

MEMBERSHIP EDUCATION TEACHING MANUAL



KAPPA KAPPA PSI
NATIONAL HONORARY BAND FRATERNITY
2001 EDITION

Table of Contents

Introduction to Kappa Kappa Psi Membership Education	3
Objectives and Purposes of Education	4
Responsibilities of the Chapter Vice President	5
The Membership Committee	7
Big Brothers	8
Recruiting New Members	9
The Membership Education Program	12
Session One: Responsibilities of Membership	12
Session Two: National Fraternity Organization and History	12
Session Three: District Level Organization and History	13
Session Four: Chapter Level Organization and History	13
Session Five: Leadership	13
Session Six: Brotherhood.....	14
Session Seven: Initiation.....	14
Continuing Member Development	15
Lessons of the Ritual	15
The National Constitution and Chapter Constitution	15
Being a Good Member.....	15
The STAR (Start Treating Alcohol Responsibly) Program	15

Introduction to Kappa Kappa Psi Membership Education

The National Council of Kappa Kappa Psi believes that educating new members is one of the most important responsibilities of the Fraternity. With this goal in mind, revised membership education resources were presented at the 2001 National Convention in Corpus Christi, Texas. The Teaching Manual represents an additional resource for membership education and all Active Brothers, especially Chapter Vice Presidents are encouraged to read through, and use, this manual to become more effective educators.

Kappa Kappa Psi strongly believes in a period of education for individuals to become familiar with the structure, organization and history of the Fraternity. While education is especially important for prospective members, the learning process does not end with the completion of Third Degree. All members are recommended to continue their fraternal development through education.

The Membership Education Program (MEP), designed for those Prospective members not familiar with the Fraternity, is a period of positive encouragement with the objectives of reaffirming fraternal values, developing leadership skills and other talents, and identifying the responsibilities and benefits of Active membership in Kappa Kappa Psi. The Membership Education Program is intended for comple-

tion within seven (7) weeks, which the Fraternity believes is the ideal time frame for the introduction of men and women into the Chapter.

The National Council recognizes the importance for chapters to tailor the Membership Education Program to suit their specific needs. Therefore, the MEP contains a certain amount of flexibility to allow chapters the ability to adapt this education program to their individual environments. Although chapters can take advantage of this flexibility, they should be sure to not undermine the basic objectives and purposes of the Membership Education Program.

Chapter Vice Presidents should read through the following sections carefully, in order to best prepare for the task of educating the Fraternity's future leaders. The MEP is explained in thorough detail, but still requires careful planning and implementation by a dedicated and enthusiastic Vice President. To plan an effective program, the Chapter Vice President must first examine the purposes of the Membership Education Program. The fundamental objective of the MEP is to develop qualified, participating members of your chapter. The Membership Education Program hopes to teach the fundamentals of being an effective member of Kappa Kappa Psi, so that the Chapter and the Fraternity might enjoy the future leadership of recently initiated Brothers.

Kappa Kappa Psi thanks Delta Sigma Phi, Phi Delta Theta, Phi Gamma Delta, Phi Sigma Kappa and the National Interfraternity Council. Portions of this Teaching Manual are derived from their educational documents.

Objectives and Purposes of Education

The fundamental purpose of the Membership Education Program is to develop good Brothers who will contribute positively to the Chapter, the band program and the Fraternity. This primary mission is accomplished by focusing on several educational objectives: appreciation for Kappa Kappa Psi; promotion of the college and university band program; leadership development; and Brotherhood.

Appreciation for Kappa Kappa Psi

Through in-depth examinations and discussions of Fraternal history, organization and structure, Prospective members learn about the mission, vision, and purposes of Kappa Kappa Psi. Lessons within the MEP acquaint individuals with the National, District and Chapter Leadership, the various programs and activities, and the long-term direction of the Fraternity. This educational objective is designed to instill a profound appreciation for Kappa Kappa Psi and all the benefits that membership has to offer.

