



SIGMA TAU GAMMA

PATH OF PRINCIPLES

4 + 4 NEW MEMBER PROGRAM

Great Brotherhood; that is the goal of every chapter. We know that in order to have great brotherhood, we need more than just members. What we really need are motivated members. We need members who are involved. And, that involvement is not limited to projects or programs, but also extends to just hanging out, enjoying the brotherhood and caring about the brothers.

One of the things we know about our Fraternity is that Associate Members are motivated. We know that, because we were motivated when we were Associate Members. So was the rest of our Associate class. At least, every member of our class who eventually got initiated was motivated.

We know then, by definition, that every new member is motivated. So, when does apathy happen? It happens, of course, after initiation. And, it happens at different times for different members. Sure, not every member becomes apathetic. But, enough do that it can be a problem – often a really big problem.

The *Path of Principles* program is designed to solve that problem. It is a process that keeps newly initiated members very involved. And, when a member is involved, he is less likely to become apathetic. The *Path of Principles* works by moving new members along quickly; from the time they join as Associate Members to the time they become chapter leaders with significant responsibility and authority.

Why is quickness important? Well, the college years are few and short. Unless students move along quickly, they won't have enough time to benefit from the experiences they desire. Sensing this, college students aren't very patient people. They want opportunity sooner rather than later. When an organization delays opportunity, students become frustrated. In our Fraternity, member frustration turns into apathy.

Does the *Path of Principles* program change everything? Well, yes and no.

No, because the *Path of Principles* program is just a new way of looking at the traditional eight-week Associate period. It is divided into two four-week segments, 4 weeks before and 4 weeks after initiation. Much about the program will be familiar to you.

Yes, because it changes the new member's perceptions and initial level of involvement. And, those changes will make him a better member – a more involved and motivated member.

During the first four weeks of the program the new Associates are introduced to the Principles of Sigma Tau Gamma and immersed into the culture of the Fraternity. This is the time when Associate Members decide if they are ready and willing to make a lifetime commitment to our brotherhood.

The process begins with the acceptance of a bid by the new member. When that bid is exchanged, the chapter is saying “we value you as a person and we want you as our brother.” The new member is saying “I value you individually and collectively as a fraternity and I want to be your brother.” That is powerful stuff, the kind of stuff that makes a firm foundation for brotherhood. Just as the doctor’s first task with a patient is to do no harm, the first task of the new member program is to build on rather than do harm to the great relationship that rises from the acceptance of a bid. To that end, no hazing of any kind can be tolerated. Those who stand by and allow misguided brothers (either undergraduate or alumni) to haze are guilty of hazing as well, because they have failed to step up to and live the Principles.

The new member is formally initiated at the end of the first four weeks. The second four weeks is a formalized “junior active” program. It puts the new members in actual chapter service and leadership roles so that they never get a chance to become bored, disconnected, disinterested, and unmotivated. It is during this period that we are building new leaders for our Fraternity by showing them the leadership “ropes.” We are also learning about their talents so that we can fit them into the most productive positions. When that four weeks is up, the new member is ready to take full responsibility for a leadership role in the chapter, such as a committee chairmanship or other appointed office.

Four weeks plus four weeks – the 4 + 4 *Path of Principles* program – is about building great brothers. And, that is how we build great brotherhood and great chapters.

The *Path of Principles* program is directed by the Fraternal Education Chairman, who is a part of the Membership Division leadership team, under the leadership of the Vice President of Membership.

Embracing the Vision

Week One

Objective

Having just accepted their bid, the new members need the reassurance of acceptance by all of the Brothers and they want to grow in their understanding of the Fraternity. The chapter's objectives for this first week are:

- a) Assure the new members that the brothers accept them.
- b) Build a mutual commitment (new members and initiate brothers) to the Path of Principles program.
- c) Build a clear understanding of the Path of Principles program expectations.
- d) Launch the program with planning and scheduling.

Soon after the acceptance of their bid, new members attend their first meeting. This meeting is set and chaired by the Fraternal Education Chairman. The Recruitment Chairman is a special guest. The captains of the recruitment teams should also be invited as well as the Vice President of Membership and the President. The chapter's leaders should start the meeting by expressing how excited they are to have these new men as a part of the Fraternity. They should make extended introductions, telling about themselves and the new members, so that the process of friendship building and brotherhood can begin.

