



DELTA CHI

CHAPTER BROTHERHOOD RETREAT

BRIEF

Updated July 2025

FALL ALL-CHAPTER RETREAT

WHO FACILITATES THIS RETREAT?

The All Chapter Retreat should be co-facilitated by the “A” and “B” working as a team. This is different from the Officer Retreat, which is ideally facilitated by the “BB” - Chapter Advisor. The “A”/“B” partnership is critical because:

- The “A” provides vision and authority. Members expect direction from the “A”
- The “B” ensures process and participation. They manage logistics and keep energy up
- Shared responsibility prevents burnout. Four to six hours of facilitation is demanding for one person
- Models collaborative leadership and shows members how officers work together

RECOMMENDED ROLE DIVISION

- “A” Primary Responsibilities:
 - Opening welcome and semester vision setting
 - Officer goal presentations (with other officers)
 - Recruitment goal setting and strategy overview
 - Values in action recognition ceremony
 - Closing energizer and send-off
- “B” Primary Responsibilities:
 - Icebreaker facilitation and energy management
 - Small group breakout coordination
 - Time management and transitions
 - Accountability system setup
 - Materials preparation and logistics
- Shared Responsibilities:
 - Pre-retreat planning and preparation
 - Brotherhood culture assessment discussion
 - Implementation planning
 - Troubleshooting and adapting on the fly

The “A” and “B” should meet one to two weeks before the retreat to:

- Divide specific responsibilities
- Practice key transitions
- Prepare contingency plans for low energy or low participation
- Align on messaging and priorities
- Review scalability adjustments for chapter size

OVERVIEW AND PURPOSE

The All Chapter Retreat serves as the critical launch pad for your fall semester. This isn't just another meeting—it's the moment where your entire brotherhood aligns around shared goals, builds excitement for recruitment, and creates the momentum that will carry you through the semester. The retreat transforms officer-developed goals from leadership directives into chapter-owned commitments.

WHY THIS RETREAT MATTERS

- Converts summer planning into fall action
- Creates buy-in rather than compliance
- Builds brotherhood bonds that strengthen recruitment
- Establishes accountability systems that actually work
- Energizes members who may feel disconnected after summer break

KEY SUCCESS FACTORS

- High energy throughout (use music, movement, variety)
- Clear explanations of "why" before every "what"
- Active participation over passive listening
- Visible outcomes (charts, commitments, sign-ups)
- Consistent reinforcement of Delta Chi values

VENUE SELECTION AND SET-UP

The retreat location significantly impacts energy, participation, and outcomes. Don't underestimate the importance of choosing the right space and setting it up properly.

VENUE OPTIONS

- Chapter House (Most Common)
 - Pros: Free, familiar, easy setup, privacy for sensitive discussions
 - Cons: May feel too casual, distractions from normal house activities, limited space for large chapters
 - Best for: Small to medium chapters (up to 50 members)
 - Setup tips: Rearrange furniture completely, use different room than usual meetings, remove distractions (TV, games)
- Campus Meeting Rooms/Student Center
 - Pros: Professional atmosphere, moveable furniture, built-in A/V equipment
 - Cons: May require reservation fees, time limits, less intimate feel
 - Best for: All chapter sizes, especially if house space is inadequate
 - Setup tips: Reserve well in advance, confirm technology works, bring backup materials
- Outdoor Pavilions/Parks
 - Pros: Fresh environment, natural energy boost, plenty of space for activities
 - Cons: Weather dependent, limited technology options, potential distractions
 - Best for: Fall weather permitting, chapters wanting to "get away" from campus
 - Setup tips: Have indoor backup plan, bring extension cords, consider acoustics
- Off-Site Retreat Centers
 - Pros: Complete change of environment, built for group activities, overnight options
 - Cons: Most expensive, requires transportation, may feel overly formal
 - Best for: Large chapters with budget, special occasions, overnight retreats
 - Setup tips: Visit beforehand, confirm catering options, plan transportation

SPACE REQUIREMENTS BY CHAPTER SIZE

- Small Chapters (10-25 members):
 - Single room that fits everyone in a circle
 - Space for 2-3 breakout groups to spread out
 - Wall space for posting flip chart paper
 - Basic Audio/Visual capability (laptop and projector)

- Medium Chapters (26-75 members):
 - Large main room plus breakout spaces OR single large room that allows spreading out and small group discussion
 - Multiple wall areas for posting group work
 - Sound system (microphone recommended)
 - Separate space for meals/breaks
- Large Chapters (76-160+ members):
 - Auditorium-style main room with breakout areas
 - Professional sound system with wireless microphones
 - Multiple projection screens or large displays
 - Dedicated meal/break area separate from main programming space
 - Parking and restroom capacity for large groups

