



DELTA TAU DELTA

NEW MEMBER EDUCATOR

WHY SHOULD WE USE THIS NEW MEMBER PROGRAM?

New member education is the foundation for life-long membership in Delta Tau Delta. This manual outlines a comprehensive eight-meeting program. The goal is to provide new members with a quality experience that is consistent with all new members across the Fraternity, and not to require new member educators to develop a new curriculum each semester.

HOW DOES IT WORK?

The program is organized into eight meetings as opposed to a weekly structure. This allows chapters to condense the program to a shorter period of time if they choose to or if their campus requires it. The maximum length of time for the new member process is still eight weeks without explicit permission from the director of chapter services one term in advance. The outlines include an overview of what will be covered, homework for the new members, and a step-by-step outline for each meeting. Each meeting begins with an activity and concludes with a gavel pass. In addition to the meetings, there are brotherhood and leadership development activities included in the new member process.

Finally, the manual includes a brotherhood retreat and new member service/philanthropy project to organize outside of the meetings.

WHAT ARE THE OBJECTIVES OF THE PROGRAM?

The objectives of the Delta Tau Delta New Member Education Program are simple and straightforward. By conducting your New Member Education Program as prescribed in this manual, your new members will:

- Develop a sense of obligation and loyalty to Delta Tau Delta, your campus and the community.
- Cultivate and develop leadership skills – including responsibility and accountability.
- Provide an atmosphere that encourages academic excellence.
- Challenge each member to reach his full potential by encouraging individual creativity rather than group conformity.
- Involve initiated brothers in educating and introducing the new members to Delta Tau Delta.

By implementing this program, your chapter will develop committed and passionate members who are loyal and actively participate in all activities, come to chapter meetings, pay dues, and remain active until graduation and beyond. This is the blueprint for a successful chapter. This is the path leading to a life of excellence.

HOW DO I GET STARTED?

Be sure to read the manual and familiarize yourself with the material several weeks before the new member meetings begin. Many meetings require presenters who will likely need to be scheduled several weeks in advance, and some of the brotherhood activities could require a small amount of practice before you attempt to teach them to new members. Furthermore, you may find some outlined processes may not seem feasible depending on your chapter and campus. If this is the case, be sure to talk with your chapter advisor and do not hesitate to contact your chapter consultant or the Central Office for more guidance. Remember, the new members signify the base of the fraternal triangle. It is your duty as the new member educator to assist them in their path toward completing their fraternal triangle.

OFFICER PORTAL – REPORTING NEW MEMBERS

It is very important to report your new members as soon as they have accepted an invitation to join. This will ensure you receive the Life of Excellence Manual and pledge pin for the first meeting. It also ensures your new members are covered through the Fraternity insurance program.

Member reporting is completed online at <https://my.delts.org>.

Each chapter/colony president, secretary, treasurer and new member educator should create a username and password to make updates specific to each officer's duties via the Officer Portal.

Note: To make updates, you must be the president, secretary, treasurer or new member educator the Central Office currently has on file. If you have transitioned officers but the officers have not been updated, you may contact Lesa Purcell for assistance at 317-284-0203 or lesa.purcell@delts.org.

Remaining undergraduate officers and alumni volunteers may create a username and password to view chapter rosters and chapter officers. However, they cannot make any changes.

REPORTING NEW MEMBERS

- Login at <https://my.delts.org>, select the "Members" link located to the left of page.
- Next, click on "Report New Members."
- Select the "Enter a New Member" button. A new member information screen will appear.

All information with red arrows is required.

- After entering all personal and payment information, click "Save." Repeat for each new member.
- For credit card payments, do not enter the credit card information until you are ready to submit the report. Officer Portal credit card authorizations expire 48 hours after first entered. If submitted after 48 hours, credit card information will require re-entering.
- Once all new members are entered, select "Submit this list of new members to the Central Office."
- Enter the pledge date and click the button "Submit this new member class to the Central Office."

Your new members will NOT be reported to the Central Office without selecting this.

- Finally, you will be directed to an invoice summarizing the new members and amount owed by the chapter. Payment is to be submitted to the Central Office within 48 hours following the formal ceremony.

NEW MEMBER VALIDATION

Every new member is sent an email after his information is entered into the system. This message will have him verify and/or update his information and accept the policies and procedures of Delta Tau Delta including the binding arbitration provision. This is very important! The process only takes a few minutes.

YOUR NEW MEMBERS WILL NOT BE ABLE TO INITIATE UNTIL THEY HAVE COMPLETED THIS VALIDATION PROCESS.

You may, at any point, send a reminder email with the validation link from the system by following the steps below.

RESENDING MEMBER VALIDATION LINK

- Log in to <https://my.delts.org> and click on “Members.”
- Select “Report Initiates.”
- You will see a list of the new members in your chapter. Anyone with an “Outstanding Validation” has not completed the validation process.
- Click the “Resend Validation Email” link located in the email address column. This will send an email for verifying membership. (Please confirm the email address is correct).
- To update an email address, select the “Update Email Address” link located in the email address column. Upon revising the email, you will need to resend the validation email as instructed in previous step.
- Instruct new members to use the most recently received email link. The links in previous emails are no longer valid.

OVERVIEW OF THE NEW MEMBER PROGRAM

PLEDGING CEREMONY

This meeting will cover:

- Pledging Ceremony
- Pledging Ceremony Discussion Questions (Optional)
- Academic Contract Meetings
- Review meeting calendar

MEETING ONE - COURAGE

This meeting will cover:

- Pledging Ceremony Discussion Questions (For chapters who don't have it after pledging ceremony)
- Brotherhood Building Activity: Share your Story
- The Road Overview
- The Five Obligations of Membership
- Requirements for Initiation
- Set new member class GPA
- First Stanza of the Delt Creed
- Gavel Pass

MEETING TWO - HONOR

This meeting will cover:

- Road Session: Values Workshop
- Mission & Values of Delta Tau Delta
- Pledge Oath
- New Member Class Project
- Second Stanza of the Delt Creed
- Gavel Pass

BROTHERHOOD RETREAT

BIG BROTHER/LITTLE BROTHER

Chapters can determine the appropriate time to select and assign big brothers. Refer to the appendix for big brother information.

MEETING THREE - LOYALTY

This meeting will cover:

- Road Session: Goal Setting
- History of the Fraternity
- History of the local chapter
- Third Stanza of the Delt Creed
- Gavel Pass

MEETING FOUR – SELF-CONTROL

This meeting will cover:

- Road Session: Time Management
- Delts Talking About Alcohol (DTAA) Reflection
- Member Responsibility Guidelines (MRG)
- Campus Tour Activity
- Gavel Pass

MEETING FIVE – UNDERSTANDING OTHERS

This meeting will cover:

- Road Session: Basics of Robert's Rules of Order
- Fraternity Operations
- Chapter Constitution and Bylaws
- Internal Chapter Operations
- Gavel Pass

MEETING SIX – BROTHERLY LOVE

This meeting will cover:

- Road Session: JDRF or What are my personal passions?
- The concept of serving the community
- Delta Tau Delta's partnership with JDRF
- Reflection on new member service project
- Preparation for national exam
- Capstone Review
- Gavel Pass

MEETING SEVEN -ASPIRATION

This meeting will cover:

- The Rite of Iris
- Prepare for Initiation
- Fraternity Examination

MEETING EIGHT - RITUAL

This meeting will cover:

- Preparation for Ritual
- Ritual Education – conducted in the Ritual Hall immediately following initiation with the entire chapter prior to the closing of initiation ceremonies.

NEW MEMBER ACTIVITIES NOT INCLUDED IN THE PROGRAM	NEW APPROACH TO THE ACTIVITY	WHY?
Study hours or study tables	Academic contract and academic resources	Study hours are not the most effective way to encourage and teach skills for academic success. This new approach focuses on creating academic goals, teaching skills, and connecting members with campus resources.
Quizzes	Fraternity Jeopardy and new member educator office hours	Chapters are encouraged not take quizzes at each meeting. It is their responsibility to keep their learning on pace toward the requirements of initiation. Unlike new member programs in the past, the emphasis is on the FINAL exam and not the weekly quizzes. The focus is on creating good brothers – not good new members.
Signature books or signature paddles	Brotherhood Retreat and Big Brother Program	Signature books and paddles can take an excessive amount of time for the new members. Chapters are encouraged to use the strategies outlined in the brotherhood retreat and big brother program to provide new members with a chance to get to know initiated brothers.
New member class projects	Community Service/Philanthropy Project	Instead of having new members complete class projects, chapters are encouraged to have the new members design and implement a JDRF service or philanthropy project. The opportunity to work together to create something positive builds brotherhood among the new members and is another way to engage initiated brothers on the day of the project.
Delt Development Week	Capstone	Many chapters organize activities every night in the week leading up to initiation. Instead of overprogramming new members, the capstone provides a meaningful program for new members to prepare for initiation and better understand the responsibilities of membership.

THE ROLE OF NEW MEMBER EDUCATOR

As new member educator, you will have the opportunity to play many roles over the next few months. It is imperative for you to be familiar and comfortable with these roles. You may be asked to do something new or different, and you need to prepare for those settings.

EDUCATOR

As your title indicates, your primary role is to educate new members on information needed to be a successful member of the Fraternity and to succeed in college. To ensure this happens, approach each meeting like a professor. The new members have different learning styles, personal stories and knowledge of the fraternity system. Work to engage everyone at different levels.

FACILITATOR

A facilitator is different than an educator. The facilitator engages participants through prompting questions and allowing participants to learn from each other. The facilitator does not provide all of the answers but asks good questions.

COLLABORATOR

Many individuals play a role in the New Member Education Program. You will need to communicate with those officers, advisors and campus partners about the role they will play and your expectations for their involvement.

PLANNER

Several meetings include inviting guest speakers to present on various topics. Planning these presentations should be done several weeks in advance. It is important to communicate your expectation of the length of the presentation, what you want the new members to gain from the presentation, and location specifics.

COMMUNICATOR

The program may be different than your previous approaches to new member education. While the new members will not know it is different, the initiated brothers will. Be conscientious and considerate of how you explain the changes. Your role will be important to create buy-in and enthusiasm from the the brothers about the new program.

MENTOR

You will serve as a mentor for many of the new members. While they will have a big brother, it is important to think about this important role. You must lead by example.

HOW TO READ THE MANUAL

Meeting No. – Theme (Each meeting has a theme that correlates with the Rite of Iris. The new member educator should incorporate the value in the meeting discussion.)

This meeting will cover:

- For each meeting, new member educators have goals to accomplish. This will highlight certain topics or activities to be addressed.

Presenters at this meeting:

- Each meeting will have guests, brothers or alumni involved in various ways. This will provide you a list of people who play a role in the meeting.

Tasks to be completed before next meeting:

- New members will have homework to complete between meetings. This will provide new member educators with a list of tasks.

Time to complete section	Section Title
Description of the section (Discussion, Activity, Ceremony or Presentation)	Discussion – Talking points and processing questions are provided for the new member educator to use to facilitate a conversation. Activity – Opportunities to engage new members in applying information they have learned or building brotherhood. Ceremony – A formal activity for new members to participate in. Presentation – Concepts for brothers, alumni or community members to present to new members.
Time to complete section	Change in meeting topics or focus
	Normal text provides instruction.
	Italicized text is intended to be shared with the new members.
	Bold text is to emphasize.
	Shaded passages are questions to pose to the new members.

Formal Pledging Ceremony and Discussion

This meeting will cover:

- Pledging Ceremony
- Pledging Ceremony Discussion
- Review Academic Contract

Presenters at this meeting:

- President
- Vice President
- Chapter Advisor
- Director of Academic Affairs
- Guide

Tasks to be completed before next meeting:

- Complete Academic Contract Meeting
- Review Pledge Oath

20 minutes	Delta Tau Delta Pledging Ceremony
Ceremony	See the Gold Book for the Pledging Ceremony instructions.
20 minutes	Pledging Ceremony Discussion
Discussion	<p>The Pledging Ceremony discussion can occur immediately following the ceremony or during the first new member meeting. The Guide should facilitate the discussion. If you decide to discuss the ceremony at the first meeting, still introduce the academic contract.</p> <p>See the White Book for Pledging Ceremony discussion questions.</p>
20 minutes	Academic Contract Meeting
Discussion & Activity	<p>The director of academic affairs should provide an overview of the process for new members and have them sign up for meeting times, which should be conducted as soon as possible.</p> <p>Purpose: Successful learners begin with the end in mind. They establish reasonable, yet challenging academic goals. The purpose of this meeting is to provide each new member with reflection time about his academic goals. It also shows the chapter's investment in him as an individual learner as well as his personal responsibility to his fellow new and initiated members.</p> <p>If this exercise is delayed, its value is lost. That is why it is essential these meetings are held prior to Meeting 1.</p> <p>Process: Individual meetings should be held with each new member prior to Meeting 1. The director of academic affairs, the new member educator, the academic advisor or members of any of their respective committees can conduct this brief 10-15 minute meeting.</p>

Since individual meetings may become time consuming with larger new member classes, multiple individuals are welcome to hold meetings simultaneously as long as the meeting content is consistent.

A new member class GPA goal will be established during Meeting 1. Prior to the Academic Contract meeting, or prior to Meeting 1, the chapter-at-large should establish a GPA goal for themselves that sets the bar for the new members.

If the chapter wishes, the director of academic affairs should serve as the contract “referee” for each new member Academic Contract. Ideally, when big brothers are chosen for each new member, this individual also signs on as a support contact for his little brother’s contract. See Academic Contract pages 63-64 for clarification.

