

TRANSMIT THE FRATERNITY...



Phi Delta Theta

BROTHERHOOD ACTIVITIES

“Phi Delta Theta was organized with three principle objectives: The cultivation of friendship among its members, the acquirement individually of a high degree of mental culture, and the attainment personally of a high standard or morality.”

-Walter B. Palmer, Emory-Vanderbilt 1877

This guidebook of brotherhood activities is to be used as a resource for chapters, alumni, chapter advisory boards, and province presidents to keep hazing out of Phi Delta Theta. The examples provided in this guidebook are activities and exercises that promote the Fraternity’s principles and ideals and are constructed to enhance the brotherhood experience for all members.

They were our best members.

They worked hard to make the Fraternity the best through visionary leadership, shared goals, high integrity, and common principles.

They knew how to take the most from their Fraternity experience. They became better citizens, better leaders, better scholars, and better friends from their membership. They were able to say with great pride that when they became members of the Fraternity, they became better men.

They understood the Fraternity's role in the community and at the college or university where they they attended. They wanted to create something larger than themselves.

They wanted to create something which they could mold and shape for future generations.

They were everything that is right about our grand Fraternity.

They were our best members.

These men never wore a pledge button except when dressed appropriately. They never stood in a line-up and had obscenities yelled at them by other members. They never did physical exercises for the "good of the Fraternity" or had to enter the chapter house from the back door. They never said "yes sir" to other members, but got to call them by their first name. They never had to do frivolous errands for brothers. They never had to carry fifty cents in their pockets at all times or wake brothers up each morning to ensure they got to class on time. They were never hazed.

They respected their new members. They never forced them to drink alcohol, or do drugs. They never branded them, or called them demeaning names. They never made them dress alike, or made them make fools of themselves on campus. They never deprived them of sleep, or made them do push-ups if they could not recite the Greek alphabet in five seconds.

They earned their new members' respect by *respecting* them.

They knew that respect was *earned*, not forced.

They are our most respected members. We have pictures of them on our walls and in our Phikeia manual. We quote their words with earnest sincerity. We make pilgrimages to their graves. They are revered, despite the fact that they were never hazed.

They were everything *right* about the Fraternity.

They are our six founding fathers.

They didn't need hazing. Why do you?

-Inspired by the words of John Shertzer

“We can’t throw away ten years of tradition.”

Hazing poisons brotherhood.

“We can’t let them control our Phikeia program.”

Hazing poisons brotherhood.

“We need hazing to weed out the bad pledges.”

Hazing poisons brotherhood.

“They need to earn their letters.”

Hazing poisons brotherhood.

“They need to respect the brothers.”

Hazing poisons brotherhood.

“It defines the character of our chapter. We have the toughest pledge program on campus.”

Hazing poisons brotherhood.

Hazing poisons brotherhood.

Hazing occurs because members of a fraternity do not know the answer to a very basic question: *What is a fraternity?* Fraternity is about friendship and being a part of something bigger than yourself. Hazing does not have a place in Phi Delta Theta. Keep hazing out of Phi Delta Theta. Don’t tarnish the badge of the Fraternity.



The definition of hazing varies from state to state and even from country to country. Most campuses, international organizations, and countries (states and provinces) have similar definitions of hazing. The following FEA statement on hazing is a generally accepted definition.

The Fraternity Executives Association's Statement of Position On Hazing and Pre-Initiation Activities

The Fraternity Executives Association has stated its position, periodically, in support of constructive educational and inspirational programs and has asserted unequivocally its opposition to hazing and pre-initiation activities that do not contribute to the positive development and welfare of pledges/associates and members.

Because hazing and other pseudo-initiation practices have not been rejected and eradicated completely in undergraduate activities and therefore remain a menace to the well-being of the College Fraternity System, the Fraternity Executives Association reaffirms and reasserts its position on this question.

- The Association believes that true fraternalism is nurtured in an atmosphere of social and moral responsibility, respect for duly constituted authority and loyalty to the principles of higher education.
- The Association further believes that while social behavior cannot be legislated, a fraternity without morally sound precepts and practices is not a constructive influence upon college students.
- The Association further believes that a fraternity has a solemn obligation in the development of its pledges/associates and members and that this responsibility extends alike to the institutions where it is represented; to parents and others who make possible the education of pledges/associates and members; to the communities where chapters are accountable for good citizenship; and to the college fraternity system of which it is a part.
- The Association further believes that while much progress has been made, one of the most damaging instruments to the fraternity system is the employment of a program of education which includes hazing, and that this unproductive, ridiculous and hazardous custom has no rightful place in the fraternity system.
- The Association 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 and situations includes 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 the confines of the house; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activities and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.

Phi Delta Theta Risk Management Policies

Updated: November 2001

Abusive Behavior

The Fraternity will not tolerate or condone any form of abusive behavior on the part of its members or Phikeias, whether physical, mental or emotional. This is to include any actions directed toward members or nonmembers. Fighting is not an acceptable form of behavior as a member of Phi Delta Theta.

Alcohol and Drugs

1. All chapter facilities and properties in Phi Delta Theta Fraternity shall be alcohol-free at all times and under all circumstances. The implementation of these procedures is a continuation of the ongoing educational efforts of the General Fraternity.
2. The possession, use and/or consumption of any alcoholic beverages by any Fraternity member, Phikeia, or guest, during chapter activities, or in any situation sponsored or endorsed by the chapter, *must* be in compliance with the laws and ordinances of the state, province, city, county, and university/college.
 3. No chapter of Phi Delta Theta may purchase alcoholic beverages with Fraternity funds, nor may any member or Phikeia in the name of or on behalf of the chapter coordinate the collections of any funds for such a purchase. This includes, but is not limited to the following: the purchase of kegs, party balls, and other bulk quantities of alcoholic beverages.
4. No chapter of Phi Delta Theta may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.
5. The use or distribution of kegs or party balls by the chapter at chapter events is strictly forbidden.
6. The sale of alcoholic beverages by any chapter of Phi Delta Theta is strictly forbidden. No chapter of Phi Delta Theta shall participate in any activity or action which creates the impression that the chapter is selling alcohol. Examples include, but are not limited to: charging admission to parties, passing the hat, selling empty cups, selling drink tickets, or having vending machines which dispense alcoholic beverages.
 7. The use or possession of any unlawful drug in any form is not permitted at any Phi Delta Theta function or in any Phi Delta Theta chapter facility.
8. Parties and social activities should be open to members, Phikeias, and *invited guests only*. Open parties, meaning those with unrestricted access by nonmembers of the Fraternity, without specific invitation, are prohibited.
9. All undergraduate recruitment functions and recruitment activities associated with or sponsored by any club/association of Phi Delta Theta will be alcohol-free.
10. Alcoholic beverages are prohibited at any Phikeia program or initiation ceremony of the chapter.
11. Chapters are strongly encouraged to conduct alcohol and drug awareness programs for members and Phikeias.

