

# 2019-2020 New Member Resource Guide



# Chi Phi Fraternity

America's First Social Fraternity *est. December 24, 1824*

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# Chi Phi Fraternity

America's First Social Fraternity  
*est. December 24, 1824*

Dear New Member,

Congratulations, you are about to embark on a lifelong journey of membership into the oldest and one of the most venerated College fraternities in America. This journey will be filled with numerous lifelong friendships, experiences and opportunities.

Established at the College of New Jersey (later Princeton University) on December 24, 1824, our members have distinguished themselves in virtually every walk of life. Chi Phi was founded on friendship and for almost two centuries has steadfastly stood for truth, honor and personal integrity.

As a member of Chi Phi we profess and subscribe to a higher form of friendship that we refer to as Brotherhood. Chi Phis are gentlemen who respect and defend the rights of others. We profess a devotion to high moral conduct and responsible citizenship. We are today's campus leaders and tomorrow's world leaders.

As members of the Fraternity we have a sacred obligation to one another. Membership requires that we demonstrate a spirit of sincerity and respect toward each member. We can be diverse yet be of one heart. We can agree to disagree, but at the end of the day we can still embrace in the spirit of Brotherhood. As in most relationships, the benefit you derive from Chi Phi will be directly proportional to the effort you expend as a member.

Each of us is an ambassador for Chi Phi. We must all strive to be worthy stewards of the legacy that has been provided to us by the many good Brothers who have made Chi Phi a great Fraternity. As a New Member, you represent our future... please treat it with the attention and respect that it deserves.

Welcome to the Brotherhood of Chi Phi.

Fraternally,

Robert K. Walker, Iota Delta 1970  
Grand Alpha

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# Chi Phi Fraternity

*est. December 24, 1824*

## Section One: Introduction to Membership

"The secret in education lies in respecting the student."

*- Ralph Waldo Emerson*

# **The Chi Phi Fraternity Pledging Ceremony**

*THIS IS AN OPEN CEREMONY. Parents and guests are encouraged to attend.*

Alpha: "Friends, we are assembled here to receive the pledge of membership from those who will join the ranks of our Brotherhood.

"This is a solemn occasion as well as a joyful one because it is only through the means of new men each year that we maintain the strength and position of our Fraternity.

"The addition of the men here assures us, as well as those who have preceded us, that the principles and the teachings of Chi Phi will be preserved and cherished. Our careful method of selecting new men vouches for their character and standing. They have met the first requirements for membership, and we are now prepared to accept from them a pledge and to give them the symbol of the pledge to our Fraternity.

"It is fitting and proper at this time to recall the principles upon which our Fraternity was founded and for which it now stands. These principles are old, but their worth is more clearly proved today than at the time our founders first conceived the idea of a secret Brotherhood based on friendship.

"Since the beginning of time, man's inner urge for friendship and companionship of congenial persons has been one of the strongest of human emotions. It has manifested itself in every phase of man's life since the recording of history. His innate belief in truth, liberty, and honest dealings has caused him to seek the comfort of association with others of like belief. At first the church and later schools and literary societies were the havens for those believers, but strife among the churches and lack of organization within the schools and literary societies brought about the need for some other rallying point. Gradually organizations, which we now call fraternities, took form to satisfy that yearning for friendship and association of men of like minds.

"So, my friends, the Chi Phi Fraternity was founded on friendship and stands for liberty, truth, honesty, and personal purity. During the middle of the 19th century, by a strange and wonderful coincidence, there were three Brotherhoods in the United States bearing the name Chi Phi. Each was oblivious of the existence of the others, yet each stood for ideals of friendship of man with man. They are known to us as the Princeton Order of Chi Phi, founded at Princeton College in 1824; the Southern Order, founded in 1858 at the University of North Carolina; and the Hobart Order, founded in 1860 at Hobart College. In 1867, the Hobart and Princeton Orders combined and formed the Northern Order of Chi Phi; then in 1874, the Northern Order combined with the Southern Order to form the Chi Phi Fraternity.

"With that brief statement of our history and principles, and in the presence of the members of the Fraternity, I shall now call each new man by name to come forward and make a formal pledge."

New Member: "I, \_\_\_\_\_, do hereby pledge myself to the principles of the Chi Phi Fraternity, as imparted to me at this meeting, and formally accept the offer of membership to be conferred upon me when I shall have met the further requirements of membership of the \_\_\_\_\_ Chapter and of the Chi Phi Fraternity. This pledge I take voluntarily and of my own free will."

Alpha Continues: "It is pleasing to have the assurance of continued strength within our Fraternity as indicated by the pledges of membership taken by these new men. I shall now ask the Beta to accept these vows and deliver the token of these men's pledge to the Chi Phi Fraternity."

Beta: "On behalf of the \_\_\_\_\_ Chapter of the Chi Phi Fraternity, I officially accept, with satisfaction and pride, your pledge of membership and hand you a symbol, known to us as a Chakett, to be worn by you on the lapel of your suit coat whenever it is appropriate for you to wear your coat. The pin will serve to identify you as a New Member of the \_\_\_\_\_ Chapter and of the Chi Phi Fraternity.

"Now that our vows have been taken by you and accepted by the Chapter, I shall extinguish all candles so that our meeting here will be known only to those of us who have attended it."

Alpha: "Brothers and New Members, the purposes of our meeting have been accomplished and we shall now adjourn

## **The Chi Phi Experience Should Aim To:**

- **ENCOURAGE INDIVIDUAL DEVELOPMENT:** Chi Phi Fraternity exists to promote a well-balanced personality and to present opportunities for social, intellectual, moral, and leadership development.
- **PROMOTE ADJUSTMENT TO COLLEGE LIFE:** For many, the transition from high school to college is a difficult one. Even after being on the campus for some time, personal problems will arise. The lack of adjustment to the campus has been a cause of academic failure, as well as of general unhappiness for many students with outstanding potential. Our Chapter includes an orientation to the campus, as well as guidance and aid in adjusting to the new academic community.
- **BUILD RESPECT FOR THE INDIVIDUAL:** Our program will encourage and build rather than belittle and degrade. Our Chapter promotes understanding and appreciation for individual diversity.
- **STIMULATE INTELLECTUAL GROWTH:** Our first responsibility for being at college is to grow intellectually.
- **PROMOTE AN UNDERSTANDING OF THE FRATERNITY:** Fraternity membership entails responsibility and requires knowledge of the organization and operation of the Fraternity. Brotherhood and other concepts require both thought and practice.
- **PROMOTE THE DIFFUSION OF CULTURE AND SOCIAL GRACES:** Our Fraternity has the responsibility of turning out a well-rounded man. Our Chapter will encourage sensitivity for other cultures and knowledge of social manners.
- **PROMOTE FRIENDSHIP:** These two words best describe the Chi Phi Fraternity. This is the reason that we joined. This is the reason that keeps us active in the Chapter for our college stay. And this is the reason that we stay close to the Fraternity and its members for the rest of our lives.
- **PROVIDE A BENEFICIAL LIFE LONG EXPERIENCE FOR EVERY MEMBER:** The hand of Brotherhood is always extended to every Brother. We look to provide a mutually beneficial life-long experience for every member of our organization.

A college Fraternity will have a tremendous effect upon the lives of its members. No one can escape its impact. The objective of Chi Phi Fraternity is to have a strong, positive effect upon all members throughout their entire lives.

Every member's responsibility is to contribute continually to that goal. Without the constant participation and input of every Brother, the overall effort will be weakened.



# Chi Phi Standards

## Chi Phi Fraternity Prohibits Hazing

*CHI PHI FRATERNITY DOES NOT TOLERATE HAZING OF ANY KIND, AT ANY TIME, UNDER ANY CIRCUMSTANCES.*

No chapter, colony, student, alumnus, or volunteer shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

*"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with academic achievement; fraternal law, ritual, or policy; the regulations and policies of the educational institution; or applicable state law."*

The Chi Phi Fraternity also believes that there is no such thing as an innocent bystander. It is everyone's responsibility to combat hazing whenever it is present or has the potential of being so. Brothers, New Members and Alumni all have the responsibility to report and confront hazing if they become aware of it, initiate it or are a victim of it.

*EXAMPLES OF HAZING may include, but are not limited to:*

- Exercising or calisthenics
- Acts of personal servitude
- Scavenger hunts
- Assigning pranks
- The ingesting or smoking of unwanted, harmful or illegal substances
- Demeaning names
- Sleep deprivation
- Paddling
- A forced term in which a New Member cannot bathe
- Throwing any substance onto a New Member
- An Initiation Test that must be passed to be initiated
- The forced consumption of alcohol or any other substance
- New Member activities that occur during times of the day that is not conducive with a healthy learning environment. (e.g. early morning, late night)
- Line-ups
- The placing of New Members in confining or uncomfortable areas

The National Staff will hold in confidence the name of anyone reporting hazing activities.  
Please contact them directly at (404) 231-1824.

## **GreekLifeEdu™ for College: Population-Level Prevention®**

GreekLifeEdu™ is an online prevention program designed to meet the needs of college students who are members of Greek letter organizations. This Population-Level Prevention® program is designed to challenge students' beliefs about alcohol, hazing, and sexual assault while enabling students to make healthy and safe decisions.

The purpose of GreekLifeEdu™ is to help you make healthy and safe decisions as a member of a Greek letter organization.

We are focused on preventing harm and making it less likely that you — or other members of your organization — will have problems because of your own or someone else's actions. Most students find the course interesting and helpful.

GreekLifeEdu™ is required for all New Members to complete no later than two weeks after their pledging date. Visit [www.chiphi.org/greeklifeedu](http://www.chiphi.org/greeklifeedu) to obtain login information.

## **Financial Obligations**

A New Membership, just as any other member, has the responsibility for staying current with financial obligations to our Fraternity. Being part of any Fraternity is just like being a citizen of a country; a member of a church, synagogue, or temple; or a participant in any other club on your campus.

The Chapter sets certain fees and will vary from Chapter to Chapter within Chi Phi as well as those on your campus. These payments go to the Chapter's budget to facilitate the operation of programs by your Chapter. They pay for social events, mixers, intramurals, IFC dues, and many other costs incurred by your Chapter. Chapters with houses also assess fees for rent, house costs, and sometimes for a meal plan.

The National Fraternity provides numerous services to its over 58,000 members around the world. The fees assessed by the national Fraternity fund staff Chapter and Colony visits, legislative events and leadership institutes; provide for the publication of the Fraternity's magazine, *The Chakett*; and support the operation of the Chi Phi National Office in Atlanta. The national office works to provide services and resources to Chi Phi's approximately 60 Chapters and Colonies, over 56,000 living Alumni around the world, and numerous Chi Phi Clubs and Alumni Associations.

The pledging fee of \$100.00, assessed by the National Fraternity, is due immediately upon joining. The Chapter is responsible for reporting all New Membership to the National Office within five days of the Pledging Ceremony.

The Initiation fee of \$240.00, assessed by the National Fraternity, is due two weeks prior to Initiation. The Chapter is also responsible for reporting the Initiation of all New Members and for paying their Initiation fee. This fee is also assessed only once.

The insurance fee of \$263.00 is due annually, but is not assessed for New Members during their first academic term. If they pledge in the fall, one half of the assessment will be charged during the spring term. (Note: The liability insurance only applies if the Chapter is in compliance with the Chi Phi Risk Management Policy.)

Undergraduate dues of \$77.50 are assessed to each Chapter twice annually, but are not assessed to New Members in their first academic term.

## Chapter Dues:

Fee	Due	Amount
Pledging Fee +	Once	\$100.00
Initiation Fee +	Once	\$240.00
National Dues +	Each Term	\$77.50
Annual Insurance Assessment ++	Once Per Year	\$263.00
Chapter Assessments	Established by your Chapter	Determined by your Chapter

+ Dues and fees amounts are determined by the annual Congress of the Fraternity and may vary from one year to the next. They are approved only by the voting delegates of each Chapter and Colony.

++ Insurance Assessments are determined in the July preceding the academic year by Chi Phi's insurance provider. These amounts vary and are dependent upon our members' adherence to the Risk Management Policy.

## Statuses of Membership

Members are men initiated into the Fraternity in accordance with The Ritual of Chi Phi and who are registered at the National Headquarters.

### New Member

A man that is participating in the New Member Education process; but not yet been initiated.

### Active Initiate

A student pursuing a degree at a college or university in which the Chapter they joined of the Chi Phi Fraternity is located.

### Alumnus

- Abroad
  - An individual that is pursuing a degree at a college or university in which the Chapter they joined of the Chi Phi Fraternity is located but studying abroad.
- Graduated
  - An individual that has completed a degree at a college or university in which the Chapter they joined of the Chi Phi Fraternity is located.
- Left School
  - An individual that is no longer pursuing a degree at a college or university in which the Chapter they joined of the Chi Phi Fraternity is located and is not transferring to another college or university.
- Transferred
  - An individual that is pursuing a degree at a college or university in which the Chapter they joined of the Chi Phi Fraternity is not located.

### Suspended/Expelled

- Membership Resignation
  - The once Active Member has sent a resignation letter to the Chi Phi National Office. This will terminate any affiliation to the Chapter/National Fraternity.
- Court of the Chapter – Financial
  - The once Active Member has been removed from the Chapter by the Chapter due to financial reasons. This will terminate any affiliation to the Chapter but not the National Fraternity.
- Court of the Chapter – Behavioral

- The once Active Member has been removed from the Chapter by the Chapter due to behavior reasons. This will terminate any affiliation to the Chapter but not the National Fraternity.

## **The Objective of a New Member Education Program**

The primary objective of any New Member Programs within Chi Phi should be the expression, acknowledgement, and agreement to the expectations of membership in Chi Phi Fraternity.

Your education program may also look to:

- Ensure that New Members understand the basic workings, structure, and operations of the Chapter;
- Ensure that New Members believe in and are committed to living the values of Chi Phi Fraternity;
- Help a man acclimate to the culture of the Chapter;
- Develop a continually growing level of Brotherhood and Friendship between Brothers and New Members;
- Build one's knowledge of Chi Phi operations and history. (*No national test on this material exists, nor is one permitted to be administered.*)

## **The Length of Chi Phi's New Member Programs**

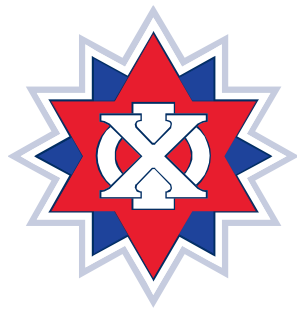
Because the Fraternity encourages its Chapters to get to know potential members for a relatively long period of time before they are pledged, New Member periods should be relatively short. To meet the criteria outlined in the Accreditation Program, every Chapter and Colony's New Member period must be completed within 6 weeks or less.

## **What to Expect as a New Member**

Being a New Member is an awesome experience. During that time, you will get to know Chi Phi and Chi Phi will get to know you. Expect to spend a reasonable amount of time with the Brotherhood and expect to learn about how Chi Phi works. Your New Member period will make clear the expectations and standards of membership. Be prepared to commit to meet them. Expect to treat and be treated with the respect due all human beings, and expect to get out of Chi Phi what you put into it.

## **Possible Initiation Criteria**

- New Members shall attend 70% of Chapter functions.
- New Members shall attend two Chapter Meetings.
- New Members shall join at least one other campus organization.
- New Members shall have a minimum GPA of 2.5 (or the Chapter's minimum).
- New Members shall plan one community service event for the entire Chapter.
- New Members shall complete Part 1 of GreekLifeEdu™.
- New Members shall attend 80% of New Member meetings.
- New Members shall be financially current with the Chapter.
- New Members shall participate in one Chapter Committee.



# Chi Phi Fraternity

*est. December 24, 1824*

## Section Two: Introduction to our Principles and Values

*"On a group of theories one can found a school; but on a group of values one can found a culture, a civilization, a new way of living together among men."*

*- Ignazio Silone*

## **What is a College Fraternity?**

A FRATERNITY is not as transparent as it seems. It is more than a house—be it humble and old, new and magnificent, or brightly decorated in placard and crepe paper for homecoming. It is more than a group of fellows wearing the same kind of badges on their shirts or rings on their fingers. It is more than a Greek letter on a windshield. It is more than a ritual with music and robes in a house or lodge. It is more than a big dance or an interfraternity game.

The Greek letter Fraternity, in its highest expression, is a group of men of common purposes, living, playing, and studying together, with an underlying feeling of deep friendship. It is a group of select men, all of whom contribute to the group and benefit from this association with Brothers of the same character. It is a group of men united through what the ritual imparts. It is an association that makes a man of the boy who entered college, sends him out into the world poised and self-confident, and ultimately surrounds him with a group of friends who will be close to him through life.

A Fraternity is a sense of home; a sense that young men lose when moving away to attend college or some who never had to begin with. A Fraternity surrounds its members with a family of individuals whose goal is the improvement of its members.

