



Theta Chi Fraternity

“I Believe in Theta Chi...” *Member Education Guide*

International Headquarters
3330 Founders Road
Indianapolis, Indiana 46268
317.824.1881
317.824.1908 Fax
ihq@thetachi.org
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“I Believe in Theta Chi...” Member Education Guide

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Created by Douglas M. Allen, Delta Beta/University of Georgia

With Significant Contributions from Royce A. Keehr, Zeta Sigma/Wisconsin-River Falls

Edited by William M. Russo, Epsilon Xi/Clarion University

Amber L. Ray, Communications Assistant, Theta Chi Fraternity International Headquarters

Introduction

"I Believe in Theta Chi..." Member Education in Theta Chi Fraternity

Welcome to Theta Chi Fraternity! By now you have taken part in the New Member Ceremony of Theta Chi Fraternity, which is part of our "Public Ritual." Through this ceremony you become an official candidate for full initiation into the brotherhood of Theta Chi Fraternity. You are now about to participate in the "I Believe in Theta Chi..." Member Education Program, so titled because it is based on the Creed of our Fraternity and its purpose is to help you become a better member of Theta Chi Fraternity.

Use of the word "pledge" to describe a New Member has fallen out of favor in recent years. The term had become synonymous with hazing and a condition of servitude rather than meaning a person who has pledged to learn about the traditions and ideals of a fraternity before becoming an initiated member. Today, several terms can be used to describe a person who makes this commitment; Theta Chi's public ritual uses the term *New Member*.

This guide outlines the "I Believe in Theta Chi..." Member Education Program, and is designed to help you become an informed and responsible member of Theta Chi Fraternity. The goal is for you to become a member of Theta Chi Fraternity as a whole and your chapter in particular. The program is not intended to promote "pledge class unity; which is an outdated and destructive concept.

As you will see, the "I Believe in Theta Chi..." Member Education Program is based on "*The Creed of Theta Chi Fraternity*," which is a statement of the ideals and goals of the Fraternity. Over the next few weeks you will learn more about the traditions and ideals of Theta Chi Fraternity that make it more than just a campus organization. You will also learn more about yourself and how you can become a positive force in our Fraternity!

The time between the New Member Ceremony and your full initiation into the brotherhood of Theta Chi Fraternity is to be no more than 8 weeks. However, the "I Believe in Theta Chi..." Member Education Program will continue for a short time after initiation. As you will learn, in a greater sense, you will never really stop learning about Theta Chi and how you can be a better brother.

The chapter officer who leads the process by which a New Member learns about the Fraternity before becoming an initiated brother is the Marshal. You will also have the support and assistance of a Big Brother as well as the undergraduate and alumnus members of the chapter, other volunteer alumnus members and the professional staff of the International Headquarters of Theta Chi Fraternity.

You are about to begin an incredible and rewarding journey toward Brotherhood...

Theta Chi's Active Stance Against Hazing

Hazing stands counter to the ideals of Theta Chi Fraternity. Our Fraternity is proud to be a leader in the fight to eliminate hazing in Theta Chi and in the wider Greek community. Hazing not only puts the health and well-being of individual members at risk, it jeopardizes the very existence of each chapter and the entire Fraternity. Nothing will destroy the true friendship and brotherhood that are the real meaning of "fraternity" faster than hazing. There are far too many examples of members who fell away from the Fraternity and their brothers due to acts of hazing, before and after they were initiated.

The National By-laws of Theta Chi Fraternity prohibit all forms of hazing. Please review this section of your copy of the National By-laws. Article V, Section 11 reads:

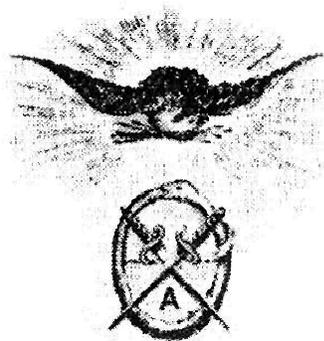
The Fraternity prohibits absolutely all physical hazing, paddling, uncalled-for humiliation, and public display in connection with pledging and pre-initiatory activities, and subscribes to the National Interfraternity Conference resolutions and the Fraternity Executives Association's "Statement of Position on Hazing and Pre-Initiatory Activities" which condemn all forms of hazing in connection with New Member education and pre-initiatory activities. The active chapters shall carry out the Fraternity's policy and conform strictly to this policy, not only to escape the danger of bringing discredit to the Fraternity and injuring the entire fraternity cause, but also to build higher respect for the chapters and the Fraternity in the minds of New Members and to instill a finer type of loyalty thereby. The Fraternity prohibits all forms of public initiation, and pre-initiatory and initiation activities shall not be permitted to interfere in any way with the scholastic obligations or class attendance of those involved.

The Fraternity Insurance Purchasing Group (FIPG) defines hazing as:

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

Noted interfraternity speaker Will Keim simply put it this way: "If you have to ask...it's hazing." You can learn more about the fight against hazing at www.StopHazing.org.

If you have any questions or concerns about hazing, it is your obligation to talk to the Marshal, another chapter officer or your big brother. You may also call the International Headquarters of Theta Chi Fraternity at (317) 824-1881.



Obligations of New Members

It is also important that you have a full and clear understanding of the expectations and requirements for initiation and membership in Theta Chi Fraternity as well as the financial obligations. The financial requirements of the International Headquarters (IHQ) are listed below. Your chapter will have additional regular membership dues that may or may not apply prior to initiation. Your Marshal will collect the required fees and complete the required paperwork.

- New Member Fee of \$60.00 due to the IHQ within 10 days of accepting an invitation to become a New Member.
- Initiation Fee of \$250.00 due to the IHQ 3 weeks prior to initiation.

The following requirements for initiation are mandated by the National By-laws and Ritual of Theta Chi Fraternity:

- Male undergraduate at the college or university where the chapter is established
- Not already a member of a similar fraternity, meaning another organization that is part of the North-American Interfraternity Conference
- Vote of approval by three fourths of the undergraduate members of the chapter
- An examination on the National By-laws of Theta Chi Fraternity (a study guide for this examination is included in this book)

The following are not written requirements for initiation; they are general expectations for New Members:

- Demonstrate high moral character, this includes absolute honesty in our interaction with others, respect for all persons and property, a responsible attitude in the conduct of all individual and chapter events, a commitment of service to the campus and community, and assistance to those less fortunate.
- Attend all classes and strive for academic excellence; notify your Big Brother or the Marshal if you are having any academic difficulty so they may assist you.
- Conduct yourself as a gentleman at all times; this includes having a polite and positive attitude, maintaining proper grooming and dressing appropriately.
- Wear the New Member Button at times and under circumstances where it would be appropriate for a member to wear the badge of the Fraternity. The New Member Button is to be worn only on a collared shirt or a sweater. It is not to be worn on a tee shirt or sweatshirt.

Responsibilities of a Fraternity Member

Joining a fraternity gives the New Member certain desirable privileges. Among these are the support of his brothers and bond of fellowship with each man who wears the same badge—from whatever chapter he may come, or wherever he may be met.

At the same time, membership involves definite obligations for every semester until a degree is received. These obligations should be made clear in advance, so that they will be unhesitatingly fulfilled by the individual throughout his academic career and the rest of his life.

Scholastic Responsibility: The well being of the chapter, fraternity, and the entire college fraternity system depends upon achieving and maintaining a high degree of scholarship. It is the duty of every member to give his best efforts to his studies to enhance the academic record of Theta Chi Fraternity.

Character Responsibility: The moral conduct and personal behavior of each member affects the total chapter image to the college administration and to the public. This makes it imperative that each individual member acts accordingly and to the highest standards of integrity, propriety, and good taste. It also means that you will not tolerate any acts of hazing.

Leadership Responsibility: Since the continued existence of the chapter requires a regular succession of leaders, it is the obligation of every member to seek office and prepare for positions of service and authority. This includes being ready to accept leadership roles when needed and to serve to his best ability at all times.

Membership Responsibility: Policies and regulations are established by the college and the Fraternity for the good of all. It is expected of every member to comply with all such rules and practices including the elimination of hazing, the legal and responsible use of alcohol and an active stance against the use of illegal drugs. Every member shall attend all chapter meetings, official functions, and participate fully in chapter activities. It is also the responsibility of each brother to “replace himself” by actively recruiting New Members. A member must realize that brotherhood does not end upon graduation but lasts a lifetime.

Financial Responsibility: Each member shall promptly meet all bills presented to him from the Fraternity expenses in conformity with the chapter requirements; he shall avoid incurring debts with the Fraternity.

Self-Responsibility: Each member owes it to himself to uphold these responsibilities not only for his own sake but for the sake of his brothers as well. He must take care of his personal health, well-being and appearance. He must also do all in his power to understand the meaning of the Ritual of Theta Chi Fraternity and follow its oaths and ideals to the utmost of his ability.

The “I Believe in Theta Chi...” Member Education Program

In Theta Chi Fraternity, the chapter officer that is responsible for the education of New Members is called the Marshal.

The material in this book is divided into sections. The first seven sections are based on The Creed of Theta Chi Fraternity; and these sections will be completed prior to your initiation. After initiation, you will continue to learn about the ideals and chapter operation of Theta Chi.

Materials Needed for the “I Believe in Theta Chi...” Member Education Program

In addition to this book, you will need your own copy of the following materials:

- The Manual of Theta Chi Fraternity (cost covered as part of New Member Fee)
- The National By-laws of Theta Chi Fraternity
- Additional materials as handed out by the Marshal
 - A schedule of the “I Believe in Theta Chi...” Member Education Program complete with times and dates for all meetings and activities including the approximate date for initiation
 - A schedule for when all financial requirements must be met
 - Your chapter's Code of Conduct
 - A contact list for chapter officers
 - A roster of chapter members
 - A list of the current Grand Chapter officers
 - Contact information for the Executive Director and the International Headquarters staff
 - A list of the other Theta Chi chapters in your Region and contact information for the Regional Counselors
 - The history of your chapter
 - The history of your college or university

SECTION I

I Believe in Theta Chi, its Traditions and its Ideals,

Our Ideals As Stated In "The Creed of Theta Chi Fraternity"

The Ritual of Theta Chi is the ceremony that makes us brothers in our Fraternity; it demonstrates the ideals of the Fraternity in a symbolic, meaningful and private way shared only by our brothers. During our Ritual we take an oath, with our Brothers, to live by those ideals. It is our ideals that separate our Fraternity from any other type of college organization in general and any other fraternity in particular.

The Creed of Theta Chi clearly states our ideals in a public way; it is learned, recited and held dear by all members of Theta Chi Fraternity. It reads:

"I believe in Theta Chi, its traditions and its ideals. Born of sturdy manhood, nurtured by resolute men, ennobled by high and sacred purpose, it has taken its place among the educational institutions of America as a promoter of knowledge, an advancer of culture, and a builder of character.

It inspires true friendship; teaches Truth, Temperance, and Tolerance, extols virtue, exacts harmony, and extends a helping hand to all who seek it.

I believe in the primacy of Alma Mater; in the usefulness of my Fraternity, in its influence and its accomplishments and I shall do all in my power to perpetuate its ideals, thereby serving my God, my country, and my fellow man."

Over the next few weeks, you will gain a greater understanding of the ideals of Theta Chi by examining all the various aspects of Theta Chi Fraternity as exemplified in The Creed of Theta Chi Fraternity. This will prepare you for full initiation into Theta Chi through the Ritual.

You can learn more about the author of The Creed of Theta Chi Fraternity, Frank Schrenk in the preface of the Manual of Theta Chi Fraternity.

The Creed is to be recited in a serious, level voice. It is not to be shouted, chanted or yelled. Brother Schrenk's name, chapter and year of graduation are not part of the Creed and are not to be recited at the end of the Creed.

Other Illustrations of the Ideals of Theta Chi Fraternity

In addition to the Creed of Theta Chi there are several other important documents that state the ideals of Theta Chi and you will become familiar with these as well. They include:

- The Preamble to the National By-laws of Theta Chi Fraternity
- The National By-laws of Theta Chi Fraternity
- The Objectives of Theta Chi Fraternity
- The poem "The Badge of Theta Chi Fraternity"
- Your chapter's Code of Conduct

The Preamble to the National By-laws of Theta Chi Fraternity

The founders of our Fraternity, Frederick Norton Freeman and Arthur Chase, initially stated that purpose of the Fraternity in the preamble to the National By-laws of Theta Chi Fraternity; it is their most direct statement of the purpose and ideals of the Fraternity. It reads:

"Inasmuch as it is the highest duty of man to so order his life that his Creator may call it good and humanity may be the better for his having lived, and since in union there is strength so that a body of men working together for a common cause can accomplish more and greater things than any individual member of that body, making the mutual assistance of brothers thus held together by the everlasting bonds of fellowship of the greatest importance to themselves, their alma mater, their country, and their God - - hence the following:"

The National By-laws of Theta Chi Fraternity

The National By-laws of Theta Chi Fraternity is the document that governs the organization and rules of Theta Chi.

Every New Member of Theta Chi is required to review the National By-laws and become familiar with its basic content prior to initiation. Our Ritual also requires that New Members be examined on their understanding of this document prior to initiation. A study guide for the examination is included at the end of this booklet.

