



PATHWAY

The Official New Member Education
Program of Acacia Fraternity

Name:

Date:

Acacia

Welcome to Acacia Fraternity!

Being a Pledge of Acacia Fraternity

Unto whom much is given, of him shall much be required...

Congratulations on taking the first steps of your Acacia journey. The journey process marks a new beginning and fresh start to examining yourself. We hope to strengthen the ties of friendship with all members, as well as prepare ourselves to take an active part in the campus and community.

The accompanying material will serve as a resource for your journey. We seek to assist you in several ways, directly with the Pathway program, as well as indirectly with goals aligned to meet high standards of success. We offer the theories, concepts, and resources; however, your creative mind must unlock some ancient philosophies to fully learn and apply the skills we present.

We expect Pledges to learn, to think outside of the box, and to create original ideas from the enclosed information. We encourage direct contact with anyone who can help you meet your potential in life, and to seek guidance from Acacia Fraternity's guiding principles of Virtue, Knowledge, and Truth.

Unto whom much is given, of him shall much be required. We will hold you accountable for contributing to the program in several specific ways as a pledge. The education program will orientate you to Acacia.

Pledges are expected to:

- Attend meetings ready to contribute
- Complete assignments within the appropriate timeframe
- Work willingly to make Acacia worthy of its ideals
- Adhere to the Laws of Acacia, Chapter policies, and 'An Acacian's Pledge'

This outlines our promises. The performance comes by committing and aligning yourselves to the ideas. Dedication results in sacrifices, yet the benefits extend beyond any current challenges. Brothers and Alumni will be available to assist with concerns or questions.

Preview of Pledgeship

	Theme	Content
Week One	Welcome to Acacia!	An Acacian's Pledge About Acacia Fraternity The Role of Big Brothers Tightrope Online Risk Management Education
Week Two	Personal Growth and Expanding Relationships	Parliamentary Procedure Pledge Class Officer Elections Values Clarification Activity Goal Setting Guidelines
Week Three	Leaving Your Legacy & Personal Development	Your Acacia Story Recruiting: "The Lifeblood of the Fraternity" Digital Classroom for Recruitment Education
Week Four	One Among Many - The International Fraternity	Acacia Credo The Greek Alphabet Common Greek Terminology
Week Five	Truth - Seeking It & Giving Light to Others	Digital Classroom Review Personal Wellness & Mental Health
Week Six	Human Service - Reaching Out to Help Others	Human Service Project How to Promote Yourself
Week Seven	The Fraternity & Sorority Community	Human Service Project Debrief and Presentation Learn About the Members of Your Community
Week Eight	Know Thyself - Ancient Instructions for Life Today	An Acacian's Code Evaluation and Reflection on Pledgeship
Initiation*	Participating in the Ritual of Acacia Fraternity	Initiation Activities The Ritual of Acacia

**The timing of initiation may vary depending on your local chapter*

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Expectations of Acacia's Pathway to Membership Experience

- Pledges will pay their International Pledge Dues prior to the Pledge Induction Ceremony and their Initiation Fee prior to Initiation.
- All pledges are reported immediately after the Pledge Induction Ceremony and all fees are paid within three days of reporting.
- Programs will not exceed eight weeks (or the maximum number designated by your campus, if less than eight weeks).
- All pledges will be notified of the date of Initiation at the start of Acacia's Pathway to Membership Experience.
- No alcohol will be present for any pledge activities, including Big Brother activities.
- Activities should not be planned in a way so that they interfere with a new member's academic commitments.
- All pledges should review An Acacian's Pledge and Acacia's Anti-Hazing Policy.
- All active members should review An Acacian's Pledge and Acacia's Anti-Hazing Policy prior to the start of the Acacia's One Membership Program.

Definition of Hazing as per the Acacia Risk Management Liability Policy

HAZING

The chapter/organization, and members must comply with all federal, state, provincial, and local laws regarding hazing. Your state may have additional laws concerning hazing which you must be aware of.

No chapter shall conduct hazing activities. No active or pledge member shall permit, condone or participate in any hazing activity. Hazing activities are defined as:

“Any action or situation created intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities may include, but are not limited to, the following:

- use of alcohol;
- paddling in any form;
- creation of excessive fatigue;
- physical or psychological shocks;
- quests;
- treasure hunts;
- scavenger hunts;
- road trips or any other such activities carried on outside or inside of the confines of the chapter house;
- wearing of public apparel which is conspicuous and not normally in good taste;
- engaging in public stunts and buffoonery;
- morally degrading or humiliating games and activities and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies with the education institution.”

If at anytime you feel you are being hazed report it immediately to the Acacia Fraternity Headquarters: 1-888-345-1904 or communications@acacia.org.

You can also contact the Greek Anti-Hazing Hotline: 1-888-NOT-HAZE.

Educational Goals

Working together toward a common goal...

The pledge education program is not intended to brainwash you or waste your time. This experience equips you with the freedom to escape the confines of routine traditions, allowing you to focus on personal application to your life. We will challenge you to examine the purpose of your life. We expect self-discipline and initiative to address the complex issues to reveal your life mission. Grappling with deep questions may not come easily, and we want to provide a controlled environment to give flexibility to each individual.

Along with individual development, teamwork will be stressed as a major component of the experience. Working together toward a common goal teaches cooperation, collaboration, the importance of relationships, and persistence. Refining these skills for improvement can advance your leadership style by presenting the opportunity to accomplish the project and enjoy the satisfaction of completion.

Additional goals of the program are listed below:

Educational Session Outcomes

By the end of each week, participants will be able to:

1. Welcome to Acacia Fraternity

- Identify the purpose of Acacia.
- Access the resources available to members of Acacia.
- Identify the expectations for membership in Acacia.
- Explain the anti-hazing policy for Acacia.
- Reflect upon their experience in the Pledging Ceremony.
- Utilize goal setting techniques.
- Communicate with others through a problem-solving process.
- Analyze a problem to develop and execute a solution.
- Develop a working relationship with others in their pledge class.
- Follow instruction from others toward achieving a group goal.

2. Personal Growth and Expanding Relationships

- Utilize parliamentary procedure to participate in meetings.
- Articulate the value and importance of goal setting.
- Explain the value and importance of Human Service.
- Identify ways to serve their community.

3. Leaving Your Legacy & Personal Development

- Describe their personal values.
- Compare their personal values with the organizational values of Acacia.
- Understand various styles of leadership

4. One Among Many: The International Fraternity

- Describe the key events in the history of Acacia Fraternity.
- Describe the key events in the history of their chapter.
- Explain the importance of the International Fraternity Council, the Conclave, and the International Headquarters.

5. Truth – Seeking It & Giving Light to Others

- Identify and utilize recruitment techniques.
- Articulate the importance of recruitment by all members.
- Identify methods for ensuring personal wellness.
- Explain the importance of the 47th Proposition of Euclid.

6. Human Service: Reaching Out to Help Others

- Describe the importance of Human Service.
- Provide a report on a chapter activity.

7. The Fraternity & Sorority Community

- Identify the other chapters of their local fraternity and sorority community.
- Recite the Greek alphabet.
- Understand the purpose of the North-American Interfraternity Conference

8. Know Thyself – Ancient Instructions for Life Today

- Reflect on their process of pledging Acacia.
- Locate all Risk Management and Liability Policies and Guidelines.
- Explain the importance of the Acacia Health & Safety Policy.
- Articulate the Medical Good Samaritan Policy.
- Access resources available through Acacia and their university or college related to health and wellness.
- Explain the importance of sharing financial responsibilities
- Explain the importance of living in the chapter house.

Your Personal Information

Full Name:

Cell Phone:

Email:

Campus Address:

Hometown Address:

Major/Minor:

Parent(s) Name:

Parent(s) Phone and Email:

Important Medical Information (for use in an emergency):

Pledge Class President

Pledge Class Vice-President

Pledge Class Secretary/Treasurer

Other/Notes

Chapter Information

Record the Names & Contact Information for Chapter Officers and the Chapter Advisor below

Venerable Dean

Senior Dean

Pledge Educator

Junior Dean

Secretary

Treasurer

Risk Manager

Recruitment Chair

Human Service Chair

Chapter Advisor

Beginning this week, at your Week One meeting, we will follow a consistent format for your acclimation to Acacia Fraternity. You will notice that the schedule for your education is 8-weeks. Your Senior Dean should during the first meeting inform you of when you will be Initiated assuming you meet all of the (1) participation expectations, (2) financial obligations, and (3) personal conduct expectations.

Please remember that your time during pledgship is probationary - during this time we will be educating you about how we function as brothers, and expecting a reasonable effort be made on your part to participate fully. This time is also probationary in the sense that you will always have the final decision about whether you desire to continue your association with the chapter and the International Fraternity.

Participation Expectations

We, as Acacians, expect that you will fully participate in the affairs of the chapter, including your weekly meetings, development assignments, and overall interaction with the brothers. We desire to include you in our activities, and to educate you about why we do things the way we do them, building a foundation of understanding so that you may one day call yourself not only a member, but a leader within the organization.

Financial Obligations

As is the case with all membership associations, there are financial obligations for you to uphold in order to begin and maintain your membership in the group. Some of these obligations are determined by the International Conclave and International Council of Acacia Fraternity, and some are determined by the local chapter that you are joining. A further explanation of these obligations is listed on page 15.