### **The Mission of Chi Phi**

To build better men through lifelong friendships, leadership opportunities, and character development.

### **The Vision of Chi Phi**

To grow the organization through a complete dedication to developing the full potential of all our members and building a strong, vibrant Alumni network.

### **The Creed of Chi Phi Fraternity**

I believe in the Chi Phi Fraternity. From its triple origin, Chi Phi sets forth and maintains values that others in society have dared to compromise. Truth, Honor, and Personal Integrity are the foundations upon which Chi Phi is built. A man's word is his bond. Chivalrous behavior crosses the ages to touch the heart of Chi Phi.

I believe in the friendship of Chi Phi. Whether on the road or in the Chapter house, the hand of Brotherhood is always extended. The strength obtained from the union of congenial minds is the backbone of the Fraternity. Our founders sought for nothing less.

Finally, I believe in the future of the Chi Phi Fraternity because I believe in myself. When I put forth my best effort and combine that with the strength of my Brothers, we can achieve the victory of continual existence.

As long as the Almighty permits, I will strive to better myself through the teachings of my Fraternity. Being a more aware citizen, a more able person, and a stronger Chi Phi shall be my reward.

## **The True Gentleman**

The true gentleman is a man whose conduct proceeds from goodwill and an acute sense of propriety and whose self-control is equal to all emergencies; who does not make the poor man conscious of his poverty, the obscure man of his obscurity, or any man of his inferiority or deformity; who is himself humbled when necessity compels him to humble another; who does not flatter wealth, cringe before power, or boast of his own possessions or achievements; who speaks with frankness but with sincerity and sympathy always; who makes his deeds follow his words; who thinks of the rights and feelings of others rather than his own; and who appears well in any company, a man with whom honor is sacred and virtue is safe.

## **The Prayer of Chi Phi**

ALMIGHTY FATHER, who dost vouchsafe to direct those who acknowledge Thee in all their ways, look, we beseech Thee, with favor upon our Fraternity. Make it a blessing and a benefit to all its members. Deliver us from those evils to which we may be at any time exposed. Grant us the light of Thy Truth and the illumination of Thy Spirit that we may always do that which is acceptable in Thy sight. Unite us in the bonds of love. Keep us in charity with all mankind. Incline our hearts to walk humbly before Thee and help us so to acquit ourselves in this life that we may dwell with Thee in life everlasting. Amen.

## **Chi Phi's Shared Core Values**

CHI PHI WAS FOUNDED on the basis of Truth, Honor, and Personal Integrity. These are timeless values, which guide the fundamental purposes of the Fraternity.

As with all dynamic organizations, there is a need to maintain relevancy in the lives of our members and society in general. To that end, Chi Phi has renewed its commitment to the founding values expressed in our ritual: Truth, Honor, & Personal Integrity.

At the same time, Chi Phi has begun to explore a modern set of evolving core values, which can be used to guide our daily activities and functions. These core values offer contemporary definitions of the values that drive Chi Phi.

### **FRIENDSHIP**

We will engage in mutually enriching relationships.

### **RESPECT**

We will respect each other, the Fraternity, society, and ourselves.

### **HONESTY**

We will interact in an open and truthful way.

### **RESPONSIBILITY**

We will fulfill our moral expectations as individuals and as a group.

### **COMMITMENT**

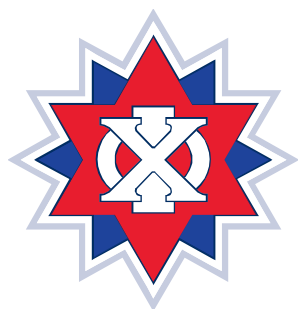
We will accomplish more than what is expected of us.

### **PERSONAL DEVELOPMENT**

We will build better men, better leaders, and better citizens.







# Chi Phi Fraternity

*est. December 24, 1824*

## Section Three: Chi Phi History and Heritage

*"There is a spirit and a need and a man at the beginning of every great human advance. Every one of these must be right for that particular moment of history, or nothing happens."*

*- Coretta Scott King*

## About the Chi Phi Fraternity

**Official Colors** – Scarlet and blue are the official colors of the Fraternity.

**Official Flower** – Chi Phi does not have an official flower, but many Colonies and Chapters present yellow roses, symbolizing friendship.

**The Values of Chi Phi** – Chi Phi Fraternity was founded on the basis of Truth, Honor, and Personal Integrity. These are timeless values which guide the fundamental purposes of the Fraternity.

**Shared Rhetoric** – members of Chi Phi Fraternity are instructed to study and understand three key pieces of rhetoric:

1. The Creed of Chi Phi Fraternity
2. The True Gentleman
3. The Prayer of Chi Phi

### Chi Phi Symbols



**Chi Phi Fraternity**

America's First Social Fraternity est. December 24, 1824

**The Brand** is the official logo mark for the Chi Phi Fraternity.



**The Badge** is the jeweled "Chi" "Phi" worn by initiated Brothers of the Fraternity.



The Chakett is the twelve-pointed badge worn by Candidates for Membership of the Fraternity. "The Chakett" is also the name of the Fraternity's magazine.



The Crest is the official coat of arms of the Fraternity

## The History of Chi Phi Fraternity

### OVERVIEW

The Chi Phi Fraternity, as it exists today, is the outgrowth of three older organizations, each of which bore the name of Chi Phi. These organizations were the Chi Phi Society, founded at the College of New Jersey (Princeton); the Chi Phi Fraternity, established at the University of North Carolina; and the Secret Order of Chi Phi, founded at Hobart College.

**1824**

PRINCETON  
ORDER

The first of these older organizations, the Chi Phi Society, which is known in the history of the Fraternity as the Princeton Order of Chi Phi, was established at the College of New Jersey, later Princeton University, on December 24, 1824, by Robert Baird, then a tutor in the college and later a prominent Presbyterian clergyman. Also involved in the formation of this secret Chi Phi Society were a number of faculty members of both college and seminary as well as undergraduates of both institutions. This society ceased to be active in 1825.

**1854**

PRINCETON  
ORDER RE-  
ESTABLISHED

Thirty years later, in the winter of 1853-54, John MacLean, Jr., found among the papers of his uncle, John MacLean, president of Princeton University, the old constitution, minute book, and ritual of the Chi Phi Society of 1824; and with these as his guide, he united with Charles Smith Degraw and Gustavus W. Mayer in reorganizing the old society at Princeton along "modern lines." The old motto and a great part of the ritual were retained. In the fall of 1854, Mayer organized a second Chapter of the Chi Phi Society at Franklin and Marshall College. Joseph Henry Dubbs, later a distinguished professor of history at his alma mater, was the first initiate. The opposition of the Princeton faculty and the prohibitory pledge required of freshmen by the institution caused the death of the reorganized Princeton Chapter in 1859. Its records were destroyed by the last active members, leaving the Lancaster Chapter alone to represent the society.

**1858**

SOUTHERN  
ORDER

The second of these older organizations, called the Chi Phi Fraternity and now known in our history as the Southern Order of Chi Phi, was founded at the University of North Carolina on August 21, 1858, by Thomas Capehart, Augustus Flythe, John C. Tucker, William H. Green, Fletcher T. Seymour, and James J. Cherry. All students at the university, they organized this club to perpetuate their friendship and named it Chi Phi Fraternity. They wished to expand, so Chapters were rapidly organized at Centenary, Davidson, Virginia, Nashville, and Cumberland. However, the American Civil War (1861-65) meant the end of all but the parent Chapter. Soon after the war, new Chapters sprang up at Hampden-Sydney, Georgia, Edinburgh (Scotland), Mercer, Emory, Oglethorpe, Trinity, Kentucky Military Institute, and St. John's. The extinct Chapters at Virginia and Davidson were reorganized. Following the war, however, the University of North Carolina itself was closed, necessitating the transfer of the "Alpha" Chapter title to the Virginia Chapter. While this Chi Phi organization had a constitution and held conventions, the primary authority rested with the "Alpha" Chapter.

When the Chapter at North Carolina was reestablished, it took on the hyphenated name "Alpha-Alpha." Those Chapters of Chi Phi with hyphenated names indicate that upon the reorganization of the Chapter,

its name had already been taken. The Chapters' original designation is then preceded by a hyphenated Alpha.

**1860**  
SECRET  
ORDER

The Secret Order of Chi Phi, which is now known in the history of the Fraternity as the Hobart Order of Chi Phi, was formed at Hobart College on November 14, 1860, by Amos Brunson and Alexander J. Beach, who were both students at the college. Because they were dissatisfied with the fraternities existing at Hobart, they associated themselves with John W. Jones, George G. Hopkins, Edward S. Lawson, Samuel W. Tuttle, David S. Hall, David P. Jackson, William H. Shepard, Harvey N. Loomis, William Sutphen and Frank B. Wilson to found the Upsilon Chapter of the Secret Order of Chi Phi. From Hobart, Charters were soon issued to new Chapters at Kenyon, Princeton, and Rutgers.

**1867**  
UNION OF THE  
NORTHERN  
ORDER

Five years later, the Secret Order of Chi Phi at Hobart learned of the existence of the Chi Phi Society at Franklin and Marshall College in Pennsylvania and on May 29, 1867, the two societies formally united. The Northern Order of the Chi Phi Fraternity was thus formed, and later placed Chapters at Muhlenberg, Cornell, Dickinson, Wofford, Washington and Lee, Lehigh, Brown, Massachusetts Institute of Technology, Amherst, Ohio Wesleyan, and Lafayette.

**1874**  
UNION OF THE  
NORTHERN  
AND  
SOUTHERN  
ORDERS

In early winter of 1865-66, the Hobart Alumni in New York learned of the existence of the Chi Phi Fraternity in the South through John R. D. Shepard, a member of the Alpha Chapter at North Carolina. Negotiations for union were initiated but languished until the northern Chi Phis placed Chapters at Wofford and Washington and Lee in 1871-72. Particularly through the energy of the members of the latter Chapter, negotiations were renewed, and the union was finally accomplished during a meeting in Washington, D.C. on March 27, 1874. The new organization took the name Chi Phi Fraternity from the Southern Order, while the fabric of organization and ritual were taken from the Northern Order.

Chi Phi, like other fraternities, had lost heavily in both Chapters and membership during the Civil War. This was especially true of the Southern Order where entire Chapters had volunteered for service and where the effects of the war had largely destroyed southern institutions of higher learning. The period following the war, Reconstruction, was largely defined by regional differences even though the union of the Northern and Southern Orders of Chi Phi occurred in 1874—a unification that illustrated the strength of the common ideals that drew the two orders into union. Chi Phi Fraternity was among the first to forget sectionalism and to extend the hand of Brotherhood after the war. This step was largely attributable to the leadership of Georgian Henry W. Grady and to northern Chi Phis of similar mind.

## Songs of Chi Phi Fraternity

### *Gather Brothers*

*Tune: Maryland, My Maryland*

(1)	(3)
Gather Brothers of Chi Phi,	Ev'ry bond to mem'ry dear,
Warm our hearts are	Brings to us a pleasure;
beating;	Whether others frown or
Grand our purpose is, and	cheer,
high,	Chi Phi is our treasure.
Sacred is our greeting.	(chorus)
(chorus)	
(2)	(4)
Round each heart bright	Forward then with breast
alter fires,	to breast,
Forms forgotten never;	Leaving no life blighted;
Cheer us on in our desires,	March we to our common
Ever and forever. (chorus)	rest,
	Hands and hearts united.
	(chorus)

(chorus)

We are bound by ties of love, eternally, fraternally,  
While Chi Phi Brothers watch above, fraternally, eternally.

### *The Chi Phi Girl*

*Words and Music By Brs. Wyman Connor and Frank Patterson, Rho Chapter*

You've all had dreams of an ideal girl,  
A girl heav'n sent to your side.  
But the one who is all of these dreams come true,  
Is the girl who belongs to Chi Phi.

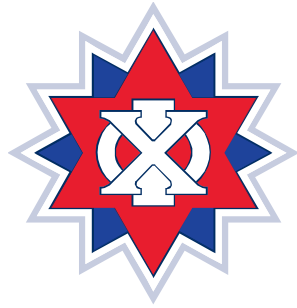
Her manner so graceful, her beauty so rare,  
The pride of each Brother, she's fair, oh so fair!  
The beauties from kingdom's all o'er the world,  
Could never compare with her – my Chi Phi girl!

### *Ode To Chi Phi*

*Tune: Auld Lang Syne*

(1)	(2)
The scarlet of a maiden's lips,	The blue of Neptune's mighty realm,
The blue of shining eyes;	The vintage Bacchus sipped;
Are constant symbols of the faith	Are mingled in the chalice with
And love that bind Chi Phis!	The wine of fellowship!
The ruby with its royal tint,	The crimson splendor of the flame,
The sapphire with its blue;	The azure of the sky,
Are not, in riches, half so dear	Are spectacles symbolic of
As friendship's sacred due!	The Brotherhood – Chi Phi





# Chi Phi Fraternity

*est. December 24, 1824*

## Section Four: Fraternity and Sorority World

*"The supreme purpose of history is a better world."*

*- Herbert Hoover*



## **The North-American Interfraternity Conference**

The North-American Interfraternity Conference (NIC), established in 1909, is a confederation of 73 men's college fraternities with over 5,500 Chapters on more than 800 campuses throughout the United States and Canada. The NIC represents 350,000 collegiate members and four and one-half million Alumni.

The promotion of scholarship, leadership, service, and friendship among Fraternity members is the NIC's primary purpose. The NIC's volunteer leadership and professional staff, based in Indianapolis, serve fraternities in university, government, and media relations.

Chi Phi is a founding member of the North American Interfraternity Conference.

### **Current Member Organizations of the NIC**

Acacia	Phi Beta Sigma
Alpha Chi Rho	Phi Gamma Delta
Alpha Delta Gamma	Phi Iota Alpha
Alpha Delta Phi	Phi Kappa Psi
Alpha Epsilon Pi	Phi Kappa Sigma
Alpha Gamma Rho	Phi Kappa Tau
Alpha Gamma Sigma	Phi Kappa Theta
Alpha Kappa Lambda	Phi Lambda Chi
Alpha Phi Alpha	Phi Mu Delta
Alpha Phi Delta	Phi Sigma Kappa
Alpha Sigma Phi	Phi Sigma Phi
Alpha Tau Omega	Pi Kappa Alpha
Beta Chi Theta	Pi Kappa Phi
Beta Sigma Psi	Pi Lambda Phi
Beta Theta Pi	Psi Upsilon
Chi Phi	Sigma Alpha Epsilon
Chi Psi	Sigma Alpha Mu
Delta Chi	Sigma Beta Rho
Delta Epsilon Psi	Sigma Chi
Delta Kappa Epsilon	Sigma Lambda Beta
Delta Phi	Sigma Nu
Delta Psi	Sigma Phi Delta
Delta Sigma Phi	Sigma Phi Epsilon
Delta Tau Delta	Sigma Phi Society
Delta Upsilon	Sigma Pi
FarmHouse	Sigma Tau Gamma
Iota Nu Delta	Tau Delta Phi
Iota Phi Theta	Tau Epsilon Phi
Kappa Alpha Order	Tau Kappa Epsilon
Kappa Alpha Psi	Tau Phi Sigma
Kappa Alpha Society	Theta Chi
Kappa Delta Phi	Theta Delta Chi
Kappa Delta Rho	Theta Xi
Lambda Chi Alpha	Triangle
Lambda Phi Epsilon	Zeta Beta Tau
Lambda Sigma Upsilon	Zeta Psi
Lambda Theta Phi	
Nu Alpha Kappa	
Omega Delta Phi	

## National Panhellenic Conference Sororities

The National Panhellenic Conference was founded in 1902, seven years before the establishment of the NIC. It is an umbrella organization for 26 international women's fraternities and sororities. Below you will find some basic information about each of those 26 member-organizations, including their founding date, colors, and flowers.