Hazing

No chapter or member of Phi Delta Theta shall indulge in any physical abuse or undignified treatment (hazing). Hazing is defined as: “any action taken or situation created, intentionally or unintentionally, whether on or off fraternity premises, and whether with or without the consent of the persons subjected to the action, which produces mental or physical discomfort, embarrassment, harassment, or ridicule.” Such activities and situations include: 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 the confines of the chapter facility, wearing apparel in public which is conspicuous and not normally in good taste, engaging in any public stunts and buffoonery, morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activity, and any other activities which are not consistent with fraternal law, ritual, or policy with the regulations and policies of the educational institution.

High-Risk Events

Phi Delta Theta chapters cannot afford the exposure of sponsoring, organizing, endorsing or participating in events or activities which involve a high-risk of physical injury or damage to property. While no definitive list of such events can be given, chapters must take a common sense approach to evaluating the risk of a particular event or activity. Examples of high-risk events include, but are not limited to the following: bungee jumping, parachuting, athletic events such as boxing, roof-top functions, water skiing or other water-related activities, especially those activities which relate to any type of temporary pool or water slide.

Property Management

The chapter facility, along with its furnishings and landscape, should provide for each member an environment for study, clean and safe living conditions, and recreational facilities. A sound program focused on proper maintenance of the property, along with due regard for university/college, health, or fire department regulations, where applicable, shall be followed in each chapter.

Transportation

Phi Delta Theta chapters are encouraged to establish a transportation policy for chapter events which are not held at or within walking distance from the chapter facility. It is strongly recommended that the policy include the use of a form of mass transportation, such as charter buses, to transport members for such events, and particularly for events where alcohol may be consumed. When mass transportation is not available, alternative procedures, such as designated drivers, should be used.

If you experience any blatant violation of these Risk Management Policies, contact the Director of Risk Management at General Headquarters: 513/523-6345.

How do we know if we are hazing?

By asking the following questions, you can decide if the activities would be viewed as hazing:

- Is there alcohol involved?
- How does it make the new member a better member?
- What is the *real* purpose of the activity?
- Does the activity involve any form of emotional or physical abuse?
- Would you photograph or videotape the activity and be proud to share it with others?
- Are you comfortable in telling your parents about the activity?
- Is the activity “secret” or can others attend?
- Is there risk of injury or personal safety?
- Could you invite university officials to the event?
- Would current members and alumni be willing to participate in the same activity and do exactly what the Phikeia are being asked to do?
- Will Phikeia come away feeling better about the Fraternity from the activity? Or would they feel confused and not certain about the purpose of the activity?



DON'T TARNISH THE BADGE

Excuses, Excuses, Excuses...

Hazing continues to be embedded in our culture in such a way that participants of hazing do not even realize they are doing it. Plus, pop culture is saturated with glorifications of hazing through the media (movies, video games, TV shows, websites, etc.). From internal and external forces, society is blinded to the realities and dangers of hazing. By continuing to promote our Fraternity's three founding principles, we will be certain to keep hazing out of Phi Delta Theta and poisoning our brotherhood.

Chapters that haze often express the following excuses. Following each excuse is a statement that can be used to help educate members that hazing poisons our brotherhood and that hazing does not have a place within Phi Delta Theta.

“It builds respect.”

For a moment, think about all the people that you respect. Do your parents come to mind? Do you have great respect for any teachers, advisors, or mentors? Why do you respect them? Did they haze you to earn their respect? Now, think about people who have humiliated you, made you feel inferior, damaged your self-worth, or made you do senseless acts just for their enjoyment. Do you respect them?

“The Phikeia need to create a sense of unity.”

Chapters that invoke Phikeia class “unity” often discover divisions within the chapter due to the various classes. Chapter unity should be the goal of every Phikeia class. The Phikeia period is for developing future members of the chapter, not levels of membership.

“It’s tradition.”

Believe it or not, hazing has not been around forever. Our founding fathers did not haze! The founding principles were the premise of the Fraternity and all activities had the three cardinal principles in mind. The three founding principles should be the key tradition we are transmitting, not hazing practices. Also, you might be surprised that your tradition that has been around “for years” may have just been implemented last year.

“They must earn their membership.”

All members should be earning their letters—all the time! One does not work hard to get grades, study for Fraternity tests, and go through initiation to just coast through the rest of his membership. What are you doing to keep earning your letters? Are you going to class and making good grades? Are you attending all the Fraternity functions? Are you attending every Fraternity meeting? Are you paying your dues? Are you showing up for every community service event?

“Pledging is not supposed to be easy.”

In general, Fraternity membership is not easy. Fraternity membership requires a commitment of time, energy, and responsibility. Typically, pledges are first-year students. Not only are they getting accustomed to college life, but also a new town and new friends. To top it off, they are trying to get acclimated to the Fraternity experience. The expectations on a Phikeia are already high without adding hazing to their physical and emotional well being.

“The military and sports team haze.”

How does that make fraternity hazing justified? Each group is different and tries to accomplish particular goals. You may not be aware, but the military does not tolerate acts of hazing as well. Hazing in sports is a current hot topic right now in the media. There are coaches who have gone to jail because they promoted and fostered hazing on their athletic teams. The facts are the facts: hazing does not accomplish the goals of lifelong brotherhood.

“The Phikeia need to feel a sense of accomplishment.”

How is getting good grades, learning chapter and Fraternity history, and providing friendship not an accomplishment? How is getting to know all the brothers and attending all the Phikeia meetings and community service projects not an accomplishment? Now, what accomplishment is there in surviving a line-up or doing a senseless errand for a member? What value is in the hazing activities? How does the act perpetuate the Fraternity’s found principles? How does it build the brotherhood?

