

In the Bond
Associate Member Counselor Facilitation Guide



**SESSION NINE: BROTHERHOOD INTEGRATION AND LIFETIME
MEMBERSHIP IN ACTION**

HOW TO READ **THIS GUIDE**

SECTION TITLE HEADER WILL GO HERE ## MINUTES	
LEARNING OBJECTIVES FOR EACH SESSION WILL BE LISTED IN THE FIRST BOX	Each session begins with the following in the top boxes: ◦ Room Setup - how the room should be set up for each session, including any items you need to prepare in advance ◦ Supplies - the items needed for each session ◦ Time - each header will include the estimated time it will take to complete the section. It may be helpful for you to add in your own start/end times depending on your meeting schedule.
GUIDE MATCH Anything listed below this heading indicates that the AMC should direct AMs to reference or complete an activity in their workbook page	<i>AMC Notes are in red, bold, italicized text. These are instructions and information for you as the AMC and should not be read out loud.</i> • AMC scripts items are in plain text with a bullet point. While an Associate Member Counselor is discouraged from reading directly from the guide to participants, they should do their best to stay close to the text and spirit of the curriculum.

AMC SESSION **NOTES + REFLECTIONS**

At the end of each session, there will be a text box available for you to make some notes about the strengths of the session and opportunities for improvement, along with some guided questions to consider. Use this space after each session to improve facilitation and note ideas for the future - this will also be helpful for you to reference and then respond to the IHQ feedback survey!

WEEK FIVE | SESSION 9

BROTHERHOOD INTEGRATION AND LIFETIME MEMBERSHIP IN ACTION 60 MINUTES

LEARNING OBJECTIVES Participants will be able to... • Reflect on the onboarding journey. • Introduce the concept of the lifecycle of membership Delta Chi over time. • Reinforce the importance of lifelong commitment to the Fraternity.	ROOM SETUP • Tables/desks with chairs for each participant • If choosing to utilize slide decks, a projector and screen or large TV screen should be included in the space. • Chairs should be placed at the front of the room for panelists to sit in during the panel discussion. <i>AMC Note: Ideally, you will have 3-5 Delta Chi alumni serving on a panel to discuss lifetime membership and the positive impact of membership. The best people to approach would be your local advisors, or any members of Delta Chi that may be local community leaders who could come in person. The second preference would be to have a virtual panel, where Associate Members are in person in a room together, and your panelists are displayed on a projector/screen for everyone to see. If you don't have anyone to serve on a panel in the area or who would be available, you can reach out to IHQ for some recommendations for a virtual panel or have influential older members of the chapter share their stories.</i> SUPPLIES • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their Cornerstone to the meeting
WELCOME AND INTRODUCTION 10 MINUTES	
FACILITATOR TALKING POINT	<i>AMC Note: Make sure to take attendance, if required by your chapter.</i> • Welcome back everyone! Let's get started by partnering up with someone and sharing your with sharing out the points of your Journey Map worksheet.
ACTIVITY INSTRUCTIONS GUIDE MATCH CALL TO ACTION: JOURNEY MAP: PAGE 50	• You can share as much or as little as you like, but the importance is to give some highlights to another person. Think about this as a "quick spotlight" of your significant moments from when you first started to learn about Delta Chi through today. You'll have about two minutes each, so I'll give you a prompt when it's time to switch who is talking. <i>AMC Note: Give everyone a moment to find a partner before starting a timer. If alumni are already present, AMs should be encouraged to share with them. Let AMs know when two minutes have elapsed and when they should switch. Restart a timer for two minutes and then ask everyone to come back together to debrief.</i>
DEBRIEF	• How did it feel to share all or part of your journey map with someone? • What has changed since you began your journey with Delta Chi? • What are you most proud of on your journey so far? • What values of Delta Chi do you feel have shown up in your journey map?
TRANSITION	• Your journey map showcases the beginning of your time as a member of Delta Chi and is an opportunity to show growth you may have experienced during the onboarding process.

