

**In the Bond**  
**Associate Member Counselor Facilitation Guide**



**SESSION TEN: CEREMONY PREPARATION AND FINAL  
REFLECTIONS**

# HOW TO READ THIS GUIDE

SECTION TITLE HEADER WILL GO HERE   ## MINUTES	
<b>LEARNING OBJECTIVES FOR EACH SESSION WILL BE LISTED IN THE FIRST BOX</b>	Each session begins with the following in the top boxes: <ul style="list-style-type: none"><li>○ <b>Room Setup</b> - how the room should be set up for each session, including any items you need to prepare in advance</li><li>○ <b>Supplies</b> - the items needed for each session</li><li>○ <b>Time</b> - 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.</li></ul>
<b>GUIDE MATCH</b> Anything listed below this heading indicates that the AMC should direct AMs to reference or complete an activity in their workbook page	<b><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></b> <ul style="list-style-type: none"><li>● 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.</li></ul>

## 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 10

## CEREMONY PREPARATION AND FINAL REFLECTIONS 60 MINUTES

<p><b>LEARNING OBJECTIVES</b></p> <p><b>Participants will be able to...</b></p> <ul style="list-style-type: none"> <li>• Mentally and emotionally prepare for the transition from associate to initiate.</li> <li>• Integrate all lessons into a cohesive understanding of Delta Chi's values.</li> <li>• Foster a sense of belonging and brotherhood.</li> </ul>	<p><b>ROOM SETUP</b></p> <ul style="list-style-type: none"> <li>• Tables/desks with chairs for each participant</li> <li>• If choosing to utilize slide decks, a projector and screen or large TV screen should be included in the space.</li> </ul> <p><b>SUPPLIES</b></p> <ul style="list-style-type: none"> <li>• Associate Member Workbooks (printed or digital)</li> <li>• If using printed workbooks, writing utensils should be provided</li> <li>• Associate Members should bring their <i>Cornerstone</i> to the meeting</li> <li>• At least three printed copies of "Death of a Fraternity"- but enough for all members assisting with the activity to have a copy (typically executive board officers or chairs)</li> <li>• Delta Chi Flag or School/University Flag</li> <li>• Closing Activity Supplies             <ul style="list-style-type: none"> <li>○ For Web of Brotherhood: Scissors and a ball of string/yarn or spool of balloon string/curling ribbon</li> <li>○ For Reverse Gavel Pass: Gavel (or similar meaningful item)</li> </ul> </li> </ul>
<p><b>WELCOME AND ONBOARDING REFLECTION   15 MINUTES</b></p>	
<p><b>FACILITATOR TALKING POINT</b></p>	<p><b><i>AMC Note: Make sure to take attendance, if required by your chapter. Executive Board officers should be present for the "Death of a Fraternity" section of this final session.</i></b></p> <ul style="list-style-type: none"> <li>• Welcome to our final onboarding session and the conclusion of your time as an Associate Member of Delta Chi.</li> <li>• Let's do a final one-word check in with everyone about how you are feeling going into this session.</li> </ul> <p><b><i>AMC Note: Wait for everyone to share a word and make a mental note if there is anyone you may need to follow up with after the session.</i></b></p>
<p><b>ACTIVITY INSTRUCTIONS</b></p> <p><b>GUIDE MATCH</b> CALL TO ACTION: PERSONAL DEVELOPMENT PLAN REVISED DRAFT: PAGES 54-57</p>	<ul style="list-style-type: none"> <li>• Thank you all for sharing where you are at right now.</li> <li>• Is there anyone who would like to give us some insights about the revised draft of your personal development plan? Were there any major changes or adjustments you made from your initial draft?</li> </ul> <p><b><i>AMC Note: Allow for one or two to share. You do not have the time in this session for everyone to give a remark or feedback.</i></b></p> <ul style="list-style-type: none"> <li>• I'm excited to hear more from everyone about what you are planning to accomplish during your time in Delta Chi and beyond.</li> <li>• As you know, the chapter has implemented our mentor program, and one of its goals is for our mentors to help guide and support you in achieving this plan. These relationships are intentionally set up and structured so that our mentors receive the training and skill development needed to be these guides and additional support systems.</li> <li>• We want you to think of this mentor and support that you will receive as being part of what sets Delta Chi apart from other chapters on campus in the</li> </ul>

