

2021-2022 New Member Resource Guide



Chi Phi Fraternity

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

William M. Byrd Chi Phi National Headquarters Building
1160 Satellite Blvd. NW Ste. 201, Suwanee, GA 30024
Phone: (404) 2311824
Email: chiphi@chiphi.org
Website: www.chiphi.org

Published by the National Office of the Chi Phi Fraternity. Copyright © 2021

Dear New Member,

Congratulations on your decision to join the Chi Phi Fraternity! 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.

Importantly, your Chi Phi journey is not just for four years. It is forever. The friendships you form with your brothers during your undergraduate years will stay with you the rest of your life.

Established at the College of New Jersey (later Princeton University) on December 24, 1824, our Fraternity has witnessed our members distinguish 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.

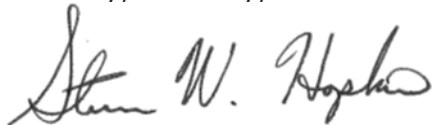
As members of Chi Phi, we profess and subscribe to a higher form of friendship that we refer to as Brotherhood. Chi Phis are gentlemen who respect and defend the rights of others. We profess a devotion to high moral conduct and responsible citizenship. We are today's campus leaders and tomorrow's world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

Welcome to the Brotherhood of Chi Phi, and I hope your Chi Phi journey brings you as much enjoyment as mine has brought to me.

Fraternally, Eternally,

A handwritten signature in black ink that reads "Steven W. Hopkins". The signature is written in a cursive, flowing style.

Steven W. Hopkins, Nu 1999
Grand Alpha

Table of Contents

Section One: Introduction to Membership	4
The Chi Phi Fraternity Pledging Ceremony	5
The Chi Phi Experience Should Aim To:	7
Chi Phi Standards	8
GreekLifeEdu™ for College: Population-Level Prevention®	8
Financial Obligations	8
Statuses of Membership	10
Speaking and Writing with Credibility	11
The Objective of a New Member Education Program	13
Section Two: Introduction to our Principles and Values	14
What is a College Fraternity?	15
The Mission of Chi Phi	15
The Vision of Chi Phi	15
The Creed of Chi Phi Fraternity	15
The True Gentleman	15
The Prayer of Chi Phi	16
Chi Phi's Shared Core Values	16
Chi Phi's Position on Diversity, Equity, and Inclusion	17
Section Three: Chi Phi History and Heritage	18
About the Chi Phi Fraternity	19
Chi Phi Symbols	19
The History of Chi Phi Fraternity	20
Chi Phi Fraternity Song	22
Section Four: Fraternity and Sorority World	23
The North American Interfraternity Conference	24
National Panhellenic Conference Sororities	25
National Association of Latino Fraternal Organizations	26
National APIDA Panhellenic Association	27
National Pan-Hellenic Council:	28
Section Five: Organization of the Chi Phi Fraternity	29
Structure of the Chi Phi Fraternity	30
Grand Council	31
The Chi Phi National Office	32
The Chi Phi Educational Trust	33
Active Chapters of Chi Phi Fraternity	34
Section Six: Alumni	36
Chi Phi is for Life	37
Section Seven: Chi Phi Fraternity Standards	39
Scholastic Policy	40
Risk Management	41
Accreditation Program	44
Section Eight: Chapter Operations	46
General Introduction to Chapter Operations	47
Chapter Organization	47
Chapter Officer Duties and Job Descriptions	48
Section Nine: Total Membership Education	54
Total Membership Education	55
Section Ten: Chapter Excellence	57
Goal Setting	58
SMART Goals	58



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 can arise. The lack of adjustment to the campus has been a cause of academic failure, as well as a source 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 primary reason 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 producing a well-rounded man. Our Chapter will encourage sensitivity for other cultures and knowledge of social manners.
- **PROMOTE FRIENDSHIP:** These two words best embody the Chi Phi Fraternity. Friendship is the reason that we joined. This is the reason that keeps us active in the Chapter for our time in college, and it is the reason that we stay close to the Fraternity and its members for the rest of our lives.
- **PROVIDE A BENEFICIAL LIFELONG 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.

