

FOUNDING OF PHI SIGMA KAPPA

FACILITATOR GUIDE

Notes to the Inductor:

- This meeting is required to be held as written and should occur after **Expectations** of Phi Sigma Kappa and should be the second associate member meeting.
- The following handouts are important for this meeting:
 - Phi Sigma Kappa Glossary of Terms
 - “**Founding** of Phi Sigma Kappa” associate member worksheet
- If associate members have not yet received their copy of the “*Hills and a Star*,” please distribute them for this meeting.
- Consider using the Fraternity Fast Facts in your *Inductor’s Guide* to continue to incorporate the history of the Fraternity throughout the associate member experience.
- Consider having associate members complete the Phi Sigma Kappa Crossword Puzzle to incorporate an activity around learning the history of our Fraternity.

Total Time: 60 – 90 minutes

Meeting Outcomes:

- Learn about the founding the Fraternity.
- Learn Cardinal Principles and The Phi Sigma Kappa Creed.
- Discuss incorporating Fraternity values into everyday life.
- Complete first draft of Pledge to Brotherhood.
- Participate in Brotherhood Circle.

Materials & Preparation:

- Three signs labeled Brotherhood, Scholarship, Character; one in three different parts of the room
- PowerPoint or sheet of paper on wall, listing expectations for Brotherhood Circles
- Associate members should bring a pen or writing utensil; a highlighter is optional
- Copies of “*Hills and a Star*” for each associate member and the Inductor

Introduction: 3 minutes

- *Welcome everyone and ask if anyone has any questions regarding the last meeting or their associate member experience so far.*
- *Introduce the topic of the meeting, explaining this meeting is going to focus on the purpose of Phi Sigma Kappa as a Fraternity and their individual purpose as a brother.*
- *Share a personal story about the importance of the Cardinal Principles and/or the Creed in your life.*
- *Briefly review the agenda for the meeting and see if anyone has any questions.*

Focus on History: 15 – 20 minutes

- **Facilitator tip:** *This section only covers portions of Chapter Two: Our Heritage of “Hills and a Star” for the purposes of discussion. Encourage associate members to read the rest of the chapter, as well as the entire “Hills and a Star” book on their own time.*

Founding of Phi Sigma Kappa

- *Either read aloud or have associate members read on their own the founding story from The “Hills and a Star,” starting on page 23, paragraph four starting with “Massachusetts Agricultural College in Amhurst...” and ending on page 26, paragraph one, ending with the quote from Founder Brooks “...strength of body, mind and soul for its realization.”*
- *Discussion questions:*
 - What stood out to you the most about the founding story?
 - What stood out to you the most about each of the founders and their individual personalities?
 - What does this tell us about the purpose of our Fraternity?
 - What does this indicate about the legacy the founders left?

Symbols and Purpose of the Fraternity

- *Ask associate members to turn to page 28 and review the following information:*
 - The Fraternity badge
 - The Fraternity flowers
 - The Fraternity colors
 - The Fraternity flag
 - The six-degree membership structure (found on pages 71-72):
 - First Degree: undergraduate member who’s completed the Ritual for the Initiation of New Members
 - Second Degree: an initiated member who becomes an Executive Board officer
 - Third Degree: an initiated member who graduates from his college/university or is certified by the Chapter Adviser as one who is no longer enrolled at the school
 - Fourth Degree: an alumnus who is named to any appointive office of the Grand Chapter, such as a Chapter Adviser or International Headquarters professional staff member
 - Fifth Degree: an alumnus who is elected to the Grand Council
 - Sixth Degree: an alumnus who is elected as Grand President
- *Either read aloud or have associate members read on their own, starting on page 28, paragraph two starting with “The 1938 Convention adopted the...” and through the end of page 30.*
- **Facilitator tip:** *Share what the badge, symbols, colors, or flag means to you and/or what degree of membership you plan to achieve.*
- *Discussion questions:*
 - Why do you believe Phi Sigma Kappa was founded?
 - What about Phi Sigma Kappa attracted you during the recruitment process, and how do you see that reflected in the history?
 - What does it mean to you, to “not seek bigness for its own sake,” as described in the purpose of the founding?