MEETING 1 - COURAGE

This meeting will cover:

- Pledging Ceremony Discussion (if not completed after Pledging Ceremony)
- Brotherhood Building Activities: Share your Story
- The Road Overview
- The Five Obligations of Membership
- Requirements for Initiation
- Set New Member Class GPA Goal
- Review chapter GPA goal
- First Stanza of the Delt Creed
- Gavel Pass

Presenters at this meeting:

- Director of Member Development/Road Chairman
- Chapter Advisor
- Treasurer

Tasks to be completed before next meeting:

- Memorize the first stanza of Delt Creed
- Read pages 32-45, 56-64 of the Life of Excellence Manual

20 minutes	Delta Tau Delta Pledging Ceremony Discussion
Discussion	Discussion does not need to be repeated if completed following the Pledging Ceremony. See the White Book for Pledging Ceremony discussion questions.
30 – 40 minutes	Brotherhood Building Activity: Share Your Story
Activity	<p>Source: LeaderShape</p> <p>Explain that new members will participate in a “Share Your Story” exercise. Give the new members 5-10 minutes to complete the questions in the Share Your Story pages of their local manual. These questions will provide new members the opportunity to describe their lives, highlighting major milestones, decisions or events that have shaped their lives thus far.</p> <p>Each new member should share, at minimum, the following information:</p> <ul style="list-style-type: none">• Name• Birthday• Where they are from• Contact information• The important things in their lives <p>NOTE: Each new member should have a blank sheet or notebook to write down information about the other new members.</p> <p>After that, model an example explanation starting with the new member educator, chapter advisor or Road chairman. Each new member will have 2-3 minutes to</p>

	share his story with everyone else.
5 minutes	Introduction of the New Member Educator
Presentation	New member educator should provide a brief introduction of who he is, what he does, the role he plays in the chapter, and why he wanted this position. It is important for the new member educator to model the behavior he expects of the new members. If you want the new members to feel comfortable sharing, you need to share with them.
10 minutes	The Purpose of The Road & Role of Director of Member Development/Road Chairman
Discussion	<p>Each week you will have the opportunity to learn about a different chapter office and the duties and obligations of each of those positions within the Fraternity. It is critical you learn and understand the operations of the chapter and the Fraternity. Not only will you be questioned about this during your final exam, but it is the duty of each member to know and understand how a chapter operates. Someday soon they will be able to serve in these positions within the chapter, and they must know how each position operates in order to be successful.</p> <p>Today we will cover the officers of the new member educator, director of member development/Road chairman and the treasurer. As the director of member development, you should provide an overview of The Road for the new members. He should also describe his role in the chapter.</p> <p>In your own words, paraphrase the following:</p> <p>What is the purpose of The Road and member development? Why shouldn't we just initiate you right now? First, there is much you must learn of yourself and Delta Tau Delta before you are initiated. And even once you are initiated, you must still continue to heed to the principles of The Fraternity everyday through practical everyday service. There are three elements of The Road:</p> <ul style="list-style-type: none"> • Learning • Brotherhood • Leadership <p>We will go over everything you need to know to be a good member of the chapter and of Delta Tau Delta, but brotherhood and leadership are not developed overnight. The Road continues after you are initiated and even after you graduate and become an active alumnus.</p> <p>Throughout the next few weeks you will:</p> <ul style="list-style-type: none"> • Create a sense of obligation to Delta Tau Delta, our campus and this community. • Cultivate and develop leadership skills – including responsibility and accountability. • Produce loyalty to Delta Tau Delta, our institution and our chapter. • We will provide an atmosphere that encourages academic excellence. • We will challenge each member to reach his full potential by encouraging

	<p>individual creativity rather than group conformity.</p> <ul style="list-style-type: none"> • Involve your family in the Delta Tau Delta experience. <p>Have the new members turn to LOE pp. 19 and read the excerpt from Stuart Maclean.</p> <p>Most of what Stuart talks about is still true to this day.</p>
10 minutes	Requirements of Membership in Delta Tau Delta
Presentation	<p>What is expected of new members is expected of active members. Our goal is to create great active members – not great new members. Therefore, if you want to become an initiated member of Delta Tau Delta and remain an active member in good standing, you will need to learn and adhere to the Code of Conduct, the Bylaws of this chapter, the Membership Responsibility Guidelines and the five obligations of a Delt.</p> <p>Hand out the Code of Conduct and have each member sign. Included in this Code of Conduct should be a line explaining that the new member will read and follow the Constitution, Bylaws and rules of the Fraternity. The new member educator should address any specific membership requirements outlined in the chapter Bylaws.</p> <p>The new member educator should explain what is expected with each of these obligations. Be sure to include chapter specific expectations.</p> <p>The 5 Obligations of a Delt</p> <ul style="list-style-type: none"> • Recruitment - Everyone is expected to recruit new members to the Fraternity – no exception. • Academic Achievement - You must maintain a cumulative GPA of 2.5 or higher. • Active Involvement – Members must attend activities and events specifically outlined by the chapter. Be specific and provide examples based on your chapter. • Honorable Conduct - Behave in accordance with all rules of the Fraternity; do not bring shame or dishonor to yourself, your chapter or to Delta Tau Delta. Please read and understand the drunkenness policy and understand what the “conduct unbecoming of a brother” policy of the Fraternity means. • Financial Integrity - Pay your dues on time or early. All members will be required to sign promissory notes and will abide by the 1-10-15-30 rule as outlined in the Constitution. If your chapter uses an accountant, they will need to adhere to the policies of your accountant.
10 minutes	Financial Obligations
Presentation	<p>New members should be provided detailed information about the financial obligations of membership. The treasurer should hand out financial obligations sheet for each new member with deadlines for payment. This information should have been covered during recruitment as well.</p> <p>*National New Member Fees are due at the time of this meeting*</p>

	<p>The financial obligations sheet should also outline what can be expected for future semesters/quarters as well. Remember: If he can't pay...he can't stay!</p> <p>Make sure to fill out the new member report online at delts.org.</p>
10 minutes	Requirements for Initiation & The Role of the Chapter Advisor
Presentation	<p>The chapter advisor should welcome the new members to the Fraternity. At this time, he should introduce any other volunteers and advisors to the new members and have them explain their role in the Fraternity and chapter.</p> <p>In your own words, paraphrase the following:</p> <p>The chapter advisor is here as a source of guidance and support throughout your journey as a Delt as both an undergraduate and an active alumnus. The chapter advisor is not a "cop" or your father but your brother if you so choose to live up to the standards of what it means to be a man of Delta Tau Delta. I will provide guidance, advice and help you work through some of the most challenging issues you may face. I will be a constant living reminder of the Ritual of Delta Tau Delta and encourage you to think about your actions on a daily basis as they relate to the Values, Mission and Principles of Delta Tau Delta.</p> <p>While your new member educator is here to help facilitate you through the beginning of your journey on The Road, I am here as a reminder that your involvement in the Fraternity is not confined to these walls of the Shelter or your years as an undergraduate member. Membership and adherence to the ideals and aspirations of Delta Tau Delta are lifetime commitments.</p> <p>However, you have not yet arrived. You have just begun your journey and there is much you must first learn of yourself, your newfound brothers and Delta Tau Delta before you can take the Oath of secrecy and loyalty to Delta Tau Delta. Much like a class, your brief new member experience will lay certain challenges before you which you must face and complete in order to be initiated. The following are the absolute necessary items that must be completed in order to be initiated. Nothing more, nothing less. If any active member tells you that you must do some task to be initiated – he is lying to you. THESE are the requirements for initiation. You will have until _____ (insert day of National Exam) to complete them. You will need to pass the test to be initiated. There is no hazing involved or any foolishness involved with this new member program. The use of alcohol with new member activities is STRICTLY forbidden. If any active member or new member is found to be using alcohol with new member activities, he will be sent to honor board and face the consequences of violating the Oath and obligations as a member.</p> <p>This is what the new members must complete in order to be initiated:</p> <ul style="list-style-type: none"> • Pass the Fraternity Examination • Be in good standing • Meet the academic requirement – 2.5 GPA the semester immediately preceding initiation or 2.3 high school GPA for first semester freshmen

	<ul style="list-style-type: none"> • Completion of Delts Talking About Alcohol (DTAA) <p>Initiation is ____ (date) _____. You have until that date to complete the requirements for initiation.</p>
	<p>Assignments for next meeting</p> <ul style="list-style-type: none"> • Memorize the first stanza of the Delt Creed • Read pages 4-21 of the Life of Excellence
30-40 minutes	Gavel Pass and Delta Shelter
Activity	<p>Near the end of every new member meeting we will conduct a Gavel Pass. During our Gavel Pass, we will pose a question for you to think about. Once we begin, only the person with the gavel in his hand will have the authority to talk. The Gavel is the emblem of the authority of the chair. Once we have completed the Gavel Pass, we will all gather in a circle, link arms and end our meetings with a singing of Delta Shelter. Delta Shelter is a beloved song that is performed at all Fraternity events.</p> <p>You accepted a bid to become a member of Delta Tau Delta. You may have been promised different things, networking opportunities, life-long friendship, social opportunities, your family away from home, etc. So, what is the one thing you are most looking forward to gaining from your experience?</p> <p>Additionally, your time as an undergraduate in this chapter will go by quickly. What is one thing you most hope to give to Delta Tau Delta?</p> <p>Q1: What is one thing you are most looking forward to gaining from your Fraternity experience and what is one thing you most hope to give to Delta Tau Delta?</p> <p>Each week we will examine a particular principle or value important to the Fraternity. Courage – a principle that represents aggressiveness and zeal is also an important principle in surmounting the various challenges you will encounter in life.</p> <p>In your own words – what does courage mean to you and how will you embody the ideal of courage in your daily life?</p> <p>Q2: What does courage mean to you and how will you embody the ideal of courage in your daily life?</p> <p>NOTE: Everyone should participate in the Gavel Pass, including active members present at the meeting and advisors. We want all members to model the way of an active approach to all activities in the Fraternity and not just activities for actives or activities just for new members.</p> <p>Once everyone has finished, form a circle and teach the new members Delta Shelter. Since this is the first time they will have encountered the song, go through it twice, and then one more time to finish out the meeting.</p>

MEETING 2 – HONOR

This meeting will cover:

- Road Session: Values Workshop
- Mission & Values of Delta Tau Delta
- Pledge Oath
- New Member Class Project
- Second Stanza of the Delt Creed
- Gavel Pass

Tasks to be completed before next meeting:

- Memorize the first and second stanzas of the Delt Creed
- Learn the Mission and Values of Delta Tau Delta
- Attend the New Member Brotherhood Retreat
- Read pages 32-45, 56-64 of the Life of Excellence Manual

5 minutes	Call meeting to Order
Discussion	<p>Every meeting will be called to order with the recitation of the Delt Creed.</p> <p>After the Delt Creed, ask the new members to recap the last meeting – what was covered, what were the highlights, what did they learn from the information they were asked to go over as homework.</p>
20 minutes	Road Session: Values Workshop
Discussion & Activity	<p>The new member educator, director of member development or chapter advisor should facilitate a values workshop. Three sample workshops are available in the appendix of this manual.</p>
20 minutes	The Values and Mission of Delta Tau Delta
Discussion	<p>Can anyone tell me the Principles of Delta Tau Delta?</p> <ul style="list-style-type: none">• Truth• Courage• Faith• Power <p>Throughout your new member period, we will continue to explore each of the principles of the Fraternity. Anybody could learn to memorize what they are – but the true Delt strives to both learn these principles and embody them in daily life. Through the exercise of putting these principles into action will you truly become a man of Delta Tau Delta. Behind these principles is the founding and the WHY of Delta Tau Delta.</p> <p>Can anyone tell me the Mission of the Fraternity?</p> <ul style="list-style-type: none">• Committed to Lives of Excellence <p>Again, being committed to a life of excellence is something you must work for every</p>

	<p>day.</p> <p>What does it mean to live a life committed to excellence? What does that look like? What are the types of things that go against this mission?</p> <p>Excellence is something that must be strived toward each and every day. It is not something you achieve once and are done, but it is something requiring constant improvement in all areas of our lives. We strive to improve daily toward excellence. Men of Delta Tau Delta set the bar for academic achievement, intellectual strength and moral superiority.</p> <p>Can anyone tell me the Core Values of Delta Tau Delta?</p> <ul style="list-style-type: none"> • Truth, Courage, Faith and Power are Our Foundation • Integrity is Essential • Accountability is Fundamental to All Commitments • Lifelong Learning and Growth are Vital • Stengthening Community is Essential to Our Vitality • Brotherhood Sustains Us <p>Much like the principles and mission of Delta Tau Delta, the values are what make us the men we want to be – the men we aspire to be – and the men you will take an oath to strive to become.</p> <p>At this point, go through and dissect each value statement, starting with “Integrity is Essential”. It is important you discuss these and help the new members understand their importance as a member.</p> <p>Combined together, the principles, mission and values of Delta Tau Delta make up the WHY behind what makes Delt different than the other fraternities on campus. These principles, the mission and these values are at the core of everything we do – from recruitment, to community service, to philanthropy like JD RF, to being an active alumnus, to your social and networking development skills. Most importantly, remember that BROTHERHOOD SUSTAINS US. Without brotherhood, the Fraternity would not be possible.</p> <p>At our last meeting we discussed the 5 Obligations of a Delt – recruitment, academic achievement, active involvement, honorable conduct, any financial integrity.</p> <p>What is the difference between core values and obligations? Why do we need to have both? If you do not fulfill the obligations are you living the values?</p>
5 minutes	Delta Tau Delta Pledge Oath
Activity	Let us now recite the Pledge Oath as a reminder that we are Committed to Lives of Excellence.

	Reaffirmation of the Pledge Oath – Raise the right hand and repeat as a pledge class.
10 minutes	New Member Class Project
Discussion	<p>The new members will work together over the next four weeks to organize and execute a service or philanthropy project. During this meeting, the new member educator should introduce the project to the new members and provide time to begin planning.</p> <p>The purpose of the project is to increase the new members' awareness of JDRF and their services, to provide a positive service or philanthropic project, to practice leadership and organizational skills, and to build brotherhood among the new member class.</p> <p>The new member educator will need to help the group develop ideas that are appropriate, and don't require extensive time or money to execute. The new member educator should also be prepared to provide some information on JDRF. Information is available in the JDRF manual in DeltsConnect.</p> <p>Example projects:</p> <ul style="list-style-type: none"> • Volunteer at the JDRF office in your area • Volunteer at an upcoming JDRF event (walks, galas, etc.) • Canning • Offer community residents a day of service in return for donations for JDRF
5 minutes	<p>Reminder about Requirements for Initiation</p> <p>Remind new members of how much progress they must make before they are eligible for initiation.</p> <p>This is what the new members must complete in order to be initiated:</p> <ul style="list-style-type: none"> • Pass the Fraternity Examination • Be in good standing • Meet the academic requirement – 2.5 GPA the semester immediately preceding initiation or 2.3 high school GPA for first semester freshmen • Completion of Delts Talking About Alcohol (DTAA) <p>Initiation is _____. You have until that date to complete the requirements for initiation.</p> <p>Remind the new member class of upcoming dates, and ask how everyone is doing with his obligations?</p>
5 minutes	<p>Wrap up and assignments for next meeting</p> <ul style="list-style-type: none"> • Memorize the second stanza of the Delt Creed • Read about local chapter history in your participant manual • Read pg. in the LOE • Mission and Values of Delta Tau Delta
10 minutes	Gavel Pass

Discussion	<p>The Gavel Pass is an opportunity for the members of the chapter to express their thoughts and feelings about each other and also to share and build brotherhood. There will be two rounds to this Gavel Pass.</p> <p>The activity of discussing personal values might not be familiar to all of us. It can be uncomfortable to publically state what we believe in because our actions may not reflect those values. We all know people who say one thing and do something different.</p> <ul style="list-style-type: none"> Round 1: Using one of your personal values, share an example of how you live that value on a daily basis. <p>Our actions and our behavior not only create our personal brand, but they also reflect positively or negatively back on ourselves, our families, and they also reflect back on our chapter and on the Fraternity as a whole. This is the basic concept of the principle of HONOR. What are some things you have witnessed either in yourself, your new member class or within our chapter that BRINGS HONOR to the chapter and an example of something that DISHONORS the Fraternity?</p> <ul style="list-style-type: none"> Round 2: What are some things you have witnessed either in yourself, your new member class or within our chapter that BRINGS HONOR to the chapter and an example of something that DISHONORS the Fraternity?
Closing	Delta Shelter
	Each meeting closes with everyone getting in a circle, linking arms and singing a round of Delta Shelter.

BROTHERHOOD RETREAT

Purpose:

The brotherhood retreat provides a fun, interactive opportunity for new members and initiated brothers to get to know each other. The new member educator and brotherhood chairman should work together to plan an activity that aligns with the following guidelines:

- Activities should focus on new members getting to know initiated brothers on an individual level. New members are not expected to get to know every brother in larger chapters.
- Activities must follow the Member Responsibility Guidelines and University/Campus/Interfraternity Policies related to new member programming.
- New members are not expected to participate in a retreat that requires excessive time or money. The chapter should budget for the retreat.
- Activities that require overnight stays or extensive travel are discouraged.
- Chapter advisors or members of the Volunteer Advisory Team are encouraged to participate in the retreat.

Planning:

- The retreat date should be set by the first meeting and shared with the new members at that time.
- Chapters are encouraged to involve activities or experiences the majority of the brothers enjoy, and encourage brotherhood building.
- Team activities should have representation from different new member classes to integrate new members into the chapter.

