

2016-2017 Edition



Magister Guide

Special Thanks

The 2016 *Preparation for Brotherhood* Program has been enhanced to better serve the needs of our undergraduate Magisters and brothers. Since its inception in 1991, this program has affected positive change in countless Sigma Chi chapters across North America.

This edition of the *Magister Guide* (the 22nd) builds on the work of many of our undergraduate chapters. Many of the ideas on these pages have been used by our chapters with great success. The 2016 version introduces many new instructional tools that will significantly impact the quality of the pledge experience. This new model of pledge education allows Sigma Chi to remain on the cutting edge of educational programming in the fraternal world.

Special thanks to the Fraternity's *Grand Council*, the members of the *Executive Committee and Education and Leadership Board*, the members of the *Preparation for Brotherhood Committee*, and the many undergraduates whose dedication and input have made this program possible. Numerous Headquarters staff members have worked to obtain feedback from undergraduates, researched topics, edited and revised text, and built new eLearning activities so that the 22nd edition of this program would elevate Sigma Chi to the next level of educational techniques.



Questions, comments and feedback regarding the Preparation for Brotherhood Program should be directed to the Senior Director of Membership Development at Sigma Chi Headquarters: leadership.programs@sigmachi.org.

Letter to the Magister



Dear Brother Magister,

Thank you! Thank you for answering the call of your chapter. Thank you for your willingness to lead and share Sigma Chi with our newest members.

Whether you're a new leader or a seasoned leader, we are all looking for leadership tools to make us more effective. Simon Sinek's book *Leaders Eat Last* offers a great deal of practical advice in understanding the essence of leadership, leading teams and facilitating an environment that will lead to individual and chapter success.

Among the author's more salient points are his warnings of the dangers **within** every organization. Specifically, he warns of intimidation, humiliation, isolation and rejection and their effects on destroying teams. Too often intimidation, humiliation, isolation and rejection are the hallmarks of hazing. The goal of a leader is to set a culture free from these dangers, free from a danger of each other. Specifically, a leader's mission is to allow each member to experience a sense of belonging through a culture based on a set of clear values and ... and we have these in Sigma Chi.

In essence, leaders should be creating a **circle of safety** to which every member belongs. By creating a circle of safety, the leader reduces the threats people feel **inside** the organization. This frees members to focus their time and energy on protecting the organization from the dangers **outside** the circle of safety. Without this circle of safety, an organization will spend too much time protecting itself from one another, blind to the dangers that exist outside the organization. In Sigma Chi, we often sit in circles. This should serve as a symbolic reminder of the circle of safety that you, as a Magister, are compelled to create for our new members.

The ancient Spartans had a circle of safety as well. Revered for their warrior culture, their power came from the circle they created with their shields. Every warrior carried a weapon, a breastplate and a shield. If you lost your weapon or breastplate in battle, not much was thought of this, as these tools were primarily for your defense. But woe to the warrior who dropped his shield. You see, the

(Cont.)

shield wasn't for the protection of the Spartan who carried it, but rather for the comrade to his left in the formation. Similarly, in Sigma Chi, everyone, every member of the group plays a role in maintaining the circle of safety. If one member drops his shield, (through the humiliation, isolation or rejection of our newest members) he exposes our organization to danger and weakens the organization from within. Simply, the role a leader is to look out for those in the circle.

It should come as no surprise to you that Sigma Chi is a values-based organization built on shared ideals. When cultural standards shift from character, values and beliefs to performance and other impersonal measurements (as it almost always is in pledgeship) trust and cooperation are diluted. It's akin to adding water to a glass of milk – eventually the culture becomes so watered down it loses all that makes it good and healthy. As a result, we lose our sense of history, of responsibility to the past and our shared traditions. We work to undermine a leader who tries to control us. Conversely, we work to advance the vision of a leader who inspires us. This is the true power of Sigma Chi's Preparation for Brotherhood (P4B) program.

In P4B, your leadership responsibility is to ensure the success of each member of the pledge class, to ensure that our newest members are well-trained and confident to perform their duties as an initiated brother. Give away control to your pledges when you can and enjoy watching them rise to the responsibility they were given. This will also better prepare them for the life of an initiated member of Sigma Chi.

Also, consider that teams led by a directive leader initially outperform those led by empowering leaders. This may be good news if you want a perpetual pledge class. However, our goal is to prepare young men for Initiation into Sigma Chi, not to prepare them for a lifetime of pledgeship. To that end, research shows that

empowering-leader teams experience higher performance because of higher levels of team learning, coordination, empowerment and mental model development. Be an empowering leader and you'll better prepare your team for Initiation. As a result, you'll better serve your chapter and better strengthen your circle of safety.

Finally, the author observes (through his observation of military units) that a common burden can bring a group together. He aptly notes that less hardship means less need to cooperate. In Sigma Chi, our hardship shouldn't be the temporary nature of pledgeship but the lifelong mantle of excellence, the spirit of service, the voluntary obligation to live up to the values and ideals that we each take upon ourselves. It is the invitation to go out into the world and make a difference . . . the world can expect more of us than they can of other men.

To really inspire your team, they need a challenge that outsizes the resources available; a vision of the world that does not yet exist. Give your team something to believe in and strive for. Give them a mission that outsizes their resources but not their intellect. If you can do this, you will have adequately prepared our pledges for their Initiation and the lifelong enjoyment and responsibility of brotherhood in Sigma Chi.

You have our every confidence. We eagerly await news of your success.

In Hoc Signo Vincas,

The Preparation for Brotherhood Committee

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Introduction

The undergraduates of Sigma Chi are *the lifeblood* of the Fraternity. The manner in which we develop our new pledges will shape the fate and future of Sigma Chi.

The purpose of the Preparation for Brotherhood Program is to ensure that each of our new pledges, regardless of their home chapter, receives the same quality education about our organization. An effective pledge experience, followed by a meaningful Initiation, will create a deep love for Sigma Chi in our new brothers. As Magister, **you play a vital role in this process.**

The Preparation for Brotherhood Program you implement should accomplish the following objectives. As a result of the program, your pledges will:

- 1. Gain a comprehensive orientation to Sigma Chi – its history, values, ideals and programs, as well as, understand Sigma Chi’s commitment/contributions to the Greek world, campus and community,**
- 2. Demonstrate knowledge of Sigma Chi operations and governance at the local chapter, province and international levels,**
- 3. Develop a deep sense of personal responsibility to cultivate true brotherhood with members of the Fraternity,**
- 4. Develop an understanding of Sigma Chi’s values-based leadership model and its application to their daily life, and**
- 5. Be prepared to begin a lifelong commitment to Sigma Chi through exposure to our Ritual.**

As the Magister, you will guide each pledge as he takes his first significant steps in college life as well as in his Fraternity membership. Remember that each pledge has a primary responsibility to the university. Pledgeship should be an integral part of their university life which contributes to, not detracts from, school itself.

As you teach principles and ideals, you will be helping men search for a way of life. You will impact the life of each pledge, and each pledge will hold a very special place in your heart. As Magister, you are greatly honored, far more than you realize. It has become your privilege to serve the brotherhood in a manner afforded few people. Sigma Chi has placed faith and confidence in you. You have been furnished with raw materials: *men and ideals*. You must develop the finished product: *men with ideals*. A sacred trust has been placed in your hands by your brothers.

The Role of the Magister

As Chapter Magister, your primary responsibilities are:

- Organizing, teaching/facilitating, and leading your Sigma Chi Chapter's Preparation for Brotherhood Program in order to instill the ideals of Sigma Chi emphasizing individual responsibility and motivation in scholastic achievement and financial obligations,
- Ensuring that all 400 forms (A& C) are completed and accurately submitted to Sigma Chi Headquarters,
- Oversight of the Big Brother Program,
- Overseeing the chapter's preparation for all ceremonies related to pledges including the Bid Acceptance Ceremony (if applicable), Formal Pledging/Big Brother Ceremony,
- Ensuring that all activities connected with pledges are free from any form of hazing under fraternal law,
- Assisting the Pro Consul in Post-Initiation Living and assimilation of the new initiates into the chapter.

Each pledge will gain his first impressions and knowledge of Sigma Chi through your guidance and leadership. Your spirit and positive attitude will set the tone for the success of this program. You must be ready to assume various roles:



- A leader
- A teacher/facilitator
- An advisor, advocate
- A role model, mentor
- A listener
- An organizer of an effective, educational, hazing-free pledge program
- A true friend and brother.

A Magister's Advice to His Successor—"Sacrifice"

My Brother:

Let me offer you the congratulations of myself and of the long line of brothers who have preceded both of us in the position of honor and responsibility that is now yours. We who have gone before you recognize the existence of a special kinship among ourselves, for we have all gone through the same arduous experiences. You are now one of us, and in your travels you will feel the closeness of the bond I refer to, and through your sleepless nights you will feel the strong arms of a score of your specially bonded brothers around you, ready to support you when you grow weary. Yes, we too have been weary, and we too have leaned on our brothers.

Your title of Magister signifies, literally, teacher; to teach you must know, what you do not know you must learn. It also means master; to be a master you must be just, for it is ordained that he may not rule who is not just. A Magister is also a friend, for it is also ordained that men shall not be taught except by their friends; and they shall learn bitterness from their enemies. You may not be more firm than you are kind, nor shall you judge beyond the extent of your wisdom, and above all, you shall be patient. For although your heart shall not rule your mind, neither shall your mind rule your heart; and the two shall hold an equal place within you.

Brother, it will be hard indeed for you to teach what must be taught. We have all found it to be so before you. You may speak of the Virtues, and you may illustrate them with parables and analogies. You may give your boys illustrative materials to read. You may have them write essays on thoughts which you suggest to them. You may do these things, and you shall do these things and many others. You will remember that the Master, who in devout humility you strive to emulate, taught chiefly by example. What you say is heard perhaps, but not understood, and soon forgotten; what you do and what you do not, that is seen, understood and remembered. Herein lies, in part, the sacrifice I have mentioned.

*Many of the pleasures which you have thus far enjoyed are no longer yours to enjoy. For, however good a man you have been until now, henceforth, you must be **exemplary**. In your person you will embody the precise, literal meanings of our Ritual—with which, therefore, you must thoroughly familiarize yourself. All that is noble and good in mankind must appear to you, within the limits of man's imperfections. But you are not allowed the same quota of imperfections other men have; you cannot permit yourself excesses of any nature whatsoever at any time that might prevent a pledge from saying: "there is a man in whom I can find nothing to criticize." In this sense I have said that you must make sacrifices, if in truth it can be said that the struggles entailed in seeking The White Cross are sacrifices rather than privileges. And now my brother, in my name and for my brothers, now silent, who have gone before me, I entrust to you the care of your younger brothers. Be kind to them and love them as we have before you, for they are the life of Sigma Chi; and they are our youth as you will find them to be yours; and through them we will live on in the chapter, as you will. In you we repose the sacred trust that has been our heritage through the years. Brother, do not fail us.*

-William M. Luikart, Gamma Iota (LSU) '43

Overarching Guidelines for New Member Education

- Whatever is performed or allowed to happen concerning new member education must be fully consistent with the ideals and spirit of our Ritual, Ritualistic Statutes, and Governing Laws.
- A man does not pledge to be in servitude to an individual brother or chapter. He is aspiring to be a member of the Chapter and the General Fraternity.
- If something is designed just to make a man “a good pledge,” rather than to make him a good brother, or just to see “how much he wants to become a member,” it is not appropriate.
- Ask yourselves . . . if an activity became known, publicized, or even videotaped, could it be explained, justified, understood or appreciated by parents, university officials, pledges, or the media? If not, it should not be done.
- The fact that “we’ve always done it” **does not** justify the continuance of any activity that could be considered hazing.
- Forced unity or “unity-at-any-cost” can, often unknowingly result in resentment or exaggerated competition within the chapter, and conflict with the later integration of the pledge class into the chapter, creating a caste system. Unity will occur naturally from positive and shared experiences.
- Pledges spending the night together as a pledge class or in clusters whether at the chapter house or at offsite locations. The **ONLY** exception is after the first initiation ceremony or at a chapter retreat. The bonds of brotherhood develop gradually, where trust builds over time. It cannot be forced by housing people together. For that reason, there is no need for pledges to be living together during their Preparation for Brotherhood period
- Links or any tangible representation of a pledge’s progress or failure are prohibited. If our purpose is to prepare men for brotherhood, then everything we do in our pledge programming should have a direct correlation to what we do as initiated members. When, as initiated members, do we have links or any tangible measurement of our progress or failure? A central message in our order is that we are to always strive to hold ourselves accountable to the ideals of Sigma Chi. We should encourage and foster the habit of internal self-evaluation in our P4B program. Anything short of that is destructive to our end aims.
- It is recommended that pledges take their weekly pledge exams individually and away from the group session. Pledge meetings/group sessions have long been encumbered with the administration of the weekly pledge exams. With the creation of Sigma Chi U, pledges will now be able to take their weekly pledge exams on their laptop. Your weekly group sessions can now be solely spent sharing the storied history and proud traditions of Sigma Chi. Additionally, each weekly exam clearly states that this is to be an individual effort and no collaboration is allowed. Trust your pledges to make good decisions. True character is what one does when no one else is watching.
- The goals set forth in *The Jordan Standard* requires us as a Fraternity to ensure that we allow each student time for his academic responsibilities, reasonable sleep, diet, and campus involvement. Our prospective members are in school for an education, a learning experience, both in and out of the classroom.
- For additional information on pledging, please refer to the Fraternity’s statement of position concerning pledge education and the Ritual in the appendix of this guide.

Sigma Chi's Official Zero Tolerance Policy on Hazing

- Sigma Chi is based on the principles of Friendship, Justice and Learning. We condemn hazing as it conflicts directly with these principles and it will not be tolerated. If you feel that you are being hazed, you have the right and obligation to leave the chapter immediately and report the offenses to the Chapter Advisor, Grand Praetor and Sigma Chi International Headquarters.
- Sigma Chi is adamant about the total elimination of hazing in its chapters throughout North America. Sigma Chi has made clear in the Statement of Position Concerning Pledge Training & the Ritual, in 6.02.f of the Executive Committee Regulations, the Governing Laws and in the Statement of Position Concerning Pledge Training and the Ritual that hazing activities will not be tolerated. Those who participate are subject to expulsion from the Fraternity. (See the Appendix.)

If you have a question about any activity associated with the P4B process, contact your Chapter Advisor, Grand Praetor or Jim Cogdal, Senior Director of Membership Development at Sigma Chi Headquarters, at jim.cogdal@sigmachi.org.

“Let us each and all do our duty and conduct ourselves that we will bring no dishonor upon our society or upon each other. And may we have the high and proud satisfaction of knowing that our beautiful white cross, at one the badge of our society and the emblem of purity, will never be worn over any breast which does not beat with pure, generous, and noble emotions, and by no man who is not a man of honor.”

*-Founder Isaac M. Jordan, **MIAMI (OHIO) 1857***

Our Standards

The following standards should guide the Magister in making decisions throughout the Preparation for Brotherhood Program.

Educational Standards

Attendance/Course Completion

Pledges are expected to complete all components of the P4B program. This includes Sigma Chi U eLearning, Journaling, and attendance at all Ceremonies, Group Sessions and Experiential Exercises scheduled. If scheduling conflicts occur (e.g. athletic or academic conflicts, emergencies), pledges are expected to notify their Magister in advance.

Any missed Group Sessions or Experiential Activities must be made up within the same week (**to allow the pledge to proceed with Sigma Chi U eLearning activities**). It will be the pledge's responsibility to meet with their Magister to review the materials missed.

Exams

Pledges will receive one of seven exam segments at the end of each Learning Course beginning in Course 2. The successful completion of these seven exams achieves the International requirement. The pledge will have two opportunities to pass each exam at an accuracy level of 75 percent or better. We suggest Magisters check these averages regularly to spot any problems early. (See the Sigma Chi U User Guide.)

If the pledge has not achieved an accuracy level of 75 percent on their second attempt, we suggest the following protocol be followed:

1. Pledge must communicate the problem immediately to their Magister.
2. Magister and Chapter Advisor will determine if the pledge is eligible to continue.

Academic Standards (See Governing Laws)

To be eligible for initiation, a pledge must:

- have attained an accumulated scholastic grade point average of at least 2.5 on a 4.0 scale, or
- have a GPA at or above the all-men's average at the host institution specified in the charter of the initiating chapter or,
- if no college scholastic grade point average is available at the time of initiation, then
 - 1) graduated in the top twenty-five (25) percent of his high school (or equivalent) graduating class or
 - 2) must have a minimum high school GPA of 3.0 and reasonable belief that he will have at least a collegiate GPA of 2.5 on a 4.0 scale or
 - 3) have a collegiate GPA at or above the all-men's average at the host institution.

Financial Standards

All pledges must be paid up and current in all financial obligations to the chapter and Fraternity, including any chapter dues as well as Pledging and Initiation fees.

Releasing a Pledge Who Does Not Meet Standards

If, during the pledge period, a pledge does something that is unbecoming of a Sigma Chi or if he cannot meet the academic minimum standard set forth by the International Fraternity, the chapter should follow normal judicial protocol.

Any degradation, humiliation, or intimidation used as part of a judicial process is forbidden.

Successful Completion of the Preparation for Brotherhood Program

When pledges have successfully completed the P4B Program, the following process must be initiated by the Magister.

From the Governing Laws

S3.12 Pledgeship shall be terminated by the candidate's initiation, only by agreement between the candidate and the chapter, or by a vote of not less than 20 percent of the active members present and voting at a regular or special meeting of the chapter, unless the chapter bylaws prescribe some higher percentage.

S3.13 Prior to his initiation, each candidate's eligibility under Section 3.07 shall be affirmed by:

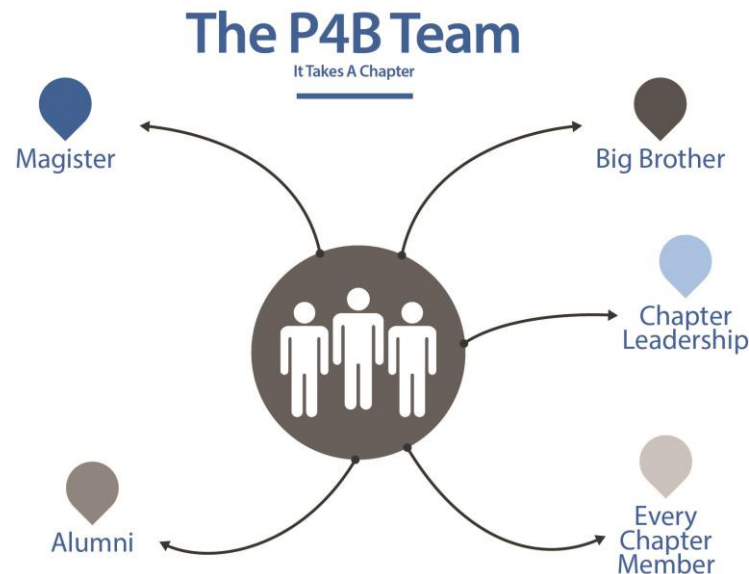
- a. A formal vote of final approval by not less than 80 percent of the active members present and voting at a regular or special meeting of the chapter, and
- b. The tacit approval of the Grand Consul, who shall disapprove only for a stated cause based on the provisions of Section 3.07.

Chapter Involvement

The role of the Magister involves a full plate of responsibilities and accountabilities. Your role as Magister is to **organize, manage and supervise** the many parts of the program. **You cannot and should not, however, try to do all the work yourself.** The education of the pledges should be a **chapter-wide process**. There is room for all active chapter members, chapter advisors, and alumnus to play a part in the process. Find ways to involve as many people as possible in the execution of the Preparation for Brotherhood Program. This manual provides many suggestions, but it will be up to you to actively engage others.

Just some of the ways chapter members can be engaged in the pledge education process might be:

- Assume the role of Big Brother,
- Be present at pledge activities such as Group Sessions, Ceremonies, Experiential Activities,
- Take an active and concerned interest in each pledge as an individual, his personal life, his outside interests, his family and friends, and previous background,
- Assume the role of Assistant Magister,
- Using the ConnΣXtions process, talk with each pledge personally about his scholastic progress, character development and the ideals of Sigma Chi,
- Tutor and assist pledges in need of scholastic support,
- Provide encouragement to each pledge making sure they are enjoying being a part of your chapter and Sigma Chi,
- Set an example of living as *men of good character*.



Your Support Team

The Big Brother Team

Big Brothers play an accountability role in ensuring that each pledge receives personal attention and support as they learn about our organization. But their role is much more than just support. They will have an active part in the educational process as well. Each week, Big and Little Brothers meet to discuss the learning that has occurred, the lessons learned, and the character challenges they may have faced.

As Magister, you will be responsible for ensuring that the right members of your chapter are selected for the role of Big Brother, that they are adequately trained and that they stay engaged in the process.

The Big Brother section of this Magister Guide provides more information about the selection and training of Big Brothers. Refer also to the Big Brother Guide found in the Magister Workspace.

Grand Praetor

Your Grand Praetor is a resource for advice, mentoring, problem solving and provides administrative oversight. It is absolutely necessary that you review the entire pledge program, including chapter events, with him prior to the program beginning.

Chapter Advisor's/Mentor's Role/Other Alumni

Your alumni such as the Chapter Advisor or Chapter Mentors can provide vital support in all aspects of program planning and delivery. Engage them early in your planning and seek their help and support in all aspects of your program execution because they are busy volunteers. They can provide a perspective that will enrich the pledges' experience and assist you in fulfilling your responsibilities.

Don't forget to tap into the talents of your alumni for support throughout the program.

Assistant Magister Role

If you have an Assistant Magister in your chapter, it is your responsibility to define the specific accountabilities for this position.

Chapter Members

Engage your entire chapter in the process of meeting/modeling/discussing Sigma Chi values with your pledges. This can be accomplished through the ConnΣXtions process which is outlined on the next page. Remember . . . the strength of the brotherhood IS the brotherhood.

ConnΣXtions

The purpose of the ConnΣXtions Process is to create a channel of communication between the pledges and the active members of the chapter in order to:

- familiarize the chapter's new members with the brotherhood, and
- provide an orientation into chapter life prior to Initiation.

The intention of the process is not to create a negative experience or become an act of service for the pledge, nor should it be a demonstration by the pledge of loyalty or an examination of the pledge's knowledge about Sigma Chi. ConnΣXtions is designed to **build brotherhood** and involvement, as well as demonstrate the obligation of every brother to help one another become a productive member of the chapter.

The Process

Pre-P4B

Prior to the launch of the Preparation for Brotherhood Program, the Magister should inform the active chapter and Big Brothers about the purpose, guidelines, and eligibility requirements of the ConnΣXtions process.

In order to be eligible to be engage in a ConnΣXtions conversation with a pledge, chapter members must be in good standing with the chapter. If any chapter members can't confirm that they are willing to set aside time each week for ConnΣXtions conversations, they should deem themselves ineligible.

Guidelines

- A. The Magister should prepare a ConnΣXtions Roster with the names of active chapter brothers who are eligible to meet with pledges. (An example of a Chapter Roster Handout is located in the Magister Workspace on Sigma Chi U.)
- B. The ConnΣXtions process begins in Course 2 and runs through Course 8, which means each pledge is responsible for completing 20 to 35 ConnΣXtions.
- C. The pledges should be encouraged to make a ConnΣXtion with a minimum of three, a maximum of five (5) active chapter members per week. *For smaller chapters, pledges should connect with 2-to-3 brothers per week.* These conversations should last a recommended minimum of 10 minutes, maximum 1 hour, depending on the richness and depth of the conversation.
- D. Ensure that all ConnΣXtions are done on campus or at the chapter house, and all should be done between 9 a.m. and 9 p.m.

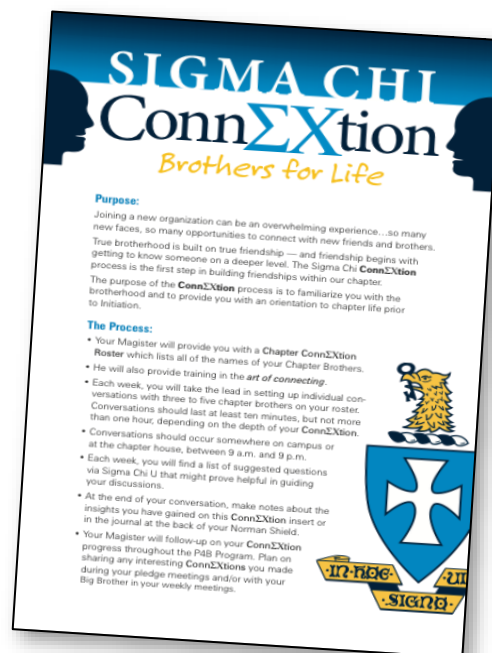
- E. The pledge is responsible for seeking out the chapter members and establishing a date and time to meet with the active chapter members.
Note: Big Brothers should be encouraged to accompany their Little Brothers to the Course 2 connections to ease them into the process and the chapter.
- F. The site of the ConnΣXtion between the pledge and active brother must either be on campus or at the chapter house (if the chapter has one).
Meetings should not never occur off-campus.

Process Implementation

The Magister will introduce the ConnΣXtions process and guidelines to the pledges during Group Session 2. At this meeting, he will also hand out the Active Chapter Roster and the ConnΣXtions guidelines (pictured below) to the pledge class. Chapters will automatically receive copies of the ConnΣXtions handout when they order Norman Shields for their pledges.

During each Course, the pledge will be asked to set up ConnΣXtions conversations with chapter brothers and will be provided with questions related specifically to the Sigma Chi value they are studying.

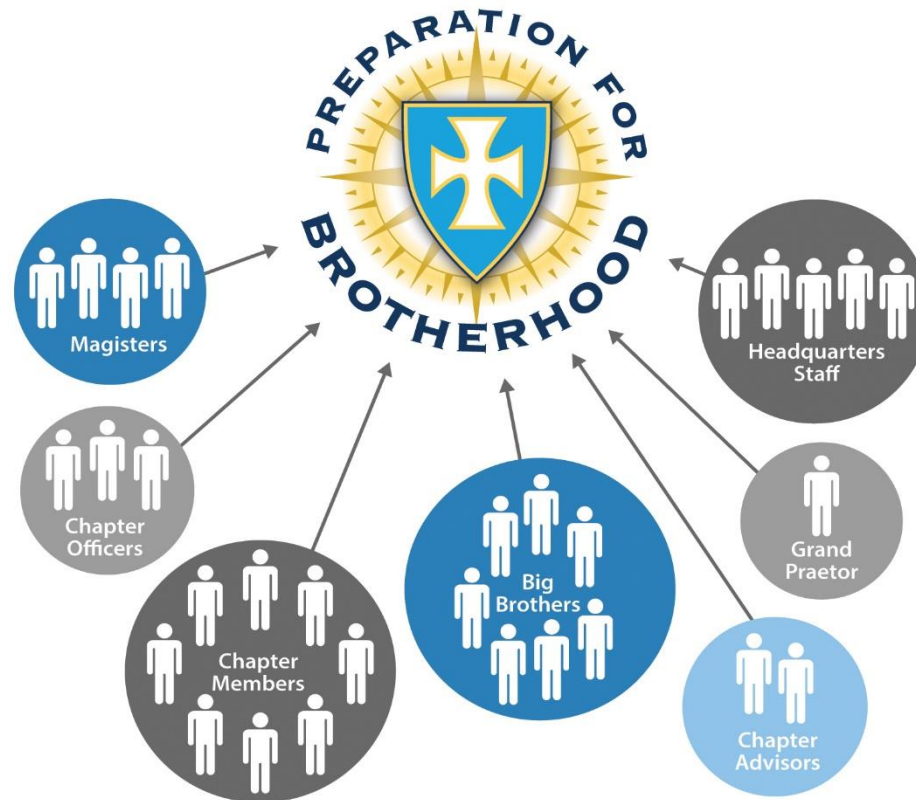
***Note:** While the values are the focus of the conversations, the pledges have the freedom to ask other questions in order to familiarize themselves with each of the active brothers.



Overview of Roles and Responsibilities

The following pages provide a comprehensive view of the roles and responsibilities of Magisters, Chapter Officers, Chapter Members, Big Brothers, Grand Praetor, Chapter Advisors and Headquarters Staff before, during and after launch of the Preparation for Brotherhood Program.

It will take the entire Fraternity working together to provide a successful P4B experience for your pledges.



P4B Roles and Responsibilities-at-a-Glance

Who	14 Days Before Bid Acceptance	7 Days Before Bid Acceptance
Magister	<ul style="list-style-type: none"> Review this Magister Guide and the Magister training materials located on Sigma Chi U. Plan dates for all P4B Events. (See Planning Template in the Sigma Chi U Magister Workspace.) Review your P4B Program Planning Schedule with Chapter Executive Committee/Chapter Advisor/Grand Praetor/HQ. Upon approval, review the schedule with Chapter members. Develop a list of potential/qualified Big Brothers through an agreed upon chapter process. Working with the EC and Recruitment Chair confirm that all potential Big Brothers are in good standing with Sigma Chi and fully understand and accept their BB responsibilities. Reserve room for Bid Ceremony (if applicable) and Formal Pledging/Big Brother Ceremony (if Chapter house setting is not available). Coordinate alumni involvement in Formal Pledging/Big Brother Ceremony. (Advise them of date/time/location.) Reach out to your Balfour LTW P4B and/or Chapter Management Team Facilitator for P4B procedural guidance should you encounter any unsolvable problems or issues. Register new pledge class in the Pledge Education System triggering an order for an estimated number of Norman Shields and Pledge Pins. Any items not used may be returned for invoice credit. 	<ul style="list-style-type: none"> Confirm list of bid recipients with Recruitment Chair and Active Chapter prior to the Bid Acceptance Ceremony (if applicable). Determine any legacies. Provide active chapter instructions regarding date/time/their roles in Bid Acceptance Ceremony and Formal Pledging/Big Brother Ceremony. Ensure pledge pins/Norman Shields have been received from HQ and that all other Bid Acceptance Ceremony materials (e.g. Bid Cards, Budget, and Flag) are available. If materials have not arrived, notify Headquarters immediately. Reach out to your Balfour LTW P4B and/or Chapter Management Team Facilitator for P4B procedural guidance should you encounter any unsolvable problems or issues. Conduct Big Brother Training. Begin preparing materials for the Bid Acceptance Ceremony if applicable (e.g. Bid Cards, P4B Scheduling). Create a roster of Chapter members for ConnΣXtions. (Contact the Annotator.) Review the entire P4B program and all chapter events prior to Bid Acceptance Ceremony with both the Grand Praetor and the Chapter Advisor.
Big Brother	<ul style="list-style-type: none"> Inform the Magister of your willingness to participate in recruitment and be a Big Brother for the upcoming school year. 	<ul style="list-style-type: none"> Attend Big Brother Training.
Other Chapter Officers	<ul style="list-style-type: none"> Executive Committee should review the P4B Program Schedule presented by the Magister. Review Pledge Form process and financial commitment for pledges (breakdown of expenses). EC-Approves the Big Brother selections. 	<ul style="list-style-type: none"> Consul/Recruitment Chair/Quaestor - Know your roles during the Bid Acceptance Ceremony (if applicable) and the Formal Pledging/Big Brother Ceremony.
Grand Praetor – Chapter Advisor	<ul style="list-style-type: none"> Review the P4B Schedule/Plan with the Magister. Grand Praetor: Check-in with Chapter Advisor and Consul as to their progress and readiness for P4B curriculum deployment. 	<ul style="list-style-type: none"> Grand Praetor: Check-in with Chapter Advisor and Consul as to their progress and readiness for P4B curriculum deployment. CA: Assist in Big Brother Training.
Head-quarters	<ul style="list-style-type: none"> Send confirmation of receipt of request and shipping confirmation. 	<ul style="list-style-type: none"> Ship materials within one week of receiving request. Review pledge dates, Officer Login status, and verify pledge class input will be available.

Who	Course # 1 Bid Acceptance Ceremony (if applicable)	Formal Pledging/Big Brother Ceremony
Magister	<ul style="list-style-type: none"> Distribute Bid Cards to all individuals your chapter wishes to incorporate into your P4B Program. Immediately following Bid Acceptance Ceremony, conduct Group Session 1 which explains to pledges how to complete 400A prior to attending the Formal Pledging/Big Brother Ceremony and provides them with log in instructions for getting started in the Preparation for Brotherhood coursework. Approve 400A forms as soon as possible to trigger pledge access to Sigma Chi U. Magister/Recruitment Chairman collaborate to determine Big Brother Pairings. Notify Big Brothers of their assigned Little Brothers. Remind your Chapter of the specific date & time of Formal Pledging/Big Brother Ceremony. 	<ul style="list-style-type: none"> Ensure Pledge Pins/Norman Shields are present for Ceremony. Set up for the Formal Pledging/Big Brother Ceremony. (See Ceremonies Section.) Send out Letters to Parents explaining Pledge Program. (See Miscellaneous Section.) Prior to Group Session 2, verify pledges have been successfully added/registered into Sigma Chi U.
Big Brothers	<ul style="list-style-type: none"> Find out as much as possible about assigned Little Brother. 	<ul style="list-style-type: none"> Attend Formal Pledging/Big Brother Ceremony. Know your part in the Formal Pledging/Big Brother Ceremony.
Other Officers	<ul style="list-style-type: none"> Consul, Recruitment Chairman, Quaestor attends the Bid Acceptance Ceremony. 	<ul style="list-style-type: none"> Consul, all other officers, and all active members should attend the Formal Pledging/Big Brother Ceremony.
Chapter Advisor - Grand Praetor	<ul style="list-style-type: none"> Attend Bid Acceptance Ceremony to welcome new potential members. 	<ul style="list-style-type: none"> Attend Formal Pledge/Big Brother Ceremony if possible (CA and GP). Grand Praetor: Approve Pledge Class 400A forms through Pledge Education System. Monitor activity on Sigma Chi U and address any issues that arise. Provide support to Magisters and Pledges in using the system including additional training as needed. Review weekly progress of each chapter and track anomalies.
Head-Quarters	<ul style="list-style-type: none"> Once Magister has approved Pledge Class 400A forms, send email to each pledge including: Prep for Brotherhood Welcome Video, Sigma Chi U Instructions to Login and access first class, and review of agreements they have signed. Review sign-in issues, registration issues, and appropriate use consistently and address them, as they arise. 	

Who	Course # 2	Course # 3	Course # 4	Course # 5
Magister	<ul style="list-style-type: none"> • Prep for Group Session/ Experiential Activities. • Complete room setup/gather supplies for Group Session 2. • Finalize Chapter ConnΣTions Roster to hand out to pledges, removing all ineligible brothers from list. 	<ul style="list-style-type: none"> • Prep for Group Session/ Experiential Activities. • Review exam results of each Pledge in Sigma Chi U. • Complete room setup/gather supplies for Group Session 3. • Meet with individual Big Brothers to evaluate the effectiveness of the Big Brother pairings/ effectiveness of Big Brother Program. 	<ul style="list-style-type: none"> • Prep for Group Session/ Experiential Activities. • Review exam results of each pledge in Sigma Chi U. • Meet with Big Brothers to discuss the effectiveness of the P4B Program thus far (halfway mark). • Complete room setup/gather supplies for Group Session 4. • Meet with individual Pledges to obtain feedback on Pledge Program. 	<ul style="list-style-type: none"> • Prep for Group Session/Experiential Activities. • Review exam results of each pledge in Sigma Chi U. • Complete room setup/gather supplies for Group Session 5. • Submit 400 C's for approval at start of Week. (Request for Initiation - triggers order of badges and initiation certificates. Must be done to guarantee on-time shipment.)
Big Brothers	<ul style="list-style-type: none"> • Meet with Little Brother. (See activities and discussion questions in Big Brother Guide.) 	<ul style="list-style-type: none"> • Meet with Little Brother. (See activities and discussion questions in Big Brother Guide.) 	<ul style="list-style-type: none"> • Meet with Little Brother. (See activities and discussion questions in Big Brother Guide.) 	<ul style="list-style-type: none"> • Meet with Little Brother. (See activities and discussion questions in Big Brother Guide.)
Other Officers	<ul style="list-style-type: none"> • Quaestor - ensure that pledges have paid dues/are in a payment plan. 	<ul style="list-style-type: none"> • Pro Consul - invite pledges to attend an Exec. Meeting • Historian - talk about the Chapter's history in Group Session 3. • Consul - Discuss ConnΣTions and its implementation 		<ul style="list-style-type: none"> • Consul-present Chapter's Strategic Plan at Group Session 5. • Consul - Discuss ConnΣTions and its implementation • Quaestor/Magister - send check to HQ for pledge and initiation fees.
Chapter Advisor - Grand Praetor	<ul style="list-style-type: none"> • CA: Assist Magister in conducting Group Session 2. • Monitor activity on Sigma Chi U and address any issues that arise. • Provide support to Magisters and Pledges in using the system including additional training as needed. • Review weekly progress of each chapter and track anomalies. 	<ul style="list-style-type: none"> • CA: Assist the Magister in conducting the RBC Lecture. • Monitor activity on Sigma Chi U and address any issues that arise. • Provide support to Magisters and Pledges in using the system including additional training as needed. • Review weekly progress of each chapter and track anomalies. 	<ul style="list-style-type: none"> • Monitor activity on Sigma Chi U and address any issues that arise. • Provide support to Magisters and Pledges in using the system including additional training as needed. • Review weekly progress of each chapter and track anomalies. 	<ul style="list-style-type: none"> • GP: Approve 400C's (should be expected 21 days in advance of Initiation). • Send confirmation that all monies have been received. • Monitor activity on Sigma Chi U and address any issues that arise. • Provide support to Magisters and Pledges in using the system including additional training as needed. • Review weekly progress of each chapter and track anomalies.
Head-quarters	<ul style="list-style-type: none"> • Administer the system and provide support for P4B issues on a case-by case basis. 	<ul style="list-style-type: none"> • Administer the system and provide support for P4B issues on a case-by case basis. 	<ul style="list-style-type: none"> • Administer the system and provide support for P4B issues on a case-by case basis. 	<ul style="list-style-type: none"> • Send 400C Approval confirmation. • Ship all initiation materials for on-time arrival. • Administer the system and provide support for P4B issues on a case-by case basis.

Who	Course # 6	Course # 7	Course # 8	Initiation
Magister	<ul style="list-style-type: none"> • Prep for Group Session/Experiential Activities. • Review exam results of each Pledge in Sigma Chi U. • Complete room setup/gather supplies for Group Session 6/ Experiential Activities. • Meet with individual Big Brothers to evaluate the effectiveness of the Big Brother pairings/ effectiveness of Big Brother Program. 	<ul style="list-style-type: none"> • Prep for Group Session /Experiential Activities. • Review exam results of each Pledge in Sigma Chi U. • Send out reminder notice to Alumni regarding Banquet and Initiation. • Meet with individual Pledges to obtain feedback on Pledge Program. • Send out Letter to the Pledges' Parents. (See Miscellaneous Section.) 	<ul style="list-style-type: none"> • Prep for Group Session/ Experiential Activities. • Review exam results of each Pledge in Sigma Chi U. • Work with Ritual Chairman to prepare for Initiation. • Make sure banquet plans are complete. • Have Active Alumni Letters prepared by the pledge and ready for banquet. • Prep for the Ritual Bridge and for the final speech and candle pass. 	<ul style="list-style-type: none"> • Attend Initiation • Login to Sigma Chi U within 3 days after initiation and confirm that each pledge has been initiated.
Big Brothers	<ul style="list-style-type: none"> • Meet with Little Brother. (See activities and discussion questions in the Big Brother Guide.) 	<ul style="list-style-type: none"> • Meet with Little Brother. (See activities and discussion questions in the Big Brother Guide.) • Briefly review status of ConnΣtions process with Little Brother. 	<ul style="list-style-type: none"> • Meet with Little Brother. (See activities and discussion questions in the Big Brother Guide.) • Attend the banquet. • Have speech prepared. 	<ul style="list-style-type: none"> • Attend Initiation.
Other Officers	<ul style="list-style-type: none"> • Risk Manager - discuss values-based decision making at Group Session 6. 	<ul style="list-style-type: none"> • Recruitment Chair - talk about their role in recruitment during Group Session 7. 	<ul style="list-style-type: none"> • Attend the banquet. • Consul - invite alumni to attend initiation/banquet. 	<ul style="list-style-type: none"> • Attend Initiation.
Chapter Advisor - Grand Praetor	<ul style="list-style-type: none"> • Monitor activity on Sigma Chi U and address any issues that arise. • Provide support to Magisters and Pledges in using the system including additional training as needed. • Review weekly progress of each chapter and track anomalies. 	<ul style="list-style-type: none"> • Monitor activity on Sigma Chi U and address any issues that arise. • Provide support to Magisters and Pledges in using the system including additional training as needed. • Review weekly progress of each chapter and track anomalies. 	<ul style="list-style-type: none"> • Practice Initiation Ceremony. Have a dress rehearsal. • Monitor activity on Sigma Chi U and address any issues that arise. • Provide support to Magisters and pledges in using the system including additional training as needed. • Review weekly progress of each chapter and track anomalies. 	<ul style="list-style-type: none"> • Attend Initiation.
Head-quarters	<ul style="list-style-type: none"> • Administer the system and provide support for P4B issues on a case-by case basis. 	<ul style="list-style-type: none"> • Administer the system and provide support for P4B issues on a case-by case basis. 	<ul style="list-style-type: none"> • Administer the system and provide support for P4B issues on a case-by case basis. 	<ul style="list-style-type: none"> • Send automatically triggered email following completion of P4B welcoming the brothers to the Fraternity.

Program Overview

A Blended Instructional Approach

The Preparation for Brotherhood Program is designed to provide a **blended instructional approach** to developing our new pledges. This means that we will be using a variety of instructional approaches and tools to help pledges learn and apply what they learn about Sigma Chi including: an on-line learning platform called Sigma Chi U, the Norman Shield containing a personal journal, weekly group discussion sessions, a wide range of experiential activities, and a Big Brother Program that provides peer coaching.

Our rationale is simple:

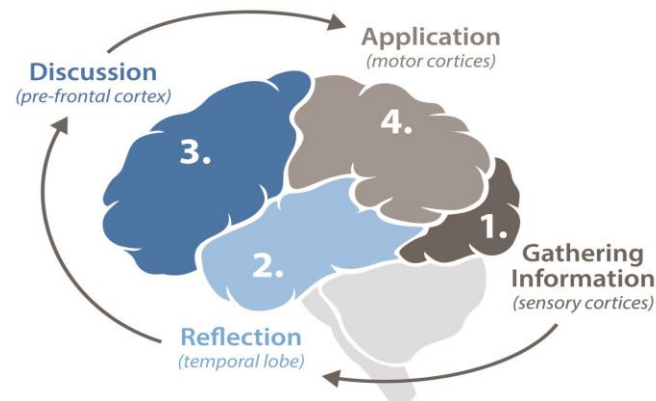
Men of different temperaments, talents, and convictions learn differently.

Current learning research suggests that the brain's natural learning cycle involves four sequential and distinct steps essential to skill development. The four steps include the following:

1. **Gathering Information**
2. **Reflection**
3. **Personal Application**
4. **Active Testing**

Each of these steps involves a different part of the brain and, if real learning is to occur, we must tap into each of these brain functions sequentially.

The Brain's Four-Step Process for Learning



The Preparation for Brotherhood Program provides a variety of instructional approaches that engage all parts of the brain.

1. Gathering Information

For many years *The Norman Shield* has been the primary source of available information about Sigma Chi. While it is beloved by all, it is limited by print capacity. Our eLearning platform, **Sigma Chi U**, houses more than 35 eLearning P4B activities which unveil the rich history and tradition of Sigma Chi in a format that is graphically enhanced. It contains many never-before-seen graphics and video tapes of contemporary Sigma Chi brothers speaking about historical values and traditions in light of the contemporary world in which we live. It also provides an organized repository of all the tools you (the Magister) will need to administer the P4B program.

Magister-led Group Sessions have been designed to promote active discussion and sharing of ideas. These sessions are led by the Magister and members of the chapter to provide an opportunity to get to know the unique focus and personalities of the chapter. Instructional outlines and PowerPoints have been created for each of these Group Sessions to ensure that the Magister and chapter members have all the professional tools necessary to conduct these sessions.

2. Reflection

The Norman Shield has been enhanced to include a **journaling section** which provides reflection suggestions/guidelines for each Course of the Preparation for Brotherhood Program.

A bank of **Experiential Activities** allows pledges the opportunity to reflect on the rich history and traditions of Sigma Chi in sometimes unexpected ways.

3. Discussion

The weekly **Magister-Led Group Sessions** and the **Big Brother Program** provide a weekly opportunity for the pledge to discuss the concepts learned with trusted brothers/advisors. Concepts become real when there is an opportunity to talk about them.

4. Testing/Taking Action

A learner *tests* ideas by taking some form of *action* which lays down a new neural pathway. Until you have attempted to apply a new insight, it remains a theory. Each segment of the program encourages pledges to take some kind of action to **apply** the concepts learned.