“The Phikeia must experience what I experienced?”

This is the most common of all the excuses. This statement is dangerous because it places the power of the Fraternity in the hands of people who haze. True bonds of brotherhood are experienced through working together to accomplish goals and to transmit the Fraternity better than it was transmitted to us. Hazing is not transmitting the Fraternity. It is transmitting ignorance and the lack of personal welfare. The founding principles and our ritual binds us a brothers, not hazing practices. Don’t tarnish the badge of Phi Delta Theta with hazing. Hazing poisons the Fraternity and the friendships created within it.

HAZING POSIONS BROTHERHOOD

THE EXPERIMENT

Start with a cage containing five monkeys. Inside the cage, hang a banana on a string and place a set of stairs under it. Before long, a monkey will go to the stairs and start to climb towards the banana. As soon as he touches the stairs, spray all of the other monkeys with cold water.

After a while, another monkey makes an attempt with the same result - all the other monkeys are sprayed with cold water. Pretty soon, when a monkey tries to climb the stairs, the other monkeys will try to prevent it. Continue this process until no monkeys make an attempt to get the banana.

Now, put away the cold water. Remove one monkey from the cage and replace it with a new one. The new monkey sees the banana and wants to climb the stairs. To his surprise and horror, all of the other monkeys attack him.

After another attempt and attack, he knows that if he tries to climb the stairs, he will be assaulted.

Next, remove another of the original five monkeys and replace it with a new one. The newcomer goes to the stairs and is attacked. The previous newcomer takes part in the punishment with enthusiasm, even though it has no idea why!

Likewise, replace a third original monkey with a new one, then a fourth, then the fifth. Every time the newest monkey takes to the stairs, he is attacked. Most of the monkeys that are beating him have no idea why they were not permitted to climb the stairs or why they are participating in the beating of the newest monkey.

After replacing all the original monkeys, none of the remaining monkeys have ever been sprayed with cold water. Nevertheless, every monkey that goes towards the bananas is attacked until it no longer attempts to reach the banana. Why? Because as far as they know that's the way it's always been done around here.....

..... And that's how hazing takes root.

Brotherhood Building Activities



Phikeia Program for the 21st Century

This sample Phikeia Program is derived from the Phikeia Manual. All the following brotherhood building activities can be incorporated into this sample Phikeia program. The Phikeia Program Manual can be downloaded at www.phideltatheta.org. As with all chapter activities, the Phikeia program and the brotherhood building activities must be in complete compliance with the risk management policies of the Fraternity.

Week 1

Phikeia Induction Ceremony
Phikeia Meeting #1
-Chapter Officer Descriptions
-Officer Nominations
-Recruitment Evaluation
-Big Brother Preferences
-Chapter Committee Assignments
-Guest Speaker
-Assign Phikeia Manual Chapters 1-2
Brotherhood Building Activity
Academic Orientation Workshop

Week 2

Big Brother Orientation and Ceremony
Big/Little Brother Activity
Phikeia Meeting #2
-Officer Elections
-Speaker: Alumnus / Student Leader
-Assign Phikeia Manual chapter 7
-Tour of campus academic resources
Brotherhood Building Activity

Week 3

Phikeia Meeting #3
Study Skills Workshop
Speaker: Province President / CAB Chairman
Assign Phikeia Manual chapters 3, 4, & 10
Phikeia join campus organization

Plan Fund-Raising Event
Brotherhood Building Activity
All Chapter Event

Week 4

Phikeia Meeting #4
Big/Little Brother Activity
Community Service Project
Risk Management Program
Brother Building Activity
Fund-Raising Event

Week 5

Pallas Committee Review
Phikeia Meeting #5
-Speaker: Faculty Advisor / Greek Advisor
-Assign Phikeia Manual chapters 8-9
Community Service Event
Etiquette Seminar
Brotherhood Building Activity
All Chapter Event

Week 6

Phikeia Meeting #6
-Speaker: Local Alumni
-Assign Phikeia Manual chapters 8-9
Phikeia attend university event/speaker
Recruitment seminar
Brotherhood Building Activity

Week 7

Phikeia Meeting #7
Big/Little Brother Activity
Speaker: University official
Phikeia Final Exam Review
Alcohol-Free Social / Phikeia Formal / Semi-Formal
Brotherhood Building Activity

Week 8

Phikeia Committee Recommendation
Phikeia Final Exam
Big/Little Brother Activity
Brotherhood Building Activity
Speaker: CAB Chairman, Alumnus
Initiation
Post-Initiation Retreat

Building My Fraternity

Supplies Needed:

Blank sheets of paper
Pens or pencils for each person

Suggested Time:

60-90 minutes

Activity Instructions:

Ask each member to draw a simple house with a foundation, walls, roof, window, door, and chimney.

Instruct everyone to individually write down the following concepts or ideas:

1. In the foundation write the concept or idea by which you govern your life.
2. Along the walls write the methods by which you support and strengthen this idea.
3. On the roof write about a protective mechanism that you use.
4. In the window write something which you are proud of and want others to see.
5. In the door write an important part of you that you have borrowed from someone else and the name of the person from whom it was borrowed.
6. In the chimney write about how you vent your stress.

Ask members to get into small groups of 5-8 people and ask them to share the information that they wrote down on their sheets.

To discuss these issues as a group, construct a large drawing of a sample house that will represent the chapter. Now that each individual has considered the symbolism of each part of the house as it pertains to him, ask that the group think of their organizational values.

1. For the foundation: What are the concepts or ideas by which we as a chapter should govern our lives?
2. For the walls: How can we support and strengthen these ideas (chapter programming).
3. For the roof: What protective mechanisms do we use?
4. For the window: What are we proud of and what do we want others to see or know about us?
5. What are important parts of our chapter that have been handled down through the years to us? Who were our significant leaders?
6. For the chimney: How does our group deal with stress?

Message from a Brother

Ask a member (or groups of members) to read "Message from a Brother." After it has been completely read, go through each section and allow members to comment on their feelings about that statement or section of "message."