Promotion of the College and University Band Program

Kappa Kappa Psi was created to serve collegiate band programs. Prospective members learn about the variety of musical opportunities and service projects available to promote college and university bands.

This educational objective is designed to acquaint individuals with the band program and to illustrate how members can apply their musical talents and other skills to its continual existence and development.

Leadership Development

Membership candidates will become familiar with several leadership techniques and strategies. Individuals learn communication and conflict management skills and gain the ability to apply these lessons within the band program and the Fraternity. The purpose of this educational objective is to introduce a variety of leadership skills to increase individual proficiency in this area.

Brotherhood

Developing group cohesiveness both within the membership class and the Chapter is vital to the continued success of Kappa Kappa Psi. Prospective members learn about the importance of the group dynamic and become acquainted with Chapter operations so as to better contribute their individual talents. This educational objective is designed to include Prospective members within the Chapter and not keep them isolated from the Active Brothers.

Responsibilities of the Chapter Vice President

The primary responsibility of the Chapter Vice President is to implement the Membership Education Program (MEP). Stated another way, the Chapter Vice President is responsible for teaching Prospective members about Kappa Kappa Psi. This is a time-consuming task, which requires preparation, dedication and enthusiasm. Thankfully, the Chapter Vice President is not expected to complete this obligation alone. He/She can rely on several other groups of individuals (such as Big Brothers, and the Membership Committee) for assistance. As such, to be successful, Vice Presidents should manage their resources well and learn to delegate tasks to other individuals. Ultimately, it is in the Chapter's best interest to initiate properly educated members. Therefore, all members of the Chapter should take an active interest in education and the Vice President should utilize these members whenever possible.

The following sections of this manual detail each aspect of the Membership Education Program and the Continuing Member Education Program. The Chapter Vice President is expected to read each section thoroughly so as to completely understand the goals and objectives of each facet. Remember, in order to successfully implement the MEP Vice Presidents must learn to delegate tasks, manage their time effectively, trust in the abilities of other individuals, and motivate people to work together. He/She must also be able to assess available resources (such as local historical information, alumni, campus resources, etc.) and capitalize on those strengths.

During the first phases of the Membership Education Program (recruiting interested individuals and selecting Big Brothers), the Vice President's role is one of organizer and motivator. He/She is responsible for ensuring that all elements are in place for successful recruitment and that each Prospective member receives an interested and enthusiastic Big

Brother. Once the Prospective members have been recruited, and Big Brothers assigned, the Chapter Vice President's role changes to that of an educator. He/She becomes responsible for teaching important information to the membership candidates. This is not a task to be taken lightly. Too often, Vice Presidents neglect the teaching aspects of their office.

Currently the majority of our Chapter Vice Presidents require membership candidates to memorize facts. These facts range from the history of Kappa Kappa Psi (for example, the names of the Founding Fathers) to the names of the National Council and the words of the Preamble and Purposes. While this information is important, too often our candidates only memorize these facts to pass an exam. Once the exam is over, that information is forgotten. Can this be considered effective teaching? If the answer is "yes" then all a person needs to be a good Brother is a certain amount of historical information. If the answer is "no" then we need to redefine the term education in order to better train our Prospective members. Most of us would agree that individuals need more than just information to be good Brothers. Therefore, Vice Presidents must learn how to teach, to become effective educators, so that our new initiates possess all the tools necessary to contribute positively to Kappa Kappa Psi.

So what is the definition of teaching? Merriam-Webster's dictionary defines teaching as "the imparting of knowledge." So what exactly does this mean? Is it limited to the passing along of information, or does teaching require something more? The ancient Greek philosopher Plutarch addressed a similar question hundreds of years ago. When asked a question regarding the human mind and how best to teach individuals, Plutarch responded "The mind is not a vessel to be filled, but rather a fire to be lit." According to Plutarch, education involved more than the memori-

zation of facts. Consequently, good teachers did more than pass along information, they encouraged students to link facts into larger pictures. This should be the goal of our MEP, to do more than pass along facts to our candidates. Instead, we should encourage them to link those facts into larger pictures.