This program is about:

Inspiration—Education—Application

Program Process-at-a-Glance

The Preparation for Brotherhood (P4B) Program is composed of 8 **Courses**.

- Each **Course** (except Course 1) is designed to learn, understand and apply one of the Sigma Chi values exemplified by one of our Founders, as well as provide instruction on a variety of other topics associated with that value. (Course 1 provides a welcome to Sigma Chi and guides the pledges through the logistics of signing in to Sigma Chi U.)
- Each Course consists of a series of **Activities** that correspond to a specific value and Founder.
- The **Pre-Session Activities** of each Course are covered in Sigma Chi U. The pledge will sign into Sigma Chi U and go through the listed activities prior to attending a **Group Session** with his pledge class.
- The **Group Sessions** are led by the Magister and cover topics not covered in the Pre-Session Activities. A variety of tools have been developed to aid the Magister in conducting these Group Session such as PowerPoints, leader's guides and handouts. (All of these can be found in your **Magister Workspace** in Sigma Chi U.)
- Each Course also contains required or recommended **Experiential Activities** designed to enhance the lessons learned during each Course. (Outlines for conducting these Experiential Activities can be found in the Experiential Activities section of this guide.)
- **Post-Session Application Activities** are designed to encourage pledges to practice and apply what they have learned. They include such things as Big Brother meetings, Journaling assignments, ConnΣXtions conversation guidelines, and exams that assess whether the pledge is ready to proceed to the next Course.
- At the end of Course 8, pledges will engage in a series of activities (called the **Ritual Bridge**) that are designed to tie all previous learning together in order to deepen their understanding of our ritualistic practices prior to the Ceremonies of Initiation.

The pages that follow provide a full picture of the curriculum and content organization.

PROCESS-AT-A-GLANCE

PREPARATION FOR BROTHERHOOD



	WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8
Founder Theme	Course 1 Welcome/ Logistics	Course 2 Runkle Courage	Course 3 Bell Wisdom	Course 4 Lockwood Integrity	Course 5 Jordan High Ambition	Course 6 Cooper Self-Control	Course 7 Scobey Courtesy	Course 8 Caldwell Fidelity
Pre-Session eLearning Activities		2.1 Welcome/ P4B Objectives 2.2 Founders/Founding 2.3 Runkle/Courage 2.4 Monuments/ Memorials 2.5 Constantine/Our Motto 2.6 Jordan Initiative	3.1 Bell/ Wisdom 3.2 Insignia/ My Badge 3.3 Mission/Vision/Purpose (International) 3.4 Org Structure (Grand Officers) 3.5 Journey (Life-long Learning Continuum)	4.1 Lockwood/Integrity 4.2 The Creed (with Assignment) 4.3 Community Service/ Philanthropy/Huntsman 4.4 Values-Based Leadership 4.5 Horizons	5.1 Jordan/High Ambition 5.2 Sig Sig/OOC/ Undergraduate Awards 5.3 Sigma Chi Foundation (Funding/Giving Back) Scholarships 5.4 Balfour LTW Officer Training	6.1 Cooper/Self-Control 6.2 Risk Management Foundation 6.3 Crossroads/Lifeline/ Sexual Misconduct	7.1 Scobey/ Courtesy 7.2 The Spirit/ The Constantine Chapter 7.3 Social Intelligence (Etiquette) 7.4 Sweetheart of Sigma Chi 7.5 Mission 365 (The Jordan Standard)	8.1 Caldwell/Fidelity 8.2 Our Ritual 8.3 Ritual Renaissance Course Exam
Group Sessions	SESSION 1 <i>P4B Introduction/ Scheduling/Logistics (At Bid Acceptance)</i> SESSION 2 <i>Formal Pledging/ Big Brother Ceremony</i>	Jordan Standard Our Tradition of Literary Exercises Introduction to ConnΣXtions Course Guide 2	Chapter Officers/ Local Chapter History ConnΣXtions Recap	The Creed Chapter Philanthropy/ Community Service/ Derby Days	Strategic Planning, Chapter Mission/Vision/ Imperatives ConnΣXtions Recap	Values-based Decision Making	Goals and Ideals Final Steps Course 8 Scheduling/Logistics	
Experiential Activities		Required Activity: • Man in the Glass	Required Activity: • RBC	Select One Activity: • <i>Strength In Numbers (Recommended)</i> • <i>General Garcia</i> • <i>Unity</i>	Select One Activity: • <i>Jordan Trail (Recommended)</i> • <i>Ascent</i> • <i>Lifelong Learning</i>	Required Activity: • Seven Candles	Required Activity: • Illumination	
Post-Session eLearning Activities	1.1 Welcome to Sigma Chi/Sigma Chi U 1.2 Sigma Chi U Tutorial 1.3 Always Proud	2.7 Application ✓ Course Guide 3 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	3.6 Application ✓ Course Guide 4 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	4.6 Application ✓ Course Guide 5 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	5.5 Application ✓ Course Guide 6 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	6.4 Application ✓ Course Guide 7 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	7.6 Application ✓ Course Guide 8 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	

Ritual Bridge

WEDNESDAY
Ritual Walk
Making ConnΣXtions

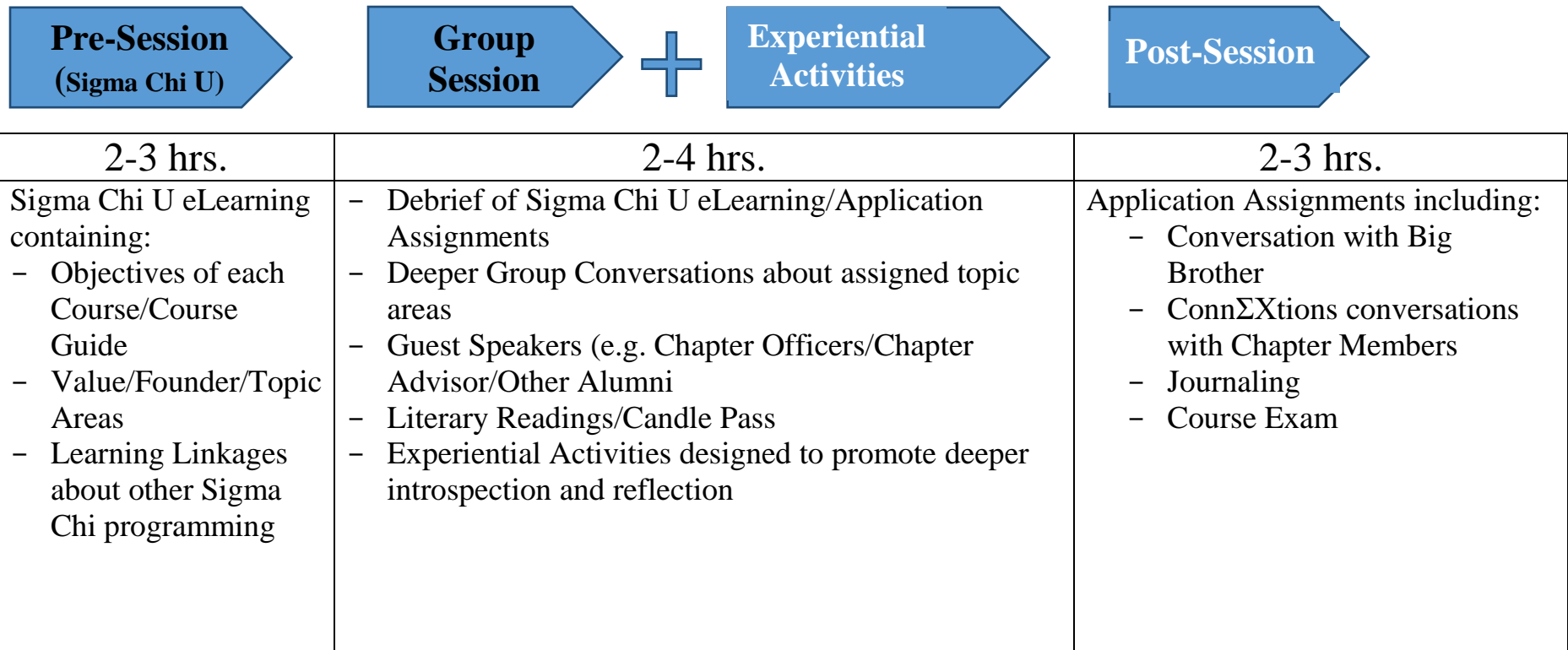
THURSDAY
Constantine
Final Candle Pass

FRIDAY
Commencement Dinner/
Letter to the Chapter
Closing Magister Speech
The Ceremonies of Initiation

SATURDAY
Initiation

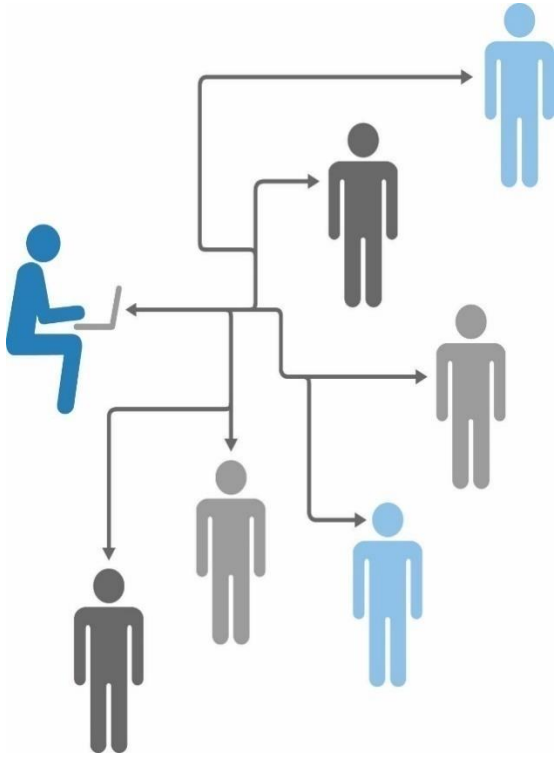
The Weekly Learning Process

During each Course of the program, the pledge will participate in a *blended* variety of learning actions pictured below. The diagram also suggests the potential time commitment for each component of the program.



Just-In-Time Learning

The Preparation for Brotherhood Program has been designed to deliver learning at a pace that will ensure that the pledge receives the materials at an *optimal* time. There are a variety of checks and balances built into the system that ensure that no pledge can rush ahead or fall behind the rest of their pledge group. The Magister has the ability to *pace* the learning in a variety of ways.



- During each **Course**, the pledge is free to complete the **Pre-Session Activities** for the Course they are working on at their own pace prior to the Magister-led Group Session.
- The last **Post-Session Activity** of each Course is an exam covering the specific content of the Course.
- The pledge has two opportunities to pass the **exam** at a level of 75 percent or better. If they are successful, the system will release the Pre-Session Activities for the next Course. If they are not successful, the system will not release the Activities.
- In this event, the Magister, working with their Chapter Advisor, will have to make a decision about the action required.

Your Tools

Sigma Chi's Preparation for Brotherhood Program is designed to provide a **blended instructional approach** to developing our new pledges. This means that you will be using a *variety* of instructional approaches and tools (not just online learning) to help pledges learn and apply their understanding of Sigma Chi.

A variety of tools/resources have been created to develop your skills as program administrator and facilitator, as well as, to enhance the overall learning experience of the pledges.

Magister Tools

The Magister Guide

This guide provides a comprehensive overview and specific tools that will guide you in planning/delivering a professional Preparation for Brotherhood Program. It contains everything you will need including detailed instructions on the use of the Sigma Chi U, comprehensive outlines for conducting/facilitating Group Sessions, and advice about launching a new Big Brother Program in your chapter.

Preparation prior to each Course is essential, but this Magister Guide will provide you with detailed instructions and suggestions for conducting each component of the Preparation for Brotherhood curriculum. **You** are critical to the success of each pledge's experience.

Big Brother Guide

The Big Brother plays a critical role in the education of our pledges. They will serve in the capacities of guide, coach, resource, role model, and advocate. The Big Brother Guide provides instruction in all of these skill areas.

Sigma Chi U: Online eLearning

Sigma Chi U is another important delivery mechanism used in the Preparation for Brotherhood Program content. The eLearning activities contained in Sigma Chi U allow each learner to move at their own pace using the desktop computer or laptop. Sigma Chi U also contains tools for you to use as the program administrator. These tools are discussed in greater detail in the Sigma Chi U User Guide.

Pledge Tools

Your pledges will be using four instructional resources which support their Preparation for Brotherhood learning.

The Norman Shield

For many years, *The Norman Shield* has been the primary source of reference for our new members about the history, traditions and lofty ideas of the Sigma Chi Fraternity. The Norman Shield also contains a journaling component which allows pledges an opportunity to reflect on and apply the principles they are learning. The content of *The Norman Shield* is updated every two years.

Sigma Chi U

While *The Norman Shield* remains the consistent source of written information about our Fraternity, in keeping with the need to update our approach to delivering educational programming, Sigma Chi has made the investment in a Learning Management System (LMS) called Sigma Chi U. Sigma Chi U is an online instructional tool which will allow the Fraternity to keep in step with the most advanced instructional delivery mechanisms in use today. It allows us to provide our pledges with enhanced information about the Fraternity including videos, interactive activities, testing and other state of the art communication tools.

Course Guides

Pledges will receive a weekly course guide via Sigma Chi U which will provide them with a summary of the instructional outcomes for each course as well as details about all required activities associated with the course.

ConnΣXtions

A process called ConnΣXtions has been woven throughout the Preparation for Brotherhood Program. ConnΣXtions encourages communication between active chapter members and the pledges and is designed to strengthen brotherhood and provide an orientation to chapter life. (ConnΣXtions is explained in greater detail on page 15.)

Planning Your Program

All great endeavors begin with thorough planning. Because there are so many components of the Preparation for Brotherhood, it is essential that you begin your planning as soon as possible.

Throughout this program, you will find tools to get you organized and to aid your planning efforts. One such tool can be found in your Magister Workspace. It is a Preparation for Brotherhood Planning Template (see illustration on the next page) designed to help you organize your thoughts, engage your chapter, inform your pledges of the required steps in their education. All you need to do is plug in the dates, times and chapter events to communicate your Preparation for Brotherhood plans to all parties involved.

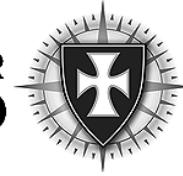
The planning document pictured below is designed as a template, allowing you to easily plug in the specific dates for all activities including the dates for all Group Sessions, Experiential Activities and Chapter Events.

“Effort and courage are not enough without purpose, direction and planning.”

— John F. Kennedy

PROCESS-AT-A-GLANCE

PREPARATION FOR BROTHERHOOD



	WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8
Founder Theme	Course 1 Welcome/ Logistics	Course 2 Runkle Courage	Course 3 Bell Wisdom	Course 4 Lockwood Integrity	Course 5 Jordan High Ambition	Course 6 Cooper Self-Control	Course 7 Scobey Courtesy	Course 8 Caldwell Fidelity
Pre-Session eLearning Activities		2.1 Welcome/ P4B Objectives 2.2 Founders/Founding 2.3 Runkle/Courage 2.4 Monuments/ Memorials 2.5 Constantine/Our Motto 2.6 Jordan Initiative	3.1 Bell/Wisdom 3.2 Insignia/ My Badge 3.3 Mission/Vision/Purpose (International) 3.4 Org Structure (Grand Officers) 3.5 Journey (Life-long Learning Continuum)	4.1 Lockwood/Integrity 4.2 The Creed (with Assignment) 4.3 Community Service/ Philanthropy/Huntsman 4.4 Values-Based Leadership 4.5 Horizons	5.1 Jordan/High Ambition 5.2 Sig Sig/DOC/ Undergraduate Awards 5.3 Sigma Chi Foundation (Funding/Giving Back) Scholarships 5.4 Balfour LTW Officer Training	6.1 Cooper/Self-Control 6.2 Risk Management Foundation 6.3 Crossroads/Lifeline/ Sexual Misconduct	7.1 Scobey/ Courtesy 7.2 The Spirit/ The Constantine Chapter 7.3 Social Intelligence (Etiquette) 7.4 Sweetheart of Sigma Chi 7.5 Mission 365 (The Jordan Standard)	8.1 Caldwell/Fidelity 8.2 Our Ritual 8.3 Ritual Renaissance Course Exam
Group Sessions	Enter Date of your Group Session SESSION 1 <i>P4B Introduction/ Scheduling/Logistics (At Bid Acceptance)</i> SESSION 2 <i>Formal Pledging/ Big Brother Ceremony</i>	Enter Date of your Group Session Jordan Standard Our Tradition of Literary Exercises Introduction to ConnEXtions Course Guide 2	Enter Date of your Group Session Chapter Officers/ Local Chapter History ConnEXtions Recap	Enter Date of your Group Session The Creed Chapter Philanthropy/ Community Service/ Derby Days	Enter Date of your Group Session Strategic Planning/ Chapter Mission/Vision/ Imperatives ConnEXtions Recap	Enter Date of your Group Session Values-based Decision Making	Enter Date of your Group Session Goals and Ideals Final Steps Course 8 Scheduling/Logistics	Ritual Bridge WEDNESDAY Ritual Walk Making ConnEXtions THURSDAY Constantine Final Candle Pass FRIDAY Commencement Dinner/ Letter to the Chapter Closing Magister Speech The Ceremonies of Initiation SATURDAY Initiation
Experiential Activities	Enter Your Experiential Activity	Enter Your Experiential Activity	Enter Your Experiential Activity	Enter Your Experiential Activity	Enter Your Experiential Activity	Enter Your Experiential Activity	Enter Your Experiential Activity	
Post-Session eLearning Activities	1.1 Welcome to Sigma Chi/Sigma Chi U 1.2 Sigma Chi U Tutorial 1.3 Always Proud	2.7 Application ✓ Course Guide 3 ✓ Big Bro Mtg ✓ ConnEXtions ✓ Journaling Course Exam	3.6 Application ✓ Course Guide 4 ✓ Big Bro Mtg ✓ ConnEXtions ✓ Journaling Course Exam	4.6 Application ✓ Course Guide 5 ✓ Big Bro Mtg ✓ ConnEXtions ✓ Journaling Course Exam	5.5 Application ✓ Course Guide 6 ✓ Big Bro Mtg ✓ ConnEXtions ✓ Journaling Course Exam	6.4 Application ✓ Course Guide 7 ✓ Big Bro Mtg ✓ ConnEXtions ✓ Journaling Course Exam	7.6 Application ✓ Course Guide 8 ✓ Big Bro Mtg ✓ ConnEXtions ✓ Journaling Course Exam	
Chapter Events	Enter your Chapter Event	Enter your Chapter Event	Enter your Chapter Event	Enter your Chapter Event	Enter your Chapter Event	Enter your Chapter Event	Enter your Chapter Event	

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P4B-8PAGT-16

Magister-Led Group Sessions

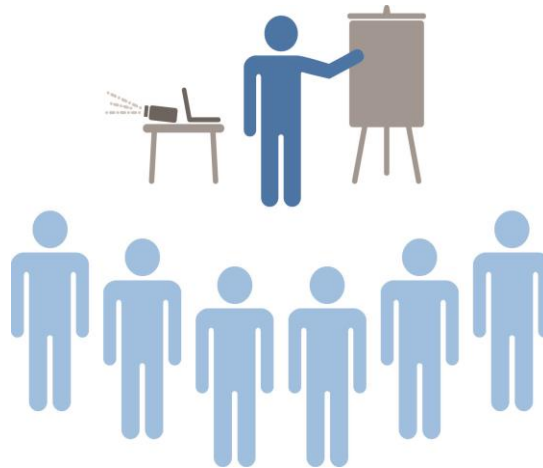
Each week of the Preparation for Brotherhood program, you will be responsible for organizing and conducting instructional/discussion sessions which we call Group Sessions. These sessions are designed to provide the pledges with an opportunity to meet together, to discuss what they are learning, build on the information that is being provided through Sigma Chi U, and deepen their personal relationship with their pledge brothers. These sessions will also be an opportunity for **you** to gather insights into how the Preparation for Brotherhood process is working, to determine whether your pledges are growing in their understanding of the Fraternity, to assess if they are experiencing success or frustration in the process and to link together all the blended learning components.

This section of your Magister Guide provides instructional guidance for each of these sessions including: session objectives, a listing of necessary tools, setup advice, instructional outlines, power point support, and facilitation suggestions for the sessions. Copies of all instructional support materials such as PowerPoints and handouts can be found in your Magister Workspace.

Review the instructional outlines/scripts provided to ensure that you understand the information fully before trying to present it to the group. This will greatly increase your effectiveness as an instructor/facilitator.

What's in this for you? This is an opportunity for you to build your presentation and facilitation skills . . . **critical leadership skills.**

After each session, your pledges will provide you with feedback about the effectiveness of the session through Sigma Chi U. Read their feedback carefully . . . **grow from it.**





Group Session: 1 Topic: Getting Started

Purpose:

The purpose of this session is to provide those who received bids with the necessary logistical information to plan their schedules for the duration of their pledge period. This Group Session occurs in tandem with the Formal Bid Acceptance Ceremony (if applicable).

Materials:

- Group Session 1 PowerPoint (Available in either PC or Mac versions from your Magister Workspace)
- LCD Projector
- Screen
- Computer
- Remote Mouse
- Getting Started (Available in the Magister Workspace)
- Process At-a-Glance Template (Available in the Magister Workspace)
- Course Guide 2 (Found in the Magister Workspace)

Advance Preparation:

1. Prepare/Procure all of the necessary supplies. (See above.)
2. Download Group Session 1 power point from the Magister Workspace.
3. Review the instructional outlines/scripts provided as a reference and make sure you understand the information fully before trying to present it to the group. This will greatly increase your effectiveness as an instructor/facilitator.
4. Customize the Group Session 1 visuals with your chapter-specific information about Dates, Places, Times of upcoming events. (Customized fields are in red.)
5. Prepare a Process-at-a-Glance Template with all necessary information including dates, times, places of all events.
6. Duplicate the necessary handouts shown above (available from the Magister Workspace).
7. Set up the room for ease of presentation. Find a room in the chapter or on campus in which you can project the power point and which provides space for your group to have a meaningful discussion.
8. Project the first visual in the series as your future members enter the room.

Summary Outline for Group Session 1

Time	Topic	C	V	HO	Other	Inst
5	Welcome and Introductions		V			Magister
10	Introduction to the Preparation for Brotherhood Program		V			Magister
10	Instructional Approach		V			Magister
5	Distribution of Preparation for Brotherhood Schedule		V	P4B Schedule		Magister
15	Getting Started Actions before the Formal Pledging/Big Brother Ceremony		V	Getting Started Course Guide 2		Magister
5	Questions		V			Magister

C = Chart

V = Visual

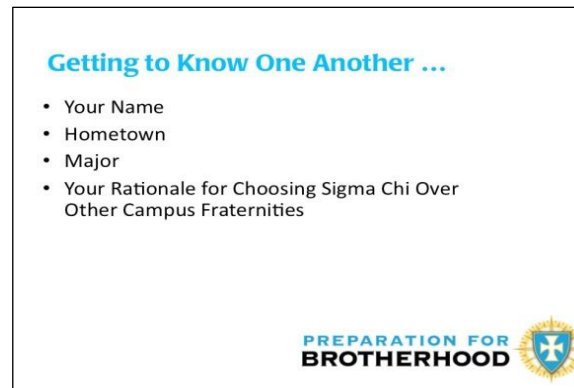
HO = Handout

Other = Other Items

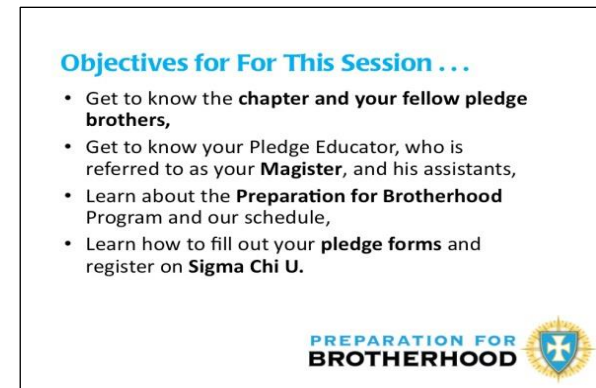
Inst = Instructor



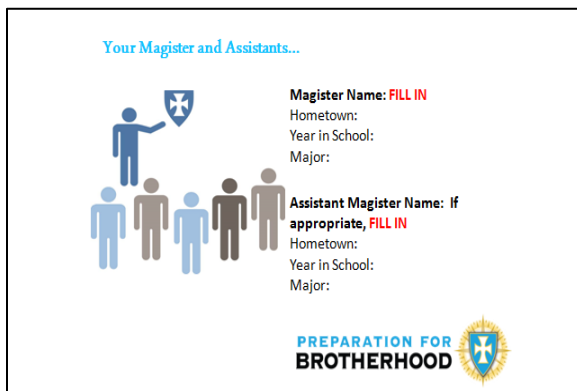
V-1



V-2



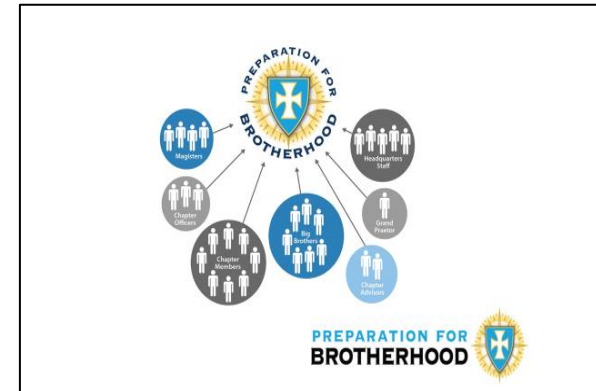
V-3



V-4



V-5



V-6



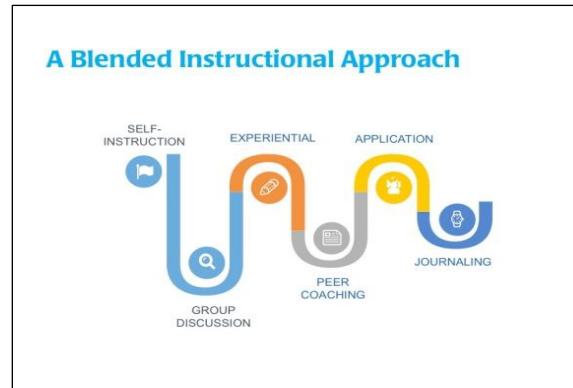
V-7

Detailed Instructional Outline

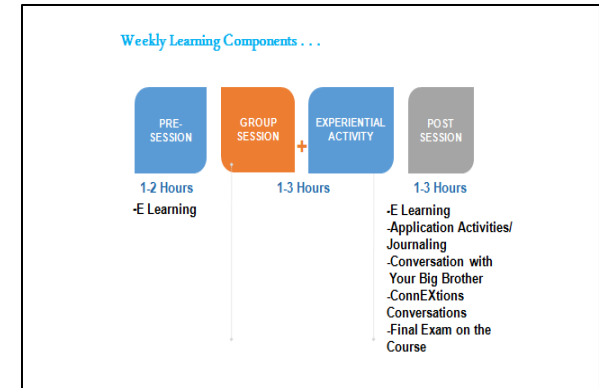
Time	Topic	Instructional Outline	Tools	Inst
5	Welcome and Introductions	<ul style="list-style-type: none"> • Project V-1 while future members are waiting for the meeting to begin. This will provide an opportunity for them get to know each other while they wait for all pledges to finish the Bid Acceptance process. • When you are ready, welcome all, excuse the chapter brothers and begin your first Group Session. • Project V-2, introduce yourself/your background, and if appropriate, introduce any Asst. Magisters in your chapter. Describe the role you (and your Assistant Magisters) will play in the educational process. • Project V-3 and ask all future members to introduce themselves to the group by providing the information on the visual. • Using V-4, explain the objectives of this first session. 	V	Magister Asst. Magisters (if applicable)
10	Introduction to the Preparation for Brotherhood Program	<ul style="list-style-type: none"> • Using V-5, introduce the term Preparation for Brotherhood and explain to your future members that they are about to begin a journey which will lead to not only an understanding of the rich history and traditions of the Sigma Chi Fraternity, but also, provide an opportunity to experience the extraordinary benefits of brotherhood. They will learn about our values and ideals and hopefully see those values in action as they meet and communicate with their new chapter brothers. • Using V-6, explain that many individuals within the Fraternity will be engaged in helping them get off to the right start including the Magister, Big Brothers, Chapter Officers, Alumni Chapter Advisors/Grand Praetor, everyone at our International Headquarters and every chapter brother. The entire chapter and Fraternity is committed to providing them with a successful pledge experience. • Using V-7, explain that for the next eight weeks (or the number of weeks specified by your university) we will have these five learning objectives. Review the objectives and expand on them. 	V	Magister



V-8



V-9



V-10

Time	Topic	Instructional Outline	Tools	Inst
10	Instructional Approach (Cont.)	<ul style="list-style-type: none"> • Show V-8 which describes <i>What We Know About Learning</i> and describe the four things that must be contained in any program in order if real learning is to occur. The human brain must: <ol style="list-style-type: none"> 1. Gather Information 2. Spend time in Reflection 3. Discuss what has been learned, and then 4. Apply the learning. This is sometimes called <i>Whole-Brain Learning</i>. • Using (V-9), explain that we incorporated these concepts into P4B. Pledges will gather knowledge through self-instruction on Sigma Chi U. Weekly Group Sessions will allow time for discussion of what they learned. Experiential activities will emphasize the week's learning objectives and encourage self-reflection. They will spend time each week further discussing what they learned with their Big Brother. Application Assignments will encourage them to apply their new knowledge to their daily life and, finally, weekly journaling will allow them another opportunity for self-reflection. • The Preparation for Brotherhood Program is an example of Sigma Chi leading the way in education and leadership development. This program is unlike any other fraternity pledge education program offered today. • Describe the learning that will occur each week (V-10). Paraphrase: <ul style="list-style-type: none"> – Pre-session consists of on-line learning which we call Sigma Chi U. – Group Session/Experiential Activities consists of our time spent together in discussions and in experiential activities which emphasize our weekly lessons. – Post-session consists of time spent applying what you have learned. This includes meeting with your Big Brother, having ConnΣXtions conversations with your chapter brothers, journaling, participating in chapter events and taking a weekly exam on what you have learned. • Speak about the time commitment involved for each component. We have been sensitive about the amount of time asked of them in this process because we also want them to focus on academics, participate in chapter activities, and involve themselves in other campus/ community initiatives. We want Sigma Chi to be part of their college experience, not their only experience. 	V	Magister

V-11

V-12



44

Time	Topic	Instructional Outline	Tools	Inst
10	Distribution of P4B Schedule	<ul style="list-style-type: none"> Project V-11 and distribute a P4B Schedule. Explain that this schedule will provide them with a more detailed look at how all their learning fits together. Point out that there are eight Courses in the program. Course 1 is dedicated to welcome and logistics. Courses 2-8 are linked with one of Sigma Chi's values and a Founder that most represents that value. Explain that the shaded areas on their handout are e-Learning Activities housed on Sigma Chi U. These activities should be completed before the weekly Group Session. Group Sessions are scheduled each week. In these Group Sessions, we discuss their pre-session learning, present new concepts, meet guest speakers, engage in literary readings and a Sigma Chi tradition called a candle pass which will be described to them later. Following the Group Sessions, they will participate in Experiential Activities that will emphasize the theme (or value) of each Course. And finally, they will receive post-session learning activities (greyed area) outlined on Sigma Chi U that involves such things as meeting with a Big Brother, meeting with Chapter members using a process we call ConnΣXtions, Journaling, completing application assignments and finally taking the Course exam. Remind them that they cannot progress to the next week until the current week is completed. Using V- 12, let them know the exact place and time of their next Group Session as well as any Chapter Events that you may want them to attend. 	P4B Schedule	Magister
15	Getting Started	<ul style="list-style-type: none"> Using V-13, explain that before their pledgeship can officially begin, there are four important first steps in their journey. Review the first steps as outlined. Distribute the Getting Started Handout. Project V-14 showing Form 400A on sigmachi.org and explain the importance of completing this step today, if possible. Explain that once they complete Form 400A, they will be sent an official email welcoming them to Sigma Chi and providing them with instructions about how to officially register for the Preparation for Brotherhood Program on Sigma Chi U (V-15). Ask them to complete on-line activities 1.1, 1.2, 1.3 after the Formal Pledging/Big Brother Ceremony. (Cont.) 	Getting Started HO V	

Pledging-in/Big Brother Ceremony

Date: Magister fill in

Time: Magister fill in

Place: Magister fill in



Reminders:

- Please wear a **coat and tie**.
- You must complete Course 1 activities (1.1, 1.2, 1.3) **before** the ceremony.
- Then, **before** our first Group Session on **Fill in date**, complete all **Course 2** on line activities which will prepare you for our first meeting.

Questions?

PREPARATION FOR
BROTHERHOOD



V-16

V-17

Time	Topic	Instructional Outline	Tools	Inst
15	Getting Started (Cont.)	<ul style="list-style-type: none"> Using V-16, provide the date, time and place of the Formal Pledging/Big Brother Ceremony. Remind them that this is an official Sigma Chi Ceremony and that the suggested dress is coat and tie. Then, before the next Group Session scheduled on _____, remind them that they should have completed activities 2.1, 2.2, 2.3, 2.4, 2.5, 2.6 which will prepare them for Group Session 2. Group Session 2 will be held on (Date, Time, Place). Distribute Course Guide 2 and explain that a course guide for each Course will be available for them to download from Sigma Chi U. This is their first guide which lists what should be completed for Course 2. 	V Getting Started Course Guide 2	Magister
5	Questions	<ul style="list-style-type: none"> Call for questions (V-17). Affirm the decision they have made. Provide final congratulations. 	V	Magister



Group Session: 2 Topic: Overview of Group Sessions/ Jordan Standard/ ConnΣXtions/ Literary Exercise Introduction

Purpose:

This session is designed to:

- introduce new pledges to the purpose and protocol of the Preparation for Brotherhood Group Sessions,
- take a deeper look at the content and purpose of *The Jordan Standard*,
- introduce the ConnΣXtions Process,
- introduce the Sigma Chi tradition of the Literary Exercise,
- conduct the first Candle Pass of the P4B Program and explain its purpose.

Materials:

- Group Session 2 Power Point (Available for download in either PC or Mac versions from your Magister Workspace)
- LCD Projector
- Screen
- Computer
- External Speakers
- Remote Mouse
- Jordan Standard Charts (Available for download from your Magister Workspace)
- ConnΣXtions Handout (These should have arrived with your order of Norman Shields.)
- Chapter Membership Roster (Template in your Workspace)
- Course Guide 3 (in Magister Workspace)
- Process-at-a-Glance HO
- Masking Tape
- A single candle of any size or an LED candle

Advance Preparation:

1. Thoroughly review this Instructional Outline and all other instructional materials.
2. Download any resources needed for the session. See the listing above.
These files can be downloaded from the Magister Workspace.
3. Schedule a room (if necessary) that will allow for PowerPoint presentation and comfortable group discussion. (Remember that the PowerPoints need to be followed within the Group Session.
4. Update your Chapter Membership Roster and print copies for the pledges.
5. Invite Guest Speakers (if appropriate).
6. If you have not already done so, prepare/duplicate your Preparation for Brotherhood Planning Calendar (A Word Template can be found in the Magister Workspace).

The Day of the Session...

1. Make sure the room is set up to ensure ease of instruction, unobstructed sight lines for visual viewing, and overall comfort of participants. Ensure that there are sufficient chairs for participants, as well as chairs for guests.
2. Post the *Jordan Standard Charts* around the room.
3. Make sure the most current visuals are loaded on your laptop computer and that the LCD projector is focused and functioning properly.
4. Attach the Remote Mouse to your computer and test functionality. Test the sound levels on your speakers.

Summary Outline for Group Session 2

Time	Topic	C	V	HO	Other	Inst
3 min	Welcome		V			Magister
15-30 (depends on size of group)	<i>Getting to Know You</i> Introduction Activity		V			Magister
5 min	Preparation for Brotherhood Program Flow/Scheduling		V	P4B Process-at-a-Glance HO		Magister
2 min	Objectives of Group Sessions		V			Magister
10 min	Introduction to AARs		V			Magister
2 min	Objectives for Group Session 2		V			Magister
10 min	Introduction to the Jordan Standard		V			Magister
20 min	<i>Take A Look in the Mirror</i> Activity	JS Charts	V			Magister
3 min	Introduction to the Tradition of Literary Exercises		V			Magister
10 min	ConnΣXtions Introduction				ConnΣXtions Handout Chapter Roster	Magister
2 min	Guide for Course 3		V		Course Guide 3	Magister
10 min	A Road Not Taken/Discussion		V			Magister
3 min	Introduction to Tradition of Candle Pass		V			Magister
TBD	Candle Pass				Flameless or LED Candle	Magister
3 min	Questions/Next Steps		V			Magister



V-1

Getting to Know One Another ...

- Your name
- Hometown
- Major
- Your rationale for choosing Sigma Chi over other campus fraternities

PREPARATION FOR
BROTHERHOOD

V-2

PREPARATION FOR
BROTHERHOOD

PROCESS-AT-A-GLANCE

	WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8
Course 1	Course 1	Course 2	Course 3	Course 4	Course 5	Course 6	Course 7	Course 8
Topic	Topic	Topic	Topic	Topic	Topic	Topic	Topic	Topic
Activity	Activity	Activity	Activity	Activity	Activity	Activity	Activity	Activity
Assessment	Assessment	Assessment	Assessment	Assessment	Assessment	Assessment	Assessment	Assessment

PREPARATION FOR
BROTHERHOOD

V-3

Chapter Events

Chapter Events	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Event								

PREPARATION FOR
BROTHERHOOD

V-4

Objectives of Our Group Sessions:

- Ensure your **full understanding** of the E-learning activities you have recently completed,
- Provide new information about Sigma Chi which may require more **discussion and interaction**,
- Provide **chapter-specific information**,
- Answer **any and all** of your questions about Sigma Chi,
- Ensure that you are having the **best new member experience** possible (AAR-After Action Review).

PREPARATION FOR
BROTHERHOOD

V-5

AAR (After Action Review) . . .

- **What...** are some of the most important things you have learned about Sigma Chi thus far in the Preparation for Brotherhood Program? Have there been any surprises? Disappointments?
- **So What ...** has been the most confusing concept for you to understand and/or to apply?
- **Now what ...** do you commit to doing differently as a result of what you have learned?

...can the chapter do differently to support your learning?

PREPARATION FOR
BROTHERHOOD

V-6



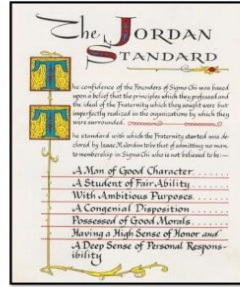
V-7

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5	Welcome	<ul style="list-style-type: none"> Using V-1, welcome pledges to Group Session 2. 	V	M
15-30 (depends on size of group)	Getting to Know You Introduction Activity	<ul style="list-style-type: none"> Introduce the first activity using V-2. Explain that the purpose of this activity is to begin learning more about the members of the pledge group. (If you have already done this in Group Session 1, you may skip this process.) Ask each pledge to introduce himself, his hometown, his major and to provide a brief description of his rationale for choosing Sigma Chi over the other fraternities on campus. Note: If you have a large pledge class, consider providing a time limit per presentation. 	V	M
5 min	Preparation for Brotherhood Program Flow/ Scheduling	<ul style="list-style-type: none"> Remind them that Sigma Chi has planned a comprehensive pledge experience which includes a variety of activities which have been designed to give them an understanding of the Sigma Chi Fraternity as well as allow them to build friendships with their Sigma Chi brothers. If you have not already done so, explain/distribute a P4B Process-at-a-Glance which outlines important dates for the duration of the Preparation for Brotherhood Program. The planning calendar includes details about the topic areas covered in each Course of the P4B Program. In addition, it provides important dates about pledge meeting and chapter activities. (V-3) Show them where we are in the program thus far. Explain their responsibility to attend all scheduled group activities. Be clear about the process they should use if they are unable to be present at a Group Session or experiential activity. Using V-4, remind them of any chapter activities which you expect them to attend. 	P4B Process- at-a- Glance HO	M
2 min	Objectives of Group Sessions	<ul style="list-style-type: none"> Explain the general purpose/objectives of the Group Sessions as outlined on V-5. Remind them that each Course of the program will focus on one of the founders and one of the seven values which Sigma Chi holds dear. Ask pledges how their Pre Session E-Learning has progressed for Course 2 and ask if there are any questions/concerns. 	V	M
10 min	Introduction to the AAR Process	<ul style="list-style-type: none"> Explain the purpose of the AAR segment of the Group Sessions(V-6). Paraphrase: <i>AARS are short discussion recaps which will occur every week. We will ask you three questions designed to ensure that you are having the best pledge experience possible. These questions are: What, So What, Now What. They are designed to help us:</i> <ol style="list-style-type: none"> <i>assess the learning that has occurred thus far,</i> <i>head off any problem areas.</i> <i>We want your feedback. This will take Courage, which is the featured value of this Course (V-7).</i> 	V	M

Objectives for For This Session . . .

- Explain our **Jordan Standard** and its purpose in the selection process of future Sigma Chi's,
- Discuss **why** you were selected as a member of our organization,
- Introduce the **ConnEXTions** process,
- Introduce two of our **Sigma Chi Traditions** : Literary Exercises and The Candle Pass.



The Jordan Standard is **not** a list of ideals.
Rather, it is what we believed you to be when we extended you a bid.
These are standards our Sigma Chi brothers attempt to live up to every day.



V-8

JORDAN STANDARD BOB WILSON



V-11

V-9

JORDAN STANDARD Ben Richardson



V- 12

V-10

Note: Visuals for lines 2-6 of the *Jordan Standard* will be found in the actual power point file for this Group Session.

See the Magister Workspace

V-13-19

OUR COMMITMENT TO THESE VALUES DIFFERENTIATES US

Men of Good Character
Students of Fair Ability
with Ambitious Purposes
with Congenial Dispositions
possessed of Good Morals
having a High Sense of Honor
with A Deep Sense of Personal
Responsibility



V-20

Time	Topic	Instructional Outline	Tools	Inst.
10 min	Introduction to AARs (Cont.)	<ul style="list-style-type: none"> As you pose the three AAR questions, stress that it is essential that they answer these questions candidly, with courage. <ul style="list-style-type: none"> What... are some of the most important things you have learned about Sigma Chi thus far in the Preparation for Brotherhood Program? Have there been any surprises? So What... has been the most confusing concept for you to understand and/or to apply? Now What ...do you commit to doing differently as a result of what you have learned? ... can the chapter do differently to support your learning? Conduct an AAR of their initial impressions of/experience with the P4B program. 	V	Magister
2 min	Objectives for Session 2	<ul style="list-style-type: none"> Explain the specific objectives of this first Group Session as listed on V-8. 	V	Magister
10 min	Introduction to the Jordan Standard	<ul style="list-style-type: none"> Explain that the <i>Jordan Standard</i> is a document which has great significance for Sigma Chi (V-9). Provide background on its origins. Explain that it was inspired by a speech written by Founder Jordan in 1884. The <i>Jordan Standard</i> is widely used today by the Fraternity because it provides every Sigma Chi chapter throughout North America with a list of prerequisites to evaluate potential members before they are invited to pledge. This is important because it is only when an organization of our size maintains the highest quality members that it can hope to continue into the future. Read the introductory paragraphs of the <i>Jordan Standard</i> as well as the seven selection criteria. Explain that, as Sigma Chis, these are standards we attempt to live up to every day of our lives. Remind them that these Jordan Standard criteria were the very criteria that the chapter used to select them for this pledge class(V-10). Play the two videos (V-11-12) of Sigma Chis talking about the importance of the <i>Jordan Standard</i>. Using the next few visuals(V-13-19), break down the standard into its individual parts and discuss the deeper meaning of each line. Provide examples of how each line relates to the way in which brothers should conduct their lives today. Stress that our commitment to these values differentiates us (V-20). Emphasize the fact that the <i>Jordan Standard</i> becomes a living document because you can see it in the brothers of the Chapter. 	V	Magister

Let's take a
look in the
mirror...



PREPARATION FOR
BROTHERHOOD



V-21

Part 1

- Stand by *The Jordan Standard* quality that you believe best reflects **why** you were selected by our chapter.

PREPARATION FOR
BROTHERHOOD



V-22

Part 2

- Stand by *The Jordan Standard* quality that you most want to **work on developing** in the days to come.

PREPARATION FOR
BROTHERHOOD



V-23

ConnEXtions

Purpose:

- ConnEXtions is a process/opportunity for you to **build relationships** with your chapter brothers. They will be your friends for life. (You have met many of these brothers during recruitment, but **they** were asking most of the questions. **Now it's your turn.**)
- Learn more about each brother's unique **temperament, talents and convictions**.
- Discover how your brothers try to **live our values every day**. (We call this living our values "out loud.")

