

# The Delphi Foundation



TO HELP BROTHERS REACH FOR AND  
ACHIEVE EXCELLENCE

SUPPORTING DELTA LAMBDA PHI SOCIAL FRATERNITY®  
ANNUAL REPORT 2016

## A Foundation for Future Growth

*Building future leaders through the Bond of Brotherhood*

In Greek mythology, the temple at Delphi is the site of the Greek god Apollo's Oracle. Apollo was the god of music, reason, and light. Among Apollo's special powers was his power to see the future. His 'Oracle of Delphi' spoke for him to present his power to predict, interpret, and own the future.

The Delphi Foundation of Delta Lambda Phi Social Fraternity® is the educational and philanthropic arm of Delta Lambda Phi Social Fraternity. The Foundation raises funds to promote and provide charitable, educational, and leadership development activities to enhance the experience of Brothers of Delta Lambda Phi Fraternity so that they may "own their future" to become better men, better leaders, and better agents for positive change.

The core programs of the Delphi Foundation:

### (1) The Delphi Academic Scholarship Fund

Annual awards with over \$15,000 provided with over 30 awards in the first 10 years.

### (2) The Delphi Leadership Academy

An annual leadership academy with 14 brothers this year and over 100 graduates in the last 7 years.

### (3) Educational support grants to Delta Lambda Phi Fraternity

Annual lump sum educational support grants. Collaborative sponsor with the DLPAA of the Timothy Ortyl Conference Assistance Fund and the David L. West Convention Assistance Fund; to assist colonist, brothers, and alumni attend regional conferences and convention.

### (4) Non Profit Tax-Deduction "Umbrella"

Provides a 501(c)3 exemption for donations to DLP, the DLPAA, Chapters, Colonies, and AAs for donors who give to the Timothy Ortyl Conference Assistance Fund, the David L. West Convention Assistance Fund, and Chapter/Colony/AA Encumbered Funds.

## History of the Delphi Foundation

*Over 20 Years of Service to the Brothers of Delta Lambda Phi Social Fraternity*

The Delphi Foundation was formed in 1994 and incorporated in Washington, DC in January 1995.

The Delphi Foundation's governing structure and Bylaws were created and executed by Vernon L. Strickland III, Esq.; the Founder and Trustee-Emeritus of Delta Lambda Phi Fraternity.

The Founding Directors in 1995 were:

- Kevin O'Keefe (DLP National Trustee)
- Louis Camera (DLP National Executive Director)
- David L. West (DLP National Secretary)

Operating under the requirements of section 501(c)3 of the IRS Code since 1995; the formal 501(c)3 application was submitted to the IRS in March 2006 with confirmed 501(c)3 Tax-Exempt status received on June 11, 2007; retroactive to March 31, 2006.

Current Directors of the Delphi Foundation:

- J. Marshall Smith - President
- Brian Hawker – Vice President
- Ernest Hall – Treasurer
- David L. West – Secretary
- Louis Cameral – Member at Large
- Jeffrey M. Thompson, PhD – Member at Large
- Bryan Guffey – ex-officio
- Eric Van Sant – ex-officio

Our appreciation to former Delphi Directors:

- Erik Adolphson
- Joel Corcoran
- Joey Hernandez
- Jerry Higgins
- Paul Martin
- Paul Marengo
- John-Anthony Meza
- Kevin O'Keefe
- Wade Price
- Erik Stavlund

## Delta Force Leadership Academy - *Training Tomorrow's Leaders Today*

On January 13<sup>th</sup> 2017, fourteen Lambda Men gathered at Camp Ohio for the Eta Class of the Delta Force Leadership Academy. During the 3-day event these men were transformed into agents of powerful, positive change. The participants came from every corner of the United States and Canada to form emotional bonds, build trust, and develop leadership skills through a life changing, intense, and intentional weekend of learning.

The Delta Force Leadership Academy Staff consists of well trained and experienced leaders of Delta Lambda Phi. Camp Counselors are selected from previous Delta Force Academy graduates.

With the generous financial support of Delphi donors, in-kind donations, and faith in the program, the Delphi Foundation is able to put on this weekend experience for Brothers of Delta Lambda Phi to gain leadership experience to affect their chapters and colonies, their schools, and their communities.

