

THETA XI FRATERNITY

Alpha Nine

ΘΞ'S ASSOCIATE MEMBER CORE EDUCATION PROGRAM

MEMBERSHIP EDUCATORS GUIDE

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Associate Member Ceremony

Note: This ceremony is to be read by the Chapter/Colony President and other chapter officers and members as indicated in the document. It can be used for one or more Associates. The words in *Italics* must be exchanged with those in parenthesis when used for one Associate Member. A colony should substitute the word “Colony” for “Chapter” throughout this document.

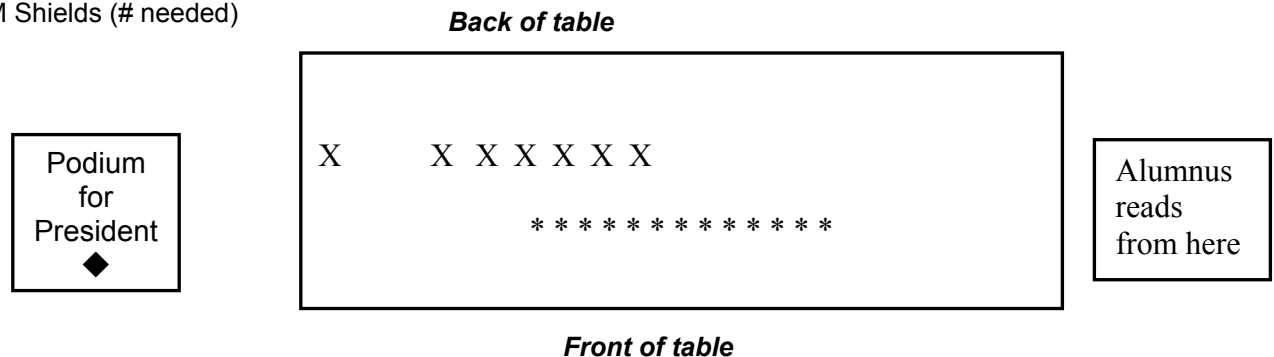
Candles should be placed at the front table behind the Associate Member Shields which are set in a line in front of the candles. Use one large pillar candle and seven additional candles set up in a line that are lighted in accordance with the script that follows (please use the diagram provided for specific directions on the set-up of the table).

Table set up and positioning of members

Legend:

- ◆ Large Pillar Candle
- X Smaller Candles
- * AM Shields (# needed)

Other six officers form line here behind table when they come forward



President:

“We have gathered here today to welcome to the _____ Chapter of Theta Xi Fraternity these *new Associate Members* (this new Associate Member). It is our hope that as the result of this brief ceremony and the exchange of vows, that you as an Associate Member, will have a better understanding of the ideals of our Fraternity and will have instilled in you a loyalty for Theta Xi which it deserves.

The Fraternity is an outgrowth of an individual's desire and need for more closely knit social companionship during his college life than he would get through clubs or other societies. Because of this fact, and the fact that the Fraternity promotes individuality, it lays stress on the high quality rather than quantity in its search for

members. It realizes that you, as the Associate Members of today, will become the leader of tomorrow.

We, as a Fraternity, are successful only as we look to the future and plan ahead for the safe and progressive continuance of the work we have started. The fate of our Fraternity and its future leadership will be largely the responsibility of you, whom we are admitting into our circle, first as an Associate Member and later as an initiate. Our history has been one of honorable and steady progress since our founding in 1864, and our growth has been both careful and conservative, until at the present time we have attained a high standing fraternally, socially, and financially. We do not intend to stop here. Theta Xi, with your help, and the help of its loyal Brothers will progress yet further.

Never forget that this progress will depend on you, the prospective Brothers of our Fraternity. You have demonstrated your willingness to accept the responsibilities of membership in our Fraternity and have been selected to share the benefits of our past experiences, as the most capable to lead our Fraternity to new heights.”

(At this time, with no further prompt, the chapter executive officers, alumni representative(s) and/or chapter advisor of the chapter approach the front of the room to read the Purpose of Theta Xi. Chapter officers line up in the order that they are assigned by the chapter president to recite their portion of The Purpose.)

President:

“Every worthy organization has its guiding principles to help light the way for its members to achieve success. In Theta Xi we are guided by our Statement of Purpose and our sacred and secret Ritual. While the Ritual will be shared with you at the time of your initiation, today we share with you The Purpose of Theta Xi and the importance of each of our seven statements of purpose.

This first large candle symbolizes the entire Purpose of Theta Xi. I charge you to concentrate on each individual statement as it is read to you by our alumni representative and chapter executive officers to determine your willingness to accept these guiding principles from this day forward.”