How is this accomplished? The answer involves focusing on different questions. When we pass along information we focus on *what* those facts are. For example, “*What* are the names of the Founding Fathers?” or “*What* are the purposes of Kappa Kappa Psi?” When we teach we should focus on *why* those facts are important and *how* those facts are linked to other facts. This new focus allows us to ask a whole new range of questions to our candidates.

For example, in terms of the Founding Fathers, we can move beyond just asking their names. Instead we can focus on *why* their efforts were so extraordinary. Imagine everything involved with establishing a fraternity: development of purposes, creation of ritual, incorporation by the state. Now imagine your course load and all of the activities you are involved in: homework, band, other organizations, a social life. Do you think you could create a fraternity? Imagine also the amount of money required. Historical documents of the Fraternity indicate that William A. Scroggs used \$2000 of his own money to create *The Baton*, our first publication. In today’s economy that amount equals approximately \$20,000. Do you possess that much money? Would you invest that

amount in an organization you were not sure would survive? By focusing on these questions the accomplishments of the Founding Fathers become clearer, easier to understand, and much more impressive.

In terms of the Preamble and Purposes we can move beyond mere recitation of the words. Instead, we can focus on *how* the Purposes relate to the Fraternity and to life in general. Each purpose has a specific meaning. However, candidates often are not taught these specific meanings. Rather, each purpose’s definition becomes a generic answer: “to serve the band.” If we teach our candidates to analyze each purpose separately the true meanings become unlocked and a deeper understanding develops.

These two examples illustrate how our MEP’s can become more than just the passing along of information. Our goal as educators should be for our candidates to discuss fraternal information on several different levels. We should teach our candidates to think beyond the facts to the deeper meanings of Kappa Kappa Psi. To do so requires that we ourselves look beyond the facts in order to perceive the *why’s* and *how’s* of our Fraternity. As the Vice President it is incumbent on you to begin this journey. The Chapter will look to you for guidance on how to educate the Prospective members. They will also look to you for ideas on how to view Fraternal history. This is therefore your opportunity to lead and to make an impact on the Chapter and on Kappa Kappa Psi.

The Membership Committee

The Membership Committee is responsible for assisting the Chapter Vice President in the recruitment of new members, the education of Prospective members and the continuing education of Active members. As such, individuals serving on this committee should exemplify the ideals of Kappa Kappa Psi. They should be energetic and enthusiastic leaders (not necessarily officers) within the Chapter and the band program. Additionally, individuals should represent various perspectives (for example, older and younger Brothers) and opinions so that the Prospective members witness the advantages that diversity brings to the Fraternity.

The first task for the Membership Committee is to help with developing and implementing a recruitment strategy. Individuals serving on this committee are expected to lead the Chapter in identifying potential Prospective members. To this end they will assist the Chapter Vice President in scheduling recruiting events, coordinating activities with the other Active members, and approaching interested potential members.

The second task for the Membership Committee is to identify Active members to serve as Big Brothers. The Committee should develop a list of Active members (based on the criteria listed in the next section) and present this list to the Chapter Vice President. Once Big Brothers have been selected, the Committee members are expected to monitor the performance of Big Brothers to ensure that they are fulfilling all responsibilities.

During the implementation of the Membership Education Program (MEP), the Committee is needed to assist the Chapter Vice President in educating candidates. Committee members may be asked to teach specific lessons or give presentations to the membership class. Furthermore, Committee members are expected to constantly interact with the Prospective members and provide additional information and instruction, when necessary. After initiation, the Membership Committee is expected to meet in order to evaluate the success of the MEP. To this end, Committee members should provide recommendations, based on their observations, to the Vice President for improving all aspects of the MEP.