The following definition of Hazing is provided from the Chi Phi Risk Management Policy

No Chapter, Associate Chapter, 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 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 or prior to initiation, whichever occurs first.

Visit 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 50,000 members around the world. The fees assessed by the national Fraternity fund staff Chapter and Associate Chapter services, 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 Georgia. The National Office works to provide services and resources to Chi Phi's Chapters and Associate Chapters, over 48,000 living Alumni around the world, and numerous Chi Phi Clubs and Alumni Associations.

The New Member Pinning Fee of \$100.00, assessed by the National Fraternity, is due immediately upon joining. The Chapter is responsible for reporting all New Members to the National Office within five days of the Pledging Ceremony. The Pledging Fee is a one-time charge for every member

The Initiation Fee of \$240.00, assessed by the National Fraternity, is due by 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 it is not assessed for New Members during their first academic term. If they join in the fall, one half of the assessment will be charged during the spring term. This rate is set by our insurance provider (Note: The liability insurance only applies if the Chapter is compliant with Chi Phi's Risk Management Policy.)

Undergraduate dues of \$77.50 are assessed to each Chapter twice annually (\$155 per year), but they are not assessed to New Members in their first academic term.

Fee	Due	Amount
New Member Pinning 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 Associate Chapter.

++ 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 Chi Phi 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.

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 Initiated 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 Initiated 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 Initiated 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.

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

Alumni 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 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

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 an Associate Chapter and to a Fraternity. The proper term used when describing your status is as a member of the “_____ Chapter/ Associate Chapter 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 to members of Chi Phi on a specific campus

Associate Chapter – newly formed Fraternity on campus, operating under the guidelines of the “Basic Associate Chapter Operations;” an Associate Chapter has not received a Charter, but Associate Chapter members are recognized as full members of the Fraternity

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 New Members with a pledge pin, called a Chakett

Founding Members– the initial group of undergraduate men who form the Associate Chapter; 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 undergraduates meet for weekly meetings and perform all Ceremonies/Rituals of the Fraternity

National – 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.

New Member – 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. In other words, a pledge is not a person, but an oath that they make.

New Member Educator/Theta – Chi Phi (like every other national Fraternity) has moved beyond the archaic practice of calling men who orient New Members to the Chapter “Pledge Educators”. Instead, we refer to these men as New Member Educators. The officially recognized officer title for this position within Chi Phi is “Theta”.

Personal Property – the materials owned by the Associate Chapter/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.

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 and contribute 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.

The Length of Chi Phi's New Member Programs

The Fraternity encourages its Chapters to get to know potential Members before they are pledged and not during the New Member period. All New Member Programs are to be submitted to the National Office for review.

What to Expect as a New Member

Being a New Member is a life-changing 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 it to begin with. A Fraternity surrounds its members with a family of individuals whose goal is the growth and development 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's Position on Diversity, Equity, and Inclusion

Chi Phi Fraternity is committed to building more aware citizens, and we celebrate Brothers of all backgrounds. By making the fraternal experience more equitable and inclusive, we will be stronger and more diverse. We honor our fraternal values by engaging in constructive dialogue in the Brotherhood, in the Chapter, and in our society. We acknowledge the lived experiences of our Members and of those they encounter. We strive to foster inclusive communities and to continually improve ourselves to fully embody Chi Phi's values of Truth, Honor, and Personal Integrity. – Adopted by the 155th Chi Phi Congress (Las Vegas, NV).



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 – In 2019, the 154th Congress (Indianapolis, IN) adopted the White Chrysanthemum as the Fraternity’s Official Flower. This adoption was made in honor of Tanner Wray, Phi Delta 2019, who entered Chapter Eternal unexpectedly in 2018.

The White Chrysanthemum was chosen for the meaning of truth, loyalty, honesty, lasting friendship and non-romantic affection, enduring life and rebirth. It is also the flower of November, the month of the founding of the Hobart Order.