Example Retreat Ideas:

- Basketball tournaments
- Dodge ball tournaments
- Ropes Course
- Rock climbing
- Card tournaments
- Indoor trampoline parks
- Paintball or laser tag

MEETING 3 – LOYALTY

This meeting will cover:

- Road Session: Goal Setting
- History of the Fraternity
- History of the local chapter
- Third Stanza of the Delt Creed
- Gavel Pass

Presenters for this meeting:

- Guest presenter on goal setting

Tasks to be completed before next meeting:

- Read Member Responsibility Guidelines information in participant workbook
- Memorize first, second and third stanza of the Delt Creed
- Read pages 32-45, 56-64 of the Life of Excellence Manual

Opening	Call meeting to Order
	Call the meeting to order and recite the Delt Creed.
30 minutes	Road Session: Goal Setting
Presentation	New member educators should arrange for a guest speaker to present on goal setting. Chapter advisors, alumni or campus professionals should be contacted to conduct the presentation.
15 minutes	Review the History of Delta Tau Delta
Discussion	<p>New members should have read through the History of Delta Tau Delta in the Life of Excellence Manual prior to the meeting.</p> <p>Ask new members to reflect on the history of the Fraternity and share one or two aspects that stood out to them. New member educator should take a few volunteers to share their thoughts.</p> <p>Highlight the following points about the history of the Fraternity:</p> <ul style="list-style-type: none">• The Fraternity was founded at Bethany College in Bethany, VA (West Virginia was not created yet.)• The group was formed because of controversy concerning the members of the Neotrophian Society unjustly winning an oratory competition.• Information about the founders.• The great ride of Henry Bell to initiate Sutton and Brown at Jefferson College.• The Alpha designation chapters (Bethany, Washington and Jefferson, Ohio Wesleyan and Allegheny).• The merger with the Rainbow Society in 1886.

5 minutes	Local Chapter History
Discussion	<p>New member educators should share pertinent information related to the local chapter founding.</p> <ul style="list-style-type: none"> • Founding date • Number of founding fathers • Interesting or significant stories about the founding • Accomplishments of the chapter • Prominent alumni • Traditions of the chapter
5 minutes	Wrap up – and assignments for next meeting
	<ul style="list-style-type: none"> • Review upcoming dates • Read pg. in the LOE • Complete DTAA – this can be done individually or you can arrange a time outside of the next meeting for new members to do it together.
15 minutes	Gavel Pass
Discussion	<p>The Gavel Pass is an opportunity for the members of the chapter to express their thoughts and feelings about each other and also to share and build brotherhood. There will be two rounds to this Gavel Pass.</p> <p>The history of the Fraternity is very important to members of Delta Tau Delta. It tells the story of the challenges and success of the men who fought to provide an opportunity for men that wasn't available at the time. We are all faced with challenges in our life, but part of leadership is perseverance.</p> <ul style="list-style-type: none"> • Round 1: Share a time in your life when you had to persevere through a personal challenge. <p>Loyalty is part of many cultures in society. Fraternities and sororities talk about loyalty and life-long membership, but honestly, it isn't always demonstrated.</p> <ul style="list-style-type: none"> • Round 2: What are some things that you have witnessed either in your new member class or within our chapter that demonstrated loyalty?
Closing	Delta Shelter
	Each meeting closes with everyone getting in a circle, linking arms and singing a round of Delta Shelter.

MEETING 4 – SELF-CONTROL

This meeting will cover:

- Road Session: Time Management
- Delts Talking About Alcohol (DTAA)
- Member Responsibility Guidelines (MRG)
- Expectations of members related to conduct
- Campus Tour Activity: to be completed before the next session - see appendix pg. 74-75.

Presenters for this meeting:

- Director of Risk Management

Tasks to be completed before next meeting:

- Read pages 32-45, 56-64 of the Life of Excellence Manual

Opening	Call meeting to Order Every meeting will be called to order with the recitation of the Delt Creed.
15 minutes Discussion & Activity	Road Session: Time Management The new member educator should invite an advisor, alumnus or campus professional to provide a short presentation on time management. Academic advisors or Greek professionals are specific individuals who can help with this session.
20 minutes Discussion	DTAA Discussion Since 1986, Delts Talking About Alcohol has been one of the preeminent alcohol education programs in the Greek world. "DTAA" has evolved through the years from three-day conferences training alumni and chapter leaders, to traveling interns, and now to GreekLifeEdu. While the delivery methods have changed, one thing remains the same – the purpose of Delts Talking About Alcohol is for Delts to share with their brother's specific ways to reduce the risk of alcohol-related problems. GreekLifeEdu allows our members to have a personalized and confidential alcohol education course through any internet-connected device. All new members should have completed the first two modules by this meeting to allow for productive discussion. The new member educator should put a piece of masking tape on the floor long enough for all the new members to stand on. Instruct the new members you will read a series of statements for them to respond to by stepping forward. <ul style="list-style-type: none">• Take one step forward if you learned something new by participating in DTAA. (Facilitator can ask a few people to share what they learned.)• Take one step forward if you see the value of this program as it relates to Delta Tau Delta.

- Take one step forward if you have been surprised by the use of alcohol during your time in the Fraternity.
- Take one step forward if you think alcohol use is an essential part of the Fraternity experience.
- Take one step forward if you expected to be hazed when you joined a fraternity.
- Take one step forward if you believe some activities that might be considered hazing are beneficial for the new member or the chapter.
- Take one step forward if you realize sexual assault is more likely to occur when one or more of the parties are intoxicated.
- Take one step forward if you believe you would intervene in a situation if you thought a brother had too much to drink and he was being sexually aggressive with someone else.
- Take one step forward if it is your place to confront a brother who appears to have a drinking problem.
- Take one step forward if you believe it is important for the Fraternity to have policies that address alcohol consumption, hazing and sexual assault.

After going through the series of statements, the facilitator should work through the processing questions and facilitate a conversation.

Processing Questions:

- What is one new thing you learned about alcohol or its effects? Encourage most new members to participate.
- What does the term "high-risk drinking" mean to you? What do you associate with high-risk drinking? What benefits/consequences are connected to high risk drinking?
- If we asked the same question to your parents, the campus administration, the parents of prospective members, the Arch Chapter and Central Office staff, would it mean something different to them?
- What does high-risk drinking consist of for our organization? What types of activities, traditions or rituals do we engage in that involve alcohol? (Examples might include the following: 21st Birthday, Spring Break and Bid Nights.)
- Are any of you surprised by the role alcohol plays in our fraternity? Why or why not?
- Has the role that alcohol plays in our organization negatively affected our image?
- What behavior is not acceptable as determined by this chapter in regards to alcohol and behavior?
- How do you define hazing?
- If a new member willingly participates in an activity, is it hazing? Why or why not?
- What are potential effects on a chapter that hazes?
- What role does alcohol play in most sexual assaults? (43% of the sexual victimization incidents involve alcohol consumption by victims and 69% involve alcohol consumption by the perpetrators)
- Do you think fraternity members are more likely to be involved in a sexual

	<p>assault? Why or why not? (Fraternity men have been identified as being more likely to perpetrate sexual assault or sexual aggression than nonfraternity men.)</p> <ul style="list-style-type: none"> • If you allow things to continue as they are now, what will your future look like? • What do we want our future to look like as a fraternity? • What steps do we need to take to ensure our vision is a reality? • Who is responsible for implementing these steps and helping the chapter define known, reasonable and fair consequences when individuals make poor choices? • How can members support these steps so the president and other officers aren't always chastised for enforcing known consequences?
15 minutes	MRG Presentation
Presentation	The director of risk management should present the Member Responsibility Guidelines to the new members. If the new members participated in or will participate in the chapter MRG program, this can be omitted.
10 minutes	Overview and Planning for Campus Tour Activity
Activity	<p>During the meeting, the new member educator should share an overview of the activity with the new members. They will not complete it during the meeting, but will need to schedule a time during business hours to complete the tour. The new member educator will need a few days to arrange the tour by calling the offices and letting them know they would like to come in with a group of men for a short tour.</p> <p>Purpose: The purpose of this activity is to learn where various offices and resources are located on campus and the benefit to the new members.</p> <p>Materials: Campus Tour Handout (see Appendix for a copy); new member educator is recommended to contact offices prior to their visit to make sure someone will be available to briefly share information with the men.</p> <p>Process: The new member educator will guide the new members around campus and visit the list of recommended offices. New member educator is encouraged to include any additional offices unique or important on their campus. When visiting various offices, they should ask a staff member to provide a highlight of their services, most frequently used resources and any handouts that describe their office in greater detail.</p>
5 minutes	Wrap up – and assignments for next meeting
	<ul style="list-style-type: none"> • Review upcoming dates • Schedule Campus Tour Activity • Read pg. 46-54 of the LOE

20 minutes	<p>Gavel Pass</p> <p>Time management and values are important. Externally, they exhibit and produce our personal brand. How we spend our time and our money speaks volumes about what we truly value or what is important to us. It would be hard to say someone is a gentleman if he looks for drunken women every Friday or Saturday, which is the antithesis of the kind of man a Delt is. With this in mind, I want you to discuss in our first round for the Gavel Pass your values and how you spend your time.</p> <ul style="list-style-type: none"> Round 1: Reflect on your time. Tell us about something that you value but wish you spent more time actually doing and how you plan on correcting that moving forward. <p>The concept of self-control isn't something discussed much in college. Most of you probably think college is the time in our life to have fun and not worry about responsibilities. Delta Tau Delta's mission is Committed to Lives of Excellence. Think about a habit, an activity, or a practice that requires you to apply, exhibit or demonstrate self-control with to live a life of excellence.</p> <ul style="list-style-type: none"> Round 2: Share an example of a habit, an activity, or a practice that requires you to apply, exhibit or demonstrate self-control to live a life of excellence.
Closing	<p>Delta Shelter</p> <p>Each meeting closes with everyone getting in a circle, linking arms and singing a round of Delta Shelter.</p>

MEETING 5 – UNDERSTANDING OTHERS

This meeting will cover:

- Road Session: Robert's Rules of Order
- Fraternity Operations
- Chapter Constitution and Bylaws
- Internal Chapter Operations
- Basic Robert's Rules of Order

Presenters for this meeting:

- Guest presenter on Robert's Rules of Order

Tasks to be completed before next meeting:

- Attend an IFC meeting
- Complete JDRF service or philanthropy project
- Read Member Responsibility Guidelines information in participant workbook
- Read pages 32-45, 56-64 of the Life of Excellence Manual

Opening	Call meeting to Order
	Call the meeting to order and recite the Delt Creed.
15 minutes	Road Session: Robert's Rules of Order Presentation
Presentation	New member educators should arrange for a guest speaker to teach the basics of Robert's Rules of Order. Some individuals who are knowledgeable include the president of your student government, the advisor to the student government, or advisor to the residence hall association.
10 minutes	How the Fraternity Works?
Discussion	<p>New members should have read through "How the Fraternity Works" in the Life of Excellence Manual prior to the meeting. New member educator should summarize the following information and share with new members.</p> <p>The International Fraternity is much like a franchise. Chapters have their local characteristics, but they follow a consistent model from campus to campus. The Fraternity work is based on the Ritual and the governance structure.</p> <p>During the first 25 years, the Fraternity was governed by the Alpha, or principal undergraduate chapter, typically the strongest chapter in the Fraternity at the time. Later, when growth of the organization made the work too great, governing turned to an executive committee headed by alumni and undergraduate officers. From various forms of executive council to the present form of the Arch Chapter and Undergraduate Council, the democratic policy of rights vested in chapters and undergraduates has been maintained, and the executive body enforced the regulations for the benefit of the Fraternity.</p>

The Fraternity is divided into three branches much like the government of the United States: executive, legislative and judicial.

Legislative – The legislative work of the Fraternity is tasked to the Karnea. Karnea means “festival of Apollo,” and is the biennial convention assembling delegates from all chapters.

Executive Branch – The Arch Chapter and Undergraduate Council serve in this capacity. The Arch Chapter is comprised of alumni members of the Fraternity. Apart from the division presidents, who are elected by their respective divisions, the Arch Chapter members are elected by the Karnea every two years. While officers of the Fraternity are alumni, undergraduates still decide those appointments through a vote at Karnea.

The board of directors and the five division presidents comprise the Arch Chapter. The Arch Chapter is the supreme council and sovereign body of Delta Tau Delta. It determines Fraternity policy, adopts administrative measures and amends the Fraternity’s Bylaws when the Karnea is not in session. The Undergraduate Council (UGC) makes up the other half of this branch. The UGC is comprised of undergraduate representatives from across the Fraternity. The UGC acts as an advisory board to the Arch Chapter and must certify any changes to the Bylaws the Arch Chapter might amend when the Karnea is not in session.

Judicial Branch – The judicial branch of Delta Tau Delta is vested in the Arch Chapter President and interprets the Constitution and Bylaws and Ritual of the Fraternity.

Central Office – The Central Office executes many duties of the administrative function of the Fraternity on a daily basis. Based in Fishers, Ind., near Indianapolis, the Central Office includes personnel who work with alumni, recruitment, leadership, communications, housing, chapter organization, risk management, accounting, membership records and other administrative duties. From the Central Office, such resources as The Rainbow, recruitment support, the website, DeltsConnect, The Road and other sources of assistance are made available. The Central Office serves as both a consistent manager of Fraternity affairs and as a resource for undergraduates and alumni.

Divisions of The Fraternity - Each chapter belongs to a division of the Fraternity which works with chapters on a regional scale. Each division is represented by an elected division president who serves as a member of the Arch Chapter. The division president works primarily with the governance of his division by staffing and overseeing the division vice presidents and chapter advisors of his region. Each year the divisions hold conferences to provide further training for chapter officers and assist members through educational and operational programming.

Processing Questions:

- Should the Fraternity function like a business? Why or why not?
 - Why must the International Fraternity have such a comprehensive
-

	<p>governance structure?</p> <ul style="list-style-type: none"> • How has your impression of Delta Tau Delta changed after learning about the governance and structure? • What implications could this structure have for a local chapter?
30 minutes	How the Chapter Works?
Presentations/Panel	<p>Arrange for the president, vice president, treasurer and sergeant-at-arms to attend the meeting to provide a quick overview of chapter operations. This can be done as individual presentations or as a panel. The new member educator should provide a copy of the chapter Constitution and Bylaws during this session.</p> <p>As you read in the Life of Excellence Manual, as a chapter of Delta Tau Delta, there are policies and operations we all must follow. The officers joining us will provide a highlight of the board they oversee and the impact it has on the chapter.</p> <p>Important points to make:</p> <ul style="list-style-type: none"> • What positions sit on the executive board? When do they meet? What are the goals of the executive board? • What positions sit on the administrative board? When do they meet? What business or projects does the administrative board discuss? • What is the purpose of the finance board? What do they oversee? Who serves on the board? • What is the role of the honor board? What kind of violations do they frequently see? How often do they meet? <p>Allow new members enough time to ask questions of the officers and really understand the four boards.</p> <p>Processing Questions:</p> <ul style="list-style-type: none"> • Why is it important for you as a new member to understand these policies? • How would you feel if the chapter wasn't following a national policy? Why? • What implications could it have on the chapter if it didn't follow the process?
10 minutes	Chapter Meeting Overview
Discussion	<p>The new member educator or sergeant-at-arms should facilitate this section.</p> <p>By this point, new members should have attended a few chapter meetings and gotten a sense of how the meeting works. Before you begin the activity, review the following information.</p> <p>The chapter meeting is the legislative arm of the chapter. This is where all major decisions of the chapter pertaining to membership, bylaws, election of officers and other important work should come before the chapter.</p> <p>Important points to make:</p> <ul style="list-style-type: none"> • Review a typical agenda for a chapter meeting. • The Idea Flow (see pg. 50 in LOE)