First Associate Class Meeting

Who: Fraternal Education Chairman (Runs the meeting.)
Vice President of Membership
Chapter President
Chapter Advisor(s)
Recruitment Team Captains
Prospective Big Brothers
New Members

- Agenda: A. Welcome & Introductions
- Fraternal Education Chairman introduces the
 - Vice President of Membership
 - Chapter President
 - Chapter Advisor(s)
 - Recruitment Team Captains

Each of these officers welcome the New Members, express their love of the Fraternity and their excitement about including the New Members in the Fraternity.
 - Fraternal Education Chairman introduces the
 - Prospective Big Brothers

The Fraternal Education Chairman explains what a Big Brother is and the process for selecting Big Brothers. The Big Brother Candidates express their love of the Fraternity and their excitement about serving the New Members. (Note: Big Brothers will be assigned at the Week Two meeting. The New Members write down their first and second choice and confidentially give it to the Fraternal Education Chairman. The Fraternal Education Chairman assigns Big Brothers based on the requests. Big Brother candidates must be in good standing academically and financially and must be of the highest moral character.)

- B. Membership Applications
- The New Members fill in and sign their Sigma Tau Gamma Membership Applications.
 - The New Members read aloud the Oath on the Membership Application.
- C. Path of Principles Agreement
- The New Members read and discuss the Path of Principles Agreement under the direction of the Fraternal Education Chairman.
 - The New Members sign the Path of Principles Agreement.
- D. Membership Roster
- The New Members assist the Fraternal Education Chairman with the creation of a membership roster.
The roster lists the name, campus address, telephone, mobile phone, and e-mail address for each New Member and the Fraternal Education Chairman.
 - The Fraternal Education Chairman distributes to the New Members a roster of the initiated brothers.
The roster lists the chapter office or committee chairmanship of each brother in addition to contact information.
 - The Fraternal Education Chairman distributes an Organizational Chart of the Chapter.
 - The New Members create a telephone contact tree.
- E. Study Group
- The New Members schedule a daily study table at the campus library.
The study tables are for two hours each day. The Fraternal Education Chairman schedules an initiated brother in good academic standing to participate in each study table. Study tables do not have to be held at the same time each day. Consider late afternoon as well as evening hours. If all New Members cannot attend one study table because of schedule conflicts, then schedule two study tables on the days when conflicts occur.
- F. Lunch Group
- The New Members schedule lunch together daily in the student union or in a major residence hall cafeteria.
The New Members need to get to know each other and build brotherhood. They also have a lot to do in just four weeks, so they need contact time. At lunchtime everyone will be alert and free of conflicting obligations. Most New Members live in residence halls and have meal plans, so this obligation will likely be cost free. The initiated brothers should join the New Members for lunch whenever possible. The Fraternal Education Chairman and the Big Brothers should join the New Members for lunch at least weekly.
- G. Invitations to New Member Induction Ceremony
- The New Members write invitations to their parents, girlfriends and other friends for the New Member Induction Ceremony.
The New Member Induction Ceremony is a public ceremony that builds understanding and support for the Fraternity among people who are already important in the lives of new members. The chapter should also invite sorority members, IFC officers and campus officials.
- H. Path of Principles Program Schedule and Requirements
- The Fraternal Education Chairman distributes a printed copy of the Path of Principles Program Schedule and Requirements to each New

Member. The New Members discuss the document and the Fraternal Education Chairman responds to questions.

The New Members will be in a better position to fulfill expectations if there is a defined schedule and written requirements.

I. Fees Requirements

- The Fraternal Education Chairman distributes a printed statement to each New Member that sets payment due dates for the Association Fee and the Initiation Fee.

The New Members will be in a better position to fulfill financial expectations if there is a defined schedule with due dates and amounts.

The Association fee is paid to Sigma Tau Gamma Fraternity, Inc. (the national Fraternity). Checks are made payable to Sigma Tau Gamma Fraternity and attached to the Membership Application or credit card authorization information is completed on the reverse side of the application. The Vice President of Membership mails the applications and fees to the headquarters office immediately after the second meeting. The fee pays for national registration and a copy of the official membership manual, *A Chain of Honor*.

Daily Study Tables

The New Members meet for two (2) hours each day, Monday through Thursday, in the campus library during which time they do homework or study for their classes. While it is common for first semester students to misjudge the amount of study time required for success in college, second and third semester students are often in equal need of the discipline that an organized study program offers. New Members without homework can still read their textbooks and notes. At least one initiated brother who is academically successful must be a monitor at each session.