V-24

ConnEXtions is about **Conversation**

- Conversation is the **first step** to building relationships... it is a vital cornerstone of **leadership**.

- It takes



V-25

Time	Topic	Instructional Outline	Tools	Inst
45 min (depends on size of class)	Take A Look in the Mirror Activity	<ul style="list-style-type: none"> Introduce the <i>Take a Look in the Mirror</i> activity which is a two-part exercise (V-21). <p>Part 1</p> <ul style="list-style-type: none"> (V-22) Ask each pledge to stand by one of the seven criteria charts that best describes what they believe we saw in them as a potential member of our organization. Allow each pledge to describe <i>why</i> they are standing at the specific chart they selected. Provide a time limit depending on the size of your pledge class. <p>Part 2</p> <ul style="list-style-type: none"> Project V-23 and ask each pledge to stand by the chart that best describes the criteria they will be working on in the days and years to come. Explain that one of our responsibilities as brothers is to challenge/inspire one another to become the most well-rounded <i>men of character</i> we can possibly be. You (their Magister) and their Big Brother will be the primary individuals that will hold them accountable during the P4B Program, but, each member of this pledge class should feel free to hold one another accountable as well. <p>Note to Magister: Take notes as pledges describe the area(s) in which they wish to grow so that you can provide them with feedback in the days to come regarding the progress you have observed. This information will also be used in Course 8.</p>	<p>Jordan Standard Charts</p> <p>V</p>	Magister
10min	ConnΣXtions Introduction	<ul style="list-style-type: none"> Using V-24 introduce the ConnΣXtions process/purpose. Explain that ConnΣXtions is designed to help them develop one of the most important leadership skills they will ever learn . . . the art of building relationships through conversation. Remind them that it is only when they are successful at forging positive relationships with others that they can expect to lead others. Building relationships occurs through conversation . . . an art which is fast disappearing in a world of technology-driven communication. Using V-25, explain that building <i>connections</i> or <i>relationships</i> with others is the first and most important step in the process of leading others. The ConnΣXtions process which occurs throughout the P4B program will give them practice in building relationships with their Sigma Chi chapter brothers. It will give them an opportunity to understand the dynamics of engaging in face-to-face conversation. Many people communicate, but only a few understand how to connect. <p>(Cont.)</p>	<p>V</p> <p>Chapter Roster</p> <p>ConnEXt-ions Handout</p>	Magister

Process Guidelines . . .

- Each week, set up short meetings with **3-5** of your Chapter Brothers.
- Meeting locations should be at the **chapter house** or somewhere **on campus**.
- Meeting duration should last from **10 min to no more than 1 hour**.
- Get to know your brothers' **background** and then discuss the **values-related questions** we provide in the Application Activities of each Course.
- Your Big Brother may offer to **accompany** you to some of your first meetings (to provide conversation support/feedback).

V-26

Chapter Roster

V-29

Course Guides



V-32

Conversation Guidelines . . .

- Keep it simple.
- Ask questions...one at a time.
- Listen deeply...dig deeper.
- Begin with **What** and **How**, but move to **Why**.
- Find common ground. Focus on the values that we share as brothers.

V-27

ConnEXTion Handout



V-30

The Tradition of Literary Exercises in Sigma Chi



"This carries me back to the olden and perhaps primitive times when we had an essay and a supposed poem at every session of the chapter, and prepared our brothers for the literary society work and the college debates – when the question asked about a prospective brother was: 'How does he stand in classes, and can he write and debate?'"

This is where Jordan was made an orator, Cooper a preacher, Bell a college president and Caldwell and Scobey were trained as writers."

~ Founder Benjamin Platt Runkle

V-33

Tools

1. Our Chapter Roster
2. ConnEXTions Handout (Small Picture)
3. **Suggested** ConnEXTion questions related to our values will be delivered to you in the **Application Activity** of each Course
4. **Get Advice** from your Big Brother



V-28

ConnEXTions Questions

V-31

What's Next for Course 2 . . .

- Have a discussion with Your Big Brother.
- Have ConnEXTion Conversations with 3-5 brothers. (See Activity 2.7)
- Spend time Journaling in your Norman Shield.
- Attend the Experiential Activity this week.
- Complete the Exam on this Course (Activity 2.8). (Must pass at 75% Level)
- **Successful Completion Triggers Delivery of Pre-session Activities for the Next Course (3).**
- Complete all pre-session work for Course 3 before we meet again (date, time, place).



V-34

Time	Topic	Instructional Outline	Tools	Inst
10 min	ConnΣXtions Introduction (Cont.)	<ul style="list-style-type: none"> Using V-26, review the guidelines of the ConnΣXtions process. Remind them that this process will take Courage. Using V-27, review basic conversation guidelines. Project V-28 and explain that a variety of tools have been created to assist them in this process. Explain the purpose of each tool. Project V-29 and distribute a Chapter Roster. Reiterate that the listing of names is not in any specific order or sequence. Advise them to discuss the roster with their Big Brother to obtain recommendations about whom they might want to set up meetings with first. Distribute the ConnΣXtions Handout and explain that it provides a summary of the guidelines you have just discussed, as well as, provides a place for them to jot down insights from their conversations with chapter brothers (V-30). Tell them that it was sized to fit inside their Norman Shield. Using V-31 provide them with a sample of the suggested discussion questions that will arrive every week in the Application Activity of each Course. They will receive new ones every week to reflect the specific value highlighted in the Course. 	V Chapter Roster ConnEX-tions Handout	Magister
3 min	Course Guide 3/Next Steps	<ul style="list-style-type: none"> Project Course Guide 3 (V-32) and explain that Course Guides like the one pictured always appear in the Application Activity of each Course. They are designed to prepare pledges for the Course to come by listing the instructional objectives of each Course as well as all other actions for which they will be responsible. Sigma Chi U will allow them to print these out for their reference if desired. Distribute Course Guide 3 as an example. Describe the next steps required before Course 2 is completed including the following (V-33). <ul style="list-style-type: none"> Evaluate this Group Session using Activity 2.7. Have a Discussion with Your Big Brother. Arrange for 3 to 5 ConnΣXtions conversations. Spend time Journaling in <i>The Norman Shield</i>/Journal Section 2. Complete the Final Exam of this Course, and then... Begin Course 3. Be sure they understand that they must complete the evaluation of this Group Session (Activity 2.7) before they will be eligible to receive access to the final Activities of this Course. 	V Course Guide 3	Magister

The Tradition of Literary Exercises in Sigma Chi



"This carries me back to the olden and perhaps primitive times when we had an essay and a supposed poem at every session of the chapter, and prepared our brothers for the literary society work and the college debates – when the question asked about a prospective brother was: 'How does he stand in classes, and can he write and debate?'"

This is where Jordan was made an orator, Cooper a preacher, Bell a college president and Caldwell and Scobey were trained as writers."

~ Founder Benjamin Platt Runkle

V-34

The Road Not Taken

~ by Robert Frost (1874-1963)



Two roads diverged in a yellow wood,
And sorry I could not travel both
And be one traveler; long I stood
And looked down one as far as I could
To where it bent in the undergrowth;

Then took the other, as just as fair,
And having perhaps the better claim,
Because it was grassy and wanted wear;
Though as for that the passing there
Had worn them really about the same,

And both that morning equally lay
In leaves no step had trodden black.
Oh, I kept the first for another day!
Yet knowing how way leads on to way,
I doubted if I should ever come back.

I shall be telling this with a sigh
Somewhere ages and ages hence:
Two roads diverged in a wood, and I—
I took the one less traveled by,
And that has made all the difference.



V-35

Thought Question

How does *The Road Not Taken* relate to your decision to pledge Sigma Chi?

V-36

THE TRADITION OF THE CANDLE PASS



Express
anything in your heart that you feel is
for the good of Sigma Chi.



V-37

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction to the Tradition of Literary Exercises	<ul style="list-style-type: none"> Using V-34, explain the historical significance of Literary Exercises in Sigma Chi. Discuss the Erodelphian Society and the importance literary readings had to our Founders. Describe how it was a large part of the Founders' college experience. Tell them that each week, we will discuss a literary piece which applies to the topic at hand and emphasizes the objectives of our session. Describe the impact these exercises have had on you. 	V	Magister
2 min	A Road Not Taken	<ul style="list-style-type: none"> Using V-35, read, or have a pledge read, the Literary Exercise for this Group Session. After the reading, project V-36 and pose the discussion question pictured. 	V	Magister
Depends on size of group	Candle Pass	<ul style="list-style-type: none"> Explain the Candle Pass Tradition (V-37). Ask, "What is the significance of a lit candle? Where else do you see candles (church, solemn events, reflection)?" Describe the process used. For example: <i>We are seated in a circle. The lights are out and a candle is lit. The candle can be set in the center of the room and the class is formed into a circle around it or the candle can be passed around clockwise to each of the person speaking beginning with the person to the left of the Magister. I may suggest a theme for the Candle Pass, as well as, provide time limits for your comments. Each person in the circle says what is on their heart pertaining to the topic given.</i> Light the LED candle and provide the first comment as a model for the pledges or consider starting with your Assistant Magister (if they are in the room) so the pledges can see an example. Have the pledges go in sequence and you, the Magister, can end the candle pass. For this first candle pass, you can suggest such topic areas as: 1. Favorite quote on Courage 2. How do you anticipate your life will be different because of your decision to join Sigma Chi? 3. How they are feeling at this point? 	LED Candle	Magister
3 min	Questions	<ul style="list-style-type: none"> Answer any final questions or provide any final announcements. Remind them of the date/time of the next Experiential Activity (if appropriate) and the next Group Session. 	V	Magister



Group Session: 3 Topic: Chapter Officers/Chapter History

Purpose:

To provide an introduction to the Chapter Officers and to the local history of the chapter

Materials:


- Computer
- Power Point Presentation: Group Session 3 (Available for downloading either PC or Mac versions from your Magister Workspace.)
- LCD Projector
- Screen
- External Speakers
- Remote Mouse
- Overview of your Chapter History Handout (if available)
- Flameless Candle

Advance Preparation:

1. (Optional) Invite Chapter Officers to come to the meeting to provide a personal welcome to pledges as well as a description of the duties of their office.
2. Ask your Consul/Pro Consul to speak about the purpose/process of the chapter meetings and the Executive Committee Meeting.
3. Ask your Consul to conduct a short evaluation of the effectiveness of the ConnΣXtions conversations pledges have had with chapter members.
4. Ask your Chapter Advisor, Grand Praetor or Grand Trustee to attend this pledge meeting to introduce themselves.
5. Download a copy of the Group Session 3 Power Point Presentation to your computer.
6. Arrange for other presentation equipment. Test your speakers.
7. Prepare slides with specific information appropriate to your Chapter/Province (e.g., name of your Grand Praetor, the names of other chapters in your Province, name of Chapter Advisor(s), Alumni Chapters in Your Province, House Corp, Grand Trustees from your Province)
8. Procure a copy of the local chapter history (if available). Make copies.


Summary Outline for Group Session 3

Time	Topic	C	V	HO	Other	Inst
2 min	Welcome		V			Magister
15 min	AAR		V			Magister
2 min	Group Session Objectives		V			Magister
5 min	Review of International Fraternity Structure		V			Magister
3 min	Review of Province Structure		V			Magister
3 min	Role of Grand Praetor		V			Magister
5 min	Role of Chapter Advisor		V			M or Chapter Advisor
2 min	House Corporation (if Appropriate)		V			Magister
2 min	Grand Trustee Introduction		V			Magister
15 min	Chapter Executive Board		V			M or Chapter Officers
5 min	Election of New Officers		V			Magister
5 min	Interested in an Office?		V			Magister
5 min	Chapter Meetings/Chapter Retreats		V			Magister
10 min	Our Chapter History		V	Chapter History		Magister
5 min	What Comes Next?		V			Magister
10 min	Literary Exercise/Discussion		V			Magister
Size Dependent	Candle Pass		V		Flameless Candle	Magister
3 min	Questions		V			Magister



Course 3 Group Session: Chapter Organization

PREPARATION FOR
BROTHERHOOD



V-1



PREPARATION FOR
BROTHERHOOD




V-4

AAR (After Action Review) . . .

- **What** ... are some of the most important things you have learned about Sigma Chi? Have there been any surprises?
- **So What** ... has been the most confusing concept for you to understand and/or to apply?
- **Now What** ... do you commit to doing differently as a result of what you have learned?

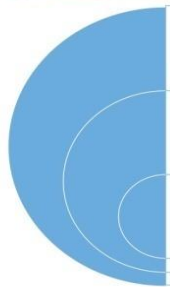
• ... can we do to

PREPARATION FOR
BROTHERHOOD




V-2

The International Fraternity Structure



International Fraternity	<ul style="list-style-type: none"> • 240+ Undergraduate Chapters/ United States and Canada • 130 Alumni Chapters
Provinces	• Provinces (insert #)
Chapters	• # of Chapters in your Province?

PREPARATION FOR
BROTHERHOOD




V-5

Our Objectives For This Session:


- Describe the **organizational structure** of both our Province and our chapter,
- Define the members of the **Chapter Executive Board**/their roles and responsibilities,
- Explain the **officer election process**,
- Discuss the **purpose and frequency** of our chapter meetings,
- Relate significant events in our **chapter history**.

PREPARATION FOR
BROTHERHOOD




V-3

Province Leadership Structure



PREPARATION FOR
BROTHERHOOD



V-6

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
2 min	Welcome	<ul style="list-style-type: none"> Welcome all pledges to Group Session 3 using V-1. 	V	Magister
15 min	AAR	<ul style="list-style-type: none"> Using V- 2, explain again the purpose of the AAR segment of the Group Sessions. AARs are short discussion recaps that are designed to help the group assess and embed the learning that has occurred thus far. Remind them of the three questions we ask as part of an AAR: <ul style="list-style-type: none"> – What did you learn? – So What are the causes/significance of these successes or setbacks? – Now What do you commit to doing differently/more of as a result of what you have learned? /How can the chapter help? Conduct an AAR of their learning. Review the material they learned on Sigma Chi U and the <i>Norman Shield</i>. Ask them about their journaling. Did their Big Brother discussion or any of the ConnΣXtions discussions help them understand the Course concepts in deeper ways? Who did they talk to in their ConnΣXtions conversations? What have they tried to do differently in their life as a result of this learning? Note: If your Consul is present, ask him to lead a discussion on the ConnΣXtions process. 	V	Magister
2 min	Group Session Objectives	<ul style="list-style-type: none"> Review the Group Session Objectives (V-3). Review the definition of Wisdom (V-4) and ask questions about what they have learned about the importance our Fraternity places on Wisdom. 	V	Magister
5 min	Review International Fraternity Structure	<ul style="list-style-type: none"> Review the International Fraternity structure as outlined on V-5. The International Fraternity is also called The General Fraternity or The Fraternity. It consists of undergraduate and alumni chapters. Like Canada’s provinces and the States of the United States, the Fraternity is divided up into Provinces. Our Province is _____. Within each Province are chapters. Our chapter is _____. The other chapters in the Province are: list the school and the chapter name. 	V	Magister
3 min	Review the Province Structure	<ul style="list-style-type: none"> Review the Province structure as outlined on V-6. 	V	Magister

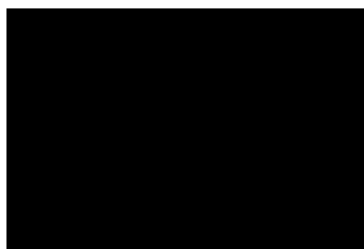
Our Grand Praetor is . . .

- **Insert his name**
- His role is to:
 - ✓ Advise the chapters in his Province,
 - ✓ Maintain a general knowledge of their condition and endeavor to improve their standing in scholarship, morals and discipline,
 - ✓ Visit the chapter once each year and report his observations and recommendations to the Executive Committee of the Fraternity.



V-7

In the Words of a Grand Praetor . . .



V-8

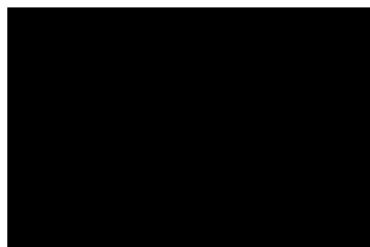
Our Province . . .

- The name of our Province is: **(Insert Name)**
- The chapters in our Province are:
 - ✓ **List chapter names/universities**



V-9

The Role of Chapter Advisor . . .



V-10

Our Chapter Advisors are . . .

- Alumni Volunteers appointed by our Grand Praetor
- Their responsibilities include:
 - ✓ Serving as the Chairman of the Chapter's Advisory Board, providing coaching/mentoring to the chapter officers and Executive Board,
 - ✓ Serving as the liaison between the chapter, the community, campus, campus officials and Sigma Chi Fraternity Headquarters,
 - ✓ Overseeing the submission of required reports, forms and fees.
- Our current advisor(s):
Insert Name(s)



V-11

Alumni Chapters in Our Province ...

- **Insert Names if appropriate**



V-12

Our House Corporation

- **Insert names of the House Corporation Members (if appropriate)**

Our Grand Trustee is . . .

- **Insert His name**
- There are 18 Grand Trustees, six of whom are elected at each Grand Chapter.
- The Mission of the Board of the Grand Trustees is to advise the local House Corporation in the acquisition, construction, renovation and maintenance of chapter houses that are appropriate residences for our brothers.

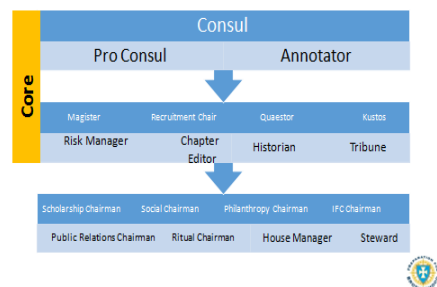


V-14

V-13

Time	Topic	Instructional Outline	Tools	Inst
	Grand Praetor	<ul style="list-style-type: none"> Explain the duties of the Grand Praetor as outlined on V-7. The person that oversees the Province is the Grand Praetor. He is nominated by the chapters within the Province and elected at the Grand Chapter. The Grand Praetor appoints the Chapter Advisor to each chapter in the province. The Grand Praetor and the Chapter Advisor will advise/mentor the chapter leadership. The name of our Grand Praetor is_____. 	V	Magister
3 min	Grand Praetor Role	<ul style="list-style-type: none"> Play the video (V-8) of a Grand Praetor explaining his role. Then provide the name and details about your Province (V-9). 	V	Magister
5 min	Chapter Advisor	<ul style="list-style-type: none"> If possible, invite the Chapter Advisor to discuss this segment. Using V-10, watch a variety of Sigma Chis explain the role of the Chapter Advisor. Using V-11, review the duties and responsibilities. 	V	Magister and Chapter Advisor
1 min	Alumni Chapter	<ul style="list-style-type: none"> If your Province has Alumni Chapters, discuss their location and involvement in your chapter (V-12). For example: The alumni chapter primarily exists to support the undergraduate chapters but they can also be involved in other community or philanthropy projects. The alumni chapters near us are the _____ alumni chapter. (The names are in <i>The Magazine of Sigma Chi.</i>) 	V	Magister
2 min	House Corporation	<ul style="list-style-type: none"> If your chapter has a House Corporation, explain the purpose and the membership (V-13). For example: <i>House Corporations act as a landlord. They ensure that the house is safe and livable, that the insurance is maintained, the mortgage and taxes are paid, and they coordinate any house improvements.</i> If you have the names of the House Corporation Officers, you can list them in the visual. 	V	Magister
2 min	Grand Trustee	<ul style="list-style-type: none"> Using V-14, discuss the name and role of the Grand Trustee for your Province. There are a total of 18 Grand Trustees in the Fraternity. 	V	Magister

Our Chapter's Executive Committee is made up of . . .



Election of New Officers

- Chapter Officer elections occur every semester
- In some chapters, the offices of Consul, Pro Consul and Quaestor have 1 year terms
- Each year, new officers attend a yearly leadership conference called BLTW (Balfour Leadership Training Workshop) where they learn Leadership Skills as well as develop the chapter's Strategic plan for the upcoming year.

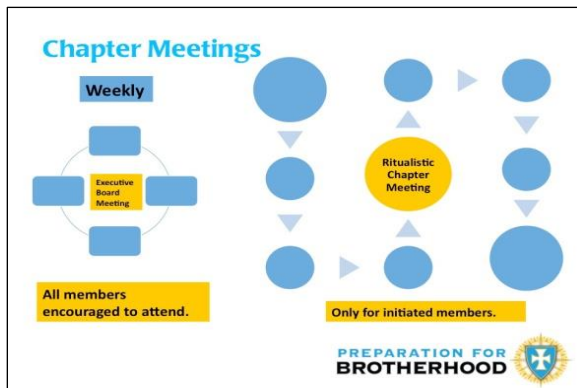


Interested In A Particular Office?

- ✓ Learn more about the position at <http://sigmachii.org/resources> (Chapter Officers) or talk to your Big Brother.
- ✓ Seek out the current officer for advice on **running** for that position.



Time	Topic	Instructional Outline	Tools	Inst
15 min	Chapter Executive Committee Officers	<ul style="list-style-type: none"> Consider having the Pro Consul give this presentation. Using V-15, ask him to discuss the following: <ul style="list-style-type: none"> the make-up of the Executive Committee, who chairs of the Executive Committee and why, <p>Note: According to Robert's Rules, the chairman of a committee generally has no vote and really no voice in the meeting as he should remain neutral. So, in the Executive Committee, having the Pro Consul chair the meetings allows for the Consul to vote and to voice his opinion to the officers in order to carry out the chapter's Strategic Vision.</p> <ul style="list-style-type: none"> the configuration and responsibilities of the Chapter's Executive Committee, what each officer's responsibilities entails. Introduce the actual Committee Members (if possible). Allow them to personally welcome the pledges if they have not already done so. Remind them that the above information is available in detail in their <i>Norman Shield</i>. 	V	Magister or Officers
5 min	Chapter Elections	<ul style="list-style-type: none"> Consider having the Consul present this segment using V-16 including: <ul style="list-style-type: none"> the frequency of officer elections in your chapter, who holds yearly positions and who holds shorter positions, (Many chapters have shorter periods in order to have more brothers experience leadership positions.) the process that is used in chapter elections, how platforms are developed by each candidate, the questions that are posed to the candidate, and the actual election process in which discussions take place prior to the vote. 	V	Magister or Officers
5 min	Interested in holding an office?	<ul style="list-style-type: none"> Explain the process used when a chapter member is interested in running for a chapter office. Discuss any prerequisites for holding office. Discuss the leadership training that is provided by Sigma Chi each year at Balfour LTW. Ask the pledges to begin thinking about what they want to do to contribute to the chapter and what offices they are interested in pursuing (V-17). Encourage them to meet and talk with the brothers who might hold the offices they are interested in pursuing during their ConnΣXtions conversations. Let them know they will be asked this question again in Course 5. Remind them that the opportunity to hold a chapter office provides an outstanding opportunity to build their leadership skills. 	V	Magister



V- 18

Desired Outcomes

Executive Board Meetings <ul style="list-style-type: none"> • Old business/new business • Strategy • Finances • Social events • By-law revisions 	Ritual Chapter Meetings <ul style="list-style-type: none"> • Summary of business • Membership communication • Elections • Weekly reminder of ritual obligations • Strengthening brotherhood
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PREPARATION FOR BROTHERHOOD

V-19

Our Chapter History

- Founded in (enter year)
- Charter
- Recent Awards
 - Athletics
 - Scholarships
 - Chapter Excellence
- Significant Sigs from our Chapter
- Order of Constantine Members from our chapter
- Greek Life on Campus

PREPARATION FOR BROTHERHOOD

V-20

What Comes Next . . .

- ✓ Have a conversation with **your Big Brother**,
- ✓ Arrange 3-5 **ConnExtions Conversations** with Chapter Members/Officers,
- ✓ Complete the **Application Activities/Journaling Assignment** linked to this Course (3.6),
- ✓ Attend the **Experiential Activity** this week,
- ✓ Complete an **Exam** on this Course ,
(Must pass at 75 percent Level)
Successful Completion Triggers Delivery of Pre-session Activities for the Next Course (4).
- ✓ Complete all **Pre-session Activities for Course 4** before we meet again, and . . .

PREPARATION FOR BROTHERHOOD

V- 21

Before our Next Session . . .

develop a **Personal Creed** for presentation to the Group.

A Creed is:
a set of beliefs or aims
that guide our actions

PREPARATION FOR BROTHERHOOD

V-22

Course Guide

PREPARATION FOR BROTHERHOOD

V-23

Thought Questions . . .

- What advantages to being a Sigma Chi pledge and ultimately to being a member of our Fraternity are of highest value to you personally?
- Has Wisdom helped you be more Courageous in your life? In what way?
- Has Courage helped you gain Wisdom in your life? In what way?

PREPARATION FOR BROTHERHOOD

V-24

Literary Exercise

Preamble to the Sigma Chi Constitution

"Believing that many advantages are to derived from a secret fraternity organization; appreciating that closer communion of kindred hearts which adds so many incentives to virtuous exertion; and feeling that in union there is strength; we do hereby form ourselves into an association for the development of the nobler powers of the mind, the finer feelings of the heart and the promotion of friendship and congeniality of feeling."

PREPARATION FOR BROTHERHOOD

V-25

Time	Topic	Instructional Outline	Tools	Inst
5 min	Chapter Meetings	<ul style="list-style-type: none"> Using V-18 and 19, describe the purpose, frequency, desired outcomes for the chapter meetings including the following: <ul style="list-style-type: none"> Executive Board Meetings (weekly meetings that cover the business of the chapter. Each officer reports in detail about their office. Questions and discussions take place to make sure they align with the strategic plan that was developed in the beginning of the term. Ritualistic Chapter Meetings (weekly meetings where the chapter conducts business. Officers make reports on what they are doing and what is coming up. The meeting is run according to Robert's Rule of Order. Votes are taken based on the order of business), and Chapter Retreats. 	V	Magister
10 min	Chapter History	<ul style="list-style-type: none"> Consider having the Chapter Historian deliver this part of the session. Using V-20, discuss the specific history of your chapter including the areas mentioned on the visual. If available, provide a handout detailing your chapter history. 	V Chapter History Handout	Magister or Chapter Advisor
3 min	What's Next	<ul style="list-style-type: none"> Review the "What's Next" items listed on V-21. 	V	Magister
3 min	Special Assignment	<ul style="list-style-type: none"> Make a special assignment for the next Group Session using V-22. Ask each pledge to think about their personal creed/crest and prepare a 2 to 3 minute presentation for the group describing their personal creed/crest to be presented at the next Group Session. Tell them they will learn more about Creeds/Crests in the eLearning activities for the next course. Remind them that they will find a Course Guide (V-23) in their post-session activities on Sigma Chi U that will provide them with information about the upcoming Course 4. 	V	Magister
	Literary Exercise	<ul style="list-style-type: none"> Introduce the Literary Exercise by providing several thought questions (V-24). Project V-25 and read, or have one of the pledges read, the Preamble to the Sigma Chi Constitution. 	V	Magister

The Tradition of the Candle Pass



Express
anything in your heart that
you feel is for
the good of Sigma Chi.



Questions?



V-26

V-27

Time	Topic	Instructional Outline	Tools	Inst
Depends on group size	Candle Pass	<ul style="list-style-type: none"> • Introduce the Candle Pass activity (V-26). Before beginning the Candle Pass, ask if anyone would like to read their favorite quote on Wisdom as we have asked them to do in their journal. • As Magister, go last and wrap up any concerns or clear up any confusion you have heard during the candle pass. Tell them that they are doing a great job and how proud you are being their Magister. End with a favorite quote of yours on Wisdom. 	V Flameless Candle	Magister
3 min	Questions	<ul style="list-style-type: none"> • Call for questions (V-27). Conclude the session. 	V	Magister



Group Session: 4 Topic: Chapter Philanthropy

Purpose:

As result of this group session, pledges should be able to:

- Discuss their personal **Creed and Crest** of each member of the pledge class,
- State the chapter's current Community Service/Philanthropic activities,
- Determine their specific involvement in future philanthropic events sponsored by the Chapter.

Materials:


- Computer
- PowerPoint Presentation: Group Session 4(Available for downloading either PC or Mac versions from your Magister Workspace)
- LCD Projector
- Screen
- Remote Mouse
- Overview of our Chapter Philanthropy Handout
- Flameless Candle

Advance Preparation:

1. (Optional) Invite Chapter Officers/Chapter Advisors to come to the meeting to provide an overview of the chapter's philanthropic activities.
2. (Optional) Invite members of a Sorority you have collaborated with on a Service Project to discuss the process and the results of your collaborative efforts.
3. Download a copy of the Group Session 4 PowerPoint Presentation to your computer. (See Magister Workspace)
4. Arrange for other presentation equipment as outlined above.
5. Determine how long you will be able to provide each pledge for the presentation for their Creed/Crest. This will be dependent on the number of pledges who will be giving presentations.
6. Prepare slides with specific information appropriate to your Chapter (e.g. Chapter Philanthropic activities/events). Determine if there is any print information available describing your chapter's philanthropic activities. If so, procure copies for each pledge.
7. Determine which upcoming philanthropic/community service events might be able to use pledge involvement. Find out the specifics of volunteer needs/sign up procedures.

Summary Outline for Group Session 4

Time	Topic	C	V	HO	Other	Inst
3 min	Welcome/Introduction		V			Magister
10 min	AAR		V			Magister
3 min	Introduction to Pledge Class Creeds		V			
Group Size Dependent	Presentations		V			Magister
Size Dependent	Creed/Crest Introduction/Presentations		V			Magister
5 min	Recap		V			Magister
3 min	Sigma Chi Philanthropy		V			Magister
10 min	Chapter Community Service/Philanthropy Overview		V			Magister, Chapter Officers
3 min	What's Next/Special Assignment/Final Announcements		V			Magister
3 min	Literary Exercise		V			Magister
Group Size	Candle Pass		V		Flameless or LED Candle	Magister
1min	Questions		V			Magister




Course 4
Group Session:
The Sigma Chi Creed
Chapter Philanthropy

PREPARATION FOR
BROTHERHOOD 

V-1

AAR (After Action Review) . . .

- **What** ... are some of the most important things you have learned this past week? What form of learning seems to have the most power for you (e.g., elearning, group sessions, application activities, big brother meetings, connEXtion conversations, journaling)?
- **So What** ... has accelerated your learning/imposed your learning?
- **Now What** ... do you commit to doing differently as a result of what you have learned this week? What can the chapter do/Sigma Chi do to support you?


PREPARATION FOR
BROTHERHOOD 

V-2

Our Objectives For This Session:

As result of this group session, you should be able to:

- Discuss the personal **Creed/Crest** of each member of your pledge class,
- State the chapter's current Community Service/Philanthropic activities,
- Determine your specific involvement in future philanthropic events sponsored by the Chapter.

PREPARATION FOR
BROTHERHOOD 

V-3



PREPARATION FOR
BROTHERHOOD 


V-4


A Creed . . .

A set of beliefs or aims
that guide our actions

In 325 AD, the year of the Nicene Creed, the Roman Emperor Constantine took the step that forever changed Christianity; he convened the first Universal Council of the Church at Nicæa in Asia Minor. The Council was convened to resolve a theological controversy over the nature of God and Christ. The results of the conference involving 200 to perhaps more than 300 bishops were at least four-fold:


The adoption of a universal statement of Christian faith known today as the Nicene Creed.



PREPARATION FOR
BROTHERHOOD 

V-5


“Not until we understand
that which another man
values deeply
do we really know that man at all.”

PREPARATION FOR
BROTHERHOOD 

V-6

Let's Hear From Each of You . . .

- 2-to-3 minutes
- Present your personal creed and crest.
- Call for questions from the group.

PREPARATION FOR
BROTHERHOOD 

V-7

Detailed Instructional Outline


Time	Topic	Instructional Outline	Tools	Inst
3 min	Welcome/ Introduction	<ul style="list-style-type: none"> Project V-1 and welcome pledges and any visitors to the session. 	V	Magister
10 min	AAR	<ul style="list-style-type: none"> Conduct an AAR of their learning thus far (V-2). <ul style="list-style-type: none"> What are some of the most important things you have learned this past week? What form of learning seems to have the most power for you (e.g. eLearning, group sessions, application activities, big brother meetings, ConnEXtion conversations, journaling)? So What has accelerated your learning/impeded your learning? Now What do you commit to doing differently as a result of what you have learned this week? What can the chapter do/Sigma Chi do support you? 	V	Magister
2 min	Course Objectives	<ul style="list-style-type: none"> Review the Course Objectives (V-3). Remind the group of the value associated with this Course (V-4). Review the definition. 	V	Magister
3 min	Introduction to Pledge Class Creeds	<ul style="list-style-type: none"> Remind them of the definition of a Creed (V-5) and provide the Nicene Creed as an example. Explain that their assignment for this Group Session was to write their personal creed and to design a crest. Ask the group to describe how they choose what they wrote. Where did these beliefs come from? Explain this activity is designed to get to know the members of the pledge class at a deeper level. Project V-6, "It is not until we understand that which another man values deeply do we really know that man at all." Using V-7, explain the presentation guidelines as outlined. 	V	Magister
TBD	Presentations	<ul style="list-style-type: none"> Have each of the pledges read their personal creed (as long as they feel comfortable doing so). After each reading, have the others ask clarifying questions about why they chose what they value deeply. Keep time to ensure that each presentation does not exceed the presentation time limits. 	V	Magister

The Sigma Chi Creed

I believe in fairness, decency and good manners. I will endeavor to retain the spirit of youth. I will try to make my college, the Sigma Chi Fraternity, and my own chapter more honored by all men and women and more beloved and honestly respected by our own brothers. I will use these words in all sincerity. That Sigma Chi has given me favor and distinction; that the bond of our fellowship is reciprocal; that I will endeavor to so build myself and so conduct myself that I will ever be a credit to our Fraternity.

Written by: George Ade,
PURDUE 1887,
14th Grand Consul

PREPARATION FOR BROTHERHOOD




V-8

Recap . . .

- What are the benefits of having a Creed/Crest?
- What strikes you about the similarities in the Creeds/Crests you have heard tonight?
- What stands out as the most memorable concept you have heard this evening?

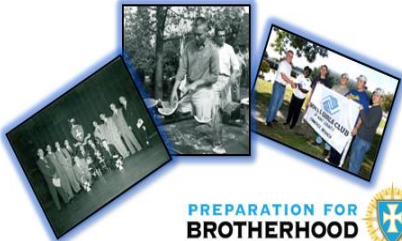
PREPARATION FOR BROTHERHOOD




V-11

Sigma Chi Derby Days

- History
- Our Chapter's Involvement
- Funds We Have Raised in the Last Few Years




PREPARATION FOR BROTHERHOOD



V-14

A Crest...What does it Mean?



V-9

Sigma Chi's Commitment to Service



PREPARATION FOR BROTHERHOOD




V-12

What Comes Next . . .


- Have a discussion with your Big Brother.
- Arrange ConnEXTion Conversations.
- Spend time in Application/Journal Reflection (Activity 6/Norman Shield Journal Section 4).
- Complete the Final Exam of this Course and then...
- Begin Course 5.

PREPARATION FOR BROTHERHOOD



V-15

The Sigma Chi Crest




V-10

Our Chapter's Service Commitments

- **Magister:** List the service projects in which your chapter participates

PREPARATION FOR BROTHERHOOD




V-13

High Ambition Assignment

Before the next Group Session:

- Select an individual who exemplifies high ambition in **your field of study**... a scholar or professional who has advanced a field you are studying. If possible, find a short excerpt of this individual's work that you can share during our next Group Session.
- Be prepared to make a 3-5 minute presentation including:
 - ✓ Explain **why** you selected this individual.
 - ✓ What is it about them that **inspires** you when you think of High Ambition?
 - ✓ Distribute any **support materials** which explain the significance of their contribution(s) to their chosen profession.

PREPARATION FOR BROTHERHOOD



V-16

Time	Topic	Instructional Outline	Tools	Inst
5min	The Sigma Chi Creed	<ul style="list-style-type: none"> Project V-8 and discuss the Sigma Chi Creed, its history, its author. Ask why the Fraternity adopted this Creed. What is its message? Does it reflect the Founding of the Fraternity, how so? Does it reflect Friendship, Justice and Learning? How so? How does it apply to our members and how we conduct ourselves? 	V	Magister
10 min	Crest/Recap	<ul style="list-style-type: none"> Using V-9, discuss the origins /purpose of a crest. How/why were they developed? How did you choose what you created, where did those symbols come from? Have each pledge present their crest and explain its meaning? Provide an opportunity for pledges to ask questions after each presentation. Using V-10, present the Sigma Chi Crest. Ask them to describe what the color/symbols mean. How does it apply to our members and how we conduct ourselves? Summarize this segment using V-11. 	V	Magister
3 min	Sigma Chi Philanthropy	<ul style="list-style-type: none"> Project V-12 and recap the Sigma Chi involvement in the Huntsman Cancer Institute. Explain that Sigma Chi's official philanthropic project is the Huntsman Cancer Foundation. Chapters raise money to give to the Huntsman Cancer Foundation to end cancer by this generation. Some chapters do raise money for other national charities or local charities within their own community. This is up to each chapter, but in the end, these acts represent our commitment to service. 	V	Magister
10 min	Chapter Community Service/Philanthropy	<ul style="list-style-type: none"> Provide an overview of the service projects (philanthropic, community and campus) in which your chapter is involved (V-13). If your chapter sponsors a Derby Days event, discuss the event details (V-14). Describe the possibilities for pledge class involvement in upcoming Chapter Community Service/Philanthropy activities. Emphasize that the pledge class is invited/encouraged to participate in these events as they occur. 	V	Magister
3 min	What's Next/Special Assignment/Final Announcements	<ul style="list-style-type: none"> Review what is next using V-15. Remind them of the date and time of the next meeting. Explain the Special Assignment for the next Group Session (V-16). Underscore the purpose of the activity. Emphasize that the next course is all about High Ambition. All Sigma Chi members should strive for something greater, something bigger than themselves. 	V	Magister

Thought Questions . . .

- Is it worthy of our (your) time and effort to help pave a better path for others to travel? Why?
- In what ways has your Big Brother made a difference in your Sigma Chi path?
- Why is Integrity important in today's world?



V-17

Questions?



V-20

Literary Exercise - Bridge Builder

— Will Allen Chappelle (1860-1934)

An old man, going a lone highway,
Came at evening, cold and gray,
To a chasm, vast and deep and wide,
Through which was flowing a sullen tide.

The old man crossed in the twilight dim;
The sullen stream had no fears for him;
But he turned when safe on the other side
And built a bridge to span the tide.

"Old man," said a fellow pilgrim near:
"You are wasting strength with building here;
Your journey will end with the ending day;
You never again must pass this way;
You have crossed the chasm, deep and wide— Why
build you the bridge at eventide?"

The builder lifted his old gray head:
"Good friend, in the path that I have come," he said,
"There followeth after me today
A youth whose feet must pass this way:

This chasm that has been naught to me,
To that fair-haired youth may a pitfall be.
He, too, must cross in the twilight dim;
Good friend, I am building the bridge for him."



V-18

The Tradition of the Candle Pass



Express
anything in your heart
that you feel is for
the good of Sigma Chi.



V-19

Time	Topic	Instructional Outline	Tools	Inst
5 min	Literary Exercise	<ul style="list-style-type: none"> • Before the Literary Exercise for this session, provide introductory Thought Questions (V-17). • Read, or have a pledge class member read the literary exercise for this session (V-18). • Discuss how this concept of Bridge Builder applies today? Who can you name that is a bridge builder...your Consul, your Big Brother? Are you a bridge builder? For whom? 	V	Magister
Dependent on Size of Group	Candle Pass	<ul style="list-style-type: none"> • Transition into a Candle Pass activity (V-19). Before beginning, ask if anyone would like to read their favorite quote on Integrity from their journal. • Provide the guidelines for the Candle Pass and, if appropriate, set a time limit for each pledge's comments. • As Magister, go last and wrap up any concerns or clarify any questions you heard during the Candle Pass. End with your favorite quote on Integrity. 	V Candle	Magister
	Questions	<ul style="list-style-type: none"> • Call for final questions (V-20). 		



Group Session: 5 Topic: Strategy/High Ambition

Purpose:

As a result of this session, each pledge should be able to:

- Explain Sigma Chi's Strategic Planning Process, the Chapter's current Strategic Plan and how it was developed,
- Discuss the opportunities to participate in realizing the chapter's strategic goals,
- Describe what high ambition means to each pledge.

Materials:

- Computer
- PowerPoint Presentation: Group Session 4 (Available for downloading either PC or Mac versions from your Magister Workspace)
- LCD Projector
- Screen
- Remote Mouse
- Chapter Strategy Map (if available)
- Flameless Candle

Advance Preparation:

- Invite your Chapter Consul to come to the meeting to provide an overview of the process used to develop the Chapter's Strategic Plan. Provide him with a copy of this instructional outline and the power points that support it. In addition, ask him to facilitate a discussion about the ConnΣXtions process.
- Consider inviting the Scholarship Chairman to come to the meeting to conduct the discussion of the High Ambition assignment.
- Download a copy of the Group Session 5 PowerPoint Presentation to your computer. (See Magister Workspace.)
- Arrange for other presentation equipment as outlined above.
- Prepare slides with specific information appropriate to your Chapter's Strategic Plan.
- Determine if there is any print information available describing your chapter's strategy. If so, procure copies for each pledge.
- Determine which segments of the strategic plan might legitimately benefit from pledge involvement. This must not be forced labor.
- Determine how long you will be able to provide each pledge for the presentation for their Scholar. This will be dependent on the number of pledges who will be giving presentations.

Summary Outline for Group Session 5

Time	Topic	C	V	HO	Other	Inst
2 min	Introduction		V			Magister
3 min	Session Objectives		V			Magister
10 min	AAR/ConnΣXtions Discussion		V			Consul
5 min	The Strategic Planning Development Process		V			Consul
15 min	Our Chapter Strategy		V	Copy of Chapter Strategy (if available)		Consul
5 min	Involvement Opportunities		V			Consul
Dependent on number of presentations	The Scholar Presentations		V			Magister
5 min	Debrief		V			Magister
3 min	What's Next/Special Assignment		V			Magister
5 min	Literary Exercise		V			Magister
Dependent on number of pledges	Candle Pass		V		Flameless or LED Candle	Magister



V-1

Our Objectives For This Session:

As a result of this group session, you should be able to:

- Explain the Sigma Chi's Strategic Planning Process, the Chapter's current Strategic Plan and how it was developed,
- Discuss the opportunities to participate in realizing the chapter's strategic goals,
- Describe what **high ambition** means to each pledge.

PREPARATION FOR BROTHERHOOD

V-2



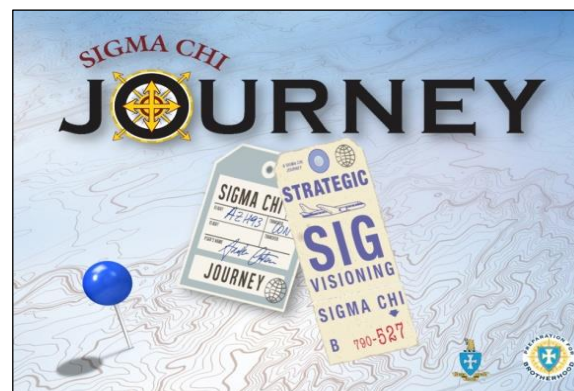
V-3

AAR (After Action Review)

- **What** ...are some of the most important things you have learned about Sigma Chi this past week?
- **So What** ... is missing?
- **Now What** ...do you commit to helping us do differently as a result of what you have learned during P4B?

PREPARATION FOR BROTHERHOOD

V-4



V-5



V-6



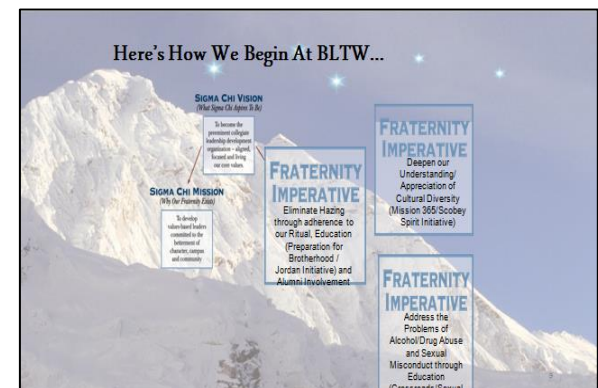
V-7

The Terms We Use . . .