(As Chapter president lights the large pillar candle, the Alumni Association president, Chapter Advisor, or their representative reads the introduction to The Purpose)

Alumnus:

“Theta Xi works to provide a college home environment for its active members in which fellowship and alumni guidance lead to wholesome mental, moral,

physical, and spiritual growth. To that end, Theta Xi actively supports and augments college and community efforts to make individual members more mature and chapter groups more useful units of society. Through the _____ Chapter's alumni and undergraduate leadership, Theta Xi endeavors to assist each member to develop the following:

(Alumnus remains at his place in front of the room for the remainder of the ceremony)

President:

(takes one small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“One, Intellectual curiosity that assures the highest scholarship rating consistent with his ability;”

Vice President:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Two, habits that lead to better mental and physical health;”

Treasurer:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Three, sincerity in his association with others and confidence in himself;”

Senior Steward:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Four, responsibility to chapter, college, community, and country;”

Junior Steward:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Five, leadership that comes from practicing the principles of democratic self-government;”

Secretary:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Six, interests and activities outside regular scholastic studies that employ spare time to advantage;”

Scholarship Chairman:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“And Seven, spiritual understanding that provides a reservoir of strength to draw upon when faced with conditions beyond comprehension.”

President:

“As I call your name, please step forward accompanied by your Big Brother.”

(The Chapter President should individually call each Associate Member forward with his Big Brother, who should present a copy of *The Quest* to his Little Brother and pin the shield on his Little Brother’s shirt at the location of his heart. They should then return to their respective seats as the next new member is called.

When all have been called and are again seated, the President continues:)

President:

“We have given you, as a token of our belief in you, our Associate Member Shield which is one of the most respected emblems of our Fraternity. We know that you, in respecting it, will respect your future Brothers and yourself the more.

In view of the fact that you have accepted this token, we wish to enter into a mutual contract, a contract in which we all shall bind ourselves to the furtherance of our ideals, and to the ideals of our Fraternity.

Should anything untoward develop which might lead our Chapter to believe that your desirability as a member was in question, we reserve the privilege of holding our contract with you in abeyance until those objections might be overcome.

Brothers of the _____ Chapter of Theta Xi Fraternity: Do you accept these Associate Members as Prospective members (this Associate Member as a

Prospective member) of our Fraternity, and promise to help them (him) and secure *their* (his) respect and support for the ideals of our brotherhood?"

Chapter members answer in unison:

"We do!"

President:

Brothers of the _____ Chapter of Theta Xi Fraternity: Do you promise to respect and value each Associate Member of the _____ Chapter, and work to ensure that they have a positive and valuable Associate Member experience that will provide the opportunity for a lifetime of Fraternity involvement and commitment?

Chapter members answer in unison:

"We do!"

Brothers of the _____ Chapter of Theta Xi Fraternity: In support of our belief in individuality, and of the policies and values of our Fraternity, do you promise to ensure that the activities of the Associate Members shall be only those which are good and useful, and that you will guard them against any actions that may be considered harmful or in violation of the policies of this Fraternity, or which may bring dishonor to Theta Xi?

Chapter members answer in unison:

"We do".

President:

"Associate members [or Associate Member (last name)], you have heard the pledges of the Brothers of this chapter. In exchange, we ask that you give a corresponding pledge, by which you bind yourselves (yourself) to the Fraternity as its future members (member), holding yourselves (yourself) in readiness for our official notification of the time and place of your initiation, which will be at such time and under such conditions which are consistent with the rules of this school, and with the policies of this Fraternity.

Associate Members [or associate member (last name)] of the _____ Chapter of Theta Xi Fraternity, please stand."

(Associate Members stand)

President:

“Do you accept the pledge of our Chapter which has just been made to you, and do you, in exchange, commit yourselves (yourself) to the Fraternity under the condition outlined, binding yourselves (yourself) to a kindly consideration of others? If you accept this pledge, respond in unison: We (I) Do”

Associate(s) answer in unison:

“We (I) Do”

President:

“Do you accept the responsibility for exemplary conduct, since personal actions reflect not only upon yourself, but also upon the chapter, our beloved Fraternity, the Greek System, and the University? If you accept this pledge, respond in unison: We (I) Do.”

Associate(s) answer in unison:

“We (I) Do”

President:

“Do you accept the responsibility to continually strive for excellence from this first moment of your affiliation with the Fraternity and also work to ensure your right to be treated and regarded with the same respect as any initiated member of the Theta Xi Fraternity? If you accept this pledge, respond in unison: “We (I) Do”.”

