, Steve

Brothers,

Please read as soon as possible. Thank you.

Pat Carey

Attachments area

Preview attachment Theta Gamma Grand Council Executive Board letter  
feb262016.docx

Brothers,

There are some issues that have been brought to my attention that I was unaware of, some I find troublesome. Some of these issues I thought that I had made myself perfectly clear on, however it is apparent to me that this is not the case. I wish to address those issues now. I will also address a few issues which I am surprised I must even bring up.

Gentlemen let me restate some of the policies which we will adhere to while I hold the office of Grand Exalted Master. Keep in mind that these are not policies that I have created on a whim. These are policies which I have deliberated deeply upon. These policies have been formed after spending the better part of my life listening to the opinions of brothers of all ages, and after discussing the meaning of our noble order, its past, present, and future with far greater men than I consider myself to be.

I believe that I made myself perfectly clear that we will not conduct Grand Council Business on Facebook. As officers of the Grand Council I expect all of you to direct any business related discussions to [www.ThetaGamma.com](http://www.ThetaGamma.com) where members may direct their questions to the appropriate officer or officers. You all have the email list which includes all of the officers and advisors of the Grand Council and I expect all of you to use that list as the means by which we will communicate on an executive board level. I expect everyone to share the work of their office with every other officer and our advisors.

Recently it was brought to my attention that an officer of the Grand Council was seeking on Facebook the assistance of an alumnus from one of our chapters to assist him in a project he was working on. When I was asked about that project the only answer that I was able to give was "I do not know anything about it". When I asked that officer about that project the response I was given was "Nothing that has to do with GC". When I explained that, "As an officer of the Grand Council when you make a request for assistance for a project it is taken by the brothers to mean it is a Grand Council project. When people begin asking me what the project is and the only answer I can give is "I do not know." It looks like there is no communication going on. So that being said would you please fill me in as to your project?". As of the time of this email I received no response. We are all officers of the Grand Council, this is not something that can be turned on and off like a light switch. Each of our individual actions are a reflection of the entirety of the Executive Board. It is my expectation, and what I would feel would be a common courtesy, that when I ask a question of any executive officer I would receive an answer.

I have stressed to you all several times my expectation of transparency, open communications, and inclusion of all officers and advisors in discussions of any and all business conducted by every officer in this administration. We have already set a lofty list of goals to achieve within the next eleven months and an agenda for attaining those goals. Furthermore, the list of our ten year goals is very near completion. Let me tell you, if you thought our goals for the year were lofty you better hold on for the ride we are about to take. We have no time to waste, and so we are going to clear the air now, and move forward. Brothers need to check their egos and your personal agendas at the door, and understand this is a team effort and we need team players.

As for the newly elected officers I know that we are all on the same page as far as who is expected to do what. This is evident in how we have all seen and shared the same communications and information, over the course of the last few weeks. What I do not know apparently is what was being done by those officers who were already serving on the board when I took office. To those officers let me make one thing perfectly clear this is no longer the free for all that existed under our previous GEM. I do not know what kind of freedoms the previous GEM may have permitted you, nor do I know what





**Joe Alamia**

Feb 27 (11 days ago)

to Patrick, Darren, me, Kevin, Mick, PB, Roger, Steve

Pat,

First of all, thank you for bringing this to our attention. I agree, wholeheartedly, that we need to all get on the same page in order for us succeed and expand. You have done a great job, in a short amount of time, with getting us organized and creating goals. Speaking for myself, obviously, you have my full support.

Ever since I was introduced to the Grand Council in 2005, one of my concerns was that nothing was ever accomplished. I still became a councilman in 2007 because I felt it was my duty and I wanted to help. It is not a surprise to all of us that other brothers do not have much faith in GC as a whole. I feel with this new system in place, things will change. I presume everybody wants us to move forward, but if you don't like where this is going, get out now. I would respect someone more if they left now rather than drag it out and potentially sabotage this new paradigm in its infancy.

My mailing address is:

113 Jefferson St, Apt 2  
Troy, NY 12180

I will update all when I receive a check and when it is deposited into the general account.

ITB,

Joe Alamia



**Darren Barcomb**

Feb 27 (11 days ago)

to Joe, Patrick, me, Kevin, Mick, PB, Roger, Steve

Is there a problem with me continuing to raise funds for a Nu house? I'm curious if anyone considers that a conflict. I make it very clear where that money is going on every endeavor.

Sent from my iPhone



**Kevin Kavanagh**

Feb 28 (10 days ago)

to Joe, Patrick, Darren, me, Mick, PB, Roger, Steve

Brothers,

I feel like this is completely blown out of proportion and very shocking at the same time.