The men that made up the Eta class are:

Justin Benjamin (Univ. of Ontario IT Colony)	Michael Long (Psi)
Eric Bennett (Iota)	Christian Perry (Chi)
Ben Cantor-Adams (Beta Omega)	Nicholas Shepherd Beta Psi)
Richard Cruz (Beta Sigma)	Joe Simpson (Beta Zeta)
Matthew Escobar (Omega)	Alejandro Torroella (Beta Psi)
Christopher Heraghty (Gamma Epsilon)	Adam Walker (Iota)
Kyler Leigh (Chi)	Rayhe Wersinger (Delta)



## Delta Force – Past, Present, Future

This year, the Delta Force Leadership Academy enters its seventh year. The idea for a leadership weekend grew out of a desire to provide an **intentional** experience where Lambda Men could discover their **individual potential** and become **agents of positive change** in the Fraternity and their chapters. Delta Lambda Phi has been creating leaders since our founding relying on the leadership experiences we all have within our chapters to plan rush, be a pledge educator, or serve as an officer. All of these are great experiences and one of the keystones of the Fraternity experience – what better way to learn leadership than to be a leader!

As we continue to grow, our Brotherhood faces the challenge of providing mentoring and support to our chapter and colony leaders as they press on to bring DLP into their communities. When we look at the resources we have within DLP we know that some things such as time and money are finite. We can't add more hours to the day and we have always endeavored to keep the Fraternity affordable. The one resource we have plenty of in DLP is the passion of our brothers! And if we could help brothers focus their passions on things that were important to them we could be a more effective Fraternity – A Stronger Fraternity – and in the words of our Founder – the Better Fraternity!

The Leadership Weekend is only the **first piece** of the Delta Force Leadership Academy. The Social Change Model for Leadership was set as the foundation for the program and the plan was to teach how to be agents for positive change. The call went out and alumni stepped up to make sure there was funding for this program. And thanks to their generous support and the commitment of the Fraternity Leadership – the Delta Force Leadership Academy weekend has had over 100 graduates.

If you were paying close attention in the last paragraph, you will notice that the leadership

weekend is referred to as “only the first piece” of the Delta Force Program. Our Fraternity is full of great leaders and many of the graduates of the Leadership Weekend now serve in the Fraternity Office or on the Board of Directors or as Chapter Officers. Let me be clear – we have lots of great leaders, many who have had an opportunity to participate in “Delta Force” and many who have honed their skills through the Fraternal experience. What is important to note is that the Social Change Model and the Delta Force Leadership Academy is having a positive and lasting impact on our Brotherhood.

The hope and expectation has always been that those who come to the weekend will take what they learn back home with them and share with their chapters and communities. And when you look at what the graduates of the weekend have been doing these past six years you can see the impact of “the Delta Force” within the Fraternity.

So it's time to “**level up**” and bring more to the table. So here's a glimpse of what you can expect to see in the next year or two:

**Delta Force Lightning Weekends:** Six Delta Force Alumni were invited to Delta Force 2016 to receive advanced mentorship training. These 6 men formed the core of the “Lightning Weekend” team. The first “Lightning Weekend” was held August 20<sup>th</sup>, 2016. The Delta Force planning team works with the Fraternity Office to bring empowerment and team building weekends directly to our chapters. The vision is an intentional, structured experience for chapters, facilitated by trained brothers to help them unleash “the Delta Force” and create stronger chapters and greater impact in their communities.

**Delta Force Young Professionals Weekend:** In an effort to equip our brothers for success in their careers and lives after graduation, Delta Force plans to launch a Young Professionals weekend in 2018. This program will be a collaboration between the Delphi Foundation and the Alumni

Association and will be targeted towards alumni. The young professionals weekend will be an open enrollment – meaning the weekend is open to all brothers who want to attend. The curriculum will build on the social change model and help participants discover and build on their strengths.

**Delta Force Leadership Academy Weekend 2018:** Applications will open August 1, 2017 and remain open through September 30<sup>th</sup>. This weekend is a unique opportunity to discover and ignite your own potential. Many of you have heard from your brothers about this weekend and I hope that you consider applying. Each class has helped bring the social change model into being within DLP and the commitment is to continue to create skilled brothers who create change in their communities.

I would like to thank brothers Lou Camera, Jon Borland, Chris Warner, Glen Haslerud, Joel Durham, and Bishop Howard who have helped to bring the program through the first six years. As well as all of the graduates who have put the knowledge and experience to work to better their lives and communities.