Trust that we, as Acacians, understand that there may be times when it causes you a hardship to keep up these obligations, and that we only request honest and timely communication from you in these circumstances. Many brothers throughout the years have been able to request and fulfill a modified payment plan with their local chapter in order to maintain their membership. Please just inform us at the earliest time that you can, and we will do our best to collaborate with you to find a solution.

Format for Weekly Meetings and Expectations/Assignments

Following these pages you will find guides to your weekly meetings and assignments that will move you toward full understanding of our fraternity. Each will have the following components:

- an outline of the week's meeting and expectations
- an objectives statement to inform you of the intended outcome of our time together
- a list of the assignments for the upcoming week
- a preview of the areas of focus for the following week's meeting

Mastering Mindsets to Become Better Men and Live Better Lives

Below are a few "Strategies for Growth" excerpted from MindVue (www.mindvue.com).

Growth Mindset

- Growth mindset involves believing your intelligence and talents can be cultivated through effort and appreciating continuous learning and development – including welcoming feedback to help you grow.
- Realize the power of the word "yet." Rather than saying "I was never meant to do this," tell yourself that "I just have not figured it out yet – but I can and will."
- Recognize that you can always improve. Setbacks will happen, and that is okay. Be open to feedback and use that information to help you continually learn and grow.

Hope

- Hope involves navigating around obstacles while in pursuit of your goals and possessing the will and the ways to navigate around obstacles.
- When thinking of an important goal you want to accomplish, identify two roadblocks that could arise that could make it more difficult. If they arise, what pathways will you take to get around the barriers?
- Talk with some brothers who are willing to share with you some examples of how they overcame hardships on their journeys. What did they do to overcome the challenges they faced?

Internal Locus of Control

- Internal locus of control involves believing that your success is determined primarily by your choices, effort, hard work, and personal attributes – versus luck, happenstance, and external factors.
- Remember that nobody can ever take away your ability to choose how you respond to whatever situation you face. You are never powerless in the face of challenge or hardship.
- Become comfortable with the fact that there is much outside of your control. Control what you can: you.

Intrinsic Motivation

- Intrinsic motivation involves having and pursuing a strong sense of purpose and meaningful goals, and engaging in activities because they are personally rewarding – you enjoy them and/or see them as opportunities to explore, learn, and actualize your potential.
- Realize that you are contributing to something bigger than yourself. Think about how what you do (or plan to do) positively impacts people's lives. What actions (will) make a difference for and to others?
- Make sure your goals are highly meaningful to you. If not, what needs to change?

Self-Awareness

- Self-awareness involves understanding and using your strengths and being confident in your identity.
- Think through the specific strengths you bring to your work (e.g., classes, major, Acacia office). Identify what needs to be done for you to use these strengths more effectively and frequently.
- Reflect on how well your values match your academic and career paths and the role(s) you have at Acacia. Is there congruence between what you value and the work you are doing? If not, what needs to change?

Self-Efficacy

- Self-efficacy involves believing that you possess the ability and motivation to achieve your goals.
- Ask yourself: Are you giving your best effort in all that you do? Are you committed to excellence?
- Recognize that the capabilities to achieve your goals are within you. Believe in yourself!
- Develop clear goals, so that you know exactly what you are working to accomplish.

Acacia Fraternity - Financial Obligations

as of August 16, 2022

- The dues of Acacia International Fraternity are determined by the International Conclave, and are subject to change each biennium (two years).

	Acacia International Member Dues	Insurance Premium	Local Chapter Dues	Housing
Semester 1	Pledge Fee - \$99 Initiation Fee - \$270	n/a	-determined locally -OmegaFi Vault Fee \$74.00 annually**	determined locally
Semesters 2-8	Per Capita Fee - \$185	\$100 per semester*		
Life-long	\$0	\$0	Alumni Association dues	n/a

Notes:

* The rate for Insurance is subject to change based on several factors including claims to the Fraternity, and an increase in the cost of business. The current rate of \$100 per semester does not reflect any changes that may still be made prior to our policy renewal on 10/1/2022. The insurance rate is always subject to change at the beginning of each academic year as we near our policy renewal.

** Each chapter, unless exempted(Canadian or University required system), is required to utilize the OmegaFi Vault platform for collecting dues. This is a requirement from the International Council since 2017. This fee is paid directly to OmegaFi when members pay their dues.

- In the first semester of membership FRMT (our insurance captive) does not charge Acacia's members for insurance. Insurance is applied in the second semester of membership for all members in all chapters and colonies. This change was adopted as part of the new fee structure at Conclave 2020.
- These numbers do not include any fees for Housing/Room & Board. These figures are determined by the local Alumni Corporation Board (as landlords, so to speak) on an individual basis. Acacia International Fraternity has no decision-making authority when it comes to local housing fees.
- These numbers also do not include any local chapter dues that the chapter decides upon, including funds for Recruitment, Social, Intramurals, t-shirts/favors, Philanthropy, IFC dues, and any other category that the chapter decides upon.
- Interfraternal Fee & Technology Fees – have now been combine with the Per Capita Fees per Conclave 2022.
- Per Capita Fees will have the ability to increase by up to \$15 by the International Council in August 2023, this authority was given during Conclave 2022 when the Finance Committee Report & Proposal was approved and the Budget passed.

Announcements

Agenda

1. An Acacian's Pledge
2. Reflection from Pledge Ceremony
3. Executive Member Spotlight: Venerable Dean & Senior Dean
4. Chapter Advisor Introduction
5. House Corporation Introduction
6. SMART Goal Setting
7. Provide date for Initiation
8. Review Organizational Chart
9. Mission/Vision/Preamble
10. Chapter Constitution and Bylaws
11. Read Pledge Class Officer Roles
12. Cornerstones Program Introduction

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for This Week:

- Read Pythagoras Chapters 1, 2, (pg. 1-16) The Acacia Fraternity and 9 (pg. 58-61) Pythagoras, Our Mentor
- Complete Worksheet 1: Pythagoras, Acacia's Mentor
- Complete Tightrope Modules 1-4
- Develop Personal Goals (if not finished during meeting)
- Begin learning the Preamble

I - Ritual & Brotherhood

I will know and understand the ideals expressed in my Acacia Ritual and will strive to incorporate them in my daily life. I will attend all regularly scheduled meetings, recruitment events, and brotherhood events, so that I may contribute my honest share of effort.

II - Academics

I will strive for academic excellence and practice academic integrity at all times. I understand that my active membership may be suspended if my academic performance falls below minimum chapter standard, or the Acacia standard as stated in the Laws of Acacia. I understand that living in a chapter house may involve observation of "quiet study hours" and I will abide.

III - Respect for Others

I will respect the dignity of all persons; therefore, I will not physically, mentally, psychologically or sexually abuse or haze any human being, including any inappropriate actions against an individual due to their gender, religion, race, or sexual orientation. If I witness an abusive situation, I will notify the Venerable Dean, the Chapter Advisor, and/or other responsible authorities.

IV - Health & Safety

I will protect the health and safety of all human beings. I will know and abide by the Hazing Policy set forth by the University, the Interfraternity Council and the Acacia Fraternity.

V - Respect for Property

I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property. I will not intentionally cause damage to my chapter house. I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is properly cleaned and maintained. If an accident occurs, I will notify the Chapter Advisor.

VI - Financial Integrity

I will meet my financial obligations to Acacia Fraternity, and all other parties, in a timely manner.

VII - Social Responsibility

I will neither use nor support the use of illegal drugs; I will neither abuse nor support the abuse of alcohol, either in the chapter house or at any other location. I will understand and comply with the alcohol policy of my chapter, the Interfraternity Council, the University, and Acacia Fraternity.

VIII - Loyalty

I will trust and support all of my Acacia brothers in abiding by these fraternal expectations, as they may trust in me to do the same.

_____ Member

_____ Witness

_____ Date

Discussion Topics

Questions for Reflection and/or Discussion

Reflections from pledge Ceremony

Do you declare, upon your honor, that you will...

- fulfill all prerequisites for members
- let no unworthy motive prompt you to seek membership in Acacia
- endeavor to bring credit to Acacia
- not join any similar Greek organization
- live in the Chapter house, unless excused for good and sufficient reasons
- retire quietly if unable to continue the Acacia journey
- faithfully observe regulations of international organization and your Chapter

Executive Member Spotlight: Venerable Dean, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

- 1.

- 2.

- 3.

Executive Member Spotlight: Senior Dean, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

- 1.

- 2.

- 3.

Chapter Advisor Introduction:

Name: _____

Phone: _____

Email: _____

Question: What is the primary role of the Chapter Advisor?

House Corporation Board President Introduction:

Name: _____

Phone: _____

Email: _____

Question: What is the primary role of the House Corporation President?

Self-discipline will be especially important to your success at Acacia, College/University, and beyond. It will be essential in earning your degree and launching your career. We Acacians also have a compelling need for self-discipline – to maintain and enhance our fraternity. We are a diverse group of individuals bound by the tie of brotherhood, which is the result of never-ceasing efforts. The challenge we present to you as a pledge is to dedicate yourself to carving your own niche and purpose in our brotherhood.

Next Week: Election of Class Officers

A purpose of the pledge education process is to prepare individuals to become the next leaders of the Chapter, university, and community. President John F. Kennedy said the day of his tragic death that, “leadership and learning are indispensable to each other.” We, as Acacians, find this to be an important connection on our path of building an exceptional life.