I am shocked because after Pat and I had the exchange where I told him the project had nothing to do with the GC he had called me on the phone. During our phone conversation he had made no mention of any of these "problems" so I thought there was no problem. I really wish he would have talked to me personally about his concerns before blasting them all out to everyone so they could have been handled one on one. In the time that has passed since convention I have never told Pat I wouldn't do the job he has requested of me with gathering the information. I even agreed with him not to conduct official business on Facebook. *Which I have not done*

Let me address each of the issues with you all:

The project I am working on is a personal project that has nothing to do with my duties or responsibilities as GAS. I am acting as an alumni of our organization. We as a GC have no right to tell an alumni what to do. That is like telling Darren he can no longer work on raising money for the House fund for Nu Chapter without first telling the GC exactly what he is doing. If people are asking you about it you can simply tell them that it is not a GC project and if they want to know information they can ask me. As an Alumni of this organization I have no obligation to tell the GC anything about any personal matters

Now for my duties as the GAS. The Constitution states:

"The Grand Alumni Secretary shall endeavor to stimulate and maintain interest in the Fraternity on the part of its alumni membership through the creation of Alumni Regions, the appointment of Regents, and such other means as may seem proper."  
"

Nowhere in that section does it say my job is to collect alumni information. However if we look at the GS&T it does say " The Grand Secretary and Treasurer shall keep a complete record of all members of all chapters of the National Body."

So for the last year I have been doing someone else's job. I also have brought this up to you before in conversations when you were the Grand Historian and you have told me you would much rather have me do it because of my drive and I was actually doing it. So I will not stop all operations that involve my duties as GAS because I won't not do my constitutional job. Everyone on this board already has access to all of my documents and has had access since day one through the Google Drive I setup a year ago. I have restarted the Drive with all of you again.

As for the money I fundraised, we have also already talked about this before convention and you didn't have a problem with it but now all of a sudden you do. That money was not ever the GC's money. I raised that money for the Veterans Paddle Project. I used my own money to do all of it and had said in all the fundraising that it was for a certain chapters and/or for the Veterans Paddle. I only put the grand council on there to make it seem like we were actually doing something and moving forward. So I'm not going to hand any money over to the GC. If anything I'll give to the chapters for their Paddles. That is also a project I started before I was even on GC. So I apologize for trying to make the GC look good.

Pat you also mentioned an expansion packet? I have no idea what your talking about. I had told you I reached out to Syracuse University just to see what their requirements are for an organization to come to their institution but I have not been doing any kind of expansion packet. You could also be referencing the interest group in Canada? That interest group died out I believe, I haven't had contact with anyone since I think November for that, but we also talked about that before convention.

As I said in the beginning of this email. I have NEVER once told Pat that I wouldn't do what he has asked me to do in an official capacity of the duties of my office. I have full intentions of doing my duties as GAS and the additional duty of collecting Alumni

information. All of this seems to come from me doing a project in my own personal time that has nothing to do with the GC or my duties as GAS which is a bit of an over reaction because I am able to have a life outside of GC.

I look forward to a great year after Pat is done with his 10 year goals and game plan



**Steven Wozniak**

Feb 28 (10 days ago)

to Kevin, Joe, Patrick, Darren, me, Mick, PB, Roger

Pat,

As Alamia stated, thank you for bringing this to the entire executive board & for composing your thoughts to all of us.

I too concur with everything written in the letter you issued. I myself am willing to pledge to uphold the policies you set forth, as our elected GEM, because I too believe in a completely transparent line of communication among all of us on the executive board. Any business that gets done on the executive board level, should be decided by a majority vote & regardless of outcome, should be backed by all executive board members, including myself regardless of our individual opinions or ideas.

I also agree that any expenditure of any monies from the executive board regarding fraternal business should be decided on by a majority vote of the executive board members & backed by the executive board.

ITB

Wozniak

**From:** Kevin Kavanagh <[kevin.m.kavanagh@gmail.com](mailto:kevin.m.kavanagh@gmail.com)>  
**Sent:** Sunday, February 28, 2016 12:16 AM  
**To:** Joe Alamia  
**Cc:** Patrick; Darren Barcomb; Joe Bithorn; Mick; PB; Roger Willingham; Steve Wozniak  
**Subject:** Some issues we need to deal with



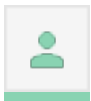
**Darren Barcomb**

Feb 28 (10 days ago)

to Steven, Kevin, Joe, Patrick, me, Mick, PB, Roger



I think there are definitely some issues we all need to work out. Perhaps a conference call is the answer. That way we can discuss each individual area of concern and vote as a group. I think Kevin should have the opportunity to explain his activities and present what it is that he is trying to accomplish. Was his fundraising done as a GC event or was it a personal project? Also, I believe the regent program is a worthwhile endeavor that has real potential to unite brothers across the country. Kevin is a huge asset to the GC and rather than drive him away, I'd rather work out these issues to everyone's satisfaction.