	<ul style="list-style-type: none"> • Glossary of Robert's Rules Terms <ul style="list-style-type: none"> ○ Adjourn - To end the meeting ○ Chairman - The presiding officer ○ Address the Chair - To rise and say, "Mr. President" ○ House - The organization or club ○ Lay on the Table - Put aside a motion for further discussion at another meeting ○ Quorum - The number of members necessary to carry on business ○ Make a Motion - To suggest to the chairman that certain thing be done ○ Amend - Change or modify a motion ○ Minutes - The record of report of each meeting's work ○ To Ballot - Vote by casting ballots ○ Majority Vote - The vote of more than half the members ○ To Obtain the Floor - Receive from the chairman the right to speak. No one speaks unless recognized by the chairman ○ Pro-Tem - Means "For the time being." The person who is acting in the absence of an officer ○ Out-of-Order - Not following the approved rules of procedure ○ Secret Ballot - Private vote by written ballot
10 minutes	Brotherhood Building Activity: Practice Making a Motion
Activity	<p>Purpose: To practice making a motion</p> <p>Materials: 3 X 5 cards with the sample motions, one on each card</p> <p>Process: Give a card to each new member. New members may work in groups if you do not have enough cards. Each new member or group will take turns practicing by making a motion described on their card.</p> <p>Make a motion to participate in an all Greek barbeque.</p> <p>Make a motion to participate in the local JDRF walk as a philanthropy project.</p> <p>Make a motion to hold a family picnic during parent's weekend.</p> <p>Make a motion to purchase a new television for the chapter shelter.</p> <p>Make a motion to have someone present a program to a residence hall floor and to send a thank you note following the program.</p> <p>Make a motion to sell candy bars as a fund raiser for a local homeless shelter.</p> <p>Make a motion to buy flowers to plant around campus on Earth Day.</p> <p>Make a motion to partner with a specific sorority during Greek Week.</p> <p>Make a motion to have an advisor appreciation dinner before the end of the school year.</p> <p>Make a motion to increase the GPA requirement for men who want to run for an officer position.</p> <p>Make a motion to accept the IFC recruitment rules.</p> <p>Processing questions:</p>

	<ul style="list-style-type: none"> • What questions do you have about Robert's Rules of Order? • What aspects do you think will be most difficult for you? • What did you learn today?
5 minutes	Wrap up – and assignments for next meeting
	<ul style="list-style-type: none"> • Review upcoming dates • Share expectations for attending the IFC meeting • Read pg. in LOE
15 minutes	Gavel Pass
Discussion	<p>Chapter meetings are designed to conduct business. Now that you understand how the chapter should work, you can see why it is important to use parliamentary procedure to ensure everyone has a voice.</p> <ul style="list-style-type: none"> • Round 1: What is one thing you learned about effective meeting management or how the Fraternity works during this meeting? <p>The opinions and perspectives of every member differ. While it is important to give others a voice, it is also important to understand others' point of view. Steven Covey uses the philosophy "seek first to understand, and then be understood." Think about a time in your life when you haven't looked at a situation from the other person's perspective.</p> <ul style="list-style-type: none"> • Round 2: Share a time in your life when you haven't looked at a situation from the other person's perspective.
Closing	Delta Shelter
	Each meeting closes with everyone getting in a circle, linking arms and singing a round of Delta Shelter.

MEETING 6 – BROTHERLY LOVE

This meeting will cover:

- Road Session: JDRF Representative or What are my Personal Passions?
- The concept of serving the community
- Delta Tau Delta's partnership with JDRF
- Reflection on new member service project
- Preparation for national exam
- Capstone Review

Presenters for this meeting:

- JDRF representative or alumnus, advisor or campus professional

Tasks to be completed before next meeting:

- Complete the new member capstone
- Prepare for the national exam

Opening	Call Meeting to Order
	Call the meeting to order and recite the Delt Creed.
30 minutes	Road Session: JDRF Representative or What are my Personal Passions?
Presentation	Work with a local JDRF chapter to have a speaker attend the meeting and share information about the organization and ways the men can help the cause. If you don't have a local JDRF chapter, new member educator should work with an alumnus, advisor or campus professional to conduct a presentation on identifying what causes new members might be personally passionate about.
20 minutes	Importance of Serving Our Community
Discussion	<p>The new member educator or community service chairman or philanthropy chairman can facilitate the following discussion.</p> <p>Prior to this meeting, the new members should have participated in the service/philanthropy project. The discussion is designed to reflect on that experience and discuss the importance of serving the community and mankind, and in the process helping build new member fraternal brotherhood.</p> <p>Processing Questions:</p> <ul style="list-style-type: none">• Think back to our service/philanthropy project, what did you experience?• What did you observe in our group while we participated in the project?• What impact did that project have on you personally?• What impact did it have on us as a group? Did it promote brotherhood among us? If so, how? If not, why?• What impact did it have on the population/organization we served?• Why is it important to participate in service and philanthropy projects?• How does this organization/cause influence our greater community?• Do you think you will volunteer more with this organization or with JDRF

	<p>because of this experience? If yes, how?</p> <p>Concentric Circle Activity</p> <p>Divide the group in two, with half of them forming a tight circle in the center of the room. The remaining people then pair up with someone in the circle. The facilitator then poses a question for each pair to answer in a few minutes. Then, either the inner or outer circle is asked to rotate "x" spaces to the right or left. Another question is asked for the new pair to discuss. This activity can go on for as long as desired, giving people the chance to have one-on-one discussions with many different people in the group.</p> <ul style="list-style-type: none"> • Why do you think Delta Tau Delta focuses on serving our community? • How does service benefit the recipient of the service? How does it benefit those providing the service? As individuals? As a group of fraternal brothers? • What is the difference between community service and philanthropy? • Should we expect members to participate in both? Why or why not? • What causes do you feel passionate about that you would be willing to dedicate time or money to? • What has been your most rewarding service experience? Why? • Have you or a loved one been impacted by juvenile diabetes? • What information presented about JDRF stood out to you? • Based on what you learned about JDRF, how could the chapter get more involved to help the organization? <p>Provide information about how your chapter has partnered with JDRF in the past. For example, if your chapter participated in the local walk or organized your own fundraiser, provide this information to the new members.</p>
15 minutes	National Exam Jeopardy Game
Activity	<p>To help new members prepare for the national exam at the following meeting, play the Jeopardy Game included in the appendix of this manual.</p> <p>In addition to the Jeopardy Game, new member educators are encouraged to hold office hours or meet one-on-one with new members. During the meetings, the new members ask questions about preparing for the exam and review materials they need to know prior to initiation.</p>
10 minutes	Capstone Preview
Discussion	<p>The intent of the capstone experience is to provide a bridge between new member education and the next phase of Delt life. The experience should remove the seam between what a man learns about the organization and himself and how to apply it to active membership in Delta Tau Delta.</p> <p>The four areas the capstone experience encompasses are:</p> <ul style="list-style-type: none"> • Intellectual Advancement • Service to the Community

- Fraternity Engagement
- Leadership Growth

The formula for each area is to define “why” the member should continue to grow in this area. Next, the new member should reflect on what experiences he has had which have shaped him until this point. Moving forward, the new member needs to define his growth in those areas looking 1, 2, 5 and 10 years out. An important part of this planning is to make a six-week commitment to completing the first step. Once this capstone is complete, the final step is to share this plan with someone to gain another perspective.

- Definition
 - The capstone defines what is meant by the four areas of development
 - Intellectual Advancement: classroom, career, personal interests
 - Service to the Community: volunteerism, philanthropy, identifying a cause to serve
 - Fraternity Engagement: understanding Delta values, being an active member
 - Leadership Growth: seeking out opportunities to grow as a leader
- Define the Why
 - New members explore the reasons why they are desirous of pursuing growth in these areas.
 - The statements should be broad and timeless to serve as a motivator for the next several years.
- “What has shaped me?”
 - Reflecting on the four areas, the new member should consider the personal experiences and realizations he has had which have shaped the person he is thus far.
 - These may be events related to religion, family, sports, Boy Scouts, etc...
 - Discuss in what ways the growth of the new member in at least two of the four areas of the capstone has contributed to his feeling or sense of brotherhood with his fellow new members.
 - Special attention should be paid to any experiences during the new member program.
- Where do I want to be in ____ years?
 - The new member reflects on life six weeks, 1, 2, 5 and 10 years into the future.
 - The shorter the time span from now, the more specific he needs to be establishing his goals.
- Action
 - The new member needs to define specific actions and deadlines to achieve his goal.
 - The action portion needs to include the steps he has already completed.

	<ul style="list-style-type: none"> ○ This section should not be a “here is what I will start tomorrow” exercise, it should be a “here is what I am doing” memo. • Share the Idea <ul style="list-style-type: none"> ○ The new member must share his capstone with at least two people to gain feedback before it is considered complete. The list of people to choose from includes the chapter advisor (or other volunteer), campus advisor, big brother or a non-Greek person (friend, family member, mentor, etc....) • Presentation <ul style="list-style-type: none"> ○ The new members should present their capstone to their new member class prior to initiation. The presentations should include the capstone information, but also reflect the individual’s personality.
5 minutes	Wrap up – and assignments for next meeting
	<ul style="list-style-type: none"> • Review upcoming dates • Office hours
15 minutes	Gavel Pass
Discussion	<p>One of the main selling points during recruitment is brotherhood. It is difficult to describe and understand until you experience it. Thinking about your experience so far, how would you describe brotherhood?</p> <ul style="list-style-type: none"> • Round 1: How would you describe brotherhood? <p>As you approach initiation, you might be thinking about how brotherhood will change. You may have heard the more you put into something, the more you get out of it. Think of that in context to life after initiation. It may feel like you are doing all work now, but good members contribute more after initiation.</p> <ul style="list-style-type: none"> • Round 2: What contribution do you want to make to the chapter after you are initiated?
Closing	Delta Shelter
	Each meeting closes with everyone getting in a circle, linking arms and singing a round of Delta Shelter.

MEETING 7 – ASPIRATION

In this meeting will cover:

- The Rite of Iris
- Prepare for Initiation
- Fraternity Examination

Presenters for this meeting:

- ROI Team
- Guide

Tasks to be completed before next meeting:

- Pay initiation fee in full (to treasurer)
- All requirements of initiation must be met two days before Ritual
- Pre-initiation guided reflection activities in the Life of Excellence Manual

30 minutes	Rite of Iris
Ceremony	<p>The Rite of Iris can be conducted with Meeting 7 or prior to. See the white book or Purple Book for the actual ceremony.</p> <p>Once the ceremony has been completed, go straight into the meeting – leave materials from the Rite of Iris Ceremony.</p>
30 minutes	Rite of Iris Ceremony Review
Presentation	<p>Begin the meeting with the recitation of the Delt Creed (should be memorized in full by this meeting).</p> <p>Note: This section should either be conducted by the Guide or whoever performed the Rite of Iris.</p> <p>Much like the first time you heard the Delt Creed recited during the pledging ceremony, tonight you were greeted again with the Fraternal Triangle of Delta Tau Delta, yet the Fraternal Triangle is still incomplete – the base – which you comprise – has not been connected with the rest of the triangle – the active members and alumni. However, soon you will go through our initiatory rite and make our Fraternal Triangle complete. Before that moment happens, we need to ensure you are firm in your understanding of the Mission, Values and Principles of Delta Tau Delta and of your own values and principles. Your acceptance of the principles of Delta Tau Delta as represented in the Rite of Iris does not mean you will discard your previous values system, but more so you will adopt these seven guiding principles into your daily life.</p> <p>The accomplishment of adopting and living out the principles from the Rite of Iris and of Delta Tau Delta: Truth, Courage, Faith and Power – is something that takes a lifetime commitment of improving daily and constantly seeking the light of Aspiration and support from our fellow man. Let us discuss the symbolism and allegory you just witnessed in the Rite of Iris.</p>

	<p>Processing Questions:</p> <ul style="list-style-type: none"> • What does the central light of Aspiration represent in the ceremony? • What does the light of Aspiration represent in our daily lives? What does that look like to you on a daily basis? • Courage, Self-Control, Honor – Man’s highest duty to himself. Your inner triangle. Why is it important that we focus on these principles and ourselves first? • Loyalty, Understanding, Brotherly Love – Man’s highest duty to his fellow men. Your outer triangle. Why is it important to uphold our duty to our fellow men? • How is it possible to fully support your fellow men if you do not fully know yourself? • What is the symbolism of the light of Aspiration in the center of the six pointed star and two interlocking triangles? <p>The true man is unconquerable. He dreams dreams; he sees visions. The attainment of any goal, however difficult, however glorious, is but the earnest of greater achievement still to come. Always he sees beyond what-is into what-is-to-be.</p> <p>This is the statement of Aspiration. Here – in our last meeting before initiation, we will discuss the importance of your aspirations as a man, as a Delt, and as member of this chapter. Aspirations are at the center of what we do every day. They represent our hopes and dreams for our future careers, our future families, and future accomplishments. They are the fuel that keeps us moving forward in our most challenging moments when we might be covered in the dust of sore defeat.</p>
<p>10 minutes</p> <p>Discussion</p>	<p>Man’s Search for Meaning – Viktor Frankl</p> <p>Viktor Frankl was an Austrian neurologist and psychiatrist who survived the Holocaust as a prisoner in the Dachau concentration camp under the Nazi regime during WWII. After his experience in the concentration camps, Viktor wrote the book Man’s Search for Meaning (1959).</p> <p>Throughout the book, he describes the hardships and the struggles of living in the concentration camp. It is an amazing book that I highly recommend you read; however, I want you to focus on this quote from his book:</p> <p>Note: Read the quote 2-3 times to help the effect sink in.</p> <p>“Don’t aim at success. The more you aim at it and make it a target, the more you are going to miss it. For success, like happiness, cannot be pursued; it must ensue, and it only does so as the unintended side effect of one’s personal dedication to a cause greater than oneself or as the by-product of one’s surrender to a person other than oneself. Happiness must happen, and the same holds for success: you have to let it happen by not caring about it. I want you to listen to what your conscience commands you to do and go on to carry it out to the best of your knowledge. Then you will live to see that in the long-run—in the long-run, I say!—success will follow you precisely because you had forgotten to think about it.”</p>

	<p>— Viktor E. Frankl, Man's Search for Meaning</p> <p>Throughout the next week, we ask that you reflect not only on what you have learned about Delta Tau Delta, our Values & Principles, and also on what you have experienced today through the Rite of Iris.</p> <p>Think about what Viktor Frankl talks about regarding success and happiness. How does that link to the center light of Aspiration? We will now take some time to reflect individually on these concepts. Please begin the reflection on pages XX-XX in your participant manual.</p> <p>Note: This reflection will lead into the final activity before the Fraternity Examination – The Gavel Pass. There will be no “Delta Shelter” after this meeting, as the next Delta Shelter the neophytes will sing will be with the entire active chapter following Ritual.</p>
30 minutes	<p>Gavel Pass</p> <p>My friends, as you come closer to the time of approaching the hour when you will take the Oath of a Delt – let us gather one final time and reflect upon your journey thus far. For this first Gavel Pass, answer the following question: What has been one or two things that you have learned about yourself through these meetings and how will that make you a better member of this chapter and a better Delt?</p> <p>Q1: What has been one or two things that you have learned about yourself through these meetings and how will that make you a better member of this chapter and a better Delt?</p> <p>As we saw in the Rite of Iris and with Viktor Frankl’s quote – the search for success and happiness is not a final destination but something that must ensue based upon the fruits of your labor, dedication and habits each and everyday. Keeping that in mind, what are some of your Aspirations? What do you hope to achieve in life? What are your aims for success?</p> <p>Q2: What are some of your Aspirations? What do you hope to achieve in life? What are your aims for success?</p> <p>Finally – before we begin the Fraternal Examination – The Temple of the Fraternity will be best built through your practical everyday service. What are your hopes for this chapter? What will you give back to Delta Tau Delta?</p> <p>Q3: What are your hopes for this chapter? What will you give back to Delta Tau Delta?</p>
30 minutes	<p>Fraternal Examination</p> <p>At this point – the neophytes should be prepared to take the Fraternal Examination. The Exam will be administered in a classroom format by the chapter advisor. The chapter advisor should contact the Central Office for the exam. There will be no talking and the neophytes should be able to complete the exam within an hour.</p>

	Following Exam
	<p>The new member educator will give the neophyte instructions for Ritual including time, date, and location of where to meet. Ritual should be followed by a celebratory dinner or reception.</p> <p>It is important that no other activity happen outside what has been described here. The time between Meeting 7 and Meeting 8 (Ritual) is meant to be a time of inner-reflection. Instruct the neophytes to complete the pre-initiation guided reflection activities in their manual.</p>

GOALS FOR MEETING 8 – RITUAL

In this meeting will cover:

- Preparation for Ritual
- Ritual
- Ritual Education – conducted in the Ritual hall immediately following initiation with the entire chapter prior to the closing of initiation ceremonies.