As a pledge class, you will elect three officers who will be charged with the responsibility of organizing, motivating, communicating, and cultivating this class as the next leaders of Acacia. During next week’s class, you will choose your leadership. The positions elected are:

President

Serves as presiding officer in meetings and is responsible to the Senior Dean and pledge educator

Vice President

Assists the president, presides over meetings in his absence. Assumes the main responsibility of the pledge class project proposal and implementation stages.

Secretary/Treasurer

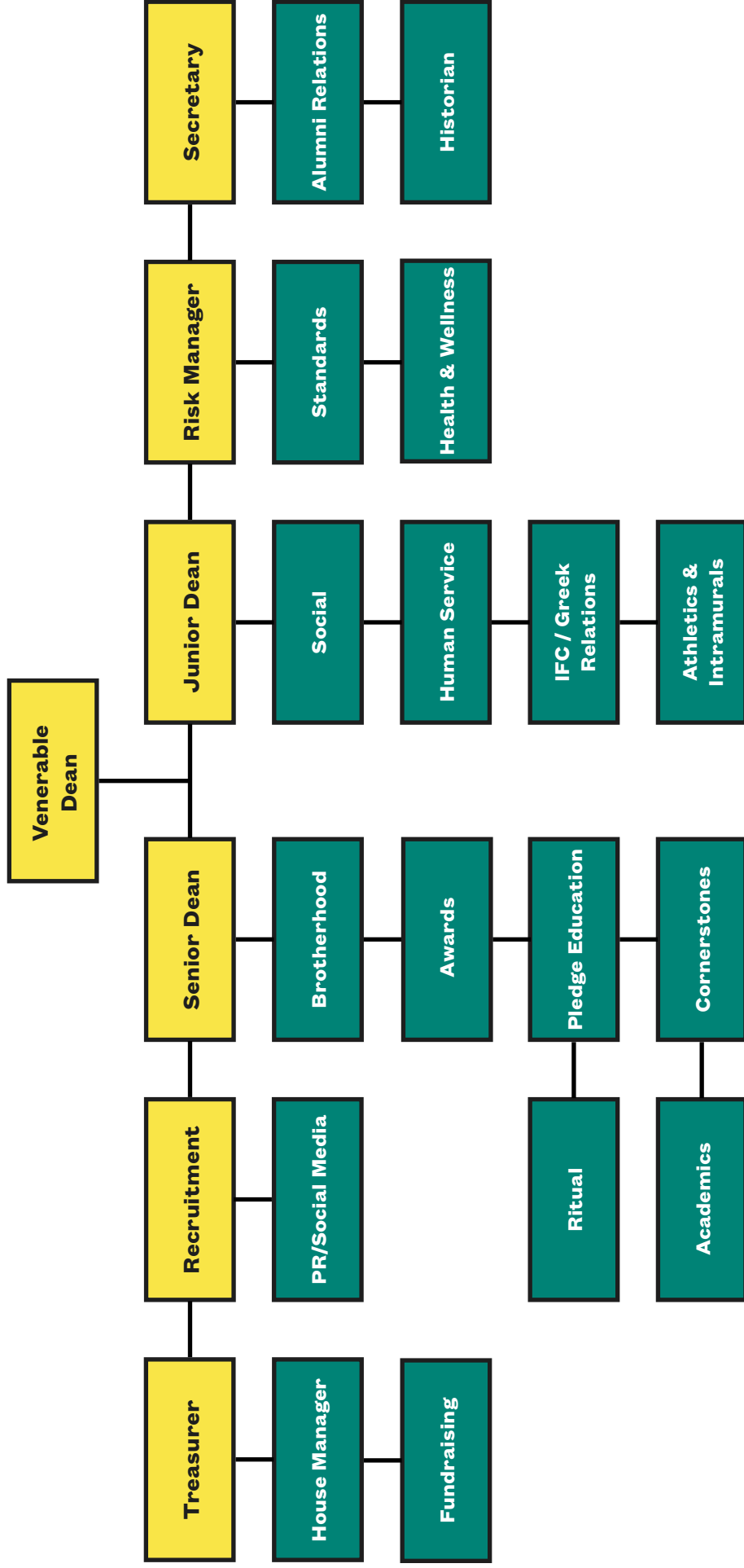
Takes minutes at all pledge meetings, assists the president with any necessary correspondence.

Date of Initiation:

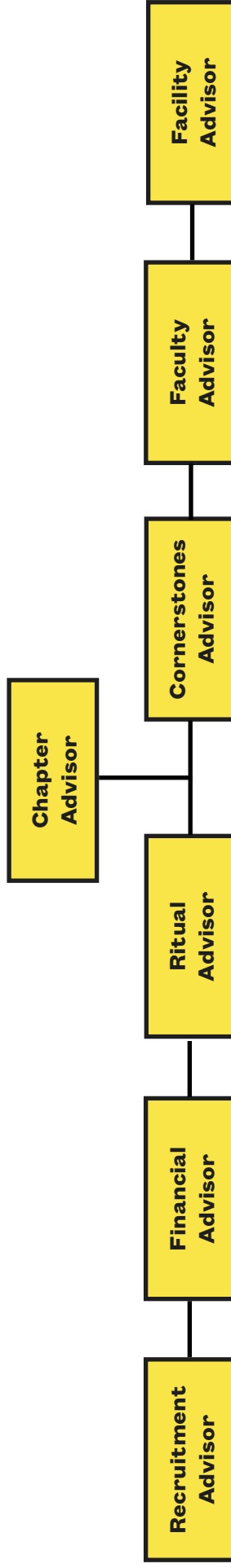
In the coming weeks, you will learn more about your initiation into Acacia Fraternity. Please be sure to set this date aside now as it is mandatory for ALL members of your pledge class to be present. Except under extraordinary circumstances, initiation will only be held once.

Acacia chapter Organization Chart

CHAPTER COUNCIL



ALUMNI ADVISORY TEAM



Acacia Fraternity, founded in 1904 at the University of Michigan, is a non-profit organization headquartered in Indianapolis, Indiana, with chapters across North America. The headquarters staff serves at the pleasure of the International Council of Acacia Fraternity, which is elected by the International Conclave that meets every two years. Representatives from the local chapters of Acacia Fraternity constitute the International Conclave - each chapter represented by the undergraduate chapter president (Venerable Dean) and the alumni advisor (Chapter Advisor).

Acacia Fraternity has been the vehicle by which many men have learned and improved their leadership skills, participated in human service activities, and prepared for a role of great importance in their communities.

The core values of Acacia Fraternity are Virtue, Knowledge, and Truth.

The mission of Acacia Fraternity is:

- A - Academic achievement and betterment of ourselves through participation in student activities
- C - Community service to better the lives of everyone who comes in contact with the Acacia Fraternity
- A - Acquire leadership skills to become more involved with and have a greater influence in society
- C - Character building experiences which bring about maturity, integrity, and a sense of responsibility
- I - Individual development which instills personal confidence in every social arena, and
- A - Ability to attract and retain people who represent and believe in these Acacian values

The vision of Acacia Fraternity is : “Preparing Tomorrow’s Leaders”

The motto of Acacia Fraternity is “Human Service”

Cornerstones: Membership Development Program

Reference: acacia.org/cornerstones

The Cornerstones program is the membership development program for Active members of Acacia. It should not be confused with the Pathway program for Pledge members of Acacia. After completing the Pathway program, Cornerstones will be the set of activities and experiences that prepare you for life after college. It is often said that Cornerstones is everything you learn outside of the classroom from Acacia. As such, the vision of the Cornerstones program is an intentional, transformative learning experience for each individual member. It is how you will continue your personal and professional development after you are initiated and complete the Pathway program

Cornerstones Mission

To create & foster the optimal fraternity experience for every individual member of Acacia Fraternity by providing an environment that promotes continual self-development, accountability to shared goals, and standards for personal conduct. The resulting outcome is graduating seniors who are able to articulate the positive impact of Acacia Fraternity in their lives, as well as their plans for staying involved as an alumni member.

Cornerstones Vision

Acacia Fraternity is dedicated to:

- empowering scholars to gain knowledge about a diversity of subjects,
- developing gentlemen who understand and demonstrate social responsibility, and
- encouraging athletes to always seek improvement in their physical fitness and personal wellness.

Your “Big Brother” is someone you can always ask for advice on regarding pledgship and Acacia in general. He can also serve as a liaison between you and the active chapter if either have any concerns or complaints. Your Big Brother will always be available should you need him. He is someone who can be trusted in any situation and should often be the first member of the fraternity you approach for many types of advice.

Among the areas you may want to seek guidance from your Big Brother include the following:

- Academic advice, including course and major selection, following the syllabus, study skills, etc.
- Campus activities, organizations, and resources which may be of interest and value
- Participating as a fan of and/or competitor in collegiate and intramural sports
- Learning the material and participating in the activities that are part of pledgship
- Running for and serving as a Pledge Class or Chapter Officer or committee member

Big Brothers are an important part of new members’ journeys as pledges, and the relationships often last much longer – remaining and even growing more meaningful throughout the college years and beyond. Your Big Brother may not only make sure you are initiated, but also that you enjoy a great collegiate experience and receive your degree. And they are also a link to a broader “family” of past and future “Bigs” and “Littles.”

You will be asked to submit three to five names of active members – any of whom you would be pleased to be paired with as a Little Brother. Chapter leaders will also solicit input from active members about which new members they would like to mentor as Big Brothers. You will discover who will be serving as your Big Brother next week. Please write down some names and reasons for your choices on the sheet that is provided for you.