**Joe Alamia**

Feb 28 (10 days ago)

to Steven, Kevin, Patrick, Darren, me, Mick, PB, Roger

Kevin,

I think the point you may, or may not, be realizing here is that you used our name to sell items. That particular aspect, nobody is upset about. We appreciate your work and dedication. However, regardless of how you intended to use our name, means that everything you did was GC related, and therefore, any funds you collected belong to the GC. I'm happy that you tried to make us "look good" but the fact of the matter remains that you have money that belongs to us as an organization. The questions that I would like answered are:

Whipple give you the nod to do this?

What are/were your original intentions with this fund?

What were you going to do with this money when you were finished with these projects?

Why would you go rouge and go to Syracuse to get information without telling anybody else?

Why would you print out pamphlets with out money (and without approval) and only put your name on them?

I feel these are questions that can be answered easily, and honestly. I'm very frustrated that we have to play Twenty Questions every time something is happening on your end. I'm not speaking for everybody here, but I major concern I have is that this is the fourth or fifth time someone has asked you for information and you have been extremely vague. If it has nothing to do with GC, that's all well and good, but ELABORATE. You are a member of the council and everything that you do is automatically tied in to the GC. I'm not trying to scold you, I'm not trying to pry into your personal life. I'll be honest, I don't care what any of you do in your personal life. When it's TG related, I do care. If you would have said something along the lines of "this is a personal project where I'm doing \_\_\_\_\_" would go much farther than your standard cloak and dagger answer. What Pat is trying to do is to get all of us on the same page so when another brother asks us what's going on, then we have an answer other than "I don't know." That answer makes us look like we are not on the same page, much like we were a year ago.

As for your "it's not my job comment," there are things that all of us are doing that are not stated in the GC Constitution, but people are still doing there. Nowhere, does it say that I have to help Bizzle with the website. However, I am willing to help Joe out with whatever he needs. Why? Because I feel it's my duty to help this organization in the best way possible. That's why I took the GST position when nobody else wanted it. I didn't want it at the time either. I put my feelings aside and am doing what I have to do to help this organization. But I digress...

To go off Darren's point, I would love for you to elaborate. But since you already gave us your reply, and basically said nothing, I think that's all we are going to get. I'm not sure if you have your own agenda or not, but in order for us as a council to succeed, we need to get past this issue and move on.



**Kevin Kavanagh**

Feb 28 (10 days ago)

to Joe, Steven, Patrick, Darren, me, Mick, PB, Roger

Joe and everyone else,

I have no problems at all answering question, I have never had a problem answering questions. I am only frustrated because this situation happen before convention and was already dressed. I feel like it is only being brought up again because I didn't want to discuss my personal business.

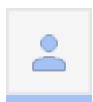
To answer your questions joe

- 1.) Yes, Whipple knew what I was doing and had no problem with it
- 2.) the original and still the purpose of the fund is to help the chapters complete the Veterans Paddle and to keep the project going when new names need to be added to the paddles. The idea came out of an agreement that was made with alphas chapter president and Delta Chapter to help them raise the funds to make the paddles for their chapters because the corp didn't want to help alpha.
- 3.) the purpose of the Veterans Paddle wouldn't ever be fully completed unless the chapters died and no new veterans would ever come into the organization
- 4.) I only reached out to Sryacuse University to see what requirements were to expand to them to see how equipt we are currently to expand so once a committee was formed they could have information to go off of. I did this coming from our conversation joe at convention when you proposed the idea of asking a school instead of just going blind. You also said you were going to reach out to University of Albany and do the samething. If anyone would like the information I got from Syracuse let me know I can send it to you. My intentions were not to be "cloak and dagger" but just to have information ready for when the conversation came up so we could discuss.