Presenters for this meeting:

- Guide

Tasks to be completed before next meeting:

- Pay all financial obligations two days before Ritual

60 minutes	Ritual Preparation & Outer Mysteries
(Length dependent upon the size of the new member class)	<p>Assemble the new members who have met the requirements for initiation and passed the Fraternal Exam. These candidates for the initiatory rite of Delta Tau Delta should be dressed in a suit or jacket, tie and dress socks.</p> <p>My friend, you now find yourself on the threshold of the sanctuary of Delta Tau Delta. However, before we begin – we need to clear our minds and ask for guidance as we begin our journey. Let us look higher. Mark well.</p> <p>I will lift up mine eyes unto the hills, from whence cometh my help. My help cometh from the Lord, which made heaven and earth. He will not suffer thy foot to be moved; He that keepeth thee will not slumber. Behold, He that keepeth thee shall neither slumber nor sleep.</p> <p>We have called upon the God of Gods, Companions of the Rainbow. You have already pledged to build the Arch of Promise through your daily practice and adherence to use the central light of Aspiration as your guiding light. We will now conduct one more Gavel Pass before entering into the Outer Mysteries.</p> <p>Q1: Before you take your Oath to Delta Tau Delta, what actions will you vow to stop doing moving forward so that you may become a better man and a better Delt? What vices must you shed?</p> <p>Q2: Hard work and honesty add to the glory and honor of Delta Tau Delta. What will you vow to do to bring honor to Delta Tau Delta?</p> <p>My friend, let us now recite the Delt Creed –</p> <p>Once the Delt Creed is finished, the chapter advisor will greet the new members and conduct the Outer Mysteries – found in the Purple Book.</p>
	Ritual & Ritual Education

	During Ritual, conduct the first Ritual education session. Ritual education lessons can be found in the White Book. This may be conducted by the chapter advisor, distinguished alumnus, Guide, vice president, chapter president or other member.
	Initiation Reception

BROTHERHOOD BUILDING ACTIVITIES

Get Up and Move

15 Minutes

- Materials: Chairs for each member
- The Task: Make a circle of chairs large enough for every person in the group except for one person. The person without a seat stands in the middle (preferably, the first person is the one giving the instructions so everyone understands the rules). The individual in the middle says, "Get up and move if..." and fills in the blank with a phrase of his choosing. For example, he may say, "Get up and move if you have a roommate that snores." Or "Get up and move if you received an A on a test this week." After the person says his statement, everyone who can relate to the statement must get up and move to a different chair. If you don't relate to the statement, you remain in your seat. The person without a seat must stand in the middle and continue the exercise.
 - This exercise is a good opportunity to learn unique traits of individuals. It is important to share with the members that this is a serious activity. This can become quite competitive; remind everyone to respect his brother and protect their safety...no pushing or shoving.
- Source: Shantel Smith, Southeast Missouri State University

Order Matters

5 Minutes

- Materials: None
- The Task: Without talking, members of the group should arrange themselves in some kind of order, as prescribed by the activity leader.
- Examples:
 - Alphabetically, by first name, middle name or last name.
 - Numerically, by birthday.
 - Numerically, by telephone number.
 - Alphabetically, by street name.
 - Numerically, by numbers which the facilitator has secretly assigned.
- Points for Discussion: What are the basic requirements of effective communication? What other means of communication can be substituted for speech? Do people pay closer attention to each other when they are deprived of the power to speak? How does this activity relate to the chapter setting?
- Variations:
 - Before setting the task, invite participants to devise a method of communication that does not depend upon speech or hearing.
 - Require that participants to perform the task blindfolded or with their eyes closed.

YES OR NO: GETTING ACQUAINTED

15 Minutes

- Materials: None
- The Task: This is a good activity for getting a large group initially acquainted with each other. Have participants circulate about the room asking each other questions that can be answered “yes” or “no.” If the answer to the question is “yes”, the other brother asks a question in return. Alternate questioning as long as the answer is “yes”. If either brother answers “no”, the pair must break off and seek a new partner. The only response to questions should be “yes” or “no”. Do not allow brothers to explain or justify their answers. There will always be time for that later.

AWARDS NIGHT

10 Minutes

- Materials: Predetermined awards and recognition items
- The Task: At the end of the term or during a special occasion, hold an awards ceremony. Honor members in a serious and humorous way.
 - For example, fun awards could include: “Brother Most Likely to Be Elected Fraternity International President,” “Most Originally Decorated Room,” “Best Dinner Time Conversationalist,” “Tweedle Dee and Tweedle Dum (best buddies),” “Most Likely to Become a Stand-up Comedian,” etc.
 - Tailor awards to fit the personality of your chapter and its members, and always keep awards in a positive light.
 - Other awards should recognize personal achievement (e.g. “Highest GPA,” “Campus-Wide Leadership,” “Athlete of the Year,” etc.) and contribution to the chapter (e.g. “Best Role Model,” “Unsung Hero,” “Leader of the Year,” etc.).

BOARD OF DIRECTORS

30 Minutes

Activity could last longer depending on the size of the group.

- Materials: Drawing sheet and pen/pencil
- The Task: Have everyone write down the names of people who have had a positive impact on them (i.e. family, friends, teacher, pastors, others). These are people who have had a significant part in shaping who they are. Explain there are five traits that people often have (note: not always) who are on their board of directors. Discuss one trait at a time and have the group share person/people on their boards that have that particular trait. (Note: If objective is for people to gain a deeper understanding of themselves, then you may want people to share in pairs/small groups. If the objective is for the group to gain a greater understanding of each other, then you will want people to share as a group...this will require more time.)
- Five Common Traits of People who Sit on Your Board of Directors:
 - Have high expectations of you
 - Have a one-to-one relationship with you
 - Have trusted you
 - You have a sense of responsibility to them. You don’t want to let them down
 - Taught you something of importance
- Note: These traits are the cornerstones of relationships people have which make an impact on others.
- Points for Discussion: What are some of the characteristics you’ve acquired from these individuals? What types of individuals are the people who sit on your board of directors (i.e. parent, teachers, friend, boss...)? Are there any different or unusual types of people who have had an impact on you (i.e. bus driver, historical figures...)? Do these significant individuals have similar characteristics (i.e. more male or female, older or younger, people who you’ve worked for or people who work for

you...)? Do these people know they're on your Board of Directors? This is a powerful thing to consider. They have given you a lot of time, faith in yourself. Have you recognized or thanked them? How many Boards of Directors are you on? Are you establishing relationships with others to help them grow based on the five common traits? How do you think your Board of Directors will be different in five years? Ten years?

CHAIN LINK

20 Minutes

Activity could last longer depending on the size of the group.

- Materials: Construction paper cut into 2 x 5 strips, pencils/pens, and transparent tape
- The Task: Distribute the 2 x 5 strips to each member. Ask each to write down his plans for future contributions to the Fraternity. Ask all members to stand in a circle. The chapter president should start with a short lecture about the value of the Fraternity in the brother's lives. He should then talk about the importance of each individual's contribution to the Fraternity in the form of discussion, attendance at meetings, serving on a committee, or serving as a chapter leader. The president should then share what he wrote down on his slip of paper. When finished, he should tape the two ends of the paper together to form a round paper link. The members standing to his right should share his goals/contributions and then link his paper onto the president's link. Continue throughout the room until every chapter member has had an opportunity to share.
 - The president should close the activity and discuss the value of keeping commitments, obtaining personal and group goals, and contributing as an active member throughout one's undergraduate years. He should ask "What happens when just one person doesn't follow through on his commitment?" He could use the analogy of a "weak link" in a strong chain. Close with a reminder that fraternity membership is a lifetime membership and ask each member to consider how he will contribute back to the Fraternity after commencement.

3 SIGNIFICANT EVENTS

5 minutes for introduction

2-3 minutes for each participant

15 minutes discussion time

- Category: Self-disclosure, discussion, building trust, building rapport and developing respect
- Materials: None
- The Task:
 - 5 Minutes: The group leader should set aside time to prepare the members for this self-disclosure activity. Each participant will share with the group the three most significant events in his life that shape who he is, how his values have been molded, and how he makes decisions. All participants should sit comfortably in a room where everyone can see each other. Give all the participants some "quiet time" to reflect on their experiences and past events in their lives. One at a time, each member should share his personal events. There should be no critique or questions asked of any member during each storytelling. After the member is finished, the next member should begin.
 - 15 Minutes: Large group discussion questions:
 - ❖ Why did we ask each of you to tell your personal stories?
 - ❖ How did this exercise help you learn more about your brothers?
 - ❖ Did each of you feel comfortable sharing with this group? Why/why not?
 - ❖ Did this exercise help you to understand one another better?
 - ❖ How can our chapter develop a better sense of trust and respect?
 - ❖ What do you appreciate most about our brotherhood?

WHAT DO WE EXPECT

60 Minutes

- Category: Discussion, building trust, building rapport, developing respect, enhancing unity, values & ethics
- Materials: Markers and poster paper
- The Task: This activity examines what we expect from our brothers. It is a good exercise for reminding brothers of their commitment to the chapter and renewing energy and spirit. To be successful, remember to focus on future expectations. Do not complain about what members should have done in the past.
 - 5 Minutes: Open with reading from your pledging ceremony. Remind your members of the oath they have already taken. Announce that for the next hour you will examine what that oath means. Discuss what the chapter members expect from their brothers and ask the brothers to hold themselves accountable. Remind them to discuss both behavior and more specific concerns (e.g., "I expect brothers to behave like gentlemen at social functions," or "I expect brothers to attend all chapter meetings.")
 - 20 Minutes: Divide members into small groups of no more than eight. Have the groups list what they expect from members of the chapter. Tell them to evaluate their expectations by the following questions:
 - ❖ Are these expectations reasonable considering the other time commitments of our members?
 - ❖ Are these expectations clear?
 - ❖ Would I be willing to live up to these expectations?
 - ❖ Would I be willing to confront a brother who is not living up to these expectations?
 - 5 Minutes: Each group should present its expectations to the group. A facilitator records those expectations on which everyone agrees.
 - 15 Minutes: If there is a disagreement, two representatives of each group meet with the facilitator to work out a compromise. When complete, the expectations are read to the whole group. Each member is asked to commit to meeting these expectations.

FRATERNITY JEOPARDY

30 Minutes

Activity could last longer depending on the size of the group.

- Materials: Q&A cards with Fraternity history and traditions; poster board made up like a Jeopardy board (topics across the top, \$ amounts down the columns)
- The Task: Divide participants into teams or have individuals participate. One member serves as the game show host and asks questions of the participants. Keep track of scores or point totals. This will take some preparation. Get questions and answers from your fraternity history (e.g. in what year was the Fraternity founded?). Make sure to get questions from the local chapter history and traditions as well. If using "Jeopardy" format, make sure that answers are stated in the form of a question: "What is 1874, Alex?" Or you can make up your own fraternity game show based on other popular TV favorites.

FRATERNITY VALUES

50 Minutes

- Materials: Copies for each small group:
 - Your fraternity's philosophy or mission statement
 - Creed
 - Chapter Bylaws and Constitution
- The Task: In small groups, address the following questions:

- Based on your reading of the documents, what are the values of the fraternity? Where did you find these stated? Which ones are implied?
- How do the values of the fraternity, both explicitly stated and implied, coincide with your personal key values? How do they conflict?
- If the values of the fraternity conflict with your own personal values, why did you join?
- Points for Discussion: Have a spokesperson from each small group share the results of that group's conversation with the entire chapter.
- Source: Delta Gamma Watchword

"I'M A BIGGER PERSON THAN THAT..."

45 Minutes

- Materials: Copy of poem for presenters, your fraternity's policy on hazing
- The Task: Share the definition of hazing that is stated in the fraternity policy. Lead discussion on:
 - What constitutes hazing? Why?
 - What does hazing have to do with the Fraternity, the chapter, the individual?
 - Why would one want to be hazed or haze another? Why is that contrary to our values as a fraternal organization?
- Educate members on whom to contact if hazing is witnessed: The president, chapter advisor, Greek advisor, etc.
- Read poem to group:

I was away from home, but I knew that my _____ was behind me.

I was told many lies that tested my faith, but I knew that my _____ was behind me.

I was blindfolded, but I knew that my _____ was behind me.

I was fed raw food, but I knew that my _____ was behind me.

I slept on cold floors, but I knew that my _____ was behind me.

I was mentally tortured, but I knew that my _____ was behind me.

I was kidnapped, taken from one place to another, but I knew that my _____ was behind me.

I was awakened in the middle of the night and told to stand in a dark room, but I knew that my _____ was behind me.

I was deprived of my personal freedom and growth, but I knew that my _____ was behind me.

I was told that I wasn't worthy to live, but I knew that my _____ was behind me.

I was scared for my life, but I knew that my _____ was behind me.

Why? Why me? Why this? For what reason? Did I hurt someone? Did I commit a crime?

Do they know why they are doing it? Have they been lied to? Blindfolded? Tortured? Kidnapped?

Exhausted? Disturbed? Scared to death? Sick? Alone?

Does my feeling these things make them feel better? Why?

All I know is that my trust and my faith in my _____ will not allow me to do these things to others.

It is not our belief, not our purpose, not our way.

My freedoms are precious. My human rights are paramount. My belief is strong. My pledge sincere.

My responsibilities are great. My retribution unnecessary.

I'm a BIGGER person than that.

The only solution is to turn on the light for them. Open the door. Extend my hand to meet theirs.

Offer them my support.

Haven't I earned the right to be free?

And isn't freedom more precious and strong and human when I share it with my _____?

- Whose words are these?
A citizen of our country held hostage in a hostile land?
-OR-
A new member going through pre-initiation hazing?
- Using the word COUNTRY in the blanks, would the hostage have drawn strength and meaning for his life?
- Using the word BROTHER in the blanks, would the member/new member have been supported in his conviction as to the value of the Fraternity or wondered at the contradiction?
- Points for Discussion: Encourage participants to ask themselves the following questions when faced with a potential hazing situation.
 - Will this activity make me a better person or brother?
 - Would I want my parents or a university official to witness this action?
 - Would I be willing to go to court to defend the merit of this activity?
 - Why don't I videotape hazing activities and use it as a promotional tool during recruitment?
 - What am I joining, a small new member class or an International Fraternity?
 - When transfer students affiliate, is the level of acceptance the same for them?
 - Where is hazing stated in our Fraternity's mission?
- Variations: Ask the campus Greek advisor to facilitate the group discussion, focusing particularly on the impact of hazing on the Greek community, campus officials, etc. Ask someone who has suffered from hazing practices to speak about the negative feelings caused by hazing. Local alumni or the Greek advisor may be good resources. Invite another group (men's or women's) to do the presentation with you. Setting the tone more in a Greek community may help to indicate the importance of the problem.
- Source: Delta Gamma Watchwords

FLAG AND BADGE

15 Minutes

- Materials: Fraternity flag, one active badge
- The Task: The room should be dimly lit by candles. All new and initiated members hold onto the edges of the flag with a fraternity badge in the center. The flag should be held strong and taut (representing a strong chapter). The facilitator should share the analogy of the flag and chapter. The facilitator states some of the problems and challenges that the fraternity is facing. For example:
 - Have you missed chapter meetings?
 - Have you skipped class?
 - Do you maintain your room?
 - Have you damaged the house?
 - Have you pushed chapter officers to break the rules?
 - Have you missed a bill payment?
 - Have you missed a recruitment event?
 - Have you missed any philanthropic events?
- If a member can relate to the statement he must let go of the flag. The facilitator should discuss how each area hurts the chapter after each statement. (For example: Have you missed a recruitment event? If all members do not attend recruitment events, the prospective members will think the membership is not invested in the future of the chapter. A successful recruitment is obtained by a committed and organized chapter, not just a committed and organized recruitment committee.) With each statement, members will let go and the flag will develop ripples and sag. The facilitator should discuss the value of each and every member of the chapter and how each person has to contribute to his full ability to make the chapter strong. Each member should share how he is going to keep the fraternity going strong.