ALPHA CHI OMEGA * October 15, 1885 Scarlet and Olive Green Red Carnation	ALPHA SIGMA ALPHA November 15, 1901 Crimson, Pearl White, Palm Green Fall Flower: Aster Spring Flower: Narcissus	DELTA PHI EPSILON March 17 1917 Royal Purple & Pure Gold Purple Iris	PHI SIGMA SIGMA * November 26, 1913 King Blue and Gold American Beauty Rose
ALPHA DELTA PI May 15, 1851 Azure Blue and White Woodland Violet	ALPHA SIGMA TAU November 4, 1899 Emerald Green, Gold Yellow Rose	DELTA ZETA October 24, 1902 Rose and Green Pink Killarney Rose	PI BETA PHI * April 28, 1867 Wine and Silver Blue Wine Carnation
ALPHA EPSILON PHI October 24 1909 Green and White Lily of the Valley	ALPHA XI DELTA * April 17, 1893 Light & Dark Blue, Gold Pink Rose	GAMMA PHI BETA November 11, 1874 Brown and Mode Pink Carnation	SIGMA DELTA TAU * March 25, 1917 Café Au Lait & Old Blue
ALPHA GAMMA DELTA * May 30, 1904 Red, Buff, and Green Red and Buff Roses	CHI OMEGA * April 5, 1895 Cardinal and Straw White Carnation	KAPPA ALPHA THETA * January 27, 1870 Black and Gold Black and Gold Pansy	SIGMA KAPPA November 9, 1874 Lavender and Maroon Violet
ALPHA OMICRON PI * January 2, 1897 Cardinal Jacqueminot Red Rose	DELTA DELTA DELTA * November 28, 1888 Silver, Gold, Cerulean Blue Pansy	KAPPA DELTA October 23, 1897 Olive Green and Pearl White White Rose	SIGMA SIGMA SIGMA April 20, 1898 Royal Purple and White Purple Violet
ALPHA PHI * October 10, 1872 Silver and Bordeaux Lily of the Valley and Blue & Gold Forget- Me-Nots	DELTA GAMMA * Founded 1873 Celebrates March 14 Bronze, Pink, and Blue Cream-Colored Rose	KAPPA KAPPA GAMMA * October 13, 1870 Light Blue and Dark Blue Fleur-de-Lis	THETA PHI ALPHA * 1912 Silver, Gold, and Blue White Rose
		PHI MU * March 4, 1852 Rose and White Rose Color Carnation	ZETA TAU ALPHA * October 15, 1898 Turquoise Blue & Steel Grey White Violet

\* The organization's proper name uses the term "Fraternity" instead of "Sorority."

## National Association of Latino Fraternal Organizations

Established in 1998, the National Association of Latino Fraternal Organizations (NALFO) is an umbrella council for 21 Latino Greek Letter Organizations. The purpose of NALFO is to promote and foster positive interfraternal relations, communication, and development of all Latino Fraternal organizations through mutual respect, leadership, honesty, professionalism, and education.

Alpha Pi Sigma Sorority, Inc. March 10, 1990	Lambda Theta Nu Sorority, Inc. March 11, 1986	Sigma Lambda Gamma Sorority, Inc. April 9, 1990
Alpha Psi Lambda-National, Inc. March 10, 1985	Lambda Theta Phi Latin Fraternity, Inc. December 1, 1975	Sigma Lambda Upsilon/Señoritas Latinas Unidas Sorority, Inc.
Gamma Alpha Omega Sorority, Inc. January 25, 1993	Lambda Pi Upsilon Sorority, Latinas Poderosas Unidas, Inc. November 6, 1992	Sigma Lambda Beta International Fraternity, Inc. March 7, 1986
Gamma Phi Omega International Sorority, Inc. January 22, 1992	Latinas Promoviendo Comunidad/Lambda Pi Chi Sorority, Inc. April 16, 1988	Corazones Unidos Siempre Chi Upsilon Sigma National Latin Sorority, Inc. March 11, 1981
Phi Iota Alpha Fraternity, Inc. December 26, 1931	Lambda Sigma Upsilon Latino Fraternity, Inc. April 5, 1979	Omega Phi Beta Sorority, Inc. March 15, 1989
Kappa Delta Chi Sorority, Inc. April 6, 1987	La Unidad Latina, Lambda Upsilon Lambda Fraternity, Inc. February 19, 1982	December 1, 1987
Lambda Alpha Upsilon Fraternity, Inc. December 10, 1985		
Lambda Theta Alpha Latin Sorority, Inc. December 1975	Hermanidad de Sigma Iota Alpha, Inc. September 29, 1990	

## **National Pan-Hellenic Council:**

### **Historically African-American Fraternities and Sororities**

ALPHA PHI ALPHA FRATERNITY, INC. 1906	The Fraternity world saw another tremendous milestone in 1906 at Cornell University when Alpha Phi Alpha Fraternity, Inc. became the first intercollegiate Greek-letter Fraternity established for African-Americans. Two years later in 1908, Alpha Kappa Alpha Sorority, Inc., America's first such organization established by African-American women, was founded at Howard University in Washington, DC.
ALPHA KAPPA ALPHA SORORITY, INC. 1908	
KAPPA ALPHA PSI FRATERNITY, INC. 1911	On May 10, 1930, on the campus of Howard University in Washington, DC, the National Pan-Hellenic Council was formed as a permanent organization. The stated purpose and mission of the NPHC in 1930 was "Unanimity of thought and action as far as possible in the conduct of Greek letter collegiate fraternities and sororities, and to consider problems of mutual interest to its member organizations." Early in 1937, the organization was incorporated under the laws of the State of Illinois and became known as "The National Pan-Hellenic Council, Incorporated."
OMEGA PSI PHI FRATERNITY, INC. 1911	
DELTA SIGMA THETA SORORITY, INC. 1913	Kappa Alpha Psi Fraternity, Inc. and Omega Psi Phi Fraternity, Inc. were established in 1911 and 1913 and 1914 saw the birth of Delta Sigma Theta Sorority, Inc. and Phi Beta Sigma Fraternity, Inc., respectively. Zeta Phi Beta Sorority, Inc. was established in 1920, followed by Sigma Gamma Rho Sorority, Inc. in 1922. Iota Phi Theta, Fraternity, Inc., the last of the "Divine Nine" traditionally African-American Fraternities and Sororities was born in 1963.
PHI BETA SIGMA FRATERNITY, INC. 1914	Each of the nine NPHC organizations evolved during a period when African-Americans were being denied essential rights and privileges afforded others. Racial isolation on predominantly white campuses and social barriers of class on all campuses created a need for African-Americans to align themselves with other individuals sharing common goals and ideals. With the realization of such a need, the African-American Greek-lettered organization movement took on the personae of a haven and outlet, which could foster Brotherhood and sisterhood in the pursuit to bring about social change through the development of social programs that would create positive change for African-American citizens and for the country.
ZETA PHI BETA SORORITY, INC. 1920	
SIGMA GAMMA RHO SORORITY, INC. 1922	
IOTA PHI THETA FRATERNITY, INC. 1963	

## Speaking and Writing with Credibility

**Alumni/Alumnus/Alumna/Alumnae** – This term is frequently misused when referring to a single male graduate. The word *Alumni* is actually the plural form of the word *alumnus*. *Alumnus* should be used when describing a single male graduate. Female graduates are correctly referred to as *alumnae*, which is the plural form of *alumna*.

**Active** –The appropriate ways to refer to Initiated undergraduate Chapter members are “Undergraduate Brothers,” “Initiates,” or simply “Brothers.”

**Alumni Status or Inactive Status** – Neither an undergraduate Chapter nor an individual Chapter member can declare someone/himself an alumnus. Further, an “inactive status” does not exist in Chi Phi Fraternity. Some members mistakenly believe that these are available options in order to avoid financial or membership obligations. Chi Phi’s oath of membership is not a temporary oath. A Chi Phi becomes an alumnus only when he graduates or leaves school.

**Bid** - an invitation to join the Chi Phi Fraternity, another Fraternity, or a sorority

**Capitalizations** – The terms “Brother,” “Chapter,” “Colony,” “Fraternity,” and “New Member” should always be capitalized.

**Chapter** – fully operational organization with an active Charter; as a member of the Chi Phi Fraternity, you do not belong to a *house*. You belong to a Chapter or a Colony and to a Fraternity. The proper term used when describing your status is as a member of the “\_\_\_\_\_ Chapter/ Colony of the Chi Phi Fraternity,” not as a member of the “\_\_\_\_\_ house.”

**Chapter Designations** – The appropriate way to denote a Member’s Chapter designation is by following his name with a comma, spelling out his Chapter of initiation in full, and following it with his four digit graduation year. For individuals who have also affiliated with another Chapter, their designation should then be followed with a comma, the Chapter name, and his year of affiliation (i.e. *Al Smith, Alpha Xi 2007* or *Kevin Smith, Beta Tau 2007, Alpha Xi 2008*)

**Charter** – the document granting the rights, privileges, and insignia of the Fraternity

**Colony** – newly-formed Fraternity on campus, operating under the guidelines of the “Basic Colony Operations;” a Colony has not received a Charter

**Formal Pledging Ceremony** – this is one of two public Rituals of the Chi Phi Fraternity. This ceremony is performed when a man (or group of men) accepts a bid. The undergraduate leadership presents the Candidates for Membership with a pledge pin, called a Chakett

**Founding Members/Fathers** – the initial group of undergraduate men who form the Colony; typically, the names of these men are inscribed on the Charter and presented during a formal ceremony

**Lodge Room** – the room (either in the Fraternity dwelling, residence hall, or campus building) where the undergraduate meet for weekly meetings and perform all ceremonies/rituals of the Fraternity.

**National(s)** – There is no “s” in the word *national*. There is only one National Chi Phi Fraternity. Similarly, there is only one Chi Phi National Office.

**Candidate Educator/ New Member Educator / Pledge Educator** – Since it is no longer the 1970s, Chi Phi (like every other national Fraternity) has moved beyond the archaic practice of calling men who orient Candidates for Membership to the Chapter “Pledge Educators”, instead, we refer to these men as New Member Educators.

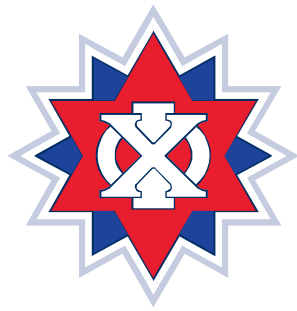
**New Member / Pledge** – The word “Pledge” has long since been replaced with the term “New Member” when used to refer to a man who has pledged himself to the values of Chi Phi Fraternity but has not yet been fully initiated into our order.

**Personal Property** – the materials owned by the Colony/Chapter which are required to perform the ceremonies and rites of passage.

**Ritual** – Chi Phi Fraternity has several secret ceremonies that guide the organization. Each ceremony is to be practiced at least once a year.

GREEK ALPHABET	
Alpha	A
Beta	B
Gamma	Γ
Delta	Δ
Epsilon	E
Zeta	Z
Eta	H
Theta	Θ
Iota	I
Kappa	K
Lambda	Λ
Mu	M
Nu	N
Xi	Ξ
Omicron	O
Pi	Π
Rho	P
Sigma	Σ
Tau	T
Upsilon	Υ
Phi	Φ
Chi	X
Psi	Ψ
Omega	Ω





# Chi Phi Fraternity

*est. December 24, 1824*

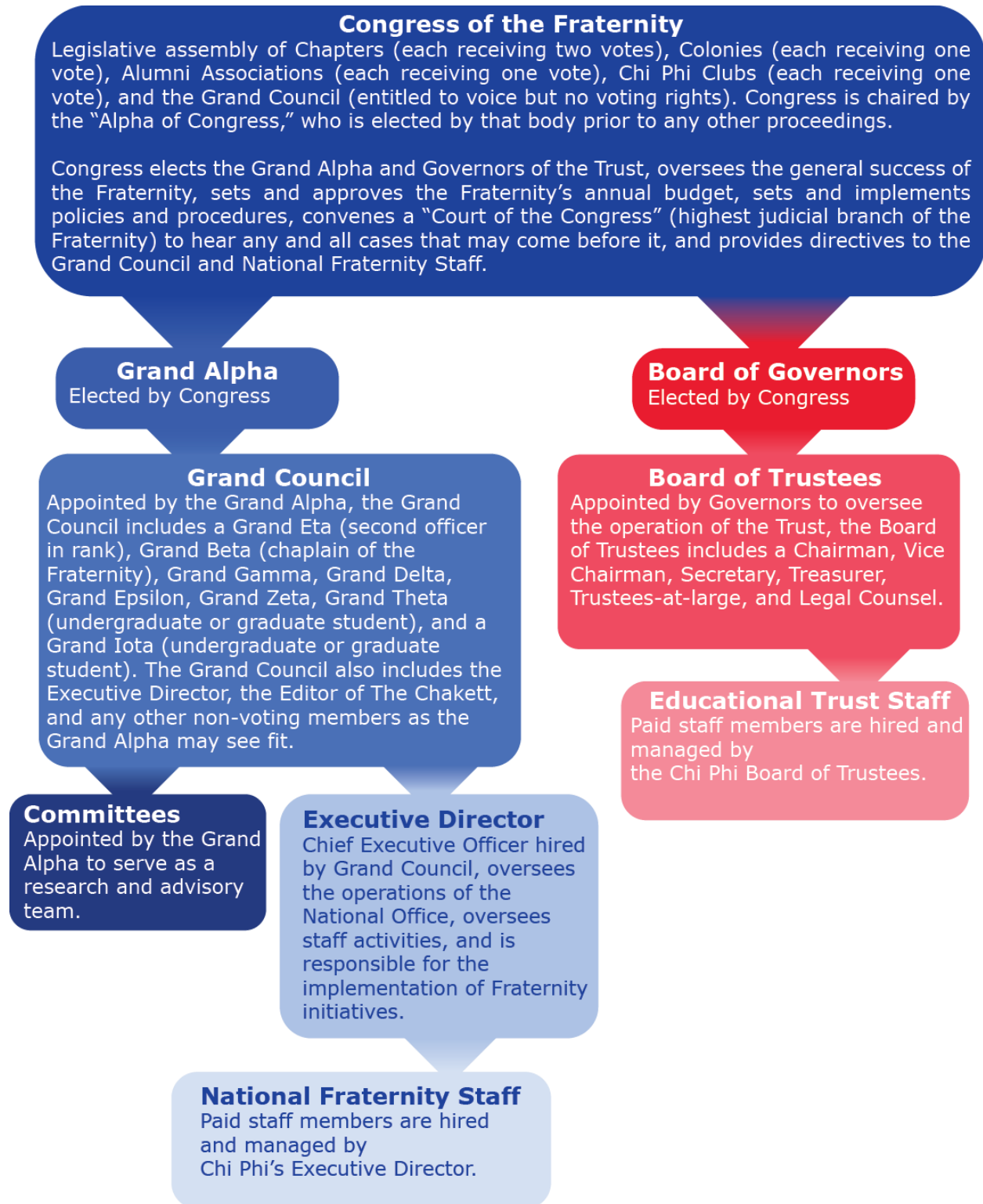
## Section Five: Organization of the Chi Phi Fraternity

*"An organization's ability to learn, and translate that learning into action is the ultimate competitive advantage."*

*- Jack Welch, former Chairman of GE*



## Structure of the Chi Phi Fraternity



CHI PHI FRATERNITY is a collection of chartered active Chapters, Alumni Associations, House Corporations, and Chi Phi Clubs.

Active Chapters are bodies of undergraduate members (initiated members enrolled as students and in good standing). Alumni associations are bodies of initiated members who have graduated with their undergraduate degree or have left school. Chapter house corporations are subsidiary corporations which have as their sole purpose the provision of affordable and safe housing that meets the needs of our undergraduate Chapters. Chi Phi Clubs are a collection of Chi Phi Alumni within a geographic area that are not necessarily associated with a specific Chapter. Chi Phi Clubs are established in major metropolitan areas where multiple Chapters exist or a great number of Chi Phi Alumni are concentrated.

## **Congress**

THE CONGRESS is the supreme governing body of Chi Phi. It is composed of two voting delegates from each active Chapter, one voting delegate from each Alumni association, and one voting delegate from each Alumni club. Congress meets annually, elects its own officers, and is practically supreme in its actions.

## **Judicial Courts**

THE JUDICIAL POWER of the Fraternity is vested in the three courts as follows:

**The Court of the Chapter** has original jurisdiction over its members and Alumni and must report its proceedings in full to the Grand Council within 15 days of any hearing.

**The Court of the Grand Council** has jurisdiction over all members, Chapters, Colonies, and both types of Alumni organizations. It can also hear appeals from determinations of the Court of the Chapter with power to affirm or modify.

**The Court of the Congress** serves as an appellate court from the Court of Chapter and Council. It can assume original jurisdiction over members, Chapters, and Alumni organizations. It has exclusive jurisdiction over disputes between Chapters. This Court is composed of the delegates to the Congress. The judgment of this Court is final.

## **Grand Council**

THE GRAND COUNCIL is the administrative body of the Fraternity as the Congress is legislative and the Courts are judicial. The Grand Alpha is elected every two years by the Congress. He then appoints all other members of the Grand Council. Grand Council members serve without compensation. The Grand Council has general care of the assets of the Fraternity and is responsible for the overall welfare of the Fraternity. It supervises the activities of the National Fraternity Staff. It meets at least three times each year.