5.) the pamphlets were made to assist the interest group to try and make it successful. I only put my name on there because I was unaware of anyone else that utilized their Website email. If this is wrong I do apologize, when we had a conference call I was actually going to bring them up because Gamma has requested to use them for rushing, if I was going to have another bunch made up I was going to propose we setup a "[info@thetagama.com](mailto:info@thetagama.com)" email so any of us and answer general questions from it. To work together. Also because those are now out of date because officers have changed

When it comes to projects I like to get full well rounded ideas before I present anything to anyone. That why I don't immediately tell everybody everything because I don't have all the information. I like to have a full plan and be completely prepared before I tell anyone body anything. When it comes to this "project" as I said before its my personal project that has nothing to do with the GC. If it had to do with the GC I would tell you anything you want to know but it does not, it's a personal project. The only reason why I asked for a certain chapter is because I wanted a different take on it then I usually get from a brother that is from Nu or Gamma. If there comes a time that the GC needs to be involved of anything is going to happen the Exec board will be involved before anything is "put out". At this time there is nothing going on that involves the GC

As I said in my last email I have no problem doing extra duties but I won't stop doing my constitutional duties to only focus on other duties.



**Joe Bithorn** <joe.bithorn@gmail.com>

Feb 28 (10 days ago)

to Kevin, Joe, Steven, Patrick, Darren, Mick, PB, Roger

**Brother Carey,**

In 2008, I was inducted into the Grand Council. In 2009, I was humbly elected to the office of Grand Alumni Secretary. I held that position for 3 terms, working side by side with you, along with others in this email thread. I have the utmost respect & confidence in your ability to lead this Executive Board. From our past work experience with the Grand Council, to our many conversations, you have, as you always have had, the best interest in Theta Gamma at heart & in mind. Likewise, it's always refreshing and uplifting in the manner in which you write. From all of the old GC bulletins I have read, your writing resembles that of a true philosopher. I am glad to be again working with you under your leadership.

From the moment convention concluded, you have made it clear of the mission, and agenda, that this Executive Board will be pursuing. At the same time, your emails have been interpreted as that of a healer, and a reconciler. The past year had lacked the leadership that was needed to push the Grand Council forward. Although progress was made in some areas, and some officers did the best they could do with the resources and authority they had, there was a void. That void led to a communication breakdown, which I have personally seen, in the last year, while being the administrator of our new TG website. I may not have been a member of the E-Board, but I have been witness to the inability of others to fulfill their oath to the Grand Council as an officer.

I do want to make note and make clear: In the absence of leadership, and lack of effort to fulfill the duties of some, there are others who have stepped up to help Grand Council try to be a more relevant, and functional organization. From what I have seen in the last year, our current Grand Alumni Secretary has made certain undeniable strides, in his office, and of that in other endeavors. In the absence of my current predecessor, Brother Kavanagh has assisted to make a Grand Council presence on Facebook, which is currently one of our best outlets to be able to reach out to our membership. There are many different TG groups, which connect hundreds of Brothers. His constant posting, while speaking as a GC officer, allows our membership to see for themselves, through his words, that the GC is an active organization. His efforts have also formed the different regions throughout the state and country, with his appointments of regents. That one thing, I can say, I have completely failed in as his predecessor. Additionally, he created the public Facebook page, and a Twitter account on behalf of the Grand Council and fraternity. What were one of my goals in the creation of the new website, I wanted there to be a public, positive image of the fraternity that we could display to the whole world. Our Grand Alumni Secretary has, for the past year, been the public face of the Grand Council and Fraternity, through these outlets. These were all duties of the Editor, and in the absence of Brother Carpenter's presence, he stepped up and filled that responsibility. I was a supporter of that, and will not fault him for those efforts.

Pat, I understand the choice that you put forth in front of us. It's either sign on to the program, vote you out in direct disagreement, or resign in a form of protest. Like Brother Alamia said, you have done a great job in getting us organized and pushed to get us all on the same page for the coming year. You have my full support and I do look forward to the coming year in what we can accomplish as a team. Please continue down the path you lead, for I feel that your views, thoughts, and actions do, indeed, humbly reflect the glory and beauty that is before the Great Architect's throne.

**"Honesty and Frankness will do any group, more good, than any attempt to put one over on the other fellow."**

**Kevin,**

I want to be honest and open with you. You are my Brother, and I love you. But we both know that we have had many disagreements over the last several years. Though in the end, we still are able to somehow work together and get things accomplished. Our friendship has lasted many years: from when I first rushed you; to hanging out in Buffalo/Rochester, after Alfred; to us keeping in touch while you were in the Air Force; to bringing you in on the Gamma Corp as an Alumni Committee member; to your election as a board member & time served as the Secretary; to your election as Grand Alumni Secretary; to now our both being an Executive Board Officer. One of the first things you said to me at the conclusion of convention was that you were looking forward to working together, knowing that we've had a rocky past on Gamma Corp., and was also excited in what the next year had in store for us. I was, and am of the same mind, for I know we, as an Executive Board, could accomplish a lot for the betterment of Theta Gamma.