CRITICAL SETUP ELEMENTS

- Seating Arrangement:
 - Avoid: Classroom rows, theater seating, long conference tables
 - Use: Circles, U-shapes, round tables that encourage discussion
 - Large chapters: Concentric circles or grouped round tables
- Technology Setup:
 - Test all equipment 30 minutes before brothers arrive
 - Have backup plans for every piece of technology
 - Ensure everyone can see/hear from all seating areas
 - Charge all devices and bring backup batteries
- Materials Stations:
 - Designate areas for sign-ups, materials pickup, food service
 - Keep high-traffic areas away from main presentation space
 - Have multiple stations for large chapters to prevent bottlenecks
- Energy Considerations:
 - Natural light preferred over fluorescent
 - Temperature control (slightly cool keeps people alert)
 - Background music capability for breaks and activities
 - Space for movement and standing activities

SCALABILITY GUIDELINES BY CHAPTER SIZE

This retreat framework adapts to chapters ranging from 10 to 160+ active members. The core structure remains the same, but group sizes, timing, and logistics adjust significantly.

SMALL CHAPTERS (<10-25 MEMBERS)

- Advantages
 - Everyone knows each other
 - Easier logistics
 - More intimate discussions
- Adjustments
 - Reduce total time to 3-4 hours
 - Skip some icebreakers (brothers already know each other well)
 - Use whole-group discussions instead of breakouts for most sessions
 - Single facilitator (“A”) can handle entire retreat if needed
 - Focus more on individual commitments than committee formation

MEDIUM CHAPTERS (26-75 MEMBERS)

- Advantages
 - Good mix of intimacy and energy
 - Manageable logistics
- Adjustments
 - Standard 4-6 hour format works well
 - Breakout groups of 5-8 members
 - May need 2-3 different icebreaker activities to accommodate size
 - Consider parallel sessions for some activities (run same session twice)
 - Multiple sign-up stations to prevent bottlenecks

LARGE CHAPTERS (76-160+ MEMBERS)

- Advantages
 - High energy
 - Diverse perspectives
 - Strong momentum when unified
- Adjustments
 - Extend to full day (6-8 hours) or split into multiple sessions
 - Require microphones and larger venue
 - Breakout groups of 8-12 members with designated group facilitators
 - Multiple simultaneous activities (different icebreakers in different areas)
 - Pre-assigned groups to speed transitions
 - Additional officers needed to manage logistics
 - Consider multiple sign-up periods to prevent chaos

SPECIFIC SCALING CONSIDERATIONS

- Icebreaker Modifications:
 - Small: Skip name games, focus on summer updates
 - Medium: Standard options work well
 - Large: Use space-based activities (different corners of room) or multiple simultaneous activities
- Small Group Management:
 - Small: 2-3 groups maximum
 - Medium: 4-6 groups ideal
 - Large: 8-12 groups with pre-appointed group leaders (not just officers)
- Sign-up Process:
 - Small: Single sheet, informal discussion
 - Medium: Multiple stations, music playing
 - Large: Staggered sign-up times, multiple copies of sheets, dedicated registration area
- Meal/Break Logistics:
 - Small: Simple snacks, informal
 - Medium: Ordered food, some organization needed
 - Large: Requires significant planning, potentially catered, assigned seating areas

LARGE CHAPTER ADDITIONAL CONSIDERATIONS

- Venue Requirements:
 - Space for 160+ people in both large group and breakout configurations
 - Multiple microphones (wireless preferred)
 - Projection capability visible from all areas
 - Breakout spaces or ability to spread groups throughout venue
- Additional Support Needed:
 - Assign 1-2 senior members as "group facilitators" for breakouts
 - Designate logistics coordinator (separate from A and B)
 - Recruit 2-3 brothers to help with setup, materials, and cleanup
- Modified Timeline:
 - Add 15 minutes to most sessions for transitions
 - Build in longer breaks (45 minutes for meals)
 - Consider splitting some sessions across multiple days if energy may be an issue
- Communication Strategy:
 - Use GroupMe or similar for real-time updates during retreat
 - Assign "row captains" to help relay information
- Create visual signals for transitions (lights, music, etc.)

PRE-RETREAT PREPARATION

TWO WEEKS BEFORE

- Secure retreat location (chapter house, park pavilion, campus meeting room)
- Send calendar invites with clear expectations
- Prepare materials: flip chart paper, markers, name tags, snacks
- Create officer presentation slides
- Print handouts and sign-up sheets

ONE WEEK BEFORE

- Send reminder with agenda and what to bring
- Confirm attendance (aim for 90%+ active members)
- Prepare energizer materials and test technology
- Brief officers on their specific roles

DAY OF

- Arrive 30 minutes early to set up
- Test audio/visual equipment
- Arrange seating in circles or U-shape (not classroom rows)
- Have upbeat music playing as brothers arrive
- Set up registration table with name tags

DETAILED SESSION GUIDE

SESSION 1: OPENING AND ENERGIZE (30 MINUTES)

Objective: Reconnect brothers after summer separation, establish positive energy for the retreat, and align everyone around the semester's vision and purpose.