Message from a Brother

"Fraternity, if you want my loyalty, interest, and best efforts as a brother, you must take into account the fact that:

- ◆ I need a SENSE OF BELONGING
- A feeling that no one objects to my presence.
- A feeling that I am sincerely welcome.
- A feeling that I am honestly needed for my total self, not just for my hands, my money, my time.

- ◆ I need to have a SHARE IN PLANNING THE FRATERNITY GOALS. My need will be satisfied only when I feel that my ideas have had a fair hearing.
- ◆ I need to feel that the GOALS ARE WITHIN REACH and that they make sense to me.
- ◆ I need to feel that what I'm doing CONTRIBUTES TO HUMAN WELFARE—that its value extends beyond the fraternity itself at some time.



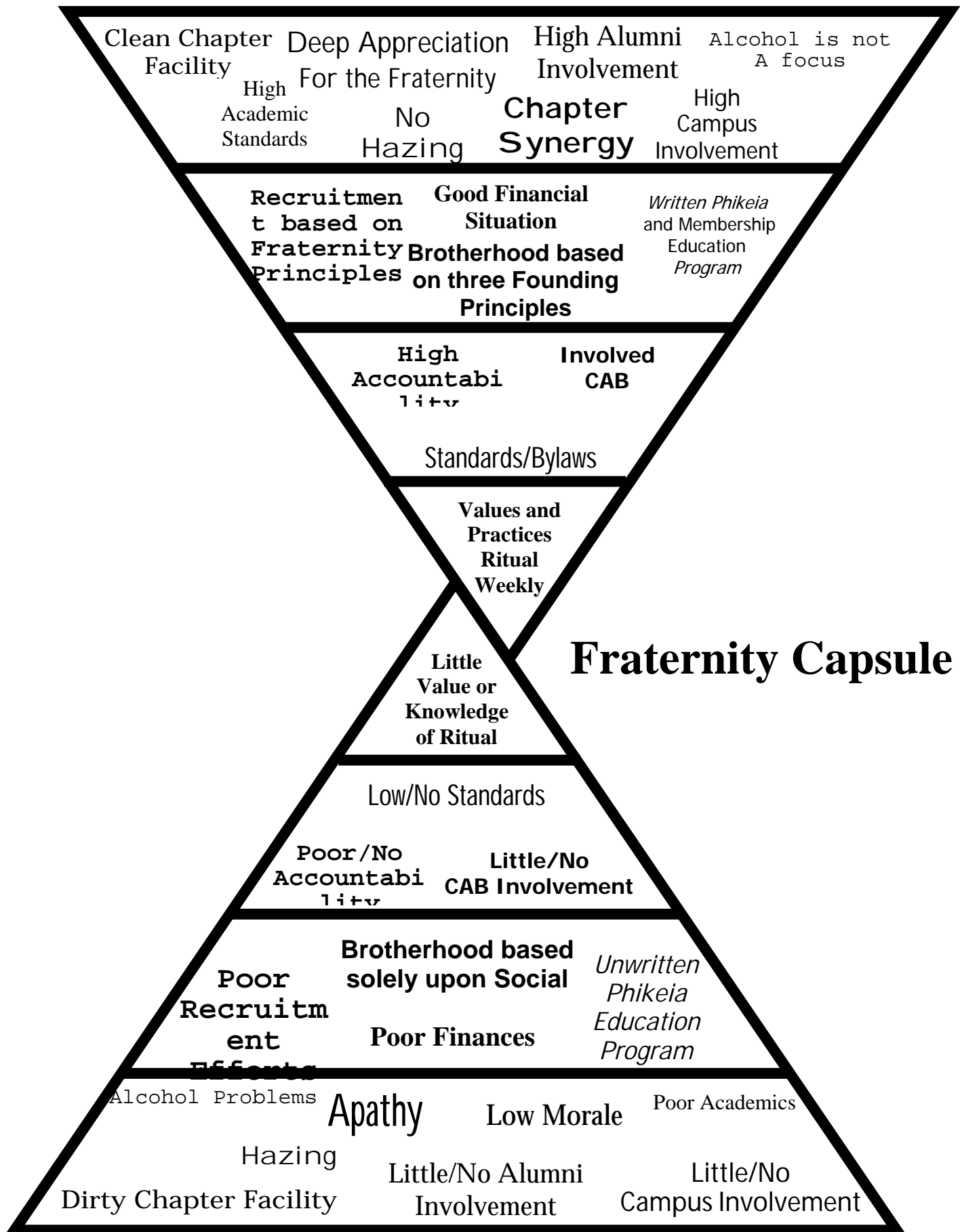
- ◆ I need to share in MAKING THE RULES OF THE CHAPTER—the rules by which together we shall live and work toward our goals.
- ◆ I need to know in some clear detail just WHAT IS EXPECTED OF ME so that I can work confidently.
- ◆ I need to have RESPONSIBILITIES THAT CHALLENGE, that are within the range of my abilities, and that contribute toward reaching our goals.
- ◆ I need to SEE that PROGRESS is being made toward goals WE have set.



- ◆ I need to be kept informed. IF I AM NOT UP ON THE ALL THE INFORMATION, I MAY BE DOWN ON THE IDEA.
- ◆ I need to have confidence in our leader...confidence based upon ASSURANCE OF CONSISTENT FAIR TREATMENT, OF RECOGNITION WHEN IT IS DUE, AND TRUST THAT LOYALTY WILL BEING INCREASED SECURITY.

In brief, the situation in which I find myself must make sense to me if I am to be a contributing member to my Fraternity and to transmit the Fraternity, not only not less, but greater than it was transmitted to me.

Award Winning Chapter



Chapter in Jeopardy

Fraternity Capsule

The Fraternity Capsule visually demonstrates the importance of our Fraternity ritual. As you will see from the middle section of the capsule, there is a fine overlay between chapters that perform ritual weekly and those chapters that rarely perform ritual. Either the chapter values the Fraternity's principles and reminds themselves weekly of their membership obligations, or it doesn't. Our ritual is what defines us a Phi Delts.

Hand out a copy of the Fraternity Capsule to each member or put it up on an overhead projector for all members to see. Create a dialogue that focuses on the ritual.

Potential questions to begin the dialogue might include:

- Why is ritual important to us?
- Why do we perform it weekly?
- Do you truly understand what the ritual is saying to us?
- How does doing ritual weekly improve our brotherhood? Improve our chapter? Improve our connection with the Fraternity?