Throughout our history, many Associate Chapters and Chapters have chosen to present yellow roses, symbolizing friendship.

The Values of Chi Phi – Chi Phi Fraternity was founded based on 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

 <p>Chi Phi Fraternity America's First Social Fraternity est. December 24, 1823</p>	<p>The Brand is the official logo mark for the Chi Phi Fraternity.</p>
	<p>The Badge is the jeweled “Chi” “Phi” worn by initiated Brothers of the Fraternity.</p>
	<p>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.</p>
	<p>The Crest is the official coat of arms of the Fraternity.</p>

The History of Chi Phi Fraternity

OVERVIEW	<p>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.</p>
1824 PRINCETON ORDER	<p>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.</p>
1854 PRINCETON ORDER RE- ESTABLISHED	<p>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.</p>
1858 SOUTHERN ORDER	<p>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.</p> <p>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</p>

<p>1860 SECRET ORDER</p>	<p>name had already been taken. The Chapters' original designation is then preceded by a hyphenated Alpha.</p> <p>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.</p>
<p>1867 UNION OF THE NORTHERN ORDER</p>	<p>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 Lancaster 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.</p>
<p>1874 UNION OF THE NORTHERN AND SOUTHERN ORDERS</p>	<p>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.</p> <p>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.</p>

Chi Phi Fraternity Song - "Gather Brothers"

Gather Brothers

Tune: Maryland, My Maryland

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

(chorus)

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



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 60 men's college fraternities with over 5,500 Chapters on more than 800 campuses throughout the United States and Canada. The NIC represents an estimated 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 Sigma Phi
Alpha Chi Rho	Pi Kappa Alpha
Alpha Delta Gamma	Pi Kappa Phi
Alpha Delta Phi	Pi Lambda Phi
Alpha Gamma Rho	Psi Upsilon
Alpha Kappa Lambda	Sigma Alpha Epsilon
Alpha Phi Alpha	Sigma Alpha Mu
Alpha Tau Omega	Sigma Chi
Beta Chi Theta	Sigma Nu
Beta Sigma Psi	Sigma Pi
Beta Theta Pi	Sigma Tau Gamma
Beta Upsilon Chi	Tau Delta Phi
Chi Phi	Tau Epsilon Phi
Chi Psi	Theta Xi
Delta Chi	Theta Chi
Delta Kappa Epsilon	Triangle
Delta Lambda Phi	Zeta Beta Tau
Delta Phi	Zeta Psi
Delta Sigma Phi	
Delta Tau Delta	
Delta Upsilon	
FarmHouse	
Iota Nu Delta	
Iota Phi Theta	
Kappa Alpha Psi	
Kappa Alpha Society	
Kappa Delta Phi	
Kappa Delta Rho	
Lambda Sigma Upsilon	
Lambda Theta Phi	
Nu Alpha Kappa	
Phi Gamma Delta	
Phi Iota Alpha	
Phi Kappa Psi	
Phi Kappa Sigma	
Phi Kappa Tau	
Phi Kappa Theta	
Phi Lambda Chi	
Phi Mu Delta	
Phi Sigma Kappa	

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.

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

* 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 16 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 Upsilon/Señoritas Latinas Unidas Sorority, Inc.
Alpha Psi Lambda-National, Inc. March 10, 1985	Lambda Pi Upsilon Sorority, Latinas Poderosas Unidas, Inc. November 6, 1992	Corazones Unidos Siempre Chi Upsilon Sigma National Latin Sorority, Inc. March 11, 1981
Gamma Phi Omega International Sorority, Inc. January 22, 1992	Latinas Promoviendo Comunidad/Lambda Pi Chi Sorority, Inc. April 16, 1988	Omega Phi Beta Sorority, Inc. March 15, 1989
Phi Iota Alpha Fraternity, Inc. December 26, 1931	Lambda Sigma Upsilon Latino Fraternity, Inc. April 5, 1979	Gamma Zeta Alpha, Inc December 3, 1987
Kappa Delta Chi Sorority, Inc. April 6, 1987	Lambda Alpha Upsilon Fraternity, Inc. December 10, 1985	
	Lambda Alpha Upsilon Fraternity, Inc. December 10, 1985	
	Hermandad de Sigma Iota Alpha, Inc. September 29, 1990	