Finally, the Membership Committee is responsible for assisting the Chapter Vice President in implementing the Continuing Member Development Program. Individuals serving on this Committee may be asked to teach specific lessons or give presentations designed to continue the learning process of all Active members.

Each of the responsibilities requires that the individuals of the Membership Committee be familiar with all of the information included in this Teaching Manual, the Guide to Membership, and the Guide to Leadership Development. Additionally, Committee members will need to manage their time efficiently and constantly promote an energetic and enthusiastic Fraternal environment conducive to effective learning and development.

Big Brothers

Big Brothers are an essential part of the Membership Education Program because they establish meaningful ties between the Prospective members and the Chapter. Individuals serving as Big Brothers provide a closer, less intimidating relationship to the Membership candidates. As such, they are called upon to serve as a mentor, counselor, advisor, and, most importantly, as a friend. The Big Brother/Little Brother relationship can be very close and promising for both individuals. However, in order to be successful, Big Brothers must realize the importance of this relationship and devote sufficient time and energy into its establishment and development.

Choosing individuals to serve as Big Brothers warrants thoughtful consideration and careful selection. Prospective members receive greater benefits from involved, responsive, energetic and enthusiastic Big Brothers. Individuals should therefore demonstrate the following traits. First, Big Brothers should be outstanding members of the Chapter, the band program and the college. Individuals who are delinquent in Chapter responsibilities, continually arrive late for rehearsals or earn deficient grades in their classes should not be selected.

Second, Big Brothers should demonstrate leadership qualities and positive attitudes. Only those individuals who continually contribute to the Chapter and the band program, and constantly display a positive attitude should be considered. Finally, only those individuals who wish to serve as a Big Brother should be selected. Ask the individual if he/she wants the responsibility, given the expectations. Ask the individual to make a commitment to the Prospective member. Big Brothers must be enthusiastic about

this responsibility and must realize that the commitment extends beyond the MEP.

Once individuals are selected as Big Brothers, they need to be introduced to their Little Brothers. This meeting does not have to be a formal ceremony. How-

ever, it is important that the Prospective members understand who their Big Brothers are, and why this relationship is important. To this end, it is advised that Big Brothers take an oath before the Prospective members.

The Big Brother Oath

"I understand that as a Big Brother it is my responsibility to act as a mentor, advisor, and friend to my Little Brother, and that I share with him/her my knowledge of Kappa Kappa Psi. I promise to help my Little Brother become a better person, worthy of being initiated in our great Fraternity. I will instill in him/her a sense of personal responsibility – consistent with the purposes of Kappa Kappa Psi – not only through the wisdom of my words, but through the integrity of my actions. I am my Brothers' keeper."

Tips for Being a Successful Big Brother

- Make certain to spend "quality time" with your Little Brother. He/She will value this special attention, therefore avoid letting others interrupt this time.
- Be a "mentor" by showing genuine fraternal caring. It is not necessary to shower your Little Brother with gifts in order to win their friendship.
- Appreciate your Little Brother for the unique individual he/she is. Remember that it is not your responsibility to change your Little Brother's personality, or make him/her "be like me." Your responsibility is to provide him/her with sound advice, knowledge and an open ear.
- Take advantage of opportunities for informal communication throughout the entire MEP. Ask your Little Brother questions about his/her life, family, work, classes and interests. Band rehearsals make excellent opportunities to develop your relationship.
- Share your own history and involvement in Kappa Kappa Psi. Describe to your Little Brother your experiences as a Prospective member and an Active member. Tell him/her about the benefits you have received from being a Brother.

Recruiting New Members

One of the most essential factors determining the continued success of the Chapter and the Fraternity is the recruitment of new members. As college students, our tenure as an active member is limited. Therefore, we need to recognize the importance of bringing new individuals into Kappa Kappa Psi. Recruiting new members ensures that the Chapter and the Fraternity will continue to grow and thrive after we graduate and move on.

