



DELTA UPSILON

INTERNATIONAL FRATERNITY

FRATERNITY FINANCES AND RETURN ON INVESTMENT FAQ

*"May we all remember that we are all one in both principle and purpose. ... We are to be ever mindful of the Oath we recited, and to work together as Brothers for the good of this chapter, and to further the purpose of Delta Upsilon."
- President remarks during chapter meeting*

Delta Upsilon understands the concerns our members and chapters/colonies may have regarding the COVID-19 pandemic and the impact it has had on our brothers and the Fraternity. DU is here to continue to provide brotherhood, belonging, support and resources for us to get through this together. **Fraternity is needed now more than ever.** In this FAQ, you will learn more about the impact COVID-19 has had on the Fraternity and how DU is continuing to support chapters. You will also gain more insight on Fraternity finances and how your chapter/member dues are being used. You can also view DU's ["Where Does My Money Go?"](#) document to learn more about how your dues are allocated and what they cover.

1. Why is it important for me to stay involved in Delta Upsilon during the COVID-19 pandemic?

- a. Fraternity is needed now more than ever. Delta Upsilon provides a sense of belonging, which is so desperately needed during this time of isolation and social distancing. Delta Upsilon is committed to providing our brothers with a great sense of self and community.
- b. Developing habits and routines as if classes have resumed "normally" is important for our personal well-being. Staying involved in DU establishes a sense of normalcy in your life.
- c. Delta Upsilon is a support system. By connecting with brothers experiencing the same changes and difficulties, we can help each other through this difficult time.
- d. Brotherhood is much more than an in-person experience. See DU's [Social Distancing Chapter](#) and [Virtual Chapter](#) pages for more information on how chapters can operate during this time. In addition, our [Brotherhood Event Ideas](#) list provides ideas for how chapters can stay connected virtually or in socially distanced environments.

2. What services are the International Fraternity providing to chapters during the pandemic?

- a. Since mid-March 2020, when campuses began virtual instruction, DU staff shifted its servicing model to a virtual format. Since this time, staff conducted more outreach and virtual meetings than they normally would during late spring and summer.
- b. Chapters/colonies will have increased touchpoints with staff during the 2020-2021 academic year. While in-person visits are unlikely for the fall, staff members are committed to providing programming and coaching throughout the year via Zoom, phone calls and text messages.
 - i. At minimum, there will be weekly contact between chapters/colonies and the International Fraternity. All Presidents will have biweekly meetings with staff. In alternating weeks, the entire Executive Board will meet with staff.
 - ii. Advisors will also receive more touchpoints,
 - iii. Chapters/colonies that work with a member of the Fraternity's Men of Merit committee will see additional touchpoints from these volunteers in addition to that of staff.
- c. The Fraternity has created new educational opportunities for chapters and members. This includes:
 - i. Recruitment coaching sessions

- ii. Webinars/round table discussions
 1. 9 sessions were held from April – July.
 2. 5 sessions have been scheduled for August and September
 3. More sessions will be developed and hosted throughout the rest of the year.
- iii. Delta Upsilon blog – The DU blog at www.deltaupsilon.wordpress.com has been updated and now includes a Recruitment Tips section, as well as a Member Development section.
- iv. Resources via social media
 1. Delta University, a member development series of short videos from alumni, launched in July 2020 on the Fraternity’s Instagram account IGTV. As of Aug. 24, five videos have been posted, and 10 additional videos are in the works. More Delta University content will continue to be created throughout the year.
 2. DU’s Tuesday Tips series has continued on the Fraternity’s Instagram and Facebook stories. Each week, tips are provided to members on a number of topics, ranging from mental health to chapter programming and more.
 3. The Fraternity will launch an executive leadership series later this year where distinguished Delta Upsilon alumni will share their experiences and career advice.
- d. DU’s educational programs for 2021 are still scheduled to proceed as normal (Presidents Academy, Regional Leadership Academy, DU Emerging Leaders Experience and Global Service Initiative). In the chance these programs cannot be held in person, they will take place in some format virtually.

3. How has the Fraternity assisted chapters/colonies with their concerns about finances?

- a. Throughout the spring and summer, the Fraternity halted all late fees and finance charges to assist chapters/colonies that may have had trouble paying their bills. Because the pandemic has created financial strain for many of our brothers, the Fraternity felt that grace and leniency was necessary.
- b. DU provided every member a fee reduction by using long-term reserves to lower insurance costs. On average, chapters have seen a 9% reduction in their Loss Prevention bills for 2020-2021 despite the Fraternity’s insurance premiums increasing. The Fraternity took a number of critical steps to make sure chapters/colonies see a reduction. These steps include:
 - i. The Board of Directors voted to use reserves for the first time to help offset the rise in insurance costs.
 - ii. An automatic reduction in membership size was used to determine the LP billing for each chapter/colony.
 - iii. The Fraternity has reduced Loss Prevention staffing and programming to lower expenses.
- c. Headquarters staff have worked with chapter officers, advisors and local house corporations to discuss their budgets and adjust as necessary. While it is the responsibility of the chapter/colony to budget and determine local dues, staff have been available to assist in the process and offer guidance.