Week One: Tightrope Instructions

1) Sign in to myAcacia by going to [acacia.org/myacacia](https://www.acacia.org/myacacia) and click on "Plaid LMS & Tightrope" under "Applications"

The screenshot shows the myACACIA dashboard for Charles Van Antwerp. The user profile is visible at the top left, including the name, location (Antwerp), and a date (04/15/2011). A sidebar menu on the left contains several categories: APPLICATIONS (highlighted with a red box and containing 'Plaid LMS & Tightrope'), COMMUNICATIONS (Announcements, Calendar, Events, Job Board, Polls, Resource Center), SEARCH (Chapter/Association Search, Member/Alumni Search), and CHAPTERS (Arizona State, Auburn, Bloomsburg, California, California of Pennsylvania, Carleton, Central Oklahoma). The main content area features an ANNOUNCEMENTS section with a message 'There are no announcements.', a 'HELP US LOCATE MISSING CONTACT INFORMATION FOR LOST BROTHERS' section with search fields for Name, City, State, and Chapter, and a CALENDAR section showing 'Tuesday, August 11'.

2) Accept the terms and conditions and verify you are not a robot



Sign up

Log In

Login

Welcome Charles Van Antwerp. Before accessing the Plaid online learning center you must accept the terms below. Once you have read the terms, click the box to accept, and then click continue.

I accept the [Terms and Conditions](#) of www.beingplaid.com.



Continue

3) Select "Enroll" on the Tightrope course.

The screenshot shows the Plaid user interface. At the top right, there are buttons for 'Support', 'Account', and 'Logout', and a welcome message 'Welcome Back Ryan'. The main content area is split into two columns. The left column, titled 'Course Catalog', contains a table with the following data:

Organization	Group	Program Name	Program Description	
Acacia Fraternity	Acacia: New Members	Acacia: Tightrope Program (2020-2021) v1.01	Tightrope Program (2020-2021) v1.01	Enroll

The 'Enroll' button in the last column of the first row is highlighted with a red box. The right column, titled 'Your Enrollments', contains a table with the following data:

Program	Status	
Acacia: BPO (trial version)	In Process	▶
Acacia: New Member Education (2019-2020)	Completed	▶

At the bottom of the page, there is a copyright notice: 'Copyright 2020, www.BeingPlaid.com. View our [Privacy Policy](#) and [Terms of Use](#)'.

4) Select the Start button next to Tightrope under "Your Enrollments"

The screenshot shows the Plaid user interface after enrollment. A green notification banner at the top reads 'You have been successfully enrolled in the program.' The 'Course Catalog' section now displays a message: 'No programs are available for you to enroll in.' The 'Your Enrollments' section contains a table with the following data:

Program	Status	
Acacia: BPO (trial version)	In Process	▶
Acacia: New Member Education (2019-2020)	Completed	▶
Acacia: Tightrope Program (2020-2021) v1.01	Not Started	▶

The 'Start' button (▶) in the last row of the 'Your Enrollments' table is highlighted with a red box. At the bottom of the page, there is a copyright notice: 'Copyright 2020, www.BeingPlaid.com. View our [Privacy Policy](#) and [Terms of Use](#)'.

Week One: Worksheet One

Pythagoras, Acacia's Mentor (Reference: Pythagoras, pp 55-59)

1. The founders of Acacia Fraternity selected Pythagoras as Acacia's mentor because he exemplifies three ideals related to Acacia's core values:
_____, _____, _____.
2. Pythagoras sought to become a better man. Who did he seek out?
_____. Pythagoras' teachers during his early years were _____, _____, and _____. Who else did he learn from? _____.
3. What did he seek? _____.
4. Where did he seek it? _____, _____, _____, _____, _____.
5. In each of the lands he visited, Pythagoras was initiated into _____.
6. Pythagoras was recommended by _____ to _____, King of Egypt, and he was admitted to the entire range of Egyptian learning by the high priests of that land.
7. Pythagoras was at _____ and _____ (the capital of Egypt) for 22 years.
8. Extra credit: Did Pythagoras go to Egypt for business or for pleasure?
_____.

The Six Meanings of Acacia (Pythagoras, p 69)

9. AKAKIA is a Greek word used to designate _____ and _____.
10. We are _____ and stand for something _____.
11. AKAKIA is the name of a _____ which survived the seasons, and grew and thrived in barren lands, standing out as a symbol of _____ and _____.
12. We are _____, _____, and _____.

13. AKAKIA has ritualistic significance in the _____ to which the Fraternity owes its Heritage. We are accountable to God, to _____, and to _____.
14. AKAKIA reminds us of the need to live a life always mindful of the _____ of the _____. We are _____.
15. AKAKIA indicates a truly masculine state, imparting _____ and _____ to the weaker.
16. We are _____ men of _____
17. We create _____, _____, and _____.
18. Extra credit: What does DACPAI stand for?

D: _____

A: _____

C: _____

P: _____

A: _____

I: _____

Week Two: Personal Growth and Expanding Relationships

Announcements

Agenda

1. Reflections from Week 1
2. Executive Member Spotlight: Recruitment Chair and Human Service Chair
3. Meeting Ettiquette / Parliamentary Procedure
4. Pledge Class Officer Elections
5. Introduce Human Service Project
6. Quiz and Review Worksheet One - Pythagoras, Acacia's Mentor
7. Growth Activity: Academic Success – Planning out your weekly schedule
8. Big Brother Requests
9. Values Clarification and Goal Setting
10. Reciting the Acacia Preamble

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for This Week:

- Read Pythagoras Chapters 3 and 6, Active Membership and The Chapter
- Complete Tightrope Modules 5-8
- Learn the Preamble
- Read “Recruiting: The Lifeblood of the Fraternity”
- Complete Worksheet 2 - Acacia History: Over a Century of Brotherhood

Discussion Topics

Reflections from Week One

Questions for Reflection and/or Discussion

Which objectives are most important for you, and why?

Which objectives are most important for Acacia, and why?

Which responsibilities are most important for meeting those objectives, and why?

Which benefits flow from meeting those objectives, and why?

Which benefits result from you fulfilling responsibilities, and why?

Executive Member Spotlight: Recruitment Chair, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

- 1.
- 2.
- 3.

Executive Member Spotlight: Human Service Chair, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

1.

2.

3.

What is Parliamentary Procedure?

It is a set of rules for conduct at meetings that allows everyone to be heard and to make decisions without confusion.

Why is Parliamentary Procedure important?

Because it's a time-tested method of conducting business at meetings and public gatherings. It can be adapted to fit the needs of any organization. Today, Robert's Rules of Order newly revised version is the basic handbook of operation for most clubs, organizations, and other groups. So, it's important that everyone know these basic rules.

Example of the Order of Business

Organizations using parliamentary procedure usually follow a fixed order of business.

Below is a typical example

1. Call to order.
2. Roll call of members present.
3. Reading of minutes of last meeting.
4. Officer reports.
5. Committee reports.
6. Special orders – Important business previously designated for consideration at this meeting.
7. Unfinished business.
8. New Business.
9. Announcements.
10. Adjournment.

Motions

The method used by members to express themselves is in the form of moving motions. A motion is a proposal that the entire membership take action or a stand on an issue.

Individual members can:

1. Call to order.
2. Second motions.
3. Debate motions.
4. Vote on motions.

Types of Motions

There are four Basic Types of Motions.

1. **Main Motions:** The purpose of a main motion is to introduce items to the membership for their consideration. They cannot be made when any other motion is on the floor, and yield to privileged, subsidiary, and incidental motions.
2. **Subsidiary Motions:** Their purpose is to change or affect how a main motion is handled, and is voted on before a main motion.
3. **Privileged Motions:** Their purpose is to bring up items that are urgent about special or important matter unrelated to pending business.
4. **Incidental Motions:** Their purpose is to provide a means of questioning procedure concerning other motions and must be considered before the other motion.

How are Motions presented?

1. **1. Obtaining the Floor**
 - a. Wait until the last speaker has finished.
 - b. Rise and address the Chair by saying, "Mr. Chairman, or Mr. President."
 - c. Wait until the Chair recognizes you.
2. **Make your motion**
 - a. Speak in a clear and concise manner.
 - b. Always state a motion affirmatively. Say, "I move that we..." rather than, "I move that we do not...".
 - c. Avoid personalities and stay on your subject.
3. **Wait for someone to second your motion.**
4. **Another member will second your motion or the Chair will call for a second.**
5. **If there is not second to your motion, it is lost.**
6. **The Chair states your motion.**
 - a. The Chair will say, "It has been moved and seconded that we...". Thus placing your motion before the membership for consideration and action.
 - b. The membership then either debates your motion or may move directly to a vote.
 - c. Once your motion is presented to the membership by the Chair, it becomes "assembly property", and cannot be changed by you without the consent of the members.
7. **Expanding on your motion.**
 - a. The time for you to speak in favor of your motion is at this point in

- time, rather than at the time you present it.
 - b. The mover is always allowed to speak first.
 - c. All comments and debate must be directed to the Chair.
 - d. Keep to the time limit for speaking that has been established.
 - e. The mover may speak again only after other speakers are finished, unless called upon by the Chair.
8. Putting the Question to the Membership.
- a. The Chair asked, "Are you ready to vote on the question?"
 - b. If there is not more discussion, a vote is taken.
 - c. On a motion to move, the previous question may be adapted.