- Vision
- Mission
- Core Values
- Imperatives (Owners)
- Goals (Leaders)
- Action Plans

PREPARATION FOR BROTHERHOOD

V-8



V-9

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
2 min	Welcome	<ul style="list-style-type: none"> Using V-1, welcome pledges/introduce this Group Session. 	V	Magister
3 min	Session Objectives	<ul style="list-style-type: none"> Using V-2, review the objectives for this Group Session. Remind them of the definition of High Ambition(V-3). 	V	Magister
10 min	AAR/ ConnΣXtions Recap	<ul style="list-style-type: none"> Advise them that before we begin, we want to conduct a short AAR to review their learning thus far. Introduce the Consul. Ask the Consul to facilitate this discussion using V-4. Then, ask him to specifically address the quality of the ConnΣXtions conversations. What could we as a chapter do to improve this process? 	V	Magister Consul
5 min	The Strategic Planning Process	<ul style="list-style-type: none"> Explain that one of the most important pieces of the Consul's role is to ensure that the chapter is in a constant state of improvement and growth. In addition, each biennium, our Fraternity Leaders, provide direction about the ways in which we need to improve the overall Fraternity. This requires all of us to think strategically. Sigma Chi formally engages in the process each year (V-5). Using V-6, provide an overview of the process used by Sigma Chi to clarify/develop the yearly strategic focus within the Fraternity and within the chapters. Show the Strategy Map used (V-7). Using V-8 explain the terms we use as we talk about strategy (Vision, Mission, Imperatives, Goals). We begin with a Vision, determine our Mission, align them to our Core Values (Guiding Principles), determine our Imperatives, assign Owners to each Imperative, decide our Goals and finally, how to put them into Action. Explain what happens at Balfour LTW to jumpstart the strategic process. At BLTW, Fraternity leadership provides us with the Fraternity Imperatives (V-9). It is the job of chapter officers to come back to the chapter to develop our chapter's strategic plan working with our members. Describe the process used to get buy-in and agreement by the chapter after BLTW. 	V	Consul

Next . . .

CHAPTER MISSION <i>(Why Our Chapter Exists)</i>	Type your Chapter Mission here
CHAPTER GUIDING PRINCIPLE <i>(Chapter Principles that Guide Our Decisions/Actions)</i>	Type your Chapter Guiding Principle 1 here
CHAPTER GUIDING PRINCIPLE <i>(Chapter Principles that Guide Our Decisions/Actions)</i>	Type your Chapter Guiding Principle 2 here

PREPARATION FOR BROTHERHOOD

V-10

Getting to Work . . .

- Select a *Goal* you would like to help our chapter work on.
- Explain why that goal is so important to you.

PREPARATION FOR BROTHERHOOD

V-13

Presentation Guidelines

- Each of you will have 3-to-5 minutes to present the scholar you have selected to showcase.
- Explain **why** you selected this individual.
- What is it about them that **inspires you** when you think about High Ambition?
- Distribute any **support materials** which explain the significance of their contribution(s) to their chosen profession.

PREPARATION FOR BROTHERHOOD

V-16

Strategic Imperatives

STRATEGIC IMPERATIVE 1 <i>(Area of Focus)</i> NAME OWNER	STRATEGIC IMPERATIVE 2 <i>(Area of Focus)</i> NAME OWNER	STRATEGIC IMPERATIVE 3 <i>(Area of Focus)</i> NAME OWNER	STRATEGIC IMPERATIVE 4 <i>(Area of Focus)</i> NAME OWNER
IMPERATIVE NAME & Owner	IMPERATIVE NAME & Owner	IMPERATIVE NAME & Owner	IMPERATIVE NAME & Owner

OUR RATIONALE

PREPARATION FOR BROTHERHOOD

V-11

Let's Get To Work . . .

FRIENDSHIP LEARNING JUSTICE

"Work is love made visible."
—Kahlil Gibran

PREPARATION FOR BROTHERHOOD

V-14

GOAL 1.1 NAME LEADER	GOAL DETAILS	GOAL 2.1 LEADER	GOAL 3.1 LEADER	GOAL 4.1 LEADER
GOAL 1.2 NAME LEADER	GOAL DETAILS	GOAL 2.2 LEADER	GOAL 3.2 LEADER	GOAL 4.2 LEADER
GOAL 1.3 NAME LEADER	GOAL DETAILS	GOAL 2.3 LEADER	GOAL 3.3 LEADER	GOAL 4.3 LEADER
GOAL 1.4 NAME LEADER	GOAL DETAILS	GOAL 2.4 LEADER	GOAL 3.4 LEADER	GOAL 4.4 LEADER
GOAL 1.5 NAME LEADER	GOAL DETAILS	GOAL 2.5 LEADER	GOAL 3.5 LEADER	GOAL 4.5 LEADER

PREPARATION FOR BROTHERHOOD

V-12

High Ambition

Assignment

PREPARATION FOR BROTHERHOOD

V-15

Time	Topic	Instructional Outline	Tools	Inst
15 min	Our Chapter Strategy	<ul style="list-style-type: none"> Using V-10,11,12, show the pledge class the chapter's current Mission, Guiding Principles, and Imperatives. Provide your perspective about why these specific imperatives are so important to the health, viability and growth of the Sigma Chi Fraternity/your chapter on your campus. Discuss the progress the chapter has made thus far (if appropriate). 	V	Consul Chapter's Strategy Map
5 min	Involvement Opportunities	<ul style="list-style-type: none"> Using V-13, discuss the volunteer opportunities for pledges to get involved in achieving the chapter's goals for the upcoming year. Describe the process they should use to communicate their interest to the leaders of the specific imperatives they are interested in pursuing. Using V-14, thank the pledge class and emphasize that the only way for the chapter to succeed is when all chapter members work together for the good of the order. 	V	Consul
Dependent on number of presentations	The Scholar	<ul style="list-style-type: none"> If possible, allow the Scholarship Chairman to lead this activity. Allow the Scholarship Chairman to emphasize the importance of scholarship within the chapter. Ask him to frame the activity in the following way (V-15). Paraphrase: <i>We asked each of you to take the value of High Ambition and apply it to someone you believed to believe to be a scholar. The chapter values the importance of scholarship and academics. We all applied to attend this University to get an education and excel.</i> <i>Our current chapter G.P.A. is ____ and we expect all of you to maintain or exceed that G.P.A. This was part of our selection criteria.</i> Frame the guidelines of the activity using V-16. Announce the amount of time (1-5 min) each pledge will have to review their selected scholar. 	V	Magister or Scholarship Chairman

Debrief

- What strikes you about the men/women selected by your fellow pledges in this activity?
- What would our Founders say about these individuals? Have they balanced their scholarly pursuits with high ideals/with character?
- What can we as Sigma Chis learn from this activity?



V-17

Thought Questions . . .

- How are your personal core values aligned with those of Sigma Chi?
- In what ways have your personal core values been influenced by your time thus far in Sigma Chi?
- Why is the concept of Vision so closely tied with High Ambition in our lives?



V-20

What Comes Next . . .

- Have a Discussion with Your Big Brother.
- Arrange for 3-5 ConnEXtion Conversations.
- Spend time in Application/Journal Reflection (Norman Shield Journal, Section 5).
- Complete the Final Exam of this Course and then ...
- Begin Course 6.
- And . . .

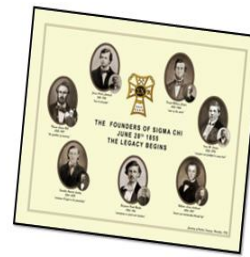


V-18

The Old Ritual

~ The Founders of Sigma Chi
 "I place this White Cross over my heart, because it appeals both to my intellect and to my affections. I wear it with a deep sense of humility and with a feeling of unworthiness; believing that the world expects more of me than the world expects of other men, and realizing full well that I never can conquer by a sign, even though it be a cross. But only as the ideals for which this badge stands take possession of my heart and become exemplified in my life, will I ever know the deepest meanings of the White Cross of Sigma Chi."

~ Ritual of 1855



V-21

Special Assignment for Next Week's Group Session ...

Write a Letter to the Chapter entitled "**What the Sigma Chi Fraternity Can Expect From Me as an Active and as an Alumnus.**"

- ✓ The required length is no more than **one page**. Be specific.
- ✓ Don't just say you will live up to the ideals of Sigma Chi. Describe specifically **HOW** you will do this.
 For example, if you aspire to be Consul some day, explain why and describe the qualities you possess.
- ✓ Discuss ways you think you can improve the **Friendship, Justice and Learning** of the chapter.
- ✓ This essay has nothing to do with whether or not you will be initiated.
- ✓ Sign the letter and place it in an envelope.
- ✓ Bring this letter with you to the next Group Session.



V-19

The Tradition of the Candle Pass



Express anything in your heart that you feel is for the good of Sigma Chi.



V-22

Time	Topic	Instructional Outline	Tools	Inst
5 min	Debrief	<ul style="list-style-type: none"> • Using V-17, lead a summary discussion. <ul style="list-style-type: none"> – What strikes you about the men/women selected by your fellow pledges in this activity? – What would our Founders say about these individuals? Have they balanced their scholarly pursuits with high ideals/with character? – What can we learn from this activity? 	V	Magister
3 min	What's Next/Special Assignment/Announcements	<ul style="list-style-type: none"> • Using V-18, remind pledges of their regular learning responsibilities before the next group session. • Using V-19, explain the purpose of the Special Assignment for the next Group Session. • Remind them of the date and time of the next session. 	V	Magister
5 min	Literary Exercise	<ul style="list-style-type: none"> • Transition to the literary reading which should summarize the previous discussion. Provide a question for them to think about as they listen to the reading (V-20). • Using V-21, ask one of the pledges to read the Old Ritual used by the Founders on June 28,1855. Let them know this was the ritual initiation the Founders used when they first put the badge on during Commencement Day, June 28,1855. • Ask them what they feel about this passage? <ul style="list-style-type: none"> – What does “it appeals to both my intellect and to my affections” mean? – Why do they feel unworthy? – What does “the world expects more of me than the world expects of other men” mean to you? – Think back about your own personal creed/crest. Are they in alignment with the Founder’s vision? • Before beginning the Candle Pass, ask if anyone would like to read their favorite quote on High Ambition as asked to do in their journal. Once completed, begin the Candle Pass. 	V	Magister
Depend-Ent on Size of Group	Candle Pass	<ul style="list-style-type: none"> • Provide the guidelines for the Candle Pass(V-22) and, if appropriate, set a time limit for each pledge’s comments. • As Magister, go last. Wrap up any loose ends, and end with your favorite quote on High Ambition. 	V Candle	Magister



Group Session: 6 Topic: Values-Based Decision Making

Purpose:

As a result of this session, your pledges should be able to:

- Describe the Values-Based Decision Making Model Sigma Chi use to sort through the difficult choices that may face them in college and throughout life,
- Understand the role/responsibilities of the Risk Manager within the chapter structure.

Materials:

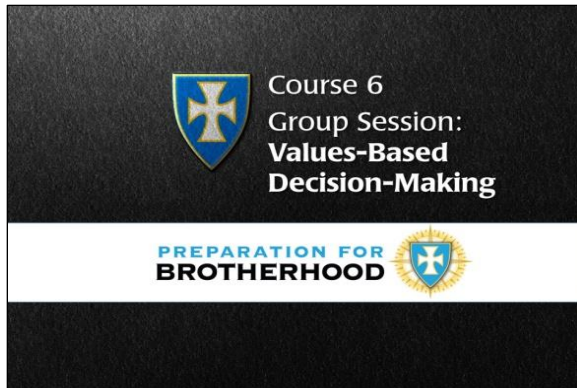
- Computer
- PowerPoint Presentation: Group Session 6 (Available in either PC or Mac versions from your Magister Workspace)
- LCD Projector
- Screen
- Remote Mouse
- Risk Guidelines/Handouts (if available)
- Flameless Candle

Advance Preparation:

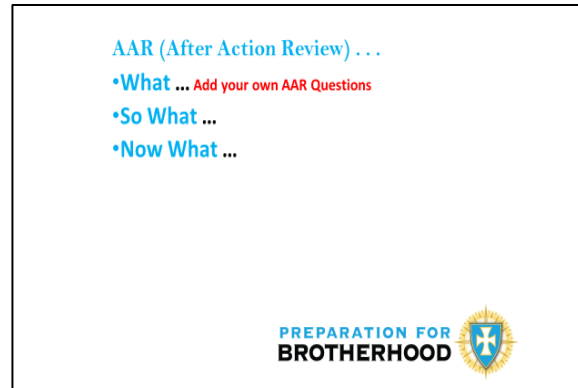
1. Download a copy of the Group Session 6 PowerPoint presentation to your computer. (See Magister Workspace.)
2. Invite your Chapter Risk Manager to come to the meeting to provide an overview of the role/responsibilities of the Risk Manager and to lead a case study discussion applying the Values-Based Decision Making Model. Provide him with a copy of this instructional outline and the power points that support it.
3. Create your own AAR questions for this Group Session based on what you have been observing with your pledge group.
4. Enhance the power point visuals with other information that is specific to your chapter. (See red fields.)
5. Determine if there is any print information available describing your chapter's risk guidelines. If so, procure copies for each pledge.
6. Working with your Risk Manager discuss the appropriate responses to the Risky Business case study examples provided.
7. Arrange for other presentation equipment as outlined above.

Summary Outline for Group Session 6

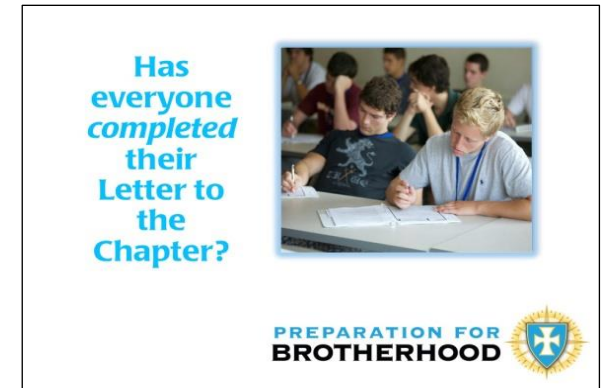
Time	Topic	C	V	HO	Other	Inst
3 min	Introduction		V			Magister
10 min	AAR/ConnΣtions Discussion		V			Magister
3 min	Session Objectives		V			Magister
10 min	Role of Risk Management		V			Risk Manager
10 min	Chapter Risk Guidelines		V		Risk Management Guidelines	Risk Manager
15 min	Values-Based Decision Making Model		V			Magister, Risk Manager
30 min	Risky Business Scenarios		V			Magister, Risk Manager
5 min	What's Next		V			Magister
5 min	Literary Exercise		V			Magister
Depend- ent on Number of Pledges	Candle Pass		V		Flameless or LED Candle	Magister



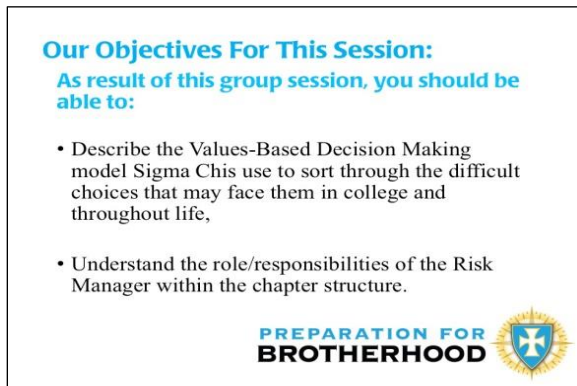
V-1



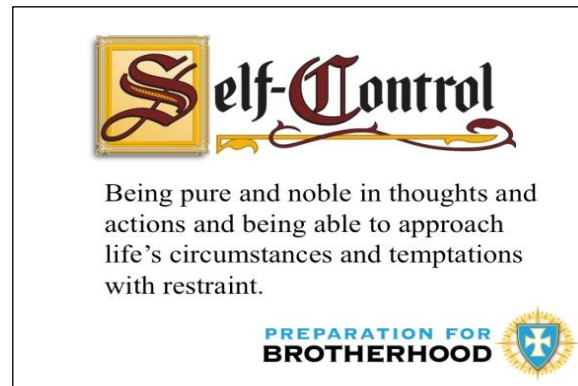
V-2



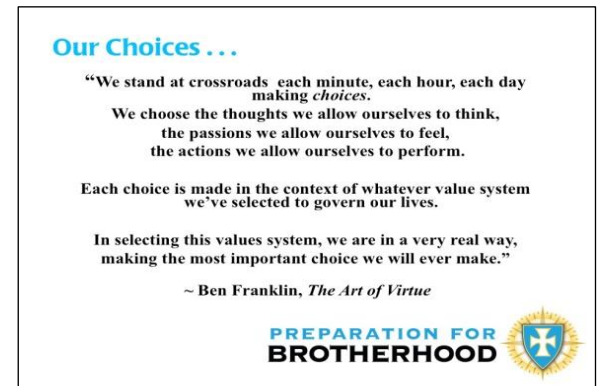
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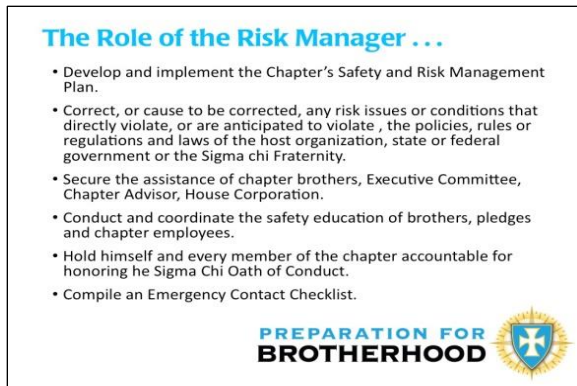
V-4



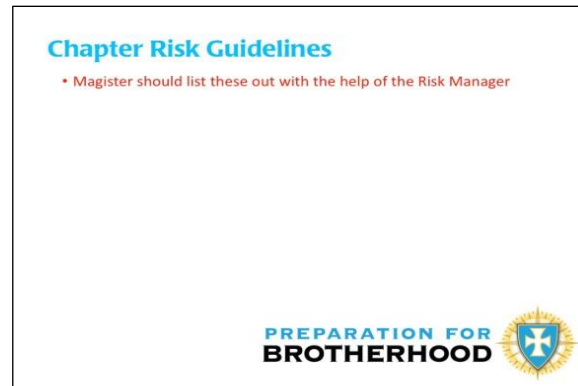
V-5



V-6



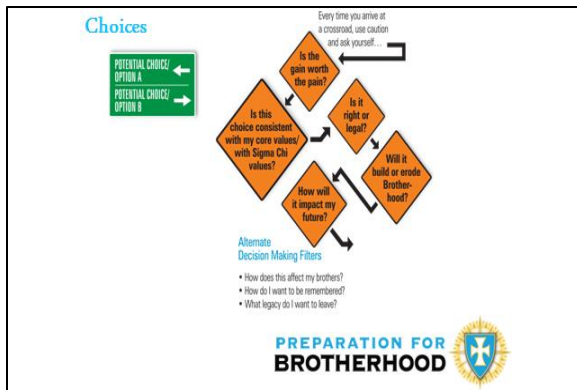
V-7



V-8

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction	<ul style="list-style-type: none"> Launch V-1. Welcome pledges. Introduce the session and the Risk Manager who will be assisting you in this session. 	V	Magister
10 min	AAR	<ul style="list-style-type: none"> Before beginning with the instructional content of Session 6, take pledges through an AAR (What, So What, Now What) for Course 5. Create your own AAR questions (V-2) based on what you are observing in your pledge group. Be sure you take sufficient time to gather their feedback, perspectives and concerns. It is at this point in the program that pledges often begin providing you with solid, candid feedback about their experiences. Listen carefully to ensure that they are not experiencing any activities or chapter member interactions that might be considered hazing. Using V-3, ask pledges about their letter to the chapter. Collect their letters. Make sure you store them in a place so you can retrieve them and be read by the pledge during the commencement dinner prior to the Ceremonies of Initiation. 	V	Magister
3 min	Session Objectives	<ul style="list-style-type: none"> Review the Session Objectives for Group Session 6 (V-4). Remind them of the Sigma Chi value which is the focus of this Course and provide a definition of Self-Control (V-5). Self-control is mentioned many times in the writings of our Founders, but many great men have reflected on the importance of Self-Control in our lives. Review the Ben Franklin quote (V-6). Discuss why self-control has relevance today, (perhaps even more relevance than in the 1800s). 	V	Magister
10 min	Role of Risk Manager	<ul style="list-style-type: none"> Using V-7, explain the major responsibilities of the Chapter Risk Manager, or have the Risk Manager conduct this segment of the presentation. 	V	Magister, or Risk Manager
10 min	Chapter Risk Guidelines	<ul style="list-style-type: none"> Provide pledges with the risk guidelines that have been set up for your chapter (V-8). Make sure they understand their role in reporting any situations that might occur within the chapter/at chapter events. Explain the risk communication chain that has been set up in your chapter. 	V Risk Handouts	Risk Manager



V-9

What Comes Next . . .

- Have a Discussion with Your Big Brother.
- Don't forget making ConnEXtions.
- Spend time in Application/Journal Reflection (Activity 4/Norman Shield Journal Section 6).
- Complete the Final Exam of this Course and then...
- Begin Course 7.

PREPARATION FOR BROTHERHOOD

V-12

The Tradition of the Candle Pass

Express anything in your heart that you feel is for the good of Sigma Chi.

PREPARATION FOR BROTHERHOOD

V-15

Risky Business Scenario . . .

1

Part of the requirements for each pledge in the chapter is that he meets individually with each active brother for discussion to obtain that brother's signature on the cross the pledge has made. There is a rumor coming back from the pledge class that Brother Brandon will not sign a pledge's cross unless and until the pledge drinks enough alcohol to either vomit or pass out in front of him.

PREPARATION FOR BROTHERHOOD

V-10

Thought Questions . . .

- Does exercising Self-Control depend on the situation...why or why not?
- How can we help one another (or how have you helped another) to better understand or exercise Self-Control?

PREPARATION FOR BROTHERHOOD

V-13

Risky Business Scenario . . .

2

While Matt was in the shower getting ready for the social that night, his girlfriend, Ellen, wandered upon his computer, and a logged-in Facebook page brought up on the screen. Ellen thought she would have a little fun with the different pages Matt belonged to and entered Matt's chapter's private Facebook group. She took a bunch of screen shots and sent them out to her sisters, one of whom worked as a student office worker for the president's office. On the many screen shots were derogative and obscene comments about the university president, who is a woman. The next day, flyers of the screen shot were posted all over campus and protests were being organized in front of the chapter house.

PREPARATION FOR BROTHERHOOD

V-11

Literary Exercise - Indispensable

Sometime, when you're feeling important,
Sometime, when your ego's in bloom,
Sometime, when you take it for granted,
You're the best qualified in the room.
Sometime, when you feel that your going,
Would leave an unfillable hole,
Just follow this simple instruction,
And see how it humbles your soul.
Take a bucket and fill it with water,
Put your hand in it up to the wrist,
Pull it out; and the hole that's remaining
Is a measure of how much you'll be missed.
You may splash all you want when you enter,
You can stir up the water galore,
But stop, and you'll find in a minute,
That it looks quite the same as before.
The moral to this quaint example
Is do just the best that you can;
Be proud of yourself, but remember,
There's no indispensable man.

V-14

Time	Topic	Instructional Outline	Tools	Inst
15 min	Values-Based Decision Making	<ul style="list-style-type: none"> Review the Values-Based Decision making model (V-9) that is used within many of our leadership programs (e.g. Crossroads, Sexual Misconduct, and BLTW). As you describe the model, provide examples of situations the pledges might face which would require them to think through and select the most appropriate course of action. In other words, use Self-Control. 	V	Magister
30 min	Risky Business Scenarios	<ul style="list-style-type: none"> Using the scenarios provided on V-10 and 11 (or chapter specific scenarios that you and your Risk Manager have developed), break the pledges up into small groups of 3-5 and ask them to come up with the best course of action using the values-based decision making model. Ask each group to report back on the insights they gained from working through each case study. Provide the Risk Manager an opportunity to make any concluding comments. 	V	Magister, Risk Manager
3 min	What's Next	<ul style="list-style-type: none"> Using the V-12, remind pledges of their regular learning responsibilities before the next group session. Remind them of the date and time of the next meeting. 	V	Magister
5 min	Literary Exercise	<ul style="list-style-type: none"> Transition to the Literary Reading. Provide a thought question (V-13). Ask one of the pledges to read the literary piece shown on V-14. Transition to the Candle Pass. 	V	Magister
Dependent on Size of Group	Candle Pass	<ul style="list-style-type: none"> Before beginning the Candle Pass (V-15), ask if anyone would like to read their favorite quote on Self-Control as asked to do in their journal. Provide the guidelines for the Candle Pass and, if appropriate, set a time limit for each pledge's comments. 	V Candle	Magister



Group Session: 7 Topic: Goals and Ideals

Purpose:

The purpose of this session is to discuss/compare ideals and goals and determine what their roles are in our lives. It is important not to focus on the term “ideal” as an adjective, but as a noun. In other words, we are not talking about the “ideal car” rather we are talking about the ideals which help guide our lives. This session should be facilitated by an older brother who is comfortable with the topic. Begin with goals and move to ideals. This allows the class to handle something they are all comfortable with before delving into ideals. When discussing ideals, stress the fact that you are not interested in minutely defining ideals, but are more interested in what their purpose is in our lives.

It is important not to rush through this meeting. The pledges will get confused, but that is all right and expected. Leave them with questions unanswered so they have to think.

Materials:

- Computer
- PowerPoint Presentation: Group Session 7(Available in either PC or Mac versions from your Magister Workspace)
- LCD Projector
- Screen
- Remote Mouse
- What is an Ideal? essay (Available in the Magister Workspace)

Advance Preparation:

1. Invite an upperclassman or alumnus to speak with you on this topic.
2. Download a copy of the Group Session 7 PowerPoint presentation to your computer. (See Magister Workspace)
3. Arrange for other presentation equipment as outlined above.
4. Print copies of the What is an Ideal Essay (From Your Magister Workspace).
5. Be prepared to conduct your own AAR based on what you have observed about your pledge class.

Summary Outline for Group Session 7

Time	Topic	C	V	HO	Other	Inst
3	Introduction		V			Magister
10	AAR		V			Magister
5	Session Objectives		V			Magister
60	What is an Ideal?		V	What is an Ideal? Essay		Magister or Older Brother, or Advisor
5	Literary Exercise		V			Magister
TBD	Candle Pass		V		Flameless or LED Candle	Magister
5	Letter to Parents Assignment		V			Magister
3	Next Steps		V			Magister
5	Logistical Details		V			Magister



V-1



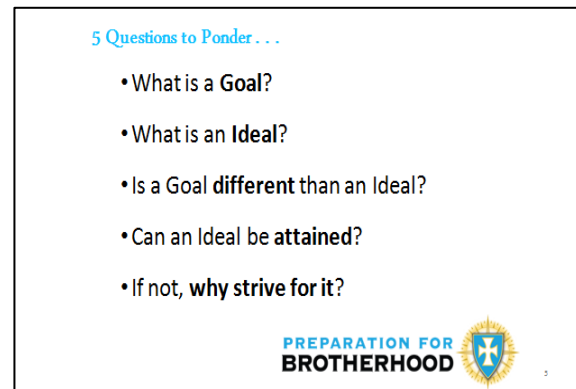
V-4



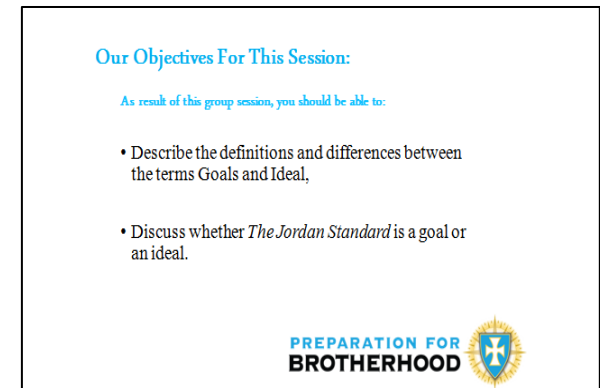
V-7



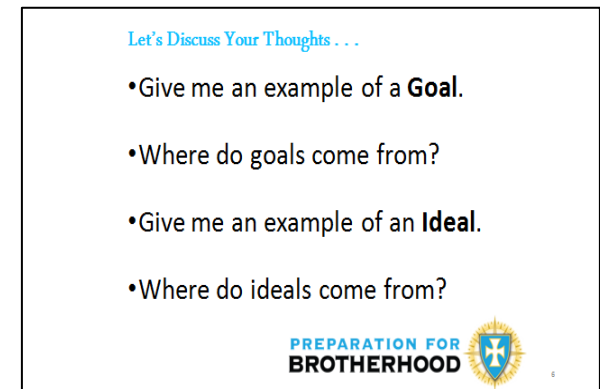
V-2



V-5



V-3

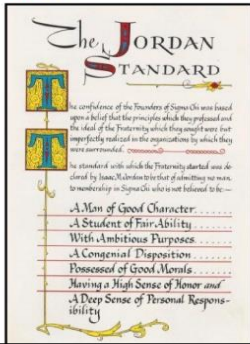


V-6

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction	<ul style="list-style-type: none"> Welcome pledges and introduce the session (V-1). 	V	Magister
10 min	AAR	<ul style="list-style-type: none"> Project V-2. Before beginning, with the instructional content of Session 7, take pledges through the AAR (What, So What, Now What) process. Be sure you take sufficient time to gather their feedback, perspectives and concerns about all aspects of the P4B experience. Listen carefully to ensure that they are not experiencing any actions or chapter member interactions that might be considered hazing. 	V	Magister
5 min	Session Objectives	<ul style="list-style-type: none"> Review the Session Objectives for Group Session 7 using V-3. Remind them of the Sigma Chi Value/Definition of Courtesy using V-4. Discuss why courtesy has relevance today, (perhaps even more relevance then in the 1800s.). 	V	Magister
60 min	What is an Ideal?	<ul style="list-style-type: none"> Explain that this session is designed to get them thinking at a higher level about the concept of ideals. The session is based on an essay called “What is an Ideal?” Review V-5 which contains 5 questions for them to ponder. Give the group 3 minutes to think about their responses. Remind them that when they think about ideal, we want them to think about the noun <i>ideal</i>, not the adjective. Note: This activity is tough and is meant to challenge your pledges intellectually and force them to look inside themselves for the answers. The pledges may get confused, but that is to be expected. The answers will become clearer to them as they approach their initiation. When you are ready, project V-6,7, “Let’s Discuss Your Thoughts,” and allow them time to discuss their perspectives. Begin with goals and then move to ideals. Stress the fact that you are not interested in minutely defining ideals, but more interested in what their purpose is in our lives. 	V	Magister or Older Brother

Goal or Ideal?



V-8

An ideal is to be **lived** after it has been learned. Sigma Chi has no sympathy with those who sneer at the values of ideals in the development of personality; the man with out values is spiritually dead.



V-11

Is Sigma Chi a Goal or an Ideal?



V-9

An **ideal** is a mental image of beauty or a standard of perfection capable of realization in conscious experience.



V-12

An **ideal** is not easily defined.

It is easier to be demonstrated than defined.

It is spiritual and elusive and defies the restrictions of formal definition.



V-10

An **ideal** is a design of improvement and a program of progress constructed on the ruins of an old order.



V-13

Time	Topic	Instructional Outline	Tools	Inst
60 min	What is an Ideal?	<ul style="list-style-type: none"> Project V-8-9 and discuss whether they think the Jordan Standard and Sigma Chi are goals or ideals. Steer the conversation in such a way as they understand that <i>The Jordan Standard is really a series of goals that they met before they pledged. Point out that the ideals of our Fraternity are found in our Ritual. The purpose of Sigma Chi is to instill noble ideals in the lives of our members, for these ideals are to govern how we, as Sigma Chis, interact with one another. The ideals of our Fraternity are also important in the development of members' character and personality.</i> Project V-10 and say: <i>These sentences illustrate the elusive qualities of an ideal. They indicate that an ideal is something on a higher plane and is not itself tangible. It might be easier to give examples of an ideal as a way of describing it then to attempt to define exactly what it is. Some concepts that might be classified as ideals including wisdom, democracy, truth, love. It is easier to be demonstrated than define. Therefore, can an ideal be an object? Is the badge the embodiment of an ideal? Is it that simple that an object can represent an ideal? Yes? No? How so? Explain?</i> Project the V-11 and discuss the following: <i>The purpose of Sigma Chi is to instill noble ideals in the lives of our members, for these ideals are to govern how we, as Sigma Chis, interact with one another. The ideals of our Fraternity are also important for our members in the development of their character and personality. It also reminds us how the Fraternity was founded and how we honor our Founders by the virtues that remind us of them. If an individual refutes the values of ideals in the development of personality, that person may be indicating that he doesn't believe ideals are important to him. But for Sigma Chi's, understand the concept of an ideal is essential to being a member in our organizations.</i> Project V-12 and paraphrase: <i>Even though an ideal might be a mental image or an intangible idea of something perfect, a thing that is difficult to define, it still is possible that an ideal really has an absolute or universal quality about it rather than subjective or relative nature. Ideals exist independent of the mind (even though an ideal is a mental image) and apart from the self-consciousness. In order to understand this, we need to look at the definition of conscious (capable of thought, will or perception). This is not to say that ideals are attainable; however, it is saying that ideals are "thinkable," that we can somehow grasp and understand the nature (the beauty and perfection) of an ideal. An interesting thought...how can humans, who are often thought of as imperfect and living in an imperfect world, acquire an understanding of something that is perfect by its very nature? How or why might this be so?</i> Project V-13 and paraphrase: <i>It has been said that there are no new ideas, only people learning old ideas.</i> <p style="text-align: right;">(cont.)</p>	V	Magister or Older Brother

The Latin root word for the word ideal is “dios,” derived from the Greeks, meaning a symbol of those spiritual qualities capable of human expression.



V-14

When the “self” is linked with spiritual qualities, an **ideal** is created.



V-15

Self of man + spiritual qualities = **Ideal**
Id + dios = **Ideal**



V-16

If you drop the “L” from the word ideal you have “idea.” An **idea** is a mental image that can be comprehended by intellectual faculties. Every ideal has in it an **idea**; but not every **idea** has an **ideal** in back of it.



V-17

The “Id” was to the ancient Greeks a term signifying the primal structure of mental life upon which all the rest is built. When the *self* of man is linked with spiritual qualities an **ideal** is created.

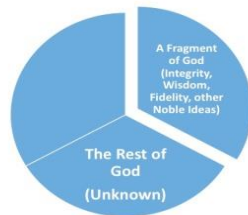


V-18

Take the “I” from one end of the word ideal and the “L” from the other end of the word and you have remaining d-e-a. “Dea” is the root word in many languages meaning **God**.
In the heart of every noble **ideal** you will find a fragment of the **nature of God**.



V-19



V-20

Victor Hugo once said, in substance, that nothing is so powerful as an **idea** whose time has come. Men are great only as they are used by great **ideas**.

The greatest hour in a man’s life is when he turns the corner and runs into a great unifying **idea**.



V-21

We commonly think that we get ideas by trial and error.
When we get a few of them together, we form strong opinions.
We really do not get ideas.
Ideas get us.

Much of our thinking and most of our conversation are largely matters of rearranging our opinions and juggling our prejudices; whereas ideals are the forces that rule our lives.



V-22

Time	Topic	Instructional Outline	Tools	Inst
60 min	What is an Ideal?	<p><i>Think of the founding of the United States or Marxist thought; the ideas that accompany these concepts and movements came about because people were dissatisfied with the status quo and they wanted to try to do things in a better way.</i></p> <p><i>Think about the preamble of the Jordan Standard: “The confidence of the Founders of Sigma Chi was based upon a belief that the principles which they professed and the ideals of the Fraternity which they sought were but were but imperfectly realized in the organization by which they were surrounded.” The founders of Sigma Chi felt others around them were misdirected, and they believed they could design and build a better organization based upon their vision of progress.</i></p> <ul style="list-style-type: none"> • Using V-14, get the group thinking about some spiritual qualities that are capable of human expression (e.g. our seven virtues and other lofty concepts). So think about what the slide is saying. You can be as scientific as possible but if you break down the word to its origin, it directs you to spirituality where they can’t be easily defined such as our seven virtues - courage, wisdom, integrity, high ambition, self-control, courtesy and fidelity. • Project V-15. Be sure to bring up Sigmund Freud’s work on the id, ego, and super ego. Does this part of the etymology of ideals raise their notion that human beings might be creatures that think, speak, and act because of their primal mental structure? What might this suggest about the core of any person? • Project V-16 and demonstrate that the etymology this essay is constructing might be viewed as outlined on the V-17. • Project V18-19. These sentences help to describe more of what an ideal is. Have the pledges think of a pie chart (V-20)? The phrase, “fragment of the nature of God” might suggest that a sliver of the pie or a fragment of God might be integrity, wisdom, fidelity. And this illustrates that the rest of the pie—the rest of God—might be unknown. It says that a small part of that which is God is integrity, wisdom, fidelity and other noble ideals. • Using V-21, ask them to react to Victor Hugo’s quote. Remember, the concepts presented in this lecture are very personal in nature, and all people may not agree about everything. The main idea, however, is to engage people in the power of ideas. • Using V-22, explain that the rules that govern our society and even our Fraternity should be well-thought out and based on solid principles. Similarly, as people, everything we think, speak and do should be characterized with a value system that regulates our individual behavior. 	V	Magister or Older Brother

Henry James said, “**ideals** are forces. Infinite is the power of personality and the union of the two always makes history.”

Emerson declared “**ideals** must work through the brains and the arms of good and brave men.”

In other words, a man’s mental dental work must be strong enough to bite into some lofty concepts with his brains and his moral molars must be strong enough to masticate it.

A Noble ideal must be digested and assimilated until one feels the thrill of power in the muscles of his personality.

Then, he will comprehend and achieve the objective validity of the **ideal** in his daily character and conduct.



23

V-23

Thought Questions . . .

- How are your personal core values aligned with those of Sigma Chi?
- In what ways have your personal core values been influenced by your time thus far in Sigma Chi?
- Why is the concept of Vision so closely tied with High Ambition in our lives?



V-26

What Comes Next . . .

- Have a discussion with Your Big Brother.
- Continue with ConnEXtion conversations if you have not meet all chapter brothers.
- Spend time in Application/Journal Reflection (Activity 7/Norman Shield Journal Section 7).
- Complete the Final Exam of this Course and then ...
- Begin Course 8. (The **last** Course of Preparation for Brotherhood!)



V-29

This matter of transmuting abstract thoughts into human habits is neither strange nor difficult.

It can be achieved because it is being done every day by “good and brave men.”

It is the simple daily repetition of the miracle of “the Word made flesh to dwell among men.” Therefore, an **ideal** is a mental picture of what can be done, and what ought to be done without alteration.



24

V-24

Literary Exercise - Ideals

by James Lane Allen (1849-1925)



As you think, you travel; and as you love, you attract.
You arrive today where your thoughts have brought you;
you will be tomorrow where your thoughts take you.
You cannot escape the result of your thoughts, but you can endure and learn, can accept and be glad.
You will realize the vision (not the ideal wish) of your heart, be it base or beautiful, or a mixture of both, for you will always gravitate towards that which you, secretly, most love.
In your hands will be placed the exact results of your thoughts; you will receive that which you earn; no more, no less.
Whatever your present environment may be, you will fail, remain, rise with your thoughts, your wisdom, your ideal.
You will become as small as your controlling desire; as great as your dominant aspiration.



27

V-27



Assignment

- Write a letter to your parents using the following guidelines:

- ✓ Explain the circumstances of your writing. Remember that the development of most of the character traits honored by Sigma Chi are formed in your home under the supervision of your parents.
- ✓ Emphasize the great debt that you owe your parents. Thank them for their devotion to your upbringing.
- ✓ Place the letter in an envelope, address it, and hand it to me at our next meeting.



30

V-30

Can an **ideal** ever be attained?

If so, what then or what comes next?

If not, why strive for them?



22

V-25

The Tradition of the Candle Pass



Express anything in your heart that you feel is for the good of Sigma Chi.



V-28



V-31

Time	Topic	Instructional Outline	Tools	Inst
60 min	What is an Ideal?	<ul style="list-style-type: none"> Using V-23, explain that this part of the essay is calling each of us, as Sigma Chis, to be doing our best to incorporate the ideals and teachings of Sigma Chi into our lives. It also says that trying to translate these ideals into our lives is a difficult practice. To “comprehend and achieve the objective of validity of the ideal in daily character and conduct” does not mean that ideals are attainable; rather, it suggests that we can comprehend and recognize the mental pictures that are ideals and, knowing what these concepts represent for us as people, strive to incorporate them into the daily habits and activities of our lives. Project V-24 and discuss what these closing comments of the essay might mean. Ask the two concluding questions pictured on V-25. Provide each of them with a copy of the essay <i>What is an Ideal?</i> (which is available in your Magister Workspace). Ask them to spend some time thinking about the thought questions at the bottom of the essay. 	What is an Ideal? Essay	Magister or Older Brother
5 min	Literary Exercise	<ul style="list-style-type: none"> Transition to the Literary Exercise (V-26) by providing a few thought questions. Read, or have a pledge read, the James Allen poem called Ideals (V-27). 	V	Magister
	Candle Pass	<ul style="list-style-type: none"> Conduct a Candle Pass (V-28). 	V LED Candle	Magister
5 min	Next Steps	<ul style="list-style-type: none"> Remind pledges of the remaining actions required to finish Course 7(V-29). Answer any questions 	V	Magister
3 min	Letter to Parents	<ul style="list-style-type: none"> Using V-30, announce one final activity related to Courtesy for this week. Direct them to provide you with their letter in a sealed envelope before the end of the week. You will then be mailing these to their parents before Initiation. 	V	Magister
5 min	Logistical Details	<ul style="list-style-type: none"> Using V-31, briefly describe the logistical details for the following week without providing specifics related to activities associated the Ceremonies of Initiation. The Magister should explain the purpose of the Ritual Bridge and review the schedule for Wednesday, Thursday and Friday nights. Discuss the appropriate attire for each of the meetings and inform the pledges that they will be sleeping over as a group on Friday night before Initiation. 	V	Magister

Questions?



V-32

Time	Topic	Instructional Outline	Tools	Inst
5 min	Questions	<ul style="list-style-type: none"> • Call for final questions. • Remind the pledges to reflect on their eLearning for this week – especially 8.2 and think about what they expect from our Ritual. 	V	Magister



Group Session: 8 Topic: Final Steps

Purpose:

This session is designed to provide a summation to what has been learned during the Preparation for Brotherhood Program and to demonstrate to the pledges how much they have learned in the process.

Materials:

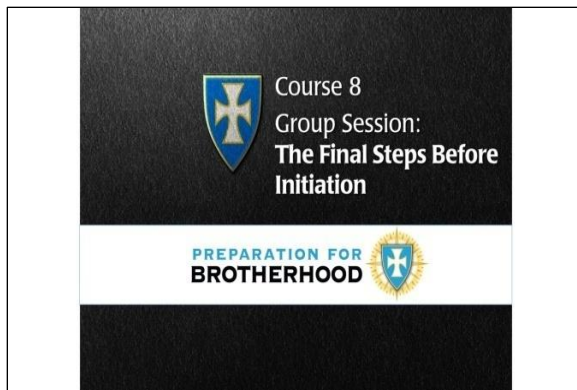
- Computer
- PowerPoint Presentation: Group Session 8 (Available in either PC or Mac versions from your Magister Workspace)
- LCD Projector
- Screen
- External Speakers
- Remote Mouse
- Founders Posters
- *Jordan Standard* Charts

Advance Preparation:

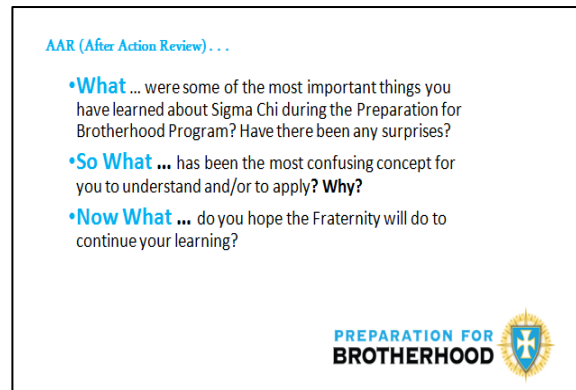
1. Download the Group Session 8 PowerPoint from the Magister Workspace.
2. Arrange for a room large enough to accommodate this type of discussion. Depending on the size of your pledge class, you may need more than one room.
3. Set up the AV Equipment and test speakers.
4. Post the Founders Posters.
5. Post the *Jordan Standard* Charts.