Associate(s) answer in unison:

“We (I) Do”

President:

“We have given our pledges. Let our Associate Member Shield be a visible reminder of them. Wear the Shield with the pride in which it deserves to be worn. Its colors shall become your colors; keep them bright and true as they now are. Remember that Theta Xi will never fail a member who does not fail it.

I offer you my congratulations.”

Recommended:

At this time, alumni and chapter members of the chapter should all step forward and offer handshakes and their personal congratulations to the new Associate Member(s).

Optional:

President also asks parents and other guest to come forward to offer their congratulations and to join all new members at the reception to follow.

Big Brother Selection and Contract

Big Brother's Role and Responsibilities:

Each new member is assigned a "Big Brother" from the chapter, preferably an upperclassman. The relationship between the Big and Little Brother is a personal one. The former is neither a preacher nor master, but instead, assumes the role of advisor, confidant, and mentor. It is a relationship that will last for life.

Where it has been used properly, this system strengthens the chapter's willingness to assume responsibility for others and makes for congeniality and solidarity. Also, as an advisor, the "Big Brother" is likely to be more conscious of his own behavior and conduct, realizing he is under almost constant scrutiny by his "Little Brother".

Big Brother selection must be completed prior to the formal Associate Member Ceremony so the Big Brother can attend the orientation meeting.

Minimum Standards for Big Brother Selection:

- Candidates should have a minimum cumulative grade point average of at least 2.5.
- Candidates must be in financial good standing with the chapter.
- Candidates must have a record of respect for chapter policies and a record of responsible behavior (this judgment is to be made by the Membership Education Chairman and the Chapter President).

Big Brother selection should be by the Membership Education Chairman with input from the Chapter President and Membership Education Committee (if utilized).

Rating Candidates (rate each candidate on a basis of 1-5, with 5 being best):

1. Quality of the candidate (sincerity, good communication skills, _____
positive role model, etc.)
2. Attitude (team player, enthusiastic, will give time to Little Brother) _____
3. Involvement (committees, meetings, chapter/chapter leadership) _____
4. GPA (standard is 2.5, rate on basis of 2.5 = 1 to 2.9 or higher = 5) _____
5. Knowledge (chapter & Fraternity history, policy, procedures _____
Risk Management Policy, The Purpose)
6. Campus involvement (rate at 1 point per activity) _____

TOTAL _____

Although the personalities of the Big and Little Brothers should be similar, an effort should be made to avoid pairing individuals who may already be well acquainted or friendly with each other. Our goal is to have new members meet and interact with as many members as possible. Further, the shortcomings of friends are sometimes likely to be overlooked and, if unaddressed, can lead to problems for the Little Brother with some members of the chapter.

Big Brother Contract

I, _____, as Big Brother to _____,
agree to perform the following duties and execute the obligations listed below. Further,
I realize the importance of my role as a Big Brother and will remove myself if I see that I
am providing inadequate instruction and guidance to my Little Brother.

I will:

- 1) Meet with my Little Brother weekly to review and stress the importance of his grades, his involvement in the chapter and campus activities, and promoting Theta Xi to his friends and classmates.
- 2) Make sure my Little Brother is taught what it means to be a Theta Xi and make a personal goal to see that my Little Brother is initiated as soon as possible.
- 3) Participate with my Little Brother in all chapter activities and when requested at associate member meeting and activities.
- 4) Concentrate on the personal development of his Little Brother by encouraging leadership, goal setting, time management, study habits and team building skills.
- 5) Make sure my Little Brother is assigned to and is actively involved with at least one standing committee.
- 6) Agree to fully memorize and perform the role of Usher for my Little Brother's Ritual initiation.
- 7) Send a letter of welcome to my Little Brother's parent(s).

I understand that if I do not "live up" to these responsibilities, I will be removed as a Big Brother and my Little Brother will be assigned to another brother.

Signature of Big Brother: _____ Date: _____

Witnessed: _____
(Membership Education Chairmen)

Ice Breakers

Choose from the following ice-breaker suggestions. The point is to end up in small groups of 4-6. This will need to be flexible since you will not know the total number until you begin. All Big Brothers, Little Brothers, and others attending, with the exception of the facilitator, should participate. Generally, the idea is to begin in groups of 2 or 3, then combine to form groups of 4 or even 6. Etc. Deal with odd numbers as needed.

TO FORM PAIRS:

At check in, give each Associate Member an index card with the nickname of a professional sports team SCRAMBLED (for example, RESVBA = Braves). The initiates receive an index card with the city of a team scrambled (For example, LAATNAT = Atlanta). Each person unscrambles their name and matches up with the person who has the other portion of the name to form a pair.