While initiating more Brothers to the ranks of Kappa Kappa Psi is important, it is equally important, if not more so, to ensure that we recruit quality members. Therefore, our focus should be on selecting individuals who demonstrate themselves to be outstanding band members. New members should build upon current chapter strengths and increase the leadership potential not only within the chapter, but also the band program.

Remember that choosing new members involves an investment of time, resources, and goodwill. Choosing new members carefully maintains a high level of quality, and often saves time and resources in the long run. Therefore, the Chapter, along with the Sponsor and the Director of Bands, should develop a recruiting plan to identify outstanding individuals for invitation into Kappa Kappa Psi.

Passive versus Active Recruitment

Two basic strategies exist for recruiting new members: passive and active recruitment. Passive recruitment occurs when the chapter does not seek out new members. Instead, the chapter waits for new members to approach asking for admittance into the Fraternity. This strategy has sometimes been referred to as the “King’s throne” method. In medieval days when the King sat on his throne that meant he was ready to listen to ordinary citizens. People would come from miles around for a chance to speak to the King but only a privileged few would receive the opportunity. Passive recruitment therefore refers to the chapter resting on its laurels, while men and women in the

band beg for a chance to join. Passive recruitment includes situations in which potential members must seek out Active Brothers for more information about the Fraternity. This is not the type of recruitment strategy Kappa Kappa Psi should employ.

The objective of recruitment should be on selecting quality individuals who demonstrate outstanding musicianship, leadership potential, and a positive attitude.

In contrast to the “King’s throne” method is the strategy of active recruitment. Here, members of the chapter vigorously and enthusiastically seek out individuals for membership in the Fraternity. Recruiting becomes a planned activity, and everyone is involved in identifying potential recruits. Teamwork is the operative word in active recruiting because every member has a part in selecting new members. Active Brothers approach potential members giving information about the Fraternity. The candidate can then choose whether to join based on facts. This is the strategy most consistent with the purposes of Kappa Kappa Psi and chapters should utilize this method.

However, keep in mind that passive recruiting occurs even when we are not seeking new members. The image of the chapter and the Fraternity is constantly on display. Our actions and attitudes as members can either boost a positive reputation or reinforce a negative perception. Potential members notice how we handle ourselves as Brothers and our actions influence whether those potential members join, whether we actively recruit them or not.

To effectively utilize active recruiting we need to focus on selecting the best individuals for membership in Kappa Kappa Psi. Individuals demonstrating outstanding leadership skills, quality musicianship or displaying continuous positive attitudes are all worthy candidates for membership. Our goal as

Brothers is to identify these individuals and present them with information about the Fraternity in the hope that they will want to join.

The Five-Step Model for Successful Recruitment

Interaction with potential Prospective members can be cumbersome, confusing and difficult. Often Active members are unaware how to approach an individual and begin the recruiting process. Brothers can engage potential recruits by using the following five-step model: meeting, making friends, introducing to other Brothers, introducing to the Fraternity, asking to join.

The five-step model of recruitment involves (1) meeting new individuals, (2) making friends, (3) introducing them to Brothers, (4) introducing them to Kappa Kappa Psi, and (5) asking them to join.

The first step involves meeting the potential member. Meeting someone does not mean waiting for them to approach you at a band rehearsal so you can introduce yourself. Rather, this means approaching an individual and initiating the conversation with him or her. To be effective at recruiting requires not only knowledge of Kappa Kappa Psi, but the ability to convey benefits of membership effectively. Your initial contact is often the most impressionable. It is important to establish a positive image in the first few minutes, because the entire chapter could be judged on first impressions. Obviously, a measure of self-confidence is essential in order to communicate with unknown individuals. Successful communication requires that you have the courage to risk possible rejection. Remember that all of our friends were once strangers and every new contact presents a new test or challenge. You may be rejected and you will need to learn how to accept rejection graciously. You can probably think back to a time when you were reluctant to introduce yourself to someone; so you did not. To be successful in recruiting, you must overcome this hesitation and learn to take the initiative. Remember that the majority of potential recruits will possess the same feelings of reluctance and fear. Because you are already

a member of Kappa Kappa Psi, you will therefore have an advantage and you should use this advantage positively. The worst you have to fear when a self-introduction is unsuccessful, is temporarily injured pride, or a minor dent in your self-esteem.