Summary Outline for Group Session 8

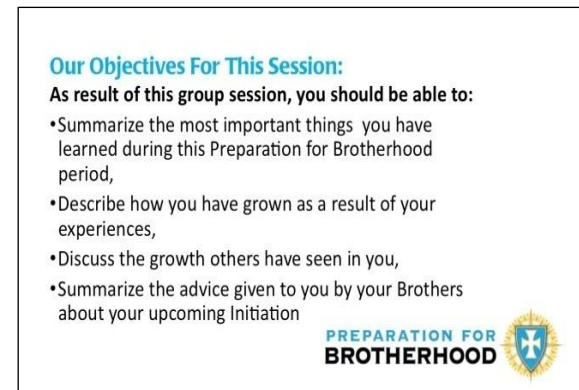
Time	Topic	C	V	HO	Other	Inst
3 min	Introduction		V			Magister
10 min	AAR		V			Magister
3 min	Session Objectives		V			Magister
5 min	Discuss what they learned about Fidelity and the Ritual thus far		V			Magister
30 min	Favorite Founder	Founder Charts	V			Magister
30 min	Growth	Jordan Standard Posters	V			Magister
30 min	Feedback from Peers		V			Magister
10 min	Advice from your Brothers					Magister
5 min	Literary Exercise		V			Magister
30 min	Candle Pass		V		Flameless or LED Candle	Magister
5 min	Next Steps/Logistics/Scheduling Before Initiation		V			Magister
5 min	Questions		V			Magister



V-1



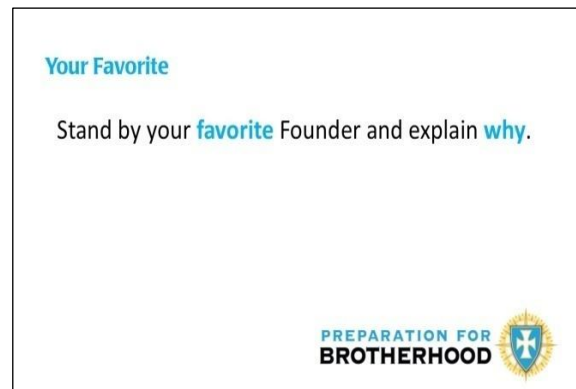
V-2



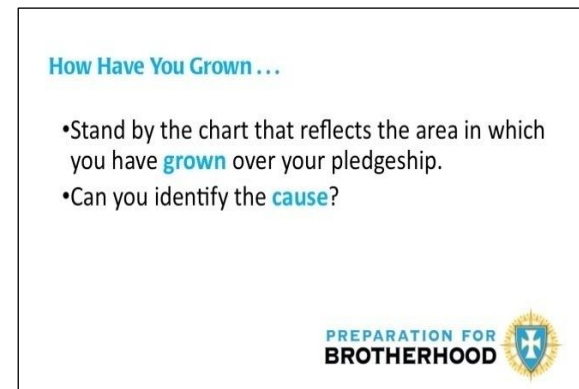
V-3



V-4



V-5



V-6



V-7



V-8

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction	<ul style="list-style-type: none"> Introduce the last Group Session of the P4B Program (V-1). 	V	Magister
10 min	AAR	<ul style="list-style-type: none"> Conduct an AAR to discuss the learning that has occurred since the last Group Session (V-2). 	V	Magister
3 min	Session Objectives	<ul style="list-style-type: none"> Review the session objectives for session 8 (V-3). 	V	Magister
5 min	Fidelity	<ul style="list-style-type: none"> Ask pledges to provide the definition of Fidelity (V-4). Ask why Sigma Chi places such a high value on fidelity. Ask if any pledge has a quote about fidelity they would like to share. 	V	Magister
30 min	Favorite Founder	<ul style="list-style-type: none"> Display the favorite founders visual (V-5) and ask each pledge to stand by the poster of their favorite Founder. Depending on the size of the group, ask each pledge, or ask each poster group to discuss why this particular founder is their favorite. Ask the pledge class who in the class reminds them of what Founder. 	V Founder Posters	Magister
30 min	How Have You Grown?	<ul style="list-style-type: none"> Using V-6, read the directions for the next activity. Ask participants to move to the Jordan Standard chart that demonstrates the area where they have grown most over their Preparation for Brotherhood period. Depending on the size of the group, ask each pledge to report his growth, or ask each group to discuss their reasons for standing by the chart they selected among their small group members. Ask them if they can identify the cause of their growth. 	V Jordan Standard Posters	Magister
30 min	Feedback	<ul style="list-style-type: none"> Ask the group, based on what they have heard, to provide feedback(V-7) to each pledge about the growth <i>they</i> have seen during the Preparation for Brotherhood Program. This can be done with the large group, or if your pledge group size is large, you may want to consider breaking the pledge group into smaller groups to provide small group feedback. Summarize by providing overarching feedback about the growth <i>you</i> have seen in the pledge group and in each of the pledges based on the notes you took in Course 2. Explain that, in Sigma Chi, continued growth such as this should be seen as a lifetime process and that each of us, as brothers, are responsible for encouraging/inspiring one another to achieve our fullest potential. 	V	Magister
10	Advice	<ul style="list-style-type: none"> Tee up the video embedded in V-8 by reminding them that they about to take an important step in their Sigma Chi experience: Initiation. Tell them that, in the spirit of encouragement/inspiration, we have recorded advice from a variety of brothers (some old, some young) about preparing for the experience that lies ahead. Launch the video. 	V	Magister

Literary Exercise - Born At Old Miami

I was born at Old Miami in 1855. Because I have offered inspiration to those who sought it, I have grown and matured. I am many things and many people. I am Sigma Chi-I am the White Cross.

I am 160,000 living souls-and the spirit of thousands of others who have lived and died.

I am Ben Runkle and Isaac M. Jordan. Out of principle, I threw a Deke pin on a table and walked out of a meeting. I am Bell, Caldwell, Lockwood, Scobey, and Daniel William Cooper. I am a room on the second floor of an Oxford, Ohio brick building.

I remember Shilo and Vicksburg and Atlanta, too.

I am the Constantine Chapter in a log cabin near Atlanta.



I am the Gamma slant and Joseph C. Nate and son John S. McMillin too.

I remember Flanders Field and Guadalcanal, too, for when freedom called, my brothers answered and stayed until it was over, over there. Some were left as heroic dead at the Marne, on the beachhead of Anzio, the bleak slopes of Korea and in the steaming jungles of Vietnam.

I am Daddy Ricks and Norman Brewer. I am John Graham and Chuck Thatcher.

I am the Blue and Gold, the Jordan Standard, the Order of Constantine, and, of course, the Leadership Training Workshop. I am the Sweetheart of Sigma Chi, the brown-eyed Sweethearts and pin-mates, too.



I am big. I sprawl from the Atlantic to the Pacific. My arms reach out to embrace Canada, Texas and California. I am more than 200 active chapters. You will find me at M.I.T., Ole Miss, Purdue, Roanoke, Toronto, Houston, Kentucky, and Florida State.

I am Bob Griesse, Merlin Olsen, Jim Palmer, and all the other Sig athletes. I am Steve Canyon. I am a pledge class worshipping together at a chapel on Sunday. I am a happy group of people at a Sweetheart Ball. I am *The Magazine of Sigma Chi* and the Ritual.

I am the roar of a crowd at an intramural game.

You can look at me and see the clasp of friendship, a scroll and seven stars. You can see Harry St. John Dixon and his badge of silver and gutta percha. You can see the candlelight of a midnight serenade and hear the strains of "A Sig I Am."



V-9

I am J. William Fulbright, Barry Goldwater, John Wayne, and all of you, too.

I am a deep sense of personal responsibility. I am a search for a way of life. I am a great moment in a young man's life.

Yes, I am Sigma Chi, and these are the things that I am. I was born out of principle and idealism. And, God willing, I will be based on principles and ideals for the rest of my days. May I always possess the integrity, courage, and strength to remain the greatest fraternity in the world. This is my wish, my goal, my prayer.

I am Sigma Chi. I am the White Cross.



V-10

The Tradition of the Candle Pass



Express anything in your heart that you feel is for the good of Sigma Chi.

PREPARATION FOR
BROTHERHOOD



V-11

What Comes Next . . .

- Have daily discussions with your Big Brother.
- Spend time in Application/Journal Reflection (Activity 4/Norman Shield Journal Section 8).
- Complete the Course Exam of this Course.
- Fully participate in the Ritual Bridge Activities.
- And then...**Anticipate your Initiation.**

PREPARATION FOR
BROTHERHOOD



V-12

Guidelines for What is to Come . . .

- Magister to add details

PREPARATION FOR
BROTHERHOOD



V-15

V-13

Questions?

PREPARATION FOR
BROTHERHOOD



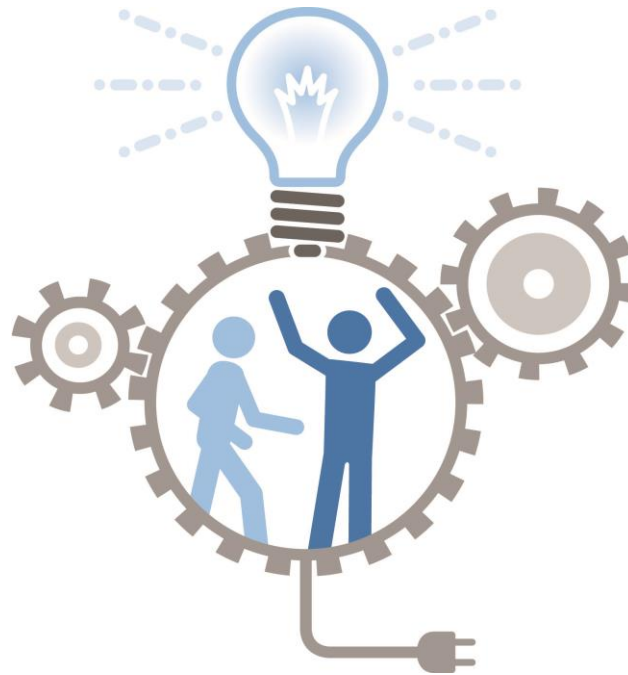
V-16

Time	Topic	Instructional Outline	Tools	Inst
5 min	Literary Exercise	<ul style="list-style-type: none"> • Introduce the literary exercise. Read, or ask a pledge to read the piece found in V-9, V-10, V-11,12. 	V	Magister
Dependent on Group Size	Candle Pass	<ul style="list-style-type: none"> • Introduce a Candle Pass (V-13). • Before beginning the Candle Pass, ask if anyone would like to read their favorite quote on Fidelity as they were asked to do in their journal. Once completed, begin the Candle Pass. As Magister, go last and wrap up any loose ends. 	V LED Candle	Magister
10 min	What Comes Next?	<ul style="list-style-type: none"> • Using V-14, remind them of the remaining activities in Course 8. • Instruct them about the period called Ritual Bridge (V-15) which is designed to close out their educational work for the Preparation for Brotherhood Program. • Provide details about the final steps in their journey before Initiation. 	V	Magister
5 min	Questions	<ul style="list-style-type: none"> • Where possible, answer any questions that might have. 	V	Magister


Experiential Activities

As the name suggests, experiential learning involves “learning from experience.” For some learners, the use of experiential activities, combined with effective reflection, are often the gateway to new ways of thinking and enhanced learning.

This section contains an assortment of experiential activities that have been developed by chapters across North America. The listing on the next page suggests the activities that have the most potential to enhance learning during each Course of the Preparation for Brotherhood Program. A detailed outline of instructions has been developed for each activity to assist Magisters in making the most of each experience.



The list on the following page represents the required Experiential Activities which will enhance each Course of the pledge experience. Detailed leader’s guides are provided to assist you in preparing for/conducting each activity.

Course 1-Getting Started	Course 5 – High Ambition (Select one) <ul style="list-style-type: none"> - The Jordan Trail (recommended) - Ascent - Lifelong Learning
Course 2 - Courage <ul style="list-style-type: none"> - Man in the Glass 	Course 6 – Self-Control <ul style="list-style-type: none"> - Seven Candles
Course 3 - Wisdom <ul style="list-style-type: none"> - RBCs 	Course 7 - Courtesy <ul style="list-style-type: none"> - Illumination
Course 4 – Integrity (Select one) <ul style="list-style-type: none"> - Strength in Numbers (recommended) - General Garcia - Unity 	 <p>Wednesday</p> <ul style="list-style-type: none"> - The Ritual Walk - Making ConnΣXtions <p>Thursday</p> <ul style="list-style-type: none"> - Constantine the Great - Final Candle Pass <p>Friday</p> <ul style="list-style-type: none"> - Commencement Dinner/Letter to the Chapter - Closing Magister Speech - The Ceremonies of Initiation <p>Saturday</p> <ul style="list-style-type: none"> - Initiation



Experiential Activity: Man in the Glass

Purpose:

The Man in the Glass helps our pledges understand that true character happens when no one is looking. It stresses the importance of personal responsibility and integrity.

Man in the Glass can be very powerful and reflective for the pledges, but it must be done correctly and without any arbitrary add-ons.

Duration: 2 hours

2 hours (depending on number of pledges)

Chapter Members Involved:

Big Brothers

Materials:

- Table
- Tablecloth
- Tea Candles (flameless)
- A Mirror
- 1 copy per pledge of *The Man in the Glass* (with three thought questions) Available in the Magister Workspace.

Advance Preparation:

- Arrange for 2 rooms: one as a waiting area for pledges, one as the room where the exercise will be conducted.
Note: For large pledge classes, two activity rooms could be set up to run simultaneously to save time.
- Ask the Big Brothers to be present at the activity for a follow-up conversation with their Little Brother.
- The room(s) where the exercise will be conducted should be prepared with a table covered with a tablecloth. Several tea candles should be burning. On the table, should also be a mirror that can either lay flat or stand upright.
One chair should be placed in front of the table.
- Magister(s) should be dressed in formal attire. The Magister(s) should instruct the pledges to be seated in the waiting area until further notice.
- The pledges should be seated as a group outside of the activity room.

- The Magister(s) should prepare a thought question for the pledges to journal about while they wait to be called into the activity.

Optional Approach:

Place a copy of *The Man in the Glass* on top of the table with a mirror standing upright. A brother from behind the sheet asks the pledge to read the poem aloud while the brother behind the sheet records his reading. It is then played back for the pledge while he views his reflection in the mirror.

- Copy of *The Man in the Glass* (download from the Magister Workspace)
- Recording Device

Optional Approach - Pledges as a Group:

In order to save time, you may wish to conduct this activity as a group. Select a big enough room in the chapter house or on campus. Have the lights turned off with several flameless tea candles lit in the center of the room. Make sure there is enough light so that each pledge will be able to see himself in a mirror. Bring in the pledges with their eyes closed. Arrange as many of the pledges around the perimeter of the room in a circle facing the center of the room with enough space between them so that they do not know there are others in the room. Have Big Brothers or designated brothers in front of each pledge. Ask them to hold a mirror no further than 12 inches from the face of the pledge so all he can see his reflection. Before the reading, have the Magister or designated brother ask the pledges to open their eyes. Allow 10 seconds for the pledge to adjust having a mirror in front of him.

Have the Magister or designated brother read “The Man in the Glass” poem slowly for impact and so that the pledges can absorb what they are hearing while looking at their reflection.

After the reading, ask the pledges to close their eyes and ask their Big Brothers to escort them out of the room. They can open their eyes once outside the room and engage in a follow-up conversation with their Big Brother. (See suggested discussion questions in the following outline.)

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> One active member should bring the pledges into the activity room one-by-one. Pledge should be directed to be seated in front of the cloaked table. In front of the pledge should be the mirror. After 30 seconds of silence, hand the mirror to the pledge and read <i>The Man in the Glass</i> poem to them as they watch themselves in the mirror. 	Mirror	Magister
5 min per pledge	Activity	<ul style="list-style-type: none"> Active Brother reads: <p style="text-align: center;"> The Man in the Glass by Peter Dale Wimbrow Sr. (1895-1954) </p> <p style="text-align: center;"> When you get what you want in your struggle for self And the world makes you king for a day Just go to the mirror and look at yourself And see what that man has to say. </p> <p style="text-align: center;"> For it isn't your father, or mother, or wife Whose judgment upon you must pass The fellow whose verdict counts most in your life Is the one staring back from the glass. </p> <p style="text-align: center;"> He's the fellow to please – never mind all the rest For he's with you, clear to the end And you've passed your most difficult, dangerous test If the <i>man in the glass</i> is your friend. </p> <p style="text-align: center;"> You may fool the whole world down the pathway of years And get pats on the back as you pass. But your final reward will be heartache and tears If you've cheated the <i>man in the glass</i>. </p> Additional dialogue is not necessary for this activity. The brother only needs to recite the reading. The activity is not meant to degrade the pledge in any way or inspire negative emotion. It is meant to be an inspirational activity in which a pledge reflects on the decisions he has made in his life thus far to assess whether they are values-based decisions. 	Mirror Man in the Glass Poem	Active Brother

Time	Topic	Instructional Outline	Tools	Inst
20 min	Follow-up	<ul style="list-style-type: none"> When the reading is completed, the pledge's Big Brother should take their Little Brother to a quiet place for a 5-10 minute summary discussion. Here, the Big Brother will ask the following questions: <ol style="list-style-type: none"> 1. What is the most important message of this poem? 2. What did you learn about yourself? 3. What personal commitment(s) will you make? 4. As your Big Brother, how can I help you? After the discussion, the Big Brother should give the pledge a copy of the poem and the pledge can return home. 	Man in the Glass Poem	Big Brother



Experiential Activity: RBC Lecture

Purpose: The purpose of this activity is to help our pledges understand the power and the importance that we place on our Ritual. Our Ritual sets the Sigma Chi Fraternity apart from other organizations that focus solely on social (country club) or brotherhood (the local Elks Lodge).

Duration:

60 min

Chapter Members Involved:

- Magister
- Seasoned Alumnus or Chapter Advisor

Materials:

- Flipchart or Blackboard
- Table
- Props
 - Ritual Book or Candle
 - A Sigma Chi Badge
 - A Soda Can

Advance Preparation:

1. Invite an alumnus to deliver the presentation if possible.
2. Set up the room.
3. Gather the materials/props listed. Set the props out on a table in the front of the room.
4. Record the following words on a flipchart or blackboard: Ritual, Brotherhood, and Club.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction	<ul style="list-style-type: none"> The Magister introduces the guest speaker (if applicable). 		Magister
30 min	Lecture	<ul style="list-style-type: none"> Paraphrase: <i>What might be called the RBCs of Sigma Chi are RITUAL, BROTHERHOOD, and CLUB.</i> <i>To the best of my knowledge, they have no mystic or ritualistic significance, but, to say the least, they are the very cornerstone of Sigma Chi. They are guideposts— understand them, and they will teach you.</i> <i>Think about them for a moment, and I shall try to explain something of what I mean. Taken separately, these three terms have meaning to almost anyone. Ask a man what a ritual is, and a mental picture of something will form in his mind. Ask a dozen people, and you may get a dozen images—but each will have meaning for the person you ask.</i> <i>Now take the three of them together—Ritual, Brotherhood, Club—and you come up with something entirely different. Find this individual of yours again and ask him: What is something that is a Ritual, a Brotherhood, and a Club? His mental image, this time, would not form so fast.</i> <i>Think for just a second. Take those three terms and analyze them separately in terms of their everyday usage. (Demonstrate with props.)</i> <i>The Ritual implies a religious and/or idealistic purpose. (Black book or candle)</i> <i>The Brotherhood gives a picture of people living together in harmony—this is the human element. (A Sigma Chi badge)</i> <i>And when you speak of Club, one thinks of a more or less social purpose possibly involving campus, community, or philanthropic events. (Soda can)</i> <i>Taken together again, what have you now?</i> <i>(Demonstrate using props) You have a Ritual, in this case, constructed upon ideals, a Brotherhood composed of people living together in harmony, a Club which is itself a social purpose—Sigma Chi.</i> 	Flipchart or Blackboard Table Ritual Book or Candle A Sigma Chi Badge A Soda Can	Magister or Alumnus

Time	Topic	Instructional Outline	Tools	Inst
30 min	Lecture (Cont.)	<p><i>Sigma Chi is an “organization” ... “constructed upon ideals.” It is “composed of people living together in harmony.”</i></p> <p><i>Can members of an organization live together in harmony if their organization has no ideals—no common purpose besides partying or events together?</i></p> <ul style="list-style-type: none"> • Discuss why or why not? • Continue Paraphrase: <i>Consider the definition of brotherhood, true brotherhood, as men dedicated to a common ideal.</i> <p><i>Our Initiation means ideal. It is more than a ceremony that simply reveals our Ritual. In other words, because of the idealistic purpose of the organization, our members—our brothers—live together in harmony.</i></p> <p><i>Earlier I pointed out that the members living together in harmony was in itself a social purpose. Perhaps this is the highest social purpose any organization can have.</i></p> <p><i>Now, let’s look at the RBCs themselves.</i></p> <p>(Arrange props.) <i>The Ritual makes possible the Brotherhood, which in turn makes possible the Club, or social purpose. So you can see, our RBCs are more than a mere listing of three elements. They are listed in a definite order, and this arrangement has distinct and important meaning,</i></p> <p><i>The ideals or Ritual must come before the Brotherhood, and the Brotherhood must come before the purely social aspect.</i></p>	<p>Flipchart or Blackboard</p> <p>Table</p> <p>Ritual Book or Candle</p> <p>A Sigma Chi Badge</p> <p>A Soda Can</p>	Magister or Alumnus

Time	Topic	Instructional Outline	Tools	Inst
30 min	Lecture (Cont.)	<p>(Now arrange props in reverse order with Club first.) <i>Arrange these three in the reverse order and what do you have? ... Something vaguely resembling a country club If this is what you want, then Sigma Chi is not for you. If the social purpose is put first, then what need do you have you for ideals or brotherhood?</i></p> <p>(Rearrange props again) <i>Try to put the Brotherhood first, and again it wouldn't work. Upon what would the Brotherhood be based? Nothing.</i> <i>(Rearrange in proper order) The Ritual has to come first!</i> <i>Look at the three from still another angle:</i></p> <p>(Write A through G alphabet letters on a blackboard or a flipchart.) <i>If you were to remove just a few letters from the English language, you would soon find communication virtually impossible. In fact, you would no longer really have the English language at all.</i></p> <p>(Erase or cross out every other letter.) <i>So it is with Sigma Chi. Remove one element, and you change the true meaning of our Fraternity.</i></p> <p><i>Remove the Ritual, and you would have only a Club without purpose.</i></p> <p><i>Without true Brotherhood—there would be nothing to hold it together.</i> <i>Remove the Brotherhood, and all else would become unworkable. It would be impossible for us to strive for the attainment of our ideals without working and living together in harmony.</i></p> <p><i>Remove the Club, and you would have a narrow organization capable of movement in only one direction—without the social aspect, there would be little real expression left for the ideals and the Brotherhood.</i></p> <p><i>Now the picture of Sigma Chi is more complete. These three components are ranked in definite order of importance. None is so unimportant that it can be excluded without disastrous results.</i></p>	<p>Flipchart or Blackboard</p> <p>Table</p> <p>Ritual Book or Candle</p> <p>A Sigma Chi Badge</p> <p>A Soda Can</p>	Magister or Alumnus

Time	Topic	Instructional Outline	Tools	Inst
30 min	Lecture (Cont.)	<p><i>Yet, something is still missing. Thus far, I have spoken of the organization—what about the individuals in it? What might these RBCs tell you about each individual Sigma Chi?</i></p> <ul style="list-style-type: none"> Ask for input. For example, they might say well-rounded" or “mature.” <p><i>He would apply himself seriously to situations at times and could apply levity at others.</i></p> <p><i>For instance— chapter meetings are for conducting the business of the organization, not opportunities to be frivolous.</i></p> <p><i>On the other hand, parties are just the opposite. Brothers need to have the mature judgment to discern the proper time for the Ritual and the proper time for the Club.</i></p> <p><i>I said before that the RBCs were a picture of Sigma Chi, but let me emphasize that they are only a partial picture. They are not the ultimate answer to anything, but they are a reliable guide to the values we have been discussing throughout your Preparation for Brotherhood Program and their practical, everyday application.</i></p> <ul style="list-style-type: none"> Demonstrate on blackboard or flipchart: <i>Ritual= (I)deals</i> <i>Brotherhood= (H)armony</i> <i>Club = (S)ocial</i> <i>So we have Ritual equivalent to ideals;</i> <i>Brotherhood equivalent to Harmony; and Club the equivalent of Social.</i> Erase all but the letters I, H, S, of the words Ideals, Harmony, Social. <i>These are three important letters in Sigma Chi as they are the first letters of the first three words of “In Hoc Signo Vinces.”</i> <p><i>Use the Ritual, the Brotherhood, and the Club—in that order—and they will serve you well.</i></p>	<p>Flipchart or Blackboard</p> <p>Table</p> <p>Ritual Book or Candle</p> <p>A Sigma Chi Badge</p> <p>A Soda Can</p>	Magister or Alumnus

Time	Topic	Instructional Outline	Tools	Inst
20 min	Conclusion	<ul style="list-style-type: none"> • Lead a discussion using the following questions: <ul style="list-style-type: none"> – What are your thoughts about how this campus and college community views the RBCs? What do they put emphasis on? What do they believe we (Sigma Chi) put emphasis on? – What was it that drew you to Sigma Chi . . . the R, the B, or the C? – Did anything surprise you once you became a pledge of Sigma Chi? – How does the value of Wisdom apply to RBC? – How does it fit with the vision and mission of the Fraternity? – How does My Badge apply? – How does this apply to what you have seen and heard at your chapter? 		Magister or Alumnus



Experiential Activity: Strength in Numbers

Purpose:

Strength in Numbers is an activity that stresses the importance of accountability and values-based conduct. The actions of one person will often reflect on the chapter, and on the General Fraternity. It is important to stress that the decisions of our pledge members will affect not only them, but every member of the chapter. At the time when a chapter receives its charter, the member's motives are pure and honest.

Note: This activity is not meant to inspire negative emotion. Rather, it should emphasize that each brother needs to play his part in advancing Sigma Chi/preserving the chapter.

Duration:

50 minutes

Chapter Members Involved:

10-20

Materials:

- 12-15 Tea Candles (flameless)
- Black Bed Sheets
- Table
- Tablecloth

Advance Preparation:

1. A room should be prepared with a table, covered with a black table cloth, 12-13 LED tea candles on the table, or, the brothers can stand behind the pledge class out of sight.
2. Behind the table, a sheet should be suspended from the ceiling, with the brothers hidden behind the sheet.
3. Each brother should memorize his designated chapter and the year of suspension and the new chapter and year of installation (or re-installation).
4. Just before pledges enter the room, candles should be lit.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> The pledges should be brought into the room, either in small groups or as an entire pledge class. The candles should all be lit when the pledges enter. 	Candles	Magister and other Brothers
10 min	Activity	<ul style="list-style-type: none"> When they are all situated, the first brother will emerge from behind the sheet, dressed in formal attire. He will recite his line, which will be one of the line items below: <i>“Date, Chapter Name, University Name, Location. Another one lost.”</i> After his line, he should extinguish one candle and either return to the other side of the sheet or step aside. <ul style="list-style-type: none"> May 17, 1999: Beta Mu Chapter, University of Colorado – Boulder August 25, 2000: Eta Nu Chapter, Northern Illinois University December 7, 2004: Theta Lambda Chapter, University of San Diego October 31, 2006: Alpha Alpha Chapter, Hobart June 11, 2008: Zeta Chi Chapter, University of Nevada – Las Vegas January 16, 2012: Theta Iota, St. Louis University February 14, 2012: Kappa Epsilon, University of Delaware April 5, 2012: Alpha, Miami University May 16, 2013: San Diego State University Dec. 11, 2015: Gamma Iota, Louisiana State University This process repeats until every candle is extinguished. Additional dialogue is not necessary for this activity. The brothers only need to recite their given part. 	Candles	Magister and other Brothers

Time	Topic	Instructional Outline	Tools	Inst
10 min	Conclusion	<ul style="list-style-type: none"> When all candles have been extinguished, the Magister will give the following speech. Magister: <i>Gentlemen, these extinguished lights represent chapters of Sigma Chi who have lost their charter. In many of these cases, the future of the chapter was cut short because of the actions of its individual members.</i> <i>As members of Sigma Chi, our actions reflect upon our brothers, and on our chapter as a whole. We are expected to act in a way that brings credit upon Sigma Chi. The actions of a few can influence many.</i> <i>If different individual decisions had been made, would we still have chapters at these schools?</i> <i>As a pledge, and ultimately as a brother in Sigma Chi, you must be mindful of your actions, not only as a reflection of your personal character, but as a reflection of the Fraternity into which you are entering.</i> <i>The perpetual light which our chapter adds to Sigma Chi will continue only as long as our motives are pure and honest. Just as our bonds of fellowship are reciprocal, so are our responsibilities to uphold the standards of our organization. This is our responsibility, and if you hope to be a Sigma Chi that lives our values, it will be your responsibility as well.</i> – The first light should be re-lit with the brother announcing the new charter and the process repeats until every candle is reignited. – Dec. 3, 2011: Delta Sigma Chapter, University of Rhode Island – April 28, 2012: Lambda Xi Chapter, Boise State University – April 27, 2013: Lambda Sigma Chapter, University of New Hampshire. – Dec. 6, 2014: Nu Chapter, Cumberland University – Nov. 7, 2015: Mu Beta Chapter, Cal. State-San Marcos 	Candles	Magister and Other Brothers

Time	Topic	Instructional Outline	Tools	Inst
10 min	Conclusion (Cont.)	<ul style="list-style-type: none"> – Nov. 21, 2015: Theta Alpha Chapter, Clarion University. – March 19, 2016: Delta Pi Chapter, Ohio University – April 9, 2016: Alpha Alpha Chapter, Hobart College – July 29, 2016: Delta Kappa Chapter, Bowling Green State University. – (Your chapter founding date, chapter name and university name) <ul style="list-style-type: none"> • The Magister should end with the following speech: <i>Just as the candles were extinguished earlier in the activity, it's important to realize that our chapter, our brotherhood, is built on values – the core values that led our Founders to this Fraternity's birth in a little upstairs room in Oxford, Ohio.</i> <i>Ignorance of our values could lead to a slim string of smoke resonating from a smoldering candle. But here at [Enter your chapter name/university] our flame still burns bright because we exhibit courage, wisdom, integrity, high ambition, self-control, courtesy and fidelity. As long as these values remain the foundation of our chapter, our flame burns bright.</i> <i>Our candle now passes to your collective hands as the future of our chapter. Please maintain the luster of our light.</i> 	Candles	Magister and Other Brothers
30 min	Follow-up	<ul style="list-style-type: none"> • Lead a follow-up discussion. Our own personal actions, as well, as the entire chapter's actions, are examined continuously by others. How would you respond to these questions? <ul style="list-style-type: none"> - How do our actions reflect our recruitment efforts? - How do our actions in class, intramural sports, during campus events effect other's opinion of us? - What does "The world expects more of you than it does other men" mean? - How does a Sigma Chi meet these expectations? - What can you do to perpetuate our chapter? 		Magister



Experiential Activity: General Garcia (or an alternative, Colonel Bouchard)

Purpose:

A Sigma Chi chapter needs unity to keep the chapter's brotherhood strong, but it is important for every member to understand that, sometimes in life each member is going to have to act alone, on his own laurels. A great Sigma Chi quote used on many-a-recruitment shirt reads, "Sigma Chi: Where a man is not afraid to walk alone, then again, seldom has to." The ability for Sigma Chis to be able to think and act on their own judgment by making values-based decisions is what separates our Fraternity from others. General Garcia (or Colonel Bouchard) is an experiential activity that encourages our members to take the initiative to succeed.

Duration:

The activity should last 20 minutes. The ensuing candle pass length is determined by the size of pledge class.

Chapter Members Involved:

5-7 members

(The number of brothers really depends on how many active brothers a Magister wants serving as "extras" to the speaker, President William McKinley and his three officers. All brothers who are participating need to be dressed in military-style clothing, camouflage or uniforms, except for the brother portraying President McKinley. He should be wearing a nice suit and tie. The speaker, who takes the role of Colonel Robert Wagner, must be a seasoned veteran at public speaking because this activity is most effective when the script has been memorized.)

Materials:

- Script (Although preferred to memorize) (Available in the Magister Workspace)
- Army Uniforms
- LED Candles

(The same applies for Colonel Bouchard-the Commanding Officers and the three soldiers. See Magister's Workspace for script.)

Advance Preparation:

1. Prepare a room draped in black sheets.
2. There should be a table set in front of a seating arrangement for all the pledges.
3. On the table are several LED candles lit to provide a dimly-lit atmosphere.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
3min	Introduction	<ul style="list-style-type: none"> The Magister should lead the pledges into a large room, where they will be seated. The room must be silent with only the candles flickering in the room. The Magister should explain to the pledges that what they are about to witness should be taken to heart. This is an activity that is aimed at each pledge understanding what personal responsibility means. He should ask them to reflect on these concepts in their Journal. The Magister then leaves the room, allowing the pledges to take 5 minutes to ponder personal responsibility and jot some thoughts down in their Journal. The speaker, who is comfortable and charismatic in his speech, should wait 5 minutes to enter. If “extras” are involved they should enter the room first and stand in the back of the room in a uniform parallel line. Then, the speaker should enter in a slow, deliberate fashion. Pacing back and forth in front of the pledges, he should then stop in the middle of the space allotted him and give the following speech. 	Uniforms LED Candles	5 Brothers
10 min	Activity	<ul style="list-style-type: none"> Speaker: In 1895, the small island nation of Cuba was struggling to be freed from Spanish rule. The Spanish solders who inhabited the island brutalized and oppressed the citizens. By 1897, the situation had deteriorated to nothing more than the Spanish soldiers and the citizens of Cuba fighting and rioting in the streets of Havana. In an effort to show the Spanish the strong military hold the United States had on Cuba, President William McKinley dispatched the battleship USS Maine to Havana. Three weeks later, a loud explosion was heard in the Havana harbor, and the USS Maine sank to the bottom of the ocean. President McKinley, deeply alarmed over the situation, called on the assistance of the Head of the Bureau of Military Intelligence, Colonel Robert Wagner. The president asked Colonel Wagner if he had anyone who could get a message to General Calixto Garcia. General Garcia was the leader of the rebel troops fighting against the Spanish soldiers. Not much was known about him, and his location was unclear. The only thing the President knew was that he was somewhere in the Eastern Mountain Region of Cuba. 		5 Brothers

Time	Topic	Instructional Outline	Tools	Inst
10 min	Activity (Cont.)	<p>When asked if he had any men prepared for the task of finding Garcia, Colonel Wagner replied,</p> <p><i>Colonel Wagner: "I have three men, my three best officers. If anyone can get a message to General Garcia, it is one of these three men."</i></p> <p>The three officers were brought in one by one to meet with President McKinley and Colonel Wagner. As the first soldier stood before them, McKinley said,</p> <p><i>President McKinley: "This is your task and your task alone – you must think and act for yourself, no one can do this for you. Can you get a message to General Garcia?"</i></p> <p>The Officer replied,</p> <p><i>First Officer: "Mr. President – just tell me where he is, and I will get your message to him."</i></p> <p><i>Colonel Wagner: You are DISMISSED!</i></p> <p>The second officer was then brought before President McKinley and Colonel Wagner. McKinley said again ...</p> <p><i>McKinley: "This is your task and your task alone. No one can do this for you. Can you get a message to General Garcia?"</i></p> <p>The second officer replied,</p> <p><i>Second Officer: "Sir, just tell me how to get there, and I will find him."</i></p> <p><i>Colonel Wagner: You too are DISMISSED!</i></p> <p>The third and final officer was then brought before President McKinley and Colonel Wagner. Once again, McKinley said,</p> <p><i>McKinley: "This is your task and your task alone. You must think and act for yourself. Are you prepared for your task?"</i></p>		5 Brothers

Time	Topic	Instructional Outline	Tools	Inst
10 min	Activity (Cont.)	<p>The third officer, known as Lieutenant Colonel Andrew Summers Rowan, replied:</p> <p><i>Colonel Rowan: I AM READY!</i></p> <p>At this point, the third officer known as Rowan sprints out of the room and the speaker distinguishes the candles.</p>		5 brothers
Deter- mined by number of Pledges	Conclusion	<ul style="list-style-type: none"> Conduct a Candle Pass. It is important that the Magister speaks first in the candle pass following this activity. In his speech before the candle pass, he should speak on the topics of personal responsibility and taking accountability for your actions, always. <p>For example:</p> <p><i>President McKinley and Colonel Wagner were looking for a leader who was going to find General Garcia any way he could – and, without any guidance... someone who was going to forge his own journey to the General.</i></p> <p><i>Sometimes, help is great and welcomed, but sometimes in life, help is absent and we must create our own path to achieve our goals.</i></p> <p><i>As young adults preparing for the Sigma Chi Journey, we need to make values-based decisions on our own, in the absence of assistance from others.</i></p> <ul style="list-style-type: none"> Before the pledges' candle pass begins, the Magister should present some topic questions for the pledges as talking points during their turn to speak. For example: <ul style="list-style-type: none"> When in your life have you had to make an important decision solely on your own? What would you do differently in that situation now that you have gone through that experience? Why do you think Sigma Chi emphasizes the concept of "personal responsibility" so passionately? If you were President McKinley in this situation, what would be your expectations of the soldiers who you were sending out to find General Garcia? 	LED Candle	Magister



Experiential Activity: Unity

Purpose:

Sigma Chi was founded because the organizations of the time did not fully understand the meaning of "brotherhood" or the concept of "unity." Our Founders believed that our Fraternity must possess a diversity of philosophies, skills, and members in order to gain strength.

Unfortunately, most of today's organizations believe in a completely contrary philosophy. It is not hard to find a fraternity on campus, a business division in our town, or a military group in our nation that believes that strength comes from identical actions, processes, dress, and convictions.

Over the years, many of our members have adopted these concepts of unity from the entities around them. A chapter that once supported "different temperaments, talents, and convictions" eventually requires its pledges to dress alike, act alike, share similar philosophies, or possess the same traits. In essence, we intentionally turn ourselves from a Sigma Chi chapter into an ordinary group of men, just like all the other organizations around us.

This activity is designed to promote *chapter unity*, not *pledge class unity*.

Duration:

75 min

Chapter Members Involved:

5-10

Materials:

- White Sheets
- 5 Flameless Candles
- 5 Tables
- Unity Signs/Scripts (Found in Magister Workspace)

Advance Preparation:

1. Arrange for 5 rooms each sheeted in white linens and two rooms to serve as waiting areas.
2. Arrange for 10 brothers to participate and request that they be wearing suits.
3. Set up each room with a table, sheet, a candle and a Unity Letter Sign. Each room represents a different letter of the word Unity (e.g. U, N, I, T, and Y).
4. Position 2 brothers in each room. Provide them with the script for their assigned room (download from Magister Workspace). Establish/Explain the time limits to them for each pledge group entering the room. This will be dependent on the number of pledges participating in the activity.

Variation

Depending on the size of the class, you may have the pledges go in groups. The size of the group should be manageable so that each pledge can hear the speaker at each station. The activity can also be done outside on a park trail like the Jordan Trail, or, in classrooms or at the chapter house.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> Gather pledges in a central location for the Magister to introduce the activity to the pledge class. Prepare two rooms for the pledges – the first for a waiting area to be called into the activity and a second for debriefing after the activity has taken place. The Magister should always prepare a pre-session and post-session journaling question for pledges to work on while they wait. The pre-session journal question might be “When in your life have you felt true unity or a sense of brotherhood. Describe that experience in your journal.” The post-session journal question should be “What new insights did you gain about the term UNITY tonight?” <i>As an introduction, the Magister should say this or something similar:</i> <i>“In past weeks, you have participated in lessons about personal responsibility. You’ve taken a hard look in the mirror at yourself and hopefully learned some personal accountability in the process. Tonight is about building our brotherhood – but not about building brotherhood with just your pledge class . . . it’s about building brotherhood within the entire chapter.</i> <p><i>The Preparation for Brotherhood process was not designed to make you a good pledge – the point is to prepare you to become a strong brother, thus making our chapter stronger. Tonight we focus on unity, but perhaps in a different light than you have ever known it.</i></p> <p><i>Listen to what our brothers present to you at each station and reflect on what you’ve heard so that you are able to journal about your reactions following the activity. You may now begin your search for UNITY.”</i></p>		Magister
Dependent on number of pledges	Activity	<ul style="list-style-type: none"> Magister sends pledges 1 or 2 at a time into each room to listen to the reading. Brothers should read the specific script for their room and then ask the suggested discussion questions provided to provoke more thought and self-reflection. Encourage brothers to limit the time spent with each pledge to no more than 10 min. (Magister should establish the time limits.) 	<p>Scripts</p> <p>Tables</p> <p>Candles</p>	Brothers

Time	Topic	Instructional Outline	Tools	Inst
5 min	Conclusion	<ul style="list-style-type: none"> When all pledges have finished the activity, the Magister should begin a discussion about the activity the pledges just experienced. The Magister should open the discussion of the activity by saying the following or something similar: <i>I hope it is your understanding that the Sigma Chi Fraternity and our chapter puts our trust in you to not only build the bonds of brotherhood with your fellow pledges, but with our entire chapter as well. We accept you for the man you are and the man you are working to become – not because you are exactly like the rest of us or because you fit our mold. We want to help you become better men, better leaders, and maybe someday, better bosses, better husbands and better fathers. Remember that this bond is reciprocal. You carry the name and reputation of the Sigma Chi Fraternity.</i> <ul style="list-style-type: none"> <i>How will you honor that?</i> <i>What will you do with our trust and the trust of our Founders?</i> <i>How does this activity connect with the Sigma Chi Creed or you're your own creed?</i> <i>How has this reflected the ConnΣXtions conversations with your chapter brothers?</i> <i>How will you unlock your potential as a leader and as a Sigma Chi?</i> Either close with a candle pass on the above final thought questions or allow the pledges to discuss their reactions to the activity in an open forum. When the discussion closes, the Magister can send the pledges home. 		Magister



Experiential Activity: Jordan Trail

Purpose:

The purpose of this activity is for each pledge to provide an evaluation of what each tenet of *The Jordan Standard* means to them.

Duration:

Determined by length of trail selected.

Chapter Members Involved:

14 to 21

Materials:

- Battery Operated Candles (7-14 depending on the number of brothers participating)
- Flashlights
- List of quotes (available on the Magister Workspace)

Advance Preparation:

1. Print up the Jordan Trail Quotes document (found in the Magister Workspace). Make 1 copy for each pledge, and cut into strips (1 quote per strip).
2. Find a suitable location (e.g. hiking trails are great, especially ones that go in a circle). Determine the location of each of seven stations.
3. Place 2-3 active brothers at each station, seven stations total.
4. Make sure brothers understand their station responsibilities.
5. Each station will need candles (1 per brother), and the strips with the quote for that station.
6. Remind pledges to bring their Norman Shield to the activity.
7. Bring the pledges to the beginning point of the trail as a group.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> The pledges should be guided by the Magister from their meeting place to the beginning point of the trail as a group. The atmosphere surrounding this event should be quiet and serious. Give an introduction/explanation of the purpose of this activity. Explain that this is not an exam, but an opportunity for the pledges (and actives) to <i>think</i> about <i>The Jordan Standard</i>. This trail is symbolic of the path of their life and the standards they must live up to as a member of Sigma Chi. Explain the process of the activity. Ask them to proceed down the trail in silence, thinking about <i>The Jordan Standard</i> as they proceed. Send them onto the trail, one at a time, making sure to leave enough space between them to encourage individual reflection. Ask pledges to wait at the end of the trail until all pledges finish. While they wait, have them quietly write in their Norman Shield Journals. They can write about each quote, what it means, what it makes them think about, and how they now view the tenets individually and collectively. 	Battery Operated Candles Flashlights List of quotes	Magister
Depends on length of trail	The Trail	<ul style="list-style-type: none"> When a pledge approaches active brothers at each station, the exchange of words should be minimal. For example: <ul style="list-style-type: none"> Active brother states <i>Jordan Standard</i> tenet and reads quote to the pledge, Pledge listens to quote, Active brother hands the quote to the pledge and tells them to “proceed to the next station.” Pledge takes quote and moves along. (All scripts are available in the Magister Workspace.) 	Battery Operated Candles Flashlights List of quotes	Magister Active Brothers

Time	Topic	Instructional Outline	Tools	Inst
10 min	Conclusion (Cont.)	<ul style="list-style-type: none"> When all pledges have completed the trail, lead a discussion of the experience in their meeting room. Use the following discussion questions: <ul style="list-style-type: none"> Look at the William James quote. Are you living your lives as the real you? Why or why not? How have each of you challenged yourselves in the past year, as Thoreau did, to learn more about life? What have you done this year, as Robert Burton suggests, to develop yourself? Describe what you are purposefully doing these days to present your most cordial self to the world? What contemporary challenges do we face that make it difficult to be cordial? What did John Kennedy mean when he said courage is the basis of all human morality? How can the final two stations (High Sense of Honor/Deep Sense of Personal Responsibility) be tied together? Why do you think we link these two tenets together in <i>The Jordan Standard</i>? Following the completion of the discussion, the Magister should instruct the pledges to return home. 	Norman Shields Journals	Magister



Experiential Activity: Ascent

Purpose:

This activity is intended to emphasize that the true purpose of the Preparation for Brotherhood program is not about the memorization of the materials in *The Norman Shield*. The questions in this activity are intended to invoke deeper thought on issues immediately relevant to brotherhood in Sigma Chi. The metaphor of “ascending” is emblematic of the advance in knowledge and the enlightenment throughout the pledge process, and more importantly, throughout our lives as Sigma Chis.