The voting members of the Grand Council, in addition to the Grand Alpha, are the Grand Beta, Grand Gamma, Grand Delta, Grand Epsilon, Grand Zeta, Grand Eta, Grand Theta, Grand Iota, and Grand Alpha-Elect, if there be one. The Grand Alpha may also appoint the following non-voting members of the Grand Council: Scholastic Counselor, Heritage and Traditions Counselor, and at-large members. The Editor of *The Chi Phi Chakett*, Executive Director, and National Staff Members are also non-voting members of the Grand Council.

**THE EXECUTIVE DIRECTOR** serves at the pleasure of the Grand Council. He is the administrative head of the Fraternity and is a permanent, full-time employee of the Fraternity. He actively supervises the national office and its staff. He is the agent of the Grand Council and Grand Alpha. In the lieu of the employment of an Executive Director, an Executive Secretary may be hired to manage the national office and perform other duties assigned by the Grand Alpha or Grand Council.

**THE EDITOR OF THE CHI PHI CHAKETT** is appointed by the Grand Council and usually has a background in public relations and/or journalism. It is his duty to edit and publish *The Chi Phi Chakett*, the official publication of the Fraternity mailed to each living alumnus, in accordance with such regulations as the Grand Council may establish.

**THE COUNSELOR OF HERITAGE AND CUSTOMS** assists the Grand Council and Chapter officers in maintaining the ritual, traditions, and customs of the Fraternity. He plans and supervises the demonstration of Fraternity ritual at the Congress and other occasions as requested by the Grand Alpha or Grand Council. He may recommend to the Grand Council appropriate changes to the ritual.

**THE SCHOLASTIC COUNSELOR** plans, supervises, and encourages the scholastic programs within the Chapters and Colonies. He also makes recommendations to the Grand Council and Congress for the enhancement of scholarship. At each Congress, he reports the latest academic record of the Fraternity.

### **Members of the Grand Council**

Grand Alpha – Robert K. Walker, Iota Delta 1970  
Grand Beta – Jim Soderquist, Alpha 1967, Epsilon 2014  
Grand Gamma – John Christian, Lambda 1980  
Grand Delta – David Ebner, Delta Zeta 2008  
Grand Epsilon – Clark Kjorlaug, Omega 2012  
Grand Zeta – Matt D. Scheller, Psi 2007  
Grand Eta – Steven W. Hopkins, Nu 1999  
Grand Theta – Brody Stogdill, Alpha-Pi 2020  
Grand Iota – Hunter Bond, Delta Theta 2021  
Heritage & Traditions – Vacant  
Member at Large – Thomas R. Deans, Phi Lambda Theta 1955  
Member at Large – Carl Michel, Lambda Zeta 1999  
Member at Large – Jerome Blakeslee, Rho 1970  
Executive Director– Michael J. Azarian, Psi Delta 1997

# The Chi Phi National Office

The Chi Phi National Office is located in Suwanee, Georgia, and is home to all administrative affairs of the Fraternity. All communications, reports, fees, and questions directed to the Fraternity or to any one of the Grand Officers should be sent to the national office.

## Services of the National Office

The Chi Phi National Office is a collection of professionals whose entire job is to help Chi Phi grow. Through the Chi Phi Fraternity and the Chi Phi Educational Trust, programs such as Regional Leadership Alliances, the Chi Phi Scholarship Program, Recruitment, Risk Management and Leadership Education Programs, and the Chapter Visitation Program are developed and implemented. The Chi Phi National Office also arranges for the annual Congress; oversees the development of Colonies and Interest Groups; and coordinates communications through the website, the Grapevine, and *The Chakett* magazine. Whether you need a new badge, Alumni contact information, or have questions about how to handle a problem in your Chapter; the National Office exists to help you.

Chi Phi's National Staff can be contacted at:  
William M. Byrd Chi Phi National Headquarters Building  
1160 Satellite Blvd. NW  
Suwanee, GA 30024  
Voice and Fax:  
Telephone: 404.231.1824/Toll Free: 800.849.1824

**Web** [www.chiphi.org](http://www.chiphi.org)

**Facebook** [www.facebook.com/ChiPhiFraternity](http://www.facebook.com/ChiPhiFraternity)

**Twitter** [www.twitter.com/ChiPhiNational](http://www.twitter.com/ChiPhiNational)

## National Fraternity Staff Members:

*Executive Director*  
Michael Azarian  
Psi Delta 1997  
[azarian@chiphi.org](mailto:azarian@chiphi.org)

*Assistant Executive Director*  
Danny Zayas  
Kappa Sigma Fraternity  
[zayas@chiphi.org](mailto:zayas@chiphi.org)

*Director of Growth and Alumni Services*  
John Fisher  
Delta Pi 2013  
[fisher@chiphi.org](mailto:fisher@chiphi.org)

*Financial Controller*  
Jan Whitten  
Delta Zeta Sorority  
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*Director of Member Engagement*  
Dan Coutcher  
Alpha-Chi 2016  
[coutcher@chiphi.org](mailto:coutcher@chiphi.org)

*Associate Dir. of Risk Management*  
Ryan Lugabihl  
Pi Kappa Phi Fraternity  
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*Coordinator of Chapter Development*  
Chris Fernandez  
Rho Delta 2017  
[fernandez@chiphi.org](mailto:fernandez@chiphi.org)

*Leadership Consultant*  
Roy Salinas  
Lambda Zeta 2018  
[salinas@chiph.org](mailto:salinas@chiph.org)

*Leadership Consultant*  
Derrick Hinton  
Alpha-Pi 2017  
[hinton@chiphi.org](mailto:hinton@chiphi.org)

*Leadership Consultant*  
Jason Santiago  
Kappa Sigma Fraternity  
[santiago@chiphi.org](mailto:santiago@chiphi.org)

*Leadership Consultant*  
Denim Grzesik  
Alpha Zeta 2019  
[grzesik@chiphi.org](mailto:grzesik@chiphi.org)

*Administrative Assistant*  
Elizabeth Carter  
[carter@chiphi.org](mailto:carter@chiphi.org)

## **The Chi Phi Educational Trust**

Through the leadership of then-Grand Alpha Alfred H. Hutchinson, Xi 1909, the 1930 Chi Phi Congress created the Chi Phi Educational Trust for the purpose of assisting deserving students and promoting scholarship and leadership. Since then, it has become a vital part of the success of Chi Phi. Over the years, the Trust has benefited from the financial support of Chi Phi undergraduates and Alumni, parents and friends via a number of gift options. Since the Trust is a 501(c) 3 non-profit organization, all gifts are tax deductible. In today's complex society, the Trust is focused upon "making a difference" through sponsorship of Fraternity-managed educational programs to equip Brothers with skills for personal and professional development. The Trust awards over \$350,000 in educational and administrative grants for the benefit of the members of the Chi Phi Fraternity.

### **The Chi Phi Scholarship Program**

The Chi Phi Educational Trust is proud to offer \$50,000 in scholarships and grants to deserving Chi Phis across the country. Based on the applicant's academic success, campus and community involvement, Chapter leadership and Fraternity involvement; this merit-based scholarship provides varying assistance, beginning at \$1,000.

### **Trustees of the Educational Trust**

Chairman:	David Skelton, Omega 1980
Vice-Chairman:	Fran Nolan, Kappa Delta 1990
Treasurer:	Robert Ramin, Xi 1982
Trustee:	Ric Perez, Theta Delta 1981
Trustee:	John Hutzler, Kappa Delta 1990
Trustee:	John McElderry, Eta 1994
Trustee:	Mike Dever, Eta 1978
Trustee:	Ron Drag, Psi Delta 1984
Trustee:	Blake Gober, Alpha Zeta 2004
Trustee:	Chris Shuler, Alpha Zeta 1984
Trustee:	Scott Henderson, Alpha-Tau 1984
Trustee:	Scot Bini, Psi Delta 1978
Legal Counsel:	Steven W. Hopkins, Nu 1999

### **The Board of Governors of the Chi Phi Educational Trust**

Chairman:	David Skelton, Omega 1980
Vice-Chairman	Fran Nolan, Kappa Delta 1990
Governor	Miles Crowder, Gamma 1963
Governor	Eric Moon, Alpha Zeta 1987
Governor	Mike Molinari, Omega 1997
Governor	Dan Ahearn, Theta Delta 1999
Governor	Bob Finley, Lambda 1980

### **Chi Phi Educational Trust Staff**

Director of Development  
Laura Landry  
[landry@chiphi.org](mailto:landry@chiphi.org)

Development Coordinator  
Erin Andersen  
[Andersen@chiphi.org](mailto:Andersen@chiphi.org)

## Active Chi Phi Chapters and Colonies

Alpha, University of Virginia	May 1, 1859
Beta, Massachusetts Institute of Technology	May 27, 1873
Delta, Rutgers State University of New Jersey	March 19, 1867
Epsilon, Hampden-Sydney College	March 2, 1867
Eta, University of Georgia	April 16, 1867
Theta, Rensselaer Polytechnic Institute	May 25, 1878
Iota, The Ohio State University	November 9, 1883
Lambda, University of California at Berkeley	February 11, 1875
Mu, Stevens Institute of Technology	October 18, 1883
Xi, Cornell University	October 13, 1868
Rho, Lafayette College	January 30, 1874
Tau, University of Alabama	April 20, 1920
Upsilon, Hobart College	November 14, 1860
Psi, Lehigh University	February 22, 1872
Omega, Georgia Institute of Technology	June 2, 1904
Alpha-Alpha, University of North Carolina, Chapel Hill	August 21, 1858
Alpha-Tau, University of Michigan	February 1, 1882
Alpha-Chi, Ohio Wesleyan University	November 6, 1873
Alpha-Pi, Iowa State University	November 1, 1922
Alpha Delta, Pennsylvania State University	May 9, 1924
Eta Delta, University of Southern California	April, 6, 1934
Theta Delta, University of Florida	February 15, 1935
Alpha Theta Chi, University of Nebraska	November 26, 1932
Delta Xi, West Virginia Wesleyan College	May, 1, 1965
Kappa Delta, University of Rochester	February 5, 1966
Mu Delta, Auburn University	October 21, 1967
Xi Delta, Florida Institute of Technology	December 7, 1968
Rho Delta, Oglethorpe University	May 3, 1969
Sigma Delta, University of California, Davis	May 31, 1969
Phi Delta, University of Tennessee, Knoxville	November 22, 1969
Alpha Zeta, University of West Georgia	May 19, 1973
Gamma Zeta, University of North Carolina, Wilmington	April 28, 1979
Phi Lambda Theta, Bucknell University	May 5, 1984
Epsilon Zeta, Humboldt State University	April 2, 1987
Lambda Zeta, St. Mary's University	April 9, 1988
Pi Zeta, State University of New York, Binghamton	April 4, 1992
Tau Zeta, Boston University	March 25, 1995
Psi Zeta, University of Texas, Dallas	December 4, 1998
Omega Zeta, University of North Florida	June 27, 1998
Delta Pi, Georgia Southwestern State University	November 6, 1999
Delta Theta, Clemson University	April 16, 2001
Epsilon Theta, East Carolina University	April 17, 2004
Zeta Theta, State University of New York, Oneonta	November 13, 2004
Eta Theta, University of Maryland, College Park	April 15, 2005
Iota Theta, Schreiner University	June 24, 2005
Lambda Theta, University of Massachusetts Dartmouth	October 20, 2006
Xi Theta, Southern Utah University	November 5, 2011
Omicron Theta, State University of New York Plattsburgh	May 10, 2012
Pi Theta, University of Wisconsin-La Crosse	October 25, 2012
Rho Theta, Arizona State University	November 13, 2015
Sigma Theta, Towson University	November 8, 2017
CMU Colony, Central Michigan University	October 7, 2017

Psi Delta Colony, University of North Carolina, Charlotte	December 12, 1970
Iota Delta Colony, Indiana University at Bloomington	November 15, 1958
Chi Delta Colony, Georgia State University	January 31, 1970

\* Dates are based on original Chartering date or Colonization date if not yet Chartered.



# Chi Phi Fraternity

*est. December 24, 1824*

## Section Six: Alumni

*"I alone cannot change the world, but I can cast a stone across the water to create many ripples."*

*—Mother Teresa*



## **Chi Phi is for Life**

What does it mean to be a member of Chi Phi for life? Membership in the Chi Phi Fraternity is a lifelong commitment. While the fraternal experience is often focused on the collegiate years, Alumni members are essential to our organization. Often Alumni continue to stay involved through advising or volunteering for their Chapters and the National Office.

### *Alumni Relations*

Alumni relations are important to the future of your Chapter. An infusion of volunteers into a House Corporation, Alumni Association, or Chapter Advisory Board (CAB) can provide enthusiasm and motivation. It can also make the difference in a Chapter's ability to complete a needed project. However, in light of today's climate in which over 2.5 million non-profit organizations are seeking time, talent, and treasure at a feverish pace, fraternities should adopt a simple strategy – talk to Alumni often. If you are not regularly communicating with Chi Phi Alumni members, you are missing out on their resources.

While undergraduates and prospective members are often referred to as the lifeblood of the Fraternity, Alumni are undoubtedly the backbone. The experience of Alumni, and their willingness to get involved, provides the continuity that is so important to our Chapters' well-being. The value of the continued assistance they provide is immeasurable to the General Fraternity, local House Corporations, local Alumni Associations and CABs.

The House Corporations, Alumni Association, and CABs that successfully institute and maintain an ongoing Alumni relations program show a genuine concern for their Alumni members. That concern will be reflected in the interest, involvement and investment by the group's Alumni.

### **The Role/Importance of the Alumni Chair**

The Alumni Chairman for the Chapter serves a key role as liaison between the undergraduate Chapter and the Alumni. He is the pipeline through which information is relayed and Alumni involvement can be fostered.

### **Different Ways to Stay Involved with Chi Phi as an Alumni**

#### Alumni Associations

Alumni associations exist to continue the fraternity experience within the Chapter by establishing communication, promoting involvement and advancing the best interests of Chi Phi. Alumni Associations plan social and philanthropic events just like a Chapter, and many Alumni Associations award scholarships to collegiate members.

#### Chapter Advisory Boards

A Chapter Advisory Board (CAB) is a key element to the support structure for a Chapter. To help challenge the status quo, Chi Phi encourages our Chapter Advisory Boards to be comprised of more than local Alumni from that Chapter. Our Chapter Advisory Boards include local Alumni, Alumni from other Chapters, and non-members. Through the diversity of backgrounds and experiences, our Chapter Advisory Boards help our undergraduate members develop as leaders, while still holding them accountable.

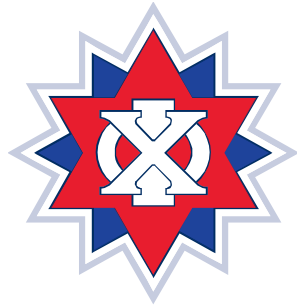
#### House Corporations

Local Chapter Housing Corporation exist to provide student homes exclusively for members of that Chapter. The goal of a local Housing Corporation is to carry the day-to-day burden of the facility and its services and maintenance needs so that our collegiate brothers can have

best possible homes and our volunteers can spend their valuable time helping the local Chapter grow and flourish.

### City Clubs

A City Club is an organization that functions within a geographic area, typically an area with a high concentration of Alumni. The primary purpose of such an association is to provide fellowship for all Alumni who reside in that geographic area. In particular regions of the country, Chi Phi men from different Chapters gather frequently to enjoy the bonds we all share. These clubs can play an important role in the life of our members, especially when a member is far from his Chapter and the City Club is the only way he can interact with other members. The City Club's event schedule presents an opportunity for Chapters to provide information about their status and progress. Also, City Club leaders may choose to organize group support for financial campaigns.



# Chi Phi Fraternity

*est. December 24, 1824*

## Section Seven: Chi Phi Fraternity Standards

*"The quality of a leader is reflected in the standards they set for themselves."*

*- Ray Kroc, Founder of McDonald's*

## **Scholastic Policy**

Any member or prospective member of any Chapter or Colony of the Chi Phi Fraternity hereby agrees to abide by the following terms and conditions:

### **Basic Academic Requirements:**

The Chapter or Colony shall maintain an annual cumulative GPA of a 2.70 on a 4.0 scale or its equivalent or a GPA that is above the all-men's average on campus, whichever is greater.

The Chapter or Colony shall adhere to all university academic regulations regarding the recruitment, pledging, and initiation of Candidates for Membership.

No active member or member awaiting initiation shall be eligible to attend or participate in any social function sponsored by a Chapter, Colony, or Alumni organization, if he has failed to maintain a grade point average of at least 2.5 on a 4.0 scale, or its equivalent, for the immediate preceding college semester or quarter.

New members pledged in the first semester of their freshman year shall have a minimum high school GPA of a 2.5 on a 4.0 scale or its equivalent. New members pledged after the first semester of their freshman year shall have a minimum college GPA of a 2.5 on a 4.0 scale or its equivalent.

#### Chapter Faculty Advisor

The Chapter or Colony shall identify and utilize a faculty advisor to serve as a resource concerning academic and university related matters.