Week One Study Tables

<u>Day</u>	<u>Time</u>	<u>Location</u>	<u>Monitor</u>
Monday	_____	_____	_____
Tuesday	_____	_____	_____
Wednesday	_____	_____	_____
Thursday	_____	_____	_____

First Weekend Activity

On the weekend at the conclusion of the first week, the chapter will hold a Brotherhood event. The event should be a sporting event such as football, softball, basketball, ultimate Frisbee, soccer, or bowling. This event should provide an environment that fosters social interaction between the associate and initiated members. Avoid video-based games because they discourage human interaction. Similarly, games such as foosball, tennis, and golf do not provide an environment for large groups to participate.

The goal of this event is to re-sell the Fraternity to the New Members. It is not uncommon for people to have second thoughts and get uncomfortable about such a major decision as joining a Fraternity. Now is the time to show the New Members that they made the right decision. It is also the time to help the New Members get to know each other, and for the Brothers to get to know any of the New Members they do not already know.

The Value of Brotherhood

Week Two

Second Class Meeting

During the second associate class meeting, the new members will:

- Pay the \$50 Associate member fee.
- Begin planning a fund raising project that will assist them with the payment of their initiation fees. A second purpose of the fund raising project is to give the class an opportunity to exercise its organizational skills. The project will be judged on the basis of planning, organization, participation and teamwork, not necessarily by the amount of money raised.
- Engage in a discussion, led by a chapter advisor or alumni officer about the Principle of Integrity: to perfect a structure of honor.
- Receive a goal setting worksheet to completed for the next meeting.
- Elect Associate class officers to the following positions:

PRESIDENT, who shall preside over associate class meetings. He should prepare the meeting agenda for each meeting. The other class officers should approve his meeting agenda. He should ensure that all members of the associate class carry out their assigned responsibilities. He will meet weekly with the Chapter President, who will be his coach.

EXECUTIVE VICE PRESIDENT, who shall maintain an accurate log of class schedules, job hours and blocked study hours for each member of the associate class. He should track class attendance for each associate member. He shall ensure that all associate class members have read and understand the National Risk Management Policy of Sigma Tau Gamma. He will meet weekly with the Chapter Executive Vice President, who will be his coach.

VICE PRESIDENT OF MEMBERSHIP, who shall collect and maintain personal data on each member of the associate class. He shall ensure that applications for membership are promptly and correctly filled out and submitted to the Chapter Vice President of Membership. He is responsible for the development and maintenance of a prospective member list created by the Associate class. He should organize at least 3 recruitment events during the semester. He shall coordinate all official communication (e.g. telephone calling trees, postcards and reminders) of the associate class. He will meet weekly with the Chapter Vice President of Membership, who will be his coach.

VICE PRESIDENT OF PROGRAMS, who shall be in charge of service projects and oversee the completion of a class project on behalf of the chapter, utilizing the talents and abilities of the entire class. He will coordinate Associate class participation in chapter athletic contests, social events, brotherhood events and other chapter projects. He will meet weekly with the Chapter Vice President of Programs, who will be his coach.

VICE-PRESIDENT OF FINANCE, who shall be responsible for the timely collection of chapter dues and national fees from the members of the class and payment of its approved expenses. The associate class should not have a checking account; rather, it should use vouchers on the chapter's account, requiring approval by the Chapter Vice President of Finance. He will meet weekly with the Chapter Vice President of Finance, who will be his coach.

When planning the fund raising event the Associate class should seek the guidance of the chapter Fund Raising Chairman. They should consider the short lead time available and inventory any assets (such as special talents or contact with parents or other adults with applicable resources) that may give them a lead or head start.

Fund Raising activities should not involve significant up-front capital expenditures. Band concerts, for example, seem like big dollar fund-raisers, but they require up-front costs and guarantees. The contracts are designed to enrich the band and the band promoter, not the event sponsor. The sponsors of these kinds of events often lose money. A better alternative is a campus tournament using campus facilities like pool tables or foosball tables. Charge a reasonable entry fee and give good prizes. Create a special category for freshmen men as a great way to meet prospective future members.

The most reliable events involve group labor. Many businesses need short-term labor for special projects. They prefer to hire groups rather than individuals so that they can avoid the burdensome paperwork legally required for direct employment. An auto dealer may need a showroom or car lot cleaned. An apartment complex may need leaves raked and burned. A theme park or ballpark may need cleaning or food service crews. A factory may need a large shipment loaded or unloaded. Events like car washes and sandwich sales are still good for small cash needs. They rarely raise more than \$100 or \$200, but that can still help. Avoid raffles or other gambling type projects that often violate law.