The Objectives of Theta Chi Fraternity

The Objectives of Theta Chi Fraternity are a statement of the goals and standards of Theta Chi. The objectives will be covered in detail in Section III of the "I Believe in Theta Chi..." Member Education Program.

Code of Conduct: Membership Expectations & Standards

As a candidate and as a member, you will be expected to conduct yourself in a manner that upholds the dignity and reputation of yourself and of Theta Chi Fraternity. For this reason, each chapter of Theta Chi is instructed to develop a practical code of conduct for members that will reflect the ideals of our founders.

The Marshal will supply you with a copy of your chapter's Code of Conduct.

By compliance with the Code of Conduct our members will set an example of true gentlemanly conduct that will be recognized in the campus and community. The code will include absolute honesty in our interaction with others, respect for all persons and property, a responsible attitude in the conduct of all individuals at chapter events, a commitment of service to the campus and community, and assistance to those less fortunate.

In addition to the chapter Code of Conduct, the North-American Interfraternity Conference established a Commission on Values and Ethics. This commission developed a statement on basic expectations of fraternity membership. This nine-point statement summarizes the guidelines by which fraternity men and women should govern their individual fraternal experience. A copy of the NIC Statement of Fraternal Values and Ethics is included at the end of this section.

Your chapter will have a mechanism to address individual members who are not abiding by your chapter's Code of Conduct or are in violation of the National By-laws of Theta Chi Fraternity. In most cases this is handled by a Standards Board or Committee.

Traditions to Be Learned

Our Fraternity was founded in 1856 and since that time it has developed many traditions that you will want to know. These include:

- All active chapters observe April 10th as Founders' Day
- The maxim of the Fraternity is: "Alma Mater first, Theta Chi for Alma Mater"
- The manner in which meetings and ceremonies are conducted
- Proper way of wearing the badge and the use of other insignia
- Fraternity Colors: Military Red and White
- Fraternity Flower: the Red Carnation (used as a sign of commitment to become a member early in the history of Theta Chi)
- The various awards of the Theta Chi Fraternity
- Snapping fingers instead of clapping for approval during meetings
- Positive local traditions such as a Red Carnation Ball formal and annual philanthropic events

Theta Chi Songs to Be Learned

Music and songs have been an important part of fraternity tradition for many years. The Marshal will teach you the Fraternity Anthem "Old Theta Chi" also known as "It Is to Thee, Dear Old Theta Chi" which is learned by all members of the Fraternity. There are many other traditional Theta Chi songs that you may want to learn as well; the Marshal will have these songs on a CD recording. It is appropriate to use fraternity songs at meetings, recruitment events, social events, competitions and serenades.

Well known Theta Chi songs include:

- Vive Le Theta Chi
- The Dream Girl of Theta Chi
- My Dear Little Girl of Theta Chi

The big band leader, Sammy Kaye, Alpha Tau '32 whose career and fame spanned from the late 1930's into the 1960's, wrote many of Theta Chi's songs.

Big Brothers

Big Brothers are a tradition in most Theta Chi chapters. A Big Brother is an initiated member who assists and advises a New Member as he completes the New Member Education process. It is considered an honor to be a Big Brother and most chapters have specific requirements for being allowed to serve as a Big Brother.

Your chapter will conduct a ceremony similar to the New Member Ceremony to formalize the Big Brother relationship and expectations.

Saying It Right In Theta Chi

Over time, some individual members and chapters have picked up poor habits in referencing various aspects of the Fraternity. Review the section in the Manual of Theta Chi Fraternity titled "Saying it Right in Theta Chi" on pages 156-158.

North-American Interfraternity Conference, Inc.
A Statement of Fraternal Values and Ethics
---- Basic Expectations ----

In an effort to lessen the disparity between fraternity ideals and individual behavior and to personalize these ideals in the daily undergraduate experience, the following Basic Expectations of fraternity membership have been established:

I

I will know and understand the ideals expressed in my fraternity ritual and will strive to incorporate them in my daily life.

II

I will strive for academic achievement and practice academic integrity.

III

I will respect the dignity of all persons; therefore, I will not physically, mentally, psychologically or sexually abuse or haze any human being.

IV

I will protect the health and safety of all human beings.

V

I will respect my property and the property of others;
therefore, I will neither abuse nor tolerate the abuse of property.

VI

I will meet my financial obligations in a timely manner.

VII

I will neither use nor support the use of illegal drugs;
I will neither misuse nor support the misuse of alcohol.

VIII

I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is properly cleaned and maintained.

IX

I will challenge my members to abide by these fraternal expectations
and confront those who violate them.

SECTION II

Born of sturdy manhood, nurtured by resolute men

The Theta Chi Society, as it was originally known, was founded on Thursday, April 10th, 1856, in the Old South Barracks of Norwich University in Norwich, Vermont, by Frederick Norton Freeman and Arthur Chase. Our Fraternity has a long and rich history and understanding it will give you a deeper appreciation of Theta Chi.

In the earliest days of Theta Chi, our brothers were presented with many staggering challenges. The Civil War called to service many of our brothers, on both sides of the conflict. After the war, Norwich University faced much adversity and an uncertain existence. But through it all, the resolute men of Theta Chi persisted and prevailed.

The History of Theta Chi Fraternity

Assignment: Read pages 44-67 of "The Manual of Theta Chi Fraternity" covering the history Theta Chi. As you read, think about the challenges faced by our first brothers. How did they overcome adversity, how did they ensure that Theta Chi would grow and prosper?

Your chapter will also have its own local history. Your Marshal will provide you with an overview of your chapter history.

Coat of Arms, Badges and Insignia

The Coat of Arms, Badge and other insignia of Theta Chi Fraternity have special meaning to our initiated brothers. Read the section of The Manual of Theta Chi Fraternity, pages 140-145 that gives more detail on these devices. You will see various historical examples of Theta Chi's Coat of Arms throughout this book.

The Badge of Theta Chi Fraternity

The Badge of Theta Chi Fraternity is one of the most valued possessions of each initiated member of Theta Chi Fraternity; it is a symbol of the ideals that Brothers hold dear. Our badge is very unique in the fraternity world and is to be worn a specific way. Article VIII, Section 3 of the National By-laws of Theta Chi Fraternity detail the proper way to wear the badge. The badge is never worn on a coat or jacket.

Frank Schrenk, author of "The Creed of Theta Chi Fraternity" also wrote "The Badge of Theta Chi Fraternity." This poem reflects part of the meaning of our Badge. Read "The Badge of Theta Chi Fraternity" on page 35 of The Manual of Theta Chi Fraternity.

Teamwork

"In union there is strength... a body of men working together for a common cause can accomplish more and greater things than any individual member of that body."

These words come from the preamble of the original Constitution of Theta Chi. It is clear that our founders understood the value of what we today call teamwork.

The members of your chapter will likely come from many different backgrounds and experiences, but as members of Theta Chi, you will work together as brothers to accomplish many things. You will work to improve your community and the lives of others, you will recruit New Members to your chapter and you will make your chapter house a clean, comfortable and safe place to live and study. Most importantly, you will assist one another in being successful in all aspects of your college experience.

Teamwork is vital to the success of any chapter; no chapter can rely solely on the efforts of a few officers or members. During the course of the "I Believe in Theta Chi..." Member Education Program, you will participate in several exercises designed to demonstrate team-building skills. Do not misconstrue the purpose of these exercises as being a means to build "pledge class unity". This is an outdated concept that only fosters divisive cliques within a fraternity chapter.

Some Key Requirements for Effective Teamwork:

- A shared vision and defined objective
- Open and effective communication
- An understanding of the strengths of the other team members
- A commitment to team success vs. individual recognition or reward

Getting To Know Your Brothers

Who are the members of your chapter? You'll want to get to know them, not only because you will be working with them for the benefit of the chapter but also because they will become lifelong friends. Candidates are often asked to learn the name, home, and major of the chapter members, but it is also important to learn more about them as individuals. What are their goals? What are their interests? Who are their family or friends? What does Theta Chi mean to them?

The Marshal will guide you with several activities designed to help you get to know your new brothers.

Becoming a Resolute Man in Building Theta Chi

What will your role be in building Theta Chi? You are already an important part of Theta Chi. From now on, you have a role in determining the success of your chapter and of the entire Fraternity. Your conduct now reflects not only on you but also on your chapter and your brothers. Your active participation in the life of the chapter is required for the Fraternity to grow and prosper.

Think about what you would like to accomplish as a member of Theta Chi. What would you try to accomplish if you knew you could not fail? Will you and your brothers be Resolute Men in the long tradition of Theta Chi?



SECTION III

Ennobled by high and sacred purpose, it has taken its place among the educational institutions of America as a promoter of knowledge

You are now becoming more familiar with the ideals of Theta Chi as stated in the Creed and elsewhere. It is fitting that you now gain a better understanding of the purpose and objectives of Theta Chi. You will also need to understand how those objectives relate to your primary objective as a college student, attaining your highest academic potential.

The Objectives of Theta Chi Fraternity

The Objectives of Theta Chi Fraternity were adopted by the Grand Chapter in 1935. Our Objectives present our goals as a Fraternity, define and explain the relationship of Theta Chi to other organizations, and set forth expectations for undergraduate and alumnus members and chapters. The preamble clearly states the purpose and mission of the Objectives and the importance, which we in Theta Chi attach to the Objectives. In the latest edition of The Manual of Theta Chi Fraternity, we have changed and updated some terms and definitions found in the Objectives to conform to our organization and modern usage.

Review the section on the Objectives in The Manual of Theta Chi Fraternity, beginning on page 102.

Scholarship

A maxim is a short statement that expresses a truth or rule of conduct. The official maxim of Theta Chi Fraternity is "Alma Mater first, Theta Chi for Alma Mater." From the maxim we come to understand that our first obligation as a member of Theta Chi is to serve our Alma Mater through academic achievement. Without this, there is no reason for Theta Chi to exist. The Fraternity exists so that you and your brothers can assist and encourage one another to academic excellence. Theta Chi has failed if you are not a better student for having been a member of the Fraternity.

To be successful, a chapter scholarship program must promote a positive attitude toward academic achievement. Unfortunately, some chapter scholarship programs fall below the Theta Chi standard and consist of little more than "study tables" only required for New Members. While "study tables" and "study hours" can have some usefulness, they often have little effectiveness. The best chapter programs take advantage of campus resources. All colleges and universities have resources for improving academic performance. Make sure you and your brothers take advantage of them!

Each year Theta Chi Fraternity recognizes outstanding chapter scholarship with the Stanford Scholarship Trophy. This award is given to the chapter with the highest overall G.P.A.

Scholarship Chairman and Committee

Per our National By-laws, each chapter of Theta Chi has a scholarship chairman. His duty is to establish programs to help each member succeed academically. Each chapter will also usually have a scholarship committee as well.

Your chapter may sponsor some of the following events for New Members, initiated Brothers and the rest of the student body on campus. This is only a partial list:

- Visits to academic resource centers on your campus
- Library tour and resource overview conducted by library staff
- Guest speakers on how to improve grades and good scholarship
- Scholarship awards and recognition events
- Hosting faculty speakers including a faculty reception or dinner

Campus Involvement

Members of Theta Chi Fraternity must remember that the Fraternity is not the only organization on campus that can help them reach their fullest potential. Members are encouraged to participate in other organizations or activities on campus. Participation in other organizations not only helps the individual member, it also helps the image and reputation of Theta Chi Fraternity. The Marshal will provide you with a list of other organizations on campus. Here is a partial list of the types of organizations you may want to investigate:

- Organizations related to your major or intended profession
- Academic organizations
- Service organizations
- Residence Hall organizations
- Student Government
- University related organizations
 - Alumni association
 - School spirit organizations
 - Organization that sponsors campus activities
- Political organizations
- Religious organizations
- Greek related organizations
 - Interfraternity Council
 - GAMMA
 - BACHUUS
 - Order of Omega
- Athletic Intramural or outdoor activity related organizations
- Organization related to a specific hobby or activity

SECTION IV

An advancer of culture and a builder of character

An advancer of culture

Your chapter may conduct some of the following activities designed to be "an advancer of culture." These could be in conjunction with a sorority or as a "date night. Again this is only a partial list:

- Chapter attendance at a theatrical or orchestral performance, either on or off campus
- Chapter visit to a museum or art gallery
- Sponsor a reading by a local author or poet for the campus.
- An "etiquette dinner" with instruction on good table manners from an etiquette expert (this could be a mother of one of the chapter members)
- A "Dress for Success in College & Business" presentation conducted by the staff of a local men's clothing store

A builder of character

Today more than ever the fraternity man must strive to demonstrate an example of strong character. Here are a few areas where character needs to be stressed:

- Moral standards
- Respect for the gender, race, religion and creed of others
- Academic honesty
- Business Ethics
- Sportsmanship
- Respect for the rights and property of others
- Safe, legal and responsible use of alcohol
- Avoidance of the use of illegal drugs or the misuse of legal medications
- Good health and physical fitness

Your chapter may conduct the following activities designed to help members discover, define and build their character:

- Group discussion of character following a movie with character as a central theme
- Presentation from a professor or a church, civic, legal or business leader
- Participation in philanthropic activities
- Presentation on alcohol use and the signs of abuse
- Presentation on sexual attitudes and the problem of date rape
- A review of campus academic honesty and other policies from a faculty member

Interfraternalism

Theta Chi is part of the great American College Fraternity tradition. By learning more about fraternities in general, you will become a better member of Theta Chi.