Voting on a Motion

The method of vote on any motion depends on the situation and the bylaws of policy of your organization. There are five methods used to vote by most organizations.

They are:

1. By Voice – The Chair asks those in favor to say, "aye", those opposed to say, "no". Any member may move for an exact count.
2. By Roll Call – Each member answers "yes" or "no" as his name is called. This method is used when a record of each person's vote is required.
3. By General Consent – When a motion is not likely to be opposed, the Chair says, "If there is no objection...". The membership shows agreement by their silence, however, if one member says, "I object", the item must be put to a vote.
4. By Division – This is a slight variation of a voice vote. It does not require a count unless the Chair so desires. Members raise their hands or stand.
5. By Ballot – Members write their vote on a slip of paper. This method is used when secrecy is desired.

There are two other motions that are commonly used that relate to voting.

1. Motion to Table – This motion is often used in the attempt to "kill" a motion. The option is always present, however, to "take from the table" for consideration by the membership.
2. Motion to Postpone Indefinitely – Often used as a means of parliamentary strategy and allows opponents of motion to test their strength without an actual vote being taken. Also, debate is once again open on the main motion.

Week Two: Parliamentary Procedure

Parliamentary Procedure is the best way to get things done at your meetings. But, it will only work if you use it properly.

1. Allow motions that are in order.
2. Have members obtain the floor properly.
3. Speak clearly and concisely.
4. Obey the rules of debate.
5. **Most importantly, BE COURTEOUS.**

The Rules

- **Point of Privilege:** Pertains to noise, personal comfort, etc. – may interrupt only if necessary.
- **Parliamentary Inquiry:** Inquire as to the correct motion – to accomplish a desired result, or raise a point of order.
- **Point of Information:** Generally applies to information desired from the speaker: “I should like to ask (the speaker) a question.”
- **Order of the Day (Agenda):** A call to adhere to the agenda (a deviation from the agenda requires Suspending the Rules).
- **Point of Order:** Infraction of the rules, or improper decorum in speaking. Must be raised immediately after the error is made.
- **Main Motion:** Brings new business (the next item on the agenda) before the assembly.
- **Divide the Question:** Divides a motion into two or more separate motions (must be able to stand on their own).
- **Consider by Paragraph:** Adoption of paper is held until all paragraphs are debated and amended and entire paper is satisfactory; after all paragraphs are considered, the entire paper is then open to amendment, and paragraphs may be further amended. Any Preamble cannot be considered until the debate on the body of the paper has ceased.
- **Amend:** Inserting or striking out words or paragraphs, or substituting whole paragraphs or resolutions.
- **Withdraw/Modify Motion:** Applies only after question is stated; mover can accept an amendment without obtaining the floor.

- **Commit/Refer/Recommit to Committee:** State the committee to receive the question or resolution; if no committee exists, include size of committee desired and method of selecting the members (election or appointment).
- **Extend Debate:** Applies only to the immediately pending question; extends until a certain time or for a certain period of time.
- **Limit Debate:** Closing debate at a certain time, or limiting to a certain period of time.
- **Object to Consideration:** Objection must be stated before discussion or another motion is stated.
- **Lay on the Table:** Temporarily suspends further consideration/action on pending question; may be made after motion to close debate has carried or is pending.
- **Take from the Table:** Resumes consideration of item previously “laid on the table” – state the motion to take from the table.
- **Reconsider:** Can be made only by one on the prevailing side who has changed position or view.
- **Postpone Indefinitely:** Kills the question/resolution for this session – exception: the motion to reconsider can be made this session.
- **Previous Question:** Closes debate if successful – may be moved to “Close Debate” if preferred.
- **Informal Consideration:** Move that the assembly go into “Committee of the Whole” – informal debate as if in committee; this committee may limit number or length of speeches or close debate by other means by a 2/3 vote. All votes, however, are formal.
- **Appeal Decision of the Chair:** Appeal for the assembly to decide – must be made before other business is resumed; NOT debatable if relates to decorum, violation of rules or order of business.
- **Suspend the Rules:** Allows a violation of the assembly’s own rules (except Constitution); the object of the suspension must be specified.

Week Two: Pledge Class Officer Elections

Hold officer elections according to Parliamentary Procedure.

List the elected officers here:

President - Name: _____

Vice-President - Name: _____

Secretary/Treasurer - Name: _____

Pledge Class Position Descriptions

1. President – Serves as presiding officer in meetings and is responsible to the Senior Dean and pledge educator.
2. Vice-President – Assists the president, presides over meetings in his absence. Assumes the main responsibility of the Pledge Class Human Service proposal and implementation stages.
3. Secretary – Takes minutes at all pledge meetings, assists the president with any necessary correspondence.

Acacia “Human Service” Project:

As you probably already know, “Human Service” is Acacia’s motto. As an active member you will play an important role in future philanthropic and service opportunities. The success of these ventures hinges on your involvement and participation. Understanding what it takes to plan a “Human Service” event is a great lesson you will learn during your pledge period.

The active Chapter is asking you and your pledge class to plan your own “Human Service” project. This project was planned to be scheduled for week 6 of the pledge program. As a pledge class you will have to answer these questions:

- Which organization or entity would we like to help? (*Goodwill, Big Brothers and Big sisters, etc...*)
- Why are we picking this organization? (*It should have a connection with the pledge class.*)
- How will we help this organization? (*Raise money, volunteer, etc...*)
- When will this take place? (*Time, dates, check calendar for conflicting events.*)
- What do we need to accomplish this task? (*Raise \$1000, 100 hours, etc...*)
- Who can participate? (*All of the pledge class, active members, even a sorority.*)

This service project is designed to develop a stronger bond of brotherhood between you and your pledge class. Learning how to plan a successful philanthropy or service project will increase the likelihood that you will do so again in the future. But, regardless of those things, the most important aspect is that you will be helping your fellow man.

Week Two: Weekly Planning

It can be easy to think that we have time to do everything we want! Conversely, it can also be easy to get overwhelmed by all of our obligations when we don't plan out how much time we have to accomplish what we want to do.

Use the worksheet on the next page to plan out your week. Take into account the following:

- Time to sleep
- Time for basic hygiene
- Time to eat
- Class Time
- Time for Homework and Class Obligations
- Fraternity Obligations (such as chapter meetings and Pathway events)
- Time for physical activity / working out
- Hobbies/Activities (such as watching Netflix and YouTube)
- Brainstorm with your pledge class about other things that take up your day!

Consider using different colors for each type of activity or some other way to indicate what each item is. Once you have put down everything you know you have to do (or items you know you want to do, such as spending an hour each week watching your favorite show), calculate your "free" time.

This will let you know how much time you actually have available for new obligations.

Discuss with your pledge class what this has made you aware of!

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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12:30 AM							
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Week Two: Values Clarifications

Purpose

This activity will help you clarify your personal values in order to clarify the values of your pledge class, which makes it easier to set and achieve your goals, decide how to spend your time, and choose how to be proactive with opportunities and react to challenges.

Principles

- Personally Meaningful & Clear - The way people interpret value may not be the same, so this exercise helps clarify exactly what you mean when you say, for example, "I value honesty." To you this may mean, "I never tell a lie", but to another it might mean, "I openly share my thoughts, feelings and rationale."
- Based on Verifiable Principles - There are certain enduring principles that will bring success in life, no matter the arena. To reach your greatest potential, you must align yourself with principles that work.
- Relevant to How You Make Decisions - Don't write down what your others think you should value or do. Write about ideas that you actually consider when you decide how to handle situations in your life.

Questions to Get You Thinking

- What ideas or values are most important to you in your life?
- As you go about your day, what thoughts keep you focused on what is most important to you?
- If an outsider watched you go through a typical week, what would he say is most important to you?

Guidelines

- When writing values, be sure to use positive terminology such as "I am", "I do", and "I will."
- Use phrases such as, "To me, this value means _____, and not _____."

Example

Value: Perseverance

Clarifying Statements: I will put in the time needed and push through challenges to achieve my goals, but not at all costs – I will take care of myself so I can persevere over the long run. I will pursue my goals despite obstacles and adversity. I will avoid procrastination, distractions, and interruptions, as well as emotions such as anxiety, insecurity, and boredom. I will strive for perfection without suffering from paralysis by analysis.

Value:

Clarifying Statements:

Value:

Clarifying Statements:

Value:

Clarifying Statements:

Value:

Clarifying Statements:

Value:

Clarifying Statements:

Goal Setting Guidelines and Worksheet

On the previous page, you identified a few priority areas and began drafting some goals (if not, please do so now). Following are a few tips to get the most out of your goals.

Step One is to decide exactly what you want. Because pledge brothers can help one another, share the areas you prioritize, and hear areas prioritized by the others.

Write your name and others' names beside each area.