	<p>experience and benefits that we can offer our members. You'll review your personal development plan with our mentors, so you should come prepared to future mentor orientation sessions and meetings ready to discuss your plan and how your goals connect with Delta Chi's values.</p> <ul style="list-style-type: none"> <li>● As we approach Initiation, you need to be prepared to make an oath - a solemn promise of your commitment to being a part of this Fraternity and upholding our values and expectations.</li> <li>● During the ceremony, we will share things that are only available for members to know. You can think of this event like some of the rites of passage ceremonies you have already attended or participated in, like high school graduation, but with a strong tie to our values.</li> <li>● As you have learned throughout our onboarding, great advantages come from being a member of Delta Chi. We are excited to share even more with you during the upcoming ceremony.</li> <li>● I now want to give you a few minutes to gather all your thoughts together in a letter to yourself. Think of this as personal accountability for your goals.</li> <li>● There's some space in your workbook where you can draft something - but if you'd like to actually send something to yourself to receive in the future, there's a resource where you can do that with a free, online resource known as <a href="http://FutureMe.org">FutureMe.org</a>.</li> <li>● I'm going to give you a few minutes to put something together, and then I'll bring everyone back to discuss.</li> </ul> <p><b><i>AMC Note: Give about six minutes. It's okay if they don't finish, because they have the workbook page and resource to move forward with sending themselves a letter if they desire.</i></b></p>
<b>DEBRIEF</b>	<ul style="list-style-type: none"> <li>● How do you feel about becoming a member?</li> <li>● What do you hope to carry with you from your onboarding experience beyond Initiation?</li> <li>● What will you do to ensure that the next associate member class feels welcome and appreciated in Delta Chi?</li> </ul>
<b>TRANSITION</b>	<ul style="list-style-type: none"> <li>● Think back to our first day together. You walked into that room maybe knowing just a few people and there may have been some anxiety about the transition period as you started your Associate Member onboarding.</li> <li>● Now, you're leaving with a plan for your future with the Fraternity and on campus, and a brotherhood that lasts a lifetime.</li> </ul>
<b>DEATH OF A FRATERNITY   25 MINUTES</b>	
<b>FACILITATOR TALKING POINT</b>	<ul style="list-style-type: none"> <li>● We are now going to experience a scenario activity and that our executive officers present will help lead us through - this is an activity that many Delta Chi members across North America have participated in over many years, known as "Death of a Fraternity."</li> <li>● The story you are about to hear is based on a real fraternity on a college campus. The struggles and challenges they faced are not dissimilar to the challenges that exist on our campus and on campuses across the country.</li> </ul>
<b>ACTIVITY INSTRUCTIONS</b>	<p><b><i>AMC Note: This activity will involve the Delta Chi or college/university flag. Depending on the size of your group, you may need to have multiple flags for Associate Members to gather around.</i></b></p> <p><b><i>The session should be led by at least two chapter officers, ideally the "A" and the "B". Someone will need to serve as the narrator, with someone else reading the words any time "Tom Johnson" is speaking.</i></b></p>