- Read pages 36-43 of the Manual of Theta Chi Fraternity concerning the history of fraternities in America and Canada
- Learn the Greek alphabet from the Manual of Theta Chi Fraternity
- Attend an Interfraternity Council (IFC) meeting (if open to anyone)
- Learn the names and locations of the other fraternities and sororities on your campus
- Meet with the Greek or fraternity advisor on your campus

Your chapter may also conduct the activities designed to promote interfraternalism. Here is a partial list of possibilities:

- Inter-Greek intramural sports events
- Active participation in Greek Week
- Sponsor with or participate in philanthropy events with other fraternities and sororities



SECTION V

It inspires true friendship: Teaches Truth, Temperance and Tolerance, extols virtue, exacts harmony and extends a helping hand to all who seek it

Our Creed serves to inspire us to attain some very high ideals. Be prepared to discuss the following questions with the other New Members and initiated brothers of your chapter.

- What is "true friendship"?
- What is the meaning of "Truth, Temperance and Tolerance"?
- What characteristics are considered virtuous and why are they important today?
- How can Theta Chi serve to exact harmony in the lives of its members?
- How can we extend a helping hand to each other as members of Theta Chi?
- How can Theta Chi extend a helping hand to others?

The following quotations may help you formulate your own ideas and opinions:

True Friendship

The following poem appeared in the preface to the 1927 "History of Theta Chi Fraternity" edited by Robert H. Hoge Rho/University of Illinois '24. The author is unknown.

"A glorious past is ever telling
Of friendships that will never die
Within us peace and union dwelling
While honor crowns the Theta Chi"

"There is nothing on this earth more to be prized than true friendship." *St. Thomas Aquinas*

"Be courteous to all, but intimate with few, and let those few be well tried before you give them your confidence. True friendship is a plant of slow growth, and must undergo and withstand the shocks of adversity before it is entitled to the appellation." *George Washington*

"I believe that to have a friend, a man must be one."
From the Lone Ranger's Creed by *Fran Striker, creator of the Lone Ranger and a ΘΧ*

"Friendship... is not something you learn in school. But if you haven't learned the meaning of friendship, you really haven't learned anything." *Muhammad Ali*

Truth

"If you tell the truth, you don't have to remember anything." *Mark Twain*

"All things change but truth, and that truth alone, lives on forever."

From the Lone Ranger's Creed by *Fran Striker, creator of the Lone Ranger and a OX*

"The goal of education is the advancement of knowledge and the dissemination of truth." .

John Fitzgerald Kennedy

Temperance

"Temperance is moderation in the things that are good and total abstinence from the things that are foul."

Frances E. Willard

"Temperance puts wood on the fire, meal in the barrel, flour in the tub, money in the purse, credit in the country, contentment in the house, clothes on the back, and vigor in the body." *Benjamin Franklin*

"Temperance is reason's girdle, and passion's bride, the strength of the soul, and the foundation of virtue."

Jeremy Taylor

Tolerance

"Tolerance is the eager and glad acceptance of the way along which others seek the truth." *Sir Walter Besant*

"The highest result of education is tolerance." *Helen Keller*

"Animals don't hate, and we're supposed to be better than them." *Elvis Presley*

Virtue

"All virtue is summed up in dealing justly." *Aristotle*

"Without virtue, happiness cannot be." *Thomas Jefferson*

"The time is always right to do what is right." *Martin Luther King, Jr.*

Harmony

"A family in harmony will prosper in everything." *Chinese proverb*

"Observe good faith and justice toward all nations. Cultivate peace and harmony with all." *George Washington*

Helping Hand

"There is not a man of us who does not at times need a helping hand to be stretched out to him, and then shame upon him who will not stretch out the helping hand to his brother." *Theodore Roosevelt*

"The spirit of brotherhood recognizes of necessity both the need of self-help and also the need of helping others in the only way which every person ultimately does great good, that is, of helping them to help themselves."

Theodore Roosevelt

SECTION VI

I believe in the primacy of Alma Mater: in the usefulness of my Fraternity, in its influence and accomplishments

The Primacy of Alma Mater

Again we turn to the maxim of Theta Chi Fraternity, "Alma Mater first, Theta Chi for Alma Mater." Both the Creed and the maxim show us that our first obligation to our Alma Mater is to strive for academic excellence. But Theta Chi can also help to serve the colleges and universities where its chapters are established in other ways as well.

How can Theta Chi promote the mission of your Alma Mater? With the other New Members and initiated brothers of your chapter, discuss how Theta Chi can be useful in helping members to achieve the ideal of our maxim during college and after graduation. Here are some suggestions to help you develop your own ideas:

- Encourage good scholarship
- Promote school spirit
- Help to foster good relationships between the college and the community

It is important for every member of Theta Chi to also know the history and unique features of his Alma Mater. The Marshal will provide you with material covering the history of your college or university. Additionally you should learn to sing the anthem of your school (the anthem of a school, college or university is also known as an "alma mater").



The Structure and Organization of Theta Chi Fraternity

The governing structure of Theta Chi Fraternity is outlined in the National By-laws of Theta Chi Fraternity. Additional information on the structure of the Fraternity can be found in the section of The Manual of Theta Chi Fraternity titled "Theta Chi Fraternity as an Organization" on pages 106-123.

Several changes have been made to the names and structure of two of the organizational structures described in the Manual. The National Board of Trustees is now called the Norwich Housing Corporation. Theta Chi Funds for Leadership and Education, Inc. and the Foundation Chapter of Theta Chi Fraternity merged and the new structure is called The Foundation Chapter of Theta Chi Fraternity.

The National Convention

The National Convention convenes bi-annually (every other year) and is composed of the Grand Chapter and one undergraduate and one alumnus member from each active chapter. The powers of the National Convention include:

- Adopting resolutions concerning matters of interest to the Fraternity, including resolutions to amend, alter or revoke any portion of the National By-laws or to amend, alter or revoke any resolution adopted by the Grand Chapter
- To hear and decide any appeals expressly provided for by the National By-laws from an action of the Grand Chapter
- To elect the members of the Grand Chapter
- To elect the National President and the National Vice President

The Grand Chapter

The Grand Chapter is the board of directors of Theta Chi Fraternity. It is composed of eight alumnus members who are elected by the National Convention. These brothers, who reside in various parts of the country, volunteer considerable amounts of their time to serve on the Grand Chapter. The National By-laws outline the titles, duties and privileges of the Grand Chapter.

The Regional Plan

Theta Chi has established several geographic subdivisions of North America. The Grand Chapter appoints volunteer Regional Counselors, who are all alumnus members of Theta Chi, to assist the undergraduate chapters of the Fraternity and to assist the Grand Chapter and International Headquarters with the operation of the Fraternity.

International Headquarters, the CEO and Staff

The day-to-day operations of Theta Chi Fraternity are conducted at the International Headquarters office (often referred to as the IHQ) in Indianapolis, Indiana.

The CEO is a full time employee of Theta Chi Fraternity. He is appointed by the Grand Chapter and his primary duty is to carry out the directives and mandates of the Grand Chapter. He may hire additional directors and staff as required.

The Leadership & Education Consultants are recently graduated brothers who travel the United States and Canada visiting and working directly with chapters. The Consultants are brothers who have distinguished themselves by their commitment to Theta Chi and who have demonstrated excellent leadership skills.

Famous and influential Theta Chis

Throughout our history, many brothers have distinguished themselves and brought honor to the name of Theta Chi Fraternity. A full list may be found at www.ThetaChi.org.

- General John Shalikashvili, Gamma Upsilon `58; Former Chairman , Joint Chiefs of Staff
- Stephen Spielberg, Zeta Epsilon `69; Movie Producer and Director
- Lee Iacocca, Beta Sigma `45; Former Chairman & CEO, Chrysler Corporation
- J. William Grimes, Delta Gamma `63; Former President & CEO, ESPN
- Alfred Lynch, Beta Theta `56, Former CEO and International President, JC Penney Co.
- Dr. Edward G. Gibson, Alpha Zeta `59; Astronaut, spent 84 days aboard Skylab
- Vernon Mikkelsen, Beta Kappa `49; Pro Basketball Hall of Fame Inductee
- Albert G. Edwards, Alpha Omicron `32; Pro Football Hall of Fame Inductee
- Ralph "Shug" Jordan, Chi `32; former Auburn Football Coach, 1957 NCAA Champions
- Francis H. Striker, Gamma Pi `26; Creator of the Lone Ranger
- Charles Samuel Addams, Iota `33; Cartoonist for New Yorker Magazine and creator of "The Addams Family"
- Colonel Charles Ross Greening, Alpha Omicron `39; flew in Gen. Doolittle's first air raid on Tokyo in WWII
- Major Harold Watson, Alpha `40; also flew in Gen. Doolittle's first air raid on Tokyo in WWII
- Michael Joseph Shaara, Jr., Beta Delta `51; Pulitzer Prize winner for the novel "The Killer Angels" which served as the basis for the movie "Gettysburg"
- Harry Reasoner, Alpha Pi `44; former news anchor of ABC & CBS, Editor of "60 Minutes"
- Theodore Christianson, Alpha Pi `06; former Governor of Minnesota
- Ralph G. Brooks, Gamma Phi `25; former Governor of Nebraska
- Fuller Warren, Tau `28; former Governor of Florida
- Ernest W. Gibson, Alpha `23; former Governor of Vermont
- Jacob A. Preus, Alpha Pi `06; former Governor of Minnesota
- Henry Schricker, Delta Xi; former Governor of Indiana
- Tunch A. Ilkin, Delta Pi `79; former NFL athlete and voice of the Pittsburgh Steelers

SECTION VII

And I shall do all in my power to perpetuate its ideals, thereby serving my God, my country and my fellow man

Perpetuating its Ideals

How Can You Make A Difference In Theta Chi? The Marshal will lead you in a discussion on ways in which the ideals of Theta Chi can be perpetuated and how the promotion of those ideals can help you to serve your God, your country and your fellow man.

Here is a partial list of ways you can perpetuate the ideals of Theta Chi. You should also develop and discuss your own ideas.

- Leadership
- Recruitment; look for and develop men of good character
- Assist your brothers
- Assist others
- Live up to the ideals of the Theta Chi Fraternity

There are many opportunities for Leadership Education in Theta Chi Fraternity:

- School of Fraternity Practice (SFP)
- Chapter Leadership Conference (CLC)
- Mid-Year Leadership Challenge (MYLC)
- Deranian Presidents Conference (DPC)

Perpetuating the Honor and Reputation of Theta Chi Fraternity

All members of Theta Chi are entrusted with the safekeeping of the honor and reputation of Theta Chi Fraternity. Our brothers have fostered that reputation since our founding in 1856. You can help to continue this tradition by:

- Conducting yourself as a gentleman at all times
- Being a leader and positive force on your campus and in your community
- Holding your Brothers accountable for their actions
- Insisting that anything bearing the name, letters or insignia of Theta Chi (clothing, recruitment material, signs at sporting events) be respectful, tasteful, and in good condition
- Making sure your chapter gets credit when credit is due; this means making sure the chapter develops good public relations skills

Theta Chi Awards

Theta Chi has various awards that can be given for service to the Fraternity and for individual and chapter excellence. Read the section titled "Awards for Individuals in Theta Chi Fraternity" and "Chapter Awards" on pages 146-155 in The Manual of Theta Chi Fraternity.

Individual Awards

- The Distinguished Service Award
- The Earl D. "Dusty" Rhodes Theta Chi for Life Award
- The Alumni Award
- The George T. Kilavos National Service Award
- The Active Chapter Service Award
- The Appreciation Award
- The Citation of Honor
- The David E. Devol Award
- The Diamond Brigade
- The Golden Guard
- The Silver Legion
- The Reginald E. F. Colley Award
- The James Ralph "Shug" Jordan Award
- The Mabel Oswaldt Appreciation Award
- The Floyd W. Field Award
- The Duane Deal Award

Chapter Awards

- The Howard R. Alter Jr. Award for Chapter Excellence
- The Stanford Scholarship Trophy
- The Chapter Achievement Award
- Chapter Excellence Awards
- The James Michael Holland Award
- The Significant Increase in Membership Award
- The Success in Recruitment Award
- The Sidney Ann Gilpin Lewis Award



Study Guide for the Examination on The National By-laws of Theta Chi Fraternity

The Ritual of Theta Chi Fraternity requires that each chapter of Theta Chi examine New Members on the National By-laws of Theta Chi Fraternity prior to initiation. Your chapter will set the standard by which this examination will be graded, however you must be given a study guide in advance of the exam, told what percentage of the questions needed to be answered correctly to meet the chapter standard and given at least one additional opportunity to successfully meet the requirement if you should not do so on your first attempt.

The examination will be a multiple-choice test, given in a classroom-like setting without any distractions, threats or duress. You will be given at least 7 days advance notice of the examination.