- What does the quote from D.R. (Spec) Collins on pages 29-30 mean to you, and what you hope to gain from Phi Sigma Kappa?
- *Call on a few associate members, then transition into the founding of Phi Sigma Epsilon.*

The Merger with Phi Sigma Epsilon

- *Either read aloud or have associate members read on their own the founding story of Phi Sigma Epsilon from the “Hills and a Star,” starting on page 31, paragraph one starting with “That group of young men...” and ending on page 35, ending with “...BY THESE THINGS WE STAND.”*
- *Discussion questions:*
 - What stood out to you about the merger with Phi Sigma Epsilon?
 - What about this is unique to our Fraternity?
 - What about the founding story or the merger makes you proud to be a Phi Sig?

Cardinal Principles: 10 - 15 minutes

- *Share the following information regarding the three Cardinal Principles:*
 - The Cardinal Principles of Phi Sigma Kappa, as outlined at the 1934 General Convention are:
 - To Promote Brotherhood
 - To Stimulate Scholarship
 - To Develop Character
 - The Golden Rule: Do Unto Others As You Would Do Have Them Do Unto you is the official motto of the Fraternity and has been since the 1985 Merger of Phi Sigma Kappa and Phi Sigma Epsilon.
 - It is this motto, these Cardinal Principles, and the Creed that every Phi Sig should hold themselves and their brothers accountable to.
 - I’m going to talk more about each Cardinal Principle. As I share, read along on your worksheet and listen for pieces of their definitions that relate to your personal values. Highlight or underline those words or lines.
- *Read each paragraph aloud about each of the three Cardinal Principles. Share an example of how you’ve seen this displayed in your chapter for each Principle.*
 - To Promote Brotherhood.
 - Justice, harmony, and brotherly love are essential to the spirit of fraternity. We promise to set an example of true brotherhood not only in our relations with each other, but in our association with people everywhere.
 - To Stimulate Scholarship.
 - Wisdom comes with learning. Complementing the mission of higher education, we seek to help our members to combine formal and informal learning experiences; to more fully appreciate the importance of both theoretical and practical knowledge; and, by broadening their understanding of human relationships, to produce men of wisdom who will be better

- prepared to make positive contributions to society and all mankind.
 - To Develop Character.
 - Honor is the basis of fraternal relationships. We resolve to instill in each member a devotion to those values which will guide him to ends that are noble and right, so that in all that he represents and in all that he does, he shall be known as a man of honor who inspires.
- *Share activity instructions:*
 - Now that you've learned more about the three Cardinal Principles, I want you to pick the Principle that most resonated with you. Maybe it's one you heard about the most in recruitment, or the one you want to focus on yourself.
 - Once you've selected the Principle, move to the area that is labeled with that Principle.
 - **Facilitator tip:** *If you have a smaller associate member class, have them talk as one small group about each of the three Principles, or have each pick one and individually reflect on the questions below and then share with the group.*
 - Once there, we're going to do some group discussions.
 - *Small group discussion questions (have on PowerPoint or written on board):*
 - Why did you select to discuss this Principle?
 - How have you seen this Principle play out in your Phi Sig experience so far, whether during recruitment or as an associate member?
 - How does this Principle align with your personal goals in Phi Sig?
 - What about this Principle makes you proud to have joined Phi Sig?
- *Allow about five minutes for brothers to discuss. Walk around the room to listen in and ensure good conversation. Then, dismiss everyone back to their original seats and transition into learning about the Creed.*

Phi Sigma Kappa Creed: 5 minutes

- *Share:*
 - Now we're going to learn more about the Creed.
 - The Creed is just as important as our Cardinal Principles because both represent the history of the Fraternity, the values we were founded upon, and the foundation of everything we do in Phi Sigma Kappa.
 - Turn to the Creed on your worksheet and listen as I read it aloud.
- *Read the Creed aloud. Then ask the brothers to read it aloud together. Repeat a few times if necessary.*
- *Discuss:*
 - What does the Phi Sigma Kappa Creed mean to you?
 - How does this relate to the founding story and the Cardinal Principles?
- *Share that associate members will need to know the Creed for the Ritual for the Initiation of New Members. Instruct them of how you plan to help them*

memorize it, whether that be having them recite it at the beginning of each associate member meeting or have writing practice at specific meetings.