	<p><b>As the AMC, you will oversee “tapping” the shoulders of the Associate Members and asking them to let go of the flag and sit down. There are 11 indications of where you should tap total, so you’ll need to space this out enough so that by the end, everyone is sitting back in their seats, or to skip some if you don’t have 11 or more Associate Members.</b></p> <ul style="list-style-type: none"> <li>• May I have everyone join me at the front? I’m going to hand you a Delta Chi flag, and I need each of you to circle around it and hold it up with one hand so that the flag is strong and taut.</li> <li>• Our officers are going to read through a story, and at some point, I may tap you on the shoulder at key points in the story. If you feel that tap on the shoulder, you should let go of where you are holding the flag and return to your seat.</li> </ul> <p><b><i>AMC Note: The script for “Death of a Fraternity” is at the end of this session guide. At the conclusion of reading the script, the flag should be on the ground, signifying the end of the chapter, and all Associate Members should be in their seats. At the conclusion of reading, allow for a few moments of silence to give AMs a moment of reflection before moving to the debrief.</i></b></p>
<b>DEBRIEF</b>	<ul style="list-style-type: none"> <li>• What are your reactions to hearing this story?</li> <li>• What were some of the issues or challenges that the chapter in the story faced?</li> <li>• Why did it become more difficult to hold the flag as the story progressed?</li> <li>• Who is responsible for “holding up the flag” in our chapter?</li> </ul> <p><b><i>AMC Note: You should intentionally wait here and pause to get a response like “I am” or “we are” before proceeding.</i></b></p> <ul style="list-style-type: none"> <li>• If we are all responsible for holding up the flag - why is it still laying on the ground?</li> </ul> <p><b><i>AMC Note: This should prompt AMs to stand up to pick up the flag and hold it back up together. It would be appropriate to then lead the room in a Delta Chi chant together. They can then hand the flag back to you and return to their seats to transition.</i></b></p>
<b>TRANSITION</b>	<ul style="list-style-type: none"> <li>• The issues that contributed to the “death” of the chapter in the story are ones that can happen in any chapter. It is up to each one of us to protect the health and longevity of our chapter and Delta Chi as a whole.</li> <li>• There were multiple opportunities to change the direction of the chapter, but nothing happened. It’s up to you to move the chapter forward in a positive direction to be part of our continued success - and to find ways to address problematic situations because they fully take root and dictate our chapter’s culture and negatively impact our health.</li> <li>• As a personal charge: if you do not work towards achieving your personal development plan or try to find ways for the chapter to keep progressing forward, it will mean an end for our chapter. It’s up to you to ensure that does not occur, as you are the future of this chapter.</li> </ul>
<b>CLOSING ACTIVITY AND FINAL REMINDERS   20 MINUTES</b>	
<b>FACILITATOR TALKING POINT</b>	<p><b><i>AMC Note: It is suggested that you end this experience with a gratitude or commitment activity. This is an opportunity for Associate Members to share what the onboarding process has meant for them, as well as what they have gained from the experience as they prepare for Ritual. There are two example activities below (listed as “Activity Instructions Option One” and</i></b></p>