The second step involves making the potential Prospective member a friend. Once you meet an individual, you do not need to start cramming Fraternity information down his/her throat. Instead, take some time (perhaps several days or weeks) to learn about his/her interests and experiences. Ask questions about the individual's family and make sure you listen to what he/she says. One of the most effective recruiting techniques is to make an individual feel special by listening to what he/she has to say. Not only does listening positively affect the potential recruit, but it also provides you with a better understanding of the individual's personality. The more you learn about a potential recruit, the better able you will be to determine how he/she will fit into Kappa Kappa Psi.

The third step involves introducing the potential Prospective member to other members of the Fraternity. The more Brothers a person meets, the more involved, included and attached he/she will feel. Introducing someone to your friends should be relaxed and informal. This can be done at an organized event (like an informational meeting, or band activity), or in a more casual manner (such as "bumping into" someone on campus). If the introduction occurs at an organized event, then you want to ensure that the potential member meets as many Brothers – and spends as much time with them – as possible. Your goal should be for every Brother in the Chapter to know enough about each potential recruit so that they make a well-informed decision about whether the potential recruit should become a Prospective member.

After the potential recruits have met members of the Chapter, it is time to introduce them to Kappa Kappa Psi. The initial introduction to the Fraternity should not involve a "cram it down their throats" approach, but rather a more subtle strategy designed to peak their curiosity. Give the potential recruits just enough

knowledge about Kappa Kappa Psi to make them curious for more. The Kappa Kappa Psi Recruiting Video provides an eight minute summary of the Fraternity and is perfect for this step. After showing this video to the potential recruits, the Active members can answer questions based on the film. This starts a process of relationship building and encourages a continued interaction which will lead to an increased interest in joining Kappa Kappa Psi. At some point the conversation may turn to aspects of the Chapter. If so, then the Active members should highlight a few significant benefits, but not overly sell the Chap-

ter. There will be enough time at later events for potential recruits to learn about the Chapter.

After you have met an individual, made him/her your friend, introduced him/her to your Brothers and to Kappa Kappa Psi, the final step is asking them to join. If all these steps are followed, then the Chapter should have an easy time deciding which recruits to formally extend bids. Individuals should be given information on expectations and requirements for membership (for example, dues, band participation, etc) before they accept an invitation.

The Membership Education Program

The Membership Education Program (MEP) should focus primarily on teaching the fundamental principles and purposes of Kappa Kappa Psi, in addition to aspects of brotherhood, bonding and unity, responsibilities of membership, local Chapter history, and National, District and Chapter operations. Historically, only Prospective members were responsible for meeting requirements and standards (test scores, interviews, etc.). However, membership education should be a *mutual*, and *shared* experience between Prospective members and Active Brothers. To this end, the burden of education should not rest solely upon the membership candidates. Once the MEP begins, sessions should involve group activities, interviews and discussions. By reducing one-on-one activities, there is less stress and anxiety on Active and Prospective members – it obviously reduces time burdens. Group discussions and interviews foster a more thorough examination of topics, subjects, and issues. Additionally, group discussions discourage the concept that there is only one way to view principles and precepts. The MEP is organized into seven sessions (meetings) with tests required after certain lessons. Tests are given only after a thorough discussion of the relevant material occurs and all tests should be completed with an 80% passing standard. These lessons and tests are designed to provide a strong foundation for Fraternal understanding and individual growth, that continue long after initiation.

