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## Pledge Education Meeting 5 Plan: Expectations of Membership

**Broad Topics:** Leadership Development, Personal Values Clarification, Organizational Purpose, Leadership Foundation, Ideal Member, Ideal Chapter, Initiation Preparation

**Learning Outcomes:**

- Pledges will be able to articulate the connection between their personal values and the Purpose of the organization
- Pledges will be able to identify the Chapter Leadership Fund (CLF) is associated with the Leadership Foundation
- Pledges will be able to identify at least two (2) national events and at least one (1) unique component of each

**Materials Needed for Meeting:**

- Copies of *The Crown & Delta*
- DISPLAY

**Notes for Meeting:**

- ★ This will be a very discussion heavy meeting. Much of the discussion will be interpretive and introspective, meaning there will be few absolute right or wrong answers. The role of the VPPE in this meeting will be to ensure pledges are fully processing through their thoughts and reach sound observations.

<b>5/5</b>	<b>Meeting Objectives/Module Recap</b>	
	Prior to the start of this meeting pledges will have viewed the online module centered on Living the Purpose of Delta Sigma Pi. They will have been introduced to the concept of the ideal member and the ideal chapter.	
<b>10/15</b>	<b>Personal Values Clarification</b>	<b>Needed: <i>The Crown &amp; Delta</i></b>
 <b>Pgs. 38-39</b>	<p><i>To get started with this meeting, we are going to explore how our personal values influence our leadership and connect to being the ideal member.</i></p> <p><i>Turn to pages 38-39 in <i>The Crown and Delta</i>. There you will find a list of values. Since this is not an exhaustive list, there are a few lines for you to add some of your own. I am going to give you five (5) minutes to rank your top five (5) values from the list. You must select five! This is to be done silently and independently.</i></p>	
	<p>After the five minutes have passed, the VPPE will bring the group back together to discuss the activity.</p> <p>The VPPE should not ask pledges to share ALL the values they ranked. Instead, only identify any that are relevant to the following questions. There are no right or wrong answers to the questions, they are intended to engage pledges in their thoughts about their selection process.</p> <ul style="list-style-type: none"> <li>● <i>Were there any values you were surprised to see on the list?</i></li> <li>● <i>Were there any values you were surprised you ranked for yourself? Why were you surprised?</i></li> <li>● <i>Was this a difficult task? Why?</i></li> </ul>	

	<p><i>All these values, as well as others not noted here, are pieces of each of us. Individuals will display different values more strongly than others. Our chapter and the Fraternity need a variety of members who engage in their individual values in different ways to thrive. Each of these values are pieces that make up the ideal member.</i></p>	
<p><b>15/30</b></p>	<p><b>Organizational Values and Purpose</b></p>	<p><b>Needed: <i>The Crown &amp; Delta</i>, DISPLAY</b></p>
 <p><b>Pgs. 38-39</b></p>	<p><i>Now what I would like you to do is to put stars next to the five (5) qualities/values you would identify as best resembling the ideal member. The five you choose do not have to be ones you have identified in your personal top five. The stars should be placed in the “values” column. Nothing should be marked in the “group ranking” column at this time. This is also to be done silently, independently, and quickly.</i></p>	
 <p><b>Pgs. 38-39</b></p>  <p><b>DISPLAY</b></p>	<p>Once pledges have completed their personal lists and identifying the qualities of the ideal member the VPPE will instruct them to create groups of three (3) to five (5). They will complete the Group Values Ranking together.</p> <p>The VPPE will instruct pledges to:</p> <ol style="list-style-type: none"> <li>1) Collectively <u>rank</u> their top five values from 1-5 and they <b>MUST</b> rank five and only five.</li> <li>2) Come to a consensus as a group; they cannot vote with majority ruling. Everyone must come to an agreement.</li> <li>3) Refer to previous activities and the Purpose of Delta Sigma Pi (pg. 3 in <i>The Crown &amp; Delta</i>) to help them in their discussion.</li> <li>4) Take 10 minutes to complete the activity.</li> <li>5) Stop when 10 minutes has elapsed, when the VPPE should have the pledges report out. While reporting, the VPPE should record their responses on a DISPLAY.             <ul style="list-style-type: none"> <li>○ When discussing the VPPE should encourage pledges to explain why they chose particular values.</li> </ul> </li> </ol> <p>Once all the values have been reported out, the VPPE should write above all of the responses “IDEAL CHAPTER.”</p>	
<p>There are no right or wrong answers to the questions, they are intended to engage pledges in their thoughts about their selection process.</p> <ul style="list-style-type: none"> <li>● <i>What was challenging about this activity?</i></li> <li>● <i>How did you go about making your decisions and working through differences?</i></li> <li>● <i>Do you notice any similarities?</i></li> </ul>		
<p><i>All the values you have identified for the ideal member, are collectively what makes up an ideal chapter. Way back in meeting two, we talked about our Founders, their personal history, and their leadership styles. These four individuals and their individual values identified the Purpose of this Fraternity and what the ideal chapter would be. Having ideal members with multiple qualities, values, identities, and experiences helps us to be an ideal chapter.</i></p> <p><i>To help us understand those two things more and help us achieve them, the Fraternity has a number of national events to attend.</i></p>		