Goal Area | Names of individuals who prioritize each area
(leave room to write revised goal statements)

Academics _____

- I am earning a GPA of 3.45 or better this semester, getting no worse than a B in every class
- I am studying at least two hours per week for each hour in class, keeping up with all syllabi

Career/Work _____

- I am working at least 10 hours per week; I am securing a summer job/ internship by January
- I am working on my career at least 1 hour per week (e.g., planning, profile/ resume, networking)

Development _____

- I am devoting at least 5 hours per week to my new member development and being initiated

Leadership _____

- I am serving as a Pledge Class or Chapter Officer and/or serving on at least one Committee

M/P Health _____

- I am exercising at least 30 minutes per day 5 days/week; I am meditating 20 minutes/day
- I am eating a well-balanced diet every day and sleeping at least seven hours/night

Social _____

- I am becoming close friends with at least 10 fraternity brothers, including my Big Brother
- I am calling my parent(s)/sibling(s) every Sunday at 8 pm to maintain relationships

Service _____

- I am volunteering at least 10 hours of my time for human service by the end of the semester

Other, _____

- I am staying within my budget every month and spending less than \$X per week on Y, Z (Financial)
- I am devoting at least 1 hour each Sunday morning to spiritual reading, reflection, or worship (Spiritual)

Step Two is to select or write your goal statements. You may want to work together with one or more brothers who prioritize the same area(s). To write 3 goal statements, you may need to switch partners once or twice. Consider the “3 P’s:” Present tense, Positive language, and Personal. Also make your goals “SMART:” Specific, Measurable, Attainable, Relevant, and Timely. Select examples above, revise and/or write your own.

For more information, see [9 SMART Goal Examples for College Students](http://developgoodhabits.com/smart-goals-college-students/) (developgoodhabits.com/smart-goals-college-students/)

Step Three is to set a time element or deadline to each goal (which may be “by the end of the semester”).

Step Four is to list and schedule specific mental or physical actions that will help you achieve your goal.

Step Five is to take and record action on your plan immediately and every day, and recognize progress.

Step Six is to discuss your goals, actions, and results regularly with your pledge brothers and Big Brother.

Preamble

We, students, faculty, and alumni of various universities and colleges, do hereby adopt this Constitution; to strengthen the ties of friendship, one with another; to prepare ourselves as educated men to take a more active part and to have a greater influence in the affairs of the community in which we may reside; and, above all, to seek the truth, and knowing it, to give light to those with whom we may be associated as we travel along life's pathway.

Reference:
"Laws of Acacia"
1965

Pythagoras, Acacia's Mentor

Reference: Pythagoras: Membership Manual of the Acacia Fraternity, pp 55-59; or ask initiated members

Pythagoras faced many challenges during his life and had to overcome many obstacles. One of his most important journeys was to Egypt, where from time immemorial the greatest and wisest of the learned men had lived and taught. These questions pertain to some challenges faced on that and other arduous journeys.

1. On what ship did Pythagoras hope to sail to Egypt? _____.
2. The ship captain initially refused Pythagoras passage because _____ had issued an edict prohibiting the entrance of any foreigners into Egypt, despite the offer of _____.
3. Pythagoras overcame this obstacle by disguising himself as a _____.
4. Pythagoras did not have a good voyage. The ship was _____ and he was _____.
5. Who rescued Pythagoras? _____. Where did they take him? _____.
6. He wanted to visit the capital but had to travel _____ and was wary of _____.
7. Pythagoras was still in Egypt 22 years later when it was conquered by _____ and he was carried away in captivity to _____ along with the other _____.
8. After returning home to the Greek island of _____ he was driven away by the persecution of _____ and migrated to the flourishing city of _____.
9. Later, revolution broke out there, and _____, who had been denied admission to the Pythagorean brotherhood because of his unworthiness, _____.
10. Pythagoras may have fled to _____, but when they refused to receive him, he went on to _____ where he _____. Or did he? _____.
11. Extra credit: What happened to Pythagoras' soul after his death? _____.

Week Two: Worksheet Two

What can Acacia do for me? Why did I join Acacia?

Who else may be interested in those things?

What would you say if they (or other friends, family members, or acquaintances) ask, "What is Acacia?"

Name at least five men that you know who would be a good fit for Acacia and (as far as you know) are not already in another fraternity:

Announcements

Agenda

1. Reflections from Week 2
2. Recite the Preamble
3. Executive Member Spotlight: Treasurer
4. Local Alumnus 'Cornerstones' Talk
5. Chapter History – Your Chapter's History on Campus
6. Your Acacia Story: Hear a Brother's Acacia Story

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for This Week:

- Begin Digital Classroom
- Learn the Credo
- Complete Worksheet 3 – Acacia History: Over a Century of Brotherhood
- Pythagoras Reading: Chapters 5 and 7, The International Fraternity and Fraternity Living
- Finish Your Acacia Story with your Big Brother

Reflections from Week Two

Questions for Reflection and/or Discussion

What is the preamble actually saying?

Have I been making an effort to strengthen the ties of friendship?

How does ParliPro help run a meeting?

What have I done this week to get me closer to completing my goals?

What can I do to help the class officers, or what do I need from others to help me succeed in my office?

What does it mean when we say: "Recruitment is the life-blood of the fraternity"

Executive Member Spotlight: Treasurer, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

1.

2.

3.

Notes on Local Alumnus Talk:

Your Acacia Story

Write the first chapter to your own Acacia story. What has Acacia meant to you thus far? What are your visions for a lasting legacy at Acacia, your chapter, and your life?

Without the continuous influx of new, quality men, the fraternity would cease to exist. It is imperative that every member of the chapter is constantly looking for men that would make great Acacians. In essence, recruiting is simply making new friends. The following tips may make recruiting easier.

1. Know Your Fraternity

Before selling anything, you must be knowledgeable about your product. Be well-informed about what Acacia can offer a potential new member (PNM). A recent survey showed that what Acacians value most about our membership experience is lifelong friendships, including networking benefits in college and throughout our careers. The second most frequently discussed advantage is personal and professional development, especially leadership skills and experience, but also social skills such as interpersonal communication and teamwork.

2. First Impressions

When you meet someone the first time, the impression you give will likely stay with them. Provide the kind of image for which Acacia strives, including mannerisms, language, dress, grooming, handshake, and attitude.

3. Enthusiasm

To properly sell Acacia, you must approach the PNM with a positive mental attitude. The enthusiasm and pride you have in the chapter should be evident in your conversation.

4. Discuss Interests

To get to know a PNM, ask about his interests and experiences. By finding subjects he is interested in, we can gain insights into what he has to offer Acacia. Try to listen twice as much as you talk. Ask many questions, and encourage him to expand on his answers.

One of the greatest contributions you can make to your chapter is to bring friends and acquaintances who may be interested in joining a fraternity to Acacia. A PNM is more likely to join a fraternity where he already has friends, so a domino effect can easily develop when members invite their friends over and introduce them to other brothers in the house.

Week Three: Recruitment is “the Lifeblood of the Fraternity”

When meeting a PNM for the first time, a good approach is to

1. Make a new friend
2. Introduce him to your friends, making him feel comfortable and accepted in a friendly atmosphere,
3. Discover his interests outside of a fraternity first
4. Find out what he may be looking for in a fraternity

Not every fraternity is right for every person, and recruitment is the time to make decisions on what kind of experience one expects from a house, and what kind of commitment the house expects from the individual.

Of course, there is no single way to recruit a quality individual into the house, but time and experience have shown some things to do and some things to avoid when talking to a potential member:

Do's

- Think of interesting topics to talk about. Find out what interests him, and talk about those things.
- Keep the other person talking about himself. Avoid “I, I, I,” and use “you, you, you.”
- Be a good listener. Let him talk and don't interrupt.
- Introduce him around to others, especially those who share his interests. Don't let him stand alone.
- Use his name. It helps to remember it and makes him feel comfortable and at ease.

Don'ts

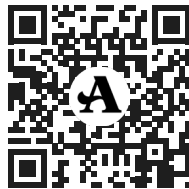
- Do not assume that because a PNM has little in common with you that he would not make a good brother.
- Do not release his handshake until you are sure of his name.
- Do not criticize other fraternities, brothers or other PNMs.

Week Three: Recruitment is “the Lifeblood of the Fraternity”

- Do not congregate with other large groups of brothers and pledges; try to meet people individually or 2:1.
- Do not put on a phony appearance or lie about your house. Tell the truth and be yourself.

For more information watch these videos:

- You Can't Recruit Who You Don't Know (1:41)



- Recruitment: Human Connection Skills (1:27)



PHIRED UP DIGITAL CLASSROOM

This classroom is built to prepare you to attract, select, and secure the RIGHT members for your organization.

You will have the opportunity to become a “Phired Up Certified Recruiter!”

Here is how you gain access:

1. **CLICK THIS SPECIAL LINK**. This is a unique link available only to members of your organization. You have a competitive advantage because of that link. If you only have this in print, use the QR code below and check your email for this information as it has also been sent to the address you provided when registering for myAcacia.
2. **Create a login**. Don't lose your username and password. It's pretty important. Of course, if you do lose it, just go to the link above, try to login, and choose “Forgot Your Password?”
3. **Complete the course!** You have access to a learning environment that is simple, not boring, and not overly complex so that you can just get the information you actually need to help grow your chapter.

All of our members have access to the classroom. If you have any problems with the technology (which is hosted on a platform called “Podia”) you can get support here:
<https://www.podia.com/support>.

If you'd like to contact Phired Up directly, email info@phiredup.com. If you're connected to the internet, watch this welcome video and Stay Phired Up!



**USE THIS QR CODE TO
ACCESS DIGITAL CLASSROOM**

Frequently Asked Questions

Every member who is dedicated to helping your chapter attract, select, and secure the right members should become a Certified Phired Up Recruiter.

Learn the art and science of organizational growth from the experts who literally wrote the books on it! The digital classroom helps you learn the fundamentals of growth we teach to chapters and councils across the country. After the successful completion of each course, you'll be qualified to become a Certified Phired Up Recruiter™!