OR

Take old greeting cards, remove the fronts, and cut them in half. Give half a card to each brother on check in. Again, have Associates Members get the right half of cards and initiates the bottom half so they pair up an Associate members with and initiated brother. Have them get up and move around to find the person with the "other half." These two form a pair. (For variety: Cut the cards unevenly, such as diagonally or with pinking shears. Or, with a "congratulations" card, for example...cut through "congra" and "tulations." Etc.)

Once paired (or tripled up as necessary) have them sit face to face/knee to knee. (This can be done to make trios as well, if needed.)

POSSIBLE ICE BREAKER QUESTIONS FOR PAIRS (OR TRIOS): *CHOOSE 2 or 3, AS TIME ALLOWS*

- What would you be doing right now if you were not here?
- Where were you living at age 5?
- Have you met anyone famous? Who, where?
- What CD is in your player right now?
- What's your favorite time of day? Why?
- What is your favorite season. Why?
- What was your least favorite chore when you were growing up?
- If you could be any TV character, who would you be?
- If you were a _____, what would you be? (Insert: car, animal, musical instrument, circus performer, etc.)

Next, Move so that each pair (or trio) joins another to form a four-some (or six-some), etc.

POSSIBLE QUESTIONS FOR NEW GROUPS:

CHOOSE 2 or 3, AS TIME ALLOWS

- Introduce the person you were just talking with to the new group. (“This is Bill. When he was five he was living in St. Louis and his least favorite chore was taking out the trash.” Etc.)
- If you borrowed a shirt from a friend...and it got ruined....if you COULD replace it without the friend knowing it, would you?
- If you could see a video of your brothers telling exactly what they think of you...would you want to see it?
- Which is more important....to be able to laugh or cry?
- What one thing would you want to make sure is written about you in your obituary?

Building the Bonds Camping Trip or Retreat

Objective: This activity should be an overnight retreat (away from the chapter house), for at least twenty-four (24) hours. The retreat can be at a campground, cabins, a hotel, or at someone's home (parent, alumni, etc.). The retreat should focus on building friendships through communication and discussion of the Fraternity's vales as expressed in the Statement of Purpose and in team-building by working together to plan the upcoming community service project. Planning a recreational activity (float trip, skiing, volleyball, etc) will round out a full day of activity.

Advance planning is critical to allow invited alumni time put the event on the calendar.

Big Brothers should attend with the Little Brothers with a few other members included if numbers are low. The Chapter President and Membership Educator should attend along with one or two alumni.

The participants can be teamed up to prepare meals and handle the necessary clean up duties.

Sample Agenda

Friday	Afternoon	Departure
	Early evening	Set up and prepare dinner
	Evening	What is the Value of our Purpose activity
Saturday	Morning	Prepare breakfast/brunch
	Late Morning – early afternoon	Planning session for Community Service Project
	Balance Afternoon	Recreation
	Early Evening	Prepare Dinner
	Late Evening	Fun activity – Hold' em Tournament, movie, campfire and swap fraternity stories, trivia tournament, etc.
Sunday	Morning	Return home

What is the Value of *The Purpose*?

Facilitator's Guide

Time: 3 hours

10 minutes Explain Program

This is an interactive program where associate members and brothers will learn from each other.

Our goal is to come to a better understanding of what Theta Xi's Statement of Purpose means to each of us personally and as a group.

The task:

Form small groups of 6-8 men each, (depending on number attending). As much as possible have an equal number of Associate Members in each group and pair them with their Big Brothers and then additional brothers as necessary to complete each group.

In those small groups they will rotate through seven "stations," one for each of statement of purpose. Seating is arranged in a tight circle to allow for face-to-face discussion on each of the seven purposes. Groups will have 15 minutes at each station, then move to the next one. At each station, the group will focus on one of the seven purposes by answering the following questions:

- (1) What does my chapter do that reflects this purpose? Be specific.
- (2) Does my chapter do things that are contrary to this purpose? If so, what?
- (3) How do I live out this purpose in my personal life? Be specific.

Allow a couple of minutes for making notes and then instruct all groups to open the discussion among all group members to share their thoughts. Make it clear that Associate members are expected to participate as equals with Big Brothers and other group members.

Facilitator will monitor time and inform groups of when to move on to the next Purpose station. (Facilitator may want to bring a bell to ring, or some other method of signaling movement times.) After four (4) rotations, provide a 15 minute break.