This activity is very effective when used to emphasize values-based learning within the Preparation for Brotherhood program. It makes sense to utilize the event to emphasize to the pledges that they have grown through the Preparation for Brotherhood process. Even more importantly, they should leave the activity with the thought that their growth has only begun.

THIS IS NOT A LINEUP.

While learning Sigma Chi's rich tradition and history is imperative to a pledge's development, it is important for all members to realize that education on our history is only half of the education our pledges receive. The other half is the development of their character and intense reflection on and clarification of their personal values which is designed to make them better leaders.

Duration:

The activity should last 25 minutes. The ensuing candle pass length is determined by the size of the pledge class.

Chapter Members Involved:

Big Brothers
Consul

Materials:

- One LED Candle for each brother
- The Ascent Discussion Question Handout for each participating brother and each pledge (Download from Magister Workspace)

Advance Preparation:

1. Select an appropriate location. This activity should be conducted on a staircase. (See variations below.)
2. Invite all Big Brothers to this activity.
3. Brothers participating should be positioned on the staircase spaced out several stairs apart to allow for comfortable discussion space. Each should have one flameless candle.
4. Provide each brother participating with one or two discussion questions (depending on the number of brothers involved) from the listing found in the Magister Workspace. Direct them to use only those questions assigned to them.

Variation:

Depending on the size of the class, you may need to find a building on campus that has multiple staircases on multiple floors. This variation will require several more chapter members to conduct the activity. The activity can also be done outside on the side of a hill or some other inclined slope where you can conduct multiple stations.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> This activity is executed one pledge at a time, beginning at the bottom of the staircase. When the pledges have assembled and are seated in their meeting room, the Magister, dressed in formal attire, enters the room and walks to the front. The Magister should deliver the following message or something similar: <p><i>Leading up to and during your pledgship in Sigma Chi, you have been faced with many questions.</i></p> <p><i>When you arrived on campus it was, 'Do I want to go Greek?'</i></p> <p><i>During recruitment, it was 'Which fraternity do I want to join?'</i></p> <p><i>On your pledge exams, it is 'What are the full names of our Seven Founders?'</i></p> <p><i>Tonight is no different. Yet the questions you will be faced with tonight have different outcomes in mind. These questions are meant to stimulate personal reflection of your values as related to the Sigma Chi Fraternity. There are no right or wrong answers in theory, but to you, who are going through the Sigma Chi journey, you are the only one who truly knows if you are answering these questions with integrity and with good intentions.</i></p> <p><i>Tonight is not a quiz or an exam. There will be no grades. Tonight is a chance for you to appreciate your journey in this Fraternity, and for us to learn about who you are and your experience thus far in your Preparation for Brotherhood.</i></p> <p><i>If at any time you feel like your question is unjust, please move to the next station.</i></p> Following the completion of the Magister speech, he should leave the pledges with two questions to journal about while they wait to be called: <ul style="list-style-type: none"> What is the hardest question you have ever had to answer in your life, and why was that question so difficult? 	<p>Candles</p> <p>Discussion Questions</p>	Magister

Time	Topic	Instructional Outline	Tools	Inst
Determined by number of pledges in Group	Activity	<ul style="list-style-type: none"> When the pledge gets to each brother, that brother will ask the questions assigned. This is not intended to be a quiz, but rather a dialogue. A brief discussion will ensue, centering on the theme of the discussion question. When the pledge finishes his dialogue with the brother, he will ask the pledge to advance to the next brother up the staircase. Remember . . . this event is not a lineup. The answers to the questions should all be subjective. There are no wrong answers for this activity. The meaning and relevance of this activity will be lost if pledges are demeaned, lectured, or quizzed unnecessarily. “Ascent” should never be used as a way to measure a pledge’s ability to memorize material. The last stair station should be manned by the Consul/Magister. They should say: <i>(Pledge Name), these topics are intended to reach beyond the basic facts regarding the founding of Sigma Chi. You have dedicated a lot of your time to learning and internalizing the facts contained in Sigma Chi U and The Norman Shield, but brotherhood in Sigma Chi reaches beyond that. Think about the topics addressed tonight, because they will correlate directly to the rest of your life in Sigma Chi.</i> 		Brothers Magister
15 min	Conclusion	<ul style="list-style-type: none"> Following the pledge’s completion of the activity, their Big Brother should be available to speak briefly with them at a quiet place inside or just outside the chapter house or activity area. The Big Brother should ask the following questions as a debrief conversation: <ul style="list-style-type: none"> – What are your thoughts on the questions asked of you in the activity? – Were any of them difficult to answer? Why or why not? – Before the activity, you were asked about the toughest question you’ve ever had to answer in your life. What question was that for you? – Did you learn anything about yourself tonight? – How did tonight affect your journey of understanding about Sigma Chi? – What can I do to help better prepare you for becoming a Sigma Chi brother based on what you learned tonight? 	Discussion Questions	Participating Brothers

Time	Topic	Instructional Outline	Tools	Inst
		<ul style="list-style-type: none"> • Provide each pledge with a copy of all of the discussion topics presented to them. They should be encouraged to write about these topics privately in their journal. By writing about these topics, they will be emotionally invested in their own thoughts pertaining to these topics, which increases the effectiveness of the activity. • Following the completion of the pledge's discussion with his Big Brother, he can be sent home. 	Discussion Questions	Magister



Experiential Activity: Lifelong Learning

Purpose:

Learning within Sigma Chi does not end when a brother leaves college. Rather, it extends across a brother's entire membership, both undergraduate and alumni. This activity helps provide pledges with insight into the need for *learning* to be a constant element of their life. Through this activity, utilize the example of an alumnus brother to reinforce principles of learning.

Duration:

10 minutes per pledge; total duration depends on the size of the pledge class. This activity should take place one pledge at a time. If it is a large pledge class, it is recommended to run this activity through multiple rooms at once.

Chapter Members Involved:

- Magister
- Scholarship Chairman
- One Brother to Guide Pledges
- Alumnus Brother (Alumni presence is mandatory for this activity. They will need to have access to a copy of their undergraduate diploma. Their degree should be treated carefully and with respect to ensure it is not damaged.)

Materials:

- 3 to 9 Bed Sheets
- Tables
- LED Candles
- An undergraduate Degree (optional a Master's Degree or Professional Certification)
Life Long Learning Scripts (download from the Magister Workspace)

Advance Preparation:

1. This activity should be serious in nature and requires alumni support. Work to secure appropriate alumni in advance of the activity.
2. Rooms should be set with three sheets around a table, the area behind the new member will be open.
3. Electronic candles should be utilized to light the room. Arrange these candles on the table.
4. You will need access to a framed undergraduate or higher education degree for this activity. Work with your alumni brothers to help make sure these are available. This degree should be lit up by the candles and the room should be arranged so that brothers are standing hidden behind the sheets and table.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> The Magister should bring the pledge class to their meeting room and seat them. While each pledge waits to be called, they should be instructed by the Magister to write in their journal about an aspect in their life – or in the world in general – that they would like to learn more about and why. Pledges will be called from their meeting room and guided individually into the room with their eyes closed. (If it is a large pledge class, it is recommended to run this activity through multiple rooms at once.) 	Table LED candles 3-to-9 Bed Sheets	
Deter- mined by number of pledges	Activity	<ul style="list-style-type: none"> Upon entering, pledge will be asked to open their eyes. Magister, Scholarship Chair, and Alumni will then walk through their scripts. before ultimately dismissing the pledge from the room. Ask pledges to gather back at their meeting room for a follow-up conversation. 	Undergraduate Degree Life Long Learning Scripts	Magister Scholarship Chairman Alumni
20 min	Conclusion	<ul style="list-style-type: none"> A discussion to follow up this activity is required. During the discussion, invite the alumni participant(s) to talk with the pledges about how they have continued to learn in life even after their college years. Important questions to ask the pledges: <ul style="list-style-type: none"> Has there been a time in your life when you realized that you had more to learn? If so, what was that experience like? Describe one aspect of life about which you would like to learn more? How will you go about doing that? By a show of hands, is there anyone who believes they know all they need to know about Sigma Chi? (Immediately ask why they did or did not raise their hands.) Why do you think Sigma Chi emphasizes Learning as a part of its fundamental purpose? 		Alumni

Time	Topic	Instructional Outline	Tools	Inst
5 min	Concluding Comments	<ul style="list-style-type: none"> When all pledges have finished the activity, the Magister should enter their debriefing room and begin a discussion about the activity the pledges just experienced. The Magister should open the closing discussion of the activity by saying the following or something similar: <p><i>“I hope it is your understanding that the Sigma Chi Fraternity and our chapter puts our trust in you to not only build the bonds of brotherhood with your fellow pledges, but also with every member of our chapter as well. We accept you for the man you are and the man you are working to become – not because you are exactly like the rest of us or because you fit our mold. We want to help you become better men, better leaders, and maybe someday, better bosses, better husbands and better fathers. Remember that this bond is reciprocal. You carry the name and reputation of the Sigma Chi Fraternity in your hands. How will you honor that? What will you do with our trust and the trust of our Founders? How will you unlock your potential as a leader and as a Sigma Chi?”</i></p> Either close with a candle pass on these final thought questions or allow the pledges to answer in an open forum. When the discussion closes, the Magister can send the pledges home. 		Magister



Experiential Activity: Seven Candles

Purpose:

This exercise was designed to allow pledges an opportunity for self-reflection/self-evaluation against the values which Sigma Chi holds dear. It provides an opportunity to look at ourselves honestly and humbly, so that we might be a credit to our Fraternity. Remember, these ideals can and should be sought after, but you will never be able to conquer them.

Duration:

40 min

Chapter Members Involved:

1 reader

Materials:

- Seven LED Candles
- Seven Values Cards (download from the Magister Workspace)
- Table
- Bed Sheets

Advance Preparation:

1. Arrange seven candles in semicircular fashion with a card placed in front of each. On these seven cards are the words: self-control, wisdom, integrity, courage, courtesy, high ambition and fidelity.
2. Hang the Bedsheets.
3. Place the reader out of sight behind the curtain.
4. Provide the reader with the script. (Available on the Magister Workspace)
5. The pledges are brought in individually and seated facing the candles (with the reader positioned out of sight).

Variation:

For chapters with larger pledge classes, this can be conducted so that you have multiple stations set up in one large room. Lead the pledges into the dimly lit room with their eyes closed. Have each pledge sit at a station where he is facing the wall. He should be sitting at a small table with the seven candles and seven values out in front of him but should not be able to see any other pledge in the room once his eyes are open. Once the reader is ready, he asks the pledges to open their eyes and allows a few moments for them to adjust. The reader proceeds with reading the activity slowly and clearly for all to hear. Once the reading is completed, the reader asks the pledges to close their eyes and a brother escorts them out of the room.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> The Magister should lead the pledges into their regular meeting room, where they will wait to be called for the activity. The Magister should deliver the following question for the pledges to journal about: <i>“Over the course of the pledge program, how have you displayed the core values of Sigma Chi?”</i> When called, the pledges are guided to the activity room individually and seated facing the candles (with the reader positioned out of sight). Reader’s Script: <i>In front of you are seven ideals ... ideals which, by our standards in Sigma Chi, represent characteristics that will lead one’s life on a path of purpose and positive direction. You must now evaluate yourself in terms of these ideals. The following questions are for you to silently evaluate yourself. At no time should you attempt to answer aloud. Turn the first candle on and await further instructions.</i> 	<p>Seven Candles</p> <p>Seven Values Cards</p> <p>Script</p>	Magister and Reader
30 min	Activity	<ul style="list-style-type: none"> Pause while the candle is lit, and then proceed to read Courage. Courage: Being willing to stand up for what you believe in; accepting the consequences of difficult choices and decisions. <i>Have you ever been afraid to admit that you were wrong or been afraid to tell someone you loved them? Have you ever avoided a task because it was difficult or uncomfortable? Have you ever been afraid to tell the truth to anyone? To yourself?</i> <i>(illuminate the next candle)</i> Pause for about 1 minute to allow time for reflection. Repeat this process for each value. Wisdom: Seeking knowledge, understanding what is learned and then applying these lessons to life situations and circumstances. <i>Do you just really study for a grade and do you honestly try to understand those materials that are now part of your professional preparation? Has experience kept you from making the same mistake twice?</i> <i>(illuminate the next candle)</i> 	<p>Seven Candles</p> <p>Seven Values Cards</p> <p>Script</p>	Magister and Reader

Time	Topic	Instructional Outline	Tools	Inst
30 min	Activity (Cont.)	<p>Integrity: Being truthful, just and having a high sense of honor in all areas of life, regardless of the presence or absence of others. <i>Are you a man of good morals? Are you sincere in your interactions with others or are you many times superficial? Have you ever lied?</i> <i>(illuminate the next candle)</i></p> <p>High Ambition: Exhibiting energy and motivation to every task, every day. Aspiring for something better, and reaching beyond your grasp. <i>Are your goals the very highest they can be? Or do you do just that which will get you by? Do you strive 100 percent for an A on every exam or have you often settled and been happy with a B? Are you all that you can be?</i> <i>(illuminate the next candle)</i></p> <p>Self-Control: Being pure and noble in thoughts and actions and being able to approach life's circumstances and temptations with restraint. <i>Have you ever lost your temper? Have you ever said something and later regretted saying it? Have you ever acted in such a way that later you were ashamed of it?</i> <i>(illuminate the next candle)</i></p> <p>Courtesy: Showing politeness and manners in one's attitude and behavior toward others – being respectful in nature and loyal in friendship. <i>Are you kind and congenial to the people you meet? Do you go out of your way to help others? Do you greet people with a smile and a friendly hello? Have you ever been hateful or deceitful to someone you loved?</i> <i>(illuminate the next candle)</i></p> <p>Fidelity: Remaining true to principle, loyal and faithful to a higher power, whether it be a chapter, state, nation or Supreme Being <i>Do you stand up for what you believe in? Have you ever remained silent just to be different from all the rest? Have you ever talked behind someone's back?</i></p>	<p>Seven Candles</p> <p>Seven Values Cards</p> <p>Script</p>	Magister and Reader

Time	Topic	Instructional Outline	Tools	Inst
3 min	Concluding Comments	<ul style="list-style-type: none"> Following the exercise, the Magister should enter the debriefing room and explain to the pledges the following information: Paraphrase: <i>This exercise was designed to provide you with an opportunity to evaluate yourself and to look inside your heart. Unfortunately, many of us do not set aside time for honest, humble self-evaluation and actually take the time to think about these ideals and how they can be helpful as a positive force in our lives.</i> <i>This exercise is meant to aid you in our own personal growth so that you might better be a credit to our Fraternity. Remember, these ideals can and should be sought after, but you will never be able to conquer them.</i> 		Magister



Experiential Activity: Illumination

Purpose:

The purpose of “Illumination” is to illustrate the importance of individual contribution within the chapter, and to identify how, within *The Spirit of Sigma Chi*, different temperaments, talents, and convictions bring people of different abilities together for the purposes of pursuing higher ideals.

Duration:

1.5 hour

Chapter Members Involved:

17-20 (Mandatory: Consul or Magister as the speaker)

Materials:

Flameless Long Taper Candles for each active brother present

Advance Preparation:

1. You will need to arrange for a room large enough to accommodate at least 30 to 40 people. Depending on the size of the pledge class, this event can be conducted for all pledges at once. For larger pledge classes, the event can be conducted for multiple groups.
2. The Consul or Magister should serve as the speaker for this event.
3. Select at least 16 brothers who will participate in the activity. Invite brothers that have a wide variety of accomplishments such as:
 - an officer of the chapter,
 - received awards for participation such as “brother of the year,”
 - leader or member of an organization(s) on campus and/or community,
 - chair of a committee of the chapter,
 - IFC involvement,
 - Student government involvement,
 - Scholarship recipient (full ride scholarship, Foundation award, etc.),
 - Dean’s list recipient,
 - Eagle scout,

- Athlete, collegiate, club, or intramural,
 - A brother that works or has a job,
 - A brother that has 100 percent-chapter meeting attendance,
 - or any other area for which that brother is known.
4. Ask selected brothers to provide the Magister or Consul with a brief profile. The profile should include:
 - a. Full Name
 - b. Their Hometown
 - c. Campus Involvement
 - d. Offices held in Sigma Chi
 - e. Other Achievements
 5. Provide each active brother with one flameless long-stick taper candle.
 6. The recommended layout is included below.

Layout

XXXXXXXXXXXXXXXXXXXX**Brothers**

Speaker

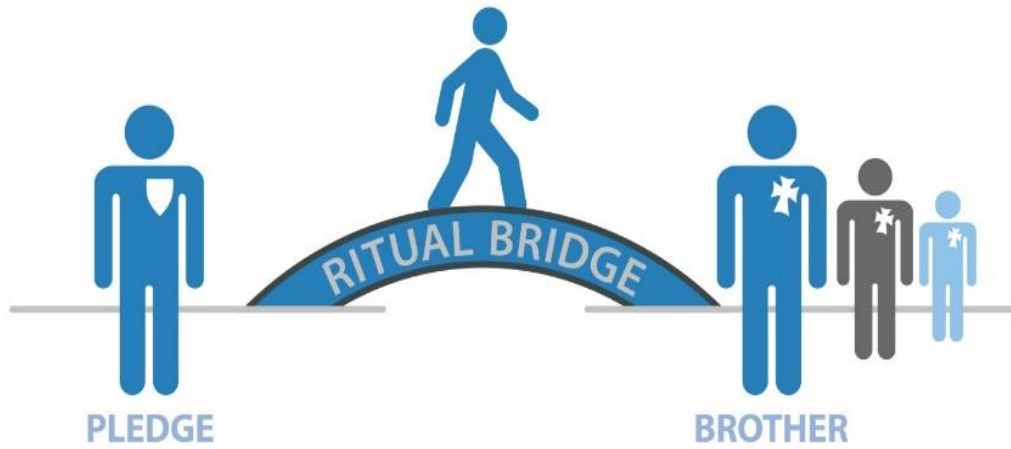
Pledges XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> The pledge class (or a group of pledges) is escorted into a dark room by the speaker. The Brothers in this room are positioned in several lines, facing the pledge class, each holding a flameless taper candle. The speaker stands to the side, and reads the introduction outlined below. <p><i>Gentlemen:</i> <i>In order to run an effective chapter, it takes the hard work and dedication of every brother. The _____ chapter is composed of brothers from all walks of life, with varying capabilities, passions, and skills. This exercise will illustrate how the different temperaments, talents, and convictions of our membership have contributed to the success of our chapter.</i></p>	flameless taper candle	Magister or Consul
45 min	Activity	<ul style="list-style-type: none"> Following the introduction, the reader begins reading the profiles of each brother in attendance. As he begins each profile, the brother being discussed lights his candle. At no point during this exercise should the pledges be asked to name the brother being described. It is of equal importance that no brother, other than the designated speaker, says anything during this exercise. This process repeats until every brother's candle is lit. At this point, the speaker will read the speech included below. <p><i>Gentlemen:</i> <i>As you can see, the (name) chapter is composed of men of different temperaments, talents, and convictions, all offering unique personal contributions to the pursuit of the higher ideals for which our Fraternity strives.</i> <i>When you were brought into this room, there were no candles lit. This is emblematic of brothers' failure to contribute their part, and the result is perpetual darkness. When you heard the accomplishments and contributions of each individual brother, a small amount of light penetrated the darkness, but one man can only provide enough illumination to light his own path. You likely observed that as each brother lit his candle, the room grew brighter and brighter. This is symbolic of the strength of the combination of many individual contributions.</i></p>	Flameless taper candle	Magister or Consul

Time	Topic	Instructional Outline	Tools	Inst
45 min	Activity	<p><i>When each brother lends his hand in aiding the growth and progress of this Fraternity, the result is one of illumination, which is symbolic of knowledge, and the success of the _____ chapter.</i></p> <p><i>The Spirit of Sigma Chi states that “genuine friendship can be maintained without surrendering the principle of individuality or sacrificing one’s personal judgment.” Our founders stressed the idea that Sigma Chi was a place where each man can be himself. Furthermore, that freedom to embrace one another’s individuality contributes to the growth and progress of Sigma Chi and of our respective chapters. In your time as a Sigma Chi, it will be vital that you contribute your own unique talents to the betterment of the Fraternity.</i></p> <p><i>But, it is not only our combined talents, but our daily choices as individual members that make any organization strong. We, as a brotherhood, have identified 16 actions that have the potential to extinguish our light. These are individual choices that each member must guard against if we hope to remain a strong brotherhood. They include such things as: (As each item is read, one brother extinguishes his candle.)</i></p> <ol style="list-style-type: none"> <i>1. You don’t attend meetings, but if you do, arrive late.</i> <i>2. Be sure to leave before the meeting is closed.</i> <i>3. Never have anything to say at our meetings . . . wait until the meeting is over to find fault with officers and other members.</i> <i>4. Be sure to sit in the back of the meeting space so you can text or talk freely to another member.</i> <i>5. Vote on everything discussed at our meetings, but do nothing to support chapter decisions.</i> <i>6. If asked to help, always say you don’t have time.</i> <i>7. Accept all that the organization has to offer. Grow as much as you can, but don’t give anything back.</i> <i>8. Don’t do any more than you have to when others willingly and unselfishly use their abilities to better the organization and then gripe because the organization is run by a clique.</i> <i>9. Never accept an office. It is easier to criticize than to make things happen.</i> <i>10. If things don’t go your way, threaten to resign and get others to do the same.</i> <p style="text-align: right;"><i>Cont.</i></p>	Flameless Taper Candle	Magister or Consul

Time	Topic	Instructional Outline	Tools	Inst
45 min	Activity (Cont.)	<p>11. <i>Don't pay your dues on time.</i></p> <p>12. <i>Never invite anyone to attend our meetings including guest speakers or administrators.</i></p> <p>13. <i>Post everything you hear that is unpleasant about the organization to everyone you know on Facebook, Twitter.</i></p> <p>14. <i>Always be quick to take sides in misunderstandings within the organization and side with the person you spoke to last.</i></p> <p>15. <i>Never participate in any chapter activities involving the campus, community or philanthropy.</i></p> <p>16. <i>Complain about apathy in the chapter and do nothing about it.</i></p> <p><i>We all must guard well the light and hold one another accountable to avoid these small actions and choices.</i></p> <p><i>Very soon, you will become a member of our organization. You must decide . . . will you provide light by generously sharing your gifts and talents for your Fraternity, or, by your personal choices will you leave our organization in darkness.</i></p>	Flameless Taper Candle	Magister or Consul
35 min	Conclusion	<ul style="list-style-type: none"> • The Magister should take all the pledges into their normal meeting room and discuss the activity. • Ask the following discussion questions: <ul style="list-style-type: none"> – When in your life have you felt, or been a part of something, when the “lights were all off?” How did you help illuminate the situation? – What more did you learn from this activity than just the backgrounds of some of our members? – How can all of us live <i>The Spirit of Sigma Chi</i> more effectively in our everyday lives? – What do you think the brothers saw in you when you were selected that you can contribute in or out of the chapter? – Does contributing to the chapter mean holding an office in the chapter? – How have you shown your pledge class and the chapter how you are “doing your part”? • When the discussion has concluded, the Magister should instruct the pledges to return home. 		Magister



Ritual Bridge Activities



Ritual Bridge Activity: Ritual Walk

Purpose:

The Ritual Walk gives pledges their first exposure to rituals. While they will obviously not be shown any elements pertaining to Sigma Chi's Ritual, it is important that the concept is presented to them prior to their Initiation. The culmination of this activity will expose the pledge class to the *Ritual Used by the Founders on June 28, 1855*. This piece of literature was the original Ritualistic piece, recited by our founders when they placed the first Sigma Chi badge over their hearts. This exercise will help educate pledges on the purpose of rituals and the importance of its practice.

Duration:

2 hours maximum; activity depends on size of pledge class.

Chapter Members Involved:

7 or more brothers

Materials:

- 7 LED Candles
- Printed copies of the Ritual Walk Script for pledges

Advance Preparation:

1. Select a suitable location. This event is normally conducted outside along a path with 5 stations, but can also be conducted in a series of classrooms or at the chapter house.
2. Four brothers should be stationed along the path, each with a flameless long-stick taper candle. Each brother is assigned one of the provided rituals. The last brother – Brother No. 5, who is either the Magister or the Consul – will be at the final station, preferably a place of significance where he will read the Founder's Ritual.
3. Have printed copies of the rituals used in this activity for the brothers. (Download from the Magister Workspace)
4. Each brother should rehearse his section of sample rituals. Memorization is preferred.

Variation:

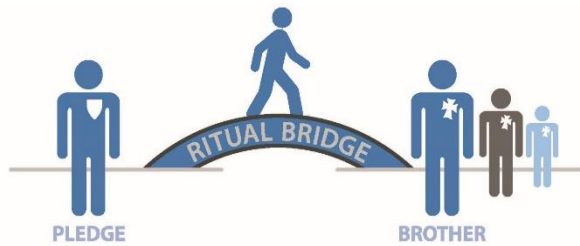
Depending on the size of the pledge class, you may have the pledges go in groups. The size of the group should be manageable so that each pledge can hear the speaker at each station.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Introduction	<ul style="list-style-type: none"> Assemble the pledges at the start of the path and make the following introductory comments. <i>“Tonight, you will learn about rituals. You are not ready for the Sigma Chi Ritual quite yet, but first you must understand the purpose and appreciation for what rituals are and why we need them in our lives.</i> <p><i>A great Sigma Chi by the name of Ed King once put forth the idea of a ritual in an interesting way – from the personality of a ritual itself. If a ritual could speak it might say . . .</i></p> <p><i>[Pause]</i></p> <p><i>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.</i></p> <p><i>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 a file in the corner of some dark room. Because I don't get used or opened up very often, I have a lot of time to think and I'd like to share with you some of my thoughts. Sometimes, I go through a real identity crisis. Who am I? What am I? Why am I? In order to know what a thing is, you must first know what it is for. You tell what a thing is for by the way it is used.</i></p> <ul style="list-style-type: none"> The Magister should exit the room or area and brothers may start calling the pledges to begin the Ritual Walk stations one by one. Note: The Ritual of Sigma Chi is not to be discussed during this activity. As pledges, they will have no knowledge of the Ritual, and it would be preemptive and unfortunate to reveal the secrets prior to the Initiation. 		Magister

Time	Topic	Instructional Outline	Tools	Inst
Dependent on number of pledges	Activity	<ul style="list-style-type: none"> Dispatch the pledges along the path one at a time. When each pledge reaches the first station, the brother will recite his specific piece of ritual, explain its origin, and quietly dispatch the pledge to the next location. The Magister or Consul should be the final brother on the path, and he will be responsible for reading the <i>Ritual Used by the Founders on June 28, 1855</i>. 	Scripts	Brothers
15 min	Follow-up	<ul style="list-style-type: none"> When all the pledges are finished with the Ritual Walk, they should be gathered in their normal meeting place. The Magister should open the discussion by completing the closing paragraphs of Brother King's Secret Thoughts of a Ritual listed below (not required to be memorized): <i>For, you see, as written in your esoteric manuals, 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 into your spiritual and moral fiber that is possible for all men but achieved by too few. The effectiveness of my message is in direct proportion to your knowledge and belief in my values.</i> <i>If there is something about me that you do not like, then ask the convention of your fraternity to 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.</i> <i>If you would just realize that by better knowing and understanding me, many of your day-to-day problems – housing, collections, and apathy, would simply fade away and not exist.</i> <i>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.</i> <i>Who am I? Your ritual.</i> <i>What am I? A system of values.</i> <i>What am I for? My purpose is not to make you just a better fraternity man, but more importantly, a better human being.</i> 	Ritual Handout	Magister

Time	Topic	Instructional Outline	Tools	Inst
5 min	Conclusion	<ul style="list-style-type: none"> Following this activity, it is important to facilitate a discussion about what a ritual is with the pledges. Ask the pledges: <ul style="list-style-type: none"> What rituals have they experienced in their lives? What rituals do they do on a daily basis? What do they imagine the Sigma Chi Ritual to look like? <p>Note: The Sigma Chi Ritual should not be explicitly discussed, and any details pertaining to our Ritual must be omitted, but it is important to help build the pledges' understanding of a ritual and its reverent use in Sigma Chi.</p> <ul style="list-style-type: none"> Provide each pledge with copies of the Ritual Walk Handout. (Available in the Magister Workspace.) These will help to facilitate a conversation within the pledge class about the importance of a ritual to Sigma Chi. 	Ritual Walk Handout	Magister



Ritual Bridge Activity: Making ConnΣXtions

Purpose:

The purpose of this activity is to provide an opportunity for the pledges to:

- provide ConnΣXtions to all of the learning that has occurred during their P4B educational experience and,
- discuss the insights they have gained during their ConnΣXtions conversations about the manner in which their Sigma Chi brothers are *living* the Founder's values in their lives today.

Duration:

2 hrs.

Chapter Members Involved:

Magister, Consul, other Chapter Brothers

Materials:

- LCD Projector
- PowerPoint file (Available in either PC or Mac versions from your Magister Workspace.)
- ConnΣXtions Handout

Advance Preparation:

- Arrange for the required audio-visual equipment.
- Reserve an appropriate room.
- Load the power point onto the computer.
- Rehearse the presentation.
- Copy the ConnΣXtions Handout.
- Set up the room in a circle.




V-1

ConnΣXtions

Purpose of This Activity

- Connect all of the learning that has occurred during your P4B experience and,
- Discuss the insights you have gained during your ConnEXtion conversations about the manner in which your Sigma Chi brothers are living the Founder's values in their lives today.



PREPARATION FOR BROTHERHOOD

V-2

ConnΣXtions

"It really boils down to this: that all life is interrelated. We are all caught in an inescapable network of mutuality, tied into a single garment of destiny. Whatever affects one destiny, affects all indirectly."

—Dr. Martin Luther King Jr.

PREPARATION FOR BROTHERHOOD

V-3

ConnΣXtions



Active Chapter Brothers Living Our Values

Pledge Brothers Living Our Values

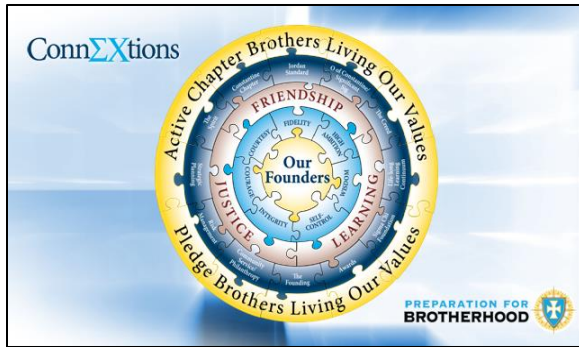
Our Founders

PREPARATION FOR BROTHERHOOD

V-4

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5	Introduction/ Center Piece	<ul style="list-style-type: none"> Using V-1,2, introduce the purpose of the activity. Use V-3 to explain the power of understanding/being aware of the connections in our lives: in what we experience, in what we learn, in our choices, in those with whom we choose to associate. All of our lives are connected. <p>“It really boils down to this: that all life is interrelated. We are all caught in an inescapable network of mutuality, tied into a single garment of destiny. Whatever affects one destiny, affects all indirectly.” — Martin Luther King Jr.</p> <ul style="list-style-type: none"> Project V-4 and paraphrase: <i>Our lives are like a puzzle of interconnect pieces. Let’s put this master puzzle together to see how all the pieces are connected.</i> <i>And it all began with 7 men driven by ideals.</i> Ask: <i>How have the decisions and actions of these seven men who lived 165 years ago had an impact on you? How do you feel connected to the Founders?</i> 	V	Magister
15	Values Layer	<ul style="list-style-type: none"> Advance the V-4 to reveal the second layer of puzzle pieces (seven values). Paraphrase: <i>These seven men were committed to a set of values that guided their life. During P4B you learned what it was about their lives that lead us to associate them with a specific one of these values.</i> Ask: <i>What events in the life of Caldwell, lead us to connect him to Fidelity?</i> <i>How about the life of Founder Jordan? Why do we think of High Ambition when we think of him?</i> 	V	Magister

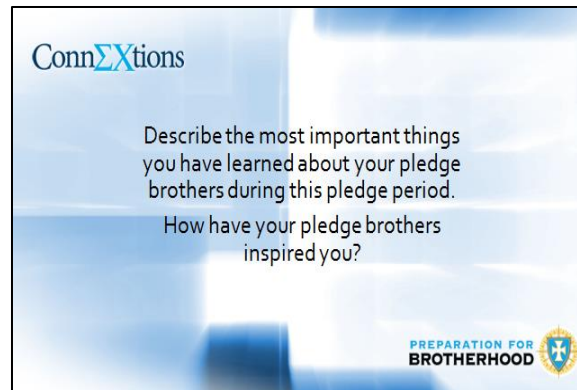


V-4

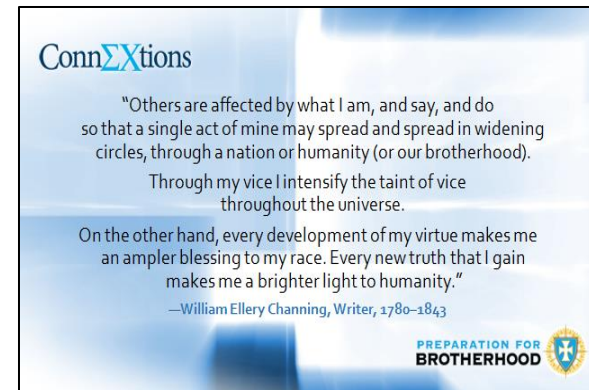
Time	Topic	Instructional Outline	Tools	Inst
15	Three Great Aims Layer	<ul style="list-style-type: none"> Using V-4, reveal the third layer of the puzzle. Paraphrase: <i>The Fraternity's fundamental purpose emerged from the lives of our Founders to punctuate our values.</i> Ask: <i>How is fundamental purpose linked to the original values?</i> 	V	Magister
15	Growth of Sigma Chi Layer	<ul style="list-style-type: none"> Advance V-4 and paraphrase: <i>From these seven men, their values and the fundamental purpose, over the years, many connections occurred as Sigma Chi grew in numbers and matured as an organization. Many of these areas of the ConnΣXtions puzzle, have been part of the Preparation for Brotherhood program.</i> Ask: Select the puzzle piece that has most inspired you. Talk about why you selected the piece. 	V	Magister
15	Chapter Brothers Layer	<ul style="list-style-type: none"> Advance V-4 and paraphrase: <i>Today, Sigma Chis from all over North America are connected in their commitment to what we stand for, committed to living these original values of our Founders out loud each day. Over the last weeks, you have met them ... your chapter brothers.</i> Ask: <ul style="list-style-type: none"> Select one chapter brother from those you have met during your ConnΣXtions conversations who demonstrates <i>living one of our values</i> in his life. Describe what impressed or inspired you about your conversation with that brother. Does one of your brothers exemplify one of the seven Jordan Standard criteria? Who in the chapter emulates the Creed? How does the Spirit apply to our chapter? What are some of the differences you noticed and how do these differences work for the good of the chapter? What criteria of the Jordan Standard or what value stands out in your Big Brother? How has your understanding of the words mentor/coach/guide/advocate changed because of your relationship with your Big Brother? 	V	Magister



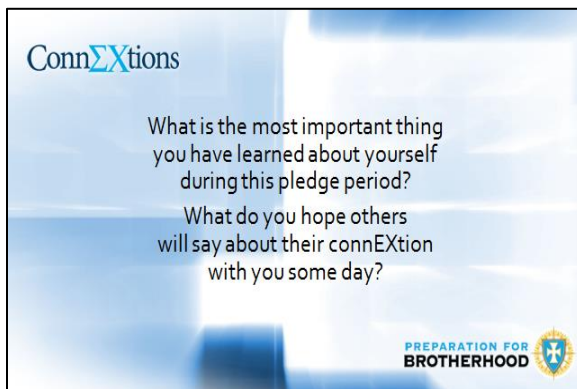
V-4



V-5



V-6



V-7

Time	Topic	Instructional Outline	Tools	Inst
15	Pledge Brother Layer	<ul style="list-style-type: none"> • Advance V-4 again and ask: <ul style="list-style-type: none"> – Which of your pledge brothers exemplifies most strongly each of the <i>Jordan Standard</i> criteria? – How does this compare with our first activity that asked you to describe why you thought you were selected by the chapter? – Which one of your pledge brothers exemplifies each of the seven values? 	V	Magister
30	Conclusion	<ul style="list-style-type: none"> – Distribute the Making Connection handout. (Founding the Magister Workspace.) – Paraphrase and project V-5: You will soon become a piece of this values-driven puzzle by joining our brotherhood. Each one of us impacts those to whom we are connected. William Channing once said: <i>“Others are affected by what I am, and say, and do. So that a single act of mine may spread and spread in widening circles, through a nation or humanity (or our brotherhood). Through my vice I intensify the taint of vice throughout the universe. On the other hand, every development of my virtue makes me an ampler blessing to my race. Every new truth that I gain makes me a brighter light to humanity.”</i> - William Ellery Channing, Writer, 1780-1843 – Conduct a final candle pass. Project V-6 and ask each pledge to describe the most important thing they have learned about themselves during this pledge period, and what do they hope others will say about their ConnΣXtion with them some day? – End the Candle Pass with the Magister describing how this pledge group has inspired him. 	V Making Connect- ions Handout	Magister



Ritual Bridge Activity: Constantine the Great/ Final Candle Pass

Purpose:

The purpose of this experiential activity is to provide the pledge with a background of Constantine the Great heading into the Initiation ceremony and generate an understanding of how man cannot conquer by any sign alone – he conquers only when the Ideal for which the sign stands has taken hold within his heart and the hearts of those around him.

Duration:

1 hour, 20 minutes

Chapter Members Involved:

- One Alumnus to play the role of Aurelius Victor;
- Magister
- Several active brothers needed for set-up

Materials:

- Constantine the Great PowerPoint (Available in PC or Mac versions from your Magister Workspace)
- Computer/wireless presentation remote
- LCD Projector/Screen
- A lectern/podium
- Black sheets
- The Constantine the Great script
- White robe (or sheet) for Aurelius Victor
- Flameless tea light candles
- Enough chairs for every member of pledge class
- One pencil and three or four sheets of blank, white paper should be given to each pledge.

Advance Preparation:

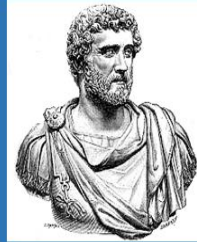
1. Invite an alumnus to serve in the role of Aurelius Victor. Provide him with the script. (Full transcript of the Constantine Lecture can be found in the Magister Workspace.)
2. Inform pledges that they should come to the session in formal attire.
3. Arrange for a room to conduct the activity. If the event is held within a chapter house, a solemn environment should be sought or set up in a large-group meeting area that is comfortable to fit the entire pledge class.
4. Black sheets should be used to cover the walls.
5. Set up the room as specified above. Lights should be dimmed and flameless tea light candles should be placed around the room, and on the lectern of Aurelius Victor.
6. Download the power point file from the Magister Workspace. (Available in either PC or Mac versions from your Magister Workspace)
7. Arrange a practice session with Aurelius Victor.
8. The LCD projector should be placed in the middle of the room and the lectern off to the side.

Constantine the Great



V-1

Introducing...



V-2

Constantine the Great



V-3

During Constantine's Reign...



V-4



V-5

In Hoc Signo Vinces



V-6

The Battle...



V-7



V-8

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
10 mins	Introduction	<ul style="list-style-type: none"> Using V-1, introduce the activity. The Magister should speak slowly and deliberately with a serious tone. There should be no joking with the pledges. Explain that you have invited a historical figure to speak to the group about an important moment in world history . . . not just the history of Sigma Chi. Use V-2 to explain the purpose of this activity and introduce Aurelius Victor and how he is connected to Constantine the Great. (See the Constantine the Great Script found in the Magister Workspace.) 	V Constantine the Great Script	Magister
30 mins	Constantine the Great Lecture (Part 1)	<p>Aurelius Victor</p> <ul style="list-style-type: none"> Paraphrasing the script, Aurelius Victor introduces himself and his relationship to Constantine the Great (V-3). Victor should speak slowly and deliberately, not rushing his speech. If needed, he should have his speech in front of him for reference, but it is recommended that he not read directly from the sheet. Use V-4 to provide the pledges with perspective of the Roman Empire following a description of the territories of General Maximian, Constantine the Great and Commander Maxentius. Use V-5 to describe the evening before the great battle when Constantine the Great was anxiously awakened from sleep. Explain the details of Constantine the Great's Vision of the Cross. Explain that history has seen many different depictions of Constantine's vision of the Cross, and there are different versions told on how Constantine saw the cross. Using V-6, explain a few details of the battle that ensued. Summarize the impact of the life of Constantine and the significance and impact of his life on the Roman Empire and on the world. Here was a man that truly "changed the world." (V-7). The Magister returns following the completion of Victor's lecture. Victor leaves slowly out the back of the room. 	V Constantine the Great Script	Alumnus (Aurelius Victor) Magister

Take this Sign and Journey Forward ...

V-9

Our Founders



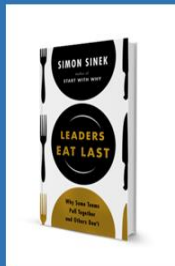
V-10

The Significance of the Shield



V-11

Simon Sinek . . .



V-12

Time	Topic	Instructional Outline	Tools	Inst
20 mins	Take this Sign and Journey Forward (Part 2)	<ul style="list-style-type: none"> • With seriousness to his tone, the Magister opens part 2 of the activity (labeled on the script as “Take this Sign and Journey Forward...”) (V-9). • Paraphrasing the script, explain how Founder Benjamin Piatt Runkle convinced the six other Founders to use Constantine the Great as an inspiration for the creation of Sigma Chi and its storied White Cross (V-10). Script ends. • Continue with the remainder of the session as outlined below. Paraphrase: (V-11) <i>In one of the many versions of Constantine’s vision of the Cross, Constantine was visited by a dream the night before the battle, wherein he was advised to mark the Greek Letters of Chi Rho on their shields, denoting the sign of Christ to protect the Worthy. This tradition continued into the middle ages during the crusades.</i> • Explain that in ancient times, the shield was the single most important part of a warrior’s life. The shield not only served as an important defense in battle, but also identified the men who shared your ideals...those who were your friends. • Ask if anyone has read the book “Leaders Eat Last” by Simon Sinek. (V-12). In this book, Sinek focuses on the Spartans, a warrior society in ancient Greece. The Spartans were feared and revered for their strength, courage and endurance. 	V Constantine the Great Script Shield Handout and Pencils	Magister

The Significance of the Shield . . .



"The power of the Spartan army did not come from the sharpness of their spears, however; it came from the strength of their shields. Losing one's shields in battle was considered the greatest crime a Spartan could commit. And the reason was simple, a warrior carries his helmet and breastplate for his own protection, but his shield for the **safety of the whole line**. The cost of this error could be the loss of citizenship. The shield, you see, was not for the protection of the carrier, but was for the protection of the warrior next to him. The Spartan phalanx depended on an impenetrable wall of shields – a circle of safety."

-Simon Sinek

V-13

A POEM BY CHIEF TECUMSEH

"So live your life that the fear of death can never enter your heart.

Trouble no one about their religion; respect others in their view, and demand that they respect yours.

Love your life, perfect your life, beautify all things in your life. Seek to make your life long and its purpose in the service of your people. Prepare a noble death song for the day when you go over the great divide.

Always give a word or a sign of salute when meeting or passing a friend, even a stranger, when in a lonely place. Show respect to all people and grovel to none.

When you arise in the morning give thanks for the food and for the joy of living. If you see no reason for giving thanks, the fault lies only in yourself.

Abuse no one and no thing, for abuse turns the wise ones to fools and robs the spirit of its vision.

When it comes your time to die, be not like those whose hearts are filled with the fear of death, so that when their time comes they weep and pray for a little more time to live their lives over again in a different way. Sing your death song and die like a hero going home."

V-16

Every member
of the
organization,
initiated and
pledge, plays
a role in
maintaining
the
Circle of Safety.



V-14

In Hoc Signo Vincas

"No man shall
conquer by any sign alone.
Only when the *Ideal* for
which the sign stands
has taken hold
within the heart
shall any man be found worthy."



V-17

Create a Shield Symbol . . .



