



MEMORANDUM

TO: All Grand Chapter Voting Entities

FROM: Steve Zizzo, Illinois, Past Grand Senior President and Nominations Committee Co-Chair
Josh Orendi, Bethany, Past Grand Councilor and Nominations Committee Co-Chair

DATE: May 22, 2026

RE: Report of the Nominations Committee

As Grand Chapter in Dallas approaches, we are pleased to provide a report on the work of the Nominations Committee and our recommended slate of candidates to serve on the Grand Council at the conclusion of Grand Chapter in August of 2026.

This cycle, there were five of the nine Grand Council seats up for election. This report provides an overview of our process, and an introduction of the members recommended for the slate.

There will be Bylaws amendments presented at Grand Chapter to enhance how brothers are identified to be placed on the slate for future elections. The Committee piloted as many of those recommendations as possible. All current Bylaws provisions were followed and adhered to.

One important distinction is that we were fortunate to speak with a large number of brothers about this opportunity and our goal was to not only meet our short-term need, but to also build a pipeline of talented men to potentially serve at some point in the future.

We are asking for any **comments and questions to be submitted by 12:00 pm ET on June 2, 2026**, to Steve Zizzo at stevenzizzo1@gmail.com. This timeline will allow for those on the slate to begin an orientation process. The vote on the slate will take place at Grand Chapter during the first plenary session on Friday, July 31, 2026.



Brothers Contacted

An announcement was first distributed to the brotherhood in November 2025. In addition to allowing brothers to self-nominate, the Committee asked brothers for referrals of people that should be contacted.

This effort resulted in 89 brothers having some communication with the Committee about their interest and/or availability. Many of these conversations may result in building a pipeline for a variety of leadership and volunteer opportunities within the Fraternity, Foundation, CLVEN or The Pinnacle Network. Our Committee will collaborate with those other entities and make introductions as appropriate.

Of the 89 men, 46 had an introductory conversation with the Committee. A position description and expectations document developed by the current Grand Council was shared with every person. A questionnaire was used to collect consistent information on each candidate.

The 46 introductory discussions lead to 15 men participating in a more in-depth exploratory conversation. Then, 11 had an additional conversation that we termed as discovery calls.

The 11 men each demonstrated a tremendous amount of professional experience as well as a dedication to Alpha Sigma Phi. Based on the current composition of the Grand Council, five brothers were identified for the 2026 Grand Council slate.

Process

A rubric was used, based on research by the American Society of Association Executives (ASAE), to help guide the process. The areas identified were:



- Group Skills
 - Team Orientation
- Interpersonal Skills
 - Communication
 - Relational
 - Influence
 - Reputation
- Personal Skills
 - Strategic
 - Innovative
- Technical Skills
 - Knowledge of Alpha Sigma Phi and Non-Profit Industry
 - Expertise and Experience
- Personal Attributes
 - Commitment
 - Integrity
 - Capacity

One alumnus member and one undergraduate member of the Nominations Committee formed teams to conduct the exploratory and discovery calls. The calls were led by undergraduate Committee members and recorded so all Committee members could review each discussion. Different pairs conducted the exploratory and discovery calls so, while all committee members could watch the recordings, four different committee members interacted with each brother.

The Committee conducted several calls throughout this process and deliberated extensively as a full group. This process resulted in the Committee recommending these five men for your support to each serve four-year terms on the Grand Council. This slate will be considered and voted upon during the Grand Chapter 2026 in Dallas, Texas.



Proposed Slate (alphabetical order)

Byron Hughes, Salisbury, 2006. Currently serving as 43rd Grand Senior President of the Alpha Sigma Phi Grand Council, Byron's fraternity involvement includes roles as Grand Chapter Advisor, Faculty Advisor, facilitating national events, and the Commission on DEI and Belonging. Byron earned his PhD at Virginia Tech where he worked in Fraternity and Sorority Life before serving as Dean of Students. He is currently the Assistant Vice Chancellor for Student Life and Dean of Students at University of Tennessee. Byron lives in Knoxville, TN with his wife and two kids.

LinedIn: <https://www.linkedin.com/in/byronhughes>

Geoff McDonald, Hartwick, 2005. Currently serving on the Grand Council, Geoff is eligible to return for a second term. He is the Managing Director with IQ-EQ Trust Company, U.S. a leading independent investor services group providing compliance, asset management, and advisory services to fund, corporates, and private clients. Geoff is a past HQ staff member and chapter advisor for Beta Xi Chapter with in-industry results in recruitment/expansion, fund raising, and strategic plan implementation. Geoff lives in Concord, NH with his wife and three kids.

LinkedIn: <https://www.linkedin.com/in/geoffrey-j-mcdonald>

Joe Ponder, Murray State, 2000, an Undergraduate Grand Councilor from 2002 to 2003, has served on the Delta Tau Housing Board. Professionally, Joe is a Managing Director with PricewaterhouseCoopers, where he advises clients on data governance, information security, and compliance — and will be admitted to the firm's partnership in July 2026. Joe is actively involved in his local church, where he has served as a Deacon, and gives back to his community as a member of the American Red Cross Philanthropy Committee for the Nashville chapter. Joe and his wife Ashley reside in Mount Juliet, Tennessee, with their three sons.

LinkedIn: <https://www.linkedin.com/in/joeponder>

Tom Stroffolino, Willam Patterson 1991, is a previous member of the Fraternity HQ staff and has served as a facilitator for various Alpha Sigma Phi leadership programs. He is a sales leader that has been recognized in the top 20% of producers prior to taking on a sales leadership position with ServiceNow. For the last two years, he has been recognized by senior leadership as part of their "destination team" for top performers. Service, integrity,



accountability, and relationships are just a few attributes that make Tom stand out. Tom and his wife, Beth, reside in New Jersey and are proud parents of two children.

LinkedIn: <https://www.linkedin.com/in/tstroff>

Brian Thomas, California Berkeley, 2006 is a former chair of CLVEN housing board. He is a Managing Director, Technology Group Leader – Occupied Solutions for Newmark, a leading commercial real estate advisor and service provider. As an undergraduate, Brian served as a representative on the Grand Council and also received the Frank F. Hargear Award, our fraternities highest undergraduate award. Brian has served as GCA for the San Francisco State chapter and currently is treasurer for CASPA, the housing corporation for the Cal Berkeley chapter. He and his wife, Stephanie, have two daughters and live in the greater Los Angeles, CA area.

LinkedIn: <https://www.linkedin.com/in/brian-k-thomas>

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