



PATHWAY

Facilitation Guide for
The Official New Member Education
Program of Acacia Fraternity

Acacia

Introduction Letter – Welcome

Congratulations on being selected by your chapter to be responsible for pledge education. This manual is designed to help you facilitate a constructive and positive pledge program. It is important to remember that pledges must be properly educated if they are to become productive members of the active chapter.

As the brother responsible for pledge education, you are also responsible for the well-being of those whom you hope to one day call brother. That is why you must be vigilant in ensuring that all members of the chapter adhere to not only the policy, but the spirit of our anti-hazing policy. As we say in our Pythagoras, “No man wants to belong to a fraternity that he cannot respect; and conversely, no man wants to belong to a fraternity that does not respect him.” You will inspire dedicated and mature members by treating pledge members with respect and maturity.

Additionally, this program has been developed with the aim of providing all members of Acacia the same experience of joining. We believe that this will further strengthen the ties of brotherhood among each other. As such, this program will serve as a key component of the Chapter Standards and qualification for awards. But beyond the accolades that your chapter may receive for participation in the Pathway membership program, you will also be helping to create a strengthened brotherhood, not only in your chapter but also among the International Fraternity.

I extend my best wishes to you for every success in your administration. Should you ever require assistance, please feel free to contact me at the Headquarters. Congratulations, and best of luck!

Fraternally,



Patrick McGovern
Executive Director
Acacia Fraternity, Inc.

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HOW TO USE THIS GUIDE

This is meant to be a resource to support you in executing a successful pledge/new member education program for your chapter. This guide provides facilitation tips as well as activity guides for the recommended Pathway meetings and events. You will use this book in conjunction with your own copy of the Pathway Program Pledge Manual.

Pledge Class Meeting Agendas

The program includes sample agendas for eight pledge class meetings. Each meeting is intended to be about one to two hours long.

Pathway Events

The Pathway events can be conducted after the meetings, but they are intended to be held on a separate day. This is to ensure that members have time in their evenings to complete homework and study. Each Pathway event is about one hour long, though they may go longer depending on the quality of the conversation that you engage in to debrief each activity!

Additional Resources

Additional resources are available at Acacia.org. You are also encouraged to contact your chapter's success coach to discuss best practices or to locate any resources that you or the pledge class may need.

Supplemental Materials

- **The Pythagoras**
The Pythagoras is the membership manual of Acacia. Each pledge should be provided a personal copy of *The Pythagoras* to keep for later unless they prefer a digital copy. You should also make sure they are aware that they can access *The Pythagoras* online at acacia.org/Pythagoras.
- **Pledge Pin**
All pledges should receive a Pledge Pin during the Pledge Induction ceremony. Many chapters choose to pass down pledge pins and recycle them for each class. There is no expectation that members should keep their pledge pin after initiation. The pledge pin should be worn at chapter meetings or other occasions that require professional or formal attire. The pledge pin should not be worn with everyday casual attire. Additional Pledge Pins can be purchased at <https://gmp.mybigcommerce.com/acacia/>. Chapters should ensure they have enough on hand to accommodate their needs.

Facilitation Legend:

Script: Text will appear undecorated when it needs to be read out loud.

Instructions: Text will appear in bold when instructions are to be given.

Processing: Text will be underlined when processing questions should be asked aloud.

Facilitator Tips: Text will be in italics when it is just a tip for you to be aware of for facilitation.

Preview of Pledgeship

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

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

Printing Instructions

While this facilitator guide and the workbooks can be used digitally, it will be very helpful to have a printed copy available for yourself and each member. Be sure to fill out the Chapter Contact sheet prior to printing the pledge manual out. There are a few ways to obtain a printed copy of these items and this flexibility is provided to ensure that the needs of each chapter are met. If you have any questions or require any assistance accessing/printing these materials, please contact Acacia Fraternity Headquarters at 317-872-8210 or communications@acacia.org.

Print On Your Own

- To control costs, have everyone print off the workbook on their own.
- Access the workbook at:
- Complete the chapter contact sheet and provide to each member to print on their own.
 - *Many campuses provide free printing for a certain number of pages each semester, familiarize yourself with your campus's resources and share this with the pledges as they may not know about this if it is available.*
- You can then either bind the book or place it in a binder. Purchase binders that have cover slips and use the first and last page for the front and back of the binder.

Print at a Print Shop

- If you would like to print the workbooks at a local print shop, here are a few tips. A campus print shop may offer better rates, but a local FedEx Office Print Shop or Staples can also print them for you. FedEx Office Print Shop and Staples offer online uploading and ordering.
- Provide the following instructions to the print shop:
 - Print duplexed (aka double-sided)
 - Select a spiral binding if possible or you can do a staple (saddle-stich is recommended)
 - A paper weight of 24-28 lbs is standard and recommended
 - A heavier paper weight for the cover (roughly 28-32 lbs) or a plastic cover will make the document look more professional, but is not necessary.
 - The cover of the document is designed with a bleed (no white border around the edges). It is fine to have the document printed with a border, many shops will be unable to print with a bleed – another option is to have the books trimmed as space is provided around the edges inside the book to accommodate a slight trim.

If none of the above options works for your chapter, contact the headquarters at communications@acacia.org and we can determine a solution.

EXPECTATIONS

Definition of Hazing as per the Acacia Risk Management Liability Gold Book

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: 317-872-8210 or communications@acacia.org.

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

Expectations of Acacia's One 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 One 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.

Education 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 Council, the Conclave, and the International Headquarters.

5. Know Thyself, Ancient Instructions for Life Today

- 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 Greek 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. Preparing for Lifelong Brotherhood

- 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.

New Member's Personal Information

Be sure to complete the pages on chapter officers before providing the pledge workbook to the class.

Fillable fields allow you to update the information digitally and print out multiple copies easily.

Where to Meet

Pledge Class / New Member Meetings

The location and set-up of your Pledge Class meetings will be crucial to creating an effective learning environment. It is recommended to hold meetings outside of the chapter facility if possible. Most campuses will allow you to rent a room in the student union or library or provide access to a classroom that does not have a scheduled class at that time. It is preferred to be outside of the facility for the following reasons:

- To provide a quiet location to learn by limiting distractions. It is much less likely to have people walking through or interrupting the meeting. Additionally, members living in the chapter facility may cause noise to be created elsewhere with music or loud conversations.
- A meeting room or classroom creates a better environment for a meeting. It is more a professional setting.
- It is easier to arrange the room to facilitate open discussion among the pledges/new members.
- It is easier to create the space needed to facilitate the activities.

Room Set-Up

In a best-case scenario, you will be set up in a manner that facilitates open discussion and interaction.

- Set the room up in a half-circle or U shape. This allows each participant to see each other and will create a better environment for discussion. This will also help each pledge feel more connected to each other than being in a “classroom” type set-up.
- Arrange the chairs so there is some open space at the front of the room for the facilitator to move around.
- It is ideal to ensure that participants have desks or tables so that they can write in their workbooks more easily.
- Make sure that the room is well lit.
- Try to ensure that the temperature is comfortable. A room that is burning hot or freezing cold can be distracting.

Pre-Induction Information

Prior to pledge induction, it is important to ensure that each man who has received a bid understands the commitments of pledgship. It is better to not induct a person at all than to have a pledge drop out of the program because he didn't understand the fees and commitments he is responsible for. We recommend a meeting with everyone prior to the pledging ceremony or you can meet with bidded members one-on-one to go over the following:

- 1) Expectations of the program
 - a) No hazing is accepted. The chapter is committing to not hazing and the pledge is committed to not participating in hazing as well as reporting it to you and AHQ if any rogue members attempt to haze members.
 - i) Make sure they are aware of how to report hazing to AHQ or the Anti-Hazing Hotline - but ensure them that if they report to AHQ directly, their information will be kept confidential and that it is the best way to ensure the issues are corrected.
 - ii) It is also important to state that reporting the hazing will not mean that their chapter gets closed down, rather, it is a way to ensure that their chapter remains open because the issues can be corrected before they get worse and lead to closure.
 - b) Must attend meetings and Pathway events.
 - c) Must complete assignments and projects.
 - d) If they get overwhelmed, the chapter is there to help with time management and they commit to talking with you or their Big Brother if they have trouble meeting their commitments.
- 2) Financial Obligations of Pledgship and Active Membership and how to pay their fees
 - a) *Go over the financial obligations of membership on the next page.*
- 3) Enter their information into myAcacia. This will require you or another officer to have added them as Pledges via Vault before this conversation.
- 4) Collect their International Pledge Fee BEFORE Induction
 - a) *The chapter is responsible for all fees and if they withdraw from pledging after induction, the chapter will still be responsible for their Pledge Fee - NO EXCEPTIONS.*

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.