- Source: Adapted from Delta Chi BRIEF, Pre-Initiation

WHAT ARE WE LOOKING FOR IN A BROTHER?

5 Minutes

- Materials: Paper, pens/pencils, newsprint pad, markers
- The Task: Distribute paper and writing utensils. As a large group, members should brainstorm a list of 10 qualities they want in a friend. The facilitator writes the 10 qualities down on the newsprint so the entire chapter can see the list. This should take about 10 minutes. The members should then list those 10 qualities on their own paper in their own order of importance, the most important (number 1) to the least important (number 10). The group should then share their lists with each other in small groups of 8-12.
- Points for Discussion: Why did you order the qualities as you did? Are these the same qualities we keep in mind during recruitment? Is that sometimes forgotten? What do you have to offer your friends? What does the chapter have to offer prospective members? Are we good to our members? Do we take our friendships for granted? How do we keep friendship in our minds at all times, not just during recruitment?
- Source: Adapted from Unknown, shared in 1987 Youth to Youth Conference Training Manual, p. 43.

WHERE WILL WE BE?

20 Minutes

Activity could last longer depending on the size of the group.

- Materials: Newsprint pad, pens
- The Task: Have the members of your chapter get in a relaxed position, close their eyes and envision what their organization/chapter house will look like 10 years from now. The facilitator can prompt responses by injecting the following questions:
 - What physical changes do you "see"?
 - What types of members do you "see"?
 - What programs are being sponsored?
 - Are there any activities or programs missing?
- After five minutes of this introspection time, ask members to share what they "saw" and record them on the newsprint paper. After these observations are recorded, ask the group what implications they may have on what we are doing today. This is a good exercise to do before a chapter retreat or goal-setting session.
- Source: Jim Miner, Western Illinois University

HELIUM STICK

15 Minutes

- Materials: Wooden dowel or some type of pipe about six feet in length
- The Task: Organizations create mission statements to be a guiding force. A good mission statement focuses everyone's attention on the core essence of a business or organization and enables them to make decisions and take actions that are directly aligned with their core values. For our next challenge, your group will have a simple mission: To lower this stick to the ground better than ANYONE in the world.
Have the group repeat the mission a couple of times...
 - The Challenge:
 - ❖ Have the group of 8-12 divide into two lines and face each other.
 - ❖ Explain the technical rules to the group (very important): everyone's index fingers MUST remain in contact with the stick at all times, and the stick must rest on top of their fingers at all times (no grabbing, finger curling, etc.)
 - ❖ Have the group extend their index fingers at waist level.
 - ❖ Lay the stick across the group's fingers.

- ❖ At that time, the group must work together to lower the stick to the ground.
- ❖ Inevitably, the stick rises almost instantly - causing laughter, frustration or confusion. The rise is caused by the small ripples of upward pressure as individuals each try to remain in contact with the stick.
- ❖ After refocusing, the group will be able to lower the stick.
- Points for Discussion:
 - Ask the group if everyone understood the mission and technical lowering rules.
 - Ask if anyone was intentionally trying to sabotage the group's mission by lifting the stick.
 - Ask if everyone sincerely wanted to accomplish the mission or thought that it could be done.
 - If everyone understood the mission, and was committed to succeeding, why did the group get so far off track right away? Try to elicit answers that are related to the group process, not the technical explanation of the challenge. For example, "we didn't plan well" more so than "we weren't holding our fingers correctly."
 - Ask the group to share examples of groups that they have participated in "the real world" that seemed to be comprised of committed folks, but were not productive.
 - Discuss what types of actions are important to keep a group focused on the mission.
 - Many times during this activity, people become frustrated with others who aren't lowering the stick, and often choose one person as the culprit. Also, some people give up and let the stick come off their fingers. If either happens, be prepared to discuss how blame or giving up affects groups.
- Tip for success: When you place the stick on the group's fingers, apply slight downward pressure before letting them begin. This helps create the initial upward pressure that creates the "helium stick."

MAGIC CARPET

15 Minutes

- Materials: "Magic carpet" – an 8 x 8 foot tarp, sheet, blanket or piece of butcher paper
- The Task: Ask the group to stand on an 8 x 8 "magic carpet." The entire group must be on the tarp completely. Once everyone is settled, advise the group they are going on a magic carpet ride. Tell them they have risen 100 feet in the air and are ready to go. Unfortunately, the instructions on how to steer and land the carpet are on the other side of the carpet. So, they must flip the carpet over while standing on it.
- A great variation is to explain the instructions to two groups at the same time and see if they try to work with the team on the other carpet or if they attempt to flip their carpet as separate teams.

LEGO ACTIVITY

45 Minutes

- Materials: Two matching sets of children's building blocks (e.g. Lego), with 10 blocks and one base board in each set. Using one set of blocks, build a random object using the 10 blocks, onto the base board. Optional - Two bags to contain each set of building blocks.
- The Task: To illustrate the importance of clear communication and allow the group to explore their communication style and make improvements as necessary.
- Group Size - Minimum three people, up to about seven people. (You can have duplicate exercises running in parallel if group is larger, but will need more sets of building blocks).
- There are four roles in this communication skills game:
 - Person A - director
 - Person B - runner
 - Person C - builder
 - Person(s) D - observer(s)

- Person A is given the built-up set of blocks and is the only person who can see the object. It is the director's job to give clear instructions to person B, the runner, so person C can build an exact replica of the model.
 - Person B listens to the director's instructions and runs to a different part of the room to where person C is sitting. The runner then passes on the building instructions, without seeing the building blocks, to Person C, the builder. The runner can make as many trips as required within the time allowed for the exercise.
 - Person C listens to the runner's instructions and builds the object from the set of building blocks. The builder is the only person who can see the object under construction and building materials.
 - Person(s) D observes the communication game and makes notes about what works, what doesn't work, and how people behaved under pressure etc., to pass onto the group later.
- Set a time limit for the exercise of 10 minutes. When the time is up, allow the group to compare the model and the replica, and see how closely it matches. Generally, the replica will bear little resemblance to the original, which usually causes heated discussion!
 - Allow the group to reflect on how the exercise went, and agree one thing they did well, one thing that didn't work, and one thing they would do better next time.
 - Run the exercise again, either switching or keeping original roles, and see if any improvements have been made. Make sure you de-construct the "original" model and create a new design!
 - This simple communication skills game can be run many times without losing learning potential. Teams can add layers of sophistication to their communication by making use of aids such as diagrams, codes, standard procedures and using active listening techniques.

STEP INTO THE CIRCLE

- The Task: This is an activity to help build the trust that you will continue to build on as you develop brotherhood within your new member class and also in the chapter as a whole. Over the course of the activity, a series of statements will be read aloud. If you feel as though the statement applies to you, or you agree with what is read, you are encouraged to step into the center of the circle. Those who step forward should step back before the next statement is read. Through this activity we will be sharing experiences and vulnerabilities and possibly things we have never shared with anyone else before. Don't be afraid to take risks tonight, the more you put in to this activity, the more you will get out of it. Before we begin, there are a few things to keep in mind:
 - Please remain completely quiet throughout the activity.
 - If you are unsure of what a statement means, interpret it to the best of your ability. Take the statements for what they mean to you, not what they may mean to anyone else.
 - Maintain a level of respect. This activity is to build a level of trust among your brothers. With that, the things that are shared tonight are to be kept between those that are here, do not share any of this information with others outside this circle. If you feel inclined at a later time to talk to someone about something they have shared, make sure you ask their permission before doing so.
 - Please understand that you are in no way under any pressure to answer in any particular way if you are uncomfortable with answering.

Any questions before we begin?

Step into the circle if. . .

- You are male
- You are a freshman
- You have visited another country

- You were a leader in high school
- You didn't really like high school
- You always had plans to come to college
- (Insert school name) was not your first choice school
- You are the first one in your family to go to college
- The thought of growing up scares you
- You have ever let go of your morals in order to "fit in"
- You believe in God
- You identify with a religion
- You don't know what you believe in
- You have abandoned your faith at some point in your life
- You were raised by a single parent
- Your parents are divorced, separated or never married
- You have experienced the effects of alcoholism or drug addiction in your family
- A close family member has hurt you either emotionally or physically
- You were adopted
- You get homesick
- You wish you were closer to your family
- You feel lonely
- You have a disability
- You receive financial aid of some sort here at (insert school name)
- You consider your family as lower or working class
- You consider your family as middle class
- You consider your family as upper class
- You have felt embarrassed about the economic class your family is in
- You are considered a minority
- You consider yourself a Democrat
- You consider yourself a Republican
- You identify as gay, bisexual or transgender
- You have ever been discriminated against because of who you are
- In the past year, you have broken off a serious relationship
- You have trouble trusting people
- You trust people too easily
- Someone close to you has passed away
- You have cried in the past month
- You are afraid of disappointing others
- You are unhappy with your physical appearance
- You feel like people don't know the real you
- You tend to hold your feelings inside
- You are comfortable with who you are
- You or someone you know has been sexually assaulted
- You know someone who committed suicide
- You know what you are passionate about
- There is someone here who you feel like you don't know well enough
- You would like to get to know someone here better

➤ Points of Discussion:

- What are your feelings right now?
- What do you think you gained from the activity?
- How did this help you grow personally? As a new member class?

- How did you feel when you were a minority on either side of the line?
- Closing comments?

STRAW TOWER BUILDING

15-20 Minutes

- Materials: Plastic drinking straws, tape
- The Task: Provide each team with the same quantity of straw and sticking tape. The teams are to build the tallest tower using straw and tape to win the game. The rule to be remembered is that no objects are to be used to support the straw tower. The tower strictly has to be in vertical position to qualify. No horizontal towers allowed. The towers must stand and if they fall, that leads to disqualification. Give a time limit for the tower building.
- Points of Discussion
 - What was your strategy for building the tower?
 - Did everyone agree on how the tower should be built? If not, how was a decision made?
 - What are some challenges your group faced while building the tower?

CONSECUTIVE NUMBERS

10 Minutes

Activity could last longer depending on the size of the group.

- The Task: Group stands in a circle and the challenge is given that they must count to 29. The catch is that only one person can say a number at a time and no discussion is allowed. If two people speak at the same time, counting must start over. Activity ends when numbers 1-29 are spoken by individuals.
- Points of Discussion
 - What was challenging about the activity?
 - Would this have been easier if you communicated in some way?

FEAR OF FIRE

20-30 Minutes

- Materials: Pieces of paper(enough for all participants), pens, fire pit
- Before beginning, facilitator should explain the procedure and also set ground rules for the activity (i.e. whatever is shared here is not to be shared with anyone else outside the circle.)
- The Task: Participants should be given a slip of paper and a pen each and given five minutes to write down 3-4 fears. Fears should be deep fears, not surface level fears (i.e. afraid of snakes/spiders/the dark/etc.). Once everyone has had a chance to think about and write down their fears, the group should gather around the fire. Participants should then be instructed that as they feel comfortable, they should approach the fire, read their fears aloud and then toss their fears (paper) into the fire. It should be clear that participants only need to do this if they feel comfortable doing so. No specific order needs to be followed.
- Points of Discussion
 - After everyone has had the opportunity to throw their fears in the fire, a debrief should happen.
 - What are your general feelings right now?
 - Why did we do this activity?
 - What surprised you about yourself during this activity?
 - How is this applicable to the fraternity?

HUG A BROTHER

- The Task: People are scattered around in a small area and instructed to keep their eyes closed. This is a silent exercise. Choose several participants at a time to keep their eyes open. Those with their

eyes open will be the ones hugging based upon the suggestions read aloud. Use four men at a time, seven rounds of questions total (varies based on number of people participating).

Hug a brother who...

- makes you laugh
- you respect
- has dreams and ability to make them happen
- you have gotten to know better this weekend
- is selfless
- is a good leader
- has impacted you this weekend
- has given you good advice
- is creative
- you feel you are very close to
- gives it their all
- you want to get to know better
- is fun to be around
- with good ideas
- exemplifies our values
- with integrity
- has been a leader in your new member class
- challenges you
- you look up to
- you think will be a GREAT Delt
- you admire
- you trust
- is a good listener
- you know you can depend on
- has inspired you
- does a good job
- you are proud to call a brother
- you appreciate
- with a good sense of humor
- is reliable
- represents the group well
- makes good decisions
- you learned something new about this weekend
- is open minded
- you would pick to get stuck on a deserted island with
- has a great attitude
- has taught you something
- has surprised you this weekend
- gets things done

WHO AM I?

- The Task: This is a reflective activity and requires facilitation throughout. Participants should be paired in groups of two and instructed to spread out and find their own space, staying within voice reach of the facilitator. Within the pairings, one participant should designate themselves as "A" and one as "B." The exercise goes as follows:

- Instruct participants that you will be prompting them to ask each other a series of questions. Each person will have one minute to respond before moving on. The person who is listening should listen only. This means no feedback by talking, facial expression, nodding, etc.
- Facilitator prompts with questions and after one minute instructs participants to switch.
 - Person A asks person B, "Who am I?"
 - Person B then asks person A the same question.

 - Person B asks person A, "Who are you?"
 - Person A then asks person B the same question.

 - Person A asks person B, "Who do you pretend to be?"
 - Person B then asks person A the same question.
- As facilitator, you should give only one question at a time. At the end of the exercise, follow up with a debrief.
- Points of Discussion:
 - What surprised you during this exercise?
 - What did you find difficult?
 - Did the answers to who are you and who do you pretend to be differ?

YOU ALWAYS WANTED TO ASK

50 Minutes

- Brothers often have questions about the Fraternity which they may be afraid to ask. This activity allows them to air their questions anonymously and can be a good catalyst for a group that is not discussing different issues. It is a good exercise to use in a retreat or mid-semester chapter meeting, after initial activities have built a sense of brotherhood yet discussion seems to be stagnating.
- Materials: Index cards and a pen/pencil for each participant
- The Task: Have each brother write down a question about the chapter that he has always wanted to ask. Collect all of the index cards and shuffle them. Have the brothers sit in a circle. Begin by reading the top card aloud. Answer the question. You may wish to allow a couple of minutes for a brother with a different response to give his answer. Do not debate the question or its answer, though. Place that question on the bottom of the stack and pass the stack to your left. Have that brother read the topic card aloud and answer the question. Continue around the circle until every brother has read and answered a question.

BIG BROTHER PROGRAM

Overview: The intent of the Big Brother Program is to foster brotherhood but also to provide the new member with a stable, one-on-one relationship. This stability often proves invaluable during the first, formative moments of membership. It also stimulates his involvement in the chapter by replacing the entire – somewhat intimidating – chapter with a name and a friendly face. Such a step is vital in the development of a good member. A man who feels comfortable with his brothers best understands and assimilates the seriousness of the mission and values.