Welcome Back Celebration (15 minutes)

- Purpose: Re-establish brotherhood connection and create positive energy after summer separation.
- Setup: Brothers standing in a large circle, music playing softly in the background.
- Script for Facilitator:
 - "Welcome back, everyone! Before we dive into this semester's goals and plans, let's reconnect as a chapter. Summer scattered us across different jobs, internships, and experiences, but we're back together with a shared purpose."
- Icebreaker Options (Choose One):
 - Option A: Summer Stories Circle
 - Each member shares one sentence about their summer highlight
 - Keep it moving: 30 seconds maximum per person
 - Facilitator models first: "I worked at a camp and remembered why I love mentoring people"
 - Energy tip: Have members snap or clap after each share
 - Option B: Human Bingo
 - Pre-made cards with summer experiences (worked retail, traveled abroad, took summer classes, etc.)
 - Members mingle to find people who match each square
 - First to complete a line wins small prize
 - Great for medium and larger chapters (25+ active members)
 - Option C: Two Truths and a Summer Lie
 - Members share three statements about their summer
 - Group guesses which is false
 - Limit to 8-10 members for time management
 - Best for smaller chapters or can be done in breakout groups
 - Option D: Name + Action Game
 - Members state name plus an action word that describes their summer
 - Example: "I'm Jake and I was Jet-setting" or "I'm Marcus and I was Mentoring"
 - Each person repeats all previous names and actions before adding their own
 - Builds memory and energy simultaneously

Semester Vision Setting (15 minutes)

- Purpose: Connect individual brothers to bigger chapter purpose and Delta Chi's mission.
- Setup: "A" or designated leader at front, members seated facing forward.
- Key Elements to Cover:
 - Chapter Theme/Motto for Semester (if applicable)
 - Connection to Delta Chi Values (explain which values are priorities this semester)
 - Chapter's Role (how each member contributes to success)
 - Sample Script Framework:
 - "This semester, our focus is [THEME]. This isn't just a catchy phrase—it directly connects to Delta Chi's mission of [specific mission element]. Here's why this matters to each of you: [explain personal benefits]. By the end of today, you'll know exactly how you fit into making this vision reality."

- Visual Aids
 - Create a simple slide or poster showing the connection: Individual Brothers → Chapter Goals → Delta Chi Mission
 - Use photos from previous successful semester to show what success looks like

SESSION 2: GOAL REVISITATION AND OWNERSHIP (75 MINUTES)

Objective: Transform officer-developed goals from top-down directives into chapter-owned commitments with specific brothers volunteering for implementation roles.

Officer Goal Presentation (20 minutes)

- Purpose: Transform officer-developed goals from directives into shared commitments.
- Setup: Officers presenting, flip chart paper visible for all to see.
- Presentation Structure for Each Goal:
 - State the Goal Clearly (30 seconds)
 - Write it visibly where everyone can see
 - Use specific, measurable language
 - Explain the Why (2 minutes)
 - Connect to Delta Chi values
 - Explain impact on the chapter
 - Share what happens if we don't achieve it
 - Show Progress/Examples (1.5 minutes)
 - Concrete steps already taken
 - Success stories from other chapters or previous semesters
 - Current status and remaining work
 - Sample Goal Presentation:
 - "Goal #1: Increase our GPA from 3.2 to 3.4 this semester.
 - Why this matters: Academic excellence is a core Delta Chi value, and it directly impacts our recruitment credibility and campus reputation.
 - Here's what we've already done: established study partnerships with the business school, secured tutoring resources, and created study spaces in the house.
 - Here's what still needs to happen: [specific actions]."

Chapter Input Session (30 minutes)

- Purpose: Give every member ownership in goal achievement through active contribution.
- Setup: Break into groups of 4-6, provide each group with flip chart paper and markers.
- Group Formation Options:
 - Option A: Random Groups
 - Count off by number of desired groups
 - Good for mixing different friend circles
 - Ensures diverse perspectives in each group
 - Option B: Interest-Based Groups
 - Members choose groups based on goals they're most passionate about
 - Creates natural enthusiasm and expertise
 - May result in uneven group sizes
 - Option C: Mixed-Class Groups
 - Intentionally mix seniors, juniors, sophomores
 - Brings different experience levels together
 - Good for knowledge transfer

- Group Discussion Framework:
 - Instructions to Give Each Group:
 - “Your job is to brainstorm 2-3 specific, actionable ways our chapter can achieve [assigned goal] this fall. Think about:
 - What unique skills or resources do people in your group bring?
 - What opportunities exist this semester that we could leverage?
 - What obstacles might we face and how can we overcome them?
 - Who would need to be involved to make this happen?”
 - Time Management:
 - 15 minutes: Group brainstorming and discussion
 - 10 minutes: Each group reports back (2 minutes per group maximum)

Report Back & Recording (10 minutes)

- Setup: One person recording ideas on a master flip chart visible to all.
- Process:
 - Each group shares their top 2-3 ideas (2 minutes per group)
 - Recorder captures ideas under each goal
 - Look for common themes and connections between groups
 - Ask clarifying questions: “Who specifically would lead this?” “When would this happen?”