On Behalf of the Delta Force Leadership Academy Teams and the Delphi Foundation, I want to thank everyone for their support of these programs and ask for your support as we continue to develop a program that supports all of our Brothers with opportunities to create The Better Fraternity and in the process become The Better Man.

In the bond of Brotherhood,  
Ernie Hall  
Life Member  
Alumnus, Mu Chapter

### Why is it called “Delta Force?”

In the early days of the Fraternity, our Conventions were themed much as they are now, with one significant difference – they were all called “Delta Force” followed by a number. Delta Force, Delta Force II, Delta Force III – you get the idea. I don’t recall when or why we dropped the moniker. It’s just one of those things that we collectively decided had outlived its relevance.

When looking for something to call the new leadership program, I looked back to our history. I’ve never been told how the Delta Force name was chosen initially – but I do know that Delta Lambda Phi was making its presence known across the country and we were certainly a force wherever we showed up.

If you’re a STEM type person, you probably know that  $\Delta$  has two meanings in math which are “difference” and “change” – which lends itself nicely as a symbolic name for our Leadership Program. Delta Force = be a Force for Change and make a Difference. The idea that the change and difference is a positive one is inherent in the values and guiding principle that are woven into the fabric of Delta Lambda Phi.

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### Did you know?

The Social Change Model is officially part of our Brotherhood Development plan. In March 2015 the Board of Directors established guidance for the Executive Director as we continue to strengthen our Brotherhood Development program. Check-out the Fraternity Policies Section 5.4.3 for details.

For more information about the Social Change Model visit the Higher Education Research Institute’s website. The link to the Social Change model is:

<http://www.heri.ucla.edu/PDFs/pubs/ASocialChangeModelofLeadershipDevelopment.pdf>

## Academic Scholarship Program

*\$15,000 Awarded to date*

Since 2008, the Delphi Foundation has awarded academic scholarships to deserving men based on their academic excellence, community service, leadership, and campus involvement. To date the Delphi Academic Scholarship Program has awarded \$15,000 in assistance to over 25 recipients. Scholarships are available for study at accredited colleges and universities (undergraduate or graduate level) and accredited trade and technical schools. The scholarship program requires an applicant to demonstrate their academic standing as well as their leadership skills on campus and in the community. These factors are considered by the awards panel along with an essay from the applicant and recommendation letters from academic and community advisors selected by the applicant. Awards are given based on a combination of all of these factors, with an emphasis toward well-rounded individuals that will continue to have academic success and show community leadership in the future.

Amounts and number of scholarships may vary from year to year based on the amount of funds available for the program. In 2016 the Foundation funded four scholarship awards – One \$1500 Academic Scholarship award and three \$250 essay-only awards.

We would like to increase both the number and amount of scholarships in the future. The scholarship program is a valuable tool to help students to continue their education while giving back to the fraternity, school, and community at large. The application deadline for each year's award is April 30<sup>th</sup>, but we accept applications throughout the year for the next year's award.

*-- Marshall Smith*

## 2016 Scholarship Recipient Profile

### Academic Scholarship Award

#### Br. Ben Weiss

(Beta Rho) This is Ben's second Delphi Academic Scholarship award. Ben's years of educational excellence are distinguished by a dedication to the promotion of social understanding and social equity for under-represented aspects of minority culture within campus Greek life and within the larger campus community.



Ben has coordinated several successful conferences on Africa-related topics, including the 2015 Africa Conference at The University of Texas at Austin: Development, Urban Space, and Human Rights in Africa. Ben has over 15 authored and co-authored academic works published on a wide range of themes in African history. His doctoral dissertation aims to understand the colonial history of STD surveillance and treatment in southern Africa in order to contextualize more contemporary responses to early HIV/AIDS histories in the same area through the work of a diverse range of postcolonial theorists. He hopes that this effort will provide him the educational background to pursue a career formulating effective policy strategies for HIV/AIDS relief in Africa.

His efforts to make his presence make a difference include dissertations on HIV/AIDS infrastructure in African Nations; work with the State Department's U.S. Aid for International Development (USAID), and genocide prevention activism, advocacy, and lobbying with the White Rose Society. He continues to link his educational and activism goals by pursuing his PhD in African History and Globalization at the University of Texas at Austin. (\$1500 award)

#### Essay Awards

We normally have many more scholarship applications than awards to give. 2016 proved the exception as we only had one (yes, one!) scholarship application. So in order to promote the program we decided to have an essay contest to divide the remaining scholarship award among up to three recipients. It proved so successful that we added an essay award component for 2017.