#### Academic Assistance

The Chapter or Colony shall have a scholarship program, developed by the Scholastic Chairman and the Scholastic Committee, which includes regular study hours, tutoring assistance, and grade monitoring.

The Scholastic Chairman and the Scholastic Committee shall become acquainted with the services of the university or college to which members in need of academic assistance may be referred.

#### Scholastic Chairman

The Chapter or Colony shall appoint or elect a Scholastic Chairman.

This member must be a good example in the classroom for other members, and he must believe in the importance and purpose advancing scholastic achievement within the Chapter or Colony.

The Scholastic Chairman shall become acquainted with the services of the university or college to which members in need of academic assistance may be referred.

The Scholastic Chairman shall develop a Chapter incentive program to reward and acknowledge high scholastic performance.

#### Scholastic Committee

The Chapter or Colony shall appoint or elect a Scholastic Committee of no fewer than three members to work with the Scholastic Chairman.

The Scholastic Committee shall be composed of a group of responsible Chapter members and, whenever possible, should be assisted by a campus or faculty advisor. The Scholastic Committee shall assist the Scholastic Chairman in maintaining a healthy Chapter attitude towards scholastic achievement.

The Scholastic Committee shall become acquainted with the services of the university or college to which members in need of academic assistance may be referred.

The Scholastic Committee shall work with the Scholastic Chairman in continually evaluating the Chapter or Colony's scholarship program, modifying and improving it as necessary.

## **Risk Management**

Chi Phi Fraternity and its individual Chapters, like any other business, may be legally liable for the actions and consequences of its members. Fraternities throughout the country have been and are being sued for hazing incidents, alcohol-related accidents, injuries, fires, deaths, and for numerous other reasons. When a Chapter holds an activity such as a retreat or social event or any other activity, which could be viewed by others as a Chapter function, its members are acting as its agents, which means it acts in an official capacity, even if they don't call an event "an official event."

Because of this legal onus, the Fraternity must carry liability insurance for each member. You, the undergraduate, pay \$263 each academic year to cover the costs associated with insuring your Chapter's activities. It is expected that your Chapter operate under the provisions of this insurance policy. If your Chapter does not operate in accordance to the Chi Phi Risk Management Policy, you and your Chapter may not be covered in the event of an incident.

The Chi Phi Risk Management Policy essentially has all the "rules" associated with the upkeep of your facility (Chapter house), your social events, and your New Member activities. Although it places restrictions on the way you and your Chapter can operate, those restrictions should not keep your Chapter from having a successful social calendar. In fact, if followed correctly, they will facilitate your Chapter's continued growth and improvement. They will create safer events and a healthier environment for all Members (and non-members).

Because these parameters are so vital to your Chapter's (and the Fraternity's) continued existence, they must not be ignored. Every Member should acquaint himself with these provisions.

# **The Chi Phi Fraternity Risk Management Policy**

The Risk Management Policy of Chi Phi Fraternity, adopted by the 154th Chi Phi Congress, includes the following provisions, and applies to all fraternity entities and all levels of fraternity membership.

## **ALCOHOL AND DRUGS**

In any activity or event sponsored or endorsed by the chapter, including those that occur on or off chapter premises:

1. Chi Phi members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
2. Chi Phi members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on chapter premises or at any activity or event sponsored or endorsed by the chapter.
3. Alcoholic beverages must either be:
  - a. Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
  - b. Brought by individual members and guests through a bring your own beverage ("BYOB") system. The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third-party vendor.
4. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).
5. Alcoholic beverages must not be purchased with chapter funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
6. Chi Phi may not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
7. The chapter may not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter event.
8. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the chapter premises or host venue.
9. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to "bid night," "big/little" events or activities, "family" events or activities, and any ritual or ceremony.
10. Chi Phi members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

## **HAZING**

No chapter, colony, student, alumnus, or volunteer shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

*"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with academic achievement; fraternal law, ritual, or policy; the regulations and policies of the educational institution; or applicable state law."*

## **RESPECT AND DIGNITY**

Chi Phi expects chapters, members and guests to respect the dignity of all persons. This includes, but is not limited to, the areas of gender, ethnicity, national origin, race, sexuality, religious or cultural practices or individuals with disabilities. Abusive, harassing or discriminatory behavior towards others is prohibited.

## **SEXUAL ABUSE AND HARASSMENT**

The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions, activities, or events, whether at a chapter facility or an off-site location, that are demeaning to women or men, including but not limited to verbal harassment and sexual assault by individuals or members acting together. The hiring or use of strippers, exotic dancers, or similar, whether professional or amateur, at a fraternity event as defined in this policy is prohibited.

## **FIGHTING AND PHYSICAL ABUSE**

The fraternity will not tolerate or condone any form of fighting or physically abusive behavior while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event a reasonable observer would associate with the fraternity.

## **FIRE, HEALTH & SAFETY**

Chapter houses must meet all applicable fire and health codes and standards. Chapters should also comply with any recommendations as reported by the Fraternity's insurance company or municipal authorities.

The possession and/or use of firearms, ammunition, fireworks or explosive or incendiary devices of any kind on chapter premises or at any event a sponsored or endorsed by the Chapter is prohibited.

## **WATER FEATURES**

The use of self-constructed pools, bodies of water, slip-and-slides, or similar on chapter premises or at any event sponsored or endorsed by the chapter is prohibited.

## **EDUCATION**

All fraternity entities and all levels of fraternity membership shall be informed of the Risk Management Policy of Chi Phi Fraternity annually. A copy of the Risk Management Policy is also available on the Fraternity's website.

## **Adoption and Endorsement**

These provisions were unanimously adopted by the 154<sup>th</sup> Congress of Chi Phi Fraternity (the voting delegates of Chi Phi's undergraduate and Alumni groups).

## Things You Should Know

- Repeated violations of these safety policies will increase the likelihood of an incident that will cause the injury or death of individuals.
- When the number of incidents goes up, the cost of insurance may go up. Just like your car insurance, the cost of coverage may increase with each incident.
- Violating these provisions may eliminate the insurance coverage which every undergraduate Brother in Chi Phi Fraternity pays, currently \$130.00 per year. If an incident occurs at a Chapter and Brothers have not followed cautionary provisions, officers, Alumni, and individual Brothers may be sued for damages, without any legal or financial assistance from Chi Phi's risk management insurance policy.

## Accreditation Program

The Chi Phi Fraternity is the model of all value-based organizations that have come after us. We expect our Chapters to be accountable to our founding principles and demonstrate mission and action congruence in all that they do. Many Greek systems, colleges and universities, as well as, international/national Greek organizations have instituted accreditation processes over the past several years to assist their Chapters in living up to their founding principles and affirm their relevance to their respective communities. This incentive-based accreditation program effectively reinforces mission and action congruence and also achieves the following objectives; provide the ability to benchmark the Fraternity's overall performance and forecast trends, streamline our resources in assessing our Chapters/Colonies, and provide our groups with objective, documentable standards for achievement and recognition.

Designed specifically with the Fraternity's primary strategic plan objectives in mind, the program examines our Chapters' operations in ten areas using the Chi Phi Standards of Chapter Excellence as its foundation. Over the past two years the Grand Council's Accreditation Committee has met in person and via teleconference, conferred with professionals in other organizations, as well as, officials at Emory, Bucknell and Lehigh Universities and piloted an accreditation program in survey form with a sample of 43 of our active Chapters and Colonies. In addition, this program was based on previous groundwork established by former staff, Alumni and undergraduate volunteers in effort to create a developmental resource to aid our active Chapters, Colonies and Alumni organizations.

The categories included are:

- Continuity – Recruitment and Retention
- Proactive Risk Management
- Asset Stewardship – Financial and Property Management
- Academic Health
- Total Membership Development
- Heritage and Traditions
- Chapter/Colony Operations
- Organizational Networking and Community Engagement
- Leadership Advancement
- Alumni Relations

Our value as a national Fraternity can only be achieved and preserved by the principles upheld by our individual Chapters and Brothers. To maintain distinction, Chi Phi has long sought to develop a reliable, objective and fair method of holding ourselves accountable to the



Standards of Excellence befitting the prestige of our Order. We believe this program is that mechanism.

The Chi Phi Chapter Accreditation Program is a developmental assessment and awards program that acknowledges those Chapters/Colonies that meet and exceed our standards. In this program, Chapter Alphas will be responsible for the submission of a semi-annual self-assessment via an on-line application process, which will include relevant supporting documentation. It is also expected that each Chapter and Colony will establish their own standing accreditation committee to support the process.

Recognizing the value of achievement and the need for institutional adoption throughout all levels of the Fraternity, included in the program are proposed incentives for those Chapters that achieve accreditation for two consecutive semesters, as well as, incentives for Chapters that achieve two consecutive semester of a higher standard or "Accreditation with Distinction." To give the program significance, there are increasingly effective selections of developmental mandates for Chapters that fail to achieve accredited status for two or more consecutive semesters. Those developmental mandates will begin after two consecutive semester of failing to achieve accredited status and progressively increase with each additional semester spent below expectations.

### **Possible Chapter Standards**

Every Chi Phi Chapter is held to a specific set of standards through the Accreditation Program. A Chapter that does not hold its individual members to the minimum standards in the Accreditation Program will ultimately have a difficult time becoming accredited. It is best practice for each Chapter to set and assess their own internal standards to ensure that the membership is living up to the agreement they made when they became a Brother of Chi Phi.

There are minimum standards all around our members through Chi Phi, their campus IFC and university policy. Being a member of Chi Phi is not solely about surviving; it is about striving and improving. Below are a set of possible Chapter standards. Your Chapter may use them as a template to create their own.

Academic: 2.75 GPA or All Men's Average, whichever is highest

Service/Philanthropy: 50 approved service hours each semester or \$200 raised for a philanthropy

Recruitment: Add 10 names to names list each term; attend 80% of all recruitment events

New Member Education: All members are to treat New Members with respect at all times, those that do not will be sent to a Brotherhood board

Ritual: Every ritual will be attended in its entirety by every Brother

Financial: Every Member will be financially current as of the First of September and the First of February, at which all dues must be paid or a payment plan signed with first payment

Risk Management: Every member will serve at least once a term as a event monitor, and will do so in compliance of the Chi Phi Risk Management Policy

Social: All members will follow the Chi Phi Risk Management Policy at all social events, those in violation will be sent to a Brotherhood board

House Duties: Every Brother will complete their weekly assigned house duty

### **Your Chapter's Standards**

Academic \_\_\_\_\_

Service/Philanthropy \_\_\_\_\_

Recruitment \_\_\_\_\_

New Member Education \_\_\_\_\_

Ritual \_\_\_\_\_

Financial \_\_\_\_\_

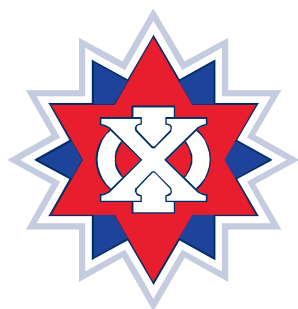
Risk Management \_\_\_\_\_

Social \_\_\_\_\_

House Duties \_\_\_\_\_

Other \_\_\_\_\_

Other \_\_\_\_\_



# Chi Phi Fraternity

*est. December 24, 1824*

## Section Eight: Chapter Operations

*"Man is a goal seeking animal. His life only has meaning if he is reaching out and striving for his goals."*

*- Aristotle*

## General Introduction to Chapter Operations

There are no "Ten Easy Steps" to ensure the success of a Fraternity Chapter. However, when you take a step back and look at the overall operation of a Chi Phi Chapter, it can become much less complicated if you separate the greater process into a number of sections (management, finances, recruitment, *etc.*).

On a more basic level, however, the following components of Chapter management are good cornerstones to build upon:

- The Chapter should meet at least once per week.
- The Chapter officers should meet every week at least 2 days prior to the Chapter meeting.
- Every member of the Chapter should be involved in some area of Chapter operations (officer position, committee, interfraternal relations).
- The Chapter is goal-driven. It sets both short and long term goals and then posts them conspicuously to remind its members.
- The Chapter has outlined clear consequences for members who fail to meet their commitments (time, academic, financial) to the Chapter.
- The Chapter and its officers communicate regularly with the Greek Affairs Office and the Chi Phi National Office.
- The Chapter utilizes the insight of numerous advisors (*at least one* Alumnus Advisor and *at least one* Faculty Advisor).
- The Chapter incorporates retreats into its leadership and education (Executive Board retreats, New Member retreats, Chapter retreats).
- Chapter programming promotes a balanced college experience.
- The Chapter is pro-active and independent in its decision-making.
- There is a keen awareness of the lifelong commitment beyond the college setting. We are mere caretakers of the Chapter.

### Chapter Organization

The Constitution and By-Laws of Chi Phi Fraternity specify seven elected Chapter Officers. Some Chapters, dependent upon number of Brothers or tradition, choose to elect other officers. While it is at the discretion of the Chapter, the Fraternity encourages its groups to elect officers annually as opposed to semi-annually. Upon election, officers qualify by taking the following obligation before the Chapter:

*I do solemnly promise upon my honor as a member of the Chi Phi Fraternity that I will faithfully perform, in accordance with this Constitution and By-Laws of the Fraternity and the By-Laws of this Chapter duly authorized, all the duties of the office therein to which I have been elected; that I will not allow myself to be swayed by passion or prejudice in the execution of my office; that my example as an officer of this Chapter shall be such*

*as order and decorum require; and that I will endeavor to the best of my ability to obey the laws and promote the welfare of the Chi Phi Fraternity and to persuade all other members of the Chapter also so to do.*

## **Chapter Officer Duties and Job Descriptions**

Although some Chapters chose to assign different responsibilities to some officers, the following list comprises the most basic tenants of each officer's responsibilities. Refer to the Accreditation Program to ensure all roles are covered.

The **ALPHA** shall be the head of the Chapter and shall have the following duties:

1. Preside at all meetings, preserving respect, order, and decorum;
2. Perform ritual as prescribed by the Constitution and usages of the Fraternity;
3. Acquaint himself thoroughly with the Bylaws of the Chapter and the Constitution and Laws of the Fraternity, enforcing such rules rigidly;
4. Keep a strict oversight over the affairs of the Chapter and warn and advise the Chapter of any concerns or problems that exist or may exist;
5. Promote positive communication with the general Fraternity and the National Office;
6. Ensure that the Chapter utilizes at least one Faculty Advisor and continually involves numerous Chapter Advisors (approximately 4-6) and promote constant, positive, and appreciative weekly communication with such individuals;
7. Promote positive communication with the university, college, or institution's Greek Affairs Director, Dean, or other such administrator(s);
8. Oversee the productivity, responsibility, and accountability of all Chapter officers (*i.e.*, success of committees through the Beta, accurate and timely reporting by the Gamma, positive fiscal status of the Chapter through the Delta, and positive IFC relations through the IFC Representatives);
9. Lead the membership through a comprehensive evaluation of the Chapter at the beginning of each academic term, usually at a Chapter retreat;
10. Lead the membership through a continuous goal development and tracking process.

The **BETA** shall be the chaplain of the Chapter and the second officer in rank and should oversee all committees. He shall have the following duties:

1. Deliver the Prayer of the Fraternity at meetings, meals, and events;
2. Oversee all internal aspects of Chapter operations;
3. Review the Chapter's compliance with Chi Phi Fraternity's Accreditation Program;
4. Ensure productivity and accountability of membership;
5. Appoint and oversee committee chairmen;
6. Ensure that committees function and that actual committees operate smoothly;
7. Ensure participation and attendance at Chapter events;
8. Ensure that the membership is content with Chapter operations;
9. Ensure that the Chapter has (at the very minimum) the following actual committees: social committee, Brotherhood committee, recruitment committee, New Member education committee, Alumni relations committee, service and philanthropy committee, intramurals committee, and scholarship committee;
10. Ensure that the Chapter has considered or plans to implement a public relations committee, parents club committee, and special events committee;
11. Delegate duties to committee chairmen and primary members.

The **GAMMA** shall be the secretary of the Chapter. It is his duty to make official reports, take the minutes at Chapter meetings, ensure successful Chapter communication, and keep and preserve all records. Furthermore, he shall:

1. Complete all Chapter paperwork;

2. Record minutes from weekly Chapter meetings and distribute minutes within 36 hours;
3. Maintain, distribute, and conspicuously display a Chapter calendar;
4. Create and distribute agendas for weekly Chapter meetings by soliciting announcements and topics of officer reports prior to the meeting;
5. Create, print, and distribute a weekly Chapter newsletter or list of reminders;
6. Create and distribute a Chapter phone, address, and email list within the first week of the academic term;
7. Complete and return the following reports:
  - a. Pledging Report for each man within 5 days of the Pledging Ceremony (available on Vault);
  - b. A Permission to Initiate Report two weeks prior to the scheduled initiation (available on Vault);
  - c. End-of-Term Report by December 1 (available on Chi Phi Connect);
  - d. End-of-Term Report by May 1 (available on Chi Phi Connect);
  - e. A Change of Officer Report immediately upon the election of any new officers (available on Vault);
  - f. An Election of Congressional Delegates Report by such date as is determined each spring (online registration available on Chi Phi Connect).