Daily Study Tables

2 Hours Each - Monday through Thursday

Second Weekend Activity

The primary activity for this weekend is the *Ritual of Associate Membership*, which is a public ceremony. It should take place on Friday evening or Saturday afternoon. This ceremony celebrates the new members and offers an opportunity for them to publicly commit to the six Principles of Sigma Tau Gamma. It is also a reaffirmation of the Principles by the initiated members who conduct the ceremony.

During the Ritual of Associate Membership, new members receive a pin that signifies their commitment to and membership status in Sigma Tau Gamma.

- Wear the associate pin on a dress shirt (one that has a collar) or sweater.
- Place the associate pin two fingers above the left breast pocket; and two fingers left of the button placket running down the middle of the shirt. On a suit coat wear the pin is on the left lapel.
- Do not wear the pin on a shirt that displays other marks of the Fraternity, including the name and Greek letters.

Name, Greek Letters and Coat of Arms

Associate members wear sportswear that displays the name and Greek letters of Sigma Tau Gamma. Associate members do not wear the Coat of Arms.

After the ceremony, the chapter should host a meal for the new members and their guests. At the meal, each new member should be presented with a tee shirt or sweatshirt that has the letters of Sigma Tau Gamma prominently displayed across the chest.

After the meal:

- Parents of the new members meet with an advisor or alumni officer for an orientation on Sigma Tau Gamma Fraternity.
- The new members meet with a different advisor or alumni officer for a discussion about the Principle of Excellence: to strive for superior performance.

Our Word is Our Bond

Week Three

Third Class Meeting

During the third associate class meeting, the new members will:

- Make final preparations for the associate class fund raising project.
- Individually share their goals for the year with fellow associate members.
- Participate in a recruitment training seminar led by the chapter Vice President of Membership.
- Develop a Prospective Member List. Each member of the Associate Class should provide the name and contact information for at least three non-Greek male students.
- Participate in a discussion about Principle of Value, to enhance the worth of belonging, that is led by a chapter advisor or alumni officer.
- Select a Big Brother, with the guidance of the Fraternal Education Chairman.

Big Brothers are mentors for new members. They should have a special relationship with the new member, so it is important for the new member to participate in the Big Brother selection process. The Fraternal Education Chairman will receive confidential priority request from each new member. Big Brothers must also have the highest fraternal standing. The Fraternal Education Chairman will assign Big Brothers based upon the desires of the new members and the prospective Big Brother's standing with the chapter.

Responsibilities of a Big Brother:

1. Obtain the class and work schedule of his little brother.
2. Help his little brother complete scholarship forms and applications.
3. Be a role model for his little brother (including class attendance and participation in extra-curricular activities)
4. Be in attendance at the following required activities: (a) associate induction (b) associate class fund-raising (c) initiation
5. Provide his little brother a fraternity gift prior to initiation.
6. Monitor his little brother's progress on the Membership Track.
7. Be a liaison between the chapter and his little brother and provide enough quality time to establish a strong bond of friendship with his little brother.

Responsibilities of the Little Brother

1. Immediately obtain his big brother's class schedule and telephone number.
2. Visit his big brother as much as possible.
3. Go to his big brother first if any problem arises within the Associate program.
4. Set aside enough quality time to establish a strong bond of friendship with his big brother.

The Fraternity initiation fee will be due and must be paid before initiation into full membership. The initiation ceremony is held at the end of the fourth week, so at the time of this meeting the new members have less than two weeks to make full payment. The chapter treasurer will meet with the Associate class and help the budget payment of the fee. The fee may be paid by check or credit card and must be paid to Sigma Tau Gamma Fraternity, Inc., the national organization. The Associate class may help cover the cost with the money they raise from the fund raising project at the end of this third week, but they cannot depend on the fundraiser. They are each individually responsible for the full fee.

Daily Study Tables

2 Hours Each - Monday through Thursday

Third Weekend Activity

This is the weekend of the fund raising activity. It is the culmination of more than two weeks planning and preparation. The event must be run and primarily staffed by the Associate class. However, the initiated brothers should help. Consider following up the activity with a chapter barbecue or other meal-based brotherhood building event.