Week One – Welcome to Acacia

Announcements

Agenda

1. Welcome and Instructions
 - *Welcome the pledges to your chapter's brotherhood and their first Pledge meeting. Explain that the sessions are an important learning opportunity to prepare them for membership. The goal of this program is to lay the foundation for being an effective member of Acacia Fraternity.*
2. An Acacian's Pledge
 - *Have every pledge read and sign the pledge. Then remove the page and collect it from all pledges, or have separate copies of the page to hand out. This is very important to collect as it allows you to hold them to these expectations.*
 - *Script: This is An Acacian's Pledge. As members of Acacia, we hold ourselves to certain high standards and this document ensures that we all know what is expected of ourselves. If you violate any of these standards, you will be held accountable.*
 - **Instructions: I need each of you to read this document fully and sign it at the bottom. Then remove the page and hand it to me. Once you have given it to me, I will sign as the witness.**
3. Reflection from Pledge Ceremony
 - *Have each member turn to the appropriate page and go over the questions listed.*
 - *Script: Reflection is an important part of self-development. It is how we ensure that we process what we have gone through in the previous week and consider how it applies to us, what lessons we have learned, and how we can become better men.*
4. Executive Member Spotlight: Venerable Dean, Senior Dean, (and Cornerstones Chair)
 - *Allow the Venerable Dean and Senior Dean (and Cornerstones chair, if applicable) to introduce themselves and their position to the pledge class. They should share the following:*
 - *Name, Initiation year, roll number, year in school, major*
 - *Name of position, function of their position, what questions pledges should come to them about.*
5. Chapter Advisor Introduction
 - *Allow the Chapter Advisor to introduce themselves. They should share the following:*
 - *Name, Initiation Year, roll number, major*
 - *Current Profession*
 - *Name of position, function of their position, what questions pledges should come to them about.*

- *If this individual isn't able to join in person consider doing a Zoom or at least share their information with the pledge class.*
6. House Corporation Board President Introduction
- *Allow the House Corporation Board President to introduce themselves. They should share the following:*
 - *Name, Initiation Year, roll number, major*
 - *Current Profession*
 - *Name of position, function of their position, what questions pledges should come to them about.*
 - *If this individual isn't able to join in person consider doing a Zoom or at least share their information with the pledge class.*
7. SMART Goal Setting
- *For this item, you will be introducing the idea of SMART Goals. Based on how long the previous introductions take, you should use your discretion to send this item home with them as an assignment or to develop some goals while you are together. You should have a flipchart to take notes for this portion.*
 - **Script:** Next, we will be discussing SMART Goals. Who here has heard of SMART Goals and can tell us what they are?
 - *Write down what pledges offer as answers. If no one has heard of SMART goals, have them share what they believe a goal is and what makes a good goal. Then share what a SMART Goal is. Tell them they can turn to Week Two to see more details about SMART Goals.*
 - **Instructions:**
 - **I want each of you to come up with three SMART goals for the semester by next week. Right now, I want each of us to come up with one SMART Goal.**
 - **Everyone turn to the person to your right and work together to develop a SMART goal for yourself.**
 - **I will give you all 5 minutes to develop your goals and then we will move on to the next part of the agenda.**
8. Provide date for Initiation
- *It is very important that you provide the date of initiation early. The date should not be kept secret and it should be made clear that initiation will only be held once.*
 - **Script:** The date of initiation will be _____. If that date doesn't work for you, you must tell me this week so that we can determine how to make it work for everyone.
9. Review Organizational Chart
- This is the organizational chart for the chapter.
 - *If your chapter differs, either explain the differences or make your own org chart to replace this page. Contact AHQ at communications@acacia.org if you need help with this.*
 - As you can see, there are many responsibilities within the chapter. By becoming a member of the chapter, you are committing to aid the chapter in one or more of these areas, I challenge you to think about which of these areas you are interested in and consider how you can serve the chapter to improve in that area.

10. Mission/Vision/Preamble
 - *Share the Mission/Vision/Preamble*
11. Chapter Constitution and Bylaws
 - *Share your chapter's Constitution and Bylaws*
12. Read Pledge Class Officer Roles
 - Script: Everyone please turn to page ___ and look over the officer roles.
 - *Have someone in the pledge class read the information on the page. If your chapter chooses to have additional officers, you are responsible for providing the names of the positions and descriptions of their roles.*
 - Script: We will be holding these elections next week at the end of the meeting. Be sure to consider what position you want to run for and why. It is also important to consider if you will have the necessary time to fulfill the duties of the position should you be elected.
13. Cornerstones Program Introduction
 - *Read the information on page ___.*

Upcoming Events

Inform the pledge class of any upcoming events that they are encouraged or required to attend. A smart idea for this is to create a Google calendar that they can subscribe to and have all of these events added to their own calendar. If you need help with this, contact your chapter's success coach.

Pathway Event: Polygon, Electric Fence, and The Great Divide

Pathway Events are activities that encourage the pledge class to develop as men, a team, and/or get to know brothers in the chapter better. We are providing recommended activities that are in compliance with our risk management policy. Decide on a day and time that works for everyone's schedule consistently every week. It is best that the Pathway Event occurs on a separate day so as not to commit too much of their time in one evening – remember, as Acacians, we put academics first! Having the event on a second day allows for last minute homework assignments / studying to be taken care of after the meeting/event.

Date:

Time:

Polygon (15 Minutes):

Materials: box, tape or chalk to create a box

The Task: To move the group onto the box without touching the ground and to hold that position for a given period of time (count of 5, 10, etc.) depending on the size of the group, the size of the box or area and the challenge desired. If a group accomplishes the initiative with relative ease, you may want to have the group try a smaller box or area.

Rules:

(1) Present the initiative and ask/answer questions.

(2) Stress safety of members: put both feet down if group starts to fall, spotting, care if participants climb on someone's shoulders.

(3) Stop the group if pushing/shoving occurs.

(4) If group is unable to complete this initiative, ask group to identify the interfering behaviors, and ask group to modify the criteria for success. Reduce length of time group must be on the box or in the prescribed area, etc, move to larger box, etc.

Points for Discussion:

- How did the group plan? Did everyone participate?
- Did everyone listen?
- Was size a factor to consider during the activity?
- Was strength a factor to consider during the activity?
- Who led?
- Who was passive?
- What was learned regarding the impact of planning?
- Was everyone willing to share their own physical space with others?
- What was the change in level of comfort from the beginning to the end?
- Can you relate this activity back to the chapter setting?

Electric Fence

Materials: rope, this activity should be done outside, preferably in a wooded area where there are plenty of trees

The Task: A rope should be tied between two trees about four feet high.

Ask the participants to imagine that this is an electric fence with a force field from the top of the rope to the ground. The objective of this exercise is to get the entire group from one side to the other.

The first person may not run and jump over the rope. He may not exit head-first. The last person may not jump the fence, or otherwise exit under their power alone. Encourage group work.

When going over the rope, participants may NOT touch the rope, the connecting trees, nor break the plane under the rope. If members touch the rope or break the plane, they "lose" the use of the body part that touched the rope. So, for example, if someone accidentally hits the rope with his arm, he has to hold that arm across this body and cannot use it to help others over or use it to help him get over the rope later.

The facilitators MUST emphasize the importance of spotting and personal safety.

Spotting rules:

- If they begin to step on the backs of others, remind them to not step directly on the spine or the neck of another participant. Instruct them to step on the shoulder and hips, if necessary.
- Only one participant will be moved at a time.
- The facilitator spots the first two participants over the fence, and then the groups are fully responsible for spotting. The facilitator will also spot the last participant out.
- The facilitator does not physically support the participants unless necessary in the instance of a fall.
- Spot until the person in transit is completely over the fence and on the ground.
- Be careful to spot the head and shoulder all the time.
- Do not let someone be a “step” for too long.
- Heads and shoulders must always be above the feet.

Points for Discussion:

- Was the group challenged by this exercise?
- Was communication strained? Why?
- How did the group accept individual ideas?
- Who led or followed during this exercise? Why?
- What type of positive or negative reinforcement did you receive?
- What would you do differently in your next attempt?
- How would you work better as a team?

Source: Western Illinois University, Horn’s Lodge Teams Course

The Great Divide (15 Minutes):

Materials: None

The Task:

Standing shoulder to shoulder together in a line, all members of the group must move across a space of indeterminate length while keeping their feet in contact with the feet of group members on either side of them. The facilitator will decide when the group has reached its destination.

Rules:

- (1) If at any point (even when some have already reached the destination) two members break apart at the feet, the entire group must return to the beginning.
- (2) Group members must maintain their original position in line throughout the activity.
- (3) Shoes may not be tied together.
- (4) Legs may not be tied together.

Points for Discussion:

- Did a leader emerge?
- How did the group arrive at an accepted method of moving forward?
- What helped and what hindered this process?
- What kinds of support did members give to each other?
- What kinds of things required special attention in order for the group to succeed?
- Did people listen to each other?
- Did people feel free to offer ideas and suggestions?
- Was it necessary that everyone be equally good at moving in this awkward fashion?
- How do these points relate to the chapter setting?

Follow-Up Items

Share any follow-up items and the assignments that they have for next week that must be completed prior to the next Chapter meeting. Follow-up items could include getting class schedules, confirming a date works for everyone, getting answers to questions, etc.

For this week, it is vitally important that you ensure everyone is properly registered on myAcacia and can access Tightrope. Additionally, you must check all of their contact information and fill in anything that is missing before they leave that night.

Assignments for This Week:

- Read Pythagoras Chapters 1, 2, (pg. 1-16) The Acacia Fraternity and 9 (pg. 58-61) Pythagoras, Our Mentor
 - *Make sure everyone has access to a copy of the Pythagoras as well as making sure they know how to find it online at acacia.org/pythagoras*
- Complete Worksheet 1: Pythagoras, Acacia's Mentor
 - *Tell them they are responsible for finding the answers to the questions on the worksheet and that there will be a quiz on them next week. Tell them that they are welcome to work as a group to find the answers, but they are responsible for reading the entire chapters and knowing why the answers matter.*
- Complete Tightrope Modules 1-4
 - *Ensure everyone has access to Tightrope via myAcacia and ensure they understand that this is mandatory for initiation.*
- Develop Personal Goals (if not finished during meeting)
 - *This item will be based on your discretion and time allotted during the chapter meeting. Make sure they know where to find more information in Week Two at page ---.*
- Begin learning the Preamble
 - *Make sure they know where the preamble is in the Pythagoras and in the pledge manual. Tell them that this is recited at every chapter meeting and will be used at pledge meetings after this week.*

An Acacian's Pledge

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

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 the XX Chapter

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: 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?

Question: What is the primary role of the [Officer(s) spotlighted]?