LIFECYCLE OF MEMBERSHIP | 15 MINUTES

FACILITATOR TALKING POINT	- Promoting friendship while in college and beyond is an important aspect of being a member of Delta Chi. That's because membership in Delta Chi is a lifelong commitment and gives us an opportunity to build friendships not just in college, but with other generations of Delta Chi members. - Membership looks different depending on where you are at in life, and while we all have or will make an oath to live up to the principles of the Fraternity, it is important to recognize the different stages of membership in Delta Chi.
ACTIVITY INSTRUCTIONS GUIDE MATCH LIFECYCLE OF MEMBERSHIP: PAGE 51	- Turn to your workbook and find the Lifecycle of Membership page. Let's think of this lifecycle not as a checklist, but as a map for how your relationship with Delta Chi evolves over time. Each stage has something to offer - and something to ask of you. - Can I get someone to read the definition of the first stage, acquisition? AMC Note: The definition from the workbook is <i>“Acquisition: The learning or development stage, commonly known as potential new membership. During this stage, one may express interest in the organization through attending an event or having an informal interaction, through social media, via a previous connection to the fraternity, or a structured recruitment process.”</i> - The first part of the journey map that you created, and we reviewed earlier in this session, covered this phase. Think about when you first learned about Delta Chi, or when you were making the decision to accept your bid, this is essentially what we mean in beginning the lifecycle of membership. - Who wants to share the second phase, integration? AMC Note: The definition from the workbook is <i>“Integration: The stage in which one thing is combined with another, more commonly referred to as the Associate Member process. During this stage, one learns about the fraternity in both formal and informal settings. This allows them to understand the fraternity’s history, its purposes, and the expectations bestowed on them as an Associate Member.”</i> - This is where we are now and should have also been covered by your Journey Map of your experience so far. What's important to note is that acquisition and integration are the shortest timeframes for your time as a member of Delta Chi. It's the next two stages that will really shape your relationship with the Fraternity. - Who can share the third stage, engagement? AMC Note: The definition from the workbook is <i>“Engagement: The stage at which one participates or becomes actively involved, also known as active or college membership. During this stage, one experiences college through the Delta Chi lens by expanding their network, developing their skills and characteristics, and contributing to the world around them.”</i> - Engagement is what comes next for you after initiation. This is what your personal development plan is designed to help you achieve, and there are plenty of ways for you to truly stay engaged and thrive after initiation. It might start with joining a committee and attending events regularly and grow into leadership roles within our chapter and the community, all while supporting future associate member classes of the chapter. - Who can help us wrap up and share the fourth stage, renewal?

GUIDE MATCH LIFETIME ENGAGEMENT OPPORTUNITIES: PAGE 52	AMC Note: <i>The definition from the workbook is “Renewal: The stage at which you reestablish your commitment to Delta Chi, or more commonly referred to as the alumni membership. During this stage, one searches for continued opportunities to give back to the organization via their newly developed lifecycle.”</i> • The renewal stage is the most important part of our organization, because it allows our members to find continuous ways to live out their lifetime commitment to Delta Chi. • Founder Peter Schermerhorn Johnson said “The Fraternity man never graduates. He receives his diploma and leaves his Alma Mater for the larger affairs of the world, but as long as his Chapter stands, he is as much a part and parcel of it as in undergraduate days. He belongs to the family for life...” • Essentially, no one should ever say “I was a Delta Chi,” because being a member is something you do. Just like our values, membership should be active and ongoing. • There are several ways that even after graduation you can stay involved with Delta Chi after graduation and maintain your commitment. • Look at our workbook on the Lifetime Engagement Opportunities page, and you can see that alumni membership begins with the Alumni Rededication Ceremony, a formal event where members showcase their renewed commitment to the Fraternity. Typically, this would occur just before or shortly after your graduation from college. • There are ways to stay connected through joining an Alumni Chapter, which are based around a city or geographic region, so no matter where you go in North America, there will be Delta Chi brothers able to support you in your community. • We also covered Delta Chi’s structure in a previous session, but there are plenty of volunteer opportunities to serve as an advisor, on a housing corporation, or to aspire to serve on an international committee (some of which have undergraduate student representatives). • There are also one-off volunteer opportunities to help with in-person educational programs, or you can look for roles to serve as an Area Counselor, Regent, or International Officer. • There are also options to work for the International Fraternity, either right after graduation as a Leadership Consultant who helps to establish new chapters of Delta Chi, or by keeping informed of other vacant staff positions at IHQ. AMC Note: <i>Pause to see if there are any questions about the content covered before proceeding to the debrief.</i> • This is a lot of information, and we are covering this to help set up our next conversation, but also to get you to start thinking about other aspirations you may want to consider adding to revising with your personal development plan when it comes to involvement with the Fraternity.
DEBRIEF	• What do you want your impact to be within Delta Chi? • Has thinking through this period of transition inspired you to add any revisions to your personal development plan? What are some of those things you might want to revisit? • How does this group support one another differently now than when we first started our onboarding?
TRANSITION	• Our support for one another, and affinity for Delta Chi, is only going to continue to grow and strengthen. We are going to now get set up to learn more from some individuals who may have some great insight in this area!