National APIDA Panhellenic Association

Established in 2004, the National APIDA Panhellenic Association (NAPA) is an umbrella organization for 20 Asian Pacific Islander Desi American Greek Letter Organizations. NAPA serves to advocate the needs of its member organizations and provides a forum to share ideas and resources within its members. NAPA supports the development of positive relations through open communication with interfraternal partners to enrich the fraternal experience.

alpha Kappa Delta Phi International Sorority, Inc. February 7, 1990	Delta Phi Lambda National Sorority, Inc. December 5, 1998	Lambda Phi Epsilon International Fraternity, Inc. February 25, 1981
Alpha Phi Gamma National Sorority, Inc. February 1, 1994	Delta Phi Omega National Sorority, Inc. December 6, 1998	Pi Alpha Phi National Fraternity, Inc. February 1, 1929
Alpha Sigma Rho National Sorority, Inc. April 2, 1998	Delta Sigma Iota National Fraternity, Inc. August 15, 2000	Pi Delta Psi National Fraternity, Inc. February 20, 1994
Beta Chi Theta National Fraternity, Inc. June 2, 1999	Iota Nu Delta National Fraternity, Inc. February 7, 1994	Sigma Beta Rho National Fraternity, Inc. August 16, 1996
Chi Sigma Tau National Fraternity, Inc. September 9, 1999	Kappa Phi Gamma National Sorority, Inc. November 8, 1998	Sigma Psi Zeta National Sorority, Inc. March 23, 1994
Delta Epsilon Psi National Fraternity, Inc. October 1, 1998	Kappa Phi Lambda National Sorority, Inc. March 9, 1995	Sigma Sigma Rho National Sorority, Inc. December 10, 1998
Delta Kappa Delta National Sorority Inc. October 1, 1999	Kappa Pi Beta National Fraternity, Inc March 16, 2000	

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	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."
KAPPA ALPHA PSI FRATERNITY, INC. 1911	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.
OMEGA PSI PHI FRATERNITY, INC. 1911	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 persona 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.
DELTA SIGMA THETA SORORITY, INC. 1913	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	Iota Phi Theta, Fraternity, Inc., the last of the "Divine Nine" traditionally African-American Fraternities and Sororities was born in 1963.
ZETA PHI BETA SORORITY, INC. 1920	Iota Phi Theta, Fraternity, Inc., the last of the "Divine Nine" traditionally African-American Fraternities and Sororities was born in 1963.
SIGMA GAMMA RHO SORORITY, INC. 1922	Iota Phi Theta, Fraternity, Inc., the last of the "Divine Nine" traditionally African-American Fraternities and Sororities was born in 1963.
IOTA PHI THETA FRATERNITY, INC. 1963	Iota Phi Theta, Fraternity, Inc., the last of the "Divine Nine" traditionally African-American Fraternities and Sororities was born in 1963.



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 is the supreme governing body of Chi Phi. It is composed of two voting delegates from each active Chapter, one voting delegate from each active Associate 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 undergraduate 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, Associate Chapters, and all 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 Grand 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 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 Executive Director and some additional staff roles 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 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 HERITAGE AND TRADITIONS COUNSELOR 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 Associate Chapters. 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.