Commitment Building (15 minutes)

- Purpose: Move from ideas to actual volunteers and accountability.
- Setup: Pre-made sign-up sheets for each goal area, brothers moving around the room.
- Sign-Up Options:
 - Option A: Committee Sign-Ups
 - Create committees around each major goal
 - Members sign up for 1-2 committees maximum
 - Include space for specific roles (chair, communications, logistics)
 - Option B: Project-Based Sign-Ups
 - List specific projects generated during brainstorming
 - Members commit to individual projects rather than ongoing committees
 - Include timeline and expected time commitment
 - Option C: Skills-Based Matching
 - List needed skills for each goal (social media, event planning, academic support)
 - Members sign up based on their strengths and interests
 - Create teams by matching complementary skills
- Facilitation Script: “Now we move from talking to committing. Look at these sign-up sheets around the room. Your goal is to sign up for at least one area where you’ll actively contribute this semester. Don’t just put your name down—talk to others signing up for the same area. Start forming your working teams right now.”

Facilitation Tips

- Walk between groups to keep energy high and discussions on track
- If a group seems stuck, ask: “What’s one small step we could take next week?”
- Encourage specific names and dates in their ideas
- Energy Maintenance:
 - Play upbeat background music
 - Encourage brothers to discuss and form teams while signing up
- Set a timer and give regular updates (“5 minutes left to find your team!”)

SESSION 3: TERM-SPECIFIC PLANNING (50 MINUTES)

Objective: Adapt annual goals to fall semester realities, establish measurable success metrics, and create a balanced calendar of events that supports all chapter priorities.

Fall Priorities Workshop (30 minutes)

- Purpose: Adapt annual goals to fall semester realities and opportunities.
- Setup: Same small groups as previous session, new flip chart paper.
- Breakout Group Instructions:
 - Question Set for Each Group:
 - “What opportunities exist this fall that could help us achieve [your goal]?”
 - “What challenges or obstacles will we face this semester?”
 - “What would success look like by December? How would we measure it?”
 - “What needs to happen in September to set us up for success?”
- Example Opportunities to Discuss:
 - Campus involvement fairs
 - Homecoming activities
 - New student orientation programs
 - Partnership opportunities with other organizations
 - Academic resource availability
 - Seasonal advantages (nice weather for outdoor events, etc.)
- Example Challenges to Address:
 - Midterm and finals periods
 - Competing campus activities
 - Weather changes
 - Budget constraints
 - Time management with recruitment
- Success Metrics Development:
 - Guide Groups to Create SMART Metrics:
 - Specific: Exactly what will be accomplished?
 - Measurable: How will you track progress?
 - Achievable: Is this realistic for the fall semester?
 - Relevant: Does this align with our annual goals?
 - Time-bound: When will this be completed?
 - Sample Success Metrics:
 - Instead of “improve grades,” use “achieve a 3.4 chapter GPA by finals.”
 - Instead of “better recruitment,” use “extend bids to 12 PNMs by September 15.”
 - Instead of “more philanthropy,” use “raise \$2,000 by Thanksgiving.”

Event & Activity Planning (20 minutes)

- Purpose: Ensure balanced programming that supports all goals while maintaining brotherhood.
- Setup: Whole group brainstorming with someone recording on visible flip chart.
- Balanced Programming Framework:
 - Categories to Address:
 - Brotherhood Events (2-3 per month)
 - Examples: Game nights, intramural teams, brotherhood dinners
 - Purpose: Strengthen internal relationships
 - Recruitment Activities (weekly during the recruitment period)
 - Examples: Rush events, casual hangouts, information sessions
 - Purpose: Attract and evaluate potential new members

- Philanthropy/Service (1-2 per month)
 - Examples: Volunteer days, fundraising events, awareness campaigns
 - Purpose: Live out service values and community connection
- Academic Support (ongoing)
 - Examples: Study groups, tutoring sessions, academic recognition
 - Purpose: Support educational mission
- Wellness/Personal Development (monthly)
 - Examples: Mental health workshops, fitness challenges, leadership training
 - Purpose: Holistic member development
- Planning Process:
 - Step 1: Brainstorm Events (10 minutes)
 - Members call out events they want to see this semester
 - Record everything without judgment
 - Encourage both new ideas and successful past events
 - Step 2: Categorize and Balance (5 minutes)
 - Sort events into the five categories above
 - Identify gaps or overemphasis in certain areas
 - Add events to create balance if needed
 - Step 3: Date Confirmation (5 minutes)
 - Quickly confirm dates for top priority events
 - Note any conflicts with campus calendar
 - Assign preliminary event chairs if possible

SESSION 4: BREAK/MEAL (45 MINUTES)

Objective: Adapt annual goals to fall semester realities, establish measurable success metrics, and create a balanced calendar of events that supports all chapter priorities.