Some crucial aspects for a good chapter Big Brother Program are:

- The development of specific goals for the program
- Careful selection of big brothers
- Development of a big brother training program
- Ongoing communication between the big brother, his little brother and the new member education committee
- A commitment from each big brother that he will keep all new member activities alcohol free (i.e., Member Responsibility Guidelines (MRG) states that “no alcohol shall be present at any new member program or initiation activity of any chapter.”)
- Weekly, intentional interactions between the big/little brothers

The close, personal relationship formed between big and little brothers creates the basis for life-long friendships, is the model on which the new member will form future relationships with brothers, and is the essence of the Fraternity.

Goals of the Big Brother Program:

1. To develop good members of the Fraternity
2. To assist in the academic transition between high school and college
3. To provide a communication link between the chapter and the new member
4. To provide a role model for behavior and socialization
5. To establish a positive, informal avenue for discipline
6. To ensure each new member is prepared for initiation

A big brother is accountable to the chapter to fulfill his daily responsibilities with his little brother. His commitment to friendship with the new member includes offering counsel, helping with schoolwork, urging participation, listening to the new member’s concerns, and celebrating his triumphs. Such a sacrifice of time and attention is the result of a truly committed, honest brother. It is the duty of the new member education committee to ensure your chapter’s big brothers possess the ability and willingness to make this effort. Establishing specific goals for the Big Brother Program and a rigid selection process are crucial so that all big brothers are aware of the level of excellence they must maintain to have a little brother.

BIG BROTHER SELECTION PROCESS:

Each member interested in participating in the program is responsible for proving himself deserving of the role. Being a big brother is both an honor and a privilege, and only men of integrity may participate. The future of your chapter rests in their hands.

The following is a suggested timeline of events that you should begin two to three weeks before the New Member Education Program begins.

1. Announce at the chapter meeting that big brother selection for the incoming new member class will be taking place soon. Invite all active members interested in being big brothers to an informational meeting at which the expectations of serving as a big brother will be explained. State that attendance at the information meeting is a prerequisite to becoming a big brother.
2. At the meeting, hand out a written job description of the big brother position to every member and go through the description to explain each item, answering questions as you go, so that all in attendance fully understand the expectations.
3. Circulate a signup sheet at the meeting for each member to sign if he wishes to be considered as a big brother. Make it very clear at the meeting that those who sign the sheet are agreeing to comply with the expectations set forth by the new member education committee.
4. At the start of new member education, the new member education committee should select a pool of eligible big brothers based on the following criteria:
 - a. Academic Excellence. Establish a minimum GPA (i.e., at least a 3.0 on a 4.0 scale) for consideration as a big brother. Prospective big brothers must set a good example academically for their little brothers.
 - b. Accessibility. Prospective big brothers must be easily accessible. It is just as important for the little brother to interact with other members of the chapters as it is to receive and rely on the counsel of his big brother.
 - c. Attitude and Honorable Conduct. Little brothers reflect the attitude and behavior of their big brothers. Therefore, select big brothers who are committed, who live by the values, and who are positive about and involved in Delta Tau Delta. Good Delts create more good Delts.
5. Once a pool of eligible big brothers has been selected, the new member education committee should confirm with each man that he is still willing to take on the obligations of the program and will attend a Big Brother Training Program should he be selected as a big brother.
6. Give the list of eligible big brothers to the incoming new member class. Each new member should submit a list of three to five members ranked in order of preference that he would like as his big brother. Explain to the new members that the names will be used as a basis for selection, but it may be impossible to match everyone with his first choice.
7. The new member educator and director of member development should meet to match big brothers and little brothers. Before beginning, establish a selection criteria based on the needs of the chapter. Although none of the following selection criteria suggestions are an essential part of a good big/little brother match, they can provide a guide for making matches:
 - a. Personalities - similar personalities often form closer relationships.
 - b. Interests - similar interests give brothers a common reference point and encourage better relationships.
 - c. Academic major - a common academic major between the two brothers facilitates studying and provides guidance for the little brother.
 - d. Needs - any specific needs little brothers have, such as help with being far away from home, should be matched with big brothers who are able to relate or respond to them.
 - e. Age - consider seniors and juniors first when choosing big brothers. This ensures experienced big brothers and is a great way to keep seniors involved in the chapter.

The process of selecting big brothers, rather than just accepting volunteers, places responsibility on active members to prove themselves worthy, able and willing to perform the duties required of them.

BIG BROTHER TRAINING PROGRAM:

After selecting big brothers, but before you announce the pairings to the new member class, hold a meeting with all of the selected brothers to educate them about their duties. During this training session, which should last no more than an hour, you will cover the following areas:

- Review the goals, objectives and procedures for the New Member Education Program
- Review the big brother job description and responsibilities
- Review the Member Responsibility Guidelines (MRG), making special note of the alcohol-free New Member Education Program and anti-hazing sections
- Review the new member education calendar, making special note of important dates and ceremonies
- Review the weekly big brother objectives in the New Member Education Program
- Review the initial and weekly reports
- Have each big brother sign a big brother contract

BIG BROTHER CONTRACT

I, _____, do hereby swear to fulfill my duties as _____'s Big Brother in accordance with the mission and values of Delta Tau Delta Fraternity, as well as the overall aims of the New Member Education Program.

Specifically, I commit to fulfilling the following duties:

1. I will serve as a mentor and guide to my little brother throughout the New Member Education Program and beyond.
2. I will serve as a role model of the principles and values of Delta Tau Delta.
3. I will participate in all New Member Education Program events and activities.
4. I will meet regularly with my little brother to monitor not only his academic performance, but also his progress in becoming a fully initiated member of the Fraternity.
5. I will seek to include and involve my little brother in all chapter events and activities.
6. I will help to ensure the Member Responsibility Guidelines (MRG) are followed during the New Member Education Program.

(Big Brother)

(Date)

BIG BROTHER/LITTLE BROTHER INITIAL MEETING REPORT

Use this as a guide to facilitating the first meeting between Big/Little Brothers.

Big Brother:

Year in School:

Major:

Hometown:

Little Brother:

Year in School:

Major:

Hometown:

Suggested Questions:

1. Where are you from?
2. Why did you attend this college/university?
3. What other schools did you consider?
4. What are you studying?
5. What are your career goals?
6. What are your interests/hobbies?
7. Are you involved in any extracurricular activities/sports/clubs?
8. Why did you decide to join Delta Tau Delta?
9. What positions have you held in the chapter or wish to hold in the future?
10. What is one of your core values?

BIG BROTHER/LITTLE BROTHER WEEKLY MEETING REPORT

Each week, the big/little brothers should meet to review that week's New Member Education Program lesson/activities, the new member's academic progress, and any concerns/issues that may have arose that warrants attention from the new member education committee. Use this report to monitor those interactions.

Date: _____

Big Brother: _____

Little Brother: _____

1. How many interactions (and what context) did you have with your little brother this week?
2. What was the core lesson/activity for this week of the New Member Education Program?
3. Did you accomplish this week's Big Brother Objective? How?
4. Did you study with or assist your little brother with his coursework this week?
5. Did your little brother attend all of his classes this week?
6. Are there any concerns/issues the new member education committee needs to be aware of concerning your little brother?

WEEKLY BIG BROTHER OBJECTIVES

For each of the eight weeks of the New Member Education Program, the big brother should be responsible for accomplishing a specific task/activity/lesson with his little brother that ties into that meeting's curriculum.

Here are a few suggested objectives:

Meeting One:

- Attend a chapter brotherhood event
- Discuss new member education, expectations and important dates
- Review the Share your Story activity and have the big brother share his story

Meeting Two:

- Discuss the time management presentation
- Discuss the Delt Creed
- Have lunch together

Meeting Three:

- Attend a chapter committee meeting
- Workout together at the fitness center
- Discuss the Member Responsibility Guidelines

Meeting Four:

- Review the new member's midterm academic performance
- Share personal goals
- Attend a program on campus

Meeting Five

- Grab dinner with an alumnus
- Attend a committee meeting

Meeting Six

- Attend a philanthropic event on campus
- Volunteer at a community service project
- Study for the initiation exam

Meeting Seven

- Review the new member's capstone project
- Review the importance of the Rite of Iris ceremony

Meeting Eight

- Prepare for Ritual

ACADEMIC CONTRACT

1. Basic Information

Name:		Phone Number:	
Year in School:		Email Address:	

2. Individual Course and Overall Performance Goal Setting

Cumulative GPA:		Term GPA:	
Course Performance Goal #1:		Course Performance Goal #2:	
Course Performance Goal #3:		Course Performance Goal #4:	
Course Performance Goal #5:			
Chapter GPA Goal:			
New Member Education Class GPA Goal:			

*Note: Express course performance goals in terms of GPA scale rather than letter grade. The average of the course performance goals equals your term GPA goal.

*Note: Determine if individual new member goals add up to the class goal.

3. Term Syllabus & Professor Office Hours

Course Name	Professor's Name and Office Hours	Signature of Professor (upon office hour visit)
1.		
2.		
3.		
4.		
5.		

4. Contract Referee and Support Team (Identify those that will keep you accountable.)

Contract Referee			
Name:		Position:	
Phone Number:		Email Address:	
Signature:		Date:	

Support Teammate #1			
Name:		Position:	
Phone Number:		Email Address:	
Signature:		Date:	
Support Teammate #2 (Optional)			
Name:		Position:	
Phone Number:		Email Address:	
Signature:		Date:	
Support Teammate #3 (Optional)			
Name:		Position:	
Phone Number:		Email Address:	
Signature:		Date:	
Support Teammate #4 (Optional)			
Name:		Position:	
Phone Number:		Email Address:	
Signature:		Date:	

5. Commitment Statement and Signature

I _____ agree to abide by all of the above conditions for the _____ school term. I recognize that I have set these conditions for myself in the best interest of my own academic career and that I was not forced into any action by anyone related to the Fraternity, the Fraternity itself or any member thereof.

Member Signature:	_____	Date:	_____
Director of Academic Affairs	_____	Date:	_____
Signature:	_____	Date:	_____
Faculty/Academic Advisor	_____	Date:	_____
Signature:	_____	Date:	_____

CAMPUS RESOURCE TOUR

Purpose: The purpose of this activity is to learn where various offices and resources are located on campus and the benefit to the new members. MATERIALS: Campus Tour Handout; the new member educator (NME) is recommended to contact offices prior to their visit to make sure someone will be available to briefly share information with the men. PROCESS: The group will identify a two- or three- hour time span when everyone is available to conduct the campus tour. The NME will guide the new members around campus and visit the list of recommended offices. The NME is encouraged to include any additional offices unique or important on the campus.

*Note: Campus resources differ in name and scope depending on the campus. Please use the following as a guide to find similar resources on your campus. Feel free to include additional campus resources, but do not delete items from this list.

Campus Resources	Yes	Item(s) Discussed
1. Academic Advisor (school assigned)	<input type="checkbox"/>	
2. Faculty/Academic Advisor (Delta Tau Delta-if applicable)	<input type="checkbox"/>	
3. Health Center	<input type="checkbox"/>	
4. Counseling Center	<input type="checkbox"/>	
5. Writing Center (or Student Support Services)	<input type="checkbox"/>	
6. Disabilities Office	<input type="checkbox"/>	
7. Library	<input type="checkbox"/>	
8. Greek Affairs Office	<input type="checkbox"/>	
9. Fitness Center	<input type="checkbox"/>	
10. Center for Diversity & Multicultural Affairs	<input type="checkbox"/>	
11. Community Service/Outreach	<input type="checkbox"/>	

12. GLBT Office
13. Ombudsman



VALUES WORKSHOPS

DEFINING YOUR VALUES WORKSHOP

Purpose: The purpose of this workshop is to evaluate the impact our lives have had on our personal values.

Materials:

- Values worksheet

15/15	Understanding our Values Lens
	<ul style="list-style-type: none">• When you think of the terms values or values-based, what comes to mind?• How have you heard the term values-based used in context of fraternities and sororities?• What are the values of Delta Tau Delta?• How does your chapter demonstrate those values to other people?• Before you joined Delta Tau Delta, do you think you would have said that Truth, Courage, Faith or Power were your personal values? Why or why not?• How do you determine your personal values?• How do we demonstrate our values in our daily actions?
	Take a minute to think about a defining moment in your life. A moment that has helped you grow and develop into the man you are today. After you have identified that moment, take a few minutes to respond individually to the questions on your handout.
	After a few minutes, ask participants to partner with someone sitting near them and share their defining moment.
	<ul style="list-style-type: none">• Was this task easy or difficult? Why?• What did you learn about yourself by participating in this activity?• How would you be different if you didn't have this experience?• How do our pasts (the way we were raised; religious, economic or ethnic background; environmental influences; etc.) influence our values?

	<p>Steven Covey wrote in his book <u>Principled Centered Leadership</u>, "Our values often reflect the beliefs of our cultural background. These become the "glasses" through which we look at the world. We evaluate, assign priorities, judge and behave based on how we see life through these glasses."</p> <p>The challenge is we all have different glasses, yet you have taken an oath to live the same values - those of Delta Tau Delta. Covey describes this as a pattern of "values-based compartments". He believes each compartment in our lives carries a different values system. The challenge as leaders is understanding your own values and living in an environment that may value something different.</p>
	<ul style="list-style-type: none"> • What is your response to Covey's thought about viewing the world through "glasses"? • Why is it important as a new member to understand your personal values? • If you don't live the values of an organization, can you be a member? • How can you live the Delt values as a new member?
15/30	Defining Your Values
	<p>Have each participant rate each value listed according to its importance to them. Participants should write the value under the heading they deem most appropriate to them. They may add any additional values.</p>
	<p>After participants have completed the activity, encourage them to look over their lists again. Most participants will rate the values as "always valued" or "often valued".</p> <ul style="list-style-type: none"> • Is it possible that some of these values were more important to you in the past but you continue to cling to them? • Have you included some of the values because it is politically or socially correct? • Would other people say you hold this value? • Do you do something every day to demonstrate each value? <p>Ask participants to reconsider and reassign values.</p>
5/35	Wrap Up
	<p>Facilitator should wrap up by making the following points:</p> <ul style="list-style-type: none"> • Authentic leaders are able to analyze who they are and what they believe in. They lead based on their values and beliefs, not by fear or insecurity. • Values are demonstrated in our daily actions. Think about what you do on a daily, weekly or monthly basis. If you wrote down those activities, would the core values you identified be congruent? • Actions speak louder than words.

VALUES WORKSHEET

Rate each value on this list according to its importance to you. Write the value below the heading you deem most appropriate. Add to your lists any other values you hold.