	<i>AMC Note: If you have not done so already, you'll need to get chairs set at the front of the room for anyone invited to the meeting to serve as a panelist, and this is when you would invite them to the front.</i>
LEADERSHIP IN ACTION PANEL 30 MINUTES	
FACILITATOR TALKING POINT	<i>AMC Note: Depending on who has been the primary point of contact for panelists, this panel might be best to be co-led by the "E" or other officer.</i> • Promoting friendship while in college and beyond is an important aspect of being a member of Delta Chi. That's because membership in Delta Chi is a lifelong commitment and gives us an opportunity to build friendships not just in college, but with other generations of Delta Chi members. • Membership looks different depending on where you are at in life, and while we are fortunate to have some members here with insight on how membership in Delta Chi does not end at graduation.
ACTIVITY INSTRUCTIONS GUIDE MATCH LEADERSHIP IN ACTION PANEL: PAGE 53	• Panelists, would you please introduce yourselves with your names, chapter and graduation year, any roles you've held with Delta Chi, and what you do now professionally? <i>AMC Note: Allow panelists to introduce themselves before proceeding.</i> • I have a few prepared questions for our panelists to get things started, and then we will allow our Associate Members a chance to ask their own questions! AMs. There is a place in your workbook where you can take notes during our panel.
PANELIST QUESTIONS	• Talk to us about a favorite memory you have from your time in Delta Chi, either as an undergraduate or alumnus. • How are you still connected with brothers from your chapter? • What do you believe are the benefits of membership in Delta Chi? • How has Delta Chi positively impacted you after graduation? • How do you stay engaged with Delta Chi as an alumnus? • What recommendations do you have for our Associate Members about how they can take what they have learned and apply it to their future career? • Associate Members, what questions do you have for our panelists? What insights do you want to gain to guide future revisions to your personal growth plan?
TRANSITION	• I'd like to thank our panelists for joining us and sharing their insight and advice. I believe that what they have shared is truly beneficial. • Based on the panel discussion and all that you have learned so far, you need to start to consider what revisions would you make to your personal growth plan as you continue your journey with Delta Chi. • These have been helpful lessons about how we can make meaning of creating brotherhood for a lifetime - and you should continue to think about how lifelong engagement can be built during your undergraduate years.
REFLECTION AND WRAP UP 5 MINUTES	

FACILITATOR TALKING POINT	• As you have learned from our panel, the journey of membership is much longer than just our time during recruitment or our period of being an Associate Member. However, these are lessons that lay the foundation for the future of our membership and how we understand brotherhood. • This is a time to reflect on what it means to pursue the next step in your membership as we approach initiation.
TRANSITION GUIDE MATCH CALL TO ACTION: PERSONAL DEVELOPMENT PLAN REVISED DRAFT: PAGES 54-57 GUIDE MATCH TASK OUTLINES: PAGES 2-3	• A few reminders as we conclude: There is a survey in the Learning Management System that you should complete, so make sure you “enroll” in the NIC Joining Insights Survey and submit your responses about what it meant to join and onboard into Delta Chi. It should take a max of 15 minutes to submit your answers. • You should also read the last part of the <i>Cornerstone</i>, Chapter 10: The Essence of Good Taste. • The major thing we need you to be focused on is completing the Call-to-Action page for your Personal Development Plan Revised Draft. Consider all the feedback you’ve received and what we’ve discussed this week to adjust your plan as needed. • Let’s conclude this session by singing the Bond Song with everyone present, and afterwards, if you would like anyone to sign your <i>Cornerstone</i>, please stay around to do that!

AMC SESSION 9 NOTES + REFLECTIONS

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session’s learning outcomes? Why or why not?