When we left convention, you told me that you were going to share the Google Drive folder that you were using to help stay organized for your office. I thought, "no biggie, we utilize the Drive for Gamma Corp". After I got home from convention, I saw that you did share the folder, entitled "Grand Alumni Secretary". I briefly glanced through it, but didn't look in-depth. However, when I was working the overnight Thursday night, I saw that the folder was changed from "Grand Alumni Secretary" to "Grand Council". I spent the night looking through the entire folder and every document and spreadsheet in it. I did see some good stuff. However, I also saw some things of concern.

This is not a thread to go into extreme detail of every document you have on that folder. My main concern is of the financial spreadsheet Pat was talking about. I'm the one who brought the spreadsheet to his attention on Friday. In the last year, I have been witness to your numerous fundraisers via Facebook. Fundraisers, some of which you have stated were GC fundraisers, with the proceeds to go towards certain projects, all of which were of your choosing. Being the admin of the site, and understanding the lack of communication/ leadership in the last administration, I understand and empathize with you in stepping up and taking a role larger than your office.

But here lies the problem: Whether or not the initial seed money was from your personal financial accounts, you have been operating under the guise that everything was GC funded and approved. People gave you money thinking it was being donated to the Grand Council, for whatever cause you were promoting. Using the GC name, and collecting money in your own account, and spending it as a slush fund with your office and of other Theta Gamma endeavors is very unethical, and I don't know, Kevin, possibly illegal. Those donations are reportable income. Why was this financial information not reported to the Grand Secretary/Treasurer? It was definitely not in his report at convention. In reality, the absence of this financial spreadsheet and the transactions that were not included in the GST's report, can now be construed as falsifying business documents, or maybe even fraud.

We all remember a guy named Marra. Arrested for Embezzlement of \$75,000 and falsifying business documents. I'll be damned if I see unethical financial practices and don't say anything. This is WRONG, Kevin. When you used the GC name, especially as an officer, and collected money, that money collected belonged to the GC, not you. You were never approved to operate a slush fund. Something like that would have to be approved by a majority vote of the Executive Board.

The facts are this:

- You conducted fundraisers using the GC name. (shirt & cell phone case)
- Was not approved by a majority vote of the Eboard to conduct such business.
- Since 10/11/15, you have collected \$902.85
- Of which, on your own accord, spent \$559.11 on:
  - Alpha Vet paddle
  - Delta Vet paddle
  - Interest group brochures for expansion
  - Nu house donation
  - "GC" Calendars
  - Brother Paddles

- All this information shows up on a spreadsheet, which is located in a folder that you entitled for your office.

This is a sufficient amount of evidence to be able to take you to small claims court for the full \$902.85. That is the extreme route, which would undoubtedly be followed by a removal of office and possible blackball. Instead, Pat is directing you to transfer those funds that are left, over to Brother Alamia, minus your personal \$60 donation if you wish.

I also find it strange that 23 minutes after Pat sent out the first email in this thread, I was locked out of the "Grand Council" folder that you initial shared with me, of which have all the documents and spreadsheets that are the reason for this email thread. After checking with Brother Alamia, I realized that he was locked out too. This leads me to believe that you did indeed have something hide, wanted to lock us out, so you can fix/remove/hide whatever you thought would get you in trouble. That only strengthens mine and probably everyone else's resolve that unethical practices were being conducted. Finally, later last night at 12:18am (5 hours later), the folder was then re-shared with me, along with probably the entire board. Conveniently, the folder was shared 2 minutes after you sent your response to Pat and the rest of us.

Look, I was not on the E-board last year, so I cannot comment on what factually happened behind the scenes. Even if Whipple gave you the ok to run your own slush fund, does not make it right. If that was the case, Whipple was wrong, and it is not your fault, as you were just following orders and didn't know any better. But this is a new administration, and your GEM is clear, along with other Executive Board Officers, that this practice will no longer be tolerated. If you cannot accept that, and refuse to transfer the money to the GST, then you do need to resign. For if you refuse to transfer the money and decide not to resign, I will be the first person to move for your removal from office on the Executive Board. The charge will be wasteful and extravagant management, and unethical financial practices.