Current Members of the Grand Council (as of August 2021):

Grand Alpha	Steven W. Hopkins	Nu 1999
Grand Beta	Alan Abels	Psi 1971
Grand Gamma	Mark LaRue	Iota 1982
Grand Delta	David Ebner	Delta Zeta 2008
Grand Epsilon	Clark Kjorlaug	Omega 2012
Grand Zeta	Matt D. Scheller	Psi 2007
Grand Eta	John Christian	Lambda 1980
Grand Theta	Patrick Sheddy	Iota Delta 2022
Grand Iota	Christopher Long	Lambda 2023
Member at Large	Hunter Bond	Delta Theta 2021
Member at Large	Tom Deans	Phi Lambda Theta 1955
Member at Large	Carl Michel	Lambda Zeta 1999
Heritage & Traditions Counselor	Safwan Chowdhury	Psi Zeta 2022
Scholastic Counselor	Brody Stogdill	Alpha-Pi 2020
Alumni Development and Engagement Counselor	Kevin Barnes	Mu Theta 2004
Executive Director	Michael J. Azarian	Psi Delta 1997

The Chi Phi National Office

The Chi Phi National Office is 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 Associate Chapters 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

Telephone: 404.231.1824
Email: chiphi@chiphi.org
Web: www.chiphi.org
Facebook: www.facebook.com/ChiPhiFraternity
Twitter: www.twitter.com/ChiPhiNational

Chi Phi National Staff | 2021 – 2022

Executive Director:	Michael Azarian <i>Psi Delta 1997</i>
Assistant Executive Director:	Ryan Lugabihl <i>Pi Kappa Phi Fraternity</i>
Financial Controller:	Ms. Jan Whitten <i>Delta Zeta Sorority</i>
Director of Growth and Alumni Services:	John Fisher <i>Delta Pi 2013</i>
Coordinator of Chapter Development:	Amy Wyer, M.Ed. <i>Alpha Gamma Delta Fraternity</i>
Coordinator of Chapter Development:	Denim Grzesik, M.P.A. <i>Alpha Zeta 2019</i>
Coordinator of Chapter Development:	Derrick Hinton II, M.B.A. <i>Alpha-Pi 2017</i>
Leadership Consultant:	Jon Arthur <i>Delta Pi 2021</i>

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 several 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:	Fran Nolan, Kappa Delta 1990
Vice-Chairman:	Robert Ramin, Xi 1982
Treasurer:	Ric Perez, Theta Delta 1981
Secretary:	John Hutzler, Kappa Delta 1990
Trustee:	Dan Ahearn, Theta Delta 1999
Trustee:	H. Mike Dever, Eta 1978
Trustee:	Blake Gober, Alpha Zeta 2003, Eta 2004
Trustee:	Mario Lento, Xi Delta 2012
Trustee:	Chris Shuler, Alpha Zeta 1984
Trustee:	David Skelton, Omega 1980
Trustee:	Jon Sterling, Omega 1991
Legal Counsel:	John P. Christian, Lambda 1980

The Board of Governors of the Chi Phi Educational Trust

Chairman:	Fran Nolan, Kappa Delta 1990
Vice-Chairman:	Robert Ramin, Xi 1982
Governor	Christopher Fernandez, Rho Delta 2017
Governor	Miles Crowder, Gamma 1963
Governor	Bob Finley, Lambda 1980
Governor	Eric Moon, Alpha Zeta 1997
Governor	Michael Molinari, Alpha Zeta 1997