4. Will I see a reduction in my local dues this year due to pandemic?

- a. The International Fraternity has encouraged chapters to review their budgets for the fall and adjust as necessary to reduce costs, especially costs that related to programming that has been minimized or eliminated.
- b. View our [“Where Does My Money Go?”](#) document for more information about how your dues money is allocated. In this document, you will see that most of your dues fund local activities, operations and programming. It is up to your chapter to set and adjust its budget, then charge member dues in accordance with that budget.

- c. DU provided every member a fee reduction by using long-term reserves to lower insurance costs. See #3b for more details.
- d. Contact your Chapter President, Vice President of Finance and/or advisors to learn more about your chapter/colony budget.

5. Is the International Fraternity going to reduce the member and chapter fees owed to the Fraternity?

- a. The International Fraternity postponed a pre-approved fee increase for the 2020-2021 year to aid chapters and members.
- b. As noted in #2 above, the Fraternity continues to provide programming and services to chapters, and at an increased level. Chapter and member fees directly fund these programs and services, making them vital to the continued operations of the Fraternity.
- c. DU provided every member a fee reduction by using long-term reserves to lower insurance costs. See #3b for more details.

6. With some campuses operating virtually this fall, and others restricting gatherings, why is there still a Loss Prevention fee if we can't host events?

- a. DU's insurance policy covers much more than social events. Even if a chapter is not hosting official, in-person functions, the policy still covers a multitude of things, including, the chapter's mere existence.
- b. DU's insurance policy is for the entire year, not just for the term. The Fraternity cannot opt out for a few months.

7. Will there be a reduction or discount on our Loss Prevention fees?

- a. On average, chapters/colonies have seen a 9% reduction in their rates for this year over last year, despite the Fraternity seeing increase in its premium. To our knowledge, no other fraternity was able to provide its chapters with this much of a reduction. The Fraternity understands the financial concerns of chapters/colonies and took a number of critical steps to make sure chapters/colonies see a reduction. These steps include:
 - i. The Board of Directors voted to use reserves for the first time to help offset the rise in insurance costs.
 - ii. An automatic reduction in membership size was used to determine the LP billing for each chapter/colony.
 - iii. The Fraternity has reduced Loss Prevention staffing and programming to lower expenses.
- b. While you may have personally received a discount from other insurance companies during the pandemic—from your car insurance company, for example—the Fraternity's insurance provider has not offered a discount on rates due to the pandemic. The Fraternity is still obligated to pay the full premium for the year and does not have such a reduction to pass onto chapters.
- c. To assist with chapter/colony cash flow, the fall billing for Loss Prevention was assessed for 60% instead of 75%. The remaining 40% will be due in the spring.

8. How has the pandemic financially affected the International Fraternity?

- a. Just as the pandemic has affected so many of us as individuals, as an organization, DU has also been affected. With the spring 2020 term cut short due to campus closures, many DU chapters/colonies were forced to cancel or postpone Pledging and Initiation Ceremonies. As such, nearly 400 associate members were not initiated into the Fraternity in the spring as scheduled. This is roughly 30% of DU's associate members for the year. Associate Member and Initiate Fees make up 13% of the International Fraternity's income, so without those Initiations, the Fraternity's projected income for the year fell short in this area.
- b. The Fraternity earns royalty fees from our licensed vendors. Because chapters/colonies were forced to cancel events due to the pandemic, they were not purchasing things like formal/philanthropy event T-shirts, graduation gifts, and more as they traditionally do during the last few months of the school year. Without these purchases, the Fraternity's merchandise revenue saw a 33% decrease.

- c. Despite educational programs such as the DU Emerging Leaders Experience, the May and June Global Service Initiative trips, and Leadership Institute being cancelled, the Fraternity had already incurred expenses related to planning. While some items such as venue deposits were refunded or applied to future years, not all expenses were able to be recouped.

9. What actions have the International Fraternity taken to reduce its expenses as a result of the pandemic?

- a. The International Fraternity Treasurer, with help from IHQ staff, cut one-third of the Fraternity's operating budget for the 2020-2021 academic year. Dozens of budget line items were reduced, with the biggest reductions in staffing and travel budgets.
- b. It is important to note that while the Fraternity's budget has been reduced, chapters/colonies will see the same level of support—if not more—in the year ahead as it has in past. See Question 2 for more information on the services and programs being provided.