Q. Can I put on my resume that I'm a Phired Up Certified Recruiter™?

A. Yes! (If you complete the digital classroom). This content will help you way beyond fraternity/sorority membership. These skills will be impressive to future employers.

Q. How much does it cost?

A. Normally, it costs \$45 for each person. But your HQ has purchased access which means you get it for \$0.00 (if you use the link on the first page).

Q. Is this a boring online class?

A. Nope. None of the videos in the undergraduate-focused classrooms are longer than 5 minutes. It's all quick-hit, relevant, and real-life information that you can use to help your chapter grow RIGHT NOW. This isn't boring lectures or long PowerPoint presentations. This is quick, fun, a little playful, and super helpful.

Q. Is this for formal or informal recruitment?

A. Yes. All of that. You'll find content in these classrooms that is universally applicable.

Week Three: Worksheet Three

Acacia History: Over 100 Years of Brotherhood

Reference: Pythagoras: Membership Manual of the Acacia Fraternity, pages 72-80

1. “We’ve got to organize on a fraternity basis,’ Marshall said. Thus Acacia was conceived in the library of the University of _____, and thanks to the enthusiasm and insight of one man it was fanned into life from the dying embers of the moribund, indiscriminating _____.
2. In the minutes of the first meeting, held on _____ it was recorded: “...for the purpose of organizing a fraternity to be known in law as “The Aleph Chapter of the Acacia Fraternity.”
3. In 1904, membership was restricted to those who had already taken the Masonic obligations. The members were to be motivated by a desire for high _____ and of such _____ that the fraternity house would be free of the _____ vices and unbecoming activities.
4. Originally Chapters were named in _____ nomenclature but this designation was dropped at the 1913 Conclave.
5. The Dual Membership Question: What was the first great conflict of the fraternity?

6. The Pre-Pledge Era: With the average age of students in colleges and universities declining and initiations in the Masonic Lodges steadily decreasing, change had to come. At Conclave at _____, Colorado, in _____, the Chapters voted to dispense with the Masonic prerequisite altogether.
7. What happened to the membership of Acacia following the internal conflict?

8. Depression and War: In 1942 the first _____ was set up in Chicago and the position of _____ and _____ were created.

9. The Post-War Era: What was the 'adherence clause'?

10. In 1969 Acacia left its rented quarters and moved to its own National Headquarters building in _____, _____. And in December 1981, to better service the undergraduate Chapters, Acacia again moved its National Headquarters to its present location in _____.

11. The 1980s witnessed Acacia become _____ in scope as Chapters were chartered at the University of Western Ontario and Carleton University in Canada.

Week Four: One Among Many – The International Fraternity

Announcements

Agenda

1. Executive Member Spotlight, Secretary
2. Reflections on Week 3
3. Recite the Credo
4. Fraternity & Sorority Terminology
5. Learning the Greek Alphabet and Campus Organization Names
6. Chapter History – Your Chapter’s History within Acacia Fraternity

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for This Week:

- Finish Digital Classroom
- Learn the 47th Proposition of Euclid
- Complete Worksheet 4 – Acacia International Headquarters
- Pythagoras Reading: Chapters 10 and 11, Fraternity History and Acacia History

Executive Member Spotlight: Secretary, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

1.

2.

3.

Reflections from Week Three

Questions for Reflection and/or Discussion

What does the Treasurer do?

Someday I may help a pledge with their Acacia Legacy writing exercise...

Acacia has such a rich history! What can I do to contribute to it?

What have I done this week to achieve my goal?

Where would I be if this chapter was never chartered?

Acacia Credo

I am an Acacian.

I hold a trust for all good Acacians –

Those who were Acacians before me, those who are now,

And those who will become Acacians in the future.

In the Acacia spirit I charge myself with responsibilities;

to better my fraternity's record.

I am an Acacian wherever I may happen to be.

I gladly contribute my honest share of effort,

And wish to serve Acacia to the best of my ability.

I will always think of Acacia as one of the best fraternities;

Its rich heritage of principles having been fostered so that

I might enjoy a fine fraternal opportunity.

I am an Acacian.

I am proud of it.

Reference:

*Pythagoras – The Membership Manual
of the Acacia Fraternity (page VI)*

The Greek Alphabet

Α α

ALPHA
al-fah

Β β

BETA
beyy-tah

Γ γ

GAMMA
gam-ah

Δ δ

DELTA
del-ta

Ε ε

EPSILON
ep-si-lon

Ζ ζ

ZETA
zay-tah

Η η

ETA
ay-tah

Θ θ

THETA
thay-tah

Ι ι

IOTA
ee-o-tah

Κ κ

KAPPA
cap-ah

Λ λ

LAMBDA
lamb-dah

Μ μ

MU
mew

Ν ν

NU
new

Ξ ξ

XI
zzEYE

Ο ο

OMICRON
omm-i-cron

Π π

PI
pie

Ρ ρ

RHO
roe

Σ σ

SIGMA
sig-mah

Τ τ

TAU
taw

Υ υ

UPSILON
oop-si-lon

Φ φ

PHI
fie

Χ χ

CHI
kEYE

Ψ ψ

PSI
sigh

Ω ω

OMEGA
o-may-gah

Above is the Greek Alphabet. You will find the upper and lowercase letters above, but you will mainly only see the uppercase letters being used. It is important that you familiarize yourself with these letters so that you will be able to better participate in the activities of the Greek community on your campus.

Some tips for memorizing the Greek Alphabet:

1. Determine which letters are most similar to their English counterpart (i.e. Α = Alpha)
2. Create a song to remember them, having a rhythm is what helped you learn the English alphabet when you were younger and will still help today
3. Practice with a partner and in a group - looking at a guide only helps at first, for true memorization it is helpful to attempt to recall from memory
4. Learn the names of organizations on campus, the association will aid in memory

Week Four: Common Greek Terminology

The list below is by no means comprehensive, though it is extensive. Your chapter will help you learn other vocabulary and terminology that is local to your campus, but this is a good list to start with. Be sure not to get overwhelmed! Though there is a lot here, it is not required for you to memorize everything overnight. Over time, you will become more familiar with the terms below and others that you encounter.

- **Interfraternity Council (IFC):** Local student governing body of recognized fraternities
- **North-American Interfraternity Conference (NIC):** The North American Interfraternity Conference (NIC) is a trade association representing 56 inter/national men's fraternities.
- **Panhellenic Council (PHC):** Local student governing body of recognized sororities
- **National Panhellenic Conference (NPC):** Made up of 26 women's-only inter/national member organizations, the National Panhellenic Conference (NPC) is the world's largest trade association specifically charged with advancing the sorority experience.
- **National Pan-Hellenic Council (NPHC):** Refers both to the local and national governing body for historically Black fraternities and sororities.
- **Multi-cultural Greek Council (MCGC):** The MCGC is formed on some campuses to represent multi-cultural fraternities and sororities. These organizations may or may not be part of your local IFC/PHC.
- **Potential New Member (PNM):** A potential new member is a student who has shown interest in or is believed to be a potential good member of an organization. At one point, you were a PNM!
- **Pledge/New/Associate Member:** A term used to refer to a member of a fraternity or sorority who has accepted a bid but has not participated in the initiation ceremony. This time is when they get to know the members of the chapter, learn history and symbolism, and develop an understanding for the ideas and principles of the organization.
- **Alumnus/Alumna:** Member of a fraternity/sorority who has graduated; plural is alumni/alumnae.
- **House Corporation:** A legal entity holding title to, or leasing, any real property (land and buildings) for a chapter's living/meeting purposes. This alumni body has basic responsibilities relative to property ownership and maintenance.

- **Ritual:** A ceremonial event unique to each organization that plays out the ideals and principles of that organization. They are the same for every chapter of the same fraternity or sorority, and are usually the time when students take an oath to uphold the values of that organization.
- **Unaffiliated:** A student not in a fraternity or sorority.
- **Philanthropy:** Fund-raising activities or service projects for charitable institutions; or charitable aid/donations to these institutions (note the difference between Philanthropy and Community Service).
- **Human / Community Service:** Time and effort donated toward a charitable cause or community institution to benefit the public (note the difference between Community Service and Philanthropy).

Your Local IFC Advisor's Contact Information:

Your Local Office of Greek Life Location:

Organizations on Your Campus:

Acacia International Fraternity: One Among Many

Reference: Pythagoras: Membership Manual of the Acacia Fraternity & acacia.org

1. List Acacia's fourteen Founding Fathers:

- | | |
|----|-----|
| 1. | 8. |
| 2. | 9. |
| 3. | 10. |
| 4. | 11. |
| 5. | 12. |
| 6. | 13. |
| 7. | 14. |

2. The supreme governing body of Acacia is the _____, which is composed of the International Council and two delegates from each Chapter, the _____ and _____.

3. The International Council is the supreme executive and judicial body of Acacia.

List the five main functions of the Council:

- 1.
- 2.
- 3.
- 4.
- 5.