Achievement	a sense of accomplishment; mastery; goal achievement
Activity	fast-paced, highly active work
Advancement	growth, seniority and promotion resulting from work well done
Adventure	new and challenging opportunities; excitement; risk
Aesthetics	appreciation of beauty in things, ideas, surroundings and personal space
Affiliation	interaction with other people; recognition as a member of a particular group; involvement; belonging
Affluence	high income; financial success; prosperity
Authority	position and power to control events and other people's activities
Autonomy	ability to act independently with few constraints; self-sufficiency; self-reliance; ability to make most decisions and choices
Balance	lifestyle that allows for a balance of time for self, family, work and community
Challenge	continually facing complex and demanding tasks and problems
Change and Variation	absence of routine; work responsibilities, daily activities or settings that change frequently; unpredictability
Collaboration	close, cooperative working relationships with groups
Community	serving and supporting a purpose that supersedes personal desires; "making a difference"
Competency	demonstrating high proficiency and knowledge; showing above-average effectiveness and efficiency at tasks
Competition	rivalry with winning as the goal

Courage	willingness to stand up for one's beliefs
Creativity	discovering, developing or designing new ideas, formats, programs or things; demonstrating innovation and imagination
Diverse Perspectives	unusual ideas and opinions; points of view that may not seem right or be popular at first but bear fruit in the long run
Duty	respect for authority, rules and regulations
Economic Security	steady and secure employment; adequate financial reward with low risk
Enjoyment	fun, joy and laughter
Fame	prominence; being well-known
Family	spending time with partner, children, parents or extended family
Friendship	close personal relationships with others
Health	physical and mental well-being; vitality
Helping Others	helping people attain their goals; providing care and support
Humor	the ability to laugh at oneself and life
Influence	having an impact or effect on the attitudes or opinions of other people; persuasiveness
Inner harmony	happiness; contentment; being at peace with oneself
Integrity	acting in accordance with moral and ethical standards; honesty; sincerity; truth; trustworthiness
Justice	fairness; equality; "doing the right thing"
Knowledge	the pursuit of understanding, skill and expertise; continuous learning
Location	choice of a place to live that is conducive to one's lifestyle
Love	involvement in close, affectionate relationships; intimacy
Loyalty	faithfulness; dedication to individuals, traditions or organizations

LIVING YOUR PERSONAL VALUES

Purpose: The purpose of this workshop is to identify personal values and reflect on areas individuals are successful and need improvement.

Materials:

- Set of all values cards for each new member
- Paper and pen for new members

5/5	Introduction
	<p>Make sure to get everyone on the same page; this will be a deeper activity so prepare the group for some heavier conversations and deep self-reflection.</p> <ul style="list-style-type: none">• What are personal values?• How is a value different than a characteristic?• Why do we need values?• Where do values come from?
10/15	Values Cards
	<p>Give each participant a stack of 40 cards. Each card contains a value and a definition. From these 40 cards, ask participants to narrow down the stack to their top 10 values. The definitions are more of guidelines and participants can define the value any way they see fit. This should be completed individually.</p> <p>Discussion Questions:</p> <ul style="list-style-type: none">• How difficult was it to select your top 10?• How did you go about choosing these values?• What were some of the values you chose? How did you define them? Did anyone else have the same value? How did they define it? Compare definitions.• How do you express your values in your daily actions?
	<p>Instruct participants to take these 10 values and break them into two groups of five. One group will be values they currently portray and live out in your everyday life. The other group will be the values they wish they portrayed more often and the values that you want to incorporate more into your lives.</p> <p>Discussion Questions:</p> <ul style="list-style-type: none">• How difficult was it to put the values into two groups?• Ask for a few volunteers to share values in each category and why they placed it in there.• How did you go about splitting the values?

	<p>Take these two groups and form your top two values from each group.</p> <p>Discussion Questions:</p> <ul style="list-style-type: none"> • How did you choose these four values? • How did you decide which ones needed the most work? The ones you express the most?
10/25	Personal Mission Statements
	<p>The four values are the participant's cornerstone values. The next step is to write a personal mission statement incorporating the values and reflecting the motto they try to live by.</p> <p>When creating this mission statement, create an additional action plan while keeping in mind the following:</p> <p>How will you incorporate this mission statement:</p> <ul style="list-style-type: none"> • Daily • Weekly • Monthly <p>Discussion Questions:</p> <ul style="list-style-type: none"> • Ask if there are any volunteers to share their statement. • How many of you have thought about a personal mission statement before today? Why or why not? • How can this process help you as a new member of Delta Tau Delta? • Do you feel you are living this statement every day? What improvements could you make?
5/30	Accountability Partner
	<p>The Challenge – After this activity is done, challenge the participants to share their list with a friend. This friend is now their accountability partner and is charged with the duty of holding them to this new standard.</p>

FAITHFULNESS

TO BE LOYAL AND TRUE IN RELATIONSHIPS

LOVE

TO BE LOVED BY OTHERS; TO GIVE LOVE TO OTHERS

INTEGRITY

WHAT YOU DO WHILE NO ONE IS LOOKING

COMMITMENT

TO MAKE ENDURING, MEANINGFUL COMMITMENTS

ACHIEVEMENT

TO HAVE IMPORTANT ACCOMPLISHMENTS

FITNESS

TO BE PHYSICALLY FIT AND STRONG

AUTHORITY

TO BE IN CHARGE OF AND RESPONSIBLE FOR OTHERS

FAMILY

TO HAVE A HAPPY, LOVING FAMILY

HEALTH

TO BE PHYSICALLY WELL AND HEALTHY

RESPONSIBILITY

TO MAKE AND CARRY OUT RESPONSIBLE DECISIONS

LEGACY

WHAT YOU WILL BE REMEMBERED BY

FRIENDSHIP

TO HAVE CLOSE, SUPPORTIVE FRIENDS

HUMILITY

TO BE MODEST AND UNASSUMING

PLEASURE

TO FEEL GOOD

GENEROSITY

TO GIVE WHAT I HAVE TO OTHERS

INDEPENDENCE

TO BE FREE FROM DEPENDENCE ON OTHERS

POWER

TO HAVE CONTROL OVER OTHERS

VIRTUE

TO LIVE A MORALLY PURE AND EXCELLENT LIFE

SERVICE

TO BE OF SERVICE TO OTHERS

SPIRITUALITY

TO GROW AND MATURE SPIRITUALLY

COMFORT

TO HAVE A PLEASANT AND COMFORTABLE LIFE

COMPASSION

TO FEEL AND ACT ON CONCERN FOR OTHERS

EXCITEMENT

TO HAVE A LIFE FULL OF THRILLS AND
STIMULATION

CHALLENGE

TO TAKE ON DIFFICULT TASKS AND
PROBLEMS

CREATIVITY

TO HAVE NEW AND ORIGINAL IDEAS

DEPENDABILITY

TO BE RELIABLE AND TRUSTWORTHY

HONESTY

TO BE HONEST AND TRUTHFUL

GROWTH

TO KEEP CHANGING AND GROWING

WEALTH

TO HAVE PLENTY OF MONEY

KNOWLEDGE

TO LEARN AND CONTRIBUTE VALUABLE
KNOWLEDGE

PURPOSE

TO HAVE MEANING AND DIRECTION IN MY LIFE

SELF-CONTROL

TO BE DISCIPLINED IN MY OWN ACTIONS

TRADITION

TO FOLLOW RESPECTED PATTERNS OF THE PAST

PASSION

TO HAVE DEEP FEELINGS ABOUT IDEAS,
ACTIVITIES, OR PEOPLE

INDUSTRY

TO WORK HARD AND WELL AT MY LIFE TASKS

SAFETY

TO BE SAFE AND SECURE

FUN

TO PLAY AND HAVE FUN

STABILITY

TO HAVE A LIFE THAT STAYS FAIRLY CONSISTENT

POPULARITY

TO BE WELL-LIKED BY MANY PEOPLE

GENUINENESS

TO ACT IN A MANNER THAT IS
TRUE TO WHO I AM

NEW MEMBER CLASS PROJECT

The new member class is expected to organize a service or philanthropic project related to JDRF before initiation. New member educators should introduce the project and provide time for the new members to discuss options for their project.

Purpose: The purpose of this activity is to increase the new members' awareness of JDRF and their services, to provide a positive service or philanthropic project, to practice leadership and organizational skills and meet the initiated brothers.

Process: With limited resources, the new members need to develop a plan for a service or philanthropy project related to JDRF. The project can include the entire chapter, a select group of members or just the new members. The new members need to work together, everyone taking a role, to complete the project before initiation.

Examples:

- Volunteering at the JDRF office
- Volunteer at an upcoming JDRF event (walks, galas, ect.)
- Canning
- Set up a table at a popular spot to promote JDRF and accept donations
- Offer community residents a day of service in return for donations to JDRF

The programs should take minimal financial resources and limited time to plan. New members need to stay focused on the purpose and NME will need to keep them on track.

NEW MEMBER JEOPARDY GAME

Purpose: To help new members prepare for the national exam.

Materials:

- Chalk board, wipe board, poster board or flip chart paper to draw score board

30/30	Instructions
	<p>Instruct the participants that they will be playing a version of Fraternity Jeopardy. The concept is the same as the traditional Jeopardy game. We will have several categories all related to Delta Tau Delta. Each category has five questions valued in \$100 increments. There is a final jeopardy in case of a tie. You keep your own score. The only way you get the point is if you are called upon and you answer the question correctly. All answers must be in the form of a question.</p> <p>Category: History</p> <p>100 The school and year the Fraternity was founded. Answer: What is Bethany College and 1858?</p> <p>200 The city where the Central Office was founded. Answer: What is New York City?</p> <p>300 They founded the Fraternity. Answer: Who are Alfred, Bell, Cunningham, Earle, Hunt, Johnson, Lowe and Tarr?</p> <p>400 The four Alpha chapters (in order). Answer: What are Bethany, Jefferson, Ohio Wesleyan and Allegheny?</p> <p>500 The literary society that served as the impetus for the Founders to create the Fraternity. Answer: Who is The Neotrophian Literary Society?</p> <p>Category: People</p> <p>100 He is the Executive Vice President. Answer: Who is Jim Russell?</p> <p>200 He is the International President. Answer: Who is Jody Danneman?</p> <p>300 He is credited with fiscally establishing the Fraternity. Answer: Who is Hugh Shields?</p> <p>400 He wrote the Delt Creed. Answer: Who is Stuart Maclean?</p>

	<p>500 The 5 Divisions and their corresponding Division Presidents. Answer: Who are Anthony Albanese (Eastern), Tom Calhoon (Northern), Lee Grace (Southern), Josh Schneider (Western Plains) and Bill Richardson (Western Pacific)?</p> <p>Category: Values</p> <p>100 The four fundamental principles. Answer: What are truth, courage, faith and power?</p> <p>200 _____ is essential. _____ sustains us. Answer: What are Integrity and Brotherhood?</p> <p>300 _____ is fundamental to all commitments. Answer: What is Accountability?</p> <p>400 Lifelong _____ and _____ are vital. Answer: What are Learning and Growth?</p> <p>500 Strengthening _____ is essential to our vitality. Answer: What is Community?</p> <p>Category: Operations</p> <p>100 The executive board officer position that is responsible for the academic program of the chapter. Answer: What is the director of academic affairs?</p> <p>200 The number of days a year you should be committed to recruiting new members. Answer: What are 365?</p> <p>300 The document that outlines social and risk management policies. Answer: What is the Member Responsibility Guidelines (MRG)?</p> <p>400 The Fraternity's member education program. Answer: What is The Road?</p> <p>500 An award given for member academic excellence. Answer: What is the Kershner Scholar Award?</p> <p>Category: Miscellaneous</p> <p>100 The executive, legislative and judicial arms of the Fraternity. Answer: What are the Arch Chapter & Undergraduate Council (Executive), Karnea (Legislative) and International President (Judicial)?</p> <p>200 The Fraternity's website address.</p>
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	<p>Answer: What is www.delts.org?</p> <p>300 The name and location of the business headquarters of the Fraternity. Answer: What is Central Office & Fishers, IN (just outside of Indianapolis, IN)?</p> <p>400 The Fraternity's national philanthropy. Answer: What is Juvenile Diabetes Research Foundation (JDRF)?</p> <p>500 The 5 Obligations of a Delt. Answer: What are Academics, Recruitment, Financial Accountability, Involvement and Honorable Conduct?</p> <p>Final Jeopardy Question: If Needed</p> <p>What is the largest chapter in the Fraternity? Answer: What is Chapter Eternal?</p>
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NEW MEMBER CAPSTONE EXPERIENCE

The intent of the capstone experience is to provide a bridge between new member education and the next phase of Delt life. The experience should remove the seam between what a man learns about the organization and himself and how to apply it to active membership in Delta Tau Delta.

The four areas the capstone experience encompasses are:

- Intellectual Advancement
- Service to the Community
- Fraternity Engagement
- Leadership Growth

The formula for each area is to define “why” the member should continue to grow in this area. Next, the new member should reflect on what experiences he’s had which have shaped him until this point. Moving forward, the new member needs to define his growth in those areas looking 1, 2, 5 and 10 years out. An important part of this planning is to make a six-week commitment to completing the first step. Once this capstone is complete, the final step is to share this plan with someone to gain another perspective.

- Definition
 - The capstone defines what is meant by the four areas of development
 - Intellectual Advancement: classroom, career, personal interests
 - Service to the Community: volunteerism, philanthropy, identifying a cause to serve
 - Fraternity Engagement: understanding Delt values, being an active member
 - Leadership Growth: seeking out opportunities to grow as a leader
- Define the Why
 - New members explore the reasons why they are desirous of pursuing growth in these areas.
 - The statements should be broad and timeless to serve as a motivator for the next several years.
- “What has shaped me?”
 - Reflecting on the four areas, the new member should consider the personal experiences and realizations he’s had which have shaped the person he is thus far.
 - These may be events related to church, family, sports, Boy Scouts, etc...
 - Special attention should be paid to any experiences during the new member program.
- Where do I want to be in ____ years?
 - The new member reflects on life six weeks, 1, 2, 5 and 10 years into the future.
 - The shorter the time span from now, the more specific he needs to be with establishing his goals.
- Action
 - The new member needs to define specific actions and deadlines to achieve his goal.
 - The action portion needs to include the steps he has already completed.
 - This section should not be a “here is what I will start tomorrow” exercise, it should be a “here is what I am doing” memo.
- Share the idea
 - The new member must share his capstone with at least two people to gain feedback before it is considered complete. The list of people to choose from includes the chapter advisor (or other volunteer), campus advisor, big brother or a non-Greek person (friend, family member, mentor, etc....
- Presentation
 - The new members should present their capstone to their new member class prior to initiation. The presentations should include the capstone information, but also reflect the individual’s personality.

CONCLUSION

Delta Tau Delta is proud of you and your sincere desire to improve your chapter. As a leader of the chapter, your success will be determined by your actions, words and thoughts. The Fraternity expects you to work diligently to build a positive experience for yourself and your brothers. Please take these final thoughts with you as you begin what will be a great year for you and your chapter:

COMMUNICATION IS THE KEY TO SUCCESS:

It will be vital for you to communicate with your brothers and your peer officers. Many of the goals you will set will require you to work with other individuals. If you continue to focus on improving your communication skills throughout your officer term, you will not only be a more effective officer, but you will also be better prepared to lead in the future.

RESOURCES ARE ALWAYS AVAILABLE TO YOU:

There will always be someone willing to help you as you encounter obstacles. This person may be a chapter advisor, a campus advisor, a chapter consultant, an older member of the chapter or even a student in the campus community. It is important to realize all of these people want you to be successful. Please include and utilize these people as often as you can.

THE FRATERNITY WANTS YOU TO ASK QUESTIONS:

This manual will not cover every concern you encounter and each obstacle is different. If you have a question, please do not hesitate to contact any the resources previously mentioned or to the Central Office. The Fraternity wants you to have all of the information you need to be successful.

“AS YOU ADVANCE, REMEMBER OTHERS FOLLOW”:

This concept is so important as a leader. In order for the chapter to be successful for a long period of time, you must recognize your responsibility to be a role model and mentor for members of the chapter. By teaching and encouraging other members to achieve, the chapter will achieve. Do not lose sight that you joined because of the men around you; you should feel a special responsibility to do your best for and with these men.

USE THE VALUES OF DELTA TAU DELTA TO GUIDE YOUR DECISIONS:

Truth, Courage, Faith and Power should be ever present in your decision making as a member of Delta Tau Delta. These values are not exclusive to the Ritual of the Fraternity, but they should be embodied in your everyday work as an officer of the chapter to motivate, encourage and lead your brothers.

The Fraternity knows you will do much to better the chapter and Delta Tau Delta thanks you for your tireless effort and your steadfast commitment. The Fraternity wishes you nothing but success and happiness as you lead your chapter to excellence.