	<p><b><i>“Activity Instructions Option Two”), but you do not have to be limited to just these options - you will know your group best by this point!</i></b></p> <ul style="list-style-type: none"> <li>• Let’s take a deep breath together. That was a heavy topic, and we’ve reflected on what could go wrong.</li> <li>• Now, we are going to focus on what we want to build together, and to find a way to bring closure to this experience overall.</li> <li>• We are going to close out our time together to express gratitude for one another and this experience, and to bring our onboarding time to a close.</li> </ul>
<p><b>ACTIVITY INSTRUCTIONS: OPTION ONE</b></p>	<p><b><i>AMC Note: For a visual group bonding moment without pressure to speak individually, this is a good final activity. This activity will require a ball of string or yarn OR something like a large spool of balloon string/curling ribbon. You need enough to be able to easily toss this across the room from one person to another without running out, so it is suggested to bring enough for your entire group, and some backup options!</i></b></p> <ul style="list-style-type: none"> <li>• For this activity, we need to gather in a circle around the room. I am going to hand this <b><i>[ball of string / ball of yarn / spool of ribbon]</i></b> to someone to start.</li> <li>• The first person will need to hang on to the end and toss it, gently, to someone across the circle from them - once it has been caught, the first person will need to say how they have seen this person display brotherhood in action during the onboarding process. Essentially, think of a value or strength you’ve seen in this other person that should be celebrated.</li> <li>• The second person will hold onto a piece, and then throw it to someone else, and repeat the process. This will need to occur until everyone has received the <b><i>[string / yarn / ribbon]</i></b>, ending back at the first person.</li> </ul> <p><b><i>AMC Note: Keep an eye for safety or help to pick up anything that might fall and get it to the intended person - you’re essentially going to act like a “spotter” for this activity intentionally. Once everyone has received their part, share the following:</i></b></p> <ul style="list-style-type: none"> <li>• You have created a physical representation of the web of connection between each of you. This will create a web of connection between all of us - and displays your available support and the trust you have built together.</li> <li>• I intentionally helped as a spotter and observer - here to step in if you need me as your AMC, but ready to let you move forward together.</li> <li>• You are crafting your own steps into the future of brotherhood with Delta Chi. I have brought some scissors with me if you’d like to cut a piece of this web. It symbolizes that while we all must return to our own lives, we bring these ties of brotherhood together with us from now on.</li> </ul>
<p><b>ACTIVITY INSTRUCTIONS - OPTION TWO</b></p>	<p><b><i>AMC Note: For an expressive group that values peer to peer recognition, use this activity. This activity will require a gavel or other meaningful object to represent who should be receiving the recognition in each moment.</i></b></p> <ul style="list-style-type: none"> <li>• For this activity, we need to gather in a circle around the room. I am going to hand this gavel to someone to start. You may have heard of a “gavel pass” before, where the person holding the gavel is the only one able to speak.</li> <li>• However, this is going to be a reverse gavel pass - that means that the person holding the gavel is going to receive information instead of giving it. As you hold onto the gavel, other Associate Members will have the opportunity to share how they value you and your membership in the Fraternity and describe how they have seen you be a brother in action.</li> </ul>

	<ul style="list-style-type: none"> <li>• Everyone will have the opportunity to receive the gavel and receive gratitude from others - which can sometimes feel challenging to participate in, but it is important to practice not only sharing your thanks, but to receive it as well.</li> </ul> <p><b>AMC Note: For larger Associate Member classes, you may need to consider setting a time limit on how long someone is able to hold the gavel before passing it to the next person. For others, you can let the person decide when they are ready to pass it along or until there is a natural pause in sharing.</b></p> <ul style="list-style-type: none"> <li>• Thank you for verbalizing how you have seen brotherhood in action with one another - this truly demonstrates the support and trust that you have built together and will be a positive impact for our chapter in the future.</li> </ul>
<b>DEBRIEF</b>	<ul style="list-style-type: none"> <li>• How do you feel now about making the lifelong commitment to Delta Chi, and what does this next step in the journey mean to you?</li> <li>• Reflect on our values as you've learned about them so far and the 11 Basic Expectations. What is a personal commitment that you can make to uphold our values and expectations moving forward?</li> <li>• What is the most impactful lesson you have learned during your onboarding experience? How can you help share that with others?</li> </ul>
<b>TRANSITION</b>	<p><b>AMC Note: You need to share all the event planning details about the ceremony with Associate Members - they should be aware of what they need to wear and the time, date, and location of Initiation, as well as how long they should expect the ceremony to last. Nothing should be a surprise when it comes to those logistics. The ceremony MUST occur on or before day 35 of the onboarding process.</b></p> <ul style="list-style-type: none"> <li>• A few final reminders: you may receive a survey from IHQ about your experience. The program has been recently revised, and staff are very interested to know how everything has gone for those who are directly participating in the program. If you do receive that survey, please be honest and candid with your thoughts.</li> <li>• The initiation ceremony will be held at <b>[date, time, location]</b>. You will need to arrive by <b>[time]</b> and wear a suit and tie. You can expect that the ceremony will take <b>[estimated length of time]</b>.</li> <li>• At our next chapter meeting following the ceremony, the "C" will report your initiation on the Chapter Meeting Report, which is the final administrative piece to move you from associate to initiate on our roster.</li> <li>• Also in this meeting, we will spend time intentionally reviewing and explaining the symbols, lessons, and teaching shared during the Ritual, so that we can ensure you understand all the meaning.</li> <li>• Hearing everything for the first time can be overwhelming, and we want to make sure that you - and all our active members - get a refresher and reminder on what you have experienced.</li> </ul> <p><b>AMC Note: Provide any personal final thoughts or words of encouragement.</b></p> <ul style="list-style-type: none"> <li>• With that, let's gather to close our final onboarding session by singing the Bond Song together.</li> </ul>

## DEATH OF A FRATERNITY SCRIPT

BULLETIN: January 20, 2009

The Delta Chi Fraternity at State University died today. Death was attributed to a lack of funds and interest. Surviving are twenty brothers, a flag, and two large coats of arms. Funeral arrangements were not immediately available.