You will need to be able to answer the following questions:

- 1) What is the role of the Grand Chapter and how are they elected?
- 2) How often is the National Convention held and how is it composed?
- 3) What are the powers of the National Convention?
- 4) How are new chapter charters granted?
- 5) How are chapter officers elected and how can they be removed from office?
- 6) Which chapter officers and chairmen are required by the National By-laws?
- 7) How may a New Member program be conducted?
- 8) What are the minimum chapter membership requirements?
- 9) What are the classifications of membership?
- 10) What are the voting requirements to invite New Members and how may New Members be voted out of the New Member program?
- 11) What is the process for suspension and expulsion of members?
- 12) What traditions are defined in the National By-laws?

You will also be asked to either write or recite *The Creed of Theta Chi Fraternity*.

SECTION VIII

Preparing for the Ritual

Soon you will be initiated into Theta Chi Fraternity through our Ritual. In the days preceding your initiation, your chapter will place a special emphasis on Brotherhood in Theta Chi Fraternity. The Marshal and the chapter will have several activities designed for this purpose. These activities are not part of our Ritual but rather they are to help prepare you for the Ritual.

Theta Chi Fraternity does not tolerate hazing at any time; the time just prior to initiation is no exception. If you have any concerns about hazing from any individual member you should speak to the Marshal, your Big Brother or another chapter officer. If you have concerns about chapter sponsored hazing, you should contact your campus Greek Advisor, a Theta Chi Regional Counselor or the International Headquarters.

You will be required to complete an examination on the National By-laws of Theta Chi Fraternity before your initiation. This examination is not a "National Test;" each chapter is allowed to conduct the examination as it sees fit provided that it is conducted in an appropriate way within certain guidelines. Should you not be able to successfully complete the examination on your first attempt, you will be told which areas you need to review and you will be given a second opportunity.

In the Ritual of Theta Chi Fraternity, members are asked to take oaths with their hand on the Bible. This practice dates back to the founding of Theta Chi Fraternity and the Episcopalian tradition of our Founders. If you are uncomfortable with this practice or if you observe a different religious tradition, please speak to the chapter Chaplain or the Marshal so that other arrangements can be made.

The Ritual of Theta Chi Fraternity is a dignified event and members are to conduct themselves accordingly. The Marshal will give you instruction as to the date, time and location as well as instructions on appropriate dress for the Ritual in advance so that you can properly prepare for the event.



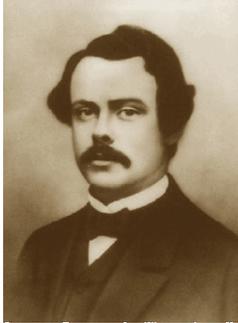
SECTION IX

Ritual Review

The Ritual of Theta Chi Fraternity makes us brothers, just as it has since Freeman and Chase "...mutually took the oaths prescribed and declared each other true and accepted members of Theta Chi Society" on April 10th, 1856. During our Ritual, you will come to fully understand the ideals for Theta Chi; many of these will be explained to you in a symbolic way. The secrets of our Fraternity will also be revealed to you. You will be expected to guard these symbols and secrets and to uphold the honor of Theta Chi Fraternity.

After your initiation, the Chaplain of your chapter, along with the assistance of other officers, will take time to review our Ritual with you. You will be allowed to review it in detail. Take this opportunity to think about and discuss what the Ritual means to you and to your brothers.

You will also want to review the following article originally published in the Spring 2003 issue of "The Rattle," titled "What Would Freeman Do" by National President Paul Norstrem.



Frederick N. Freeman

What Would Freeman Do? By Paul R. Norstrom (Alpha Pi/Minnesota '86)

A while back, I stumbled across a newspaper story that detailed great contempt, as expressed by a clergy group, for America's use of SUVs. My first thought was, 'If this is the most important topic on their plate, things must be going well in the salvation department.' However, after I pondered it for a few moments, I realized that they might be on to something. They were challenging our values! Their focus was on those intensely held beliefs that have such profound effect on the way we live life.

The scholars alleged that we have an obnoxious propensity to wear the colors of who we are, or who we want others to think we are, on our sleeve. Their argument was that we place more value on service and status than on protecting our environment, and we aren't afraid to show it. They challenged that while these may seem like logical choices, they are really choices of convenience, rather than conviction. I began to wonder if we, as brothers, are making choices that seem logical, but don't directly sustain the ideals we have all promised to uphold.

Our most dedicated brothers spend a great deal of time rallying the troops, encouraging involvement, and promoting the good name of Theta Chi Fraternity. There is no question that these actions are essential to ensure our continued existence. Hopefully they are also beneficial enough that they allow us to prosper. However, among the many activities that support the success of Theta Chi, are we neglecting the component that really binds us together in the first place? Further, is this neglect exposing us to the possibility of extinction?

Brothers, I am convinced that simply living by our Ritual does more to protect our future than anything else we do. After all, if we don't respect our ritual, we expose ourselves to someone taking our Fraternity away from us. I also believe that adherence to our Ritual oaths and obligations would eliminate most of the negative issues that we face. Of course, there will always be challenges. We will always be trying to answer questions such as, "How can we get another brother to the leadership school?" or "Can we afford to remodel the kitchen?" or "How do I find the time to participate in Founder's Day, and help coach the little league team?" We will always have plenty of these challenges, or opportunities, if you like. These are simply everyday choices we need to make when carrying ourselves as gentlemen and brothers.

The real issues I am referring to are defined by the words that describe them. Adjectives that immediately come to mind include antisocial, non-fraternal, misanthropic, hostile, malicious, and hateful. These are clearly issues that potentially threaten our continued existence. Unfortunately, daily life that is missing the realities of Ritual is greatly devoid of those skills and tendencies that could resolve these issues.

When a young man makes the decision to join our Fraternity, and is initiated through our Ritual, he is entering into a pact with not only the brothers from his own chapter, but with every brother who has experienced Ritual across the breadth of Theta Chi since 1856. While this pact grants each of us the rights and responsibilities of Brotherhood, so many of us are excited about the rights and we forget the responsibilities. Or worse yet, some brothers feel Ritual is a superficial exercise, or a hurdle they must cross to be recognized as a member; of course, they couldn't be more wrong.

NOTHING in our Fraternity is more important than our Ritual. It is mystical and inspiring. This beautiful metaphor describing man's journey through life is the guiding light for our success as brothers and gentlemen. When properly and completely conducted, it is the one constant that binds us. It is over-whelming to consider the tradition of our Ritual. I am proud to know that I, along with another 150,000+ men, have recited the same words that Freeman considered sacred and binding in regard to brotherhood in Theta Chi.

I obviously have a great appreciation for our Ritual. Frankly, I didn't have a real understanding of it until after I was a brother, and experienced it from that point of view. As I'm sure it was with many of you, my initiation was a brief moment, a snapshot, in a time filled with so many opportunities and commitments I had never previously encountered; a better understanding came only after I had initiated others. It seems to me that every time I have the opportunity to participate in our Ritual, I pick up a few more bits of information that only increase my respect for Frederick Freeman.

Ritual is such a beautiful, useful, piece of our beloved Theta Chi, yet we insist on hiding it away, only dusting it off once or twice a year. The most logical reason we treat our Ritual in this fashion may come from Ed King, a campus administrator at Bradley University, and an honored member of Sigma Chi Fraternity. In a short piece Ed has titled, "Secret Thoughts of a Ritual," he states, "Not only am I a secret document to the outside, I am a secret to most of the members as well. They really don't know or understand me because they've never really studied me. Some people, I suspect, would like to keep me very, very secret because if non-members found out what I stood for, they might expect the members to live by it and that would be very difficult. Therefore, they keep me secret and they won't have to change their lifestyle." An interesting thought, especially when many fraternal leaders will insist that conducting Ritual is the most important thing we do.

I respectfully contend that conducting our Ritual is not the most important thing we do as brothers. Rather, *living by it*, is.

While human beings are by nature less than perfect, sometimes there is a chasm, rather than a gap, between what we say and what we do. The purpose of living by the values we revere as brothers is to grasp the depth of the message in our Ritual, and to eliminate the chasm. It has been almost 150 years since two young men at a small military school in Vermont chose to hold themselves to a higher standard than their peers. I think we can safely assume that Frederick Freeman and Arthur Chase took our Ritual seriously, and they took our Brotherhood seriously.

Brotherhood is so much more than not doing the wrong thing. It is about setting an example by doing the right things, and knowing why we are doing them. As Men of Theta Chi, we carry more obligations than common men. These obligations are an honor rather than a burden, and that is why we should be able to call ourselves 'Brothers' with passionate pride. Ultimately, the choice to be a great Theta Chi is up to each of us, and no one else. Brothers, we each have committed ourselves to making a difference. Let's make it a positive difference as we collectively uphold the name of our Fraternity, and one another.

I remain, Better because of Theta Chi.

(Originally published in *The Rattle*, Spring 2003)

SECTION X

Guide to Recruitment Skills for Individual Members

Meeting new people for the purpose of recruiting new members for the Fraternity can seem like a formidable task to some. But if we really do believe in Theta Chi and we take our commitment to do all in our power to perpetuate its ideas seriously, we will each take an active role in meeting new people who will make great brothers and we will work to convince them to join our brotherhood.

Ask any group of brothers why they joined Theta Chi and you will undoubtedly hear a common theme, "Brother So-and-so convinced me to join." In the end it's not expensive "rush parties," fancy brochures or elaborate ad campaigns that gain new brothers. It's the personal commitment, dedication and hard work of the brothers of our Fraternity who develop good personal recruitment skills that cause Theta Chi to grow. A well-organized recruitment plan is essential, but it is up to you, as an individual brother, to learn the skills needed to carry out the mission.

This section is designed to help brothers learn and sharpen their own recruitment skills. These are the "one-on-one" skills that you and your brothers must have to be successful in growing and ensuring the success of your chapter. The section mirrors the 5 step recruitment process outlined by the North-American Interfraternity Conference. You will learn how to:

- Meet him--Locate and identify men who could be good friends and great brothers
- Making him your friend--Start and carry on a conversation to learn more about the potential members—become friends with them
- Introduce potential members to the brothers of your chapter in an organized way
- Introduce potential members to the idea of joining Theta Chi in a way that will influence to have a positive attitude about Theta Chi
- Invite them to join and handle objections they may have so that you have the best chance of getting them to say "yes."

The worst case scenario is that you will improve your social skills, make more friends even if they ultimately do not join Theta Chi. The skills you learn in this manual will not only help you to be a better recruiter, they will help you through the course of your adult life in many areas.

For some people the skills outlined in this section will come naturally. For others they may seem difficult at first. Be assured that they do work and that you can learn them. But for anyone, whether the skills come naturally or not, these skills must be consistently and constantly practiced to be effective. Do not limit your practice of these skills to fraternity recruitment only; they can help you in the classroom when dealing with professors and faculty, they can help you in the workplace or on an internship. And they can even help you in your social life and dating!

Give yourself frequent "refresher courses" by referring to this material often.

You should be recruiting 365 days a year and the material in this booklet is designed with that in mind. On some campuses, a "formal rush" process forces chapters into a "hyper-recruitment" mode; you can still use the techniques and ideas presented here during that process.

Getting Ready to Recruit

First Let's Look at Who Joins a Fraternity and Why:

In December of 2000 the Center for Advanced Social Research at the University of Missouri-Columbia published *Research Initiative IV: Influences on Choosing to Be Greek*. It found that freshmen and returning students cited the following reasons for joining a fraternity:

Reason for Joining their Fraternity	% of First Year Students	% of Returning Students
I liked the members	99%	97%
I felt like I fit in	99%	97%
Members were sincere and friendly	94%	100%
I wanted more opportunities for community service	93%	89%
I expected a good social life	92%	82%
I believed the fraternity had the most to offer	90%	82%
I expected the fraternity to provide leadership training	84%	80%
Alcohol was not a chapter focus	83%	69%
I wanted an alumni network after graduation	70%	70%
I believed the fraternity could help my grades	62%	51%
I had a friend who was a member	47%	40%
I was a legacy	17%	12%
Drinking was an important reason to join	0%	0%

Note that while the vast majority said they wanted a good social life, the vast majority said that they did not want alcohol to be a chapter focus and none cited drinking as a reason to join. When men who did not join a fraternity were surveyed, the following reasons were cited:

Reasons for Not Joining the Greek System	% Citing Reason
Fraternity didn't offer what they wanted	51%
They thought it would cost too much	34%
They were worried it would harm their grades	30%
They didn't want to go through hazing	30%

So what can we learn from these surveys?

1. Be sincere and friendly so that people like you.
2. Offer a welcoming environment where people will feel they fit in.
3. Find out what each potential member is interested in and show him how the fraternity can offer that to him.
4. Offer opportunities to serve others.
5. Offer a social environment that is not alcohol focused.
6. Involve your alumni in the chapter and recruitment.
7. Create an environment that supports academics and offer a good scholarship program.
8. Recruit your friends.
9. Clearly explain the benefits associated with the costs of membership.
10. Don't haze and don't lie about not hazing.