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 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

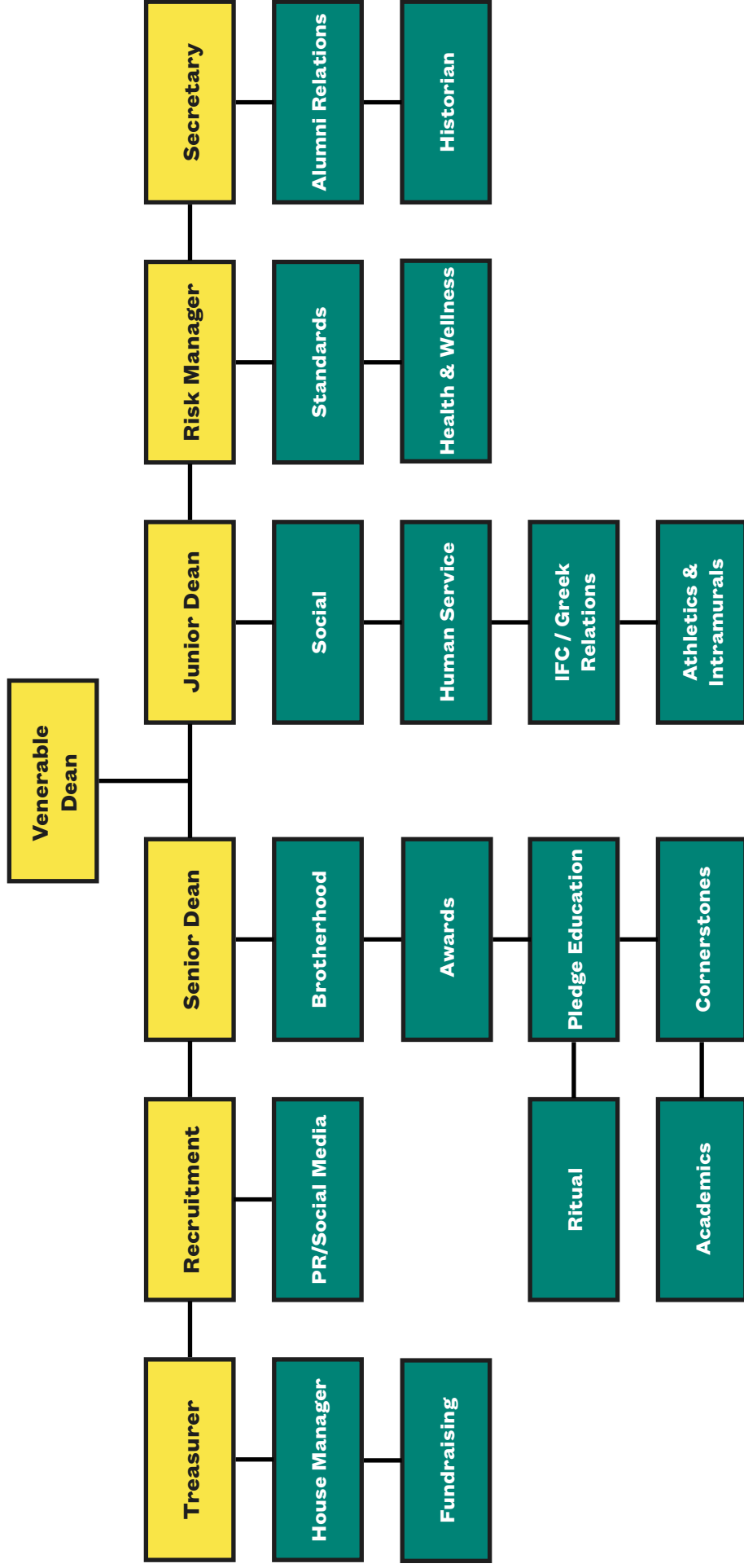
Takes minutes at all pledge meetings, assists the president with any necessary correspondence.

Date of Initiation:

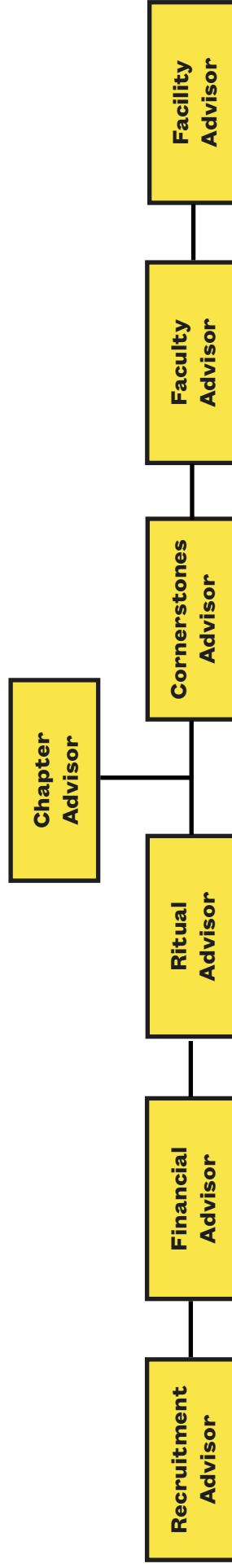
In the coming weeks, you will learn more about your initiation into Acacia Fraternity. Please be sure to set this date aside now as it is mandatory for ALL members of your pledge class to be present. Except under extraordinary circumstances, initiation will only be held once.

Acacia chapter Organization Chart

CHAPTER COUNCIL



ALUMNI ADVISORY TEAM



About Acacia Fraternity

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 as 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: www.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 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.

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 list of programs. The 'Enroll' button for the 'Acacia: Tightrope Program (2020-2021) v1.01' is highlighted with a red box. The right column, titled 'Your Enrollments', shows a list of currently enrolled programs.

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

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

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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 says 'You have been successfully enrolled in the program.' The 'Course Catalog' section now displays 'No programs are available for you to enroll in.' The 'Your Enrollments' section shows a list of programs, with the 'Start' button for the 'Acacia: Tightrope Program (2020-2021) v1.01' highlighted with a red box.

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

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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, and Acacia Brand Reveal video at www.acacia.org)

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 indicate 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
 - *Have each member turn to the appropriate page and go over the questions listed.*
 - *Script: Reflection is an important part of self-development. It is how we ensure that we process what we have gone through in the previous week and consider how it applies to us, what lessons we have learned, and how we can become better men.*
2. Executive Member Spotlight: Recruitment Chair and Human Service Chair
 - *Allow the Recruitment Chair and Human Service Chair (if applicable, if your chapter does not have a Human Service Chair, have the brother responsible for human service introduce themselves – usually the Junior Dean – and skip their introduction later) to introduce themselves and their position to the pledge class. They should share the following:*
 - *Name, Initiation year, roll number, year in school, major*
 - *Name of position, function of their position, what questions pledges should come to them about.*
3. Meeting Etiquette / Parliamentary Procedure
 - *Walk through the information on pages ____ through ____.*
 - *Have the pledge class conduct three example motions.*
 - *Be sure that participants use the correct terminology. I.E. “I move...” not “I motion...” and correct them during the practice.*
4. Pledge Class Officer Elections
 - *Be sure to prepare ballot slips so that elections can be held by secret ballot. Unless someone is running unopposed, elections should be held by secret ballot rather than by raising hands.*
 - *This portion of the program should be ran by a volunteer in the Pledge Class.*
 - *Your role as facilitator should be to help keep the elections to be held in accordance with Robert’s Rules of Order. You should not run the elections yourself, rather, you should be available to answer questions and step in when procedures are not followed.*
5. Introduce Human Service Project
 - *It would be beneficial if the Human Service chair is able to be present for this portion of the program.*

- *Ensure that they are familiar with what your chapter's pledge classes previous projects, if applicable.*
6. Quiz and Review Worksheet One - Pythagoras, Acacia's Mentor
- *Utilize the worksheet from Week One for the Quiz.*
 - *Provide 10 minutes to complete the quiz.*
 - *After the quiz, go over the answers so that they know what they got wrong and know the correct answer.*
7. Growth Activity: Academic Success – Planning out your weekly schedule
- Script: As Acacians, academics comes first and fraternity comes second. However, that does not mean that we can use academics as an excuse to skip fraternity obligations. The key to taking care of all of our obligations is proper time management. We are now going to do a quick activity to understand how much time we actually have available to us which will allow you to budget your time properly.
 - **Instructions: Everyone please turn to page ___ and we will read through the instructions and complete the chart together.**
 - *Allow members of the pledge class to read the information aloud. Then offer them 10 minutes to complete the activity.*
8. Big Brother Requests
- Script: Big Brothers are an integral part of our brotherhood. Your Big Brother is meant to be a mentor on your journey to becoming an Active Member of this chapter and to succeed at _____ university.
9. Values Clarification Activity
- *During this activity, you will be leading the class through the process of determining shared values for the pledge class as a basis for setting goals for the class and themselves. Depending on the size of your pledge class, you will need to make adjustments for how many times you need to combine groups or how many groups you will combine at each stage. You should always start with groups of no larger than 3 to allow everyone to participate fully in determining the initial values.*
 - Script: I want everyone to turn to page _____. Will someone please read the “Purpose” section? Now can someone else read the “Principles” section? Now who wants to read the questions and guidelines?
 - **Instructions:**
 - **I want everyone to pair up in groups of 2 (or 3 in classes of 24 or larger).**
 - **I want the group to each agree on 5 shared values that you have between you.**
 - **I will give you all 10 minutes to discuss this.**
 - **(After 10 minutes have passed) Ok, now I want each group to combine with another group and decide on 5 shared values from each of your lists. So, at most, there should be 10 values that you now need to pair down to the top 5. I will give you five minutes for that.**

- **(After 5 minutes have passed)**
 - **Groups smaller than 24:** Ok, now we will combine together and decide on the top five values of the pledge class as a whole! (proceed to step 6)
 - **Groups 25 or larger:** I want everyone to combine with another group one last time and then we will combine as an entire class to determine our top five as a group. I'll give you 5 minutes again to determine your top 5.
- **Everyone write your top five values from your groups on the easel pad/white board and we will vote on which will be the top five. You can vote for as many as you want, but remember, if everyone votes for everything, then we won't be able to select a top five.**
- *Have each group write down their five values on an easel pad or whiteboard. If you have a large group and do not have access to a whiteboard, it may be best to get an easel pad that has sticky sheets to put on the walls to provide enough space to write and vote for all of the values.*
- **Script:** Now that we have voted on our top five, let's discuss what it means for us and how we should develop our goals as a Pledge Class.
 - *What do each of these values mean to you (call on one to two people for each of the five values)*
 - *How do we think these values should affect the goals that we set for ourselves this semester?*

10. Goal Setting Activity

- *In this part of the activity, you will have the pledge class set 3 goals for the semester for the pledge class as a whole. Then, if time allows, you will have each individual set goals in at least 3 of the areas provided on the worksheet. Over the next week, they will be responsible for completing the goals worksheet and bringing it back to the next meeting.*
- **Script:** Ok, now that we have determined our values and discussed how they should shape and influence our goals, let's set three goals for the pledge class this semester. These goals could include something like, "We all spend 5 or more hours serving the community." Let's spend a few minutes coming up with some goals for our pledge class.
 - *As the pledge class is developing their goals, ask them to explain how the goal aligns with their values as a pledge class. If it doesn't fit, ask them to consider how to modify the goal or if they think they should come up with a new goal.*

11. Reciting the Acacia Preamble

- *Have the pledge class turn to the Preamble and recite the preamble with them while reading.*
- **Script:** We are going to now recite the Preamble, I hope you all have had some time to practice! We will read it together this time and will start each pledge meeting

with this moving forward. This is the last time that we will read it together though, next time we will all do it from memory to the best of our ability.