30 minutes Debrief in large group

Possible prompts:

- What did you learn about your chapter?
- What did you learn about yourself?
- Is it possible/realistic to recruit a "new generation of purpose-driven Theta Xi men?"
- How would our fraternity be different if we took more seriously our purpose, vs. merely reciting it?

15 minutes Closing Activity (continuation of debrief)

(Large circle, instrumental music soft underneath)

“Spend some time in reflection on the statement below, then, when/if you desire, share your response with the group.”

“WE ARE THE SUM OF OUR CHOICES” (Wayne Dyer)

(post this on a pad, or Power Point, etc, so that it can be seen)

After all who wish to have had a chance to share, close the activity in whatever way seems appropriate.

WHAT IS THE VALUE OF THE PURPOSE

WORKSHEET (One for each participant)

ONE.....Intellectual curiosity that assures the highest scholarship rating consistent with his ability

What does my chapter do that reflects this purpose? Be specific.

Does my chapter do things that are contrary to this purpose? If so, what? Be specific.

How do I live out this purpose in my personal life? Be specific.

How can we tangibly demonstrate this Purpose to others we interact with or what new can we do to better portray this Purpose?

TWO.....Habits that lead to better mental and physical health

What does my chapter do that reflects this purpose? Be specific.

Does my chapter do things that are contrary to this purpose? If so, what? Be specific.

How do I live out this purpose in my personal life? Be specific.

How can we tangibly demonstrate this Purpose to others we interact with or what new can we do to better portray this Purpose?

THREE.....Sincerity in his association with others and confidence in himself

What does my chapter do that reflects this purpose? Be specific.

Does my chapter do things that are contrary to this purpose? If so, what? Be specific.

How do I live out this purpose in my personal life? Be specific.

How can we tangibly demonstrate this Purpose to others we interact with or what new can we do to better portray this Purpose?

FOUR....Responsibility to chapter, college, community and country

What does my chapter do that reflects this purpose? Be specific.

Does my chapter do things that are contrary to this purpose? If so, what? Be specific.

How do I live out this purpose in my personal life? Be specific.

How can we tangibly demonstrate this Purpose to others we interact with or what new can we do to better portray this Purpose?

FIVE.....Leadership that comes from practicing the principles of democratic self-government

What does my chapter do that reflects this purpose? Be specific.

Does my chapter do things that are contrary to this purpose? If so, what? Be specific.

How do I live out this purpose in my personal life? Be specific.

How can we tangibly demonstrate this Purpose to others we interact with or what new can we do to better portray this Purpose?

SIX.....Interests and activities outside regular scholastic studies that employ spare time to advantage

What does my chapter do that reflects this purpose? Be specific.

Does my chapter do things that are contrary to this purpose? If so, what? Be specific.

How do I live out this purpose in my personal life? Be specific.

How can we tangibly demonstrate this Purpose to others we interact with or what new can we do to better portray this Purpose?

SEVEN.....spiritual understanding that provides a reservoir of strength to draw upon when faced with conditions beyond comprehension

What does my chapter do that reflects this purpose? Be specific.

Does my chapter do things that are contrary to this purpose? If so, what? Be specific.

How do I live out this purpose in my personal life? Be specific.

How can we tangibly demonstrate this Purpose to others we interact with or what new can we do to better portray this Purpose?

THETA XI JEOPARDY

Materials:

Two flip charts, easels, markers, question sheets for facilitators, more flip chart sheets and markers for score keepers.

The Rules:

Choose six teams, evenly divided. Run two concurrent games of three teams each in separate rooms. The names of the categories should be written on six flip chart sheets and posted on a wall. The questions' point values (50, 100, 200, 300, 500) should be written in descending order down each sheet and crossed off as the appropriate questions are asked. Each host asks questions and team members raise their hands to answer. The team then has three seconds to confer before the answer is due from the team captain.

As in "Jeopardy", the team with the correct answer chooses the next category and question. Scorekeepers must be alert and not fall behind, recording each team's score on other posted flip chart sheets. When a question is missed, the lowest scoring team of the other two has the option to try to answer the question. The team with the last correct answer gets to choose the next question.

Play continues until all questions have been asked. When both games have concluded, gather the two winning teams for "Final Jeopardy". The two teams can wager part or all of their point totals in order to win. The winning team should receive a prize (gift certificate at local pizza parlor) or suitable praise, whichever the facilitator decides.

The "Final Jeopardy" question is:

Q: Which chapter has never been closed but, to this date, still does not have its charter?

A: What is Alpha Chapter (at Rensselaer Polytechnic Institute)?

Government

50 points A: It's the supreme authority of Theta Xi Fraternity.