#### Br. Nathan Bakken

(Delta Chapter) \$250 award

#### Br. Aaron Gilbert

(Beta Omicron Chapter) \$250 award

#### Br. Jordan Robert Stefanski

(Gamma Beta Chapter) \$250 award

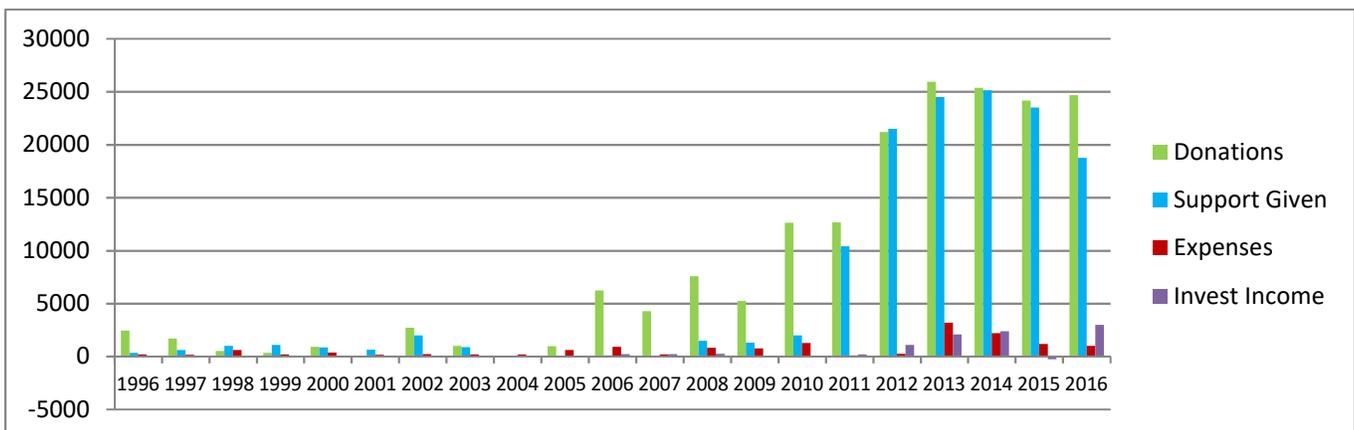
## 2016 Financials

Starting Balance (approx.)		\$40,000
<b>Income:</b>	Cash Donations, Delta Force Fees, PayPal, Amazon Smiles	\$18,000
	Investment Income (approx.)	\$3,000
	Encumbered Donations to Chapters, Ortyl Fund, DLW Fund	\$8,750
	In-Kind Donations	\$2,000
	<b>Income TOTAL:</b>	<b>\$31,750</b>
<b>Support and Awards:</b>	Delta Force	\$14,000
	Academic Scholarships	\$2,250
	Timothy Ortyl Conference Assistance Fund	\$600
	DLW Convention Assistance	\$1,800
	Encumbered Funds (set aside) and other support distributed	\$5,100
	<b>Support and Awards TOTAL:</b>	<b>\$23,750</b>
	Donor Recognition	\$500
	Bank fees (approx.)	\$300
	Mail	\$125
	Corporate Fees	\$75
	<b>Expenses TOTAL:</b>	<b>\$1,000</b>
	Ending Balance (approx.)	

## Budget

		(Current) <b>2017</b>	(Next) <b>2018</b>
Delta Force Leadership Academy	18 Attendees (prorated)	\$9,000	\$9,000
	8 Staff (prorated)	\$4,000	\$4,000
Program Support	Delphi Academic Scholarships	\$3,000	\$3,000
	Young Professionals Development		\$2,000
	Timothy Ortyl Conference Fund	\$1,500	\$3,000
	DLW Convention Assistance	\$3,000	\$3,000
	President's Academy		\$13,000
	DLP Block Grants	\$3,000	\$7,000
Administrative Expenses**	Fundraising and Mailings	\$800	\$800
	Member Planet Software	\$5,500	\$3,000
	Corporate Filings	\$75	\$75
	NIC Foundation attendance	\$300	\$300
	Donor Recognition	\$1,000	\$1,000
	Credit Card/PayPal Fees	\$500	\$500
<b>TOTAL:</b>		<b>\$28,675</b>	<b>\$49,675</b>

\*\*Expenses (Bank fees, corporate fees, mailings, fundraising, etc.) in the first 20 years of the Foundation have averaged less than 10% of total donations.