Active Chapters of Chi Phi Fraternity, 2021

Chapter Name	Institution	Founded On
Alpha	University of Virginia	05/01/1859
Beta	Massachusetts Institute of Technology	05/27/1873
Delta	Rutgers University	03/19/1867
Epsilon	Hampden-Sydney College	03/02/1867
Eta	University of Georgia	04/16/1867
Theta	Rensselaer Polytechnic Institute	05/25/1878
Lambda	University of California, Berkeley	02/11/1875
Mu	Stevens Institute of Technology	10/18/1883
Nu	University of Texas at Austin	03/10/1892
Xi	Cornell University	10/13/1868
Rho	Lafayette College	01/30/1874
Tau	University of Alabama	04/20/1920
Upsilon	Hobart College	11/14/1860
Psi	Lehigh University	02/22/1872
Omega	Georgia Institute of Technology	06/02/1904
Alpha-Alpha	The University of North Carolina at Chapel Hill	08/21/1858
Alpha-Pi	Iowa State University	12/24/1922
Alpha-Chi	Ohio Wesleyan University	11/06/1873
Alpha Delta	Pennsylvania State University	05/09/1924
Eta Delta	University of Southern California	04/06/1934
Theta Delta	University of Florida	02/15/1935
Alpha Theta Chi	University of Nebraska-Lincoln	11/26/1932
Delta Xi	West Virginia Wesleyan College	05/01/1965
Kappa Delta	University of Rochester	02/05/1966
Mu Delta	Auburn University	10/21/1967
Xi Delta	Florida Institute of Technology	12/07/1968
Rho Delta	Oglethorpe University	05/03/1969
Sigma Delta	University of California, Davis	05/31/1969
Psi Delta	University of North Carolina at Charlotte	12/12/1970
Alpha Zeta	University of West Georgia	05/19/1973
Gamma Zeta	University of North Carolina at Wilmington	04/28/1979
Phi Lambda Theta	Bucknell University	05/05/1984
Tau Zeta	Boston University	03/25/1995
Psi Zeta	University of Texas at Dallas	10/01/1993
Omega Zeta	University of North Florida	06/27/1998
Delta Pi	Georgia Southwestern State University	11/06/1999

Delta Theta	Clemson University	04/16/2001
Epsilon Theta	East Carolina University	01/07/2002
Zeta Theta	State University of New York- Oneonta	03/07/2003
Eta Theta	University of Maryland, College Park	11/21/2003
Iota Delta	Indiana University Bloomington	11/15/1958
Iota Theta	Schreiner University	06/24/2005
Lambda Theta	University of Massachusetts Dartmouth	10/20/2006
Xi Theta	Southern Utah University	11/05/2011
Omicron Theta	State University of New York- Plattsburgh	05/10/2012
Sigma Theta	Towson University	11/01/2015
Tau Theta	Central Michigan University	11/09/2019
University of Tampa, Associate Chapter	University of Tampa	10/19/2019

* Dates are based on original Chartering date or date of Association 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 Corporations 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 undergraduate Brothers can

have the 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 Associate Chapter of the Chi Phi Fraternity hereby agrees to abide by the following terms and conditions:

Basic Academic Requirements:

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

No Initiate member or member awaiting Initiation shall be eligible to attend or participate in any social function sponsored by a Chapter, Associate Chapter, 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 Associate Chapter shall identify and utilize a faculty advisor to serve as a resource concerning academic and university related matters.

Academic Assistance

The Chapter or Associate Chapter 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.

Academic Chairman

The Chapter or Associate Chapter 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 of advancing scholastic achievement within the Chapter or Associate Chapter.

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 Associate Chapter 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 Associate Chapter'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 operates under the provisions of this insurance policy. If your Chapter does not operate in accordance with 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.

Things You Should Know

- Repeated violations of these 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.

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, Associate Chapter, 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.

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/Associate Chapters, 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 last several 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 Associate Chapters. 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, Associate Chapters, 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/Associate Chapter 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/Associate Chapters 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 Associate Chapter 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 semesters 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: 2.70 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 an 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



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 nine elected Chapter Officers. Some Chapters, dependent upon the number of Brothers or tradition, choose to elect additional 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 committee's function and 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, pinning 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 **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 **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 regarding 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 acting 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 **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 Associate Chapter, 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 **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 when considering 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 valuable 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 "airtime." 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.