Q: What is the National Convention?

100 points A: This person serves as the Grand Lodge's representative at the chapter level.

Q: Who is the (Delegate of the Grand Lodge (DGL) or chapter advisor?

200 points A: It is responsible for overseeing Fraternity policy between National Conventions.

Q: What is the Grand Lodge?

300 points A: This group of delegates normally controls 65-75% of the votes cast at a National Convention.

Q: Who are chapter delegates?

500 points A: At the chapter level, he is responsible for ensuring the chapter abides by national policies and procedures.

Q: Who is the chapter president?

Risk Management

50 points A: They are large beer containers which are not permitted at any chapter/colony event.

- Q: What are kegs?
- 100 points A: They are one type of social event no longer permitted under Theta Xi's Risk Management Policy.
- Q: What are open parties where alcohol is present?
- 200 points A: It is the only kind of recruiting actively permitted.
- Q: What is Dry Recruitment?
- 300 points A: These activities are illegal in most states and prohibited by Theta Xi.
- Q: What is hazing?
- 500 points A: Each chapter's Risk Management Assessment is based on its membership and _____?
- Q: What is its claims record (or experience factors)?

Headquarters

- 50 points A: It is an email newsletter published regularly by Fraternity Headquarters staff?
- Q: What is "Update"?
- 100 points A: This Beta Omega alumnus is Theta Xi's current Executive Director.
- Q: Who is James E. Vredenburg?
- 200 points A: It is the name of Theta Xi's chapter operations guide?
- Q: What is BluePrints?
- 300 points A: These young alumni travel the United States visiting chapters and colonies each year to help the officer and members improve their chapter's/colony's programs.
- Q: Who are chapter consultants?
- 500 points A: The year 1924.
- Q: What is the year that the Fraternity Headquarters office was established in St. Louis?

Alumni

- 50 points A: This famous cartoonist donated \$1 million to his alma mater, Ball State University.
- Q: Who is Jim Davis (Kappa Kappa 159; artist of Garfield)?
- 100 points A: He is the Fraternity's current National President.
- Q: Who is (name of current national president, check web site if unknown)?
- 200 points A: He was the first recipient of the Order of the Unicorn.
- Q: Who was Edwin F. Gillette (Alpha 100)?
- 300 points A: This alumnus was named Theta Xi's first Executive Secretary (known today as Executive Director), a position he held for 40 years?
- Q: Who was Harold P. Davidson (Iota 149)?
- 500 points A: This individual, elected in 1906, served as Theta Xi's first National President and served in that capacity for 17 years.
- Q: Who was Colonel William H. Wiley (Alpha 11)?

Finances

- 50 points A: \$275.00.
- Q: How much is the Initiation fee? (or Life membership Fee)
- 100 points A: Alumni Associations may borrow money from this fund for housing purposes.
- Q: What is the Unicorn Fund?
- 200 points A: Gifts to this Theta Xi entity are tax-deductible.
- Q: What is the Theta Xi Foundation?
- 300 points A: This fund was established as the Fraternity's first endowment fund.
- Q: What is the Life Membership Fund?
- 500 points A: Your chapter's expenses to attend conventions and conferences can be reimbursed from this fund, which is tax-deductible and can be established by your alumni within the Theta Xi Foundation.
- Q: What are Chapter Education Accounts?

History

- 50 points A: In 1986, this national society honored Theta Xi as its outstanding volunteer organization.
 Q: What is the National Multiple Sclerosis Society?
- 100 points A: Upright crescents replaced this symbol on the coat-of-arms as a result of the Kappa Sigma Kappa merger.
 Q: What is the fleur-de-lis?
- 200 points A: It took place in 1926 and radically altered the composition of Theta Xi Fraternity.
 Q: What was the Generalization of Theta Xi (when its membership was opened to students in all curricula, not just engineering)?
- 300 points A: It was the society to which Theta Xi's Founders belonged before they founded Theta Xi Fraternity.
 Q: What was Sigma Delta?
- 500 points A: This chapter won the first Memorial Trophy in 1939.
 Q: What is Alpha Alpha Chapter (LSU)?

Tell Me Something I Don't Know

Facilitator Guidelines and Discussion outline

Program Time: 45 minutes (23 minute video)

Required Materials: DVD, DVD player

Objectives:

- To serve as a facilitator for dialogue about healthy and unhealthy behavior
- To incite examination of the groups behavior
- To learn about others
- The think about the consequences of our actions

Program and Discussion Agenda:

Show DVD entitled "Tell me Something I Didn't Know"

After showing the film, ask people to answer this question...