We Hale the Brother

Week Four

Fourth Class Meeting

During the fourth associate class meeting, the new members will:

- Receive a schedule of the events for the Initiation weekend from the Fraternal Education Chairman. It will include the times and places of each weekend event, and the detailed expectations of Associate members and initiated members.
- Prepare meeting for the upcoming Initiation weekend (see weekend description).
- Participate in a discussion about Principle of Learning, to afford the environment for learning, that is led by a chapter advisor or alumni officer.
- Pay the Initiation fee.

Daily Study Tables

2 Hours Each - Monday through Thursday

Fourth Weekend Activity: Initiation

The initiation weekend will be substance free for the entire chapter.

Friday

5:30PM Associate class prepares and serves a brotherhood dinner for the full chapter.

7:00PM Associate class – with the Big Brothers, Fraternity Education Chairman, and Community Service Chairman – visits a local nursing home. The event is scheduled and organized in advance by the Associate Class Vice President of Programs and the chapter Community Service Chairman. Each new member and his Big Brother meets individually with a person confined to the nursing home. They bring with them a greeting card and offer to help that person write a message to a friend or loved one, address it and mail it. They invite the older person to share a special memory.

8:30PM Associate class meets for pizza and participates in a discussion about the Principle of Benefit, to serve Fraternity, College and Country, with a chapter advisor or alumni officer.

11:00PM Lights out – the Associate class goes home and gets a good nights sleep in preparation for a full day of activities on Saturday.

Saturday

8:00AM The Associate members are the guests of the Big Brothers for breakfast. They enjoy scrambled eggs, bacon or sausage, hash browns, orange juice and coffee. The Big Brothers clean up after breakfast.

9:00AM The Associate Class is organized into working groups of 4 members each. Each group is given poster board and color markers. They create a poster that describes the meaning of Sigma Tau Gamma.

9:30AM The full Associate class reconvenes. Each group presents their poster and explains the design. The class discusses designs and their meanings. The group with the best design is awarded a prize.

10:00AM The Chapter President, together with a chapter advisor or alumni officer, presents a seminar on the Sigma Tau Gamma chapter management structure. Each committee and office should be explained thoroughly. Associate members use the A Chain of Honor as a reference on the chapter management program.

11:30AM A chapter advisor or alumni officer leads a discussion on the Principle of Leadership, to serve Fraternity, College & Country.

- 12:00PM The Associate class enjoys a lunch of submarine sandwiches, chips and soda topped of with a brownie for dessert.
- 12:30PM A campus official (Vice President for Student Affairs/Student Activities Director/Greek Affairs Advisor) gives an after-lunch talk on campus involvement and leadership opportunities. The talk should include tips on how to get involved and a handout sheet with contact information.
- 1:30PM Break (Associate members are free to look after personal affairs)
- 3:00PM Reconvene for a seminar on the traditions and history of Sigma Tau Gamma. The A Chain of Honor is used for reference. An alumni officer and the Chapter President will conduct the seminar.
- 4:00PM The Associate class will again form into work groups of 4 new members each. In the work groups they will help each other develop personal four-year plans of involvement in Sigma Tau Gamma. The plans will include:
- first, second and third choice positions of involvement in the chapter for each semester they are in school,
 - first, second and third choice positions of involvement in greater campus leadership for each semester in school,
 - a personal vision statement about what the New Member hopes will be the outcome of his involvement in Sigma Tau Gamma as a college student,
 - a personal vision statement about what the New Member hopes will be the outcome of his involvement as an alumni member.
- 4:30PM Each New Member will present his personal visions and plans to the full Associate class and Big Brothers
- 5:15PM The working groups will reconvene and recreate their poster about the meaning of Sigma Tau Gamma, in light of what they have learned that day.
- 5:30PM The working groups will present and explain the designs of their posters.
- 5:45PM The Associate Class Vice President of Programs leads the class in a project to create a new chapter cheer.
- 6:00PM Break
- 7:00PM Dinner in a campfire atmosphere with the full chapter. The chapter members (not the Associate class) prepare the dinner. It should be campfire type food (hot dogs, baked beans, etc.). The event can be held outdoors in good weather or indoors around a fireplace or by candlelight.
- The Chapter President passes the gavel. Each member explains what the Fraternity means to him. Then, the Associate Class President passes the gavel to the New Members who do the same.
 - The Associate Class Vice President of Programs teaches the chapter a new cheer and leads the chapter in this cheer.

Sunday

- 3:00PM Formal Ritual of Sigma Tau Gamma
Alumni invited in advance.