The North American Fraternity Conference (NIC) defines 3 categories of college men relative to potential fraternity membership:

Always Joiners:	Represent less than 15% of all college men
Maybe Joiners:	Represent about 50% of all college men
Never Joiners:	Represent about 35% of all college men

Survey your chapter. How many would say there were "Maybe Joiners" prior to actually joining the Fraternity. Chances are that this is the majority of your chapter.

"Maybe Joiner's" are obviously our largest pool of potential members. So the key to recruitment is learning how to move someone from being a "Maybe Joiner" to a "Joiner" of your chapter. This is where you should spend the majority of your effort.

"Maybe Joiners" most often represent the best qualities we should look for in our new members; dedication to academics, a desire to improve himself, leadership potential, a desire to help others, a healthy lifestyle and high standards of conduct. "Maybe Joiner's" may or may not go through "structured" or IFC sponsored rush.

Competition for the "Always Joiner's" is tough; these are the guys who are legacies and guys who go through structured rush. Interestingly, not all "Always Joiners" make good members. They may want to join for the wrong reasons. This is not to say that you should not recruit "Always Joiners," just be sure you know why they want to join. Someone who only thinks "a frat is a good way to get beer and babes" may not be the best brother.

Occasionally, someone who would have said that they were a "Never Joiner" does join and sometimes they turn out to be our best members. In the rare cases that there is a great reason to target a specific individual, such as a top scholar, campus leader or athlete who has a best friend in the chapter but considers himself a "Never Joiner," it may be worth the effort to recruit that individual. However, in general chapters should not expend too much time, effort or money trying to recruit "Never Joiners."

A chapter that is made of a majority of men who say they would have considered themselves "Never Joiners" may experience difficulties with recruitment. Often times they focus on other "Never Joiners" which can be quite frustrating and rarely leads to success. They are usually among the smallest chapters on campus. These chapters usually need to look at their image and activities and may need to make some radical adjustments to these areas and their recruitment philosophy.

Strategy: Focus 90% of your time and effort on the "Maybe Joiner's" and 10% on the "Always Joiner's": recruit for the qualities you want in your members not just the easiest men to get.

The Chapter Recruitment Plan

Your chapter will have a recruitment chairman and a recruitment committee. This does NOT mean that they are responsible for getting all of the new members. Their job is to organize a recruitment program so that it will be easier for you and the rest of your brothers to meet and recruit men who you want to be your brothers.

Your chapter recruitment plan **MUST** be more than a simple list of “rush events.” It must be a written plan, given to all members that should include:

- A **Vision** of what the chapter will be like if it accomplishes its recruitment goals and defined goals for the number and type of new members
- An outline of **Strategies** that will be employed to recruit new members, such as strategies for:
 - Identifying and targeting potential members
 - Making it easier for individual brothers to meet and get to know potential new members
 - Introducing potential members to as many brothers as possible
 - Showing potential members the benefits of joining Theta Chi
 - Getting the potential members we want to accept an invitation to join Theta Chi Fraternity
- A plan for the specific **Projects** that need to be completed, such as:
 - Helping freshmen moving the residence halls
 - Setting up information tables at student activity fair
 - Signing up brothers to play on non-chapter intramural teams
 - Getting brothers to participate in non-chapter community service projects
 - Setting up the more traditional “recruitment events”
- An finally, there will be a program or retreat to teach brothers the **Tactics** needed to be successful, many of which are covered in this material:
 - Arrangements that make it easy to introduce potential members to brothers
 - Methods for organization and record keeping
 - Communication skills
 - “Selling” skills

Even with a well planned recruitment program, the success of the chapter will ultimately come down to how much effort the individual brothers put into recruitment.

A note: Make sure all of your recruitment activities, whether they are organized, formal events or more a more informal activity comply with the recruitment rules of both your college and of Theta Chi Fraternity. Remember that all recruitment activity is to be free from the use of alcohol.

Motivation

Even with a well-planned recruitment program, the success of the chapter will ultimately come down to how much effort the individual brothers put into recruitment. This is largely a question of motivation and the best motivation comes from within. How motivated are you to making Theta Chi a better fraternity? Asking yourself the following question may help you to strengthen your motivation:

- What motivates me?
- Why did I join Theta Chi?
- What do I like best about being in my Fraternity?
- What do I have to offer my brothers?
- Do I really believe in Theta Chi and do I want to perpetuate my Fraternity?

Once you answer these questions, figure out the best way for you to motivate yourself to do better with recruitment. Having vision about what you want your chapter to be like and sharing that vision with your brothers will also go a long way to motivating you to achieve your goals.

Chapters should consider recognizing brothers for excellence in recruitment; not only those brothers who are the best “rushers” but those who help out in other ways as well. More information on this can be found in the Recruitment Chairman’s Guide.

Remembering Names

Remembering names is critical. It tells the person you are meeting “you’re someone I want to know, you’re important. But all too frequently, we do not make it a practice to remember someone’s name. The most important thing to do to help you remember names is:

Tell yourself “I can remember names! Delete “I can’t remember names” from your way of thinking!

With a few simple to master skills and techniques, it’s easy to remember names. You can do it if you try and practice the techniques that follow.

- When introduced, **concentrate** on the person’s name. Think to yourself “I will remember Brian Johnson’s name.”
- If the person has a unique name ask them to pronunciation it or to spell it.
- Think of someone else with that name; a friend or a famous person
- Repetition, repetition, repetition; use the persons name often in conversation.
- Use Rhymes, this is really effective if associated to a feature of characteristic Tall Paul, Lean Lee, Hairy Larry, Dan the Man.
- Write down the name if possible
- If you meet someone for a second time and have forgotten their name, re-introduce yourself and say your name, they are likely to repeat their name too.
- If all else fails, apologize and ask them to repeat their name.

The Cold Hard Facts about Recruitment

While recruitment can be lots of fun there is no way of sugar coating the fact that it is also a lot of work. As part of your chapter recruitment plan, each member will need to know the chapter’s recruitment goals, including but not limited to the number of men needed.

Let’s start by looking at how many men you need to recruit to meet your ideal chapter size. In this example we will use 65 men.

Goal:	65
<u>-Current chapter size:</u>	<u>50</u>
Net increase need for goal:	15
+Graduating seniors:	10
<u>+Other summer attrition: 3</u>	
Total Recruitment Need	28

OK—so by the numbers, what do the 37 returning brothers need to do to get 28 new members?

If we, on average initiate 90% of the men pledged, we need to pledge:	32
If 75% of the bids we offer are accepted, we need to give 32/.75:	44
In order to give 44 bids we need to get to know 3X many men:	134
In order to get to know 132 men, we must talk to 3X that many:	400

Wow! Talk to 400 guys, that sounds like an awful lot...but in reality that means that each of our 37 returning brothers need to talk to 11 new people. That’s not very many if you consider how many people you come in contact with each day around a college campus. We’ll learn more about finding places and ways to meet new people next.

It is the duty of every member of Theta Chi Fraternity to replace himself at least once. This means that by the time he graduates, each brother should be able to point to another brother and say "he is a brother in Theta Chi because of me!" A brother who really believes in Theta Chi will be able to point to more than one!

The most common mistake made by chapters that do poorly in recruitment is not having bad recruitment ideas or events, it is not meeting enough people and getting their names on your "recruitment list" so you can continue the recruitment process.

Most chapters get recruitment exactly backwards. They hold "rush events" and hope that people show and so they can get names of people to recruit. To be successful each brother must first meet new people and build up the number of men in the chapters "pool" of potential new members.

Selling Brotherhood

Has your chapter ever used the phrase "we have the best (or strongest, or tightest) brotherhood" during recruitment? It should be true that Theta Chi has the best brotherhood on campus but only stressing brotherhood is not a good recruitment tactic. Every fraternity believes it has the best brotherhood and many fraternity chapters say "we have the best brotherhood" during recruitment. In fact, it is chapters that have little else to offer a potential new member that often retreat to the phrase "we have the best brotherhood" as their key selling point during recruitment. The reality is that you can not "sell" brotherhood. Fraternal brotherhood can only be realized by men who actually experience it by working together for common goals, sharing common experiences and mutually agreeing to assist one another.

Actions speak louder than words. You must show potential new members the strength of your brotherhood. Here are some key points:

- Always have a good thing to say about each member of your chapter to a potential new member.
- Never put down, criticize or interrupt another brother in front of a potential member
- Respect chapter property, keep it clean and well cared for, by doing so you show that you respect your brothers by respecting the space you share with them.
- Show that you respect your brothers by showing up on time for all recruitment functions
- Show that you respect your brothers by looking your best for all recruitment functions
- Be able to share a testimonial about how another brother has helped you or how the chapter has come together to assist a brother

Understand the 5 Steps of the Process

Direct man-to-man recruitment can be broken into a 5 step process. Your chapter recruitment plan should recognize this process and build around it but it is up to you to learn and use the process. Every member should also help teach new members the process and skills needed for recruitment—in addition to practice, one of the best ways to learn anything is to teach what you know to others.

In a nutshell, the 5 steps are:

1. Meet him
2. Making him your friend
3. Introduce him to your friends (your brothers)
4. Introduce him to your fraternity (both the concept of fraternity and what you actually do)
5. Invite him to join (and be prepared to address any concerns he may have)

The recruitment process is very much like the sales process that you find in the business world. If it is done in a way that helps the potential member realize what's in it for him, the process is not pushy or phony. As we saw from *Research Initiative IV: Influences on Choosing to Be Greek*, the top things men want from a fraternity are sincere friends and a place to fit in. The 5 step recruitment process is a much better way to demonstrate to the potential new member that our fraternity can offer them what they want than a rush party or event.

Step 1- Identifying Potential New Members and Making Initial Contact

The first step in locating potential new members is to know where to look. Some are obvious and other you may not have thought of.

- Your classes and labs; if your class or lab breaks into groups for any projects, try to use this as an opportunity to meet people you don't know.
- New student orientation—serve as an orientation leader
- Study groups—join an existing one or start you own
- Ask your alumnus brothers for recommendations: legacies, sons of friends, neighbors or colleagues that are coming to your school.
- Your residence hall or apartment; become an RA or at least recruit them!
- The dining hall or cafeteria; take a chance and sit with people you don't know!
- Intramural teams. Consider signing up for teams other than the chapter's teams!
- Varsity team rosters—don't forget sports like swimming, golf and tennis!
- Other student organizations you are involved with; if you're not already involved in some other activity sign up for something now! Here are some you might not think of right away:
 - ROTC—these guys may like the military origin of Theta Chi
 - Honor societies—why not recruit the best in their field
 - Band—an often overlooked group in fraternity recruitment
- If a campus organization does not exist for an activity or subject that interests you take the initiative and start one.
- Ask any friends you have on campus who are in other fraternities if they know anyone who would be a good Theta Chi.
- Make sure graduating seniors leave the recruitment chair with a list of names of possible new members that they have found in their last semester
- Recommendations from your friends who have decided not to join a fraternity.
- Ask women that you know for recommendations.
- Ask your friends who do not go to your college if they know anyone who does.
- Call your old High School and ask who is attending your college; offer to be a guide or mentor to incoming freshmen.
- Extend a Helping Hand; participate in community service projects
- Ask your professors or any faculty members you know for reconditions
- Ask your parents if they know anyone with a son attending your school
- People you meet in the library, gym or other place on campus
- People you meet in your religious organization at your school
- Place a notice on bulletin boards offering a ride if you are going back home
- Look up friends or acquaintances from high school that you have lost contact with
- Other men from different high schools from your same hometown or area
- Offer to show new student around campus, either informally or thru your campus admissions office—become an orientation leader

Key Point: If you put your self in situations that are conducive to meeting new people you will naturally make more friends and be more successful in recruitment!

So Once You Identify a Potential Member, What Do You Do?

1. Make your initial contact—more on this in a few sections.
2. Make sure you **never** leave an initial contact with a potential member without a commitment to follow up in some way:
 - a. Agree to study together
 - b. Agree to meet for lunch/dinner/snack
 - c. Agree to do some activity together such as a movie, intramurals, sports event or an informal (but “dry”) event where brothers are present
 - d. If he asks, invite him to the chapter house, but in general, do this at the first meeting only if he asks!
3. Get his contact info
4. Turn over all info on the potential member to the Recruitment Chairman (or designated brother) so you can track the progress of your recruitment efforts.

Characteristics to Look For in New Members

“The Objectives of Theta Chi Fraternity” state that we are to “base the standards for the selection of new members on character, the qualities reflected in our Creed and our Ritual, and potential for development as an active and involved brother in Theta Chi Fraternity.”

When looking for potential new members you will naturally try to size people up based on if they will “fit in” at your chapter. However make sure you get past the “look” and try to determine other qualities that will make the person will make a good brother. The basic characteristics of a good member include:

- Dedication to academic success
- A team player—willing to extend a helping hand
- Potential for leadership
- A friendly and positive personality
- Responsible in their personal conduct

Likewise there are some characteristics that do not make for productive members. These include:

- Only interest is drinking and parties
- No motivation for academic achievement
- Anti-social behavior such as fighting, compulsive lying, racism, a bad attitude toward women or other ungentlemanly conduct
- Uses drug or abuses alcohol
- Someone who does not meet financial obligations

There are several ways to assess someone’s qualifications for membership. The best way is through direct conversation. You can also get references from others; however, be careful to not judge someone solely based on what someone else says about them.