Tom Johnson, the last president of the Michigan State Chapter, sat in a wicker rocking chair in his comfortable off-campus apartment and talked about his fraternity and why it died.

“It’s hard, really hard to believe it’s actually gone,” he said, rocking slowly back and forth. “The ‘Rules of the Game’ say when you fight and struggle for something you believe in, then you’ll win. We didn’t.”

I guess you could say our troubles began about the same time they did for everyone else in the autumn of 2005,” he continued. “I had joined the year before, and that was my first term in the house. I guess it wasn’t the best time to get in.”

The Fall term of 2005 was a bad time for all fraternities. The Greek system, long the recognized way of getting through college while living the “good life,” was suffering from a general lack of interest by the student body at State. For many years, membership in a fraternity had been the highest possible status attainable by young college men. At State, as well as other universities, fraternity men were the leaders in student government, the athletes, and the social lions. Fraternities were the only alternative to the dorms, for all practical purposes, and the Greek System dominated campus life in almost every facet.

However, by the mid-2000s, a change was becoming apparent. After a student died at one house, the university enacted a series of restrictions on fraternities. The chapters, in response, left campus, creating their own off-campus Interfraternity Council. The culture changed. The men who wanted to join Greek Life wanted to join for the parties, and the alcohol, not for the brotherhood.

Fall term, 2005, was the last term, according to older Greeks at State, when Rush brought out a respectable showing of men interested in joining a fraternity. In previous years, it was not uncommon to entertain as many as 350-400 men per night at a large house. In the winter of 2005, most houses recorded nightly rushes of 35-40, sometimes fewer.

Another factor that Fall was the emergence of the “party guys” as the dominant group in the fraternity. So-called because of their penchant for parties and good times, but little else that was constructive, they became, according to Johnson, the rule rather than the exception in the chapter. The new Associate Members, accordingly, looked up to them as the best example of a Delta Chi and followed their lead.

“Every chapter,” Johnson noted, “has party guys in a minority.” They add some depth and balance to the group. When they become the majority, however, negative forces are set in motion. “The result was that we kept developing more and more guys who looked to the fraternity as a good time and nothing else,” Johnson said.

### **\*TAP\***

Still, another factor in the beginnings of the Delta Chi downfall was the easing of standards for entry. Many fraternities, faced with the recruitment and activation of a large pledge class or the possibility of going under, eased or eliminated entire requirements for activation into the fraternity. Delta Chi followed suit, to the detriment of the Associate Member program and eventually the chapter. “By eliminating much of the work and knowledge requirements,” Johnson said, “the pride and feeling that you have had to work and sweat for something was also eliminated, resulting in a lack of spirit and feeling of accomplishment once the Associate Member period had ended.” Johnson stubbed out a Marlboro in the already overflowing ashtray in front of him.

By spring term of '06, though, things had changed. You couldn't really put your finger on it, but the differences were there. One change was the retirement of the housemother, at the end of the winter term. The effects were subtle, but noticeable, as manners deteriorated at dinner, the traditional fraternity song at the end of a meal became history, and the

general volume of noise rose in the house. A house father was hired for the spring term but failed to have the desired effect, and in the interest of money, was not rehired the next fall.

### **\*TAP\***

Associate Member programs became more lax term by term. Spring term of 2006, the AMC sat down with the good-sized class and asked them, "What do you guys think you should have to do in order to go active?" "We lost about half of those guys," Johnson grimaced. "But then, can you blame them? What kind of AM program is that?"