Break Options

- Option A: Catered Lunch/Dinner
 - Order pizza, sandwiches, or local restaurant delivery
 - Members sit in mixed groups (not just their usual friend circles)
 - Background music keeps energy positive
- Option B: Potluck Style
 - Members bring dishes to share (assign categories to ensure variety)
 - Creates shared investment in the retreat experience
 - Good for budget-conscious chapters
- Option C: Simple Snacks and Drinks
 - Provide snacks, sodas, water
 - Shorter break allows more time for programming
 - Members can step outside or move around freely

Facilitator Tips

- Don't let energy completely dissipate
- Encourage brothers to discuss retreat topics informally
- Give a 5-minute warning before reconvening
- Have officers model re-engagement when break ends

SESSION 5: RECRUITMENT EXCELLENCE (75 MINUTES)

Objective: Establish specific recruitment goals tied to chapter values, develop concrete recruitment strategies with assigned responsibilities, and prepare brothers to effectively represent the chapter to potential new members.

Recruitment Goal Setting (20 minutes)

- Purpose: Connect recruitment numbers to chapter values and semester priorities.
- Setup: Whole group discussion with goals written visibly.
- Goal-Setting Framework:
 - Quantitative Goals:
 - Number of potential new members needed on name list
 - Number of bids to extend
 - Target Associate Member class size (set by IHQ)
 - Retention rate expectations
 - Qualitative Goals:
 - The type of members we want to attract
 - Character traits that align with Delta Chi values
 - Academic standards
 - Leadership potential indicators
 - Sample Goal-Setting Discussion:
 - “Let’s review our recruitment goals for this semester. First, the numbers: Here is what has been set for us from IHQ [Share number and write on flip chart paper]. Based on our housing capacity, current active membership, and chapter health, what’s a realistic but ambitious target for our associate member class? [Get specific number and write it down]”
 - “Now, more importantly, what kind of potential new members do we want to attract? Think about our best members—what qualities made them great additions? [List character traits, values alignment, etc.]”
 - Connection to Chapter Priorities:
 - Link Recruitment to Semester Goals:
 - If an academic goal exists: “What GPA should potential new members have?”
 - If a service goal exists: “How do we identify potential new members who value service?”
 - If a leadership goal exists: “What leadership experience or potential should we look for?”

Strategy Development (30 minutes)

- Purpose: Create concrete recruitment plan with assigned responsibilities.
- Setup: Combination of presentation and interactive planning.
- Recruitment Calendar Review (15 minutes):
 - Key Events to Plan:
 - Recruitment Week Events
 - Information sessions
 - Social activities
 - Service projects
 - Brotherhood showcases
 - Informal Recruitment
 - Campus involvement
 - Intramural teams
 - Study groups

- Bid Process
 - Evaluation criteria
 - Decision timeline
 - Bid delivery plan
- For Each Event, Assign:
 - Event captain (primary responsibility)
 - Support team (2-3 members)
 - Backup captain (if primary is unavailable)
 - Budget requirements
 - Success metrics

Recruitment Conversation Practice (15 minutes)

- Setup: Members pair up for role-playing exercise.
- Scenario Setup:
 - “One person plays a potential new member, the other plays a Delta Chi member. The PNM asks: ‘So why should I consider Delta Chi? What makes you guys different from other fraternities?’”
- Practice Rounds:
 - Round 1: 3 minutes per pair, then switch roles
 - Round 2: New pairs, focus on specific chapter strengths
 - Round 3: Address common objections or concerns
- Debrief Questions:
 - What answers felt most authentic and compelling?
 - What aspects of our chapter are we most proud to share?
 - What questions or concerns came up that we should be prepared for?
- Key Messages to Develop:
 - Delta Chi’s mission and values
 - Chapter’s specific strengths and culture
 - Opportunities for leadership and growth
 - Brotherhood experience and lifelong connections

Brotherhood as a Recruitment Tool (25 minutes)