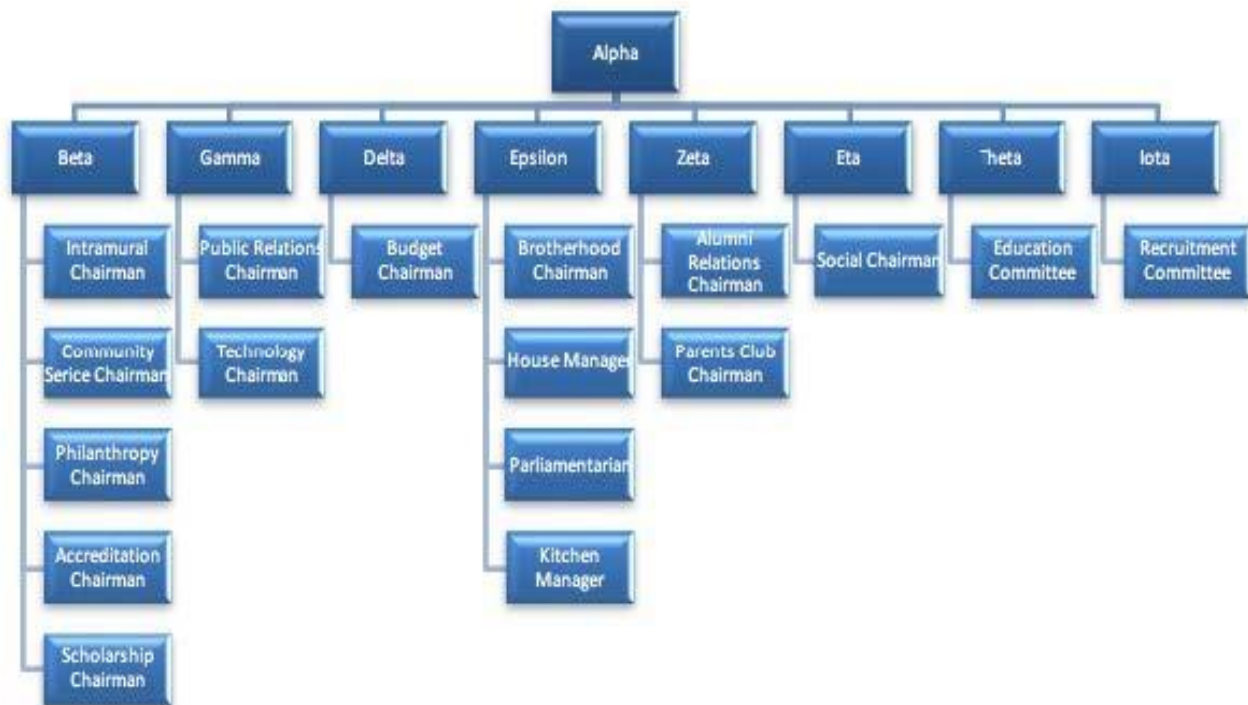
One of the reasons that Fraternity men and Sorority women go on to become such successful businessmen, politicians, and leaders in their respective fields is because they learn to delegate early. This prevents burnout, and ensures that your group goals aren't just achieved, but exceeded.

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 but not limited to Alphas' & Thetas' Academy (ATA), Regional Leadership Alliances (RLA), etc. 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 around education. 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, 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.

Potential Total Membership Education Program Ideas: Diversity, Equity, & Inclusion; Mental Health Awareness; Sexual Health Awareness; Bystander/Upstander Intervention Training; Gentlemanly Conduct and Etiquette; Resume Building and Interviewing Skills; Academic Enhancement Skills; Professional Writing; Time Management.

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.

National Fraternity Programs:

Alphas and Thetas Academy (ATA)- Every Spring

The curriculum of the Alphas and Thetas Academy includes leadership vs. management skill building, communicating as a leader, conflict management, and assessment of individual leadership styles, to name a few.

Regional Leadership Alliances (RLA)- Every Spring

A multi-location program that includes guest facilitators and a constantly evolving curriculum, the Regional Leadership Alliance programs are open to all Chapters and Associate Chapters. 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, Associate Chapter, 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, locations, and other information for RLA can be found at chiphi.org/rla

Chi Phi Congress- Every Summer

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, and every Associate Chapter, Alumni Association, and Alumni Club by one.

Registration for this event is available at www.chiphi.org/congress. Registration is typically due annually in May.

Regional Ritual Retreat- Every Summer

A weekend long retreat held at various Chapters that cover Chi Phi History and 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

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 carry out 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 posted on chiphi.org.

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.



Chi Phi Fraternity

est. December 24, 1824

Section Ten: 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 Associate Chapter? 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 Associate Chapter 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.