Upcoming Events

Pathway Event: Order Matters & Speed Meeting

Double-check that everyone is able to make it to the Pathway Event and change the time, if needed.

Date:

Time:

Order Matters (15 Minutes)

Materials: none

The Task: Without talking, members of the group should arrange themselves in some kind of order, as prescribed by the activity leader.

Examples:

- (a) Alphabetically, by first name, middle name, or last name.
- (b) Numerically, by birthday.
- (c) Numerically, by telephone number.
- (d) Alphabetically, by street name.
- (e) Numerically, by numbers which the facilitator has secretly assigned.

Points for Discussion: What are the basic requirements of effective communication? What other means of communication can be substituted for speech? Do people pay closer attention to each other when they are deprived of the power to speak? How does this activity relate to the chapter setting?

Variations: (1) Before setting the task, invite participants to devise a method of communication that does not depend upon speech or hearing. (2) Require that participants perform the task blindfolded.

Speed Meeting (90 Minutes)

Materials: none

The Task: Members of the Pledge Class will meet as many members of the chapter as possible and learn basic information about each other. Ensure that this is set up while they are doing the Order Matters activity and bring them to the space where this activity will be occurring. Ensure they have a pen, a notebook (or provide them with index cards), and tell them that they will have 2 minutes with each brother to learn and share the following:

Information to be shared:

- Name, roll number, hometown
- Major and intended profession
- Any sports or clubs active in high school and currently in college
- *(if time allows)* What they can do/have done for Acacia and what Acacia can do/has done for them

Variations: Depending on the size of the pledge class and chapter, it may be necessary to pair brothers up to give the pledges enough time to get to everyone. Use your best judgement and speak with your Chapter Coach if you need any assistance with the logistics of this activity.

- You are also welcome to allow for more time by placing this activity on a weekend rather than a weeknight and making it a longer brotherhood activity!

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

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.

Reflections from Week 1

Big Brother Requests

The Role of Big Brothers

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. In the space below, please jot down some names and reasons for your choices.

Big Brother Pairing Request

Below list your top three choices and reasons for selecting them as your pairing request.

1.

2.

3.

Parliamentary Procedure Tips – Running Effective Meetings

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 knows 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. Make Motions.
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. 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 a 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. If the motion was restated incorrectly be sure that it get correctly stated.
 - 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, if applicable.
 - 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. Or a motion to move the Previous Question may be adapted to end debate and move to voting on the question.

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 three 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, a motion to “take from the table” is needed for further 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.
3. Motion to Postpone To a Certain Time – This motion is often used to effectively ‘table’ a motion, but it would be included on the agenda under Unfinished Business. This is usually used when more time is needed on the topic and to help make sure it is actually talked about at the next meeting or whatever meeting was selected.

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.

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 in Main Motions
- **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, then you immediately vote on the motion at hand.
- **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.

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/Treasurer – Takes minutes at all pledge meetings, assists the president with any necessary correspondence, assists the Senior Dean in collecting payments.

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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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Values Clarification

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 rational.”
- ⇒ **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 _____.”
- ⇒ It may be helpful to work with one or more brothers who share the same value.

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 page 1, 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 revise 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

Rel's/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 X:00 am/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, e.g., Financial, Screen Time, Spiritual

- ⇒ I am staying within my budget every month and spending less than \$X per week on Y, Z
- ⇒ I am limiting my screen time to X minutes/day, Y times/day, and on Z sites (e.g., Acacia)
- ⇒ I am devoting at least 1 hour each Sunday morning to spiritual reading, reflection, or worship

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:” **P**resent tense, **P**ositive language, and **P**ersonal. Also make your goals “SMART:” **S**pecific, **M**easurable, **A**ttainable, **R**elevant, and **T**imely. Select examples above, revise and/or write your own.

For more information, see [9 SMART Goal Examples for College Students \(developgoodhabits.com\)](http://developgoodhabits.com)

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.

"Laws of Acacia"

1965

For more information: [Trust - YouTube](#), especially https://youtu.be/pl1s6o3_jEc

Recruiting: “the Lifeblood of the Fraternity”

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.

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, and 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.
- 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.

YouTube Videos from Phired Up Productions:

You Can't Recruit Who You Don't Know <https://www.youtube.com/watch?v=yyf4cJluW9Y> (1:41)

Recruitment: Human Connection Skills <https://www.youtube.com/watch?v=cO1d9Ve9NjM> (1:27)

Worksheet Two

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? _____.

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:

Week Three – Leaving Your Legacy & Personal Development

Announcements

Agenda

1. Recite the Preamble
 - a. *Remind them that this is to be done from memory and everyone is to try their best. Do not chastise anyone that is having trouble doing it from memory. If you notice that anyone is having exceptional difficulty doing this from memory, take them aside after the meeting and check in with them to see if they just didn't have time to practice or if they need support from their Big Brother to memorize it.*
2. Reflections from Week 2
 - a. *Have each member turn to the appropriate page and go over the questions listed.*
 - b. *Script: Just like last week, we are going to reflect on what the last week has taught us and how we can use the lessons learned moving forward.*
 - c. *Script: (After you have discussed the initial questions) Let's go a little deeper on this and review this section of your pledge manual.*
 - i. *Go over the pages on "Recruitment is the Lifeblood of the Fraternity" and do the Mind Joggers Activity with everyone. This is a great opportunity to bring in someone from the Recruitment Team to assist. If you are not familiar with this activity, it is at the end of this manual in the addendums.*
 - ii. *Be sure to share the names gathered from the activity with the Recruitment Team.*
3. Executive Member Spotlight: Treasurer
 - a. *Allow the Treasurer to introduce themselves and their position to the pledge class. They should share the following:*
 - i. *Name, Initiation year, roll number, year in school, major*
 - ii. *Name of position, function of their position, what questions pledges should come to them about.*
4. Local Alumnus 'Cornerstones' Talk
 - a. *Introduce the Alumni with their name, roll number, and year of initiation. They should share the following:*
 - i. *Name, Initiation year, roll number, year in school, major*
 - ii. *How they came to join Acacia and a bit about their experience, how meaningful it was, etc.*

iii. Current profession, what they do in their profession, and how Acacia benefits them in their profession/life as an alumni.

5. Chapter History – Your Chapter’s History on Campus

- a. This is an opportunity for you to share information about your chapter’s history on your local campus. You should share the following:
- i. Name of chapter’s Founding Fathers (if your chapter has been re-founded, share both the original Founding Fathers and the most recent Re-Founding Fathers).
 - ii. Any brothers that have had a role in the campus or community.
 - iii. Any brothers that have made a significant impact in general (such as serving as a Congressman, inventing something important, etc.)
 - iv. Current role for how you impact the campus (do you have brothers that lead student clubs, serve on the Student Body, major service projects such as THON, etc.)

6. Your Acacia Story: Hear a Brother’s Acacia Story

- a. *For this, it is best to select a senior brother. This should be considered a great honor and should be taken seriously. Ensure that the brother has prepared this in advance. Introduce the Brother with their name and roll number. They should share the following:*
- i. Name, Initiation year, roll number, year in school, major.*
 - ii. How they came to join Acacia and a bit about their experience, how meaningful it has been, etc.*
 - iii. What they plan to do after graduation.*

Upcoming Events

Pathway Event: **Big Brother Selections**

Date:

Time:

Big Brother Selections

Getting a fraternity Big Brother is a huge moment in any man’s life. The Big Brother is not to be their “best friend” but rather their “best mentor.” Just as in a “real” family, we choose our friends, but our siblings are chosen for us. While past connotations of “Big Brothers” may have indeed been “best

friends” it is vital that you eliminate that type of thinking in order to provide a Big Brother that will serve the best interests of the pledge and aid in their development.

Recommended Way to Reveal Big Brothers:

The Task:

Reveal Big Brother Assignments to the pledges in an exciting and meaningful way by using candles to “share the light” from Big to Little.

Materials:

Candles for Big Brothers and Pledge Class, Candle Holders (to keep wax from dripping onto hands – this can be skipped if you are using electric candles)

Instructions:

Line up the Big Brothers in the Chapter Room prior to bringing in the pledges and have each holding a lit candle.

Provide an unlit candle to each pledge. Have each pledge enter into the chapter room with the lights dimmed (it should be dark enough to allow the candles to be the main focus but not so dark as to make it impossible to navigate the room).

Tell the Pledges: “Tonight, we will be assigning your Big Brother to each of you. Your Big Brother will serve as a lifeline and is your first link into the lifelong brotherhood of our fraternity. Through your Big Brother, you will be connected to a family line of our fraternity. He will serve as your mentor first and friend second. He may encourage you. He may challenge you. He will serve as an example for how you can contribute your ‘honest share of effort.’ In a moment, each Active that you see here will walk over to his little brother and share the light with you by lighting your candle with his. A symbolic gesture that is also representative of joining you into his family line.”

