

## **MEMORANDUM OF UNDERSTANDING**

**between**

**The Iota Phi Theta Fraternity, Inc. and The Iota Sweethearts, Inc.**

**Introduction:** Since the 1960s, the Brothers and Sweethearts of Iota Phi Theta Fraternity, Inc. have enjoyed a special relationship unlike any other in the fraternal world. The relationship, based on mutual respect, honor, commitment and dedication between Brothers and Sweethearts, individually, as well as to the Fraternity, in general, has resulted in the positive growth and development of members and the organization over the years.

With the creation of the Iota Sweethearts, Inc. in 2014 and the disbanding of the Iota Sweetheart Auxiliary in 2015, the leadership of both Iota Phi Theta Fraternity, Inc. (hereinafter referred to as “IPT”) and Iota Sweethearts, Inc. (hereinafter referred to as “ISI”) agree that the historical relationship formed between Iota Phi Theta Brothers and Iota Sweethearts must continue through the organizational ‘binding’ of both the “IPT” and “ISI”.

Therefore, it is mutually agreed upon by the leadership of “IPT” and “ISI” that:

This **Memorandum of Understanding** (hereinafter referred to as the “MOU”) is made and entered into by and between **The Iota Phi Theta Fraternity, Inc.** (hereinafter referred to as the “IPT”), headquartered at 1600 N. Calvert Street, Baltimore, MD 21202 and the **The Iota Sweethearts, Inc.** (hereinafter referred to as “ISI”), headquartered at 1490 Adeline Street, Oakland, CA 94607.

**Purpose:** The Purpose of this “MOU” is to document the relationship between “IPT” and “ISI”. This “MOU” provides a broad framework for

cooperation between the two organizations in developing initiatives and programs, and providing mutual benefit, support and assistance to each organization's membership, as well as the communities in the United States and abroad that each organization serves. Both the "IPT" and "ISI" are a "party" and collectively "parties" under this "MOU".

**Independence of Operations:** Each party to this "MOU" will maintain its own identity in providing services and programs. Each organization is separately responsible for establishing its own policies and financing its own activities, except where a mutually agreed financial arrangement is documented between the parties.

**Methods of Cooperation:** In order to establish a partnership between the "IPT" and "ISI" to provide mutual benefit, support and assistance to each organization's membership, as well as the communities in the United States and abroad that each organization serves, the following roles and responsibilities are agreed upon:

1. "IPT" and "ISI" members will continue to extend the highest levels of **mutual respect, honor, commitment and dedication** towards each other and the respective organizations in order to continue the positive growth and development of each organization and its respective membership.
2. "IPT" and "ISI" leadership will coordinate mutual participation in **national/international community service initiatives and activities**, such as but not limited to St. Jude Children's Memorial Hospital, the American Red Cross, the National Association for the Advancement of Colored People (NAACP), the United Negro College Fund (UNCF), and anti-sexual abuse/human trafficking efforts.
3. "IPT" and "ISI" leadership will coordinate mutual participation in **membership development initiatives and activities**, such as programs created to address individual and community health (i.e.,

I-PhiT, etc.) within the respective organizations and community, in general.

4. **Communication:** National leadership and designated national representatives of the “IPT” and “ISI” will maintain and foster open communication at the national, regional and local levels. Additionally, both parties will encourage their respective chapters to maintain open communication at the state and local levels. Each party will share data concerning activities and/or events (except for confidential, or privileged, organizational information, unless authorized by the leadership of each respective organization), situational and operational reports, changes in policy, or personnel related to this “MOU”, and any other information pertinent to promoting communication and collaboration.
5. **Local Engagement:** The “IPT” and “ISI” will encourage its chapters, respectively and mutually, to engage in discussions with local “IPT”/”ISI” chapters to develop plans for partnership activities that are consistent with the overall implementation plan (‘strategic plan’) developed for this “MOU”.
6. **Implementation Plans:** Upon execution of this “MOU”, the “IPT” and “ISI” will work together to develop an implementation plan (‘strategic plan’) for this relationship for each of the identified areas of cooperation. The plan objective is to guide the behavior, actions and/or activities of “ISI” chapters and “IPT” chapters to achieve desired outcomes driven by performance matrices and an evaluation process. Representatives of the “IPT” and “ISI” will jointly evaluate their progress in implementing this “MOU” every year and revise and develop new plans or goals, as appropriate.
7. **Other Cooperative Activities:** The “IPT” and “ISI” will actively seek other areas within their respective organizations where cooperation, support and engagement will be mutually beneficial.

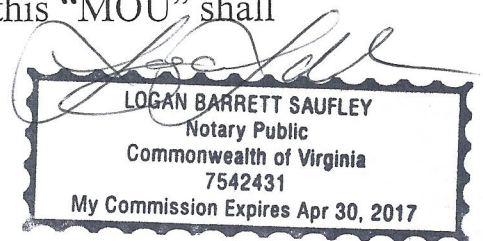
The overall objective of the **Memorandum of Understanding** is to establish a long-lasting, productive and mutually beneficial partnership



between **The Iota Phi Theta Fraternity, Inc.** and **The Iota Sweethearts, Inc.**. This "MOU" is effective as of the date of the last signature below and expires ten (10) years from the last signature date. The parties may extend this "MOU" for additional periods not exceeding ten (10) years each time, and if so, should conform to this writing. This "MOU" may be terminated at any time upon written notice from either party to the other.

Neither party to this "MOU" has the authority to act on behalf of the other party, or bind the other party to any obligation. This "MOU" is not intended to be enforceable in any court of law, or dispute resolution forum. The sole remedy for non-performance under this "MOU" shall be termination, with no damage or penalty.

Properly executed on this 12 day of Oct, 2015.



Signatures:

[Signature]  
Iota Sweethearts, Inc.  
Telesia A Monson  
(Print Name)

President, Iota Sweethearts, Inc.  
Title/Office

[Signature]  
Iota Phi Theta Fraternity, Inc.

21st Int'l Grand Polaris  
Title/Office

Robert M. Clark, Jr.  
(Print Name)

[Signature]  
Witness Signature

VP Xi Omega  
Title/Office

Carlos Webster  
(Print Name)