4. Complete the current International Headquarters staff (we've provided the first one as an example).

Office	Name	Yr/College
<i>Executive Director</i>	<i>Patrick McGovern</i>	<i>Indiana '99</i>

5. List the active chapters and colonies of Acacia Fraternity.

6. Bonus: (Extra Points Awarded!) What is the International President's name and what chapter is he from?

Week Five: Know Thyself & Truth – Seeking It and Giving Light to Others

Announcements

Agenda

1. Executive Member Spotlight: Junior Dean & Risk Manager
2. Reflections on Week 4
3. Quiz and Review for Worksheet 4 – Acacia Fraternity: One Among Many
4. Digital Classroom Review
5. Project Planning – Review Plans for Human Service Project
6. Personal Wellness and Mental Health*

**Warning: this section will contain discussion of suicide*

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for This Week:

- Pythagoras Reading: Chapter 8, The Essence of Good Taste
- Continue Learning Greek Alphabet
- Complete Worksheet 5: Insignia and Heraldry
- Watch Ted Talk and Prepare Presentation
- Complete Your Human Service Project and Prepare Event Report for Chapter

Executive Member Spotlight: Junior Dean, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

- 1.
- 2.
- 3.

Executive Member Spotlight: Risk Manager, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

- 1.
- 2.
- 3.

Reflections from Week Four

Questions for Reflection and/or Discussion

What does the Secretary do?

My Chapter has such a rich history! What can I do to contribute to it?

Do I want to work for Acacia one day and start chapters at new campuses?

Who is my Local IFC Advisor and where is their office?

Digital Classroom Review

What did you find useful from the Digital Classroom?

What do you find hard to apply?

What was your top takeaway from the program?

What can I do this week to generate names for my chapter?

It's important to understand mental health, identify different mental health disorders and warning signs for serious issues like suicide, and learn the various resources available to us and our friends.

- **Mental health refers to our emotional, psychological, and social wellbeing.** It affects the way we think, learn, and therefore affects our academic and career success. It also affects the way we feel and act, how we handle stress, relate to others, and the choices we make - impacting all areas of our lives.
- **Mental illness refers to any mental, emotional, or behavioral disorder.** Some disorders cause little or no impairment, but some are quite serious. We should overcome the stigma, and recognize that college students suffer from mental illness at a higher rate (1/3rd) than other parts of the population.

Common issues include stress, anxiety, depression, PTSD, substance abuse, and suicidal thoughts.

- **Stress is a normal part of life, and 1 in 3 college students say stress has an impact on their academics.** But if you notice that stress is starting to control your life (or a friend's life), talk to someone about it. Strategies for stress: 1) take a break and shift attention to something you like to do; 2) think about what is causing it, and how you could change that; and 3) talk with a friend, mentor, or counselor.
- **Anxiety is also normal, and 1 in 5 college students say it affects their academics.** When it occurs regularly over an extended period, it could be a sign of an anxiety disorder: excessive worry or fear; feeling on-edge/wound-up most of the time; feeling panic or difficulty sleeping; altering life to avoid. In these cases, it may be helpful to talk to a professional about ways to address or cope with anxiety.
- **Depression can be caused by different things, and most of us have felt down at some point.** But if someone has lasting feelings of hopelessness, worthlessness, or pessimism; loses interest in hobbies or passions; experiences decreased energy or appetite; and/or has trouble getting out of bed or participating in society, it's probably a good idea to talk with a counseling professional about it.

Week Five: Personal Wellness & Mental Health

- **PTSD may develop after a traumatic event.** It's natural to feel afraid or nervous, and usually these feelings subside, but one may continue to have difficulty concentrating or sleeping; avoid thinking or talking of the trauma; be easily frightened or always on guard; suffer negative moods/thinking or flashbacks; avoid places or activities; feel guilt or shame. It's important to talk with a professional.
- **Substance abuse is a mental illness.** Substances like alcohol and drugs affect minds and behavior, and dependence is a disorder. If you or a friend have major behavioral changes, lack of motivation, or aren't going to class anymore, it may be a sign that substance abuse is occurring, especially if use of alcohol or drugs is increasing. Other issues may be involved, so talking about it is important.

Suicidal thoughts are not a normal response to stress or anxiety, they are a sign of extreme distress, and they shouldn't be ignored. Suicide is the second leading cause of death for people ages 15-24.

- **Warning signs:** feeling trapped/no way out; not wanting to live or feeling there's no reason to live; feeling like a burden; withdrawal; saying goodbye; giving away possessions; taking big risks; making a plan to kill self; obtaining a means for killing self. Call 800-273-8255 or text "Hello" to 741741.

Comprehensive approach to intervention includes identify and assist, increase help-seeking, effective care/treatment, care transitions/linkages, response to crisis, postvention, life skills and resilience, and connectedness. Help yourself first (take care of your mental health) and help others.

How to help a friend: Recognize the warning signs; Respond by talking with him; Refer to a local counseling office (see below to help locate; offering to go with him for the first visit helps a lot)

Tips for Talking: speak privately; be honest & nonjudgmental; be clear about the limits of your help. Take advantage of campus health centers, community resources, crisis hotlines, and/or websites:

Emergency situations: if someone is in immediate danger, don't leave him alone; **call 911** or National Suicide Prevention Lifeline 800-273-8255 (counselors available 24/7 for referrals)

- College Mental Health Awareness Campaign (CMHAC)
www.halfofus.com
- National Alliance for the Mentally Ill (NAMI on Campus) 703-524-7600
www.nami.org
- Screening for Mental Health, Inc. (SMH) 781-239-0071
www.mentalhealthscreening.org
- Substance Abuse and Mental Health Services Administration
www.whatadifference.samhsa.gov

Insignia and Heraldry

Reference: Pythagoras: Membership Manual of the Acacia Fraternity, pages 28-30

1. “The official coat of arms of The Acacia Fraternity shall be composed of a _____, _____, and _____
The motto, _____ shall be inscribed in Greek.”
2. Draw the Badge of Acacia:
3. Where is the badge worn? The badge is not to be worn where?
4. Draw the Pledge Pin of Acacia:
5. The Banner of Acacia measures 3 by 5 feet. What are in the four corners?
6. The Colors of Acacia are: _____ and _____.
7. The Flower of Acacia is a _____ in bloom.

8. Essay: (Complete with the remaining space below) Imagine for a moment that you are in an elevator with a family friend. She asks you where you are living. You respond with, “uh, Acacia.” She inquires with, “What is Acacia?” Reflecting on your first month of your Acacia journey, what is Acacia? What does Acacia mean to you?

Announcements

Agenda

1. Executive Member Spotlight: House Manager
2. Reflections on Week 5
3. Quiz and Review Worksheet Five: Insignia and Heraldry
4. Publicizing Your Human Service Project
5. Sample Media Release
6. Personal & Professional Development: Present on Your Ted Talks

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for This Week:

- Pythagoras Reading: Chapter 4, Alumnus Membership
- Complete Your Human Service Project!

Executive Member Spotlight: House Manager, Brother _____

Below list 3 main responsibilities and any other important notes about this office:

1.

2.

3.

Reflections from Week Five

Questions for Reflection and/or Discussion

I can be the leader of this chapter one day...

Will I recruit someone who will have an impact on this fraternity?

What have I done this week to achieve my goals?

Pythagoras not only has made an impact on this fraternity but also the entire world!

Complete the philanthropic or human service project your class has been planning.

Describe the project:

What is/was the project?

What is/was its significance?

How has/will your participation in this project affected you?

Publicizing the project

Fraternities in this day in age generally have a bad public image. The media is quick to jump when a fraternity screws up, but is reluctant to cover fraternity good will. This is why you should take it into your own hands by publicizing your own positive impact.

You should always invite campus news organizations to your events. If they don't come, cover it yourself. Write up a press-release(example in next page), take some pictures, and send it out to local media outlets and to the headquarters.

Another good idea is to contact a Journalism professor, ask them to announce this event to their class and have a student cover it. In most cases these students are forced to write real news stories and submit them for publication. They may be more eager to cover your event than actual working reporters.

Week Seven: The Fraternity & Sorority Community

Announcements

Agenda

1. Reflections on Week 6
2. Recite Greek Alphabet
3. Reflect on Service Project / How to Debrief
4. Review Fraternity & Sorority Terminology
5. The Fraternity & Sorority Community on Your Campus
6. Present to Chapter on Your Human Service Project

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for This Week:

- Pythagoras Reading: Chapter 12, Acacia Sings

Reflections from Week Six

Questions for Reflection and/or Discussion

How did it feel to give back to my community?

What else can I do to contribute to the improvement of my chapter?

Who do I already know in my Greek community?

What can I do to build relationships with members of the community?

Are there any offices that I am interested in running for in my Chapter at the upcoming election?

Announcements

Agenda

1. An Acacian's Code
2. Evaluation and Reflection on Your Pledgeship
3. Sing Acacia Songs!

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for This Week:

- Learn An Acacian's Code
- Learn "We're All Good Brothers" Song

Evaluation and Reflection on Your Pledgeship

1. In your opinion, what are the purposes of being a pledge?
2. How does the Chapter's program promote this purpose?
3. Did your first impressions portray an accurate reflection of the process?
4. Identify strengths and weaknesses to the process.
5. Provide constructive suggestions for improvement.
6. Were other areas of your life, such as academics, social, or work affected?
7. What was my favorite Pathway Activity and why?



An Acacian's Code

“So live,
that when thy summons comes to
join the innumerable caravan,
which moves to that mysterious realm,
where each shall take his chamber in the silent halls of death,
thou go not like the quarry-slave at night,
scourged to his dungeon,
but, sustained and soothed by an unfaltering trust;
approach thy grave,
like one who wraps the drapery of his couch about him,
and lies down to pleasant dreams.”

*“Thanatopsis”
William Cullen Bryant*

*Reference:
Pythagoras – The Membership Manual
of the Acacia Fraternity (page 82)*



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