- Purpose: Help members understand that authentic brotherhood attracts quality recruits.
- Setup: Storytelling circle with brothers sharing experiences.
- Story Sharing Exercise (15 minutes):
 - Instructions: “We’re going to go around and each person will share one specific story about a positive experience you’ve had in this chapter. It could be:
 - A time a brother helped you through a difficult situation
 - An event or trip that created lasting memories
 - A moment when you felt proud to be a Delta Chi
 - An example of our values in action
 - Keep it to 1-2 minutes and focus on specific details that show rather than tell.”
 - Facilitation Tips:
 - Model vulnerability by having an officer go first
 - Encourage specific details over general statements
 - Connect stories back to Delta Chi values when possible
 - Take notes on common themes that emerge

- Recruitment Connection (10 minutes):
 - Discussion Questions:
 - “What themes did you hear in these stories that would appeal to potential new members?”
 - “How can we create opportunities for PNMs to experience these same positive aspects?”
 - “What does this tell us about how to talk about our chapter during recruitment?”
 - Key Principles to Emphasize:
 - Authenticity attracts the right people
 - Strong brotherhood sells itself
 - PNMs want to see genuine relationships
 - Every member is a recruiter through their actions

SESSION 6: BROTHERHOOD AND CULTURE BUILDING (45 MINUTES)

Objective: Recognize positive examples of chapter values in action, honestly assess current culture strengths and weaknesses, and establish individual commitments for cultural improvement.

Values in Action (20 minutes)

- Purpose: Reinforce chapter culture by recognizing positive examples and connecting to Delta Chi values.
- Setup: Whole group recognition ceremony with impromptu awards.
- Recognition Categories:
 - Create fun, meaningful awards such as:
 - Most Dependable Brother: Always shows up and follows through
 - Best Hype Man: Brings energy and positivity to everything
 - Silent Leader: Leads by example without seeking recognition
 - Academic All-Star: Demonstrates commitment to scholarship
 - Service Heart: Consistently volunteers and gives back
 - Brotherhood Builder: Goes out of his way to include and support others
 - Recruitment MVP: Natural connector who brings great people to the chapter
- Recognition Process:
 - Announce award category and criteria
 - Ask for nominations from the brotherhood
 - Have brief discussion of why nominees deserve recognition
 - Present simple award (certificate, small prize, or just recognition)
 - Connect recognition back to Delta Chi values
- Sample Script:
 - “The ‘Most Dependable Brother’ award goes to someone who consistently shows up—not just physically, but emotionally and mentally. This person follows through on commitments and others know they can count on him. This exemplifies Delta Chi’s value of [specific value]. Who comes to mind?”

Culture Assessment (15 minutes)

- Purpose: Honest evaluation of chapter culture with commitment to improvement.
- Setup: Open discussion format with someone recording key points.
- Discussion Framework:
 - Question 1: What’s Working Well? (7 minutes)
 - “What aspects of our chapter culture make you proud?”
 - “What traditions or practices should we definitely keep?”
 - “What would you brag about to friends from other chapters?”

- Question 2: What Needs Improvement? (8 minutes)
 - “What aspects of our culture sometimes embarrass or concern you?”
 - “What behaviors or attitudes do we need to address?”
 - “What would make our chapter even stronger?”
- Facilitation Guidelines:
 - Encourage honesty but maintain respect
 - Focus on behaviors and systems, not personal attacks
 - Ask for specific examples when possible
 - Look for patterns in responses
- Priority Improvement Selection Process:
 - List all improvement areas mentioned
 - Have brothers vote on top 3 priorities
 - Select one primary focus for the semester
 - Discuss what success would look like
 - Identify first steps to make progress

Brotherhood Commitments (10 minutes)

- Purpose: Individual accountability for contributing to positive chapter culture.
- Setup: Individual reflection followed by partnership formation.
- Individual Commitment Process (5 minutes):
 - Instructions: “Take a few minutes to think about how you want to contribute to our brotherhood this semester. Write down one specific commitment you’re making. This could be:
 - A behavior you want to change or improve
 - A way you want to support other brothers
 - A skill or resource you want to share
 - A leadership role you want to take on
 - A personal standard you want to maintain
 - Make it specific and measurable so you’ll know if you’re living up to it.”
- Accountability Partnership Formation (5 minutes):
 - Instructions: “Now find someone you trust to be your accountability partner this semester. Share your commitment with them and ask them to check in with you regularly. Exchange contact information and schedule your first check-in for next week.”
 - Partnership Guidelines:
 - Choose someone you don’t usually hang out with (expand relationships)
 - Meet or text at least twice per month
 - Be honest about progress and challenges
 - Celebrate successes together

SESSION 7: IMPLEMENTATION AND ACCOUNTABILITY (30 MINUTES)

Objective: Convert retreat energy into specific actions with assigned responsibility and establish ongoing accountability systems to ensure follow-through on commitments made during the retreat.