At the end of the spring term, 2006; Delta Chi outwardly appeared to be in good shape. Inwardly the cracks were beginning to appear. The physical shape of the house was poor, dangerous cliques had formed with definite lines among brothers, and financial responsibilities were beginning to be regarded as a joke. Guys kept saying, "Wait until next year, we'll be better." We had a lot of new guys moving in, and we still had some guys who cared about the house, who would pick up after the others and carry the responsibilities.

The Fall term of 2006, however, brought new troubles to Delta Chi. Rush was "way, way, down," according to Johnson and the few men who did come through the house seemed unimpressed. A small AM class was formed, but again, the mortality rate of AMs dropping out was over fifty percent. In addition, relations within the house were strained. Many fraternities, faced with the possibility of going under, eased or eliminated entire requirements for activation in the fraternity.

### **\*TAP\***

People seemed to forget about consideration, other people; brotherhood if you want to label it. Guys would have their girlfriends up in their rooms, and their roommates would burst through the door half-drunk, yelling, banging on the walls, and stuff like that. You couldn't study around there, people had stereos up loud, and there always seemed to be some commotion going on." Fraternity traditions continued to fall victim to the efforts to streamline the AM Process and make the house easier to live in, with less complication. "I

always figured we had a pretty tight house, you know, in comparison with the others at State.” Take away the traditions, all of them, and as Tom Johnson and Delta Chi found, only the house and some guys living in it are left. The idealism, the goal, the “brotherhood,” the feelings of belonging after accomplishing the same thing that others for years and years have accomplished are gone.

**\*TAP\***

Leadership was another problem. The president elected that fall term was, as Johnson put it, a “good guy, a good leader.” But in the winter term of 2007, he left to student teach. His replacement was a second-term active who had moved into the house just that fall. He was young, naïve, and inexperienced in the position. He was unable to cope with the pressures that were to bear upon him in the following terms, resulting in a loss of confidence in house leadership at the very time strong and efficient people were needed to put Delta Chi back on its financial feet.

Johnson, by now the unofficial leader of the element of the chapter that saw problems developing, tried to raise enough support to have the president replaced with someone with more experience and ability. He failed. Many of the brothers felt that taking away the young president’s position would hurt him and alienate him from the house, and thus he stayed on.

**\*TAP\***

By now, financial problems were plaguing the troubled chapter. In addition, the house had been built several years previous, and the entire structure had been remortgaged, resulting in a higher house bill. With the decline in the number of men in the house and the irresponsibility of brothers in payment of bills, the financial problems were compounded.

“The last meeting of the spring term of ‘07 was a real zoo. Things came to a head, I guess, and you could have heard the shouting across campus. Some of the stuff was cleared up and we made plans for the coming year to be kind of a building year for the house, with a return as far as possible to the old days. I guess it sounds kind of funny now, but then things seemed to be shaping up a little.”

The young ex-president leaned forward, gesturing with his hands. “We weren’t even sure whether we could open the house that fall, because we wouldn’t have enough guys to keep the bills down, to break even, much less make a profit. But some of the upperclassmen said they’d stick it out, for another year, for the fraternity. It made me feel good to hear stuff like that. It was the old Delta Chi spirit, you know?”

**\*TAP\***

The fall rush was planned in detail. Meetings were held that summer, work committees were named to clean the house and yard, and advertising space was purchased in the University newspaper. “Only one thing went wrong,” Johnson said. No one came through recruitment. “We should have figured, but nobody really thought that things had changed that much. We just thought that if we did things like we had done them before, then everything would be okay, back in order again. By then no number of posters or ads would bring people through rush, you had to have the dorm contacts and go out and get the potential new members. We didn’t have the horses.” Johnson spoke softly, the words coming slowly, carefully, as though he was unwrapping an old wound.