- **Please share some of your thoughts and feelings about the film. Just a few words about what stuck in your mind the most.** *(If the audience is quiet, suggest some generic adjectives – sad?, shocked?, angry?, etc)*

The trigger question will stimulate discussion that typically falls into the following categories. It is even possible to go into two different areas at once. *(Allow the group to discuss their feelings, but direct the conversation towards one of these themes)*

- Alcohol
- Sexual Assault
- Personal Responsibility
- Hazing
- Liability

(As the group begins to move their discussion into one or more of the categories of conversation, use the discussion questions to engage them further)

Alcohol:

- Why do people drink?
- Describe the habits of someone who drinks responsibly or irresponsibly
- If alcohol related health risks become apparent, how do you intervene?
- What keeps us from making good decisions about drinking?
- What consequences are added for underage drinking?

Sexual Assault:

- Can consent be given if you or your partner have been drinking?
- How can you tell if a man or woman really means what they say?
- What can you do to prevent yourself from being sexually assaulted, or sexually assaulting someone else?
- If a friend has been sexually assaulted, what would you say to him or her?

Personal Responsibility:

- How can we make sure that a Scott Krueger type incident does not happen again?
- What are you willing to do to be more responsible?

- How can you encourage your brothers to be more responsible and to make what might be a difficult (but life saving) decision?
- Why does it take something so tragic for us to think about our behaviors?
- Can this happen to you?

Hazing:

- How would you respond if you were told you had to drink a large amount of alcohol in order to be a member of an organization?
- What situation(s) have you been in that involve peer pressure and a strong desire to fit in?
- Can you describe some ways to support friends in saying no to ridiculous or dangerous activities?
- Why are the many forms of hazing contradictory to the goals and purposes of your organization?
- Can you think of any traditions in your chapter that need to be rethought?
- What are some non-hazing ways to achieve the goals of the “traditional” membership education events, without putting a member at risk?

Liability:

- Who do you think was liable in the Kruger case?
- Can you be liable for an event, even if you were not present?
- Why would an insurance carrier deny coverage in this case?
- What observations can you make about your RM practices and policy in light of this case?
- What responsible steps and smart decisions can you and your chapter/colony take to reduce your liability?
- Does your organization have a detailed event management plan to ensure the safety of the members and guests?
- Does your organization have a detailed, written crisis management plan?

Closing:

- This was a true tragedy and it has had a major impact on the way courts and the way society looks at Greek life, right or wrong!
- Don't think it can't happen to you. Drinking remains our #1 concern. Over consumption occurs way too often and usually not as part of member education.
- Continue to educate – this program is available from Fraternity Headquarters

Facts regarding the Events and the Lawsuit:

(Background information to help you answer questions from the participants)

- “Animal House Night” was a yearly event. Pledges were given a large amount of beer and hard liquor, with some alternative beverages to consume, while watching the movie. They also received their big brothers that night, many of whom gave the gift of alcohol.
- Five officers, membership educator, Scott's big brother, International Fraternity of Phi Gamma Delta, the chapter, and the house corporation were all named in the lawsuit.
- Three of the five officers were not even at the event. They were found liable because they knew about the event.
- MIT decided to revoke the diploma of the membership educator shortly after his graduation. He appealed, but the court upheld the right of MIT to revoke the diploma.
- Because the acts were illegal (serving minors), the International Fraternity's insurance denied coverage to the individual chapter member who then had to rely on their parents' insurance or

The Secret Thoughts of a Ritual

by Edward M. King

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

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

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

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

However, in some fraternity houses I exist in quite a different fashion. Shortly after the initiation, Brothers come in one by one, get me out of the drawer and look me over very carefully. Some just like to read me, others try to memorize me.

Whatever the case, I like it when they use me. Sometimes they even argue over me, and this gets exciting because you see that's what I'm about. Yes, in fact, I can even be changed, I'm really a very human document, one that was written down some time ago after a great deal of thought by one or two men and I have been reworded, rephrased, and re-evaluated many, many times.

In order to know what I'm really about, I need to be perpetually used and studied. (Too often the members mention me only at initiation time and I'm really meant for much more than that.) In fact, one of my most important missions is to help the undergraduate chapter at its weekly

meetings. If I am understood and used properly at these weekly meetings, I can really help the chapter get things together. There are always a few men who don't like to use me and put up a big argument about having an informal chapter meeting. What a joke that usually turns out to be. Most informal chapter meetings last a heck of a lot longer than formal chapter meetings where I'm used..