Session One: Responsibilities of Membership

Objective: To educate Prospective members about the responsibilities of joining Kappa Kappa Psi

- Requirements for Active Membership
- Annual Dues
- Discuss National Policies
- Assign: National History, Preamble and First Purpose

Discussion Questions

- What are the requirements for Active membership? How does an Active member ensure that these requirements are fulfilled?
- When do chapter members submit dues to the National Headquarters? How can an individual ensure that he/she fulfills this responsibility on time?
- Why should we continue to pay annual dues to Kappa Kappa Psi? What benefits do we receive?
- Explain each of the National Policies. How do these policies impact chapter operations? How do these policies affect individual behavior?

Session Two: National Fraternity History and Organization

Objective: To acquaint Prospective members to the organizational structure of Kappa Kappa Psi and familiarize them with the history of the Fraternity.

- Preamble and First Purpose
- Structure of Kappa Kappa Psi
 - National Council/National Chapter
 - Board of Trustees/National Corporation
 - Executive Director/National Headquarters
 - Board of Directors /National Alumni Association
- Founding Fathers
- Bohumil Makovsky
- *The PODIUM*
- National Conventions
- National Programs
 - Leadership Training
 - Scholarship
 - NIB/NIMB
 - Commissioning Program
 - Awards
- Tau Beta Sigma
- Assign: District History, Second and Third Purposes

Discussion Questions

- What are the three component parts of Kappa Kappa Psi? Who governs each component? How do the various leaders coordinate when making decisions for the Fraternity?
- Discuss the Preamble and First Purpose. How do they relate to individual behavior within the chapter? Within the band program? How do they relate to everyday life?
- Why are the Founding Fathers important to Kappa Kappa Psi? Discuss their contribution. Could you design a fraternity today? What is involved and how would you balance your academic schedule with that of developing a new organization?
- Why is Bohumil Makovsky so important to Kappa Kappa Psi?
- Discuss the various National Programs. Why are they important?
- Is it important to attend National Conventions? Why or why not?
- Discuss how Tau Beta Sigma relates to Kappa Kappa Psi. How are the organizations similar? How are they different?
- How is the National Alumni Association related to the Fraternity and Sorority? Discuss the purposes and goals of the NAA. Who are the Board of Directors representing your district?

Session Three: District Level Organization and History

Objective: To educate Prospective members about the district level within Kappa Kappa Psi.

- **Test:** National Fraternity Organization and History
- Second and Third Purposes
- Six Districts
- District Governors/Officers
- District Conventions/Events
- District Publications/Programs
- Discuss: Service Project
- Assign: Chapter Level Organization and History, Fourth and Fifth Purposes

Discussion Questions

- Explain and discuss the importance of the Second and Third Purposes.
- What are the six districts within the Fraternity?

- How do they relate to the national organization?
- Who are the Governors/Officers within your district?
- What is the name of your district publication? Why is this publication important?
- Discuss the importance of attending district conventions/events. Where is the location of your district convention this year?

Session Four: Chapter Level Organization and History

Objective: To acquaint Prospective members to the history and organization of the local chapter.

- **Test:** District Level Organization and History
- Explain and discuss the important of the Fourth and Fifth Purposes.
- Chapter Officers/Sponsor
- Chapter History
- Band History
- Chapter Projects
- Complete Service Project
- Assign: Fraternity Song, Fraternity Hymn and Fraternal Code of Conduct

Discussion Questions

- Who are the Chapter officers and Sponsor? How do these individuals provide leadership to the chapter and band program?
- Discuss the history of the chapter and especially focus on those events that have promulgated the chapter's positive reputation within the band program.
- What types of service does the chapter provide to the band program? What additional projects could be implemented?
- Discuss the importance of the band to the college/university. How can you increase the band program's reputation?
- Why is the Fraternal Code of Conduct important to Kappa Kappa Psi?

Session Five: Leadership

Objective: To acquaint prospective members to various styles and tools of leadership.