When a Leadership Consultant is visiting the chapter, ask him to perform a 30-45 minute presentation on the ritual and initiation ceremony of the Fraternity. He will also retransmit the secrets of the Fraternity to all the initiated brothers. To BE a Phi, one must know what makes us Phis in The Bond.

Gavel Pass

Supplies Needed:

Fraternity president's gavel

Suggested Time:

2-3 minutes per chapter member

Activity Instructions:

Gather the membership in a circle. The president begins the activity by sharing why he values his membership in the fraternity. When finished, he passes the gavel to the next member. Whoever holds the gavel has the floor. No one can interrupt.

Chapters have used this activity to air grievances, publicly praise their brothers one at a time, thank individuals, and close chapter meetings.

Passover

Supplies Needed:

Fraternity President's gavel

Suggested Time:

1-2 hours

Activity Agenda:

Depending on the size of the chapter, you might want to break the group into smaller groups of 10-12. This is an intense sharing experience that will require a great deal of time. The traditional gavel pass involves the passing of a gavel and each member speaking his mind. With this exercise, the person that holds the gavel does not speak. When a brother gets the gavel, 11-12 others tell him how much they value his membership in the fraternity or what they appreciate most about him. Allow each individual to share for 2-3 minute. When all have spoken to the member holding the gavel he passes it to the next participant. Continue until all members have been "appreciated".

NOTE: This exercise is to promote brotherhood. Only positive comments about the member holding the gavel are allowed during this exercise. This exercise is not an opportunity to voice frustrations or dislikes about the member who is not allowed to speak.

My Coat-of-Arms

Supplies Needed:

Pencils
Blank sheets of paper

Suggested Time:

10 minutes drawing time
60+ minutes sharing/discussion time

Activity Instructions:

10 minutes

Distribute blank sheets of paper for each member. Ask each brother to draw his own personal coat of arms. It is up to him to use his own creativity, imagination and artistic skills to come up with his coat of arms. The drawing should include symbols that represent personal values, how the Fraternity fits into his life, and significant influences in his life. An open motto should accompany his picture.

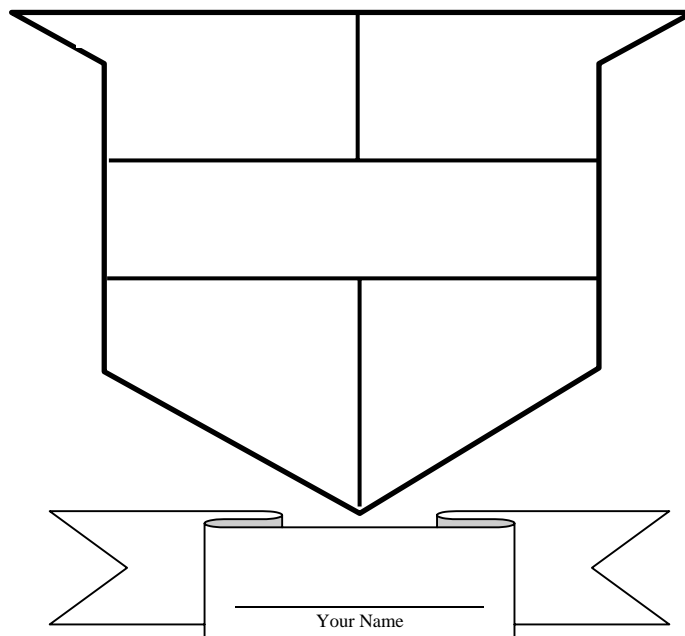
20-30 minutes

Each brother takes a turn and describes his coat of arms and symbols to the entire group.

20 minutes

Large group discussion questions:

- Φ What are significant things you learned about others as a result of this experience?
- Φ Was this difficult? Why?
- Φ What types of symbols did people use?
- Φ Did anyone use non-fraternity symbols? Did that surprise you? Why/why not?
- Φ What were some similarities and differences seen in each person's coat of arms?



My Coat-of-Arms

The diagram shows a shield-shaped coat of arms template divided into five numbered sections. Section 1 is the top-left corner, section 2 is the top-right corner, section 3 is the middle horizontal band, section 4 is the bottom-left corner, and section 5 is the bottom-right corner. Below the shield is a banner with a central rectangular box containing the text "Your Name".

Sketch, Draw, or Write:

- Section 1 -- One achievement you are most proud of about yourself.
- Section 2 -- One thing that is very important to you.
- Section 3 -- Something that epitomizes your personal motto.
- Section 4 -- What Phi Delta Theta means to you.
- Section 5 -- Something that most people may not know about you—even your chapter brothers.

The Human Spider Web

- Objective:**
- To warm up a new group
 - To create energy in the group.
 - To provide an opportunity for participants to work as a team and explore the dimensions of teamwork.
- Procedure:**
- Get 10 team members who do not have physical ailments or limitations as this exercise could become stressful for some participants. The remainder of the group will be observers. Have the 8-10 participants move to the middle of the room that allows them to stand in a small circle. Instruct the members of the group to extend their left hands across the circle and grasp the left hands of the other members who are approximately opposite them. Once each has grabbed another person's left arm, then have them extend their right hands across the circle and grasp the right hand of another individual.
- Inform them that their task is to unravel their "spider web" of interlocking arms *without letting go* of anyone's hands to make a concentric circle. To keep them on-task and to put a small amount of pressure on the group, give them ten minutes to unravel their web. At times, you may have to administer "web repair" for situations that become impossible for them to achieve the goal of making a concentric circle.

Discussion

Questions:

- What was your first thought when you heard the nature of the task?
- What member behaviors detracted (or could detract) from the group's success in achieving its goal?
- Did a leader emerge quickly from the group? Did more than one emerge? Was there some conflict between those individuals?
- What kinds of problems did you experience personally? As a group?

Materials

Required: None.

Approximate

Time Required: 15 minutes, plus discussion time.

Senior Charge

Suggested Time:

60-90 minutes

Activity Instructions:

Before the chapter gathers, each senior member should write a personal letter to the chapter thanking them for his experience, what he has learned, and what he values as a member of the Fraternity.

One by one, seniors should read their letters to the chapter.