Last, but not least, I want to point out in your last sentence, "I look forward to a great year after Pat is done with his 10 year goals and game plan." First of all, nice snarky remark. Apparently, you don't understand that his game plan is OUR game plan. The first thing he did was compile a list based on all of our personal goals. That's as inclusive as it gets. The moment you stop thinking with the mindset of "me" or "I", and begin to understand that it's about "us" and "we", then progress will be made. Because in reality, we need to be a team. I am so sick and tired of hearing you talk about "your regents" or "your committee". They're not YOURS. It's OUR regents, our committee. I'm not saying I'm perfect either. I know there are things I do or say that could always be improved on. I invite constructive criticism, and I hope you can too.



## **Brother Barcomb,**

To address your first email response:

From the get-go, you and your brother, Dan, have raised funds on your own accord. At no time, have you stated that you were representing the Grand Council during those efforts. Additionally, you have only been on the Executive Board for about 3 weeks now. Your fundraising efforts pre-dates you being on this board. Raising funds for a house for your home chapter is noble effort, and not something that is a conflict of interest. Now, if you on your own were to say that the GC was raising money to fund the Nu Chapter House Account, and you collected from Alumni who were under the impression that they were sending funds to the GC for that purpose, it would be very unethical. Any monies collected under that premise would be ownership of the GC. And I bet a court of law would agree with that. It's basically false advertisement.

This might be getting off topic a bit, but slightly related:

Now at convention, when the E-Board was performing the ritual, you and I had an exchange of words concerning the Nu House account and how a paypal link was not on the website. My argument was that, at the time when we were in development of the site and I was getting the paypal information from the chapter corporations, I turned down your brother, Dan, when he asked to have a paypal link for the Nu House Account to be posted on the website. At the time, from direction of Whipple the then GEM, it was made clear that the Nu Corporate Board did not have control over the account, and the checks and balances were not in place. He told me that it was a personal account run by you and Dan, and there was no corporate board oversight of the account. Dealing with the Marra situation several years ago, I take oversight over Theta Gamma's finances (on all levels) very seriously. Under no way would I add a paypal link to the TG site, encouraging our alumni to donate to an account which is in a brothers' personal bank account with no oversight on it. I don't care if it was Dr. Payson raising the money in his account. My motto is this: Always trust a brother, unless money is involved. The reality is, that if the Nu Chapter House Account is only in a Brother's personal account, I don't care what you call it, it's a slush fund to do whatever you wish with. If you show me proof that the Nu corporate board officially approves this account in a meeting minutes or something, and that there is oversight where the Nu Treasurer or someone on the board can at least have access or oversight over it, then by all means I have no problem at all in adding that paypal link on the website. But this is something the previous GEM directed

me to do, and if our current GEM directs me otherwise, I will keep the same stance. I hope you understand my point of view.

To address your second email response:

Agreed, these issues need to be worked out. Maybe a conference call is needed. But I feel everyone should have the opportunity to review the documents that are on the shared "Grand Council" Google Drive folder. Yes, I believe Kevin should be given a chance to explain his activities, but isn't that what Pat was trying to find out? Pat wanted to know what his activities were. And in Kevin's last email, he stated that it's none of Pat's business.

Yes, I do agree that we all have lives outside of the GC. Trust me, mine's a pretty busy one. Sometimes, we may like to do a project that's fraternity related, that has nothing to do with the GC. But we all need to recognize that any action fraternally related, while holding office on the Executive Board, directly reflects the duties and workload of that office & Council as a whole. And if the GEM is asking for information on what the details are of the project, you better damn-well tell him! Like I said before, honesty and frankness will do any group more good. The opposite is conduct unbecoming of a brother.

In the end, whether or not his efforts have been to raise money at a GC event or with a personal project, he documented it in a way as if it was within the scope of his office. As an officer of the law, if you were given that kind of evidence, along with the testimony of the other officers, would you be led to believe that the money was his personally, or belonged to the Grand Council?

I too agree that the regent program is a worthwhile endeavor. The potential is HUGE. But after reviewing the documentation within those folders, some serious oversight of his management of the program is definitely needed. My only concern with that is his willingness to accept oversight. On Gamma Corp, I worked with him. Him as Secretary and me as President. The Secretary by virtue of his office was also chairman of our Alumni Committee. He had a hard time accepting that as President, I was not only in charge of all the committees, but was also an ex-officio member of them too. He did not want to share any information with me, unless it was in the form of a report at a board meeting. I tried to explain to him that was not how it worked, but in the end, the arguments and email threads turned into a shit-show. Today, I am seeing a similar pattern.