- **Test:** Chapter Level Organization and History
- Leadership Styles
- Situational Leadership

- Conflict Resolution
- Evaluate Service Project

Discussion Questions

- How do the purposes of Kappa Kappa Psi offer insights into leadership? What does each clause actually mean and how can they be incorporated into our everyday lives?
- What is the difference between leadership and management?
- What are the qualities of a great leader? How does each quality affect leadership?
- What are the absolutes of leadership? Why are they important?

Session Six: Brotherhood

Objective: To discuss the importance of Brotherhood to Kappa Kappa Psi.

- Definition(s)
- Meaning(s) to each Prospective member
- Demonstration of brotherhood within the Chapter

Discussion Questions

- What is the definition of Brotherhood? Is it simple or difficult to develop a concrete definition? Why?
- Discuss how the Chapter demonstrates Brotherhood? Can the Chapter improve? How?
- How has the membership candidate class demonstrated Brotherhood? What can be done to improve this bond?
- How will the prospective members blend into the Chapter when they become Active? What, if anything, can be done to make this transition smoother?

Session Seven: Initiation

Objective: To initiate the prospective members into Kappa Kappa Psi

- Chapter Voting
- Initiation Ritual
- Activation Social

Continuing Member Development

The following is an outline of four sessions, which are to be used to educate the new members and Active members on the ritualistic work and daily operations of the chapter. Consider the needs of the chapter to determine what additional topics may be necessary. This is not a lecture program, but a series of seminars where participation is critical. By involving Big Brothers, senior members, officers, and the Chapter Sponsor, it will show that the ritualistic work of the Fraternity is taken seriously by the chapter. The Post-Initiate Education Program should commence the week following initiation, with additional sessions held throughout the academic year.

Session One: The Ritual

Objective: To acquaint new Active members with the Ritual, the symbolism within, and encourage future study and discussion.

- What are the major themes for each Degree? What lessons are learned as initiates complete each Degree?
- What are the secrets revealed within the Ritual? Discuss why these secrets must not be shared with non-members.
- Discuss each Oath taken and its importance to Kappa Kappa Psi.
- Discuss the history of the Ritual, its origin and changes through the years.
- Discuss the installation of officers and the ceremony used for this installation.

Session Two: The National and Chapter Constitutions

Objective: To develop an understanding of the National Constitution and working knowledge of the Chapter Constitution.

- Discuss the importance of the National Constitu-

tion and its relation to the Chapter Constitution and Bylaws.

- Explain the hierarchical aspect of the Fraternity. How do the constitutions reinforce this structure?

Session Three: The Good Member

Objective: To express through group discussion how each member will apply the lessons learned in the Ritual and the Membership Education Program to his or her own life in the chapter and after graduation.

- Discuss the responsibilities of a Good Member
 - Band Participation/Service
 - Chapter Involvement
 - Honorable Conduct
 - Financial Integrity
 - Academic Achievement
- Explain how the Fraternity's motto relates to being a good member.
- Why is the Big Brother program important? How can it be improved?
- Discuss the expectations of each Active Member.
- Discuss the contribution each member expects to make to Kappa Kappa Psi.

Session Four: the STAR Program

Objective: To discuss the use/abuse of alcohol and controlled substances on college and university campuses and to understand how the Kappa Kappa Psi Policy Against Controlled Substances affects all levels of the Fraternity.

- Go through the STAR program.
- Discuss the insights presented in the STAR and how they relate to the Fraternity.
- Discuss the Policy Against Controlled Substances and how it relates to all levels of Kappa Kappa Psi

Kappa Kappa Psi & Tau Beta Sigma National Headquarters

PO Box 849 ☿ Stillwater, OK ☿ 74076-0849

Telephone: (800) 543-6505 ☿ Fax: (405) 372-2363 ☿ E-Mail: kkytbs@kkytbs.org

<http://www.kkytbs.org>