## DLP / Delphi / DLPAA 2016 Donors

### *Making Everything Possible*

Our donors make the critical work of the Foundation possible.

#### 2016 Donations

Total Donations:	\$23,681
Total Donors:	49
Average Donor Amount:	\$483 per Donor
Median Donor Amount:	\$100
Number of First-Time Donors:	15 (Ortyl/DLW funds)

Consistent giving, even in small amounts, will add up over time. Therefore we would like to recognize those donors who give year after year and those who have achieved lifetime giving milestones.

#### Ten Year Donors

These donors have contributed to the Delphi Foundation for 10 or more **consecutive** years.

Lou Camera ↑	Jeff Thompson ↑
Marshall Smith ↑	David West ↑

#### Five Year Donors

These donors have contributed to the Delphi Foundation for 5 or more **consecutive** years.

Mike Beavers	Brian Kluge
Alex Chapeaux	Kevin O'Keefe
Chris Christanto	Josh Powell
Jordan Decker ↑	Eric Van Sant
Michael DeMoss	Adam Steckel
Ernie Hall	Chris Warner
Rob Grau	

#### Four Year Donors

These donors have contributed to the Delphi Foundation for the past 4 **consecutive** years.

Brendan Davis ↑  
Lenny Haas ↑  
Rod Wright ↑

#### Three Year Donors

These donors have contributed to the Delphi Foundation for the past 3 **consecutive** years.

Adam Conrad ↑

#### Lifetime Giving Achievement

The following donors are recognized for their cumulative giving to the Fraternity. This represents total combined giving to Delphi, the Alumni Association, and to the Fraternity. for the Combined Donor Recognition.

Total Donations 1994-2016 = **\$183,283**

#### Over \$25,000 Donors

These donors have contributed more than \$25,000 to Delphi over their lifetime giving.

Jeff Thompson ↑

#### \$10,000-25,000 Donors

These donors have contributed more than \$10,000 to Delphi over their lifetime giving.

Anonymous  
Lou Camera  
David West

#### \$5,000-10,000 Donors

These donors have contributed more than \$5,000 to Delphi over their lifetime giving.

Rob Grau	Marshall Smith
Ernie Hall	Eric Van Sant
Josh Powell ↑	

#### \$2,500-5,000 Donors

These donors have contributed more than \$2,500 to Delphi over their lifetime giving.

Alex Chapeaux	Adam Steckel
Chris Christanto	Chris Warner
Brian Kluge	

#### \$1,000-2,500 Donors

These donors have contributed more than \$1,000 to Delphi over their lifetime giving.

Mike Beavers	Phillip Maise
Jordan Decker ↑	Hung Nguyen
Lenny Haas	Kevin O'Keefe
Phil Hernandez	Timothy and Deborah Price
Eric Krugler	Eric Pytlak
Sergio Macias	Vern Strickland

↑ = moved up

## DLP / Delphi / Fraternity 2016 Donors

### *Donor List*

We thank all of our donors in 2016 that made the support provided by Delta Lambda Phi Fraternity possible!

Anonymous ¥  
 Mike Beavers ‡  
 Irvin Bogarin-Miranda ¥  
 Lou Camera  
 Doug Case  
Arcangel Cella  
 Alex Chapeaux ‡ §  
 Adam Conrad ‡  
 Joel Corcoran § ¥  
William Cox §  
 Brendan Davis ‡  
 Jordan Decker ‡  
 Jonathan Dobres §  
 Chris Engle-Newman ‡  
Andrew Farr  
 Harry Goralnik ‡  
 Rob Grau §  
 Alex Grubb  
 Christopher Guererro ¥  
 Bryan Guffey §

Lenny Haas  
 Ernie Hall ‡ §  
Cody Kennedy §  
Chau Le-Curchin ¥  
Trevor Leeper  
 Anthony Martinez  
 Morgan Morris §  
 Devon Moule  
 Kevin O'Keefe ‡ §  
Kevin Olney  
Jaelen Owens §  
 Dominic Paris ‡  
Griffin Parsons §  
Nolan Peterson §  
 Josh Powell § ¥  
Wade Price §  
Armando Sanchez §  
DJ Selders §  
 Marshall Smith  
 Trent Smith §