**I do not wish to see Kevin step down. I also do not wish to vote him out. I admire the drive and motivation he has, and his want to make Theta Gamma better. It's that kind of spirit we can all feed on to push us all to be better. However, moving forward, the decision is entirely up to him. Brother Carey has made it clear about the policies he set forth and what needs to be done. That's my two cents...**

**B/AEO**

**And one more thing... Everyone, and I mean everyone on this email: We are all officers of this organization. It is not something we can shut off when its convenient. For the next two years, I will be the Grand Editor. If I want to do a side project, my actions are still a representation of my office. If it's TG related, it's the Grand Editor conducting the side project, not Brother Joe Bithorn. Last Clambake, when all of my GTG, Inc. President responsibilities were completed, I started hammering down the beers with all the brothers. I ended up puking, passing out, and had to have my Mother-in-Law come pick me up in front of the Gamma house, because she lived close and I was supposed to crash at her house. Even though I was technically "off the clock", and hanging out with my brothers, the story told was not that Brother Joe Bithorn got too drunk and had his mom-in-law pick him up. It was that the Corporate President got too wasted, passed out, and needed his mom-in-law to come pick him up in his minivan! This was very embarrassing, but I have accepted responsibility and realized it was a teachable moment. Going forward, I know now, that while I am in Alfred, NY, I am the GTG, Inc. President and Grand Editor. Any action I take, words I speak, side projects I conduct, are a direct reflection of the offices I hold, and the organizations I'm serving.**



**Darren Barcomb**

Feb 28 (10 days ago)

to me, Kevin, Joe, Steven, Patrick, Mick, PB, Roger

Thanks for the response Joe B. Yes, obviously any Nu house fundraising is advertised as such. It will be clear that it is not a GC project. Just wanted to make sure I wasn't ticking people off by continuing my quest.

Sent from my iPhone



**Kevin Kavanagh**

Feb 28 (10 days ago)

to Darren, me, Joe, Steven, Patrick, Mick, PB, Roger

Brothers:

My only concern is that this money was raised for the Veterans Paddle Project. I ask that when this money is turned over to the GC that it still be used for the continuation of the Project. Is that ok?



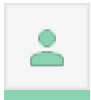
**Darren Barcomb**

Feb 28 (10 days ago)

to Kevin, me, Joe, Steven, Patrick, Mick, PB, Roger

That's the right thing to do in my opinion. Those who contributed to the various fundraisers did so with the belief that they were to benefit the vet paddle program. We are doing them a dis-service if we don't follow through on that pledge.

Sent from my iPhone



**Joe Alamia**

Feb 28 (10 days ago)

to Darren, Kevin, me, Steven, Patrick, Mick, PB, Roger

We will vote on where that money will be used.

My question would be...if the purpose of this money was for Vet paddles, then why were you spending that money on pamphlets?



**Joe Alamia**

Feb 28 (10 days ago)

to Darren, Kevin, me, Steven, Patrick, Mick, PB, Roger

Or donate money to Nu?



**Kevin Kavanagh**

Feb 28 (10 days ago)

to Joe, Darren, me, Steven, Patrick, Mick, PB, Roger

The \$60 was to replace the cost for the pamphlets because I had to use a Paypal to pay.

The Nu donation was said in the actual fundraiser of the phone cases. It was to help Delta for the Veterans and the any house fund



**Joe Alamia**

Feb 28 (10 days ago)

to Kevin, Darren, me, Steven, Patrick, Mick, PB, Roger

So you used money that wasn't yours and spent it on something that wasn't the intention of the account?

I'm sorry, but with all due respect, I'm playing the bullshit card here. You bought those pamphlets with the account you had access to because you knew we wouldn't give you the money and we would question why you were doing it. Speaking of these pamphlets, you said you wanted to get all the info before you told us what was going on, correct? If that's the case, then our plan for expansion is not finalized, but you went to SU anyway. Yes, I did give you the idea that we should see what they look for. Yes, I did say that I would talk to U Albany. However, if our plan is not finalized. What's the point? I told Pat that plan also to bring him into the loop and I did say that I would wait until plans were in place.

Here is another question I have... If you are willing to do what Pat asked, then why waste your time to make sure everybody knows that you think the task Pat asked you to do was not your job, but mine. If you were down with Pat's plan, then you wouldn't have questioned it. You just would have started doing it.



**Kevin Kavanagh**

Feb 28 (10 days ago)

to Joe, Darren, me, Steven, Patrick, Mick, PB, Roger

I just sent the balance over, here is the picture proof.