After you are done speaking, each brother should walk one by one to his little and light his candle with his. If you are using electric candles, then you will need to make sure that each pledge knows how to turn his candle on in advance.

It is acceptable to have brothers walk to the beginning of the line and walk up and down once or twice so as to raise the level of suspense. However, they should not “fake out” anyone by pretending to light their candle. This should be a serious and solemn occasion.

Once all Big Brothers have been assigned, excuse the Bigs and Littles to go to a private place to conduct the Biographers Activity (listed next).

Biographers

Materials: poster paper for each participant

The Task: Have each Big Brother and Little Brother go to a private place to talk. Have each group spend a few minutes telling the each other what he would like to see included in his biography.

Each brother receives a large sheet of blank paper and a pair of scissors. Each person should write his name at the top of the paper. Tape each blank sheet to a wall to allow easy and unrestricted access.

Have the pairs talk to each other about what they would like to see in their biography. Discuss such things as accomplishments in student groups, outside organizations, sports teams, etc. Have them write down at least five things with sentences describing what it is that was done.

Have each member share with the other a future item they hope to accomplish to be written in their biography. Examples include: graduating medical school, being elected the County District Attorney, etc. These should be things that can be accomplished within 5-10 years of graduating college.

Have everyone come back together to share the results. Have each member discuss their Big/Little's biography to the entire group.

Follow-Up Items

Assignments for Next Week:

- Begin Phired Up Digital Classroom
 - *Ensure each member has access to the Digital Classroom and have them sign up before they leave the meeting.*
- Learn the Credo
 - *Ensure each member knows that they need to learn the Credo and inform them that this is said at the end of each chapter meeting and that is why they need to practice it now.*
- Complete Worksheet 3 – Acacia History: Over a Century of Brotherhood
 - *Inform the Pledge Class that they will be tested on this worksheet next week.*
- Pythagoras Reading: Chapters V and VII, The International Fraternity and Fraternity Living
 - *Make sure they know what sections to read.*
- Finish Your Acacia Story with your Big Brother
 - *Unless you completed this during the meeting, ensure each Pledge sets a time to go over this with their Big Brother prior to the next meeting.*

Reflections from Week 2

- *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:

Reflection Essay

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?

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**

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
 - a. *Allow the Secretary to introduce themselves and their position to the pledge class. They should share the following:*
 - i. *Name, Initiation year, roll number, year in school, major*
 - ii. *Name of position, function of their position, what questions pledges should come to them about.*
2. Reflections on Week 3
 - a. *Have each member turn to the appropriate page and go over the questions listed.*
3. Recite the Credo
 - a. *Remind them that this is to be done from memory and everyone is to try their best. Do not chastise anyone that is having trouble doing it from memory. If you notice that anyone is having exceptional difficulty doing this from memory, take them aside after the meeting and check in with them to see if they just didn't have time to practice or if they need support from their Big Brother to memorize it.*
4. Fraternity & Sorority Terminology
 - a. *For this section, it is important to review the list and add sheets if necessary for any campus specific terminology that isn't included in the list. Use the template at the end of this manual to discuss getting a campus specific worksheet to fill out and add to the workbook.*
 - b. *It is important to read through each of the terms, but you only need to focus on ones that relate to your campus (i.e., if you do not have an MCGC, you can move past it).*
 - c. *Ask them to mention any other terms that they have heard that they either need clarity on or that they want to be sure others in their pledge class are aware of. There is not a need to go over this in detail, you will be covering this again towards the end of the pledge program.*
5. Learning the Greek Alphabet and Campus Organization Names
 - a. *For this section, you will be covering the Greek Alphabet chart listed on the page titled, "The Greek Alphabet" after the Credo (you should note which page this is). Have everyone say each of the letters out loud together and instruct them to practice the alphabet over the coming weeks. Be sure to emphasize that this is*

not a time-wasting memorization task but that it is to allow them to know and say the names of organizations correctly on your campus which you will practice in the next section.

6. Chapter History – Your Chapter’s History within Acacia Fraternity

b. *This section is not pre-built in the Pathway program pledge manual because this is an opportunity for you to share information about your chapter’s history on your local campus. You should share the following:*

- i. Mention the name of chapter’s Founding Fathers again (if your chapter has been re-founded, share both the original Founding Fathers and the most recent Re-Founding Fathers).*
- ii. Any brothers that have had a role in the campus or community.*
- iii. Any brothers that have made a significant impact in general (such as serving as a Congressman, inventing something important, etc.)*
- iv. Current role for how you impact the campus (do you have brothers that lead student clubs, serve in the Student Government, major service projects such as THON, etc.)*
- v. Anything else you think is relevant.*

Upcoming Events

Pathway Event: Chapter Choice Activity

Date:

Time:

Follow-Up Items

Assignments for Next Week:

- Finish Digital Classroom
 - *Ensure each member has started digital classroom and if they haven't, have them pull out their calendar to schedule time to complete it.*
- Learn the 47th Proposition of Euclid
 - *Share the 47th Problem of Euclid worksheet with everyone. Do not make a big deal about it, just mention it as something they are supposed to learn and move on. If anyone asks questions, say that you will take questions about it next week.*
- Complete Worksheet 4 – Acacia International Headquarters
 - *Inform the Pledge Class that they will be tested on this worksheet next week.*
- Pythagoras Reading: Chapters V and VII, The International Fraternity and Fraternity Living
 - *Make sure they know what sections to read.*

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

- *What does the Treasurer do?*
- *Someday I may help a pledge with their Acacia Legacy writing exercise...*
- *Acacia has such a rich history! Discuss what was interesting to everyone.*
- *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 – Membership Manual of the Acacia Fraternity, page VI

The Greek Alphabet

Α α	Β β	Γ γ	Δ δ	Ε ε	Ζ ζ
ALPHA al-fah	BETA beyy-tah	GAMMA gam-ah	DELTA del-ta	EPSILON ep-si-lon	ZETA zay-tah
Η η	Θ θ	Ι ι	Κ κ	Λ λ	Μ μ
ETA ay-tah	THETA thay-tah	IOTA ee-o-tah	KAPPA cap-ah	LAMBDA lamb-dah	MU mew
Ν ν	Ξ ξ	Ο ο	Π π	Ρ ρ	Σ σ
NU new	XI zzEYE	OMICRON omm-i-cron	PI pie	RHO roe	SIGMA sig-mah
Τ τ	Υ υ	Φ φ	Χ χ	Ψ ψ	Ω ω
TAU taw	UPSILON oop-si-lon	PHI fie	CHI KEYE	PSI sigh	OMEGA o-may-gah

Common Greek Terminology

- **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 Fraternity & Sorority Life Location:

Organizations on Your Campus

Acacia International Fraternity: One Among Many

Reference: Pythagoras: Membership Manual of the Acacia Fraternity & www.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.

Office	Name	Yr/College
Executive Director		
Assistant Executive Director		
Director of Communications & Education		
Director of Chapter Development		
Director of Growth		
Expansion Coordinator		

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
 - a. *Allow the Junior Dean to introduce themselves and their position to the pledge class. They should share the following:*
 - i. *Name, Initiation year, roll number, year in school, major*
 - ii. *Name of position, function of their position, what questions pledges should come to them about.*
 - b. *Allow the Risk Manager to introduce themselves and their position to the pledge class. They should share the following:*
 - i. *Name, Initiation year, roll number, year in school, major*
 - ii. *Name of position, function of their position, what questions pledges should come to them about.*
2. Reflections on Week 4
 - a. *Have each member turn to the appropriate page and go over the questions listed.*
3. Quiz and Review for Worksheet 4 – Acacia Fraternity: One Among Many
4. Digital Classroom Review
 - a. Ask everyone to discuss the following questions:
 - i. What did you find useful from the Digital Classroom
 - ii. What do you find hard to apply?
 - iii. What was your top takeaway from the program?
 - b. Then ask if anyone has thought of additional names to share with the chapter.
 - i. If there are no additional names, choose a challenge activity to help generate additional names (for example, have everyone sit in a different chair for their next class and get the names of people around them)
5. Project Planning – Review Plans for Human Service Project
 - a. *Ask the pledge class to review their plans for the Human Service Project with you to ensure that they are on track or if there is anything they need to do to get on track. You should ask them about the following:*
 - i. *What plans they have to publicize the project before and after.*
 - ii. *Who is responsible for each item in their plan.*

- iii. If applicable, that they have permission to do what they are planning (i.e. if they plan to serve food at a shelter – have they asked to ensure that they can go on the day they plan to attend?)*
 - b. Remember, while the objective of the Human Service project is certainly to provide service to the community, it is also an exercise in event planning. Your role is a mentor, not to plan the activity for them. They will have an opportunity to debrief the planning process and the event itself later and learn from any failures.*
 - c. Again – while you should not set them up to fail, they should be allowed to fail because it is a valuable experience.*
- 6. Growth Activity: Personal Wellness and Mental Health
 - a. Read through the pages on Personal Wellness & Mental Health together. Have each member read a different paragraph to keep everyone engaged.*
 - b. Ask if everyone knows where the Campus Health Services is located and share it with them if no one in the class shares.*
 - c. Ask if anyone has anything else they'd like to share about this.*

Upcoming Events

Pathway Event

Date:

Time:

Follow-Up Items

Assignments for Next Week:

- Pythagoras Reading: Chapter VIII, The Essence of Good Taste
 - *Make sure they know what sections to read.*
 - *Consider having a dinner the next week where all of these practices will be followed!*
- Continue Learning Greek Alphabet
 - *Check-in with everyone to see how they are feeling about the Greek Alphabet and offer support if needed.*
- Complete Worksheet 5: Insignia and Heraldry
 - *Inform the Pledge Class that they will be tested on this worksheet next week.*
- Watch Ted Talk and Prepare Presentation
 - *Inform the Pledge Class that they will be responsible for presenting a Ted Talk (or something similar) to the chapter. They should be learning a skill or new way to think about something that they want to share with everyone.*
 - *Let them know that they will have 5 minutes to make their presentation.*
 - ***IN LARGE PLEDGE CLASSES: It is perfectly acceptable to split the group up to share to a segment of the chapter. The presentations should take no more than 90 minutes total, so keep the groups to about 15 pledges or less for each group. Contact your chapter's success coach for questions on how best to conduct this activity if you have more than 15 members in your pledge class.***
- Complete Your Human Service Project and Prepare Event Report for Chapter
 - *If the project is going to be completed next week due to class schedules and/or alignment with community service efforts, then ensure that they are focusing on publicizing and preparing to have the best event as possible. Consider allowing them to present the project to the chapter during the chapter meeting to encourage other chapter members to participate.*

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.