The **DELTA** shall be the treasurer of the Chapter. He is responsible for the collection of all monies due the Chapter and the payment of all bills incurred by the Chapter. Moreover, he shall:

1. Oversee all areas of Chapter finances and ensure the long-term fiscal health of the Chapter;
2. Oversee the creation of a Chapter budgets for each academic term and for each fiscal year;
3. Ensure the tracking and timely collection of accounts receivable, such as Alumni contributions, fundraising checks, dues, member fees/assessments, and fines;
4. Ensure the tracking and timely payment of all accounts payable, such as electric, water, gas, cable, Internet, trash, IFC dues, insurance assessments, dues to the general Fraternity, pledge and initiation fees, and expenses associated with committee budgets;
5. Balance Chapter checkbooks and accounts each week;
6. Submit weekly budget-to-actual statements and balance sheets at every weekly Chapter meeting.

The **EPSILON** shall be the custodian of the lodge room and of the personal property of the Chapter. He is the sergeant-at-arms of the Chapter and is also often the House Manager. His most important duties are to:

1. Assist the Alpha in maintaining order and preserving decorum for Chapter meetings;
2. Oversee the operation of the Chapter's Brotherhood Board;
3. Admit only qualified individuals into the lodge;
4. Maintain consistent weekly communication with the Chapter House Corporation or landlord;
5. Schedule, plan, outline, delegate, and oversee weekly Chapter cleanups for every member (Candidates for Membership and Brothers alike);
6. Budget for and purchase necessary items such as light bulbs, toilet paper, and cleaning supplies;
7. Ensure the overall upkeep of the facility (Chapter House) by overseeing the rapid repair of broken windows, boilers, air-conditioners, and other such problems;
8. Ensure that fire and safety inspections occur at least once per academic year;
9. Provide for the safe keeping of Chapter property;

The **ZETA** shall be the historian of the Chapter and shall see that the Chapter publishes and circulates an Alumni newsletter at least once each year. Also, he shall:

1. Ensure that each of the Fraternity's rituals and customs is practiced and performed no less than once per term by the group;
2. Record written accounts of the Chapter's events and enter such accounts into the Chapter's written history;
3. Take photographs for historical purposes and enter such photographs into the Chapter's written history;
4. Create and maintain the Chapter website.

The **ETA** shall be the Risk Manager of the Chapter and shall be responsible for all programs, education, and inspections concerning risk management. He shall:

1. Ensure that all Chapter events and social activities occur within the guidelines of the Chi Phi Risk Management Policy;
2. Review the Risk Management Policy with all members once per term.
3. Work with the Chapter Epsilon to ensure regular safety and fire inspections at the Chapter House;
4. Test all fire alarms and exit lights;
5. Ensure that general health standards are maintained;
6. Prevent safety hazards from accumulating and clear all items which may obstruct emergency exits or pose a threat to individuals;
7. Work with other officers of the Executive Council to ensure that hazards to the overall health of the membership are avoided (e.g., alcohol and substance abuse or impaired driving). Include programming on such issues as men's health, healthy living habits, etc.

The **DELEGATES TO CONGRESS** shall be the voice of the Chapter in the affairs of the Fraternity. Two men shall be elected by each Chapter to be its voice and vote (one man for each Colony, Club and Alumni Association). These delegates will:

1. See that the Chapter's election of Congressional Delegates form is completed and received by the National Office within each Congress's specific requirements;
2. Arrive at the host venue adequately early (usually around 12:00pm on Friday) with arrangements that allow them to depart after all business of the Congress has been completed (usually around 3pm on Sunday);
3. Ensure that the Chapter is in good financial standing with the general Fraternity no less than two weeks prior to the Congress;
4. Attend and participate with punctuality in all Congressional Sessions;
5. Attend and participate with punctuality in at least one committee of the Congress;
6. Discuss with the Chapter prior to the termination of the academic year all issues which the group desires to be presented to the Congress;
7. Ensure that the Chapter's voice and opinions are fully expressed to the Congress of the Fraternity and that motions, declarations, and/or any amendments considered receive the due consideration they deserve;
8. Return and report to the Chapter a summary of Congressional actions and decisions.

The **IOTA (RECRUITMENT CHAIRMAN)** shall be the chief organizer of Chapter recruitment events and shall be responsible for the coordination of all recruitment efforts. Additionally, he will:

1. Lead the Chapter through a comprehensive, lengthy (multi-month) recruitment program;
2. Work with the general membership to identify quantifiable standards for potential members that can be identified over time;

3. Act as the primary source of information and communication for members of the Chapter with regard to overall recruitment strategies, progress, and other relevant information;
4. Work with other Chapter Officers to lead the Chapter through a substantive recruitment retreat that analyzes the key characteristics of potential members;
5. Work with other Chapter Officers to lead the Chapter through the development and tracking of recruitment goals and objectives;
6. Organize and track information about potential members and ensure that the membership of the Chapter is taking action to "recruit" such individuals actively;
7. Utilize the Chapter's social, Brotherhood, Alumni relations, scholastic, and philanthropic/service efforts and events as key recruitment events;
8. Encourage a constant focus on the calculated growth of the Chapter.

The **THETA (NEW MEMBER EDUCATOR)** shall be responsible for all New Membership Programs and for the adequate expression of all expectations of membership to all New Members of the Chapter. This individual(s) should expect to:

1. Organize, plan, and document a recurring New Member Program for the Chapter and provide such program in its entirety to all Brothers and New Members at the beginning of the program;
2. Ensure that the New Member Program is free of hazing and/or other inappropriate activities;
3. Provide all New Members with a quantitative list of initiation requirements within the first week of the New Member Program;
4. Ensure that all New Members successfully acclimate to the Chapter culture;
5. Impart a relevant amount of knowledge necessary to participation as contributing members of the Chapter;
6. Facilitate the Brotherhood and friendship between Brothers and New Members;
7. Be a primary point of contact for all New Members and the Chapter;
8. Ensure that all New Members understand and agree to the expectations of initiated members (financial, time, participation, fraternal, scholastic, *etc.*) *before* they are initiated;
9. Ensure that all New Members meet all requirements for initiation.
10. Ensure that all New Members complete GreekLifeEdu within two weeks of their Pledging Ceremony or Initiation whichever is sooner.

The **ALUMNI RELATIONS CHAIRMAN (or CHAIRMEN)** shall be responsible for all communications with Chapter and/or local Chi Phi Alumni. This individual(s) should likewise:

1. Act as a primary point of contact for any questions, concerns, communications, news, and address changes involving Alumni;
2. Work with other Chapter Officers, Alumni Association officers, and other key individuals to produce and distribute an Alumni-specific newsletter no less than twice per academic year;
3. Continually develop the Chapter's Alumni relations program through the systematic and creative organization of events to include two events and newsletters per year;
4. Ensure that the Chapter is consistently working diligently to maintain and constantly improve communication with its Alumni or area Alumni.

The **ACADEMIC CHAIRMAN (or CHAIRMEN)** shall be responsible for all matters that pertain to the academics and grades of the Chapter. This individual(s) should likewise:

1. Prepare and send to National Office appropriate information regarding previous semester academics
2. Inform National Office of Chapter's Annual Plan for Academic Improvement



3. Coordinate nomination procedure for Sparks' Memorial Medal and other academic awards
4. Inform membership about academic deadlines on campus, opportunities for invited guest speakers, scholarship programming, honor societies, etc.
5. Serve as a liaison between Faculty Advisor and Chapter

## **Committees**

Throughout history, successful organizations that have based their productivity on committees recognized that a great amount of business must be done between meetings and that small groups are more effective than large ones in giving careful consideration to a challenge. Endless hours can be saved in Chapter meetings when committees function properly, when their reports are concise and complete, and when the full membership doesn't waste everyone's time re-doing the committee's job.

A committee has several advantages, which make its work easier and more effective than its parent organization:

- **Size:** A small group can meet more easily and more often, deliberate more efficiently, and work more rapidly. Its members get a chance to contribute their best efforts without fighting for "air time." Committee members are also freer in the exchange of ideas.
- **Isolation:** Removed from the flurry of other business and the bluster of debate, a small committee has "room" to do its work more quietly and effectively.
- **Freedom of Discussion:** The chairman is an active participant, individuals can ask questions and bring up other related matters while discussion is going on, and there is no limitation on the number of "speeches" or the length of "debate."
- **Informality:** There is no need for the constraints and procedures of parliamentary law.
- **Select Make-Up:** Members can be chosen for their expertise, ability, and interest in the committee's particular assignment. No one need be "just sitting there."
- **Training:** Committee work can be excellent officer-training experience for Brothers who aspire to leadership positions.

For these reasons, committees are an important facet of Chapter organization in which every Brother and New Member is expected to partake. Most Chapters have several permanent and ad-hoc committees such as a social committee, a Brotherhood committee, a scholarship committee, a philanthropy committee and a service committee, and an Alumni relations committee.

## **Delegation**

Chapter Officers must be able to delegate. It is simply a necessity. There is too much to be done, and nowhere near enough time for a single person to do it all themselves.

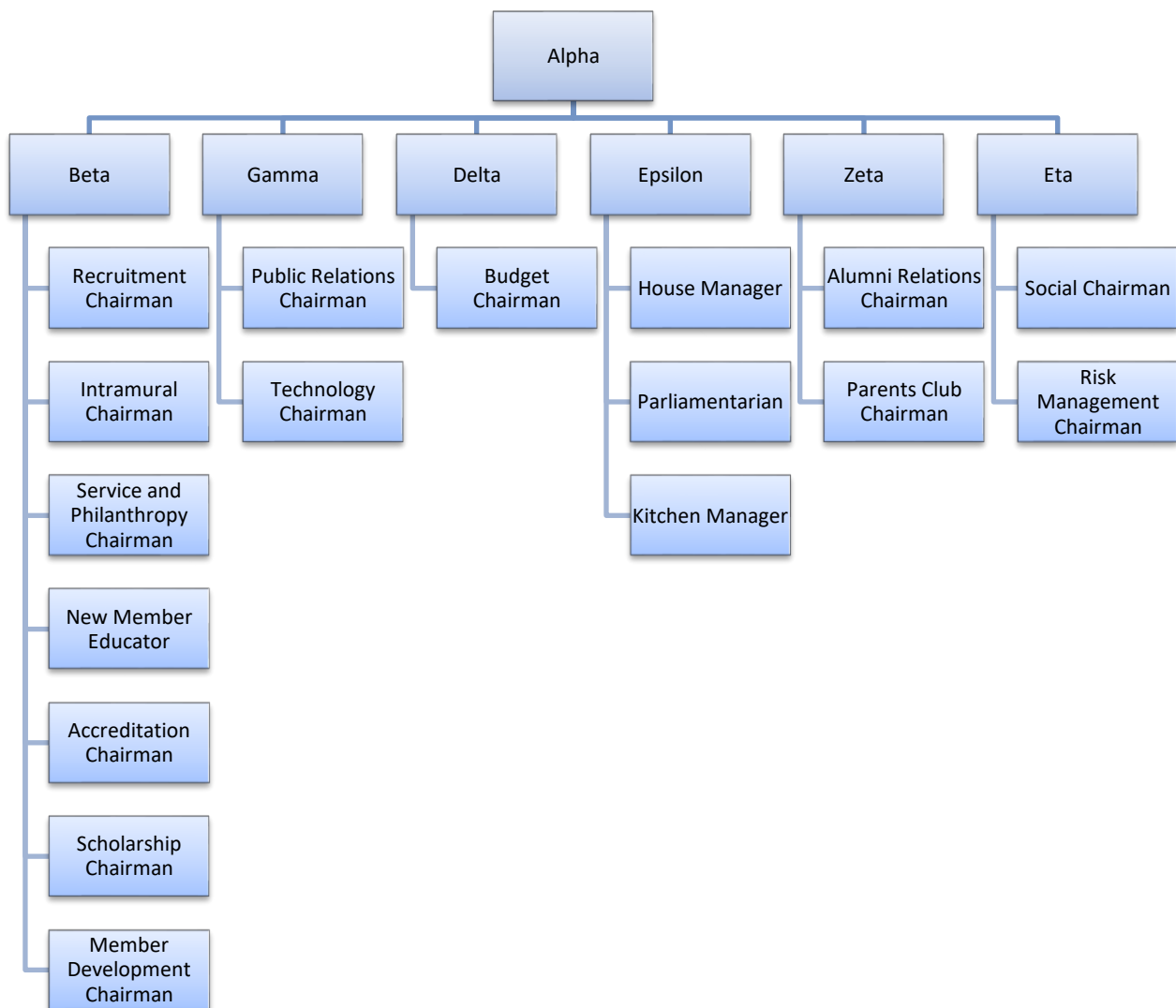
One of the reasons that Fraternity men and Sorority women go on to become such successful businessmen, politicians, and leaders in their respective fields is because they learn to delegate early. This prevents burnout, and ensures that your group goals aren't just achieved, but exceeded.

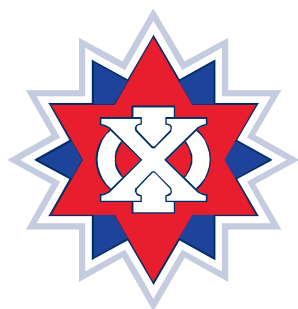
Good delegation will require the following:

1. **Organization:** Keep a calendar. Electronic calendars with automatic reminder features are extremely helpful.

2. When you manage people at a job, you'll probably need to get in earlier than everyone else so that you can get your work done before worrying about helping others. With Chi Phi, you'll still need to allow time to help others with things. You'll learn to start early with tasks, even if they aren't related to what others are doing.
3. When you delegate, describe what an "ideal result" might look like, do not "micromanage process." Inspire a vision, don't dictate unnecessary details.
4. Request that members/officers perform task with a specified date of accomplishment. Be specific with deadlines, and don't hesitate to emphasize how they affect other issues.
5. Monitor progress from afar with members and officers. Make sure you check back with people early and often.
6. Follow through to ensure that tasks have been completed.

## Suggested Committee Organizational Chart





# Chi Phi Fraternity

*est. December 24, 1824*

## Section Nine: Total Membership Education

*"Education is the key to unlock the golden door of freedom."*

*-George Washington Carver*

## **Total Membership Education**

Total Membership Education refers to all education that every member of Chi Phi; New Members, Initiates and Alumni receive throughout their entire Chi Phi tenure. Nationally over the past few decades, Chi Phi has offered education to its members in the form of programs such as RLA and COE. After much review it was decided that Chi Phi was not fulfilling the mission and vision of the national organization and that much more needed to be done in the area of education. With this in mind the Grand Council formed the Total Membership Education committee with the purpose of managing and developing educational programs to meet the mission and vision of the Fraternity. The Total Membership Education Committee has created two distinct tracks of focus: Undergraduate Education and Alumni Education.

Although these efforts have been made to further educate Chi Phi Membership, it is clear that the National Fraternity Staff and the Grand Council alone cannot develop Chi Phi Members to their full potential. It is the responsibility of every Chapter and every Alumni association to continue the Total Membership Education initiative at a local level through developing a curriculum of educational programming they personally can offer to their members. These programs should focus on the areas of leadership education, personal success and skills development, as well as university, community and societal awareness, etc.

### **National Fraternity Programs:**

#### *Alphas and Thetas Academy*

*Grand Hyatt Buckhead, Atlanta Georgia —January 4-6, 2019*

For years Chi Phi has set the goal of instituting a leadership intensive program for its Chapter Alphas. In January of 2012 the program was finally held in Atlanta, Georgia. The curriculum of the Alphas Academy includes leadership vs. management skill building, communicating as a leader, conflict management and assessment of individual leadership styles to name a few. This year (2019), we will be our second year including curriculum specifically designed for Thetas (New Member Educators).

#### *Regional Leadership Alliances*

*February-March 2019*

A multi-location program that includes guest facilitators and a constantly evolving curriculum, the Regional Leadership Alliance programs are open to all Chapters and Colonies. This is the best opportunity for your Chapter to evaluate completely its current situation, set goals, and work together to achieve true Chapter growth.

A two-day program, these “regional workshops” are open to undergraduate and Alumni leaders of all ages and levels of experience. One need not be a Chapter Officer or even an initiated member to attend. The program’s nature provides participants the ability to receive help in exactly the areas that their Chapter, Colony, or Alumni Association needs the most attention. Sessions are facilitated by experienced Chi Phi Alumni, staff members, and some of the best interfraternal facilitators around.