V-15

Time	Topic	Instructional Outline	Tools	Inst
20 min	Take this Sign (Cont.)	<ul style="list-style-type: none"> Project V-13. Sinek writes: <i>“The power of the Spartan army did not come from the sharpness of their spears, however; it came from the strength of their shields. Losing one’s shields in battle was considered the greatest crime a Spartan could commit. And the reason was simple, a warrior carries his helmet and breastplate for his own protection, but his shield is carried for the safety of the whole line. The cost of this error could be the loss of citizenship. The shield, you see, was not for the protection of the carrier, but was for the protection of the warrior next to him. The Spartan phalanx depended on an impenetrable wall of shields – a circle of safety.”</i> Project V-14. Every member of this pledge class – every member of our brotherhood, of any team – plays a role in maintaining a Circle of Safety. This is the primary role of leadership . . . to look out for the safety of those inside the circle. Distribute the sheets of paper (V-15) and pencils to each member. Direct them to draw a shield that they believe represents their pledge class and how they will add to the greater good of the brotherhood. Give them 5 minutes to draw their shield. Then explain that we will take two minutes per person to explain their drawing to the group. Following the completion of the activity, explain that we will visit our own Circle of Safety and engage in our final candle pass as a pledge class. 	V	Magister
30 min	Final Candle Pass	<ul style="list-style-type: none"> The lights should be dimmed, a candle lit and everyone should be silent for the Final Candle Pass. Read the Tecumseh quote on V-16. The Magister closes the candle pass with the Runkle Quote pictured on V-17. 	V	Magister



Ritual Bridge Activity: Letter to the Chapter

Purpose:

This activity allows the pledge to share his thoughts on his future with the chapter and as a Sigma Chi alumnus before the entire chapter. Not only will this light the spirit of high ambition in the pledges, it will show the chapter the aspirations of the pledge as he enters Initiation.

Duration:

Time is dependent on number of pledges

Time per Pledge (If Appropriate):

5 min

Chapter Members Involved:

All present at the banquet

Materials:

- Podium
- Felted platter (to place pledge pin on)
- Podium
- Letter to the Chapter for each pledge

Advance Preparation:

1. Remind pledges that they must be wearing their pledge pin for this activity.
2. Set up a podium in the front of the activity room.
3. Have the Chapter Letters written by pledges in Course 5 available to give to each pledge.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction	<ul style="list-style-type: none"> At the appropriate time, announce that the chapter is interested in learning the aspiration of each pledge. The Magister will hand each pledge his active/alumni letter and say, <i>Pledge (Name), please read your Chapter Letter to the chapter when you are called.</i> 	Chapter Letters	Magister
5 min	Activity	<ul style="list-style-type: none"> When called to the podium, each Pledge will read his letter to the members present. After the pledge completes the reading, the Magister asks the following question: <i>Pledge (Name), are you prepared to exchange your pledge pin for the Sigma Chi badge?</i> Pledge should say Yes or I am. The Magister then says: <i>Please take off your pledge pin and place it on the placard in front of you.</i> 		Pledge Magister



Ritual Bridge Activity: Closing Lecture

Purpose:

This last meeting with the Magister and pledges provides the Magister with one last opportunity to address the Pledge Class after the banquet, just before their Initiation.

Duration:

10-15 minutes

Chapter Members Involved:

Magister

Materials:

None

Advance Preparation:

- Prepare a dimly lit room away from the banquet celebration.

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction	<ul style="list-style-type: none"> Pledges are escorted into the room by the Magister 		Magister
10 min	Closing Lecture	<ul style="list-style-type: none"> Magister reads or says slowly: <i>Tonight's session is the last time I will be with you as your Magister. I am gratified to have had the opportunity to guide you toward your goal of Initiation. The rewards you have given me are intangible and are more significant than any tangible gifts a person could receive. Learning to teach as well as being taught and most importantly, learning to appreciate your friendship and anticipate sharing Sigma Chi's bond of Brotherhood with you. For these things and many others which are impossible to express, I can at best only offer my thanks to you.</i> <p><i>Your Preparation for Brotherhood period is just about over. Remember, though, your learning in Sigma Chi has only just begun. Throughout the Preparation for Brotherhood Program, we have attempted to prepare you for Initiation, but in the final analysis, only you, each of you individually, will determine your worth to Sigma Chi.</i></p> <p><i>I would like to reassure you, as I have all throughout this process, that every assignment and activity has a definite purpose: to mentally prepare you for what will be, hopefully, one of the most meaningful and rewarding experiences of your entire lifetime . . . The Ceremonies of Initiation.</i></p> <p><i>This is not to say that you now "have it made," or that it is a downhill path from now on. On the contrary, you will be challenged with difficult, but not impossible tasks.</i></p> <p><i>Your success will depend upon your own dedication —it's up to each of you individually from now on. But we think that you are both worthy and capable of realizing the full meaning of Initiation, and thus you are worthy and capable of accepting the challenges that lie ahead.</i></p> <p><i>From this point on, you will be on the strictest of silence. You are to say nothing or do nothing unless directed by one of the brothers; no talking and no leaving the room without permission. When you are told to do something, do so to the best of your ability.</i></p> <p style="text-align: right;">(Cont.)</p>		Magister

Time	Topic	Instructional Outline	Tools	Inst
10 min	Closing Lecture (cont.)	<p><i>If there was ever a time for seriousness, thoughtfulness, productiveness, this is it. Nothing will occur without a purpose nor without a relationship to the ideals of Sigma Chi.</i></p> <p><i>I wish you well and we all hope that you will be found worthy.</i></p> <p><i>May you appreciate the beauty and significance of the ceremonies you are about to experience.</i></p> <p><i>Good luck and Godspeed!</i></p>		Magister
5 min	Conclusion	<ul style="list-style-type: none"> • Pledges are escorted out of the room to a waiting area to await the first ceremony of the Ritual. 		Magister

Big Brother Program

The Preparation for Brotherhood Program places heightened emphasis and importance on peer-to-peer coaching. The Big Brother will play a variety of roles in the education process of a pledge including: **Guide, Coach, Resource, Role Model, and Advocate. They are an important part of your instructional team.**

Note:

Some chapters have developed different names for the relationship between a pledge and an active member serving as his guide. It is important to make sure that the name we use to describe this relationship is consistent with its intent.

Many chapters use the term *Pledge Father/Pledge Son, Pops/Sono*, or similar designations. This designation has a much different meaning than intended in our fraternal association. It is parental terminology.

The Big Brother/Little Brother relationship is more of a sibling relationship like that of brothers in a family. We are all **brothers (not fathers/sons)** tied together by our Ritual. Therefore, the proper designation should be Big Brother/Little Brother.

Big Brother Selection

The selection of qualified Big Brothers is critically important in the development of your pledges. Selecting the right Big Brother for the right pledge needs to be evaluated carefully and constructively. To assist in the selection of a Big Brother, the following are some suggestions.

Criteria for Selection as a Big Brother

In order to be eligible to be selected as a Big Brother, you must be:

- In good standing academically and financially as a Sigma Chi,
- A positive role model who lives our values,
- Knowledgeable of Sigma Chi's History, Traditions, and Ideals,
- Unequivocally committed to the ideals of Sigma Chi,
- Willing to make the time commitment to meet weekly with their Little Brother during the Preparation for Brotherhood Program.

Not Eligible: Consul and Magister, or any brother who has not yet met his obligation or is not in good standing.

Final decisions about eligibility should be determined by the Magister and the Recruitment Chair and approved by the Consul (and ratified, if necessary, by the Executive Committee).

Big Brother/Pledge Pairing

Pairing of Big Brothers and pledges is to be done with consideration for the needs of the pledge and the strengths of the member. For example, a pledge with poor study skills could be paired with an honor student, or a pledge might be paired with a chairman of a committee of his interest. With this in mind, matching will be done by the Magister and the Recruitment Chairs. **Big brothers and little brothers are not drinking buddies!**

Each chapter must decide on the specific process your chapter will use to pair Big and Little Brothers.

Big Brother Role/Responsibilities

The primary role/responsibility of a Sigma Chi Big Brother is to assist the Magister to teach/model the ideals of the Sigma Chi International Fraternity including:

- Assure that their Little Brother develops an acceptable level of understanding of the meaning and significance of each aspect of the chapter's Preparation for Brotherhood Program,
- Deepen their understanding of the meaning, purpose and application of Sigma Chi principles, ideals, and values,
- Introduce and acclimate their Little Brother to chapter life and operations through the ConnΣXtions process, including the role of chapter officers and all individual chapter member obligations,
- See that their Little Brother is incorporated into chapter activities/committees,
- Ensure that their Little Brother is present at all Pledge Meetings and required pledge education activities,
- Meet with their Little Brother weekly to review what they have learned about the Fraternity and to assess his progress,
- Oversee their Little Brother's academic performance and introduce him to the academic resources available within the chapter and on campus,
- Assist their Little Brother in managing time so that his academic priorities remain his primary focus,
- Be prepared to work with the Magister to address concerns about any inappropriate behavior on the part of their Little Brother,
- Ensure that their Little Brother is treated in a respectful manner and that his pledge experience is free from hazing,
- Above all, to teach by their example the Fraternity principles, ideals and values that are central to the meaning of the Ritual.

Role in Ceremonies

Big Brothers will play a role in Preparation for Brotherhood ceremonies including: The Formal Pledging/Big Brother Ceremony. (See the section entitled Ceremonies for more specific details.)

Big Brother Training

To ensure that all Big Brothers fully understand their role, a variety of tools have been designed which will provide you with instructional support to build the skills in your Big Brothers. This section will provide you with an overview of these tools.

Once Big Brothers have been selected, work with your Chapter Advisor to set up/conduct a Big Brother training session to explain their role, distribute their Big Brother Guide and to answer any questions they may have about the Preparation for Brotherhood process. (A copy of the instructional outline for this session follows.)

Big Brother/Little Brother Follow-up

We suggest that you follow-up regularly with your pledges and your Big Brothers to ensure that the relationship is growing in positive and productive ways for both partners.



Training Session: Big Brother Training

Purpose:

The purpose of this session is to ensure that Big Brothers:

- Understand their roles/responsibilities within the P4B Process,
- Build skills in the areas of coaching/mentoring.

Materials:

- Copies of:
 - Our Preparation for Brotherhood Schedule
 - Big Brother Guide
 - Formal Pledging/Big Brother Ceremony
 - Big Brother Pairings
 - ConnΣXtions Handout
- PowerPoint (Available in either PC or Mac versions from your Magister Workspace)
- Computer/ LCD Projector
- External Speakers
- Remote Mouse

Advance Preparation:

1. Thoroughly review this Leader's Guide and all other instructional materials.
2. Schedule a room in the chapter house or on campus suitable for power point presentation and discussions.
3. Arrange for all necessary audio-visual equipment.
4. Invite Your Chapter Advisor to co-teach with you. Send them a copy of the Big Brother Manual if necessary.
5. Send out a meeting invitation to all Big Brothers. Announce the meeting to the chapter. Post a meeting reminder, if appropriate.
6. If you have not already done so, prepare/duplicate your Preparation for Brotherhood Schedule (Word Template found in your Magister Workspace).
7. Download any resources needed for the session. (See the materials listing above.)
These files/materials can be downloaded through Sigma Chi U. You will find them in the Magister Workspace.

8. Prepare the visuals that pertain to your chapter's specific processes (e.g. process for making Big Brother Selections/Pairings).

The Day of the Session...

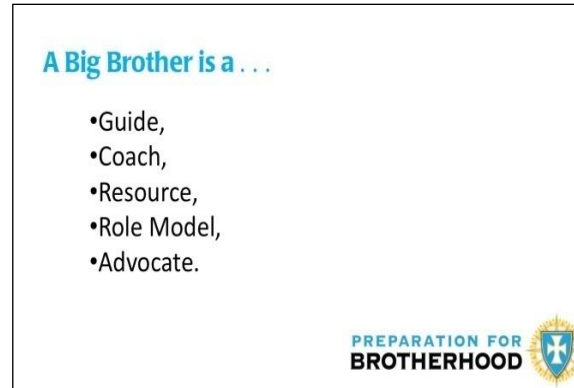
1. Make sure the room is set up to ensure ease of instruction, unobstructed sight lines for visual viewing, and overall comfort of participants. Ensure that there are sufficient chairs for participants, as well as chairs for guests.
2. Make sure the visuals are loaded on your laptop computer and that the LCD projector is focused and functioning properly. Test external speakers (sound levels) and your remote mouse.
3. Ensure you have sufficient printed copies of the handout materials including:
 - a. Our Preparation for Brotherhood Schedule
 - b. Big Brother Guide
 - c. Formal Pledging/Big Brother Ceremony
 - d. ConnΣXtions Handout
 - e. Big Brother Pairings.
4. Practice the session with your Chapter Advisor.

Summary Outline for Big Brother Training

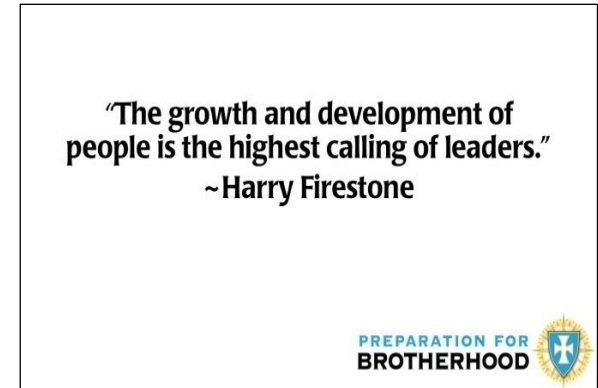
Time	Topic	C	V	Other	Inst
5 min	Welcome		V		Magister, Chapter Advisor
5 min	What is a Big Brother?		V		Chapter Advisor
3 min	Big Brother Selection/Pairing Process		V	Big Brother Pairings	Magister
15 min	Introduction to the New P4B Big Brother Process/Materials		V	P4B Process-at a- Glance Handout Big Brother Guide	Magister
5 min	Big Brother Responsibilities		V	Big Brother Guide	Magister
10 min	Your Weekly Role		V	Big Brother Guide	CA
10 min	How the Role of Coach Must Change		V	Big Brother Guide	CA
10 min	Quality Communication		V	Big Brother Guide ConnΣXtions Handout	CA
10 min	Asking Questions		V	Big Brother Guide	CA
10 min	Giving and Receiving Feedback		V	Big Brother Guide	CA
5 min	Evaluation		V	Big Brother Guide	CA
3 min	Questions		V	Big Brother Guide	M
5 min	Concluding Charge		V		CA



V-1



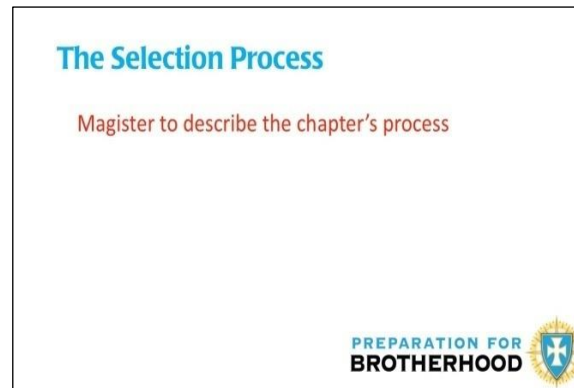
V-2



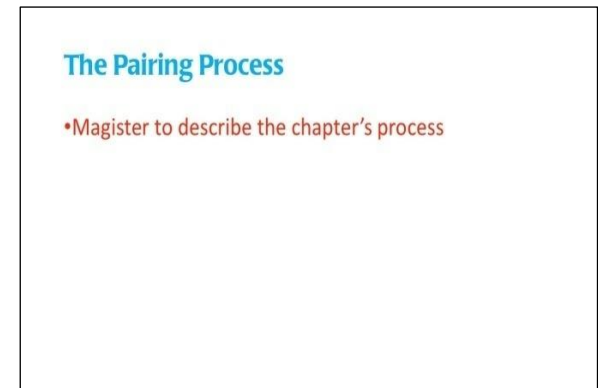
V-3



V-4



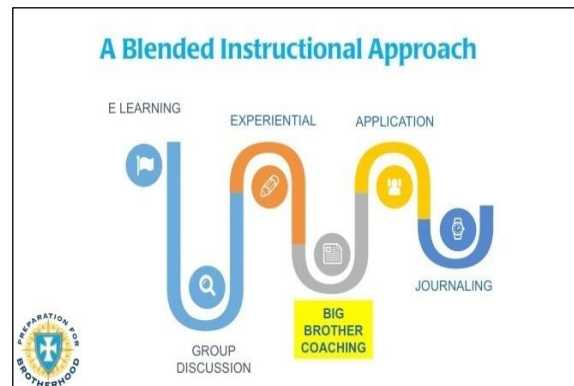
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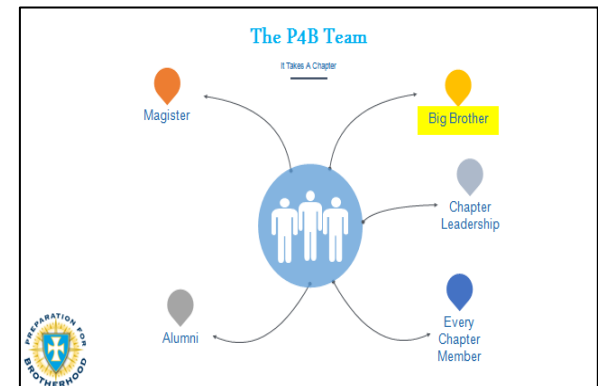
V-6



V-7



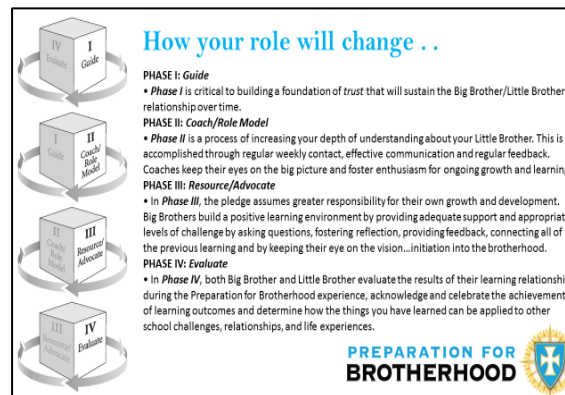
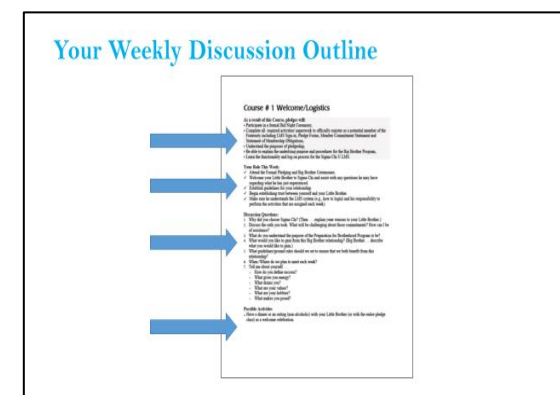
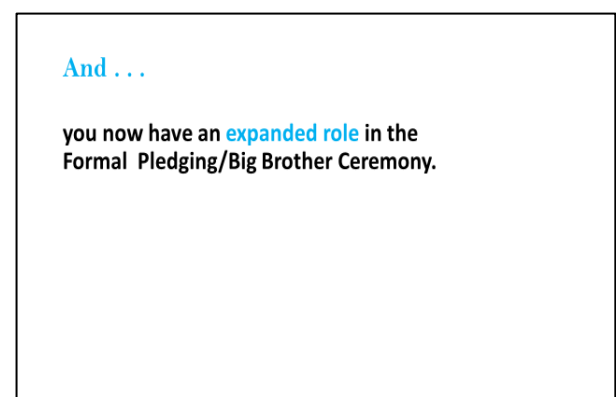
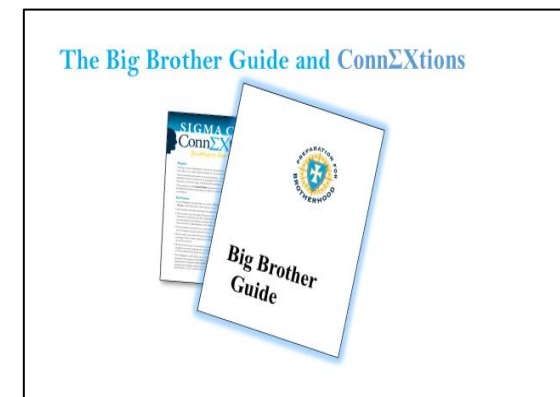
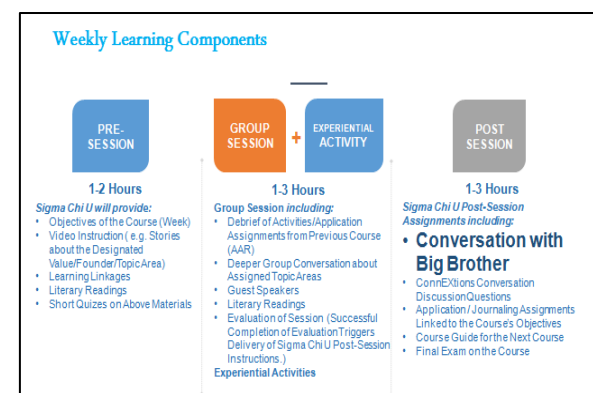
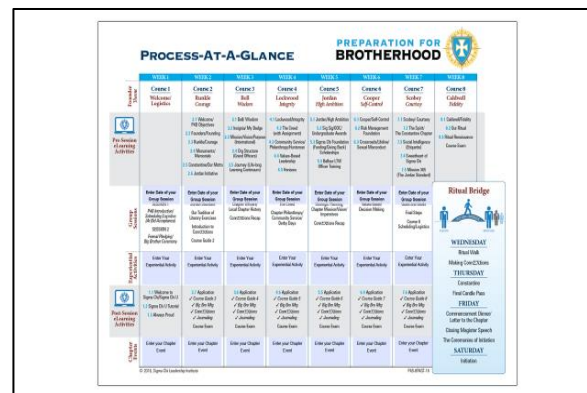
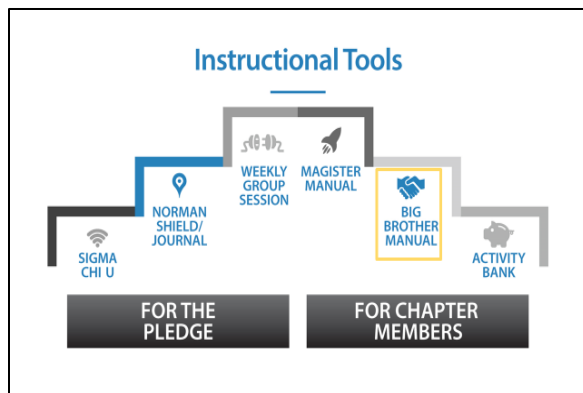
V-8



V-9

Detailed Instructional Outline

Time	Topic	Instructional Outline	Tools	Inst
5 min	Welcome	<ul style="list-style-type: none"> Welcome all Big Brothers (V-1). Discuss the importance of their role in the P4B Process. 	V	Magister Chapter Advisor
5	What is a Big Brother?	<ul style="list-style-type: none"> Using V-2, describe the five distinct roles of the Big Brother. Provide insight about how each role differs. (See Big Brother Guide.) Remind them how important the skill of coaching is in the leadership equation (V-3). This coaching relationship will provide them with practice in one of the highest forms of leadership . . . developing others. 	V	Chapter Advisor
5	Big Brother Selection/Pairings	<ul style="list-style-type: none"> Using V-4,5 describe the Big Brother selection criteria/selection process. Then, describe the specific pairing process used by your chapter to select/pair Big Brothers with their Little Brothers (V-6). Distribute a listing of the Big Brother pairings (if available). 	V Big Brother Pairings	Magister
15	P4B Process/Materials	<ul style="list-style-type: none"> Provide an overview of the P4B Program (V-7) including: <ul style="list-style-type: none"> The Blended Instructional Approach (V-8) The Team involved in Pledge Education (V-9) The Instructional Tools (V-10) Weekly Learning Components (V-11). 	V P4B Process-at-a-Glance Big Brother Guide ConnEXtions HO	Magister



Time	Topic	Instructional Outline	Tools	Inst
15	P4B Process/ Materials (Cont.)	<ul style="list-style-type: none"> Distribute a copy of the Preparation for Brotherhood Schedule for your chapter (V-11). Explain the dates of all events including: <ul style="list-style-type: none"> Bid Acceptance Ceremony (their role) Formal Pledging/Big Brother Ceremony (their role) First Big Brother Meeting with Little Brother Planned Initiation (their Involvement). Distribute a copy of the Big Brother Guide (V-13) and the ConnEXtions Handout. 	V P4B Schedule Big Brother Guide ConnEXtions	Magister
10	Your Responsibilities	<ul style="list-style-type: none"> Review the Big Brother Responsibilities. (V14) Explain their role in the Formal Pledging/Big Brother Ceremony. (V-15) Discuss the Weekly Discussion outlines that have been prepared for them. Refer them to that section of their Big Brother Guide(V-16). Allow them a few minutes to review the outlines and to ask questions. Using V-16, point out each of the components of the Weekly Discussion Outlines: Course Objectives, Big Brother Role, Discussion Topics, and Possible Activities. Remind them that they will need to be prepared each week to answer the questions their Little Brother might have. 	V Big Brother Guide	Chapter Advisor
10 min	The Role of the Coach Must Change	<ul style="list-style-type: none"> Using V-17, explain that the role of an effective coach must change as the relationship matures. Review the four phases of the coaching process as described in their Big Brother Guide and the subtle changes in their coaching behaviors that must occur at each phase: <ul style="list-style-type: none"> Phase 1: Guide Phase 2: Coach/Role Model Phase 3: Resource/Advocate Phase 4: Evaluate <p>In each subsequent phase, the Big Brother must allow their Little Brother to gradually take on more responsibility for their own learning.</p> Discuss why these coaching changes are so important to the overall growth of the pledge. 	V Big Brother Guide	Chapter Advisor

All of This Happens Through ...

Quality Communication



V-18

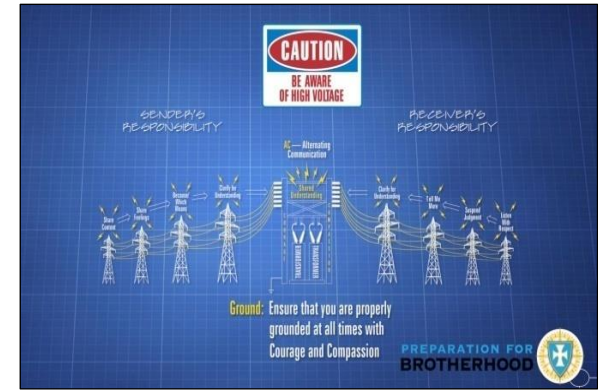
Communication is ...

a process by which a
sender and a receiver exchange
ideas, thoughts, and feelings.

Every message contains
content and feelings.



V-19



V-20

Communication Reminders:

- Suspend **judgment** and **knowing**.
- Maintain a mindset of **curiosity**.
- Do not rush to **action** . . . take time for exploration.
- Resist giving **advice**. Even if asked . . . don't take the bait.



V-21

The Ideal Percentages

Your Little Brother should be talking at
least **75 percent** of the time.



V-22

You Should Progressively Ask More Questions

The Art of Asking Questions

Great Mentors (and great leaders) are successful not because of what they say, but because of what they ask. To build the strength of your Little Brother, you must develop your ability to ask. You must ask good questions . . . questions that make your Little Brother think. Asking questions will move your Little Brother beyond passive acceptance of what you say and allow him to bring to the surface what he is learning on his own.

Here are just a few suggestions of questions that will prompt meaningful thought and discussion:

The Relationship...

1. How are we doing?
2. Is our communication working?
3. In what ways could we strengthen our relationship?

The Learning Process...

1. Are our weekly meetings working?
2. How could we improve them? What do we need to change or strengthen?
3. What are you learning about yourself as a learner? What is this experience teaching you?

Their Progress...

1. Do you feel like you are making progress in your learning?
2. Are you making your goals? Anything standing in your way?
3. What's occurred since we last spoke?
4. What would you like to talk about?
5. What is your greatest success thus far?
6. What is your biggest frustration?
7. What gives you the most satisfaction about what you are learning?

About Their Strategy...

1. What is your desired outcome for this next Course of the program?
2. What exactly do you want to achieve/learn?
3. How will you know you have reached it? What would success look like?
4. If the same thing came up, what would you do next time?
5. What is your backup plan?
6. What do you commit to doing going forward next week?
7. Make a choice... What's the best solution?

About Their Actions...

1. Describe how you are living out this value in practical ways right now.
2. What Signa Chi value applies to this situation?
3. How does this support our Fraternity's values/traditions?
4. How does this relate to your personal value?
5. Given this situation, what do you think our Founders would say?
6. How can I help you?



V-23

And ... Give and Receive Feedback



V-24

The Feedback SANDWICH

Praise
Constructive Feedback
Praise

...It's **Baloney**.



V-25

Time	Topic	Instructional Outline	Tools	Inst
10 min	Quality Communication	<ul style="list-style-type: none"> • Explain the importance of Quality Communication in the coaching process (V18). Define what good communication must contain: both content and feelings (V-19). • Explain the essential components of any effective communication using the communication grid visual provided in their Guide and on slide V-20. • Using V-21, provide four additional essentials to consider in order to enhance communication effectiveness with their Little Brother. 	V Big Brother Guide	Chapter Advisor
10	Asking Questions	<ul style="list-style-type: none"> • Remind them that their Little Brother should be talking 75 percent of the time (V-22). For some Big Brothers this will not be a problem, for others it will be a real challenge. Ask why? • The best coaching is always driven by a questioning (asking) approach vs. telling. • Using V-23, direct them to their Guide where they will find a list of the kinds of questions that will help them in maintaining a questioning perspective. 	V Big Brother Guide	Chapter Advisor
10	Giving and Receiving Feedback	<ul style="list-style-type: none"> • Remind them that, as a Coach, one of their most important roles is to model both giving and receiving feedback. • Using V-24, explain each step of the RISC Feedback Model pictured in their Guide. It provides suggestions for both giving and receiving feedback. They must learn both sides of the RISC model. • They may have heard of the concept of the Feedback Sandwich. (You start and end with praise and slip constructive feedback in between.) • Using V-25, explain that the feedback sandwich approach is baloney. After a time, individuals get used to this sandwich strategy and steel themselves for the middle of the sandwich. • If you are giving positive feedback, don't destroy the impact by using a feedback sandwich to soften constructive comments. • Explain that each weekly discussion should always contain some time devoted to feedback. 	V Big Brother Guide	Chapter Advisor

Preparation for Initiation...



V-26

Daily Discussion Topic Ideas

- The Scope of what they have learned about Sigma Chi
- Ritual Walk/Making ConnEXtions Experiential Activities
- Constantine the Great and the Circle of Safety
- The Rationale Behind Their Chapter Letter
- Evaluation of their Big Brother/Little Brother Relationship (See page 26.)

V-27

Complete a Learning Assessment

- What went well during our time together?
- What could have been improved? Why/How?
- What do I respect about you? (Honor Achievements)
- How are we going to use what we have learned?
- How can we apply this learning to other areas such as improving this chapter, this campus?



V-28

Learning to be a great Big Brother is about...

- ✓ discovering how to make mundane conversations **extraordinary**,
- ✓ training yourself to show **respect, honor and belief** in a fellow Sigma Chi brother,
- ✓ helping a brother **grow**, and perhaps even **exceed**, his own expectations for himself,
- ✓ building the kind of **brotherhood relationship** our Founders envisioned over 150 years ago.



V- 29



V-30

"The final test of a leader is that he leaves behind him in other men

the conviction and will to carry on."

—Walter J. Lippmann



V-31

Time	Topic	Instructional Outline	Tools	Inst
3 min	The Ritual Bridge	<ul style="list-style-type: none"> Using V-26, remind them that three days prior to The Ceremonies of Initiation pledges will participate in a series of activities called The Ritual Bridge. These activities were specifically designed to promote deep reflection prior to Initiation. As Big Brothers, they should plan to meet with their Little Brother more often to discuss what they are learning from the process. V-27 and their Big Brother Guide suggests the topics they should discuss with their Little Brother including: <ul style="list-style-type: none"> Ritual Walk/Making ConnΣXtions Experiential Activities Constantine the Great and the Circle of Safety The Rationale Behind Their Chapter Letter Evaluation of their Big Brother/Little Brother Relationship. (See page 26 of the Big Brother Guide.) V-28 They should plan to conduct an evaluation of the lessons learned as a result of their Little Brother/Big Brother relationship. Both the Little and the Big Brother should have gained valuable leadership lessons from the experience. Their Guide (and this visual) provides a listing of possible evaluation questions. They are just suggestions. 	V Big Brother Guide	Chapter Advisor
5 min	Questions	<ul style="list-style-type: none"> Call for questions about any of the components discussed during the session. 	V	Magister
1 min	Concluding Charge	<ul style="list-style-type: none"> Use V-29 to remind them of key insights about this relationship they are about to enter into with their Little Brother. Launch V-30 (a Video of Dick Hester summarizing the privilege and responsibility of being a Big Brother). Use V-31 to provide a final thought/charge for the Big Brothers. <p style="text-align: center;"><i>“The final test of a leader is that he leaves behind him in other men the conviction and will to carry on.”</i></p> <p style="text-align: center;"><i>–Walter J. Lippmann</i></p>	V	Chapter Advisor

Ceremonies

The ceremonies of Sigma Chi's Preparation for Brotherhood program are the pledge's first opportunity to experience the seriousness of the Fraternity. Receiving a bid from the chapter should be an honored occasion. This is the only time a pledge receives an invitation to join our Order and we want to make sure they understand the obligations to which they are committing themselves for the rest of their lives. The Formal Pledging/Big Brother Ceremony is their first exposure to the rich traditions and heritage of the Fraternity. We are privileged to know that the pledges have met the criteria set forth in *The Jordan Standard* as stated in their oath. We feel this is so important, that we have provided them with a mentor in the form of a Big Brother during this ceremony to assist in their learning and in their understanding of our lifelong journey in Sigma Chi.

As a result, we ask you to follow these ceremonies as outlined in the Magister Guide. We did ask chapters to submit their local activities in these areas in order to enhance these ceremonies and we took those submissions into consideration. It is important that each pledge shares a common experience throughout the Preparation for Brotherhood beginning with the ceremonies.





Ceremony: Bid Acceptance Ceremony (if applicable)

Purpose:

The purpose of the Bid Acceptance Ceremony is to allow the prospective member the opportunity to understand the obligation/commitment involved in becoming a member of Sigma Chi, to ask questions and have all doubts resolved before signing his bid. It is also a time when our Fraternity lets the perspective member know both the time and financial commitments of membership and addresses all final questions/concerns.

Regardless of your process, the Bid Acceptance Ceremony allows for a more formal opportunity in which the required Membership Commitment Statement can be read and understood.

The ceremony can take place as separate events in which each prospective member arrives at a designated time of approximately 30 minutes apart, or it can take place in conjunction with an already scheduled event (e.g. Bid Night) when alumni are present.

The dress is coat and tie for all attendees.

Duration:

Time is dependent on the number of prospective members

Chapter Members Involved:

The following officers should be present at the Ceremony:

- Consul
- Recruitment Chair
- Magister
- Quaestor

Materials:

- Bid Card for each prospective member (if applicable)
- Dues Breakdown for Pledges and Members (as prepared by the Quaestor)

Advance Preparation:

- The Bid Acceptance Ceremony should be conducted in a quiet room (no music) away from distractions (either in the chapter house or in another suitable location on campus).
 - White sheets should be placed over a table with four chair at the front of the room.
 - If you have a Sigma Chi flag, it should be hung behind the brothers sitting at the table or draped over the table.
- Make sure Bid Cards have been prepared for all prospective members (if applicable).
- Ensure that the Quaestor has the Dues Breakdown.
- You will also need to make arrangements for a room to conduct Group Session 1. This room will require audio-visual equipment for power point instruction. See Group Session 1 for detail about material requirements.
- Make sure you have an updated Preparation for Brotherhood schedule.
- Download Group Session 1 power point.
- Duplicate the following materials for each prospective member:
 - Getting Started (Available in your Magister Workspace)
 - Our Preparation for Brotherhood Schedule (Template available in your Magister Workspace)

Detailed Outline

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction	<ul style="list-style-type: none"> A brother should escort the prospective member(s) to the designated room. All brothers in the designated room should be standing. Upon entering the room and placing the prospective member(s) in front of table, the guide brother will announce: <i>Brothers of _____ Chapter, I present (full name of prospective member(s)) to you for the formal Bid Ceremony.</i> <p>Following this announcement, the guide brother will introduce the brothers (Consul, Recruitment Chair, Magister, and Quaestor) by name and office.</p> <ul style="list-style-type: none"> The Recruitment Chair will ask all present to sit. The Recruitment Chair states: <i>State prospective's first name, we are gathered here to make sure you understand the commitment it takes to join Sigma Chi. As you may know, one of our methods of selecting potential members is by a document we call the Jordan Standard. Let me recite the Jordan Standard. (The Recruitment Chairman recites the Jordan Standard).</i> <p><i>During the recruitment process, we hope the brothers have answered your questions about Sigma Chi, the _____ Chapter, and our brothers. However, we want to make sure you have all your questions answered and that you know your obligations and commitments as a member of Sigma Chi.</i></p>		Recruitment Chair Brother
10 min	Member Commitment Statement	<ul style="list-style-type: none"> The Consul states: <i>State prospective member's first name, as the Consul of the chapter, my responsibility is the safekeeping and well-being of the chapter as a whole.</i> <p><i>The process of accepting a prospective member into our order requires a vote of 90% of the entire chapter. We are very impressed by your credentials and believe you to possess the qualities of the Jordan Standard. We believe you will advance the interests of the Fraternity through your deeds and actions.</i></p> <p><i>In this time before your formal pledging begins, our chapter must ensure that you fully grasp the nature of our values and the deep and binding nature of our commitment to friendship, justice and learning.</i></p>		Consul

Time	Topic	Instructional Outline	Tools	Inst
3 min	Member Commitment Statement	<p><i>Membership in Sigma Chi is a lifelong commitment. You can be expelled for reason; you cannot resign.</i></p> <p><i>The Ritual of the Fraternity is secret but it has equal force and validity with the Fraternity Constitution, a non-secret document. Although the Ritual is secret, the commitments of the Fraternity to its initiates and of the initiates to Sigma Chi are so deep and binding that Sigma Chi believes that every man proposed for membership should have a real understanding of the nature and scope of these commitments, so that no man shall enter into his lifelong relationship unknowingly or with reservations. To bring about such understanding and acceptance is the purpose of this dialogue on the principles and requirements of Sigma Chi.</i></p> <p><i>The Badge of Sigma Chi reflects the Christian faith of the Founders. The White Cross is the Badge of a college fraternity; not the symbol of a religious order.</i></p> <p><i>If you are to wear the Badge of Sigma Chi, you must be prepared for and welcome the natural assumption of the world at large—that Sigma Chi has spiritual (Christian) foundations. That assumption is and will be valid.</i></p> <p><i>Sigma Chi draws reverently upon Christian ideals. These teachings were implicit in the minds of the men who founded Sigma Chi. Our principles and commitments are set within this framework. Do you find any conflict between your own personal convictions and Sigma Chi which is a lifelong commitment? (Pause)</i></p> <p><i>During your pledgeship, you will be asked if you believe in the existence of an ever-living God, the Creator and Preserver of all things. Your answer to this question must be an unqualified “yes.” Later there will be no opportunity for debate or discussion. What will be your answer to this question? (Pause)</i></p> <p><i>During your pledgeship, you will also be asked if you belong to any other secret college fraternity of a similar character to Sigma Chi. What will be your answer to this question? (Pause)</i></p> <p style="text-align: right;"><i>Cont.</i></p>		Consul

Time	Topic	Instructional Outline	Tools	Inst
5 min	Training Overview	<p><i>During progress toward becoming a Sigma Chi you will be charged to conduct yourself throughout life as a man of honor and a gentleman; a warm, trusted and dependable friend, with deep respect for the needs of your brothers and the interests of all in the preservation of the fraternal bonds and the reputation of the Fraternity; to maintain the secrecy of the Ritual and to obey the laws of the Fraternity and your chapter; to perpetuate the interests of the Fraternity and your brothers in all honorable ways; and to realize a responsibility to not only your own chapter brothers, but to all Sigma Chis. Will you be able to bind yourself to such an obligation? (Pause.)</i></p> <ul style="list-style-type: none"> • <i>Let me introduce you to our Chapter Magister who will be responsible for guiding your learning in the weeks to come.</i> • The Magister states: <i>State prospective's first name, it will be my honor to guide you in the weeks to come as you participate in what we call the Preparation for Brotherhood Program in your quest to obtain knowledge and understanding of the Sigma Chi Fraternity and the _____ Chapter.</i> <i>The purpose of our Preparation for Brotherhood Program is as follows (Magister reads objectives of the Preparation for Brotherhood Program).</i> <p>The Preparation for Brotherhood Program will accomplish the following objectives. As a result of the program, you will:</p> <ol style="list-style-type: none"> 1. Gain a comprehensive orientation to Sigma Chi – its history, values, ideals and programs, as well as, understand Sigma Chi's commitment/contributions to the Greek world, campus and community, 2. Demonstrate knowledge of Sigma Chi operations and governance at the local chapter, province and international levels, 3. Develop a deep sense of personal responsibility to cultivate true brotherhood with members of the Fraternity, 4. Develop an understanding of Sigma Chi's values-based leadership model and its application to their daily life, and 5. Be prepared to begin a lifelong commitment to Sigma Chi through exposure to our Ritual. <p><i>Preparation for Brotherhood will consist of 8 Learning Courses that will be completed in ____ weeks followed by Initiation. I will review the details of this program with you later today.</i></p>	<i>The Norman Shield</i>	Magister

Time	Topic	Instructional Outline	Tools	Inst
3 min	Financial Obligations	<ul style="list-style-type: none"> The Quaestor states: <i>State prospective's first name, as with any organization, it takes funds to run the organization and I have been charged as the Chapter's treasurer to prepare a budget based on the goals of the chapter. As a pledge, the dues will be \$____ per month. (Quaestor should hand him a breakdown of the costs). This includes the cost of pledging as well as the cost of initiation. As a member, the monthly dues will be \$____. All of us have a financial obligation to pay their dues in order for the operations of the chapter to function. Are you able to meet these financial obligations?</i> 	Cost Breakdown	Quaestor
3 min	Logistical Details	<ul style="list-style-type: none"> Consul states: <i>Do you understand everything that has been told to you? Do you have any additional questions or concerns that you would like to ask?</i> <i>It is my honor and my pleasure to offer you a bid to join our Fraternity and become a pledge of the _____ Chapter.</i> <i>Will you accept our offer? (Pause for response)</i> <i>Please sign this bid card (if applicable).</i> After signing the card, all should stand and congratulate the prospective member by shaking his hand (no fraternal grip). <i>You and the rest of the pledge class will be attending a Formal Pledging/Big Brother Ceremony on _____. Your Magister will now provide you with a variety of logistical details about the upcoming events of our Formal Pledging/Big Brother Ceremony and your upcoming training which we call Preparation for Brotherhood. Please proceed to the following location_____ and wait for the rest of your future pledge brothers to join you for a brief meeting.</i> <i>Congratulations again. We are proud that you have chosen Sigma Chi. You are more than welcome to drop by anytime. We will see you soon at the Formal Pledging/Big Brother Ceremony.</i> <i>Please accompany your Magister for your first official meeting.</i> 	Bid Card	Consul

Time	Topic	Instructional Outline	Tools	Inst
		<ul style="list-style-type: none"> • Magister will announce place and time of Group Session 1. • Magister will conduct Group Session 1-24 hours later. (See the instructions for Group Session 1 earlier in this guide.) 		Magister



Ceremony: Formal Pledging/Big Brother Ceremony

Purpose:

The Formal Pledging/Big Brother Ceremony is designed to provide a positive start to the pledge experience as well as an opportunity for the pledges to be introduced to their Big Brother.

Duration:

Time is dependent on the size of pledge group.

Chapter Members Involved:

- Recruitment Chairman
- Consul
- Magister
- Big Brothers
- Other Brothers (alumni and undergraduate brothers)
- This is a public ceremony allowing for your chapter to invite parents, Chapter Sweetheart, Greek Advisor, or others.

Materials:

- Compile a listing of the names of all Pledges/Big Brothers.
- Pledge Pins/Pin Board
- Norman Shields

Dress:

Coat and Tie for all attendees

Advance Preparation:

- Arrange for a room/space for the Formal Pledging/Big Brother Ceremony and a waiting area for the pledges.
- Arrange the Pledging Ceremony room/space for ease of presentation.
- Display pledge pins on a pin board.
- Request that members wear suit and tie with their badges displayed.