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?

Personal Wellness & Mental Health

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.
- 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

Worksheet Five

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?

Week Six – Human Service: Reaching to Help Others

Announcements

Agenda

1. House Manager
 - a. *Allow the House Manager to introduce themselves and their position to the pledge class. They should share the following:*
 - i. *Name, Initiation year, roll number, year in school, major*
 - ii. *Name of position, function of their position, what questions pledges should come to them about.*
2. Reflections on Week 5
 - a. *Have each member turn to the appropriate page and go over the questions listed.*
3. Quiz and Review Worksheet Five: Insignia and Heraldry
 - a. *Administer the Quiz and review answers afterwards to ensure everyone knows the correct information.*
4. Publicizing Your Human Service Project
 - a. *This is an opportunity to discuss ways that the pledge class plans to publicize their event. Rather than telling them what to do, this should be an opportunity for them to learn to ask good questions. Ultimately, if they fail, it will allow for a good debrief!*
5. Sample Media Release
 - a. *Go over the Sample Media Release with the class and ensure that they assign someone to be responsible to publish it. You or a designee should review this before it is sent out as it will reflect on the chapter as a whole.*
6. Growth Activity: Personal & Professional Development: Present on Your Ted Talks
 - a. *This activity will serve as the Pathway Event for the week. You are welcome to determine the best way to complete this learning activity to ensure that it does not cause an undue time burden due to the size of your pledge class. You should aim to ensure this takes no more than 90 – 120 minutes total.*

Upcoming Events

Be sure to remind everyone about the initiation date and confirm that everyone has requested off from work, has their homework taken care of, etc.

Pathway Event: Human Service Project & Debrief

Date:

Time:

Pathway Event: Present to Chapter on Human Service Project

Have the pledge class present to the chapter on their Human Service Project. They should utilize the skills learned from the Ted Talks activity to ensure they improve their presentation skills. They should plan on a 5-10 minute presentation and the chapter should allow them to present at their chapter meeting or another time when ALL chapter members can be present (or at least as many members as would be present at a chapter meeting).

Have them be prepared to answer questions. To ensure that questions are asked, go to brothers before the presentation and get volunteers to ask pre-prepared questions.

This is not an opportunity to try to “roast” the pledges or berate them in any way. Questions asked should be to seek additional information, to understand setbacks or motivations, and to help them consider ways that the event could be replicated or improved.

Follow-Up Items

Assignments for Next Week:

- Pythagoras Reading: Chapter IV, Alumnus Membership
 - *Make sure they know what sections to read.*
- Complete Your Human Service Project!
 - *If the project has already been completed, then have them practice their presentation for the upcoming chapter meeting.*
 - *IF THE EVENT WAS A FAILURE: For example, they tried to do a park clean up but it rained (...or they forgot to bring supplies), consider having them make a second attempt to learn from their failure and complete their objective.*

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

- *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 was the project?

What was its significance?

How has 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.

Acacia Fraternity, _____ Chapter

(Address)

(City, State, Zip Code)

(Local Chapter or National Website)

(Email)

MEDIA RELEASE FOR IMMEDIATE RELEASE

(Date)

Contact:(NAME) (PHONE NUMBER)

(EMAIL)

(Name of Story)

(Short Sentence About Story)

(City Where it Happened) – (Insert story) Lorem ipsum dolor sit amet, consectetur adipiscing elit. Aenean non dui ac dolor pharetra malesuada et in urna. Class aptent taciti sociosqu ad litora torquent per conubia nostra, per inceptos himenaeos. Sed mollis facilisis urna, at dictum orci mattis et. Proin ut pretium magna. Sed faucibus velit eu quam lobortis, id commodo est feugiat. Praesent id ligula feugiat, sagittis massa id, condimentum odio. Vivamus vel libero eget quam pharetra faucibus sed ut lectus.

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###

EDITOR'S NOTE: THE ATTACHED PHOTOGRAPH WAS TAKEN IN (City Where Photo was Taken) AT (At What Event).

LISTED IN ORDER FROM RIGHT TO LEFT ARE: (List People in Photo)

Week Seven – The Fraternity & Sorority Community

Announcements

Agenda

1. Reflections on Week 6
 - a. *Have each member turn to the appropriate page and go over the questions listed.*
2. Recite Greek Alphabet
 - a. *Use the template worksheet to insert the names of each of the chapters on campus and have them identify them. After they have identified the chapters, recite the Greek alphabet with the class from memory.*
3. Reflect on Service Project / How to Debrief
 - a. *For the debrief process, you are welcome to choose your own process. What is most important is to ensure that all discussion is constructive. Do not blame people, blame processes. Here is the recommended process:*
 - i. *Start at the very beginning of planning the event and discuss what went well and what could have been done differently. Was anything forgotten?*
 - ii. *Next, discuss the event itself moving from the beginning to the end.*
 - iii. *Finally, discuss how it felt to give back to the community!*
4. Review Fraternity & Sorority Terminology
 - a. *Review the Terminology listed in Week Four. Ensure to also use the template at the end of this manual to add any terminology that is unique to your campus. Ask members if they have heard any other terms that they wish to discuss.*
5. The Fraternity & Sorority Community on Your Campus
 - a. *This is an opportunity to discuss the Greek life community in your campus as well as go over anything else related to chapter or university history that you would like to cover. It is recommended that you use the template pages at the end of this manual in order to ensure that the information is shared in a professional format.*
6. Present to Chapter on Your Human Service Project
 - a. *This item is listed in the agenda for the pledge meeting but may need to be done at a separate time. It is placed here in the agenda to ensure that there is a plan made for who will be presenting and when the presentation will occur.*

Upcoming Events

Be sure to remind everyone about the initiation date and confirm that everyone has requested off from work, has their homework taken care of, etc.

Pathway Event: First Impressions

Date:

Time:

First Impressions (35 Minutes)

Materials: paper, pens/pencils

The Task: Each member should make a list of the other members of the group (in large pledge classes, break the group into groups of 8-12). They should then write down a short description of their first impression of each member and of the chapter as a whole. The sheets should be kept confidential until the end of the exercise. The participants should read back over their list to see how their first impressions differ from their lasting impressions.

The expected outcome of this exercise is for members to learn the value of “you can’t judge a book by its cover,” and that if you give yourself the chance to get to know someone more deeply, you may find out you really like them, share something in common with them, or at least better understand them.

Points for Discussion:

- Whose first impressions vary from how they now view other members of the chapter?
- Why do you think that is?
- Do you think this is something that happens often?
- How can we use this information during recruitment?
- How can we get to know prospective members better?
- What are others’ first impressions of our chapter?
- What may be some consequences if people always went by their first impressions?

Follow-Up Items

Assignments for Next Week:

- Pythagoras Reading: Chapter XII, Acacia Sings

Week Eight – Know Thyself, Ancient Instructions for Life Today

Announcements

Agenda

1. Evaluation and Reflection on Your Pledgeship
 - a. *Have each member turn to the appropriate page and go over the questions listed.*
2. Learn an Acacian's Code
 - a. *Review "An Acacian's Code" and discuss its meaning.*
3. Sing Acacia Songs!
 - a. *This is a fun opportunity to Sing the Acacia Songs together! You are also encouraged to include any songs for your university (such as your school's fight song). We recommend specifically covering the following songs:*
 - i. *"We're All Good Brothers"*
 - ii. *"Doxology"*
4. Initiation Logistics
 - a. *Be sure to remind everyone about the initiation date and confirm that everyone has requested off from work, has their homework taken care of, etc.*

Upcoming Events

Pathway Event: Initiation!

Date:

Time:

Follow-Up Items

Assignments for Next Week:

Reflection & Evaluation: 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 suggestions for improvement.

6. Were other areas of your life, such as academics, social, or work affected?

7. How did Cornerstones play into the pledgeship process?

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:

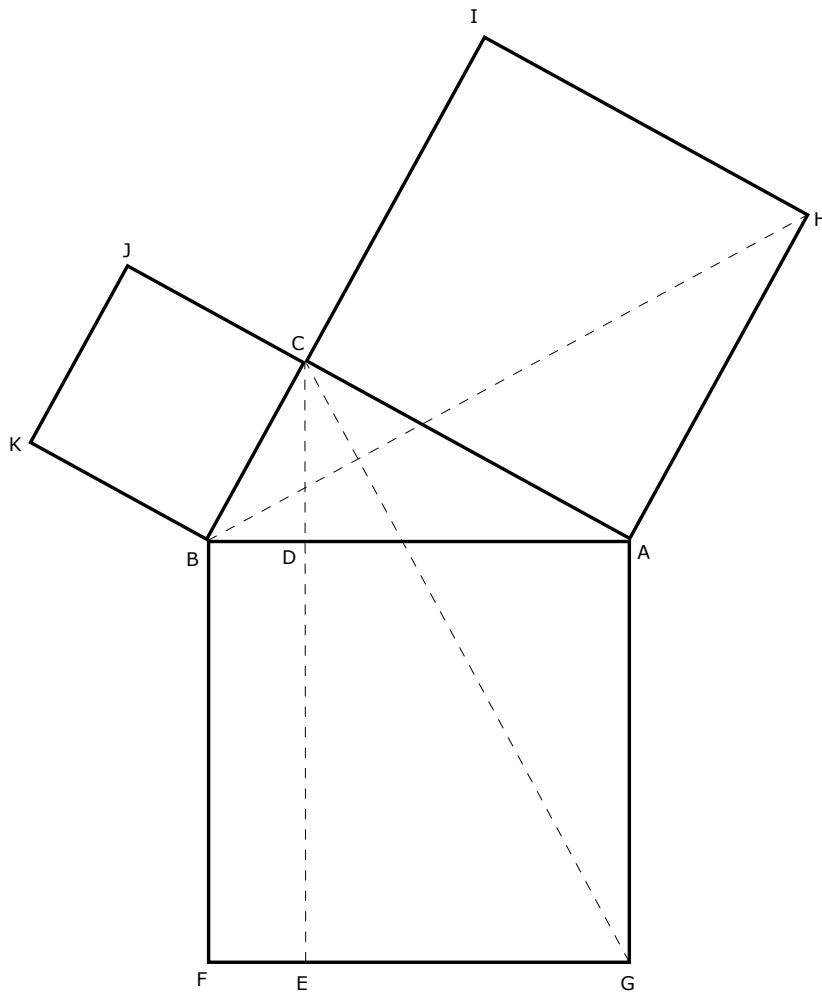
*Pythagoras - The Membership Manual
of the Acacia Fraternity (page 82)*

Resources

In the following pages are resources to use for the pledge semester.