The Regional Leadership Alliance is not just for undergraduate members. This past year many local Alumni attended RLA and were educated in the best practices

concerning advising an undergraduate Chapter. The program was facilitated by Grand Council Members and exceptional Chi Phi Alumni.

Dates and Locations for the 2016 RLAs can be found on [chiphi.org/rla](http://chiphi.org/rla).

#### *The 154<sup>th</sup> Chi Phi Congress*

*JW Marriott, Indianapolis, Indiana June 21-23, 2019*

Congress is the supreme authority of the Chi Phi Fraternity. Each year approximately 200 Chi Phi's and their guests come together for a weekend of Chi Phi business, educational programming, and fun. The Grand Council, Board of Governors, Trustees, National Staff, and Chapter Delegates from around the country form the democratic body that directs and oversees our organization. Every Chapter is represented by two voting delegates, every Colony, Alumni Association and Alumni Club by one.

Registration for this event is available at [www.chiphi.org/congress](http://www.chiphi.org/congress). Registration will be due around May 2019.

#### *Regional Ritual Retreat*

*Summer 2019*

A weekend long retreat held at various Chapters that cover Chi Phi History, Ritual as well as the importance of both. The program is designed for Undergraduates and Alumni and is facilitated by Grand Council Members, Goliards, and Distinguished Alumni.

#### *Officer Teleconferences and Webinars*

*Fall 2018*

At the beginning of every Fall semester the Chi Phi National Office facilitates teleconferences for all nine Executive Council Officer positions along with the following Chairmen: Academic, Social, Philanthropy, and Accreditation. These teleconferences cover vital information for the officers to properly carryout their duties, as well as best practices and tips for a successful semester. The teleconferences make a great refresher for a newly elected officer or an officer returning to school from a long break.

All dates and times for teleconferences and webinars are posting on [chiphi.org](http://chiphi.org). Participants should register as early as possible.

#### *The Undergraduate Interfraternity Institute (UIFI)*

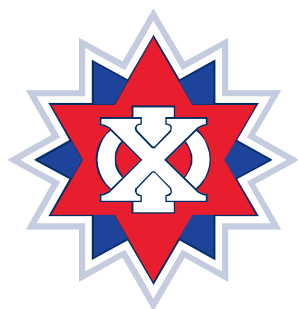
UIFI is a principle-centered approach to creating change within Greek communities. It helps participants identify the principles through which they can define themselves individually and organizationally. UIFI helps participants recognize how they can act out these principles by honing important life skills in areas such as leadership, group dynamics, service, and organizational change.

The Chi Phi Educational Trust provides a limited number of scholarships for undergraduate members to attend. For more information about UIFI or scholarships, contact the Chi Phi National Office at (404) 231-1824 or [www.chiphi.org](http://www.chiphi.org).

## Possible Local Membership Education

- Gentlemanly conduct and etiquette: acquire an alumnus or faculty member to attend a Chapter meeting and discuss conduct and etiquette or have them attend a Chapter dinner to show proper dining etiquette.
- Resume Building and Interviewing Skills: These are imperative for job seekers. Ask the campus career services department to attend a Chapter meeting and discuss these topics or do a workshop with a local business owner.
- Academic Enhancement Skills: Ask the Chapters faculty advisor to attend a meeting and speak on the topic, and/or have your Chapter's Academic Chairman speak.
- Professional Writing: Another very important skill needed in the workplace. Acquire an alumnus or local business owner to discuss the differences of casual writing/communication and professional writing/communication. This could include Thank You letters, Letters of Recommendation and invitations, as well as e-mails and social media.
- Time Management: Ask an alumnus or faculty members to discuss how to properly manage time, set priorities and conquer procrastination. The Chapter could even purchase copies of *Seven Habits of Highly Effective People* by Stephen Covey and have the Brothers read one Chapter a week to discuss at the weekly meeting.
- Graduate School: Have someone from graduate admissions discuss the process of applying to graduate school.

There are endless possibilities when it comes to Total Membership Education and there is an abundance of resources available to every Chapter: National Office Staff, Alumni, University Faculty/Staff, Local Businesses, Other Chi Phi Chapters, the Greek Life Office, the University Career Center, etc.



# Chi Phi Fraternity

*est. December 24, 1824*

## Section Ten: Recruitment

*"Recruiting is the lifeblood of any program, so you can't put anything above that ... But it wouldn't matter who you had here if you didn't have the right mental attitude and work ethic."*

*-Pete Carroll*

## University Recruitment Models

Every one of our host institutions has a different recruitment model. Some of our Chapters cannot recruit members until the second semester of their freshman year; some have to wait to join until their sophomore year, while other can join as soon as they start classes. There are campuses where bids can be extended at any time to a potential member, while other has to be on a specific date, at a specific time. Although many of these models look challenging, they all allow for the most fundamental aspect of recruitment; meeting people. There is not a campus anywhere in this country that has a rule against meeting people and making friends.

## Know the Rules

It is often assumed that a Chapter can or can't do something because they believe there is a rule against it. Time and time again Chapters hinder their recruitment process by merely assuming they can't do something. Always follow-up the assumed rules by finding where it is written. Just as citizens are responsible for knowing the laws that govern them, so are our Chapters. The excuse, "I didn't know I couldn't do that" is not a defense. Every Chapter should have a printed copy of the recruitment rules and all members should know the restrictions.

## Alcohol and Recruitment

The Chi Phi Fraternity prohibits the use of alcohol in recruitment/rush events. These are to include, but are not limited to formal and informal recruitment/rush events, as well as events that are designed to meet potential New Members. Every time a Chapter has a recruitment event they are advertising for the Chi Phi Fraternity. The potential members buy what is advertised and if that happens to be alcohol, parties or girls, then that is what the member will expect through their tenure of membership. If that member does not receive what he has "bought" then he will likely be a poor member, leave the organization or create that culture within the organization. Either way it will damage the Chapter.

## The Basics of Recruitment

1. Meet People – It is impossible to recruit people you do not meet. Get yourself in front of new people whenever the situation arises; sit next to someone new in class, talk to someone at the gym, sit with someone eating alone, join study groups, join other student organizations, join an IM team that is not Chi Phi's, etc. There are hundreds of ways you can meet new people. Every Chapter should have each member meet someone new every day.
2. Make Them Your Friend – Do not read ahead! Many people skip this step and go straight to the next. Spend some time with this individual outside of the area in which you met them and outside of the Fraternity. Meet up for lunch/dinner, study together, go to the movies, play some sports go to a concert or campus event, etc. You must build a rapport with this individual to earn their respect.
3. Introduce Them To Your Friends – Friends should be read "Chi Phi Brothers" in this passage, but it is imperative that they are not introduced, or come off as Brothers. They should simply be your friends. This can be accomplished by inviting them to an event like a sand volleyball game, a cookout, a movie night, etc. Any event that you do to make them your friend can be used to introduce them to your friends; all you have to do is invite more people. It is best to introduce them to a small number of friends; the potential member will then build a rapport with your friends. Again, make sure that this is not introducing them to Brothers; don't wear letter, don't have an event at the house, or invite them to recruitment/rush event yet.
4. Introduce Them To Your Fraternity - Most people who join a Fraternity do not plan to. So when you meet someone new and the first place you invite them to is the



Fraternity house most people will instantly be turned off. You must become their friend first; get them to know some of your friends (who incidentally are Chi Phis) then, when you are all comfortable, introduce him to Chi Phi. The manner in which they first see Chi Phi is very important. Until they know the group better, this interaction will be the sole judgment factor for the individual. If they come to a party, they will think it is what you stand for; conversely, if you invite them to a service event, then they will think that is what you stand for. Promote the best aspect of the Chapter in this introduction.

5. Ask Them To Join – Duh! It seems simple, yet many Chapters are very bad at asking people to be members. First, give them an idea that you *may be* interested in asking them to join. Find out what their objections will be and use your knowledge of the Fraternity to show them how the Fraternity will actually help them. Discuss topics like: available scholarships, athletics, New Member Program, community service/philanthropy, social activities and events (be truthful), anti-hazing policy, etc. Do not talk about these topics: drinking stories, inside jokes, politics, activities that may cause fear, etc. Simply ask this question, “If I were to ask you to join Chi Phi, what would you think?” Then answer his questions and reservations. If he is ready give him a bid!

## **Names Lists**

In the process of executing the steps above, it is important to be extremely organized. Every Chapter must use a running names list to achieve success in recruitment. A Names list should include the name of the potential member, his contact information, who made initial contact, their level of engagement, what was the manner that the individual was met, and the stage in which the member is in according to the 5 step model listed above. The Names List may also include: his major, a professor or faculty member that recommends the individual, GPA (if available), Hobbies, Hometown, etc. The Names List will then serve as your “Command Center” for recruiting members. You will use the information from the list to invite members to events and track their progression. Once they have joined Chi Phi, another organization, or have left school you take them off the list. If not leave them on the list and follow up.

## **Six Cylinders of Recruitment**

The Six Cylinders of Recruitment are ways in which you can add names to your Names List.

1. Referrals – Ask anyone and everyone for names of potential members. Don’t feel like your Chapter will look desperate, it is a method used by the top recruiters in the nation for every field. Ask sorority members, professors, advisors, Alumni, etc.
2. Member Positioning - This is using the involvement and positions that your members hold on campus to recruit New Members. For example, student clubs and organizations, orientation leaders, student government officials, members that work on campus, etc.
3. Summer Recruitment – Have some of the younger members of the Chapter reach out to their high school contacts. Call teachers and guidance counselors that your members have relationships with. Generally, your members that come from high schools that send a lot of students to your campus should know some people that will be attending in the fall. You want to be the first name that person hears when they come to campus.
4. Names Drivers – Events that tie into recruitment. If your Chapter holds an event open to all students it should collect contact information for those people that participate. If your Chapter offers a scholarship to any male on campus, use that information for recruitment. If you don’t then start! Some Drivers may include: NCAA basketball brackets, food drives, philanthropy events, etc.

5. Marketing For Names – To get the word out about your Chapter use signs, banners, Facebook pages, posters, etc. Always include contact information or a place for potential members to learn more,
6. Rush – Yes, your Chapter should still participate fully in rush, but it is only one of the six cylinders of recruitment. Use rush events to collect names of potential members.

## 365 Recruitment

365 Recruitment refers to a model of recruiting members every day of the year. Rush focuses on the “always joiners”, those that know they want a Fraternity experience, but mostly leaves out the “sometime joiners” and the “never joiners” who end up being some of the best members. Chi Phi expects all of its Chapters to use a 365 recruitment model. Your Chapter should always be cognoscente of recruitment and use regular Chapter operations as venue for recruitment. Even on campuses with deferred recruitment it is important to build your names list and meet new potential members. This can be accomplished by picking one of the six cylinders of recruitment and implement it into the Chapter calendar throughout the school year.

## Event Planning

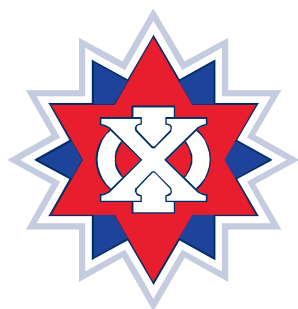
Big events are not the best way to recruit high quality men, but if you choose to hold events here are some questions you should ask:

1. What specifically will happen at this event?
2. How will this event portray our Fraternity?
3. What benefits of membership does it exemplify? Other than Brotherhood?
4. Who is the target market for this event?
5. Does the event appeal to our target market? How?
6. What must not happen at this event?
7. How will we ensure this will not happen?
8. What do we expect of our Brothers at this event?
9. How will this event make people want to join our Fraternity?

## Possible Recruitment Activities:

Coffee	Playing any General	Bon Fire
Lunch/Dinner	Sports	Poker Tournament/Casino
Sand Volleyball	Service Project	Night
Board Games	Guest Speaker	Boating
Pay-Per-View Event	Hiking	Sports Event (Pro or
Movie (Theater or at	Go to a Concert	School)
Home)	Downtown Excursion	Service Project
Study	Beach/Lake	BBQ
Bowling	Church/Temple/Prayer	Video Game Tournament
Yard Games	Group	Mini Golf
Golf	Go to the Gym	Community Fundraising

*\*Tip: Think of things your members already do as daily activities. Use these as opportunities to invite potential members and get to know them better. Information Developed by Phired Up! Productions. Visit [Phiredup.com](http://Phiredup.com) for free resources.*



# Chi Phi Fraternity

*est. December 24, 1824*

## Section Eleven: Chapter Excellence

*"It is not the honor that you take with you but the heritage you leave behind."*

*- Branch Rickey*

## Goal Setting

Do you want to take your Chapter somewhere? Do you want it to be far better after your four years of college than it is now? Would you like to have a lifetime involvement with an organization both on your campus and in the world which has awesome ties to your campus, maintains great Alumni connections, and helps its members both enjoy their college years and prepare for life following college? Now, is that desire unique to you or to your Chi Phi Chapter or Colony? Probably not. The truth is: Most undergraduate Brothers share that same passion.

What, then, is the difference between Chapters which remain stagnant year after year and Chapters which receive award after award, year after year? The single greatest factor, in determining the future improvement and growth of your Chapter, is its ability to evaluate itself (we *all* have areas in which we can improve), to adopt a shared vision, to create the goal of achieving that vision, and to work together to attain that goal.

The Accreditation Program (minimum acceptable standards for every Chapter and Colony and the goal-setting mechanism used by our greatest groups) is the single most under-utilized resource that Chi Phi Chapters have. This document is literally a checklist that individuals can use to evaluate their Chapters' strengths and weaknesses. Gaps in that evaluation can later be used to develop goals for the Chapter.

Stephen Covey, author of numerous professional development books and articles (including [The Seven Habits of Highly Effective People](#)), makes the following suggestion about goals: "keep them SMART. SMART goals are Specific, Measurable, Achievable, Realistic, and Time-Bound." Chi Phi likes to change the "R" to Ritual-based to better fit our purposes and values.

### SMART Goals

#### Specific

A goal must be specific. One cannot simply say, "Our Chapter's goal is to have a successful rush period." That goal statement is overly vague and will be impossible to measure. It's too subjective. A better way to state that goal might be "Alpha Gamma Chapter's goal is to recruit twenty men during the fall recruitment period." Not only is that statement specific in purpose, but it is a pass/fail test –either Alpha Gamma Chapter will achieve its goal, or they will not.

#### Measurable

Using quantitative values (numbers) add objectivity to your goal. Take for example, the goal "Alpha Gamma Chapter is going to support State University's Division I basketball team this season." That goal is certainly specific, but is it measurable? How much support can the team expect? Perhaps a better way to phrase that goal would be "Alpha Gamma Chapter will bring fifteen Brothers to every home basketball game during the 2012-13 season."

#### Achievable

It is important to remember that "achieving" a goal gives those working toward it a very strong sense of accomplishment. It develops their pride, their self-confidence, and their dedication to their team. This factor is especially important when creating long-term goals and objectives. Rather than setting a single monumental goal, it is always easier (and healthier for the team) for larger long-term goals to be broken into smaller short-term goals. Each of those short-term goals (also SMART) would be a step along the road to achieving the larger, long-term goal.

### Ritual-based

Setting goals that are not in line with the values and expectations of your Chapter or individual members deflates morale when a Chapter, group, or team fails to meet them. Always consider the values of Chi Phi, your Chapter and yourself when creating a SMART goal.

### Time-Bound

Have you ever had an assignment that didn't have a due-date? Probably not. Likely, most college students who didn't have deadlines would never get around to getting their assignments and projects done. The same is true with goals. If your goal doesn't have a deadline, how will you know when to look back and determine if you've achieved it or not? Possibly more important, however, is how will you keep yourself from simply saying, "Oh, I'll get to it next week"? Don't just say that you want to have three social events with the ladies of Delta Zeta (or whatever group the Chapter desires to associate with); say that you want to have three social events with the ladies of Delta Zeta this year.

## **Posting and Promoting Goals**

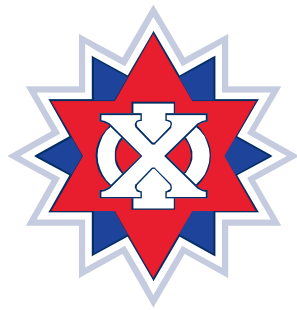
How is your group going to stay focused on its goals? How will you as a leader keep your group focused on elevating its status and achieving whatever objective has been agreed upon? The best way to keep your group focused is simply to remind them of the task at hand. Why not set your goals and print them at the bottom of every set of Chapter minutes, put them in every Alumni newsletter, and post them on the Chapter's website? The two most effective places to remind your Chapter about its goals are: (1) on the wall of wherever you hold your Chapter meetings, and (2) in a display case by the front door. How impressed might a random alumnus or your university president be if he saw, posted in your foyer, the Chapter's set of goals over the next academic year?