The fall of 2007 was “an abomination,” he said. Although a few people eventually came through the house, due to frantic efforts by Johnson and several others, only two Associate Members joined. It was a heavy blow to the sagging chapter spirit, and its effects were felt to the end of the term. Noise and lack of consideration for others in the house reached monumental proportions. Many of the seniors who volunteered to live in the house for the entire year called it quits after final exams in December of 2007. “They were just bummed out with the whole thing, and no amount of talking, promises, or threats would make them change their minds,” Johnson said.

**\*TAP\***

The alumni advisor, who had maintained casual relations with the fraternity over the past three years, now said they had to pay off some of the debts run up over the '06 - '07 school year. With even fewer brothers in the house, with the possibility of raising the house bill and forcing even more out, with the

mortgage payments due and no immediate source of money available, the fraternity fractionalized and split up, with rush at a standstill, the Delta Chi's made the only possible decision: to sell the house.

The rest of the story is a common cause and effect. Many of the brothers moved into an apartment complex east of the fraternity house. Some didn't. Others resigned. Those that moved into the apartments tried to maintain the chapter's integrity but found too many restrictions, and too many walls.

Rush was attempted in the spring of 2008 but failed miserably. Johnson, who had been elected the previous fall, decided to try and rally the brothers who were left for one more crack at rush in the fall of '08. It failed again.

**\*TAP\***

On January 20th, 2009, after a hazing and vandalism scandal from the chapter making the news, Johnson and the 19 remaining brothers voted the fraternity out of existence. Their charter remains with the university, to be used again perhaps someday in the future when another group of young men will want to form a chapter of Delta Chi at State University. The big colonial-style house still stands at the northwest corner of Main Street and Twelfth Avenue, but the tasteful gray paint has peeled away, leaving ragged patches of bare, worn wood. The red-trimmed shutters hang at crazy angles, with slats broken or missing, and most of the windows are shattered or cracked. The lawn is overgrown with weeds and strewn with litter.

Students with classes nearby use the potholed and dusty parking lot. The Delta Chi's thought that by letting the house fall to ruin, the City would change its zoning law and allow a gas station to be built on the corner, thus giving the fraternity about \$250,000 in payments to pay off debts and construct a new house to be used for parties, meetings, and social functions.

**\*TAP\***

"The city hasn't backed off, though," Johnson said. "I'm not sure what we'll do with the old wreck now. I get sad every time I walk by it. I guess everyone does," he continued. "The guys who worked, who cared, sure, we got discouraged, wanted to quit, but we always figured we'd somehow pull it off,

that it would never get this far. Only one thing went wrong,” Johnson said. “No one came through recruitment.”

Johnson rocks slowly now. His voice is thick and trails off at times.

“Sometimes I’ll get a call from the police - they know me by now - and I’ll go over to the house; it’ll be around four in the morning and there will be maybe three or four brothers, some of the guys who cared. They’ll be drunk, back from the bars or a party, sitting on the living room floor singing old songs. I can’t help it, I’ll sit down with them, and we’ll talk about the old I-Weeks, raids, parties, and the house.”

The old Coat of Arms that used to hang above the fireplace is now gone. Johnson thinks it was stolen by another fraternity on campus. Johnson smiles quietly. “It’s kind of ironic,” he said. “I guess they figured we’d chase them and hassle them for it. I’m surprised they got it out of that wreck.” The second, newer coat of arms is hidden deep within a Delta Chi’s closet somewhere, but Johnson won’t say where.

**\*TAP\***

The reasons why Delta Chi folded - and there are many - could be written down and labeled like a diagnosis of a disease. Poor leadership. Lack of education for new members. The almost frantic cutting away of all traditions and ideals to appeal to more people. Division of the fraternity into separate, polarized cliques. Financial irresponsibility. Lack of good alumni relations and a strong, smart advisor to help them. Insufficient peer pressure and a lack of consideration. Hazing, drinking, and vandalism. And many more reasons, except one, for Tom Johnson and some of the brothers.

“I, well, if I had to do it all over again, I’d do it, because I think it was worth it, whether we lost or not,” Johnson smiled sadly. “It’s that old Delta Chi spirit, you know?”

**\*TAP\***

# AMC SESSION 10 **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?