- **47th Problem of Euclid:** Share with the pledge class the week prior to initiation.
- **Worksheets/Quizzes:** The worksheets are provided for use as the quizzes. You can use this format to develop your own quizzes for additional sections. We recommend adding a quiz for your local chapter history in Week 6 and another for your local campus history for use in Week 7. For Week 8, the International Exam will be used.
- **International Exam:** The International Exam is designed for use in an 8-week program. If you are in a 4 or 6 week program, contact communications@acacia.org for assistance in ensuring that the exam works for your chapter.

47th Problem of Euclid



The Problem: The square of the hypotenuse of a right triangle is equal to the sum of the squares of the other two sides.

STEPS

1. Draw line CE perpendicular to side AB.
2. Draw lines CG and BH.
3. Line AB equals line AG.
4. Line AC equals line AH.
5. Angle BAH equals angle GAC.
6. Therefore, the triangle GAC is congruent to the triangle BAH.
7. Triangle BAH equals $\frac{1}{2}$ square AI.
8. Triangle GAC equals $\frac{1}{2}$ rectangle GD.
9. Square AI then equals rectangle GD.
10. Likewise, square BJ is equal to rectangle EB.
11. Therefore, square BJ plus square AI equals square GB.

REASON

1. The shortest distance between two points is a straight line.
2. Same as 1.
3. The sides of a square are equal.
4. Same as 3.
5. Angle GAB and angle HAC are right angles, and angle BAC is common to both.
6. The two sides and the included angle are equal in both triangles.
7. Base AH is common to both and the height is the same in both (the area of a triangle equals $\frac{1}{2}$ the base x the height).
8. Same as 7.
9. Things equal to the same thing, or like things, are equal to each other.
10. Same as 9.
11. The sum of all of the parts equals the whole.

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 _____.

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? _____.

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12. We are _____, _____, and _____.

Week One: Worksheet One

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: Worksheet Two

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:

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?

Week Three: Worksheet Three

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: Worksheet Four

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.

Week Four: Worksheet Four

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: Worksheet Five

Insignia and Heraldry

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

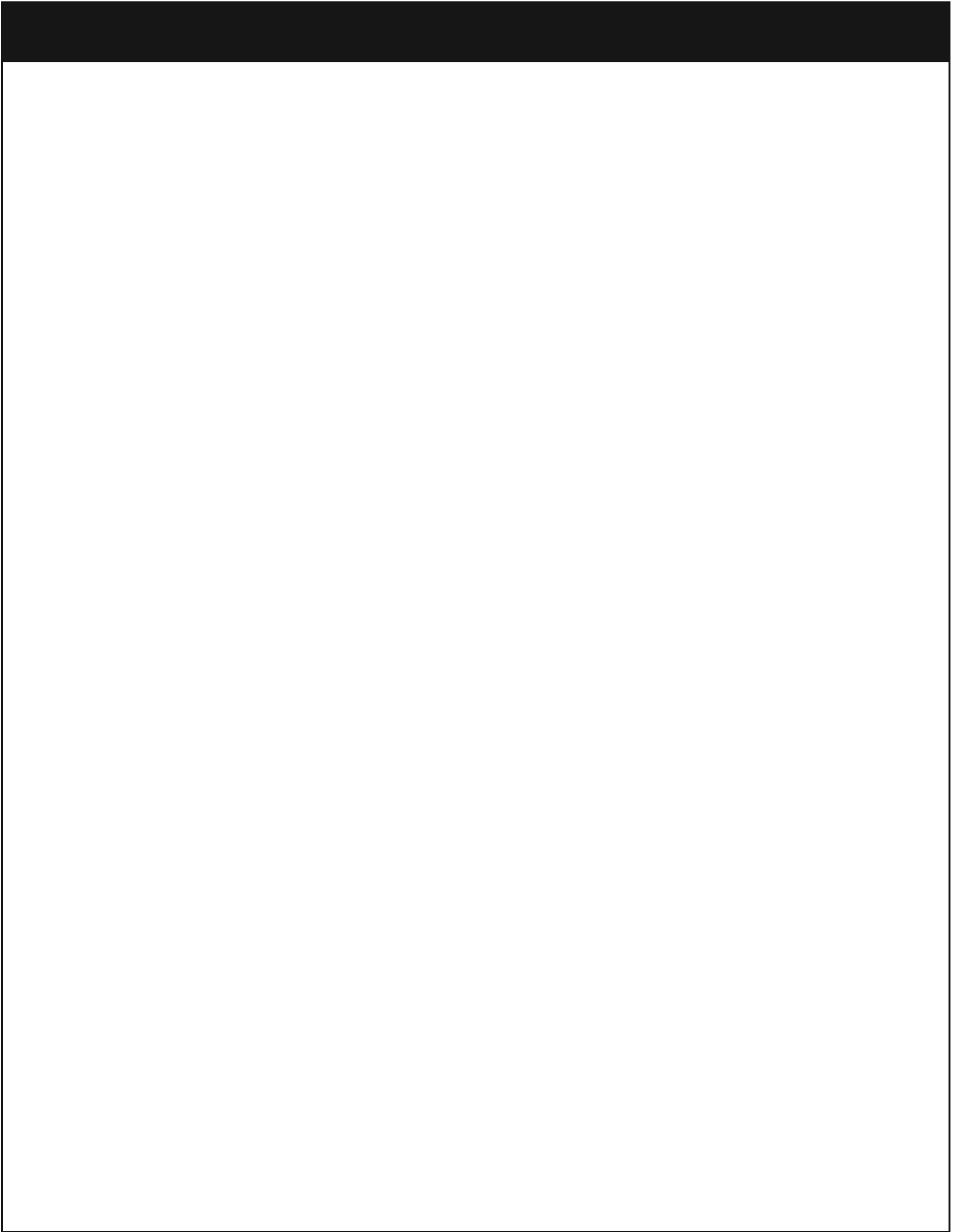
1. “The official coat of arms of The Acacia Fraternity shall be composed of a _____, _____, and _____
The motto, _____ shall be inscribed in Greek.”
2. Draw the Badge of Acacia:
3. Where is the badge worn? The badge is not to be worn where?
4. Draw the Pledge Pin of Acacia:
5. The Banner of Acacia measures 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.

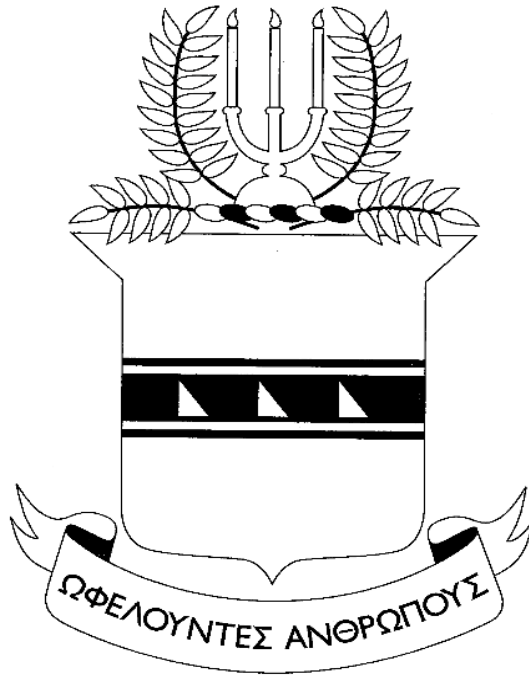
Week Five: Worksheet Five

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?

Campus Terminology

Organizations on Campus





Acacia Fraternity

International Exam

"to prepare ourselves as educated men"

*An Acacia Fraternity
Educational Publication*

GUIDELINES FOR TAKING THE ACACIA FRATERNITY INTERNATIONAL EXAMINATION

The Acacia Fraternity International Examination is a comprehensive evaluation of your knowledge concerning fraternity history, principles and general information. The material for each question was carefully selected from the *Pythagoras* and other Acacia Fraternity International Publications. In order to do your best on the examination, please read the following guidelines carefully.