First Month Action Plan (15 minutes)

- Purpose: Convert retreat energy into immediate concrete actions.
- Setup: Small groups working on flip chart paper, then reporting back.
- Action Planning Instructions for Groups: “Your job is to create a specific action plan for the next month. List concrete actions that need to happen in the next 4 weeks to start achieving our goals. For each action, include:

- What exactly will be done?
- Who is responsible?
- When will it be completed?
- What resources are needed?"
- Categories to Address:
 - Recruitment preparation and early events
 - Academic support systems
 - Committee or working group first meetings
 - Brotherhood events
 - Communication and publicity
- Sample Actions:
 - "Plan and execute first recruitment event by September 15 (John leading, Mike and Steve supporting)"
 - "Launch study group sign-ups by September 10 (Academic Committee)"
 - "Create social media content calendar for recruitment (Communications team)"
 - "Schedule first philanthropy planning meeting by September 8 (Service Committee)"

Accountability Systems (10 minutes)

- Purpose: Establish ongoing tracking and check-in processes.
- Setup: Whole group decision-making about accountability measures.
- Accountability Options:
 - Option A: Weekly Officer Reports
 - Each committee chair reports progress at weekly meetings
 - Simple template for consistency
 - Focus on actions completed and upcoming deadlines
 - Option B: Monthly Chapter Check-ins
 - Dedicate 15 minutes of monthly meetings to goal progress
 - Visual progress tracking (charts, thermometers, etc.)
 - Celebrate successes and problem-solve challenges
 - Option C: Digital Tracking
 - GroupMe polls or surveys
 - Shared Google Doc or Spreadsheet
 - Regular email updates from committee chairs
 - Option D: Peer Accountability
 - Members check in with their accountability partners
 - Small group check-ins between committee members
 - Informal progress sharing at brotherhood events
- Implementation Decision:
 - Group Discussion: "What accountability system will actually work for our chapter? Consider our communication preferences, meeting frequency, and what has worked in the past."
 - Key Decisions to Make:
 - How often will we check progress?
 - Who is responsible for tracking and reporting?
 - What happens when someone isn't meeting their commitments?
 - How will we celebrate progress and successes?

Next Steps Confirmation (5 minutes)

- Setup: Final check-in and commitment confirmation.
- Final Confirmations:
 - First committee meetings scheduled
 - Next month event dates confirmed
 - Accountability system selected and first check-in scheduled
 - Any immediate follow-up actions assigned

SESSION 8: CLOSING ENERGIZER (5 MINUTES)

Objective: End the retreat on a high-energy note that reinforces brotherhood, unity, and commitment, to send members away motivated and ready to act on everything discussed.

Closing Options:

- Option A: Bond Song
 - Traditional and meaningful way to close
 - Reinforces brotherhood connection and shared identity
 - Creates unified emotional moment
- Option B: Circle of Commitment
 - Members stand in circle holding hands or arms around shoulders
 - Each person states one word describing their commitment (energy, excellence, brotherhood, etc.)
 - End with unified chant or cheer
- Option C: Gratitude Round
 - Quick round where each brother thanks someone else for something
 - Builds positive momentum and connection
 - Reinforces supportive culture
- Option D: Goal Chant
 - Create simple chant incorporating semester goals
 - Repeat 3 times with increasing energy
 - End with traditional Delta Chi closing
- Sample Closing Script: "Brothers, we started today as individuals coming back from summer. We're ending as a united brotherhood with shared goals, specific commitments, and the energy to make this our best semester yet. Let's close with [chosen energizer] and carry this energy forward into everything we do this fall."

MATERIALS AND RESOURCES NEEDED

REQUIRED MATERIALS

- Flip chart paper (15-20 sheets for large chapters, 8-10 for small)
- Markers (multiple colors, thick tip - 2 sets per breakout group)
- Name tags and fine-tip markers
- Sign-up sheets (pre-printed, multiple copies for large chapters)
- Pens/pencils for individual commitment writing
- Timer or stopwatch
- Camera for documenting flip chart results

TECHNOLOGY NEEDS

- Microphone(s) - wireless preferred for large chapters
- Projector and screen (for goal presentations)
- Laptop with slides prepared
- Extension cord and power strips
- Bluetooth speaker for background music
- Backup technology plan (printed slides, written instructions)

FOOD AND REFRESHMENTS

- Small Chapters: Simple snacks, sodas, water bottles
- Medium Chapters: Pizza or sandwich platters, variety of drinks
- Large Chapters: Catered meal or multiple food stations, organized serving system

SPACE SETUP MATERIALS

- Tables and chairs arranged for both large group and breakouts
- Masking tape for posting flip chart paper
- Extension cords for technology
- Trash bags and recycling containers
- Hand sanitizer and tissues
- First aid kit