One senior should serve as closing spokesperson to give a positive charge to the membership. The closure should be inspiring and through provoking. (For example, a topic might be “What do you want your Fraternity to be like when you leave?”) This is a good activity to have prior to the alumni membership induction. Alumni members could be invited back for this activity to talk about how they are still involved with the fraternity.

Circle of Brotherhood

Circle of Brotherhood is similar to *Senior Charge*; however, involves all initiated brothers and Phikeia. This exercise is a great exercise prior to beginning the initiation ceremony or at the last Phikeia meeting.

Beginning with the lowest Bond number, each brother has 2-3 minutes to share his thoughts about the Fraternity. After the Phikeia are done sharing their thoughts, they can read their Phikeia class Bond they would have written prior to this exercise.

The Fraternity Bond

Supplies Needed:

The Bond of Phi Delta Theta

Suggested Time:

2 minutes per member

Activity Agenda:

Gather all initiated members in a room where everyone can sit together. Introduce the activity by having the president (or alumnus) read *The Bond* to the group. Talk about the history of *The Bond*, who wrote it, when it was written, where it was written, why the words were chosen.

Pass *The Bond* around the room. As it comes to each member he should share with the group what significance *The Bond* has to him.

Close the activity by explaining that *The Bond* is a fundamental statement of beliefs. Ask each member to consider how his own personal statement of beliefs might be read. Is *The Bond* consistent with the Fraternity's beliefs?

Phikeia Bond

Allow the Phikeia class to create their own Bond. Explain to them they need to create document that describes the Fraternity and the ideals their Phikeia class pursue to exemplify. Their Bond can be as long or short as they wish, but every Phikeia must help in the creation of the document. Allow them 30-45 to create this document. Once they are completed, have the Phikeia president read their Bond to the initiated brothers of the chapters. Afterward, frame the Bond and hang it with pride in the chapter room or another prominent room in the chapter house.

Community Service

Suggested Time:

A full day of serving the community; a minimum of three hours

Activity Instructions:

The chapter philanthropy chairman should play an instrumental role in this brotherhood building activity. Provide the membership with an opportunity to serve the community through one-on-one, hands-on community service. Members could go to a hospital and visit children; play with inner city children at a community center; deliver meals to housebound elderly citizens; visit clients at a homeless shelter; or any activity that gets members to interact with a different population. Brothers will find that by working together for a common purpose, helping others, and giving of themselves that they will become closer through intense, personal service.

After working directly with your chosen population (children, the elderly, etc.), gather the chapter for a discussion on community service using the following processing questions:

- Φ Why was a community service event used to build brotherhood?
- Φ How did you make an impact on someone's life today?
- Φ How were you affected by this experience?
- Φ Do you feel closer to your brothers as a result of this experience?
- Φ What did you learn about each other?
- Φ What did you learn about yourself?
- Φ Why is community service an important component of a full fraternity experience?
- Φ How did you feel working with a population that was less fortunate than you?
- Φ Is community service going to be a regular part of your life now?
- Φ How will you continue serving your community in the future?

Web of Brotherhood

Supplies Needed:

Ball of yarn or heavy string

Suggested Time:

2 minutes for each person in the chapter

Activity Instructions:

Ask all members to sit in a circle. The President should hold the ball of yarn in his hand and inform the group that he is going to share how he plans on contributing to the Fraternity. When finished he is going to gently toss the ball of yarn to another person while still holding on to the end of the string. That person should then continue by expressing his goals or contributions, holding on to the string, and then tossing the ball to another brother. The yarn should be held taught between members.

When the entire chapter has shared, you will have a large “web” of yarn in the circle. The leader should talk about the value of the contributions of each individual. If each person did not pull his own weight, and “dropped the ball,” the rest of the members need to pick up the slack for him. As an example, call on 10 people to drop their hold on the yarn. The web will become slack, illustrating the work that will need to be picked up by other brothers.

Close the discussion with a group brainstorming session on how the chapter can encourage everyone to follow-through on their commitments, ask for help and support from their brothers, and how they can all pull their own weight in the chapter.

Someone Else

We have been saddened to learn of the passing of one of Phi Delta Theta's most valuable and important members. His name is Someone Else. Someone's absence has created a void that will have a profound effect on our fraternity, for he had been working for us for many years. Whenever there was a recruitment event, service project, or any other job that needed doing, we were ever ready, willing, and able to let Someone Else spearhead the project. He was always the one who worked for the "good of the fraternity." He never sat around the chapter house and knocked everyone and everything but came forth and offered constructive criticism only, where and when it should be given—at meetings.

Someone Else was truly a great Phi. It seemed and was hoped that he would go on forever and make it easier for us, but a person can only do so much. Now he is gone, who will fill his shoes, who will follow his example?

Maybe, just maybe, if each of us come forth once in a while and volunteer to help, aid and assist in the great work of our Fraternity, we may be able to keep things going. Remember, we can't depend on Someone Else anymore.

The above "eulogy" is to prelude a discussion about Fraternity membership and the accountability involved in being a brother. Expectations do not end after initiating, they increase. This "eulogy" can also be used as a primer for some personal goal setting as well as chapter goal setting.

Board of Directors

Supplies Needed:

Drawing sheet and pen/pencil

Suggested Time:

30-45 minutes

Activity Instructions:

Have everyone write down the names of people who have had a positive impact on them (i.e. family, friends, teachers, pastors, others). These are people who have had a significant part in shaping who they are.

Explain that there are five traits (listed below) that people who are on their Board of Directors often have. Discuss one at a time and have the group share the person/people on their Boards who have that particular trait. (Note: If the objective is for people to gain a deeper understanding of themselves, then you will want to share as a large group...this will require more time.)

Five Common Traits* of People who Sit on Your Board of Directors

1. Have high expectations of you.
2. Have a one-to-one relationship with you.
3. Have trusted you.
4. You have a sense of responsibility to them-you do not want to let them down.
5. Taught you something of importance.

**These traits are the cornerstones of relationships people have which make an impact on others*

15 minutes

Large group discussion questions:

- Φ What are some of the characteristics you've acquired from these individuals?
- Φ What types of individuals are the people who sit on your Board of Directors (i.e. parent, teacher, friend, historical figure)?
- Φ Do these significant individuals have similar characteristics (i.e. more male or female, more older or younger, people who you've worked for or people who work for you...)?
- Φ Do these people know they're on your Board of Directors? This is a powerful thing to consider. They have given you a lot of time and have faith in you. Have you recognized or thanked them?
- Φ How many Boards of Directors are you on?
- Φ Are you establishing relationships with others to help them grow based on the five common traits?