As I've listened to people and watched how they use me, a couple of important thoughts have crossed my mind. First, the fraternities have done an excellent job in keeping me an esoteric document, that is, basically a secret document and therein is much of the problem not only am I a secret document to the outside, I am a secret to most of the members as well. They really don't know or understand me because they've never really studied me. Some people, I suspect, would like to keep me very, very secret because if non-members found out about what I stood for, they might expect the members to live by it and that would be very difficult. Therefore, they keep me secret and they won't have to change their lifestyle.

Although I can be used in different ways and for different things, when you boil me down to my fundamental essence, I'm essentially one thing, a system of values. I don't change very much because I am the product of history and the spirit of man and how he relates to his fellow man and to his God. The relationship between man and man, and man and God, has never been a static one. It is confusing and illuminating, painful, confusing, and frightening. And that is why it is so critical that man understands who I am and what I am for.

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

Those of you who are leaders in the fraternity movement, the officers of the national, international, or general fraternities, you who are professional fraternity men, must continue to ask yourselves how you can improve in articulating to your members the message of your fraternity. Why is it that some of the members get it and some of the members do not? To some the message goes deep and becomes a part of their very being, while for others it never scratches the surface.

Ask yourself the question when you attend your regional meetings, your workshops, retreats, leadership schools, how much time did you spend discussing and sharing with each other what personal effect I have had on your lives? Do you, as so many active chapters do, use me to start the meetings and close the meetings and become so involved in your day to day business that you forget that I am there to be reflected upon? For those of you who do understand and use me, are you afraid or ashamed to share those experiences and thoughts with your fellow Brothers?

Those of you who are fraternity leaders, and are not using me in this way, are very derelict in your responsibilities, your duties, and the very oath that you took when you became a member and an officer in your fraternity. For, you see, as written I am your esoteric manual, I am really of very little value unless you and the other Brothers come, and through your mutual sharing begin to experience the essence and depth of my message. Then you and I are activated by the real charge in your spiritual and moral fiber that is possible for all men but achieved by too few. The effectiveness of my message is in direct proportion to your knowledge and belief in my values.

If there is something about me that you do not like, then change me, but for God's sake do not ignore me. It is the indifference to and the ignorance of my essential message that continues to stifle the growth of the fraternity system. Never has the time been so ripe as this period in our

history when the young people of today on our college campuses are crying out for the kind of message, guidance, value, and leadership that has been so long hidden in my pages.

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

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

Basically I am a road map to help a person along his journey of life and assist him in his communion with his fellow travelers.

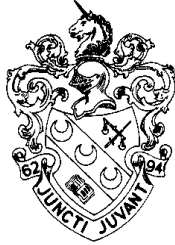
Who am I? Your ritual.

What am I? A system of values.

What am I for? My purpose is not to make you a better fraternity man, but rather a better human being.

SAMPLE PROSPECTIVE INITIATE LETTER

(available on enclosed disk)



Theta Xi Fraternity

Chapter/Colony Name

Street

City, State, Zip Code

Phone Number

Date

Mr. (Name of Associate member)

Campus Street Address

City, State, Zip Code

Dear Associate Member (insert last name):

The time for your initiation is rapidly approaching!

I am taking this opportunity to give you some instructions for your initiation and to discuss the Ritual ceremony itself.

When the time comes for your Ritual initiation, a member will call for you and escort you to the ceremony. You should go with him and listen to the instructions he gives you. This member will be your guide for the ceremony and his role is to help you throughout the ceremony. Be assured that during the course of your initiation no activities will occur which will place you in any physical or mental harm. Theta Xi's Ritual initiation ceremony will mark your formal acceptance into the Bonds of our Fraternity.

Once you receive this ceremony, you will be a member of Theta Xi for life. While you are going through the initiation ceremony, pay special attention to the words spoken to you. This ceremony is an exact duplication of the ceremony designed by our founders in 1864. Word for word, the statements you hear will be those written and spoken by our founders.

Pay special attention to the affects and sights you will witness. Remember, everything you will see is as our founders designed it in 1864!

During the course of this ceremony you will be required to take an oath by placing your hand upon the Book of Truth. The oath you take will become your common link with over 64,000 members who have been initiated into Theta Xi. In fact, it will be the only true common link we all have with each other. Every member throughout the country shares the oath, but beyond the oath everyone's Fraternity experience is different. We all know different members, experience different programs, and live in different houses. It is through our oath and the standards we pledge to uphold, that we have the basis of the common bond that makes us all brothers in the bonds of Theta Xi.

Enjoy your initiation. We look forward to welcoming you into the brotherhood of Theta Xi!

Faternally,

John Doe, Chapter President