1. Read instructions carefully. Do not hesitate to ask questions if you do not understand what you are to do.
2. Be careful when writing on your answer sheet. Illegible answers will be counted as incorrect.
3. Read each question carefully. Note such qualifying words in questions such as *except, not, most, some, etc.*
4. When you are unsure of the correct answer to a question, try to eliminate as many wrong answers as you can. Each wrong answer eliminated improves your chances of choosing the correct answer.
5. Do not spend too much time on any question. If the question is too difficult for you, skip it and come back to it if you have time.
6. **Do not write in the test booklet.**

Acacia Fraternity International Examination

PART I – True /False (10 minutes)

- A Statement I is True; Statement II is False
 - B Statement I is False; Statement II is True
 - C Both Statements are True
 - D Both Statements are False
-
1. I. Acacia Fraternity was a founding member of the National Interfraternity Council.
II. Acacia Fraternity currently belongs to the National Interfraternity Council.
 2. I. Acacia International Fraternity, unlike some of its chapters, still holds a formal allegiance to the Masonic Fraternity, which is ritually respected.
II. Membership of any individual chapter is composed of alumni, actives and pledges.
 3. I. An Acacia chapter may activate a man who previously belonged to another general national college social fraternity if that fraternity is not a member of the National Interfraternity Council.
II. With the permission of the chapter, a member may retain active standing up to seven years.
 4. I. An honorary member may belong to another general national college social fraternity.
II. Upon assuming the obligations of pledgship, you surrender your social rights, but none of your legal rights.
 5. I. The required performance of personal services for active members by pledges is not permitted.
II. Only death, expulsion or resignation can terminate a member's affiliation with Acacia.
 6. I. The statement, "Every active member has the right to vote on every major decision that affects his daily fraternity life," is not complete.
II. The 1st National Conclave was held in Indianapolis, Indiana, June 26-30, 1905.
 7. I. According to the *Pythagoras*, Acacia has approximately 26,000 alumni members.
II. The chapter advisor attends the National Conclave as a voting delegate.
 8. I. There are only two organizational components of Acacia Fraternity, the chapters and the International Fraternity.
II. The supreme executive authority of Acacia is vested in the Executive Director.
 9. I. The supreme judicial authority of Acacia is the International Council.
II. Donations to the Acacia Fraternity Foundation, Inc. are tax deductible.

10.
 - I. *Acacia Fraternity, the First Half Century*, was written by Mr. Acacia.
 - II. According to the *Pythagoras*, the closest point of contact and communication between the active chapter and alumni chapter is the Venerable Dean.
11.
 - I. Klaverchious was the father of Pythagoras.
 - II. Pythia was the wife of Klaverchious.
12.
 - I. Pythagoras is thought to have traveled and studied in ancient Persia, England, Crete and Egypt.
 - II. The ruler of Samos was King Polycrates.
13.
 - I. The Pythagorean Institute was founded on the island of Crete.
 - II. Crotona was one of the Dorian colonies in northern Italy.
14.
 - I. Acacia is a general international college social fraternity.
 - II. The father of Pythagoras was a soldier.
15.
 - I. There is only one Canadian chapter of Acacia.
 - II. It is located in the Province of Canada.

CLOSE TEST MANUAL WHEN SECTION IS COMPLETED.

PART II – Multiple Choice (20 minutes)

DIRECTIONS – The Multiple Choice portion of the exam consists of questions for which are given four possible answers. Choose the best answer.

1. A colony of Acacia must have at least _____ members before they can be considered for chartering.
A. 20
B. 25
C. 30
D. 40
2. The *Pythagoras* manual was first published in booklet form in
A. 1934
B. 1927
C. 1921
D. 1933
3. The current *Pythagoras* is the _____ edition.
A. 7th
B. 12th
C. 9th
D. 13th
4. All of the following are correct regarding the Chapter Advisor, except
A. represents active and alumni chapter at the International Conclave.
B. in the absence of an international officer, has authority of an International Council member within the chapter.
C. submits reports to the Executive Director on the chapter's general operations and financial position.
D. are elected each odd-numbered year by active members.
5. How many consecutive stages of Acacia membership are there?
A. 1
B. 2
C. 3
D. 4
6. The pledging ceremony must take place within _____ days of a candidate's election to membership.
A. 30
B. 45
C. 60
D. 90
7. A man may remain a pledge for
A. 2 semesters
B. 3 semesters
C. 4 semesters
D. none of the above

8. According to the *Pythagoras*, _____ is the best attitude you can bring to pledgship.
- A. Open inquiry C. fraternal brotherhood
B. direct obedience D. guarded suspicion
9. According to the *Pythagoras*, a member's collegiate priorities should be 1 _____, 2 _____, 3 _____.
- A. Fraternity, Scholarship, Other campus activities
B. Scholarship, Fraternity, Other campus activities
C. Fraternity, Other campus activities, Scholarship
D. Scholarship, Other campus activities, Fraternity
10. _____ or more alumni residing near each other are needed to form an Alumni Chapter.
- A. 10 C. 20
B. 15 D. equal to members present
11. The supreme governing authority of Acacia is the
- A. International Judge Advocate C. National Interfraternity Council
B. International Headquarters Staff D. International Conclave
12. How many votes is each chapter entitled during an International Conclave?
- A. 1 C. 3
B. 2 D. equal to members present
13. The International Conclave regularly convenes
- A. when called by the International Council C. every odd numbered year
B. when called by the Executive Director D. every even numbered year
14. According to the *Pythagoras*, the International Council generally meets _____ time (s) a year.
- A. 1 C. 3
B. 2 D. 4
15. Pythagoras is believed to have been born in the year _____.
- A. 432 B.C. C. 582 B.C.
B. 522 B.C. D. none of the
16. Pythagoras spent the first _____ years of his life in the search for wisdom prior to beginning his own teaching.
- A. 30 C. 50
B. 40 D. 60

17. Pythagoras was primarily a
- A. philosopher
 - B. scientist
 - C. historian
 - D. none of the above
18. Pythagoras is thought to have died in _____.
- A. 500 B.C.
 - B. 517 B.C.
 - C. 507 B.C.
 - D. 432 B.C.
19. The Eleusian Mysteries are known to have been established as early as
- A. 1427 B.C.
 - B. 5000 B.C.
 - C. 4324 B.C.
 - D. none of the above
20. In _____, formal division was made between operative and speculative Masonry.
- A. 1603
 - B. 1678
 - C. 1711
 - D. none of the above
21. The first Greek-letter college fraternity was founded in _____.
- A. 1754
 - B. 1776
 - C. 1842
 - D. 1756
22. The first President of Acacia was _____.
- A. Rowe
 - B. Sink
 - C. Marshall
 - D. none of the above
23. The dual membership questions was finally settled for Acacia in _____.
- A. 1909
 - B. 1942
 - C. 1928
 - D. 1921
24. The first National Headquarters was established in Chicago in the year _____.
- A. 1921
 - B. 1942
 - C. 1947
 - D. none of the above
25. The original method of naming Acacia chapters was replaced by the present method in
- A. 1908
 - B. 1913
 - C. 1921
 - D. none of the above
26. The original pin cost _____.
- A. \$5.00
 - B. \$7.00
 - C. \$10.00
 - D. none of the above

PART III – Short Answer (2 Hours)

DIRECTIONS – The Short Answer section of the exam is the longest and most thought provoking portion. Answer each question completely. If any part of a question is wrong or incomplete, the answer may be counted as wrong.

1. Who was Acacia's last living founder?
- 2-9. List the offices and current officers who comprise the International Council.
10. What is the address of the International Headquarters?
- 11-17. Name the current International Staff and their positions.
- 18-27. Name the first ten chapters of Acacia and when they were founded.
28. Briefly describe the Coat of Arms.
29. Briefly describe the Badge.
30. Briefly describe the Seal.
31. Briefly describe the Pledge Pin.
32. Briefly describe the Flag.
33. Briefly describe the Banner.
34. What are the colors of Acacia?
35. What are the original colors of Acacia?
36. What is the Flower of Acacia?
- 37-42. Name and briefly describe the six publications of Acacia Fraternity?
43. Briefly describe the Award of Merit.
44. Briefly describe the Order of Pythagoras.
45. Briefly describe the Founders' Achievement Award.
46. Briefly describe the Roy C. Clark Award.
- 47-51. List the Fundamentals of Parliamentary Procedure cited in the *Pythagoras*.

52. According to the *Pythagoras*, briefly describe the position of Acacia Fraternity concerning the use of controlled substances in its chapter houses.
53. Who was Cyclon?
- 54-58. Name five of Pythagoras' teachers mentioned in your pledge manual.
- 59-70. State the Pythagorean Theorem and prove it.
- 71-72. What were the two main classes of students of the Pythagorean Institute?
- 73-75. What are the three basic degrees of the Institute?
76. What did the fourth degree of the Pythagorean Society deal with?
77. Where were 40 leading Pythagoreans massacred?
- 78-83. State the six meanings of Acacia.
84. Spell Acacia in Greek.
85. What is the great bridge from the ancient mysteries to modern fraternal orders?
86. What was the first Greek-letter college fraternity?
- 87-89. What Fraternities composed the Union Triad?
- 90-92. What Fraternities composed the Miami Triad?
93. What was the first Greek-letter society for women?
94. What was the first national sorority?
95. Write the Preamble, using correct punctuation.
96. Acacia founders are frequently referred to as the _____.
- 97-110. Name the first and last names of each of the founders of Acacia Fraternity.
111. When and where was Acacia founded?
- 112-113. Write the Greek alphabet (symbols and names).
- 114-116. At which Conclave (year, number & city) was Acacia Fraternity officially recognized as International?
117. Write the Doxology ("Bless Now Acacia").
118. How were the chapters originally named?

119. How are the chapter named currently designated?
120. Who was Mr. Acacia?
121. Describe the original badge.
- 122-125. For what reasons can an active chapter suspend or expel a member of Acacia?
126. Who/what is the supreme executive and judicial body of Acacia?
127. What are the rules governing the participation of alumni chapters at Conclave?
128. How is the badge to be worn?
129. Who may wear the badge?
130. What is the Acacia Whistle?
131. Who was Acacia's mentor?
132. Write the Credo, using correct punctuation.
- 133-134. Write the Acacia motto in English and Greek.
135. What is the current rate of liability insurance paid by each active Acacian?
136. What is the primary responsibility of the chapter Risk Manager?
137. Briefly describe your chapter's risk management policies.
138. What are the 5 sources of revenue for Acacia's International operations?
139. At what university was the first Acacia chapter chartered outside of the United States?
140. Name your chapter's founders.
141. Write the words to "We're All Good Brothers."