Detailed Outline

Time	Topic	Instructional Outline	Tools	Inst
3 min	Introduction	<ul style="list-style-type: none"> Magister will escort the pledges into the prearranged room. Brothers will circle around the pledges. 		Magister
Dependent on Number of Pledges	Ceremony	<ul style="list-style-type: none"> Recruitment Chairman: (Addresses the Consul and assembled brothers) <i>Brothers, it is with great pleasure that I announce the pledging to the Sigma Chi Fraternity of (reads each pledge's name). I present them to you for the ceremony of formal pledging.</i> Consul: <i>We are about to place upon you the pledge pin of our Fraternity, which is a token of the high esteem in which you are held by the _____ Chapter of Sigma Chi. Our pledge pin is a Norman Shield of blue, bearing a White Sigma Chi Cross, and is a symbol of the pure and lofty ideals which you will find in Sigma Chi.</i> <i>The fundamental purpose of our Fraternity, as expressed by our Founders, is to "form ourselves in an association for the development of the nobler powers of the mind and the finer feelings of the heart, and for the promotion of friendship and congenial feeling." We, as a Fraternity, by our association and our example, are committed to that purpose.</i> <i>Pledging Sigma Chi is a process of inspiration, education and application. Initiation into our Fraternity is dependent upon your willingness to search within yourself for those values which form the basis of our brotherhood, and to adopt and apply them as guiding principles in your life. Ultimately, however, your eligibility for initiation in Sigma Chi will be determined by the strength of your own character and of your commitment to the ideals of our white cross.</i> <i>In wearing this pledge pin you will be known to all as one of those who Sigma Chi has favored in its selection of men to perpetuate and exemplify our values, which are stated in the pledge oath you are now called upon to take. Raise your right hand and repeat after me:</i> 	Listing of Pledges Pledge Pins/Pin Board Norman Shields	Recruitment Chair Consul

Time	Topic	Instructional Outline	Tools	Inst
	Ceremony (Cont.)	<ul style="list-style-type: none"> • <i>I (each pledge brother repeats his name),</i> <ul style="list-style-type: none"> – <i>Of My Own Free Will And Accord,</i> – <i>Before God And The Members Of The Sigma Chi Fraternity Here Assembled,</i> – <i>Hereby Acknowledge Myself As A Pledge Of The_____ Chapter Of Sigma Chi.</i> – <i>As Such, I Will Wear With Honor</i> – <i>The Pledge Pin Given Me.</i> – <i>I Will Advance The Interests Of The Fraternity</i> – <i>And Of This Chapter</i> – <i>In Every Honorable Way At All Times.</i> – <i>I Will Endeavor To Uphold Sigma Chi's Values</i> – <i>And Conduct Myself With:</i> <ul style="list-style-type: none"> – <i>Courage</i> – <i>Wisdom</i> – <i>Integrity</i> – <i>High Ambition</i> – <i>Self-Control</i> – <i>Courtesy</i> – <i>And Fidelity.</i> – <i>I Will Make These Values A Rule And Guide For My Life,</i> – <i>And Assist The Members Of The Fraternity To Do The Same.</i> – <i>I Will Do Nothing To Bring Discredit Upon The Fraternity</i> – <i>Whose Badge It Is My Hope To Wear.</i> – <i>These Promises I Make In All Sincerity</i> – <i>And On My Honor As A Man.</i> <p><i>You may lower your hand.</i></p>		Consul Magister Big Brothers

Time	Topic	Instructional Outline	Tools	Inst
	Ceremony (Cont.)	<ul style="list-style-type: none"> Consul: <i>You have taken this oath as the first step in becoming a member of the Fraternity. You are the men who will become the future leaders of Sigma Chi, and who will in college and throughout life perpetuate the lofty values we hold dear. Your pledgeship will be your first opportunity to more fully understand our values and ideals. The key to your success can be found in the words of our Founders who encouraged that “only as the ideals for which this badge stands takes possession of your heart and become exemplified in your life will you ever know the deepest meaning of the White Cross of Sigma Chi.”</i> <i>The chapter has placed its wholehearted confidence in its Magister, Brother _____. He will be your guide and your friend as you learn about the history, traditions and ideals of our Fraternity.</i> Magister: <i>You are now entering a period we call Preparation for Brotherhood. It is my honor to guide your learning as you enter our Fraternity. During this period, every chapter brother is here to help you but especially your Big Brother. Your Big Brother has been selected to be your mentor, guide, resource, role model and advocate.</i> <ul style="list-style-type: none"> <i>He is one who possesses the invaluable gift of inspiration; inspiring you to be the best person you can be.</i> <i>He is a brother that will model how to live the Sigma Chi values and ideals to which we aspire.</i> <i>He will champion your cause.</i> <i>He will guide you through these first steps in your Sigma Chi Learning Journey.</i> <i>He is committed to making a difference in your life.</i> <i>He understands that this responsibility is a privilege because he knows our highest calling is to serve others, particularly his Little Brother.</i> 	Pledge Pins Norman Shields	Consul Magister Big Brothers

Time	Topic	Instructional Outline	Tools	Inst
	Ceremony (Cont.)	<ul style="list-style-type: none"> At this time the Magister states: <i>I call upon the Big Brothers to stand next to their Little Brothers.</i> <i>Big Brothers, with the support of the chapter, I charge you to be accountable for your actions and uphold the ideals and values of this Fraternity.</i> <i>The obligations of being a Big Brother in the _____chapter of Sigma Chi is one that is equally binding as the very oath of brotherhood that binds us together.</i> <i>Big Brothers, stand in front of your Little Brother, raise you right hand and repeat after me.</i> <ul style="list-style-type: none"> <i>I, (state you name), have agreed to be a Big Brother for, (state Little Brother name), knowing that this relationship will not end upon his initiation.</i> <i>I understand and accept the responsibility of mentoring him as a future brother in our chapter. I will give him the benefit of my experience, my wisdom, and my love for Sigma Chi. And, in return, I ask for his trust, and effort. I say these words upon my honor as a loyal Sigma Chi.</i> <i>You may lower your hands and stand behind your Little Brother.</i> <i>I will now ask Your Big Brother to assist me in placing the pledge pin of Sigma Chi upon you.</i> <i>Each of you will also receive a copy of <u>The Norman Shield</u>. The <u>Norman Shield</u> has been the primary source of reference for our new members. It contains information about our history, traditions and lofty ideals.</i> The Magister and Big Brother place a pledge pin from a pin board on each of the pledges, hand them a <u>Norman Shield</u>, and then extend to each a <i>regular</i> handshake and a brief word of congratulations. Consul: <i>May I be the first to welcome the _____pledge class of the _____chapter of Sigma Chi. You have the support of your Magister, your Big Brother, and every brother in this chapter. We all look forward to helping you through your Preparation for Brotherhood. My Brothers, please welcome our new pledge class.</i> Led by the Consul, the entire chapter should form a reception line and shake the hand of each new pledge brother using a regular handshake. 	Pledge Pins <i>Norman Shields</i>	Consul Magister Big Brothers

Magister's Checklist for Initiation

In preparation for Initiation, the Magister should complete plans for the Initiation. Many of these action items can and should be delegated to various members such as the Assistant Magister, the Kustos, Ritual Chair or Ritual Committee. The Magister need not and should not do all the work himself.

Starting **six weeks** prior to the Initiation date, the Magister should ensure that the Ritual Committee has begun meeting. The purpose of the Ritual Committee is to act as the coordinating group for the entire Initiation program. The Ritual Committee is made up of seven members each member assigned specific responsibilities and three to five brothers designated to help these members with their specific responsibilities: Chairman (Ritual Chairman or Kustos), Assistant Magister, Pro Consul, Annotator, Tribune (or upperclassman brother), Historian (or upperclassman brother), Alumni Ritual Advisor or Ritual Peer. The Ritual Peer has access to the Ritual Renaissance on line site that contains a complete Initiation list.

The Magister should attend meetings whenever possible and practical.

After each meeting, the Ritual Committee should report the progress made on assignments over the past week and should make new assignments for the coming week.

Six Weeks Prior to Initiation (Beginning at Course 3):

1. Confirm Initiation date and time and place (if not at the chapter house).
2. Reserve any special properties needed from the university or from any business or person.
3. Inform the Grand Praetor of the time and date of the Initiation.
4. Invite alumni and special guests as prescribed in the Ritual.
5. Have all ritual paraphernalia and regalia checked for condition and availability.
6. Purchase/order additional ritualistic regalia or other materials if necessary.
7. Assign Ritualistic parts to officers and members of the chapter as prescribed by the Ritual.

Five Weeks Prior to Initiation (Beginning at Course 4):

1. Have banquet location, menu planned (also the luncheon after initiation, optional). The banquet is scheduled the Friday night prior to Initiation. An optional luncheon can be planned after Initiation to celebrate the new brothers joining our order.
2. Make sure the Quaestor has allocated funds for the banquet in his budget.
3. Finalize the scheduling details for Course 8, the Ritual Bridge, banquet, and closing remarks, and the beginning of the Ceremonies of Initiation
4. Invite alumni to Banquet and the Ceremonies of Initiation.
5. Dry clean, wash, iron, polish materials.

Four Weeks Prior to Initiation (Beginning in Course 5):

1. Confirm banquet location (and luncheon after initiation, optional) and menu is set and Quaestor has given a deposit to reserve the site.
2. Invite parents, Greek advisor, Univ. admin, sweetheart to banquet.
3. Begin recitation of Initiation parts in the chapter meeting.
4. Submit Form 400C for initiation. This will automatically order the Badges.
5. Map out location sites for the Ceremonies of Initiation.
6. Collect essays from pledges that will be read during the banquet on Friday night.

Three Weeks Prior to Initiation (Beginning at Course 6):

1. Make sure all pledges have requested off of work for the activities scheduled during Course 8.
2. Remind chapter of all activities scheduled for the week of Course 8.
3. Rehearse Initiation parts at chapter meeting or rehearsal.
4. Prepare instructions to sites during Ceremonies of Initiation.

Two Weeks Prior to Initiation (Beginning at Course 7):

1. Rehearse parts at the chapter meeting or other designated times.
2. Confirm all materials are prepared.
3. Check final preparations for the banquet including menu, seating, and guests.
4. Inform police (e.g. Campus, City, and State) of the time of the Initiation and relevant activities.
5. Have room assignments made for the candidates during various phases of the Ceremonies of Initiation.
6. Develop systemized schedule to insure all pledges proceed through the Ceremonies of Initiation.
7. Prepare pledge biography for the alumni during the Ceremonies of Initiation
8. Confirm alumni roles during the Ceremonies of Initiation.

One Week Prior to Initiation (Beginning of Course 8):

1. Have a dress rehearsal.
2. Determine what automobiles will be available for transportation if necessary.
3. Check all Initiation paraphernalia and equipment.
4. Prepare rooms and areas for various phases of the Initiation Ceremonies.
5. Post a reminder about the Initiation in the house.

Day of Ceremonies of Initiation

1. Order breakfast for candidates (and the chapter if budgeted).
2. Ensure shower facilities are available and accessible for the candidates.
3. (optional) Arrange a luncheon for the chapter to attend to celebrate the initiation of your new brothers.

Appendix

- Executive Committee Regulations Regarding P4B
- Statement on Position Concerning Pledge Education and the Ritual
- Frequently Asked Questions
- Logistical Recommendations for Large Pledge Classes
- Local Activity Submission Process and Terms
- Letter to Parents
- Seven Values

Executive Committee Regulations (ECRs) Regarding P4B

E6.02-f-1 Pledgeship embraces all activities involved from the execution of the Membership Commitment Statement and Formal Pledging Ceremony through Initiation. Pledge training shall utilize "The Norman Shield," the Preparation for Brotherhood (P4B) Magister's Guide, the P4B eLearning on Sigma Chi U, the Mission Statement, and the principles embodied in the Ritual and the Ritualistic Statutes.

E6.02-f-2 All activities and conduct in the Preparation for Brotherhood Program (P4B) shall be fully consistent with the provisions of the Ritual, Ritualistic Statutes, the Mission Statement, and the Governing Laws of the Fraternity, and shall be designed to prepare and inspire a pledge for his responsibilities as an initiated member, student and citizen.

a. Each active chapter is required to confer with their Chapter Advisor and Grand Praetor prior to the start of each semester to ensure a thorough understanding of the P4B program. Additionally, each chapter shall be required to comply, in spirit and in fact, with every aspect of the P4B program as detailed by the General Fraternity. In the event a chapter is unable to review the program with their Grand Praetor, they should immediately contact the Executive Director who will work with the Grand Consul in providing that chapter an alternative review method. A failure to review the P4B program with the Grand Praetor is NOT a sufficient reason to deviate from the P4B curriculum.

b. The Consul and Magister must sign a statement as their attestation that the chapter will adhere to the P4B curriculum. Any deviation from the P4B curriculum may be grounds for disciplinary action against the chapter, and may result in disciplinary action against the undergraduate officers, up to and including expulsion from membership.

c. The Grand Praetor and the Chapter Advisor have no duty to investigate or monitor the pledge program beyond the written commitment of the officers noted above.

d. In accordance with the model P4B program, no program shall exceed 8 weeks excluding time when school is not in session or during midterm exams. The eight-week pledge program shall begin with the pinning ceremony. All new members must be initiated prior to the commencement of final exams. If a host institution requires a shorter term for a pledge program, a shorter, prescribed version of the model P4B program shall be used in its entirety.

E6.02-f-3 Any activities which are inconsistent with the letter and/or the spirit of Statute 6.02-f shall result in Executive Committee action. Such action may lead to individual suspension or expulsion, and to suspension or revocation of the Charter of an active chapter. If an active chapter is found to be engaging in any activity judged unacceptable by the Executive Committee, that chapter will have the burden of establishing the "good faith" behind its decision to continue or initiate such activity.

Statement of Position Concerning Pledge Training & the Ritual

The following policy statement has been adopted as a part of the Governing Laws and therefore demands the same respect and attention of the Fraternity's Ritual, Constitutions, Statutes, and Executive Committee Regulations:

The teachings of our Ritual—the basis of all our pledging and initiation, and active and alumni life—must govern our every act and attitude. Initiation into Sigma Chi is truly not only a ceremony by which new members are created, but is much more. Its meanings are subject to constant interpretation and achievement by those who have earned the honor by striving for it.

The Fraternity provides extensive material and guidance to chapters on this subject through The Ritual, Ritualistic Statutes, "The Norman Shield," "The Magister's Manual," the programs of the Leadership Training Workshop, Jordan Initiative, many Province Workshops, just to mention a few. Additionally, resources are provided through the efforts of the Grand Praetors, alumni volunteers and Headquarters Staff. Further guidance and assistance in those and other areas will continue, and is available to any chapter upon request.

The Basis of Concern

The reasons for concern by the Fraternity in this area cannot be dealt with simply under the heading of the term "hazing." The term "hazing" is sometimes too narrowly defined by some seeking rationalizations. The goal is preparation for a productive life as a citizen, through Sigma Chi, not merely forced humility or "second class citizenship." We believe, as the Sigma Chi Creed says, in fairness, decency, good manners, and being ever a credit to our Fraternity.

There is a definite need for increased knowledge and understanding of the seriousness of purpose of Sigma Chi, and the expectations and commitments made by all of us in experiencing our Ritual and the honor of becoming a member.

Your Fraternity leaders and Executive Committee realize and appreciate that the majority of our active chapters conduct responsible and inspiring pledge programs, I-Weeks, and Initiation ceremonies and have not been, are not, and will not become involved in anything which even remotely could be considered "hazing" or in violation of Sigma Chi law or programs. Nonetheless, there is a definite necessity for an increased vigilance, awareness, dedication and determination in this matter. There are chapters in Sigma Chi where our Ritual and its purposes and procedures are not adhered to the fullest, and where questionable, contradictory or wasteful activities are taking place during the Pledge Program, I-Week, or Initiation.

In confronting this problem, the following basics are pertinent.

- Sigma Chi, both in stated goals and purposes, is a positive experience, designed to be contributory and beneficial throughout a man's life.
- Past, present and future, its purpose is to be uplifting, motivational, value-setting, and enjoyable in constructive ways.
- Its heart is brotherhood, personal association and involvement, and an obligation of every brother to help each other to achieve. It is in the context of positive emphasis and guidance that the following guidelines will apply, and are to be used in determining and conducting any of our activities in the pledging, pre-Initiation and Initiation programs:

Pledge Program Guidelines

- The goals set forth in The Jordan Standard require us, as a Fraternity, to ensure that we allow each student time for his academic responsibilities, a minimum of 6 hours uninterrupted sleep per night, and reasonable campus involvement. Our prospective members are in school for an education, a learning experience, both in and out of the classroom.
- Whatever is performed or allowed to happen must be fully consistent with the ideals and the spirit of our Ritual, Ritualistic Statutes, and Governing Laws. The purpose of the program should be to treat the young men as future leaders of our order.
- If an activity became known and/or publicized, could it really be explained or justified to, and understood or appreciated by, Fraternity officials, parents, university officials, or potential members? If not, it should not be done.
- A man does not pledge to be in servitude to an individual brother. He is aspiring to be a member of the Chapter and the Fraternity.

- If something is designed just to make a man “a good pledge,” rather than to make him a good brother, or just to see “how much he wants to become a member,” it is not appropriate.
- Forced unity or “unity-at-any-cost” can, often unknowingly, result in resentment or exaggerated competition against the chapter, and conflict with the pledge class’ later integration into the chapter, creating a caste system. Unity, loyalty and devotion will occur from shared experiences and ideas.
- If instilling humility is the only or major purpose of what is being done, it should not be done.
- The fact that “we’ve always done it” does not, by itself, justify its continuance.
- The greater the extent of physical or mental exhaustion, excessive nervousness or fear, total frustration, or desire to “get this over with,” the greater the likelihood that the pledge will not absorb, remember and understand the important lessons of our pledge program, the Initiation and Ritual.

Examples of Prohibited Activities

Actions and activities which are explicitly prohibited include, but are not limited to, the following:

- Any calisthenics, including but not limited to; sit-ups, push-ups, “ ‘bows and toes,” and wall sits.
- Running stairs while reciting material.
- Group runs for the sake of creating “unity,” regardless if it is with active brothers or not.
- Line-ups during which the pledges are placed in front of the chapter in an environment which could reasonably be considered intimidating in nature.
- Link systems, or anything similar, used to intimidate the pledge toward improved performance.
- Forced dorming or sleeping at a chapter-designated location, including the chapter house, separate from the pledge’s permanent residence.
- Yelling and screaming or use of obscenities at pledges in any manner whatsoever.
- Telling pledge he’s failed by snuffing out candles in front of him.
- Brothers intentionally mess up the house or room after pledges clean it.
- Pledges booed and hissed or demeaned when they make a mistake. Pledges being required to perform personal errands or acts of personal servitude for the convenience of brothers. Activities considered personal servitude include, but are not limited to; cleaning, errand running, driving brothers around.
- Calling pledges “scums,” “poops,” “plebes,” or other degrading terms.
- Wearing burlap bags or other embarrassing or uncomfortable garments.
- Less than six hours of undisturbed time in bed each night at any point during their pledgship or I-Week.
- Deception designed to convince the pledge he won’t be initiated.
- Forcing the pledges to eat any food that is designed to make them sick, burn their mouth, starve them, and/or embarrass them.
- Excessively loud music played during I-Week and between portions of various ceremonies.
- Paddle swats.
- Pushing, shoving or tackling pledges during movement to various events.
- Pledges dragged onto the floor when awakened.
- Pledges write list of their faults or “sins,” believing they must read them to the chapter or brothers.
- Bracing, forcing pledges to sit in a specific position for an extended period of time, and finger-snapping in pledges’ ears.
- Any violation of Ritual instructions, procedures or Statutes.
- Brothers using Ritual materials before Initiation.
- Stripping a pledge down to their underwear or nothing at all.
- Branding the pledges with cigarettes or other hot items
- Forced consumption of alcohol or sharing of alcohol with active brothers as part of a big brother celebration.
- “Fight Nights” where pledges have to fight one another or actives

- Any drug usage including forced drug usage
- Involving pledges in any form of a designated driver program
- Pledges forced to sleep in a location that is below the quality of their normal residential living environment
- Intentionally black-balling a pledge to send a message to other pledges
- Interviewing brothers for the main purpose of memorization of their information
- Intentionally prohibiting pledges from being able to meet and interact with the members of the active chapter
- Forcing pledges to buy uniforms
- Requiring pledges to buy items for members of the chapter with their own money, such as; gas, cigarettes, condoms, etc
- Any kidnapping activities as a part of a walkout program or revolt. This includes scavenger hunts.

These are a few practices which have been done in the past and there are thousands of others also equally unacceptable.

For any other activities that may not be included above, chapters and members should ask themselves these following questions to consider whether the activity is one that aligns with the spirit of this policy:

- Would you object to this activity being photographed for the school newspaper or filmed by a local TV news crew?
- Would you feel comfortable participating in this activity if your parents, professors, or University officials were present?
- Would you tell potential recruits or new pledges about the activity that they will go through?
- Does participation in this activity violate my values or those of Sigma Chi?
- Does the activity risk emotional or physical harm or abuse?
- If someone were injured, would I feel comfortable being investigated by the police or an insurance carrier?

Conclusion

Sigma Chi's specified programs for pledge training and Initiation, absent of any hazing or questionable activities, have proved to be consistently effective in achieving the development of active, effective committed brothers. Only the brothers in the active chapters can carry out these programs, however.

All Sigma Chis have a responsibility to the Fraternity and its future, and to the rest of the Greek system, and to our families, to enhance and contribute to our reputation, and not even remotely create any situation which may damage it. Sigma Chi must depend on our undergraduate brothers and chapters to perpetuate our Grand Fraternity through Initiation. With this expression of concern and communication, our confidence is placed in you.

Originally issued in August 1977 by the Fraternity Executive Committee, chaired by then Grand Consul James F. Bash.

Amended and re-issued in March 2015 by the Fraternity Executive Committee, chaired by then Grand Consul Michael A. Greenberg.

Further amended and re-issued in June 2016 by the Fraternity Executive Committee, chaired by then Grand Consul Michael A. Ursillo

Frequently Asked Questions

The purpose of the Preparation for Brotherhood Program is to ensure that each pledge, regardless of their chapter, receives the same quality education about our organization. As a result of participation in the Preparation for Brotherhood Program, our new pledges will:

- 1. Gain a comprehensive orientation to Sigma Chi — its history, values, ideals and programs, as well as, understand Sigma Chi's commitment/contributions to the Greek world, campus and community,*
- 2. Demonstrate knowledge of Sigma Chi operations and governance at the local chapter, province and international levels,*
- 3. Develop a deep sense of personal responsibility to cultivate true brotherhood with members of the Fraternity,*
- 4. Develop an understanding of Sigma Chi's values-based leadership model and its application to their daily life, and*
- 5. Be prepared to begin a lifelong commitment to Sigma Chi through exposure to our Ritual.*

The pages that follow outline some of the most frequently asked questions about P4B with accompanying talking points.

1. “Why did the Fraternity take I-week away?”

Talking Points

- The Fraternity did not delete I-week – Sigma Chi re-packed all the I-week components so that they are spread out over all seven weeks of the P4B Program following the Logistics week.
- In the past, during 10- or 12-week pledgeships, weeks went by with only a pledge meeting as a key component. Some weeks had no purpose.
- Every week, every activity in P4B has a purpose with the goal of providing a more complete, inspiring pledge experience never before seen in Sigma Chi.

2. “What are the benefits to spreading I-week out over seven weeks?”

Talking Points

- If you enrolled for a ten-week class at school, and on the first day of class, your professor informed you that you only really needed to concentrate on that final 10th week, would you take the first nine weeks seriously? This way of thinking is how Sigma Chi has operated its pledgeship for the last three decades.
- Getting serious about the Sigma Chi Ritual will no longer happen on Day No. 51 of 56.
In P4B, true preparation for Initiation begins on Day No. 1.

3. “How do you expect to replace the intense, self-reflective experience of those seven days and can we keep implied silence?”

Talking Points

- Self-reflection really shouldn't be forced in any situation. Some people do not learn that way, and in some cases, forced reflection or silence can detract from a meaningful experience.
- In P4B, we provide our pledges with a Journal in the back of the Norman Shield so that deep, personal reflection shouldn't happen only in the final week.
- If pledges choose to reflect in silence, that's their choice. Implied silence can still be used by the chapters to increase focus during Ritual Bridge, but the taking of cell phones and other items for the Ritual Bridge period is not allowed or in alignment with Sigma Chi's core values.

4. “If everything is online, do we even need a Magister anymore?”

Talking Points

- The online component of P4B (eLearning on Sigma Chi U) is meant to serve as a complement to the learning a pledge receives from the Magister during weekly pledge meetings and from their reading of the Norman Shield. Of the maximum number of hours required of a pledge over an eight-week P4B program (eighty hours), only six hours of the eighty have to do with eLearning.
- The weekly group meetings conducted by the Magister are one of the most important components of the program.

5. “Our pledge education program is pretty strong and we are a Peterson chapter. Why do WE need to participate in P4B?”

Talking Points

- It's easy to look at the hole that exists in Sigma Chi by looking at the structure of Home Depot, co-founded in 1978 by Bucknell Significant Sig Ken Langone. Home Depot has 2,200 franchises world-wide with 300,000 employees.
- If those franchises operated like Sigma Chi's 245 chapters currently do, they could operate free from structure of their parent organization, selling something different at every store.
- Currently, every Sigma Chi chapter's pledge education program operates free from structure and compliance, and what each chapter provides their new members is different from the next. P4B provides the common, shared pledging experience.

6. “We have great local traditions? Can we use those during P4B?”

Talking Points:

- Yes, if your chapter submits those activities to Sigma Chi Headquarters for approval or editing. Once approved, these activities will go into a bank of activities for ALL chapters to use.
- A process for the submission and approval is being developed right now within the Fraternity.

7. “I think the Big Brother Program is better if it occurs in week four. Why can’t we assign Big Brothers at that time?”

Talking Points:

- For new members who are often freshmen, the first month on a college campus is a critical time period. He is trying to figure out how to balance friends, Fraternity, academics, perhaps more.
- Why let our new members wander within Sigma Chi for the first three or four weeks without any support other than an overloaded Magister? Our pledges should have a mentor from Day No. 1 to guide them through all the challenges of college life.

8. “P4B is too easy. How are pledges supposed to ‘earn Sigma Chi?’”

Talking Points:

- The idea that membership has to be earned directly derives from physical and mental hazing.
- A pledge is still going to be challenged during his pledgship through self-reflection, inspirational experiential activities, pledge exams and application exercises.
- Each week will provide the “rigor” everyone is looking for.

9. “How can we expect to be brothers with guys who didn’t go through the same thing we did?”

Talking Points:

- This thought process is how apathy, pledge class cliques and, in some cases, hatred creeps into our chapters.
- For years, each pledge class was asked to perform some activity “because we had it done to us, so we have to do it to you” and the vicious cycle repeats itself.
- This results in entire pledge classes becoming resentful of other classes. That’s not TRUE FRIENDSHIP.
- P4B is the start of building a shared leadership development experience for all members – and soon, those who did not partake in P4B will have graduated from the chapter.

10. “If we assign Big Brothers in week one, we won’t even know them. How are we supposed to pick a Little Brother if we don’t know them?”

Talking Points:

- A Big Brother is not meant to be a best friend. He is meant to be a mentor...someone who can hold the Little Brother accountable when needed.
- Nor is he meant to be a drinking buddy.
- Before P4B begins, a Magister and Recruitment Chairman should identify the best coaches and mentors within a chapter, and no matter who they are paired with, they can serve with effectiveness.

11. “What about pledge retreats, can we still do these?”

Talking Points:

- In Pledges-Only form, no. A pledge event should instead be deployed as a chapter event with a one-active-to-one-pledge ratio.

12. “If we want the pledges to serve in a local philanthropic event, how do we do that so it isn’t considered hazing?”

Talking Points:

- The chapter should have a one-active-to-one-pledge ratio. A chapter should not force pledges only to participate in these events.
- As Sigma Chis, community service should be a staple for everyone in our brotherhood during each year of our undergraduate careers. “Sending the Pledges” so the chapter can reap the PR benefits for community service teaches our new members nothing.

13. “I hear that pledges don’t even have to memorize the Jordan Standard. Is that true?”

Talking Points:

- Forced memorization has been used as mental hazing for too long. Following the memorization of a reading, usually the pledge must recite or transcribe that reading.
- We believe that our Pledges should know *The Jordan Standard*, *The Sigma Chi Creed* and *The Spirit of Sigma Chi*, but forcing them to memorize something for the purpose of transcribing it on paper or reciting it aloud carries with it no worth.

14. “How come nobody asked us to help develop a new pledge program?”

Talking Points:

- The Preparation for Brotherhood Program has two undergraduate reps on its committee who are involved in the curriculum process.
- The purpose of the pilot programs we conducted was to create a curriculum and test it with undergraduates – which P4B did with more than 1,000 pledges and 50 Magisters.
- By the time the final P4B product is completed, a larger number of undergraduate brothers of the Fraternity will be very involved in P4B development than any program ever created. All of these brothers involved in the testing were asked to provide feedback and improvement suggestions which have been incorporated into the program being rolled out this Fall.
- The P4B Curriculum Committee is charged to continue to listen and act on suggestions from our undergraduates and alumni in an effort to continually improve the program and Sigma Chi’s process of pledge education

15. “What about the guys who show up to pledgeship WANTING to be hazed?”

Talking Points:

- This situation is more of an issue related to values-based recruitment than a pledge program problem.
- In the case of any member asking for an egregious act to be done to him that is in direct conflict with the core values of Sigma Chi, the chapter should strongly consider whether he is a credit to our Fraternity.
- It's important to note that the P4B program makes no recommendations regarding discipline to pledges or active brothers. A chapter can continue to operate its Judicial Board outside the P4B structure to hold brothers and pledges accountable.
- Any accountability structure should NOT include link systems for pledges. These systems are considered hazing due to intimidation and are forbidden within the program.

16. “P4B is too impersonal. I don't think the brotherhood will be as strong with all the online stuff. Can we just do all the tests in person?”

Talking Points:

- Currently, tests are to be self-administered, not in a pledge meeting. A concrete decision on this topic will be finalized following the Beta pilot test.

17. “Isn't it true that Nationals created P4B so that they won't get sued?”

Talking Points:

- Of the top three International Fraternities in chapters and initiated members, two have completely dissolved pledgeship.
- SAE turned to a 96-hour pledgeship because of multiple wrongful-death lawsuits, and Sig Ep trimmed its pledge period to 72 hours as part of the Balanced Man certification program.
- Sigma Chi sees an inherent worth in preparing our members to the Ritual. With the chaotic Greek landscape casting fraternities more and more in the shadows, it may look like P4B is a reactive move. It's not. The evolution of P4B is Sigma Chi taking a step to ensure that pledgeship remains.

18. “What do I (the Magister) do if the chapter won't support the program?”

Talking Points:

- As the Magister, it is your job to roll out the Preparation for Brotherhood program to the best of your ability.
- If your executive board officers can assist you from a top-down approach, it is important to use them to sway the chapter as elected officers.
- If the officers, too, are opposed to the program, a Magister should turn to his Chapter Advisor or Grand Praetor for assistance in how to proceed.

19. “What do I tell our alumni when they come back for Homecoming and they ask about the new pledge program? What if they are not supportive?”

Talking Points:

- It's important that a chapter notify their Chapter Advisor or Grand Praetor involved if alumni are expressing concern regarding the Preparation for Brotherhood Program.
- A chapter should do everything possible to prevent the pledge class from being affected by unsupportive alumni. Every member of the chapter has the responsibility to intervene if he sees an alumnus criticizing P4B with pledges.

20. “What is the reasoning for connecting the virtues with the Founders? Isn't that giving Ritual away too early?”

Talking Points:

- If the first time a member connects our virtues with its correlated Founder is during Initiation, then something is wrong.
- Our core beliefs, the Seven Virtues, should never be shrouded in secrecy.
- We recruited our pledges because we saw glimpses of these virtues in them. Discussing our virtues openly with them will assist them in developing these virtues further.

21. “Can we (the chapter) still remove a pledge from Preparation for Brotherhood?”

Talking Points:

- The decision to extend a bid to a recruit should occur during the recruitment process. This will begin their period of pledgship.
- If during the pledge period, a pledge does something that is unbecoming of a Sigma Chi or he cannot meet the academic minimum standard set forth by the International Fraternity, the chapter would follow its judicial protocol as it has in the past. The P4B curriculum does not oversee the judicial process of a chapter, nor does it require a chapter to initiate every pledge that it recruits.
- That said, any degradation, humiliation or intimidation used as a part of a judicial process is forbidden in P4B because such treatment is considered hazing.

22. “What if we decide not to participate in the Preparation for Brotherhood program?”

Talking Points:

- Every chapter's participation in the program is required.
- Failure of a chapter to comply with the program will result in potential sanctions against your chapter by the International Fraternity's Chapter and Member Accountability Committee (CAMAC).

Recommended Logistics for Large Pledge Classes

This logistics section is designed to ensure efficiency and productivity in conducting ceremonies and experiential activities for chapters with pledge classes of 25 pledges or more.

For large classes, it will be more efficient to have group sessions and experiential activities on separate nights. Group Sessions end with a candle pass, which, if it is a large pledge class, could last for hours. Looking at any week of the program, group sessions are best held on Sunday nights so as not to interfere with class schedules. Experiential activities would be conducted on the following Tuesday or Wednesday nights beginning at 9 p.m., when most classes are finished.

The activities listed below were designed to be completed either individually or in small groups – so included are recommendations to perform them for large pledge classes. If an activity is not listed below, it is because it is already included in P4B in a format designed for large-group presentations.

Course 1

Bid Acceptance Ceremony

Recruitment processes are different across Sigma Chi's 240-plus chapters. Some universities or colleges use a strict, formal recruitment process. Some schools are very informal in the way their Greek organizations recruit members – some recruit over the summer and return to school on Day 1 with the pledge class already in hand.

For chapters that recruit informally, the actual need for a Bid Acceptance Ceremony could be considered an afterthought. However, in P4B, this ceremony is crucial in order for the pledges to introduce themselves to each other, to learn the requirements of pledging in regards to both time and dues, and to get to know the active chapter for the first time.

While the meet-and-greet is something that may happen long before the first week of pledgeship at some schools, the Membership Commitment Statement included in the Bid Ceremony is a requirement for pledges.

Course 2

Man in the Glass Activity

Chapters with larger pledge classes will need to run as many as eight stations for the Man in the Glass setup. This can be done in one dark room cloaked in black sheets with several Man in the Glass stations surrounding one reader in the center of the room. Divide the class up into groups of 8. Each pledge from the group of 8 will be led into the room one at a time to one of the eight stations. With one candle, the reader will recite the poem as each pledge stares at their reflection in the glass. Each pledge will be led out of the room one-by-one prior to the next group of 8 entering the activity.

Course 4

Unity – Pledge groups of 5 can be sent around the five rooms needed for U.N.I.T.Y. instead of the recommended two-man groups.

Course 5

Jordan Trail – For this activity, groups of five can be led through the trail to cut down the time of execution of this activity.

Lifelong Learning –Run this activity out of multiple rooms in the chapter house or several classrooms on campus.

Ascent –Run this activity on multiple staircases (if applicable) within a chapter house – if staircases are not available, a trail-like pattern between classrooms or chapter house rooms can be just as effective.

Course 6

Illumination – This experiential activity can be performed with all the pledges at once, or several smaller groups of pledges.

Course 7

Seven Candles– It is important that the pledge have a one-on-one conversation with the Seven Values reader. Therefore, the best way to execute the Seven Candles activity is to run multiple stations of the activity in different rooms of the chapter house or different classrooms on campus.

Course 8

Ritual Walk – This activity can be completed in groups of 5 to 10 members moving from station to station to learn about the various rituals.

Active/Alumni Letter – It is important to allow each pledge to a) read his letter about what he wants to do as an active member and alumnus member of the chapter and b) turn over his pledge pin in preparation for candidacy for Initiation. Therefore, the chapter should host the Commencement Dinner in a large-group setting and then return to several rooms in the chapter house or several classrooms to run multiple stations of the reading of the letter.

Local Activity Submission Process and Logistics

While the Preparation for Brotherhood (P4B) program aims at making pledgeship a shared and common experience for all Sigma Chi chapters and future brothers, the Sigma Chi Fraternity recognizes that there are chapters that currently utilize values-based, local activities in their pledge programs.

As part of the full P4B implementation of P4B to all chapters in Fall of 2016, Sigma Chi and the P4B program wanted to identify those values-based activities and make them available to all Sigma Chi chapters across North America.

During the Fraternity's Executive Committee meeting on April 23, 2016, a process was developed for the submission and vetting of chapters' local experiential activities.

Along with any local activities used by a chapter, the P4B committee would also like chapters to send in any great literary exercises used in their pledge programs.

What to Consider When Submitting an Activity

Before submitting a local activity for approval, please consider the following questions:

1. Does the activity reflect Sigma Chi's core values?
2. Is the activity's learning outcome necessary for a pledge to understand our Ritual?
3. Does the activity have to occur during the chapter's P4B pledgeship?
4. Can the activity be replicated at all of our chapters?

Two Submission Deadlines Set Annually

Each academic year, chapters will have two opportunities to submit activities/literary exercises for review by a Grand Consul-appointed sub-committee. Activities must be submitted using the P4B Local Activity Submission form found in the Magister Workspace on Sigma Chi U.

For Use in Fall P4B programs: All activities must be submitted by May 15 of each year.

For Use in Spring P4B programs: All activities must be submitted by Nov. 15 of each year.

Note: In the first round of local activity submissions, 116 of Sigma Chi's 240-plus chapters submitted a total of 385 activities.

How to Submit

Email all activity submissions to Jim Cogdal, Senior Director of Membership Development at Sigma Chi Headquarters, leadership.programs@sigmachicago.org. Use the subject line *P4B – Local Activity Submission*.

Follow-Up After Submission

Following submission, the activity or literary exercise will be reviewed by the Local Activity Review Sub-Committee. The decision about usage of the activity or literary exercise will then be communicated to the Chapter Consul, Magister, Chapter Advisor and Grand Praetor.

If an Activity is Approved ...

If an experiential activity is approved for use in the P4B curriculum, it can only be performed in Courses 4 or 5 of the P4B curriculum and nowhere else.

Once an activity is approved it will be updated in format and placed in the Magister Workspace on Sigma Chi U for Magisters to download and use in either Course 4 or 5.

If your chapter selects to use a local activity not originally included in the P4B curriculum, it is important to inform both your Chapter Advisor and Grand Praetor.

If a submission is ruled a Chapter Event, then the activity can be performed during the pledge process, but it requires a 1-to-1 chapter member-to-pledge ratio, or the activity should be deployed during Post-Initiation Living (formerly PIT).

Pledges are not to be present in any experiential activity that has not been approved through this submission process.

Thank you, brothers, in advance for helping build the Preparation for Brotherhood program into one of the highest quality leadership development experiences that exists in the Greek-letter world. With this new program, Sigma Chi is actively making a move to lead the way when it comes to preparation of our future members.

Sample Magister's Letter to Parents at the Beginning of Pledgeship

(Date)

Mr. and Mrs. (Parents' Name)

(Street, Number or Post Office Box)

(City, State, Zip Code)

Dear (Parents' Names),

Our brotherhood is pleased and gratified that your son has chosen Sigma Chi as the fraternity with which he hopes to affiliate. As Pledge Educator of the _____ Chapter of Sigma Chi Fraternity, I want you to know about your son's pledgeship and our expectations of him. In choosing to pledge Sigma Chi, your son has voluntarily taken on certain obligations and responsibilities. These responsibilities have a definite purpose: making him a better man, further developing his character and personality, and of great importance, of respecting those teachings you have instilled within him. May I further explain the purpose of the pledging period by presenting to you the objectives of Sigma Chi's Preparation for Brotherhood Program:

- To cultivate and maintain the high ideals on which Sigma Chi was founded: Friendship, Justice and Learning,
- To foster and preserve high academic standards,
- To train the undergraduate in leadership responsibility and instill the idea of good citizenship,
- To take inspiration from the White Cross and follow the principles outlined by our Founders to a life of spiritual fulfillment,
- To stimulate participation in college programs and to develop close cooperation between Sigma Chi membership and college officials, faculty, and other student organizations, and
- To provide a helping hand of brotherhood for the achievement of purposeful living, both in the college community and in the years that follow.

The duties and responsibilities of my office as pledge are centered around the planning and implementation of the above objectives. My primary responsibility in this office will be acting as a teacher and counselor for the pledge class.

Please feel free to browse through one of the reference tools given to your son, *The Norman Shield*, so that you may gain a broader understanding of his pledgeship and the history of our Fraternity. Also, please feel free to contact me at any time if you have questions or concerns about your son's Sigma Chi experience. Our chapter would like to extend an invitation to you to stop by our chapter house some evening for dinner or during the weekend. I look forward to meeting you.

Sincerely,

Magister (Pledge Educator)

(Phone number)

PROCESS-AT-A-GLANCE

PREPARATION FOR BROTHERHOOD



	WEEK 1	WEEK 2	WEEK 3	WEEK 4		WEEK 5		WEEK 6
Founder Theme	Course 1 Welcome/ Logistics	Course 2 Runkle Courage	Course 3 Bell Wisdom	Course 4 Lockwood Integrity	Course 5 Jordan High Ambition	Course 6 Cooper Self-Control	Course 7 Scobey Courtesy	Course 8 Caldwell Fidelity
Pre-Session eLearning Activities		2.1 Welcome/ P4B Objectives 2.2 Founders/Founding 2.3 Runkle/Courage 2.4 Monuments/ Memorials 2.5 Constantine/Our Motto 2.6 Jordan Initiative	3.1 Bell/ Wisdom 3.2 Insignia/ My Badge 3.3 Mission/Vision/Purpose (International) 3.4 Org Structure (Grand Officers) 3.5 Journey (Life-long Learning Continuum)	4.1 Lockwood/Integrity 4.2 The Creed (with Assignment) 4.3 Community Service/ Philanthropy/Huntsman 4.4 Values-Based Leadership 4.5 Horizons	5.1 Jordan/High Ambition 5.2 Sig Sig/OOC/ Undergraduate Awards 5.3 Sigma Chi Foundation (Funding/Giving Back) Scholarships 5.4 Balfour LTW Officer Training	6.1 Cooper/Self-Control 6.2 Risk Management Foundation 6.3 Crossroads/Lifeline/ Sexual Misconduct	7.1 Scobey/ Courtesy 7.2 The Spirit/ The Constantine Chapter 7.3 Social Intelligence (Etiquette) 7.4 Sweetheart of Sigma Chi 7.5 Mission 365 (The Jordan Standard)	8.1 Caldwell/Fidelity 8.2 Our Ritual 8.3 Ritual Renaissance Course Exam
Group Sessions	SESSION 1 <i>P4B Introduction/ Scheduling/Logistics (At Bid Acceptance)</i> SESSION 2 <i>Formal Pledging/ Big Brother Ceremony</i>	Jordan Standard Our Tradition of Literary Exercises Introduction to ConnΣXtions Course Guide 2	Chapter Officers/ Local Chapter History ConnΣXtions Recap	The Creed Chapter Philanthropy/ Community Service/ Derby Days	Strategic Planning, Chapter Mission/Vision/ Imperatives ConnΣXtions Recap	Values-based Decision Making	Goals and Ideals Final Steps Course 8 Scheduling/Logistics	
Experiential Activities		Man in the Glass	RBC	Seven Candles		Illumination		
Post-Session eLearning Activities	1.1 Welcome to Sigma Chi/Sigma Chi U 1.2 Sigma Chi U Tutorial 1.3 Always Proud	2.7 Application ✓ Course Guide 3 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	3.6 Application ✓ Course Guide 4 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	4.6 Application ✓ Course Guide 5 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	5.5 Application ✓ Course Guide 6 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	6.4 Application ✓ Course Guide 7 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	7.6 Application ✓ Course Guide 8 ✓ Big Bro Mtg ✓ ConnΣXtions ✓ Journaling Course Exam	

WEDNESDAY

Ritual Walk

Making ConnΣXtions

THURSDAY

Constantine

Final Candle Pass

FRIDAY

Commencement Dinner

Letter to the Chapter

Closing Magister Speech

The Ceremonies of Initiation

SATURDAY

Initiation

Ritual Bridge



WEDNESDAY

Ritual Walk

Making ConnΣXtions

THURSDAY

Constantine

Final Candle Pass

FRIDAY

Commencement Dinner/
Letter to the Chapter

Closing Magister Speech

The Ceremonies of Initiation

SATURDAY

Initiation

The Seven Values Defined

Courage

Being willing to stand up for what you believe in, accepting the consequences of difficult choices and decisions.

Wisdom

Seeking knowledge, understanding what is learned and then applying these lessons to life situations and circumstances.

Integrity

Being truthful, just, and having a high sense of honor in all areas of life, regardless of the presence or absence of others.

High Ambition

Exhibiting energy and motivation to every task, every day. Aspiring for something better, and reaching beyond your grasp.

Self-Control

Being pure and noble in thoughts and actions and being able to approach life's circumstances and temptations with restraint.

Courtesy

Showing politeness and manners in one's attitude and behavior toward others — being respectful in nature and loyal in friendship.

Fidelity

Remaining true to principle, loyal and faithful to a higher power, whether it be a chapter, state, nation or Supreme Being.