AWARDS/RECOGNITION MATERIALS

- Simple certificates or small prizes for recognition ceremony
- Ribbon or markers to designate award winners

TROUBLESHOOTING COMMON CHALLENGES

LOW ENERGY OR PARTICIPATION

- Symptoms: Brothers seem disengaged, quiet during discussions, checking phones
- Solutions:
 - Call a 5-minute stretch break with music
 - Switch to high-energy icebreaker
 - Have “A” acknowledge the energy and ask directly: “What do we need to make this more valuable for everyone?”
 - Move from sitting to standing activities
 - Use humor or call out the issue

RUNNING BEHIND SCHEDULE

- Symptoms: Sessions taking longer than planned, brothers getting restless
- Solutions:
 - “B” should give time warnings (“2 minutes left for this discussion”)
 - Cut optional activities, not core goal-setting
 - Combine breakout groups to speed reporting
 - Move break earlier if needed
 - Adjust later sessions to accommodate

HEATED DISAGREEMENTS OR NEGATIVITY

- Symptoms: Arguments during culture assessment, criticism becoming personal
- Solutions:
 - “A” steps in to refocus on solutions, not problems
 - “Let’s pause here and remember we’re all on the same team”
 - Move to individual reflection rather than group discussion
 - Take emergency break to reset energy
 - Have officers model positive language

POOR ATTENDANCE

- Symptoms: Significantly fewer brothers than expected
- Solutions:
 - Acknowledge those who did show up
 - Adjust group sizes (may need whole-group instead of breakouts)
 - Focus on quality over quantity of commitments
 - Plan follow-up for brothers who missed
 - Don’t guilt-trip - stay positive and forward-focused

TECHNOLOGY FAILURES

- Symptoms: Projector won’t work, microphone fails, slides won’t display
- Solutions:
 - Always have printed backup materials
 - “B” should have tested all technology beforehand
 - Use flip chart paper to recreate key slides
 - Project from phone if laptop fails
 - Move closer together if microphone fails

POST-RETREAT FOLLOW UP

IMMEDIATE (WITHIN 24 HOURS)

- “A” and “B” debrief on what worked well and what to improve
- Send thank you message to all attendees
- Distribute photos from the retreat
- Compile sign-up sheets and committee rosters
- Schedule first committee meetings

WITHIN ONE WEEK

- Individual follow-up with members who made specific commitments
- Share retreat outcomes with any members who were not present
- Begin implementing first month action items
- Update chapter website or social media with retreat highlights
- Schedule first accountability check-in

ONGOING

- Monthly progress reviews on goals set during retreat
- Celebrate early wins and successes
- Address challenges or obstacles that arise
- Use retreat energy as foundation for recruitment messaging
- Plan similar retreat for next term, if desired

SUCCESS METRICS AND EVALUATIONS

IMMEDIATE SUCCESS INDICATORS

- 90%+ active member attendance
- Visible energy and engagement throughout
- All goals have volunteer committees or working groups
- First month action plan with specific names and dates
- Members staying after to continue discussions

SHORT-TERM SUCCESS (FIRST MONTH)

- Committee meetings actually happening
- First month action items being completed
- Members referencing retreat goals in other contexts
- Recruitment activities showing increased energy and coordination
- Accountability partnerships functioning

LONG-TERM SUCCESS (END OF ACADEMIC TERM)

- Measurable progress on retreat goals
- Higher brotherhood satisfaction and engagement
- Successful recruitment outcomes
- Members requesting similar retreat for next term
- Officer team feeling supported in their leadership

QUESTIONS FOR POST-RETREAT EVALUATION

1. Which sessions generated the most energy and engagement?
2. What commitments are members actually following through on?
3. How did the retreat impact our recruitment success?
4. What would we change about timing, activities, or facilitation?
5. Did members feel heard and valued during the process?
6. How well did the “A”/“B” partnership work in facilitation?
7. What scalability adjustments worked well for our chapter size?

CONCLUSION

The All Chapter Retreat is an investment in your chapter's success for the entire term (semester/quarter). When done well, it transforms a collection of individual members into a unified chapter with shared purpose, clear goals, and the energy to achieve them. The combination of strategic planning, brotherhood building, and individual commitment creates momentum that carries through recruitment, academics, service, and every other aspect of chapter life.

Remember that the retreat is not an end in itself—it's the launching pad for sustained action throughout the fall semester. The true measure of success comes not in the energy of the retreat day, but in the months of coordinated effort, mutual accountability, and shared achievement that follow.

The “A” and “B” partnership in facilitating this retreat also models the collaborative leadership that makes chapters successful. By working together to create this experience for the brotherhood, you demonstrate the values and teamwork that you're asking every brother to embrace.

Make this retreat memorable, make it meaningful, and most importantly, make it the foundation for your chapter's best semester yet.