The Brick

Supplies Needed:

One brick, painted with Fraternity symbols, Greek letters, motto, founding dates, etc.

Suggested Time:

15 minutes introduction time

2-3 minutes for each member

Activity Instructions:

On the day of initiation, the new member class is shown a painted brick with Phi Delta Theta letters painted on it. The chapter president or new member educator tells everyone that throughout the day, they should be looking out for this particular brick. The brick will be at eye level and it can't be missed. After the presentation, the brick is kept out of view until later in the day.

Throughout the day, the new members should casually be asked if they have seen the brick yet (don't hound them, for in reality, the brick is never physically hidden anywhere).

Prior to the initiation ceremony, the officers of the fraternity assemble the Phikeia class and ask if they have found the fraternity brick. The answer will be "no". The new members should be instructed to go into a room where 4-5 full-length mirrors are placed on one wall. The lights should be dimmed. The new members should be instructed to stand as a group facing the mirrors, thereby facing themselves.

Chapter officers and initiates stand on the sides and in the back of the Phikeia class.

President (or New Member Educator), with brick in hand says:

"Since the group was unable to find the brick, I wanted to bring the brick to you. The reason you couldn't find it physically is because it was never really hidden. The brick is really a symbol of our brotherhood."

"I told you that it is at eye level. When you speak with your brothers you will always look him straight in the eye. You may not always see things eye to eye but you should be man enough to confront each other and air things out face to face. Regardless of differences, we are all brothers in The Bond of Phi Delta Theta"

"I also told you the brick could be found anywhere. Brotherhood is not confined to the walls of the fraternity house. The house is merely a building. A Fraternity is built on friendships and our three cardinal principles: friendship, sound learning, rectitude."

"This brick is also a symbol of our fraternity unity. The brick is made of mortar, stone, and water. And like the brick, we are a Fraternity of brothers with unique backgrounds, values, and experiences"

"As you gaze into the mirrors you can see that your new member class is not a single unit. You are a part of a greater whole. You will always have initiated brothers and alumni at your sides for support."

The President continues with:

“Each of you has helped to build the Fraternity in his own way. This brick will also symbolize the foundation you will help establish for future members of the Fraternity. What will you contribute to this Fraternity?”

Each brother and new member than passes the brick and tells:

1. Contributions he, as an individual, can make to the Fraternity.
2. What the Fraternity means to him.
3. Whatever is on his mind

The brick is then ceremonially placed in a formal chapter room as part of the wall or floor (or adapt to your particular chapter situation).

I am the Foundation

Supplies Needed:

One brick, painted with Fraternity symbols, Greek letters, motto, founding dates, etc.

Suggested Time:

15-30 minutes

Activity Instructions: This exercise is appropriate at any time, but is most appropriate at the first or last Phikeia meeting. The Phikeia Educator and the Phikeia sit in a circle.

From a bag, the Phikeia Educator pulls out the brick. He explains to them that the brick symbolizes the Fraternity. Each member makes up a brick of the Fraternity. In buildings, the Foundation is the most important part of its structure. Within the Phi Delta Theta, the foundation is its members. Individually, a brick is a brick. But when combined with other bricks, it helps create a stronger structure. In essence, the one brick becomes a part of something bigger and stronger than itself.

The Phikeia Educator will then ask the Phikeia other similarities the brick and their membership have in common.

After the Phikeia are allowed the opportunity to express their thoughts, the Phikeia Educator will then pull out a hammer from the bag. He will then take the hammer and break the brick into half. He will then take one of the halves and break it into smaller pieces. The unbroken half represents the current chapter. He will give each Phikeia one of the small pieces. He will tell the Phikeia that the small piece of the brick is a reminder to each of them how important they are to the Fraternity. Although in small pieces, each piece can each be put back together to create the brick.

Let Me In!

Supplies Needed:

None

Suggested Time:

30 Minutes

Activity Agenda:

Ask one member to volunteer. Instruct the rest of the chapter members to form a circle and put their arms around each other, shoulder to shoulder. Instruct the single volunteer to try to use any method possible to get into the circle.

Ensure that the member does not hurt himself or other chapter members. This exercise usually results in the single volunteer trying to push and shove members and attempt to tear apart the bonded arms.

After a few minutes ask everyone to take a seat. Allow the volunteer to stand up for a few moments. Ask the volunteer how he felt trying to get into the circle (expect answers like, tired, frustrated, angry). Then ask the member, “Why didn’t you just ask your brothers to let you in?” Ask volunteer, “Why did you immediately assume you had to fight to get in the circle?”

Ask the following processing questions of the whole group”

- Φ How does this activity relate to our chapter?
- Φ How does this activity relate to our Greek system?
- Φ Let’s look at the leadership positions in the chapter; do you think it is difficult to get to these top positions? Why, why not?
- Φ Do you think we have cliques in this chapter?
- Φ How would this activity relate to cliques?
- Φ How do we emphasize chapter unity?

Promise To Myself, Promises To My Fraternity

Goals:

Providing closure to a brotherhood experience, such as a retreat

Supplies Needed:

Blank paper, pen, and a stamped envelop for each brother.

Suggested Time:

20 minutes

Activity Agenda:

At the end of an intense brotherhood building exercise or retreat, distribute paper and writing utensils. Have the brothers write a letter to themselves on a topic given by the activity facilitator. Possible topics include:

- Φ What I learned about brotherhood at this retreat and what I will do to enhance brotherhood in the future.
- Φ How do I view the importance of Phi Delta Theta? How has my understanding of the Fraternity changed since I first joined?
- Φ What promises am I willing to make to further the brotherhood of the chapter within the next month?

Explain that after each brother has finished his letter, he should seal it in an envelope, address the envelope to himself, and give it to the activity facilitator. After one month, the facilitator must mail the letters.