Valerie Sorkin-Wells ‡  
Rob Squizzero §  
Jordan Robert Stefanski  
 Jeff Thompson  
 Eric Van Sant §  
 Tom Vance  
 Chris Warner ‡  
 David West § ¥  
 Rod Wright ‡ ¥

‡ - Monthly Sustaining Donor  
 § - DLW Convention Assistance Donor  
 ¥ - Ortyl Conference Assistance Donor  
First Time Donor

<b><u>Donor amount</u></b>	<b><u># Donors</u></b>
\$10-99	20
\$100-249	13
\$250-499	8
\$500-999	1
\$1000 >	7

## Fundraising Philosophy and Strategy

Several years ago the Delphi Foundation made the strategic decision to limit the funding of current year programs and support to the funds raised in the immediate prior year. Through this strategy, the Delphi Foundation ensures that all the programs and support for the current year are fully funded and the Foundation is never “chasing” after donations to fund programs in the current year.

An additional benefit of this strategy is that it enables the Foundation to set aside a portion of funds for long-term investment to achieve a greater return than can be achieved from idle money in a bank savings account. Having a brokerage account allows Delphi to easily receive direct donations of stocks and securities.

## Conference and Convention Assistance Funds – Both Tax-deductible

Donations to both the Timothy Ortyl Conference Assistance and the David L. West Convention Assistance Funds qualify as tax-deductible. Previously just the Ortyl Fund was identified as meeting tax-deduction requirements, but upon examination of the established DLP Policy on how annual Convention expenses are funded, it was realized that all costs associated with Fraternity business activities were paid for solely from member annual dues. We are pleased to announce that starting in 2016 donations to both Assistance Funds will be recorded as tax-deductible through the Delphi Foundation. Selection and awarding for recipients of both funds will remain under the administration of the Delta Lambda Phi Alumni Association.

## Donating and Giving

There are many ways to donate to the Delphi Foundation.

### Direct Giving

Cash, check, credit card, or PayPal  
 Stocks and securities  
 Payroll deduction and employer matching

### Indirect giving that supports Delphi

American Airline Business ExtrAA program  
 Delta Skybonus program  
 EBay Giving Works Program  
 Amazon Smile Program

Donations can be made to a specific program, but we **strongly** recommend unrestricted donations so that the greatest need can be met. Donations can be made for the sole use of any chapter, colony, or alumni association – to be encumbered for the sole use and under the control of that designated recipient entity.

To make a donation or to see more information on how to make a donation to the Delphi Foundation, please go to [www.dlp.org/delphi/donate](http://www.dlp.org/delphi/donate).

Many employers will match your donations to 501(c)3 charities dollar for dollar, and some will even double or triple your gift. Check with your company’s payroll department to see if your gift can be matched!

If you have any questions about donating, how to transfer stocks or securities, or how to support Delta Lambda Phi through the Delphi Foundation, please contact us via e-mail at [delphi@dlp.org](mailto:delphi@dlp.org).

## Planned Giving – Designating Delta Lambda Phi or Delphi as a Beneficiary

Planned giving to your designated charities provides a legacy that reflects your values by giving back to organizations and causes that were meaningful to your life. A will or trust determines who receives certain assets from your estate upon your death that are not already given to a designated beneficiary.

Retirement plans (401(k), 457, IRAs), life insurance policies, annuities, and other payable-on-death accounts can have specific beneficiaries designated. Those specific beneficiary designations will take precedence over wills and trusts. Beneficiary designations can usually be made in the user profile, personal information, or beneficiary designation sections of your retirement plan web page. To designate Delta Lambda Phi or the Delphi Foundation as a beneficiary you will need the appropriate federal tax-id number (provided below).

A bequest in a will or trust is the standard way to designate a charity to receive all or a portion of your estate upon your death. You can make your bequest for a specific dollar amount, for a percentage of your residual estate, for tangible personal property, or as a contingent beneficiary should your other heirs pre-decease you.