I'm not arguing about this anymore, everything I did was known my Whipple and he didn't have a problem with it. I'm sorry you don't agree with things that happened on the old board.

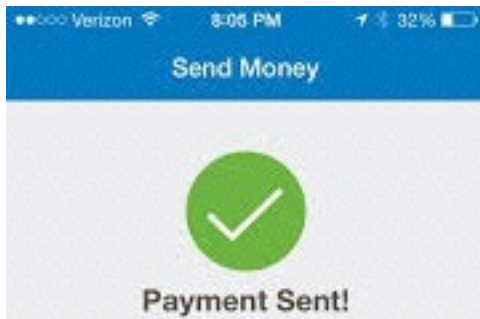
All I got from SU is information. That's all, how is gathering information a bad thing? I'm sorry for being proactive

The only reason I brought up the constitution is because pat mentioned the constitution about the money. We can't pick and choose which parts of the constitution we want to follow and which we don't. I have NEVER told pat I'm not going to gather his information.

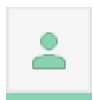
Can we just put this all behind us now and move forward with the plan when it is finished

Attachments area

Preview attachment IMG\_0955.jpg



IMG\_0955.jpg



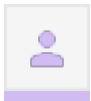
Joe Alamia



Feb 28 (10 days ago)

to Kevin, Darren, me, Steven, Patrick, Mick, PB, Roger

Confirmed. Payment received.



**Roger Willingham**

Feb 28 (10 days ago)

to me

I have read through all the statements in this thread. I have remained silent on this issue to give it time for me to hear every one's opinion. No disrespect to you Pat but it did seem like a personal attack on Kevin at first. I don't like when ultimatums are presented to brothers either. We all were elected by the brothers assembled to represent them and to only have the interest of Theta Gamma at heart. If I have to choose between protecting our fraternity and a brother then the choice is obvious. I have grown very tired of the hidden agendas and do not like to be put in a place where I have to feel like a referee. Joe B. I agree all money raised under the assumption it is a Grand Council fundraiser should go to the Secretary Treasure of Grand Council and properly documented. With that being said I was under the interpretation that Kevin was raising money for the individual chapters veterans paddles. I know at founders day dinner he raffled off a paddle and split the Money with Alpha chapter and he explicitly express the money would be used for the materials to construct a veterans paddle for Alpha

chapter. I personally purchased a calender under the same assumption it would go towards building a paddle for Alpha Chapter. I strongly believe if people have donated said money for that purpose then the money should be used for such. I will be very frank here I am on the edge of walking away from this Fraternity as I have to constantly defended it against my wife, she does not understand why I give so much and have sacrificed so much of our family time to help this brother hood. If this how the next year is going to be then I want no part of it.



**Darren Barcomb**

Feb 28 (10 days ago)

to Joe, Kevin, me, Steven, Patrick, Mick, PB, Roger

Is it possible to have an exec board conference call this coming week to address these issues and chat things out? I believe someone told me that they previously were held on Sundays. So how about next Sunday?



**Roger Willingham**

Feb 28 (10 days ago)

to Darren, Home, Joe, Patrick, Steven, me, Kevin, PB

I agree we need to talk about this. This email thread is hard to follow.



**Patrick**

Feb 29 (9 days ago)

to Darren, Roger, Joe, Steve, Home, Kevin, me, PB

Brothers,

I thank you all for your responses. Now that I have heard from all of you we will get to work on resolving these issues. I am in agreement that a conference call is necessary, and I will schedule one soon. PB is collecting information with regards to next convention, and if at all possible I would like to have that information so we may discuss that topic at the same time. I realize everyone's time is precious and would prefer to kill a few birds with one stone.

I also need time to thoroughly review the documents that we just received. I have not seen them before.

I am disappointed that my letter may have been perceived by some as an attack of any kind. I assure you all that was not my intention, and I believe that if you were to re-read it you would see that it is not. My sole intention is to move forward in a manner which provides every officer on this board with access to every bit of information available. I also have no intentions of quashing projects such as the vet paddles. I do however intend on making sure that there is accountability and oversight for every penny that the Grand Council collects or spends.

Again for the newly elected officers we should all be on the same page. The problem here is in the way the previous administration was run in that there was no call for full disclosure or open communication.

I again thank you all for your responses and will be reviewing all of the information.

Pat Carey

Sent from my Verizon 4G LTE Smartphone



**Joe Alamia**

Feb 29 (9 days ago)

to Kevin, Darren, me, Steven, Patrick, Mick, PB, Roger

Confirmed. Payment received.