Step 2: Make Him Your Friend—Getting to Know Them Using Good Conversation Skills

There is an art in meeting people, and fortunate is the person who masters the art. When you are introduced to a person, look him frankly in the eye, smile cordially, give him a firm handclasp, and tell him warmly that you are glad to meet him. Nothing is more disagreeable than a pressureless handclasp except perhaps a grip that fairly grinds the bones together. Don't mumble your greeting. If you catch the name of the person, repeat it clearly; if you don't, politely ask to have it repeated. Names are important, and every care should be taken to fix the name firmly in one's mind.

*-George Starr Lasher
"The Manual of Theta Chi Fraternity," 1st Edition,*

Making the First Contact

For many people it is very difficult to just walk up to someone and say "hello." However, there are a few things you can do to make meeting new people much easier. Since most people like to talk about themselves, the secret is to give them an opportunity to do so. There are a few things you can do to make this process easier:

- Make a positive first impression on the person you want to meet
- Know how to start and carry on a conversation
- Think about what you will say ahead of time, this will help boost your confidence and make your initial contact with people more natural
- "Practice" meeting new people by role playing with your brothers

Being Assertive:

It is much easier to meet someone and start a conversation than you might think. For most people this hesitation is a result of the fear of being rejected or looking silly. Overcome this fear by staying positive and by asking yourself:

What is the best thing that can happen if I meet this person?

Stay positive; build a mental image of a positive outcome. Don't ever ask yourself "what is the worst thing..." because you will psych yourself out of breaking the ice.

You can also gain confidence in yourself by:

1. Learning the conversation skills in this manual.
2. Discuss and practice these skills with your brothers.
3. Know that having these skills gives you a huge advantage
4. Know that your brothers will always stand behind you and back you up in your recruitment efforts.

Make a Good First Impression!

When meeting new people, it is always important to make a good first impression. Knowing that you are going to make a good first impression will always give you added confidence!

Consider the following phrases:

- A picture is worth a thousand words
- You never get a second chance at a first impression
- Seeing is believing
- What you see is what you get

In the fraternity world and in recruitment in particular, image is very important. While image alone cannot give the full story about a person or your chapter (you can't judge a book by its cover) it is often how most people will (rightly or wrongly) judge you.

Here are a few pointers:

1. Appearance matters: as a member of Theta Chi you always represent the Fraternity. It is essential that you are always neat and well groomed. It's not that you need to always wear expensive clothes but looking like a slob or wearing outlandish clothing can really hurt your and your chapter's reputation.
2. Smile—never underestimate the power of a smile.
3. Stand with your arms open; folded arms make you seem defensive.
4. Lean slightly toward a person when speaking to them.
5. Introduce yourself and ask for their name right away (more names later...)
6. Offer a firm, but not crushing handshake.
7. Make eye contact.
8. Nodding approval during conversations shows you are listening.
9. A neat appearance and personal hygiene are a must to making a good first impression
10. Tone of voice is important, sound friendly, interested and positive. Never sound condescending, bored or hurried.
11. Be conscious of using filler words such as "um," "uh," "like," and "you know," when you speak. Listen to people on the radio or TV; good speakers never use these types of filler words. You will sound more intelligent and confident if you avoid this type of filler.
12. Don't use crude or vulgar language or tell off color jokes.
13. Don't put down or belittle others—If you can't say anything nice don't say anything at all.
14. Don't try to be someone you're not—people can spot a phony and remember what *Research Initiative IV: Influences on Choosing to Be Greek* shows, one of the top reasons people joined their chapter was because the members were sincere and friendly.

So How Do You Break the Ice and Initiate a Conversation?

Starting a conversation is easy; all you need to do is ask a question. The easiest way to do this is to find something that you can ask a question about, such as:

- Clothing with a sports team, band or other logo
- Books that may reveal a persons classes, major or personal interests
- Sports equipment or musical instruments
- If you recognize someone from a class your are currently taking or have taken in the past, ask them what they think of the material, assignments or the professor
- If you recognize someone from a sporting event, concert or other activity, that you both attended, ask them if what they though of it
- A mutual friend—ask then how they know them
- Something you already know about the person

For someone who is a good possibility of being an “Always Joiner” you may want to try the direct approach, ask them an open ended question like “what do you think of the Greek system on our campus?”

Persistence is the Key!

A recent survey among sales executives revealed that 80% of all sales were made after the fifth sales call; but . . .

- 48% of salespeople call once and give up;
- 25% call twice and quit;
- 12% make three calls and stop;
- 5% give up after the fourth call;
- 10% keep on calling...

And it is that 10% that make 80% of the sales!

The Art of Conversation

To truly master the art of conversation you do not need to become more articulate or witty or informed of current events. The primary keys to good conversation skills are:

1. Knowing how to use open ended questions to guide the conversation
2. Getting the other person to talk about themselves and their interests

Mastering these skills will unlock the true secret of conversation which is:

Let the other person do most of the talking!

And if we are going to let the other person do most of the talking, it is critical that we learn, understand and practice good listening skills!

Open Ended Questions

An open ended question can not be answered with a one word such as “yes, “no” or the name of a hometown or major. Nearly all of the common questions used during recruitment can be better phrased as open-ended questions. Here are some examples of good conversation open-ended starters:

- “What sort of things are you interested in doing after college?” is better then: “What is your major?”
- “What do you like about living in _____?” is better than “Where are you from?”
- “Tell me what you like about (our college)?” is better than “So, do you like it here?”
- “What other activities are you interested in on campus?”
- “I hear you’re on the swim team. How did you get into swimming?”
- “What kind of volunteer projects do you like to work on?”
- “Why did you pick _____ University?”
- “What interests you in joining a fraternity?”

If you just have to use an “old standby” question, make it a two-part question.

- “Where are you from?” ... “What was it like growing up there?”
- “What’s your major?” ... “That’s interesting, what do you like about that?”

Step 3 -Introduce Him to Your Friends

Your chapter should have pre-planned tactics to facilitate introducing potential members to brothers, for example:

- Set locations and times where brothers gather in small groups for lunch or dinner; have several locations where this happens
- Set locations and times where brothers gather in small groups to study; have several locations where this happens
- Set locations and times where brothers gather in small groups to simply “hand out; this could include the student union, anywhere there is a TV such as a residence hall lounge, anywhere there is an activity such as pool or foosball on campus
- Invite potential members to play on an intramural team, this could be a team with a lot of brothers but not the “Theta Chi” team

Introduce potential new members to brothers through informal activities, this is much more effective than having them meet all your brothers at once at a loud and chaotic “rush party.”

- It is best to introduce prospective members through events that allow for conversations.
 - Go out for a coke, lunch or dinner
 - Pool/foosball/darts/bowling/cards or other games
 - Attend a sports event, campus events are usually less expensive the pro
 - Pick an activity that you know will interest the potential member
- Introduce potential new members to one or small groups of brothers at a time.
- Never make a potential member meet you somewhere, meet him where he lives and walk with him or give him a ride.
- If introduced at an activity that does not allow for much conversation such as study groups or participating in an intramural sport, follow it up with something else where conversation can take place.

Things to remember when introducing a potential member to your brothers:

- Use good conversation skills; let him be a key part of the conversation.
- Don't use "inside jokes" or talk shop about the fraternity.
- Don't start "rushing" them right away, get to know them and let them get to know you.
- Learn as much about the person and their interests as you can
- Find some things in common.
- Conduct yourself becoming of a Theta Chi in terms of actions, language, attitude, etc.
- Refer to past events you have experienced with the prospect
- Invite them to do something else with you later; NEVER leave a potential new members without a commitment for some follow up.

Note: When making an invitation to do something, the key is to ask the question in such a way that they can't say "no." It's better to say "we're having a BBQ tomorrow, what time can I pick you up," rather than "would you like to come over."

Step 4-Introduce him to your Fraternity

Introducing someone to the fraternity means much more than inviting them to a party or event. It means introducing them to the "concept" of fraternity as well as the benefits of being a member of your chapter.

Potential member may have preconceived notions, stereotypes, or fears about fraternities that need to be overcome before you ask them to join. These impressions often come from movies or the bad press that some chapters bring upon themselves. They include:

- A reputation for only being about parties and alcohol
- Hazing
- Poor academics
- Elitist behavior
- Poor behavior

By introducing a potential member to the idea of the fraternity you can overcome these impressions and improve the likelihood that the person will want to become a member.

If you have done steps 1 thru 3 well, the potential member should already know you plus a few of your brother pretty well and enjoy he should spending time with you. Here are some ways that you can introduce someone to the fraternity:

- Share your personal story about how and why you joined and what you get out of being a member of Theta Chi
- Invite them to participate in chapter philanthropy event
- Show him your new member and scholarship programs
- Make your own chapter brochure or "recruitment book"
 - Campus chapter statistics such as GPA ranking
 - Information on scholarships that are available thru Theta Chi
 - Thank you letters from community organizations for philanthropy events
 - Listing and pictures of influential Theta Chi alumni
 - Info on CLC, MYLC, and other Theta Chi leadership education opportunities
- Invite him to a "Theta Chi Night" which would include a dinner and a 30-minute presentation on the Fraternity. Basically it's a recruitment event that you don't try to disguise as something else. Allow some time for mingling and include an alumnus member or two.

Step 5-Ask Him to Join—How to Do It and How to Overcome Objections

Before you can ask a person to join, he must be approved by the chapter per your local chapter rules and the By-laws of Theta Chi Fraternity. Each chapter must work out how it would like to accomplish this and this process is beyond the scope of our discussion here.

In the Greek community, the term “bid” is commonly used to mean an invitation to membership. While some men not yet in a fraternity may know this term, it is better to use the term “invitation to become a member” or something similar that is more clear and impressive when speaking to a potential member.

Trial Closes

A trial close is simply asking a potential member if he is interested in joining before he is given an official invitation. A trial close can help you begin to answer any objections that a potential member may have about joining—this can improve the odds that he will join when officially invited later. Here are some examples of trial closes:

- How interested are you in joining a fraternity?
- Do you think you might want to join Theta Chi?
- If you were presented with an invitation to join Theta Chi, how do you think you might respond?

Presenting an Invitation to Membership

There are several ways that the invitation can be made and there are varying opinions of what works best. For example:

- By the brother that knows the potential member the best in an informal setting
- By several brothers that know the potential member well
- By the chapter president, the recruitment chairman or other officers
- In a meeting with the potential member at the chapter house

Make them feel important

There is one all-important law of human conduct. The law is this: Always make the other person feel important. ~ Dale Carnegie from “How to Win Friends & Influence People

So, how can we make a person that we think they are important when we extend an invitation and throughout the entire recruitment process?

- Let them know that Theta Chi values their inherent character. Tell them you know they are a good person.
- Let them know that their skills and talents are important to Theta Chi. Tell them some things you have learned about them.
- Explain that they have been approved for membership by the brothers of the chapter based on their qualities and because the brothers like him. Explain that it is an honor to be asked and that membership is a privilege.
- Stress that they can help the fraternity grow by bringing others into the fraternity right away, even during the current recruitment period
- Let them know they can have a position of leadership in the organization.
- Let them know they will not be hazed!

It is important to note that this principal shows us one of the main reasons why many men are not interested in joining a fraternity; hazing. Hazing says to a person, you are not important and no one wants to put themselves in a situation where they do not feel important.

Remember, you must be sincere in all of your statements to your prospective new members. If you tell something to someone during recruitment and then do not live up to your promise, you have not only damaged your credibility and reputation but also that of Theta Chi. This is particularly true in regards to hazing.

Handling Objections

It is critical that you really listen to and understand a person's objection; and you must be sympathetic to his concerns and needs. Before we jump right in to respond to an objection we should first paraphrase the objection and make sure we understand its exact nature. Quite often, when someone hears their own objection repeated back to them, they will clarify what they really mean. For example:

- What I hear you saying Jeff is that you are concerned that the Fraternity will take up too much of your time, is that it?
- Ted, it seems to me that you are concerned that being a member of Theta Chi is expensive, is that your concern?

Once you have determined the true nature of the concern, show that you understand the person's point of view by beginning your address to their concern with a phrase such as...

- "I can understand why you feel that way..."
- "I used to feel the same way..."
- "If I was just starting my college career I'd feel the same way too..."

Critical point: Never tell a man he is wrong or put down his concern or point of view. This will surely lead him to reject you!

Once you understand the true nature of the concern, ask the potential member if they would join if you can help them to overcome their objection. For example:

- "If I can show you how you could afford the low monthly dues, would you join?"
- "Would you join if your parents said it was O.K.?"

If they agree that they would join if address their concern, either add new information or restate the benefits of membership in a new and more clear way. If they say they will not join if you answer their objection, you have not gotten to the real reason for their objection and you need to go back and ask questions to find out the real reason they will not accept an invitation to join.

When explaining the benefits of membership in Theta Chi, follow your statements with a question that the person will likely agree with:

- Our chapter scholarship program helps to teach our members better study habits and we all help and encourage one another to do better academically. How would something like that help you?
- I've really learned a lot about leadership that I couldn't have learned in class. How do you think could you benefit from learning how to developing your leadership skills?
- When you met some of our alumnus members, you will see that Theta Chi's really do become friends for life. Are you interesting in making college friends who will be around for years to come?