## **Developing Goals as a Group**

Have you ever had someone tell you that you were going to do something – regardless of whether you wanted to or not? Has a supervisor ever put expectations on your performance without any concern for your input? If so, then you realize that someone "handing down" a goal to you probably didn't motivate you very well. The same is certainly true for a Chapter. If your Chapter's Alpha were to tell the Chapter in his next meeting that the Chapter was going to become involved in more campus activities over the next year than any other group, few would be motivated to contribute to that goal. Why? Because it wasn't theirs.

For a group to move forward with its goals, it must be developed by everyone who is going to participate in achieving them. The Alpha might be more successful if he used three or four Chapter meetings to have his Brothers evaluate their goals collectively and to determine what areas they wanted to improve (ideally, if he used a broad measuring stick such as the "Basic Chapter Expectations", most members would see the same gaps in the Chapter's operations"). Ultimately, however, if the Chapter adopted individual SMART goals as a group, it would move itself forward with focus and direction. It would also do wonders for the Chapter's Brotherhood, as teamwork builds friendship.





# Chi Phi Fraternity

*est. December 24, 1824*

## Section Twelve: Educational Resources

*"The only person who is educated is the one who has learned how to learn and change"*

*-Carl Rogers*

## Academic Enhancement Skills

As a member of our Fraternity, you are held to a higher standard than many other students. The reason for this is that Chi Phi Fraternity shares its values and standards for all to see and hear, and we must therefore hold our members accountable to those standards. One of those standards is academic achievement—after all, you are ultimately in college to graduate and to begin a career, not simply to be a part of an organization. With this understanding, many Chapters and Colonies have academic standards for members to be initiated or to remain in good standing. All of the information on the following pages can be further developed with presentations, assessments, and practice through a visit to any college or university academic enhancement or tutoring center.

## Learning Styles

Visual Learners: learn through seeing.

These learners need to see the teacher's body language and facial expression to understand fully the content of a lesson. They tend to prefer sitting at the front of the classroom to avoid visual obstructions (e.g., people's heads). They may think in pictures and learn best from visual displays, which include diagrams, illustrated text books, overhead transparencies, Power Point, videos, flipcharts, and hand-outs. During a lecture or classroom discussion, visual learners often prefer to take detailed notes to absorb the information.

Auditory Learners: learn through listening.

They learn best through attending verbal lectures, participating in discussions, talking ideas through, and listening to what others have to say. Auditory learners interpret the underlying meanings of speech through listening to tone of voice, pitch, speed, and other nuances. Written information may have little meaning until it is heard. These learners often benefit from reading text aloud and using a tape recorder.

Tactile/Kinesthetic Learners: learn through moving, doing and touching...

Tactile/Kinesthetic persons learn best through a hands-on approach, actively exploring the physical world around them. They may find it hard to sit still for long periods and may become distracted by their need for activity and exploration. They learn best in laboratories, through field trips, and by role playing.

*Assessment: There are tests available online or through a college or university academic center that will help determine an individual's learning style. Once a style is determined, the center can also develop an academic plan for a student, perhaps by describing the best methods of note taking, studying, and test taking based on contemporary, sound pedagogy. Knowing your learning style can help you have greater achievements in your college career.*

Information acquired from:

[www.ldpride.net/learningstyles.MI.htm](http://www.ldpride.net/learningstyles.MI.htm)



## Ritual, Brotherhood, Club: The RBCs of Fraternity

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Ritual, Brotherhood, and Club are what might be called the RBCs of Fraternity Life. They have no mystic or Ritualistic significance, but, to say the least, they are the very cornerstone of our existence as Chi Phis. They are guideposts—understand them, and they will teach you. Think about them for a moment.

Taken separately, these three terms have meaning to almost anyone. Ask a man what a Ritual is, and a mental picture of something will form in his mind. Ask a dozen people, and you may get a dozen images—but each will have meaning for the person you ask. Now take the three of them together—Ritual, Brotherhood, Club—and you come up with something entirely different. Find this individual of yours again and ask him: What is something that is a Ritual, a Brotherhood, and a Club? His mental image, this time, would not form so fast.

Think for just a second. Take those three terms and analyze them separately in terms of their everyday usage.

- The Ritual implies a religious or idealistic purpose. (Black book or candle)
- The Brotherhood gives a picture of people living together, or of sharing their college years in harmony—the human element. (A Chi Phi badge)
- The Club may be thought of in a social purpose or athletic team. (Soda/Beer can, jersey)

Taken together, again, what have you now? A Ritual, in this case, is constructed upon ideals; a Brotherhood is composed of people living together in harmony; and a Club, which is itself a social purpose, is the Friendship that is Chi Phi.

First, you have an organization that is “constructed upon ideals” and that is “composed of people living together in harmony.” Can members of our Fraternity live together in harmony if we have no common ideals—no common purpose besides partying together?

Consider the definition of Brotherhood, true Brotherhood, as men dedicated to a common ideal. Initiation means ideals, but it is more than a ceremony that simply reveals our Ritual. In other words, because of the idealistic purpose of the organization, its Members—our Brothers—live together in harmony. Members living together in harmony are in itself a social purpose, perhaps the highest social purpose any organization can have.

Now, let’s look at the RBCs themselves: the Ritual makes possible the Brotherhood, which in turn makes possible the Club, or social purpose. So you can see: Our RBCs are more than a mere listing of three elements. They are listed in a definite order, and this arrangement has distinct and important meaning—the ideals must come before the Brotherhood, and the Brotherhood must come before the purely social aspect.

Arrange the three backwards, and you have something vaguely resembling a country Club. If this is what you want, then Chi Phi and its higher meaning are not for you. If the social purpose is put first, then what need have you for our ideals, values, or Brotherhood. Try to put the Brotherhood first, and again it will not work. Upon what would the Brotherhood be based? Nothing.

The Ritual has to come first.

Look at the three from still another angle: Consider the English alphabet. If you were to remove just a few letters from the English language, you would soon find communication virtually impossible and that you no longer really had the English language at all. So it is with Chi Phi. Remove one element, and you change the true meaning of our Fraternity.

Remove the Ritual, and you would have only a Club without purpose and without true Brotherhood, there would be nothing to hold it together. Remove the Brotherhood, and all else would become unworkable. It would be impossible for us to strive for the attainment of our ideals without working and living together in harmony. Remove the Club, and you would have a narrow organization capable of movement in only one direction—without the social aspect, there would be little real expression left for the ideals and the Brotherhood.

Now the picture of our purpose is more complete; these elements are ranked in definite order of importance. None is so unimportant that it can be excluded without disastrous results.

Yet, something is still missing. Thus far, only the “organization” has been addressed. What about the individuals in it? What might these RBCs tell you about each individual member?

One phase might be “well-rounded.” Another could be “mature.” He would apply himself seriously to situations at times and could apply levity at others. For instance, Chapter meetings are for the conducting of business, not opportunities to be frivolous. On the other hand, parties are just the opposite. Brothers need to have the mature judgment to discern the proper time for the Ritual and the proper time for the Club.

## **What a Wink and Nod Cost**

### **By Mark Webb, Delta Chi Fraternity**

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What does that oath mean to you? Rules and by-laws are only as good the Chapter's devotion to them. Ultimately, it doesn't matter what the rules are if the character of the Chapter is lacking. Consider the following:

"We had a minimum GPA, but when a Brother flunked out, we gave it a wink and a nod and let him remain active, or become an "early alumnus," anyway. We had enrollment requirements, but when a Brother took a year (or two) off, we gave it a wink. There were bozo pledges that we didn't weed out. Sure enough, they became bozo Brothers who were a cancer on the Chapter, but hey, we could overlook that. We had rules regarding dues, but we gave them a wink. We had rules regarding Chapter participation, but we gave those a wink, too.

"The university, national Fraternity, and the Chapter had rules regarding hazing, but the 'big' houses on campus did it, so we gave it a wink. We had rules about the upkeep of the house, but we gave that a wink as well. We had rules against underage drinking, but winked when a pledge was passed out over the balcony rail. We performed ritual, without respect, making jokes the entire time we were up there 'leading by example.' Yeah, it was funny, but it also showed our true devotion to our Chapter and our Fraternity. We swore a blood oath to honor and we winked yet again.

"The last time that I visited the house was, I guess, the summer of 1993 or 1994. It wasn't the old good house, the old southern mansion with the big columns. The Chapter was now renting out a ratty old apartment house, and a new Fraternity had moved into the old house. I guess we just couldn't make the rent. We, myself and a few other alums, were greeted by three Brothers who were swigging a bottle of Jack Daniels on the front porch. The house was a sty. Crap was strewn all over—empty cans and bottles, old newspapers. The bathrooms were a science project and smelled like vomit.

"The last thing I remember was some drunken kid asking me to donate a keg. I left that night and never had the urge to go back.

"Well, the chickens came home to roost. I got a letter back in June saying that the Chapter had folded, again, for the third time in 30 years. It took longer than I had expected; really, this was a 17-year run. They had lost their wallow of a house, apparently, and the pledge/initiation numbers, listed in our Alumni magazine, had been dwindling for years. I was surprised that I even received a letter, because Lord knows, no Chapter Brother had ever taken the time to write.

"I work in a high-rise that overlooks my old house. I really loved that house and the time I spent there. I loved the guys that were in the Chapter with me. I loved those days. I loved the notion that a Fraternity was about something noble, and enduring. The ideas that my Fraternity espoused were worth devoting the best years of my life to; it is my deep regret that we did not honor with our actions what we honored with our lips.

"Character is something that comes with maturity, and I guess we didn't have much of that either."

## The Secret Thoughts of a Ritual

### Edward M. King, Sigma Chi Fraternity

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There are many rituals around us. Some of them are very informal and loosely structured; others are very formal and precisely worded. Whether you are aware of it or not, your whole life is based on certain ritualistic patterns. The way you get up in the morning, the way you study, the way you organize your social life, the way you speak and write are all based on certain habits or routines that you develop and are performed, by and large, in an informal ritualistic way.

I would like to share with you some thoughts on another kind of ritual, one that is considered very private and is often esoteric: I am the Fraternity ritual, one that you will find locked in a file in the corner of some dark office. Because I don't get used or opened up very often, I have a lot of time to think and I'd like to share with you some of my thoughts. Sometimes, I go through a real identity crisis. Who am I? What am I? Why am I? In order to know what a thing is, you must first know what it is for. You tell what a thing is for by the way it is used.

"About once a semester, there comes a mad rush for my existence ..."

Although there are some exceptions to the way I am used, let me tell you how the majority of fraternities use me. The vast amount of my time is spent in a dark cabinet, locked up, and gathering dust. About once a semester, there comes a mad rush for my existence, people literally scrambling, and all of a sudden, I become very important. It's really funny because many times they can't find me. They forget where I was placed and mild panic sets in until finally they dig me out from under the stacks of constitutions, by-laws, and Chapter minutes. Once I am found, I am under 24 hour surveillance; it's almost as if I'm being digested, but that's not really it: What's happening is that I'm being memorized. I'm literally studied word for word, phrase for phrase, and sometimes people even argue over me, two or three people wanting me at the same time. They begin, "Well, let me just copy my part," and then the argument gets hotter because somebody says, "No, it's not legal to copy anything out of the ritual." Some people, however, go ahead and fudge a bit and copy their part and then pass me on.

After being up almost all day and all night for a week, I am taken to a dimly-lit room where a number of people are gathered. There I am presented with much feeling and serious drama. It is obviously a moment of great climax for some of the people, for they are seeing and hearing me for the very first time. Shortly after the ceremony, I am brought back to the dark room and placed in the locked file drawer, and I am not seen or heard of until the end of the next semester. In this case, as a ritual, what am I? Well, as I see it, I am a perfunctory service that must be performed in order to get New Members into an organization. Once the initiation is over, I'm pretty much pigeon-holed as obsolete until the next class is to be initiated.

"...after the ceremony ... I am not seen or heard of until the end of next semester."

However, in some Fraternity houses, I exist in quite a different fashion. Shortly after the initiation, the Brothers come in one by one, take me out of the drawer, and look me over very carefully. Some just try to read me; others try to memorize me. Whatever the case, I like it when they use me. Sometimes they even argue over me, and this gets exciting because you see that's what I'm about. I'm meant to be read carefully, discussed, and even argued about. Yes, in fact, I can even be changed. I'm really a very human document, one

that was written down some time ago after a great deal of thought by one or two men, and I have been rewarded, rephrased, and re-evaluated many, many times.

“In order to know what I’m really about, I need to be perpetually used and studied.”

In order to know what I’m really about, I need to be perpetually used and studied. (Too often, the members mention me only at initiation time, and I’m really meant for much more than that.) In fact, one of my most important missions is to help the active Chapter at its weekly meetings. If I am understood and used properly at these weekly meetings, I can really help the Chapter get things together. There are always a few men who don’t like to use me and put up a big argument about having an informal Chapter meeting. What a joke that usually turns out to be.

Most informal Chapter meetings last a heck of a lot longer than formal Chapter meetings where I’m used. As I’ve listened to people and watched how they use me, and a couple of important thoughts have crossed my mind. First, the fraternities have done an excellent job keeping me an esoteric document and therein is much of the problem. Not only am I a secret document to the outside, but I am a secret to most of the members as well. They really don’t understand me because they’ve never really studied me. Some people, I suspect, would like to keep me very, very secret because if non-members found out what I stood for, they might expect the members to live by it and that would be very difficult. Therefore, they keep me secret and they won’t have to change their lifestyle.

Although I can be used in different ways and for different things, when you boil me down to my fundamental essence, I’m essentially one thing, a system of values. I don’t change very much because I am the product of history and the spirit of man and how he relates to his fellow man and to his God. This relationship between man and man and man and God has never been a static one. It is confusing and illuminating, painful and exciting—perhaps, a separation and a reunion—and although I appear to be a contradiction, I am really no more of a contradiction than man himself. Too frequently, we forget that man is both animal and spiritual in nature, and to reconcile the two can often be painful, confusing, and frightening. And that is why it is so critical that man understands who I am and what I am for.

Because I am a system of values, I am therefore an instrument of self-evaluation. My values are clear and absolute, yet difficult to emulate. To state a few, I am honor, courage, integrity, fidelity, and courtesy; and I demand self-control as well as ambition and humility. What your Founders did is to take the idea of friendship and move it a significant step forward to the concept of commitment.

“Because I am a system of values...”

Those of you who are leaders in the Fraternity movement—the officers who are in national, international, or general fraternities and those who are professional Fraternity men—must continue to ask yourselves how you can improve in articulating the message of your Fraternity to your Brothers. Why is it that some of the members get it and others do not? To some, the message goes deep and becomes a part of their very being; for others, it never scratches the surface. Ask yourself the following questions when you attend your regional meetings, your workshops, retreats, leadership schools. How much time do you spend discussing and sharing with each other what personal effect you have had on your lives? Do you, as so many active Chapters do, use me to start the meeting and close the meetings and become so involved in your day-to-day business that you forget that I am there to be reflected upon? For those of you who do understand and use me, are you afraid or ashamed to share those experiences and thoughts with your fellow Brothers? Those of you who are Fraternity leaders and are not using me in this way are very derelict

“Why is it that some of the members get it, and others do not?”

in your responsibilities, your duties, and the very oath that you took when you became a member and an officer in your Fraternity. For, you see, as written in your esoteric manuals, I am really of very little value unless you and the other Brothers, through your mutual sharing, begin to experience the essence and depth of my message. Then you and I are activated by the real charge into your spiritual and moral fiber that is possible for all men but achieved by too few. The effectiveness of my message is in direct proportion to your knowledge and belief in my values.

If there is something about me that you do not like, then change me, but for God's sake do not ignore me. It is the indifference to and the ignorance of my essential message that continues to stifle the growth of the Fraternity system. Never has the time been so ripe as this period in our history when the young people of today on our college campuses are crying out for the kind of message, guidance, value, and leadership that has been so long hidden in my pages.

If you would just realize that by better knowing and understanding me, many of your day-to-day problems, housing, drugs, collections and apathy, would simply fade away and not exist.

“... if he chooses not to obey and follow that oath, then he should be asked to leave the Brotherhood.”

If a Brother slips and becomes derelict, he should be asked to review his oath and charge, and if he chooses not to obey and follow that oath, then he should be asked to leave the Brotherhood. If you would weed out those who do not wish to follow or believe in the obligation they swore to uphold, we would all be much better off. Too frequently, I see you caught up with the numbers in our Brotherhood rather than the quality of our Brotherhood.

Basically, I am a road map to help a person along his journey of life and to assist him in his communion with his fellow travelers. Who am I? Your ritual. What am I? A system of values. What am I for? My purpose is not to make you a better Fraternity man, but rather a better human being.