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5/35	<b>National Events</b>	<b>Needed: <i>The Crown &amp; Delta</i></b>
 <b>Pgs. 32-33</b>	<p><i>As you learned in your online module the primary National events hosted by the Fraternity are:</i></p> <p>VPPE should ask pledges to provide some of the information they learned from the online module about each of the national events. If they need additional guidance, the VPPE can prompt them to find it in <i>The Crown &amp; Delta</i> (pgs. 32-33).</p> <ul style="list-style-type: none"> <li>● <i>LEAD School/Summit</i> <ul style="list-style-type: none"> <li>○ <b>Hosted in the fall</b></li> <li>○ <b>LEAD Schools: Friday/Saturday event with educational workshops and networking opportunities</b></li> <li>○ <b>LEAD Summit: One day with more focused agenda on leadership development</b></li> <li>○ <b>Recognition of awards (in non-Congress years)</b></li> </ul> </li> <li>● <i>LEAD Provincial Conference</i> <ul style="list-style-type: none"> <li>○ <b>Hosted in the spring</b></li> <li>○ <b>Weekend long event with educational workshops and networking opportunities</b></li> <li>○ <b>Closing banquet recognizing award winners such as Leadership Foundation giving levels, alumni service recognitions, and regional, provincial, and national Collegians of the Year</b></li> <li>○ <b>Provincial Council Meeting to vote on any pending legislation</b></li> </ul> </li> <li>● <i>Presidents' Academy</i> <ul style="list-style-type: none"> <li>○ <b>Hosted in January for all elected/sitting presidents</b></li> <li>○ <b>Networking and professional development event</b></li> <li>○ <b>Goal setting, organizational understanding, and skill development</b></li> </ul> </li> <li>● <i>Grand Chapter Congress</i> <ul style="list-style-type: none"> <li>○ <b>Held in August of odd numbered years</b></li> <li>○ <b>Multi-day event with educational workshops and networking opportunities</b></li> <li>○ <b>Discussion and voting on any pending legislation of the Fraternity including Bylaws and Ritual updates</b></li> <li>○ <b>Election and installation of the Board of Directors and Regional Vice Presidents</b></li> </ul> </li> </ul>	
5/40	<b>Leadership Foundation</b>	<b>Suggested: <i>The Crown &amp; Delta</i></b>
 <b>Pgs. 28-29</b>	<p><i>The Delta Sigma Pi Leadership Foundation is an important part of any chapter's development. The primary mission of the Leadership Foundation is to raise money, provide scholarships to members and fund educational programs of the Fraternity specifically the ones we just discussed. The Leadership Foundation has ten key functions.</i></p> <ul style="list-style-type: none"> <li>○ <i>Solicit philanthropic support (donations) to sustain Delta Sigma Pi at a high level.</i></li> <li>○ <i>Steward donors by demonstrating their positive impact on collegiate brothers.</i></li> <li>○ <i>Grant funds to support the Fraternity's Strategic Priorities.</i></li> <li>○ <i>Manage Chapter Leadership Funds (CLF), which I will talk a bit more about.</i></li> <li>○ <i>Administer the academic scholarships program to reward scholastic excellence.</i></li> <li>○ <i>Financially support the Fraternity's premier educational programs.</i></li> <li>○ <i>Award scholarships to regional, provincial, and national Collegians of the Year.</i></li> <li>○ <i>Ensure good governance by managing investment portfolios, fundraising campaigns, policies, and volunteers.</i></li> </ul> <p><i>So, there are a number of ways the Leadership Foundation supports us. You will see a few more endeavors in <i>The Crown &amp; Delta</i> on pages 28-29.</i></p>	