The Answers to Common Objections

What are the most common reasons people cite as not wanting to join a fraternity in general or your chapter in particular? With the brothers of your chapter, make a list of the most common objections. Refer back to the objections cited in *Research Initiative IV: Influences on Choosing to Be Greek* earlier in this section.

Your chapter will want to speak with a unified voice when handling objections. Using the statements above as a guide, write out several ways that your chapter will answer the most common objections. Would every member of your chapter be able to answer the objections? If not you need to make sure your chapter conducts a "recruitment retreat" to make sure every member is properly trained to handle objections and spend some time role playing and practicing handling objections.

SECTION XI

Risk Management

Undergraduate Risk Management Committee

Each chapter must establish a Risk Management Committee to assist in the protection of the chapter's human and financial assets. The committee should include the Social Chairman and the House Manager. The chairman should be the Undergraduate Risk Manager.

The duties of the committee should be to assist the Undergraduate Risk Manager with the following items:

- Implementation of risk management policies during chapter functions,
- Ensuring that all chapter functions are in compliance with risk management policies,
- Development of an entertaining educational program to enlighten the members on risk management policies and other topics such as drugs, alcohol use, race, culture, gender, and hazing,
- Distribution of crisis management phone lists in the chapter,
- Developing and posting an emergency evacuation plan on the back of each room door and/or in a conspicuous place,
- Development of and practicing of the appropriate fire, earthquake, tornado, or hurricane emergency plan with the house manager,
- Maintenance of a fire and safety preparedness program and a house inspection program.
- The committee must work closely with the chapter's Alumni Corporation or other property owners.

Social Activities

Social activities are an integral part of fraternity life. Unfortunately, some people feel that any successful social activity must be centered on alcohol. A fraternity chapter can avoid or reduce much of its risk by adopting a mature, responsible, and lawful approach to the use of alcohol.

Some brothers will feel that implementation of these risk management guidelines will mean the end of fun as they know it. It is human nature to feel that this year's party has to be bigger and better than last year's, if not the same. Continuing to yield to this tendency will mean more injuries, neighbor complaints, and wasted time and money. Use of common sense in planning and conducting these events will mean a safer and more positive experience for everyone.

Alcoholic Beverage Exposure

Risk in the serving alcohol is created primarily by two actions:

- 1--Serving alcohol to persons not of legal drinking age; and
- 2--Serving alcohol to someone who is already intoxicated.

If alcoholic beverages will be consumed at a social function, one of two steps can be taken to transfer some of the risk to others and to comply with the Risk Management Policy. These two options are:

- Having members and guests bring their own alcohol; or
- Having the party/function at a hotel or other facility, or using a third party vendor that will operate a cash bar and share the responsibility for checking identification.

These steps will ***NOT*** eliminate all your responsibility and risk, but it will reduce risk for your chapter and Theta Chi. You must be aware of the drinking laws in your state.

To ensure the safety of your members and guests and to avoid violating Theta Chi risk management policies, follow the guidelines offered in the subsequent section.

Hosting a Successful Function within Risk Management Guidelines

The following guidelines will help chapters plan and host a safe and successful event. Guidelines are not limited to those listed below. Keep in mind that all chapter activities must be in accordance with all federal, state, local and university laws and regulations.

Plan and organize the event well in advance

- Establish and abide to a starting and ending time for the event
- Appoint all brothers who will be responsible for set up, clean up, and event monitoring
- If a theme event, be sure the theme is in good taste and not related to alcohol

Alcohol must be managed in a responsible manner

- Chapter funds or “pass the hat” may not be used to purchase alcohol
- All functions must be **B**ring **Y**our **O**wn **B**everage under the provision of 6 beers/4 wine coolers of 12 ounces a piece per person
- Common source containers (kegs or party balls, etc.) are prohibited
- Open distribution of alcohol is prohibited
- Do not sell or advertise alcohol at any alcoholic event
- Provide food and non-alcoholic beverage alternatives

Participants in the event must be managed responsibly

- Limit the number of guests to 2 per member or New Member
- Prepare the guest list at least 24 hours prior to the event and post it at the event
- Do not permit a person not on the guest list to enter/participate in the event
- Only permit members, New Members, and guests of the legal drinking age to bring alcohol into the event and consume alcoholic beverages within the event
- Monitor intoxicated persons and provide assistance when necessary

Include support personnel to help monitor the event

- Hire security guards to check identification and assist with crowd control
- Identify a group of members to be sober event monitors during the whole event
- Identify those of the legal drinking age with a wrist band or hand stamp
- Provide a professional taxi service for members and guests or use designated drivers

Use a safe facility

- Identify any possible fire hazards and unsafe conditions that may cause problems
- Prepare an emergency evacuation plan and know the location of all fire alarms and extinguishers
- Be sure the facility is easily accessible for emergency and medical personnel
- Do not host or attend an event where alcohol is provided by any of the co-hosts
- You must control who enters and exits the event

Guidelines for the Use of Third Party Caterers

The following guidelines will help chapters plan and host a safe and successful event where a caterer or other licensed vendor will distribute alcoholic beverages. It is best to utilize such vendors at a hotel or rented facility.

- Both state and local authorities must properly license the caterer. This may involve both a liquor license and a temporary license to sell on the premises where and when the function is to occur.
- The caterer must be insured with a minimum of \$1,000,000.00 of general liability insurance, evidenced by a properly completed certificate of insurance prepared by the insurance provider. The above "certificate of insurance" must also show evidence that the vendor has, as part of his insurance coverage, "off-premise liquor liability coverage and non-owned and hired auto coverage."
- The local chapter and the Grand Chapter of Theta Chi Fraternity must be named as additional insured on the vendor's certificate of insurance.
- The caterer must agree, in writing, to cash sales only to be collected by the caterer during the event.
- The caterer must agree, in writing, to assume all responsibilities that any other purveyor of alcoholic beverages would assume in the normal course of business, including but not limited to the following.
 - Checking identification upon entry
 - Not serving to minors
 - Not serving to persons who appear intoxicated
 - Maintaining control of all alcohol containers
 - Collecting all alcohol remaining at the end of the event
 - Removing all remaining alcohol after the event
- Third party vendors may not encourage the consumption of alcohol through drink specials or other promotions, nor should third party vendors serve shots of hard liquor.
- The local chapter may not purchase or provide alcohol, including any payment to lower the per drink price

Off Campus and “Unofficial” Chapter Social Events

Some members incorrectly believe social events held off campus or away from the chapter house are not subject to risk management guidelines. Likewise, they believe that there is little or no risk exposure from “unofficial” events held at the residence of a member, friend or other location.

AN OFF CAMPUS OR “UNOFFICIAL” EVENT MAY BE SUBJECT TO RISK MANAGEMENT AND STANDARD GUIDELINES IF ANY OF THE FOLLOWING CONDITIONS EXIST:

- The chapter pays for any part of the event or participates in the planning or organization of the event. This could include purchasing beverages, food, entertainment, the room or hall rental, cleanup or anything else associated with the event.
- A chapter officer, officers or social chairman plans the event.
- The chapter advertises the event by producing flyers, posters, or maps of the location of the event, general “invitations”, or by distributing handouts or posting notices. This may also include announcements at chapter meetings of the chapter or other fraternities or sororities or telephone invitations.
- A large percentage of the members of the chapter are present.
- The event takes place of a normally scheduled event. For example, a social planned for 9:00 PM is not attended because everyone is at a member’s apartment.

Chapters may be disciplined for incidents of any kind that violate the *spirit* as well as the letter of Theta Chi’s risk management policies. If you have any questions concerning the status of a social event, please contact the International Headquarters or the Greek advisor on your campus.

An attorney for an injured person from such an event will make every effort to demonstrate in court that this “event” was a chapter function. He/she will do so in order to enhance the possibility of having the chapter held accountable and thus tapping into the chapter’s liability policy and assets.

For example, if two seniors host an event in their off-campus apartment, this may become a Theta Chi event. They will invite their friends many of whom are members. If enough members are in attendance, and it can be construed as a Theta Chi event, it becomes a “Theta Chi” event. Other factors; was the event announced at a chapter meeting? Was it publicized in the chapter house with a flyer or poster on the bulletin board? Were officers present during the announcement? Were any of the officers present at the event? Were New Members present at the event, or encouraged to attend? Any, some, or all of these factors can serve as a basis for naming the chapter as a defendant in a lawsuit.

Special Events

In addition to regular social functions, many chapters often conduct or sponsor special events involving large numbers of people. Examples include a fund raising project for a charity, or alumni events such as Homecoming.

No chapter shall host open parties at which alcohol is present. But even if alcohol is not consumed at a special event, the large number of people usually involved at these activities can create risks for the chapter.

Precautions should be taken for:

- Traffic control
- Crowd control
- Safety of the facility, including fire safety -- know the evacuations route(s)
- Risk of injury resulting from any activities or games in which attendees might participate.

Also, if an event is held away from the chapter house, an attorney for the chapter should review any contract signed with the property owner.

Alumni Events

Your chapter will be able to host more successful alumni events if they are planned in association with your alumni corporation. Be sure the corporation officers are familiar with the policies and procedures of this manual when planning the event. This will help to eliminate any confusion. Additionally, you will want to ensure that the appropriate alumnus members will help to explain and enforce these guidelines with other alumnus members prior to the event.

The alumnus brothers who attend your Homecoming or other event will most likely be above the legal drinking age. Nonetheless, all of the procedures regarding consumption of alcohol and concern for your guests still apply. The chapter may not furnish alcohol to alumni.

If you become concerned about an alumnus who has had too much to drink, seek the help of other alumni to ensure that this brother avoids injury.

SECTION XII

Theta Chi for Life : Alumni Relations and Responsibilities

Fraternity life, by its very nature, centers around the undergraduate years. Our Fraternity professes that Theta Chi is not for a day, a week, a month, a year, or a college career only--it is for a lifetime.

Some members may feel that brothers should just move on after graduation and not "interfere" with chapter business. However, it has been shown that the chapters, which are the strongest year after year, have one thing in common--they have active, interested alumni who are involved with the chapter. A good chapter welcomes and encourages alumni involvement.

Strong alumni involvement cannot be gained overnight. A chapter lacking alumni involvement must:

1. Work to "bring back" alumni support;
2. Stress the concept of "Theta Chi for Life" to undergraduate members.

It takes a lot of hard work and coaching as undergraduates to keep a brother as an active alumnus. Remember, in a few short years, all current chapter members will be alumnus members. Are alumni currently treated in a manner that you will want to be treated?

Alumni Assessment

Before we can discuss alumni relations for your chapter, we must assess your chapter's current program. Please check those programming elements that your chapter does on a regular basis. If an element is left unchecked, consider implementing it into the chapter's operations.

- ❑ Alumni newsletters are mailed out at least twice a year.
- ❑ Alumni newsletters contain 70% alumni news, 20% chapter news and 10% campus news.
- ❑ The chapter sends quality looking invitations three months prior to the event and the chapter sends reminder invitations one month prior to the event.
- ❑ Alumni events are held for Homecoming and for Founder's Day.
- ❑ Alumni events are hosted at times other than Homecoming and Founder's Day.
- ❑ Awards are presented to alumni on an annual basis.
- ❑ Silver Legion (25 years of membership), Golden Guard (50 years of membership) and Diamond Brigade (75 years of membership) awards are presented annually.
- ❑ Alumni are recruited to attend the Chapter Leadership Conference, the School of Fraternity Practices and the National Convention.
- ❑ Chapter has all three advisors; Alumnus Advisor, Financial Advisor, and Faculty Advisor.
- ❑ Chapter has an Alumni Corporation and/or Housing Board.
- ❑ Chapter involves their Financial Advisor and the Alumni Corporation in budget planning.
- ❑ Chapter involves alumni with rush activities.
- ❑ Chapter invites alumni to initiations.
- ❑ Chapter involves alumni in community service projects.
- ❑ Chapter recommends the names of alumni to the International Headquarters as Regional Counselors and Grand Chapter committee members.
- ❑ Chapter maintains accurate records of all alumni, which include current mailing addresses and phone number, as well as the name of both his spouse and children.
- ❑ Chapter updates the alumni addresses with both the college/university alumni office and the Fraternity's International Headquarters.
- ❑ Chapter distributes, free or at cost, a membership directory to all members.
- ❑ Chapter sends "Thank You" cards or notes to alumni who donate time or money to the chapter and to alumni who attend a chapter function.
- ❑ Chapter sends holiday greeting cards to all alumni.

- ❑ Chapter sends congratulations cards to alumni who have been recognized by the college/university or community.
- ❑ Chapter initiates campus and community leaders as alumnus members of the Fraternity (requires approval of the Grand Chapter).
- ❑ Chapter members greet unfamiliar alumnus guests at the house or Fraternity events to make them feel welcome.
- ❑ Chapter hosts career nights for alumni brothers to share their thoughts on their career field or career preparation.
- ❑ Chapter invites individual area alumni to be guests for dinner.
- ❑ Chapter recognizes the contributions of graduating seniors with awards and dinner.
- ❑ Chapter and Alumni perform the Alumni Ritual for graduating seniors.
- ❑ Every letter/check/recruitment recommendation receives a prompt reply.
- ❑ Alumni Relations Chairman contacts the College/University Alumni Office for suggestions and specified dates of the college/university for alumni events.