**Sample language for a Bequest to Delta Lambda Phi:**

I give and bequeath \_\_\_\_\_ (dollar amount, percentage of residual estate) to **Delta Lambda Phi Fraternity (Federal Tax-ID 52-1559804)**, located in Washington, D.C.  
*(non-tax-deductible)*

**Sample language for a Bequest to The Delphi Foundation:**

I give and bequeath \_\_\_\_\_ (dollar amount, percentage of residual estate) to **The Delphi Foundation (Federal Tax-ID 52-1900962)**, located in Washington, D.C.  
*(tax-deductible)*

If you have any questions about donating, planned giving, or supporting the Delphi Foundation, please contact us via e-mail at [delphi@dlp.org](mailto:delphi@dlp.org) or via the Delphi Foundation website at [www.dlp.org/delphi](http://www.dlp.org/delphi)

**Amazon Smile**



When you shop on Amazon, use AmazonSmile. Amazon will donate 0.5% of the purchase price to the Delphi Foundation. It costs you nothing. The link for your purchase to help the Delphi Foundation is: <http://smile.amazon.com/ch/52-1900962> Every time you shop on Amazon you'll support the educational programs of Delta Lambda Phi and the Delphi Foundation.

**ebay Giving Works**



Support Delphi through ebay's Giving Works program. There are two ways to do this: (1) add a donation when you make a purchase and designate the Delphi Foundation; (2) List an item for sale with a percentage of the proceeds donated to the Delphi Foundation, using the link <http://givingworks.ebay.com/charity-auctions/charity/delphi-foundation/42034>.

**Delta SkyBonus**

When booking a ticket on Delta Airlines using their website, on the Passenger information screen there is a check box at the bottom-left next to "My company is a Delta SkyBonus program member." Click the box and enter **US0033895** and you will see "Delphi Foundation" appear. It costs you nothing and you still get your frequent flyer miles. The Delphi Foundation gets credit towards travel that we use for the Delta Force Academy.

**American Airlines BusinessExtraA**

When booking a ticket on American Airlines using their website, on the Passenger Details screen there is a Promo Codes box for Business Extra Number. Enter **780404**. It costs you nothing and you still get your frequent flyer miles. The Delphi Foundation gets credit towards travel that we use for the Delta Force Academy.

**'The Delphi Foundation of Delta Lambda Phi Fraternity' is a tax-exempt charity recognized by the IRS under section 501(c)3 of the IRS code. Donations are used for educational, charitable, and philanthropic purposes and are tax-deductible up to the limits allowed by applicable law.**

## **Excellence**

We strive to accomplish all goals in our path with honor and humility. We hold ourselves to a higher standard, challenging ourselves daily to make the right choices and not necessarily the easy ones. We seek this not only for ourselves, but also for our fellow Brothers. Excellence means acting with purpose and as gentlemen to achieve our fullest potential.

## **Integrity**

In the face of a mercurial world, we shall act with consistency and honesty towards ourselves and others. Our statements are not spoken hastily or in vain, for they are the manifestation of our values. Similarly, the choices we make determine the standards to which we are held. Integrity means that we act with authenticity and take responsibility for what we do and what we believe.

## **Diversity**

We foster a culture of acceptance and respect for the individuality of all people. When tempered by humility, we forge a space for growth through our varied identities. Myriad experiences enlighten our view of the world and create a mosaic that is greater than the sum of its parts. Diversity means that we are strongest when multiple voices shape our community.

## **Justice**

Though we do not live in an ideal world, we courageously work to challenge the status quo. We envision a society based upon equity and self-determination. To this end, we build supportive relationships among individuals and organizations. Justice means we empower communities beyond our own for the benefit of all.

## **Service**

We are connected to our campus and our neighborhoods. We do not exist in isolation. As such our efforts are not taken for our benefit alone, but for the benefit of our community. Service means that we appreciate and give back to the people, institutions and the larger world surrounding us.

## **Friendship**

We extend our hands in friendship to all we come across. We understand that it is our perspective that separates us from the person next to us, and nothing else. Friendship means embracing those with different views and working to understand all differences.

## **Commitment**

Brotherhood is a commitment we make for our entire lives. We connect ourselves to a relationship that flows from each Brother to the whole Fraternity, and from the whole Fraternity to each Brother, shaping the ideal that once a brother, always a brother. Commitment means that we strive to live out the Fraternity's values and its rituals in our daily lives and that we stand by one another in times of need.