Once all brothers have received their letters in the mails, hold a second discussion to follow up on the member's personal thoughts and feelings a month later. By having this follow-up discussion, brothers are able to hold themselves and each other accountable by asking, "Who followed through on their commitments? Who is still working on their promises?" It is quite possible that some members' promises to themselves will be invalid because the deeper understanding of the Fraternity gained in the interim month may have proved some preconceptions wrong. Make sure that is it clear that this is OK!

Declaration of Fraternity Membership

Supplies needed:

Colored markers
Newsprint pad

Suggested Time:

30-60 minutes

Activity Agenda:

Inform the chapter that the Fraternity has established a Declaration of Membership Expectations based upon rectitude, the third of the three cardinal principles by which the Fraternity is based. Pass out a copy of The Declaration of Membership Expectations to each member present. This nine-point statement summarizes the guidelines by which Phi Delt men should govern their individual fraternal experience.

On a large sheet of paper, write the philosophical statement on why the Declaration of Membership Expectations was developed:

“In an effort to lessen the disparity between Fraternity ideals and individual behavior and to personalize these ideals in the daily Phi Delt experience, the Declaration of Membership Expectations for Phi Delta Theta International Fraternity has been established.”

After writing the statement on a large sheet of paper, create a dialogue from the ten statements. Dialogue can be generated by opening-up the floor for anyone to comment or each statement can be discussed one at a time.

Potential Questions:

- Φ Why are these statements important to verbalize?
- Φ How are these statements crucial to the Fraternity ideals?
- Φ Which of these statements is most impacting to you? Why?
- Φ Which statement should be the most impacting statement to the chapter? Why?
- Φ Are there statements that the chapter is not currently fulfilling? If not, why?
- Φ How can the chapter fulfill the expectations that are currently not being met by all members?
- Φ How can each member always fulfill the last statement, IX?

Declaration of Membership Expectations **for** **Phi Delta Theta International Fraternity**

In the effort to transmit the Phi Delta Theta International Fraternity not only not less, but greater than it was transmitted to me, I agree to fulfill these basic expectations of membership:

I

I will understand and exemplify the three cardinal principles of the Fraternity and incorporate these principles in my daily life.

II

I will strive in all ways for academic excellence.

III

I will respect all persons regardless of race, age, religion, creed, sexual orientation, and ethnic background.

IV

I will respect the rights and dignity of others. I will not participate, allow, or encourage any form of hazing which includes any activity physically, mentally, or psychologically.

V

I will protect the well being of all human beings.

VI

I will respect my property and the property of others. I will not tolerate the abuse and/or destruction of property.

VII

I will act with wise financial judgment and fulfill all my financial obligations in a timely manner.

VIII

I will not use nor support the use of illegal substances and the abuse/misuse of alcohol.

IX

I will challenge my Brothers to abide by these basic membership expectations and confront those who violate them.



Where Will We Be?

Goals:

Discussion, enhancing unity, determining a group vision

Supplies Needed:

Chalk/dry erase board or easel pad

Marker

Suggested Time:

20 minutes

Activity Agenda:

Have the brothers sit in a relaxed position, close their eyes and quietly envision what the chapter will be like in five years. After about two minutes, the facilitators should ask the members to keep their eyes closed and keep envisioning as he asks the questions below. Responses to the questions should be short and just blurted out:

- Φ What type of men are involved in the chapter?
- Φ What is the chapter's presence on campus?
- Φ What programs/activities is the chapter sponsoring/participating in?
- Φ What obstacles is the chapter struggling with?

The facilitator should write each response given by the brothers on the board/pad, leaving room for further notes. After all questions have been addressed, members should open their eyes and the facilitator should lead a discussion about how to accomplish all positive points and prevent negative obstacles. The secretary should prepare a neat list of all goals and action plans and post it in a prominent location for the chapter to review frequently, as well as adding it to the meeting minutes. The best ideas for improving the chapter should be included in the agenda of the next possible meeting and all members should hold the collective chapter accountable for these goals...The road to the ideal chapter starts *today!!*

Team Beam

Supplies Needed:

Four 12" x 5" x 5" concrete blocks

Six foot long 2" x 4" beam of wood

Place the wooden beam across the concrete blocks so the wood is secure.

This exercise can also be done by placing tape on the floor to simulate a beam.

Suggested Time:

20 minutes

Activity Agenda:

Split the membership into teams of 8-10. Split each team in half and ask each half to stand on the end of the beam on opposite sides.

Instruct the group that the two sides must change places, without knocking anyone off the beam and without anyone touching the ground. If anyone does "fall" off the beam or loses their balance and touches the ground, the entire group must start all over again.

Once the group finishes this task, have a small group discussion (by team) using the following discussion questions:

- Φ How did this exercise go?
- Φ Did you find out anything new about yourself and others? Do you like what you discovered? Why or why not?
- Φ Did the team act as a team? Was there any competition between the two sides? Why/why not? Could the solution have been easier if the two sides communicated their plan before anyone acted?
- Φ Is there value in competition? Has our chapter been hurt or helped by inter-Greek competition?
- Φ What would have happened if each group in the team were instructed to get to the other side without regard for the other half? Would the result have been as successful? How does working together benefit everyone? Does this apply to our chapter? Does it apply to recruitment? To community relations? To Greek relations?

NOTE: *Safety is always first! Be sure your members are safe at all times during this exercise.*

What Are We Looking For in a Brother?

Goals:

Discussion, developing values

Supplies Needed:

Paper

Pencils or pens

Chalk/dry erase board or easel pad with marker

Suggested Time:

50 minutes

Activity Agenda:

15 minutes

As a group, the chapter members should brainstorm a list of one-word characteristics the chapter is looking for in future members and then collectively narrow this list to just ten words.

5 minutes

Distribute paper and writing utensils. The members should list the ten qualities in their own order of importance, in order of most important (1) to least important (10).

30 minutes

Each chapter member should then read his rank-ordered list to the entire chapter, and the facilitator should write the score next to the word on the board. After all members have read their lists, the scores should be totaled and the list reordered to reflect these preferences (the lowest score will indicate the group's choice for most important, and so on). The facilitator should then use the questions below to lead a large group discussion:

- Φ Why did you order the qualities as you did? Are there any major discrepancies between the group's collective ordering and your own? Why did you rank yours like you did?
- Φ How do we as individuals measure up to these standards? Are we holding ourselves accountable for personifying these character traits? How can we better accomplish this?