*Always keep in mind that once
an alumnus loses interest or contact,
it is very hard to win him back.*

ALUMNI NEWSLETTER

It is important for every chapter to realize that alumni are a major supporting factor in chapter operations. Therefore, the chapter should make an effort to include and inform the alumni as much as possible.

A simple way to achieve this is through an alumni newsletter. It allows the chapter to inform the alumni of major events and special honors received by the chapter and brothers. It also serves as a contact for alumni to share news with other alumni.

One thing to remember: this is an alumni newsletter and should contain information about and for alumni.

A generally accepted breakdown is:

- 70% alumni related news
- 20% chapter related news
- 10% campus related news

The key to developing a reputable alumni newsletter is professionalism and tastefulness. Remember the alumni newsletter is going to alumni, their wives, college and university officials, and fraternity professionals all across the country. Next, keep to a strict printing schedule. It not only shows your dedication to your alumni, but will also get your readers into a routine of anticipation, reading and contribution to the newsletter.

For a chapter just beginning to publish a newsletter, it is better to start small. For the first year, an issue in the spring and fall will give you the experience necessary to produce a professional publication. Ideally, three or four timely issues will build a good line of communication with your alumni. This level can be achieved as your chapter grows in experience.

In many cases, the alumni corporation or association will assume responsibility for the publication of an alumni newsletter. In some areas, a professional newsletter company is used to collect information, format and print alumni publications. However, given the ease of computer software for desktop publishing, many chapters can save themselves the money and prepare their originals to take to the copy center.

Be sure to get several quotes for the printing of the newsletter – big national chains do not always have the lowest prices. A few well-placed phone calls can save a chapter several hundred dollars.

Check out several paper styles and select a white paper that is reasonable in price and high in quality.

Be proud of the work your chapter has done and share it with others. People on your mailing list should include:

- Chapter alumni
- Campus administration
- The International Headquarters (15 copies, please)
- Regional Counselor(s) for your chapter
- Parents

It will provide some public relations for your chapter. Let others know what a “great bunch of guys” you really are and get some positive feedback and recognition in the process.

Information included in a newsletter can vary. However, there are a few basics that should be included in all issues. Some examples are:

Alumni News (70% of newsletter)

- Announcements/calendar of special events, i.e. Homecoming, Alumni Weekend, reunions and alumni meetings
- Stories about those special events, after the fact. Include names and pictures of attendees
- An alumnus information return card or special insert page.
- Recognition of financial donors
- Brothers that help with a chapter project
- A list of lost brothers

Other items, which might be of interest to your readers, may also be included. Just a few examples are:

- Spotlight one or two alumni
- "Blast from the Past" or "Remember When" section using old photographs
- A recruitment recommendation and information return card
- An article recognizing an alumnus' career excellence
- Pictures/articles of house improvements
- Campus issues targeted towards alumni

Chapter News (20% of newsletter)

Chapter news should **only include a brief summary from the chapter president**. Do not waste valuable space by including a report from every officer. The following list covers subjects that will keep the alumni apprised of the current chapter status. These should be brief and to the point. They include:

- Number of New Members/initiates for the semester
- Individual and chapter scholarship
- Campus and community service projects
- Distinguished accomplishments by the chapter or individual brothers
- Awards received by the chapter or individual brothers

Campus News (10% of newsletter)

The college/university may not always inform alumnus members of important school dates. The newsletter should also include some of the following:

- Dates for college/university homecoming and alumni weekends
- Dates for college/university sporting events

Invitations to Alumni Events and Chapter Events

Timely, high quality invitations are very important. Invitations to major events should be sent out **three months** in advance. Many alumni have busy schedules. Giving one or two months notice is unacceptable.

The invitations should include the following information:

- ❑ **Date and Time of Event** – You might think this is a given, but you would not believe the number of invitations we receive that don't include that information
- ❑ **Location of Event** – Don't assume people think it is at the house, if you have a house. Give them directions, the correct entrance to use, and if needed an appropriate place to park.
- ❑ **Dress** – Let the alumni know what is appropriate to wear for the event.
- ❑ **Specify Who is Invited** – Make sure you clearly define who is invited to the event. Some alumni might wish to bring their wives, children, etc. If you are inviting them to Ritual, then others are not allowed and it would be awkward for everyone involved.
- ❑ **Ask for an RSVP** – To make sure you have enough food, drink, etc. you will need to know who is coming. Make sure you give them clear directions on how to RSVP.

Reminders should be sent at least one month in advance. It is a good idea to include the name and class year of those alumnus members that have said they will be coming in this reminder. One of the biggest fears of alumnus members is that they will attend your event and not know anyone.

Contact some of your active alumni. Give them certain names to contact. Oftentimes, if an alumnus is contacted by someone he graduated with, it may prompt him to attend the event. Set up alumni coordinators in three to four year class intervals to contact those brothers they know personally.

Alumni Activities

There are various times throughout the year that alumni are encouraged to come back to their alma mater and/or chapter house. Plan activities or meetings for the following events:

- Homecoming
- Founders' day
- Alumni weekend
- Chapter Anniversary (5th, 10th, 25th, 50th, 75th, 100th)

Notice of the planned festivities should reach your alumni and other invited guests three months prior to the event. This could easily be done through your alumni newsletter, special mailing, or both. Either way, you should provide registration material and weekend information all in one step. Include as much information as possible in the school's Homecoming brochures and mailings. It serves as a nice reminder and may reach alumni that you were unable to contact. Check with the campus Alumni Office as to specifics.

Give your alumni something to look forward to; a reason to come back. The following are just a few ideas:

- Theme of interest to all or part of your alumni.
- Show off the latest house renovations.
- Celebrate a New Member class/graduation class reunion.
- Celebrate chapter milestones or an anniversary.
- List of alumni who have committed to be at the event.

When developing your schedule of events for the weekend, it is important to think about who will be attending. The following is a list of things to keep in mind when scheduling activities:

- Do only brothers attend these events?
- Will wives and/or children attend with them?
- Will the event appeal to both the older and younger alumni?
- Are there any events or activities the campus is hosting?

After taking all matters into consideration, you can then schedule your events at convenient times and locations.

Low Turnouts

If your turnout is low, do not get discouraged. Traditionally, it takes three consecutive years for an alumni event to take off. Evaluate your event and the causes for low turnout. Some reasons for low turnouts are:

New Event

Solution: *It will improve next year, keep at it.*

Poor timing in conjunction with another major event

Solution: *Consult several alumni when you are planning the date of the event.*

Poor quality invitation - alumni will perceive the event by the quality of the invitation.

Solution: *Have the invitation professionally prepared and printed.*

Lack of proper notice prior to the event.

Solution: *Next year, send the invitations and reminders well in advance. Give at least 3 months notice.*

Little or no follow up

Solution: *Appoint alumni coordinators, so they may contact other alumni they may know, and send one or two reminders.*

Difficulty in relating to the undergraduate members.

Solution: *List the names of alumni who have committed to attending the event in the reminder letters.*

Awarding Alumni

It is only fitting that alumnus brothers who have supported the active chapter be recognized in return. Here are some ideas of awards that a chapter can use.

Chapter Level Awards

Alumnus of the Year

The chapter could have a plaque with the name of each recipient in the chapter room, along with a certificate or plaque to the winner.

Chapter Recognition Award(s)

A chapter developed certificate presented to alumnus brothers who have contributed time, money or resources to the undergraduate chapter. Contact an awards shop or trophy shop in your area. Order a 3-5 year supply to get the best price.

National Level Awards

The following awards can be obtained through the Headquarters of Theta Chi Fraternity. Certain rules and regulations governing eligibility for the award, manner of selecting the recipient, and number of awards which can be presented by the various groups have been drawn up and a copy of these rules and regulations will be sent upon application to the International Headquarters.

The Silver Legion, The Golden Guard and The Diamond Brigade

Respectively, twenty-five year members, fifty-year members and seventy-five year members become members of the Silver Legion, the Golden Guard and the Diamond Brigade of Theta Chi Fraternity and are presented with a personalized certificate by their chapter. No Limit.

The Citation of Honor

An engraved and engrossed Citation of Honor certificate (8 ½ x 11" in size) may be presented by the Grand Chapter and by alumni and undergraduate chapters, with the approval of the International Headquarters, to members in appreciation and recognition of outstanding service to the Fraternity. A certificate with slightly different wording is provided for presentation to non-members for outstanding service to the fraternity movement. No limit.

The Alumni Award

The Alumni Award is to permit the Grand Chapter, undergraduate chapters, alumni chapters, alumni corporations and other organized groups in the Fraternity to officially show their appreciation of and to publicly recognize and properly honor those alumni members of the Fraternity who, by reason of exceptional service, personal effort and unselfish interest, have made meritorious service to the local, regional or national general welfare of Theta Chi Fraternity. Limit of one per year per chapter.

The Mabel Oswaldt Appreciation Award

An award established by the Grand Chapter in 1946 to recognize outstanding service to Theta Chi Fraternity by a woman. Recognize the wife of an alumnus brother who has supported the mission of the chapter and the alumni corporation. Limit of one per year per chapter.

Alumni Opportunities

Advising Roles

The majority of the strongest chapters in Theta Chi Fraternity have dedicated and effective advisors. Advisors add a continuous source of knowledge and advice. Undergraduate chapters can be instrumental in recruiting advisors for their chapters and should always be looking for others to assist them.

The following is a list of advisors that chapters should be looking for and a short description of each advisor and his/her role.

Chapter/Alumnus Advisor: The Chapter Advisor serves as the main advisor for the entire chapter. This individual should attend a majority of the chapter meetings and events. Should be available for questions and as the direct contact for both the university/college and the International Headquarters.

Financial Advisor: The Financial Advisor can either be asked by the chapter to serve or appointed by the Alumni Corporation. It is the Financial Advisor's role to help the Treasurer in his duties with the undergraduate chapter. Alumni Corporations usually use the Financial Advisor to collect money from the undergraduates for any bills owed to them by the undergraduate chapter. The Financial Advisor should assist in the development of the budget.

Faculty Advisor: A faculty or administrative employee of the college/university where the undergraduate chapter is located. The advisor acts as a liaison between the chapter and the school, and monitors the grade point averages of the undergraduate members.

Chapter Advisory Board Member: The undergraduate chapter may elect other alumnus members to serve as advisors based on the current needs. Other advisors may include, and are not limited to, New Member Education, Recruitment, Officer Transition and Housing. These advisors sit on a Chapter Advisory Board (CAB) and meet on a regular basis to discuss the operations of the chapter. More information about the CAB can be found in the CAB manual.

Alumni Corporations

Alumni Corporations are formed to help organize and maintain the alumni activities and business of the chapter. In most cases they own and maintain the chapter house, and then are often referred to as a house corporation. Some chapters have both, but a chapter should only have both if they have enough volunteers and work for both corporations.

Undergraduate chapters are advised not to be the organizers of an Alumni Corporation. The corporation is exactly that, a corporation, and needs to be set up by a set of by-laws, recognized by the State, and have alumnus members who will serve as officers. Undergraduates can assist, but alumni need to be the main organizers of the Alumni Corporation.

Additional information about Alumni Corporations can be found by contacting the International Headquarters.

Additional Roles for Alumni

Alumnus members can also serve in additional roles. A few ideas are listed below. Remember that if someone contacts the chapter to volunteer, make sure you use them. They don't have to be fitted in one specific role, allow them to help define their role and what they would like to do.

Liaisons to the business and professional community:

Assist undergraduates with publicity regarding community service events, and advising with alumni newsletters, press releases and faculty events. Offering career advice to undergraduates preparing for that all-important job search or summer jobs and internships. Includes sessions on interviews, resumes and follow-up.

Recruitment:

Through recommendations, recruitment events, planning, financial planning, and participation in the recruitment school or retreat. Alumni involvement is of enormous assistance in motivation by explaining need for stable membership and finances.

Participation in the Ritual:

Assist in the ceremonies to ensure that the Ritual is conducted in a serious and organized manner, and to assist in explaining the significance of our Ritual and the ideals of Theta Chi Fraternity.

Participation in Community Service Projects:

Alumni like to volunteer their time to help out community service projects. If you have an event they can assist with, why not ask them to participate.

Alumnus Big Brother Program:

As men join Theta Chi, they are matched up with area alumnus members. The alumni serve as "Big Brothers" to assist New Members in a variety of ways. This is a vivid demonstration of "Theta Chi For Life".

Role Model – A Friend & A Brother:

Most important in our fast paced and hectic life is the human aspect of brotherhood. Attending a chapter meeting, an executive officers' meeting, a meal at the house, a retreat, speaking and equally important listening.... you are giving the most precious commodity, which returns the richest rewards.... yourself.

Serving as a Regional Counselor or National Volunteer:

There are many opportunities for alumni to serve as Regional Counselors and/or as a committee member. Regional Counselors help work with chapters in a set region on operations and other chapter matters. The National Fraternity is always looking for volunteers for certain committees and projects. If you know an alumnus member who is interested, have them contact the IHQ.