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	<p><i>I do want to highlight one of the initiatives of the Foundation that directly benefits our chapter. The Chapter Leadership Fund (CLF) is a program where any individual, alumni, parent, relative, friend, etc. may make a tax-deductible donation through the Foundation to be deposited in our Chapter Leadership Fund. Those dollars are specifically designated to help defer some costs associated with attending national events.</i></p>	
	<p><i>These are just a few ways Deltasig contributes to your personal and professional development. These are also ways you can engage in the Fraternity as a collegiate member as well as an alumni member.</i></p>	
<p><b>15/55</b></p>	<p><b>Preparing for Initiation</b></p>	<p><b>Needed: The Crown &amp; Delta, DISPLAY</b></p>
	<p><i>As we wrap up the Pledge Education Program, we need to spend just a few more moments reflecting on our Purpose. We are going to shift our conversation about our personal values to a conversation about our collective values. As members of Delta Sigma Pi, we come together through our shared connection to the values of the Fraternity and our Purpose. As members we must understand what these mean.</i></p>	
	<p>VPPE should list the following four organizational values of the Fraternity on a DISPLAY.</p> <ul style="list-style-type: none"> <li>• Professionalism</li> <li>• Service</li> <li>• Social</li> <li>• Scholarship</li> </ul>	
 <p><b>Pg. 40</b></p>  <p><b>DISPLAY</b></p>	<ol style="list-style-type: none"> <li>1. The VPPE should divide pledges up into four (4) groups. <ul style="list-style-type: none"> <li>○ If the number of pledges is smaller than eight (8) divide pledges into two groups</li> <li>○ If the number of pledges is more than thirty (30) divide them into eight (8) groups.</li> </ul> </li> <li>2. Have each group create a definition for one of the four values. <ul style="list-style-type: none"> <li>○ VPPE must ensure all four values are assigned to a group.</li> </ul> </li> <li>3. Each member of the group should discuss what the value means to them.</li> <li>4. Pledges will have five (5) minutes to discuss, develop, and record in <i>The Crown &amp; Delta</i> on page 40 the definition they decide upon.</li> <li>5. When the five (5) minutes elapse, the VPPE should have the groups share their definitions one by one.</li> <li>6. After each group has shared, the entire group should devise ways to put that value/definition into action. <ul style="list-style-type: none"> <li>○ The VPPE should record these responses on a DISPLAY</li> </ul> </li> </ol>	
 <p><b>Pg. 40</b></p>	<p><i>Our values are only useful if we understand them, connect with them, and act upon them. Over the past few weeks, we have discussed the history of our organization, our policies and procedures, and the organizational structure. We have also just spent time clarifying our personal values, our groups values, and connecting those to the organizational values of the Fraternity. With all that knowledge turn to page 40 in <i>The Crown &amp; Delta</i> and take a few moments to reflect on the Purpose of Delta Sigma Pi one last time as part of the Pledge Education Program. Read the words, connect with them personally, professionally, and organizationally. How does it speak to you?</i></p>	
	<p>The VPPE should allow pledges approximately five (5) minutes to independently record their thoughts in <i>The Crown &amp; Delta</i>.</p>	

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	<p>VPPE should not directly ask pledges to share their personal reflections, but the process of their reflection with the following questions. There are no right or wrong answers to these questions. They are intended to think about the individual's understanding and connection to the Pledge Education Process and the Purpose of the Fraternity.</p> <ul style="list-style-type: none"> <li>● <i>If you look back at information from our first meeting, compare your thoughts on what you feel the Purpose of Delta Sigma Pi is to that of your big brother. What are the differences? What are the similarities?</i></li> <li>● <i>How has the Pledge Education Program helped you to understand the Purpose of the organization?</i></li> <li>● <i>How do you feel this guiding statement may benefit you personally and professionally moving forward?</i></li> <li>● <i>Based on the understanding of your personal values, group values, and organizational values, does being a member of Delta Sigma Pi achieve our definition of IDEAL MEMBER? Why or why not?</i></li> </ul>
5/60	<p><b>Meeting 5 Wrap Up</b></p>
	<p>In this meeting we have:</p> <ul style="list-style-type: none"> <li>○ Explored some of our personal values</li> <li>○ Discussed what an Ideal Member looks like</li> <li>○ How having Ideal Members, contributes to having an Ideal Chapter</li> <li>○ Learned about how chapters, brothers, and the Fraternity are benefitted by the Leadership Foundation</li> <li>○ Connected the organizational values of the Fraternity to its Purpose.</li> </ul>
	<p>The VPPE should congratulate pledges on the completion of their pledge education meetings. There <u>should not be any special activities to commemorate the occasion</u>. Participating in the Initiation Ceremony serves that purpose. Remember there is not to be any organized Fraternity activity with pledges within 24 hours of initiation.</p> <p>Instruct them on the date and time for which the comprehensive final examination module must be completed. Pledges must be reminded the module will contain only the questions from prior modules. Additionally, pledges must be reminded they must complete and achieve an acceptable/passing score prior to being initiated.</p> <p>The VPPE should remind pledges where their Initiation will take place, what time to arrive, and the attire for the event, and <u>remind them to wear their pledge pin</u>.</p> <p>They should also make them aware there may be brothers in attendance they have never met before. These could be alumni from the chapter, alumni from other chapters, members of an alumni chapter, and/or regional, provincial, or national leaders.</p>