Fraternity and Sorority Life on your Campus: 5-10 minutes

- *Share the following information regarding fraternity and sorority life on your campus:*
 - *Councils: Panhellenic, Interfraternity Council (IFC), National Pan-Hellenic Council (NPHC), United Greek Council or Multicultural Greek Council, etc.*
 - *Other fraternities and sororities you partner with frequently*
 - *Role of fraternity and sorority life office, name of university fraternity and sorority staff advisor, location of office*
 - *Large events for members of fraternities and sororities they may need to attend or be interested in attending such as a program for all new members of fraternities and sororities, Greek Week, campus speakers, etc.*

Introduction to Brotherhood Circles: 2 minutes

- *Share:*
 - Throughout your associate member experience at these meetings, you will participate in what we call Brotherhood Circles.
 - These occur towards the end of each associate member meeting and are meant to be a reflection of what we've learned but also as a way for you all to bond as associate members.
 - Other fraternities may have their new members or associate members bond through methods that are unproductive such as chores, menial tasks, or more dangerous types of hazing, but we ask that you all have genuine conversation with each other to build a stronger brotherhood.
 - We have the following expectations for you during these discussion times:
 - Participate authentically.
 - Actively listen.
 - Stay off electronic or mobile devices.
 - Respect your brothers—don't interrupt, make fun of, or react negatively to something a brother says.
- *Ask:* Does anybody have any expectations they'd like to add to this list?
- *Share:*
 - You get out of a Brotherhood Circle what you put into it. The more you engage, the more you'll learn about your brothers, Phi Sigma Kappa, and yourself. It's important for you to bond as associate members, and these Brotherhood Circles are pertinent to do so.
 - For this meeting, we're going to write a first draft of our Pledge to Brotherhood and then we will jump into our first Brotherhood Circle.
- *Ask:* Does anybody have any questions regarding the Brotherhood Circles?

Pledge to Brotherhood: 10 - 15 minutes

- *Share instructions:*
 - The Pledge to Brotherhood is your opportunity to develop what you plan to do as a member of Phi Sigma Kappa. This will be used during

the Ritual for the Initiation of New Members and you will have several opportunities to refine it before then.

- It is a way for me, your big brother, and us as a chapter to hold you accountable to what you say you will contribute to our Fraternity.
- On your worksheet, utilize the questions to draft your first version of your Pledge to Brotherhood.
 - What do you pledge to give to Phi Sigma Kappa?
 - How can you contribute to our Fraternity?
 - What do you pledge to do, as a brother?
 - What do you want your legacy in Phi Sigma Kappa to be?

Brotherhood Circle: 10 – 20 minutes

- *Have everyone share their Pledge to Brotherhood. Then move into the discussion part of the Brotherhood Circle.*
- *Share:*
 - We talked a lot about legacy and purpose today.
 - The legacy the founders left for us and the legacy we'll leave during our time in the Fraternity.
 - It's important to remember that Phi Sigma Kappa is for a lifetime, not just something you do in college.
- *Discussion questions:*
 - What will you give to Phi Sigma Kappa?
 - What strengths and characteristics do you bring to our brotherhood?
 - After writing your Pledge to Brotherhood, what makes you excited to be a brother of Phi Sig?
 - What do you believe Phi Sigma Kappa can provide you?
 - What excites you about life-long membership (past your college years), in Phi Sigma Kappa?

Closing: 5 - 10 minutes

- *Ask if anyone has questions regarding today's meeting.*
- *Share information about the next associate member meeting, when and where it will take place, as well as the focus of the meeting.*
 - **Facilitator tip:** *If you are doing **Leadership** in Phi Sigma Kappa next and are having them take the 16Personalities.com assessment on their own prior to the next meeting, be sure and give them those instructions now.*
- *Share any additional Phi Sigma Kappa or university announcements.*
- *Ask if anyone has additional questions, thank them for their participation, and dismiss.*