



PHI MU DELTA

FRATERNITY

THE PERSONAL APPROACH TO FRATERNITY.



EXPANSION PROPOSAL

PHIMUDELTA.ORG



What if a fraternity's national leadership strived to know every single member by name?

What if a fraternity invested every possible dollar of its members' dues back into world-class leadership and personal development education?

What if a fraternity leaned into modern issues of social justice, equality, and democracy because it understood its members roles as citizens who lead?

What if a fraternity offered a welcoming home for men from all backgrounds, of all personalities, and with a wealth of varied interests?

FOUNDED IN
1918



32%
OF UNDERGRADUATES
SERVE AS A TUTOR



THIRTY-TWO PERCENT

of undergraduates are
Orientation leaders



FIRST GENERATION

More than a third of members are
first generation college students:

36% say that neither parent
graduated from a four-year
college/university.



HARD WORKING

Most undergrads (83%) have
a paid or unpaid internship.

Half (50%) are working while
attending school.



**FIRST NATIONAL FRATERNITY TO
ACCEPT MEN REGARDLESS OF THEIR
RACE OR RELIGIOUS AFFILIATION**

FORTY-ONE PERCENT
of undergraduate members
have held a position on IFC

IFC

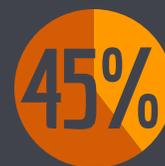


HIGH PERFORMERS.

Almost one-third of members
(32%) were Boy Scouts. 8%
Attained status of Eagle Scout.
Many were members of Key Club,
YMCA, Order of the Arrow, and
4H growing up.

NEW FRATERNITY EXPERIENCES

Less than half (45%) of all
members indicated that a
family member is part of a
sorority or fraternity.



ATYPICAL MEMBERSHIP

Only one-quarter (24%) of
members surveyed say they had
considered joining a fraternity
prior to attending college.



25% of undergraduates participate in LGBTQ+ organizations
(12% of undergrads identify as LGBTQ+)

2-4

Focus on no more than
2-4 expansions per year.

HIGHLY SELECTIVE



THIRTY-ONE PERCENT
OF UNDERGRADUATES
ARE AN R.A.



PHI MU DELTA

MISSION

To provide a positive fraternity experience for today's college man, encouraging high personal standards, morally, mentally, and spiritually, and, to help its members live the ideals of our founders: democracy, brotherhood and service.

VISION

To redefine fraternity through cultivating and curating a culture of lifelong civic engagement and fellowship.

FOUNDERS' CREED

I believe in Democracy... a democracy characterized by the practice of justice in every relations of life. I hold that justice is the foremost principle to be considered in making my decisions as a voting member of Phi Mu Delta, the student body, and as a citizen of the United States. I believe in that broad conception of democracy which seeks freedom of opportunity, and recognizes no color, race, creed, or position.

I Believe in Service... service to the college; service to every group organized for the common good; service to the individual. I believe in service defined in the terms of voluntary sacrifice for the welfare of those with whom I come in contact.

I Believe in Brotherhood... Brotherhood that reaches beyond the limits of Phi Mu Delta and welcomes every man as my Brother. I believe in the intrinsic worth of the man at my side, and in his ability to make good and justify my faith in him.

I hold these beliefs as my profound conviction, and I pledge my fellow men to live up to them to the best of my ability.



▲ FRATERNITY IDEALS

BROTHERHOOD

The relationship between brothers that is linked by common values, interests, and goals.

SERVICE

The act of doing something for the SERVICE welfare of others.

DEMOCRACY

Each member has a voice and is treated with dignity, respect, and equality. That all decisions are made with justice in mind and that we do what is just at all times.

NATIONAL SUPPORT

▲ EXECUTIVE DIRECTOR

The Executive Director manages the daily affairs of the fraternity through working to hire and supervise staff, serving as a representative of the National Fraternity, acting as a liaison between the National Fraternity and host institutions, cultivating alumni support within the fraternity, and organizing chapter visits with the National Office. The Executive Director also serves as an ex-officio member of the National Council and the nominations committee.

▲ DIRECTOR OF CHAPTER SERVICES & GROWTH

The Director of Chapter Services and Growth supports the undergraduate chapters and colonies and on the growth efforts of the National Fraternity by developing the educational programming for the National Fraternity, visiting chapters/colonies during the academic year, providing leadership training, recruitment training, assistance and educational programming to chapters/colonies. In addition, the Director oversees the expansion efforts for the National Fraternity, including recruiting and conducting expansion visits with newly-formed groups, ensuring the health and stability of chapters, assisting in identifying, recruiting, and training Chapter Advisory Board members and District Governors, and creating and implementing all regional and national leadership conferences.

▲ NATIONAL COUNCIL OFFICERS

The role of the National Council of Phi Mu Delta is to establish leadership consistent with the National Fraternity's Constitution and Bylaws, regarding the finances, management, and activities for the further advancement of Phi Mu Delta. The National Council is the authority for the governance of the fraternity. The council delegates to the Fraternity's Executive Director for the management of operations and resources. The ultimate role of the National Council is to assist the fraternity's staff and volunteers in carrying out the mission and strategic plan of the fraternity.

▲ DISTRICT GOVERNORS

The District Governors are another layer of support for chapters, divided by the district in which the chapter resides, and represent the National Fraternity on the regional level. There should be regular communication between the District Governor and chapters. District Governors assist the National Fraternity as another layer of support and through facilitating national and regional programs.

LOCAL SUPPORT

▲ ALUMNI ASSOCIATIONS/HOUSING CORPORATIONS

Alumni Associations are formed in order to provide a support and assistance role with the undergraduate chapter, as well as, maintain social contact with the alumni from a particular chapter. Alumni Associations have an executive board which plans and finances educational programming for the benefit of the chapter or social events for the alumni. In addition, these boards help raise money for the chapter in order to finance educational endeavors and scholarships. Housing Corporations, often referred to as alumni control boards, are in control of all property owned and maintained by the local chapters of the fraternity. These boards are incorporated through the state and operate with a board of directors. They work closely with the chapter president, treasurer and house manager to ensure that the property is well maintained and all bills are paid in a timely manner.

▲ CHAPTER ADVISORY BOARD

The Chapter Advisory Board consists of 6 people: a Chapter Advisor, a Financial Advisor, an Academic Advisor, a Recruitment Advisor, a Membership Development Advisor, and a Judicial Advisor. The role of the chapter advisory board is to support and advise the chapter or colony with chapter operations, recognize successes and assist them through struggles.

Phi Mu Delta Fraternity has decided to invest in the chapter and colony's advisor support system. Thus, each member of the Chapter Advisory Board is approved, certified, and trained by the National Office. The trainings include online webinars, handbooks, and quizzes to ensure the advisor understands his or her role with the chapter/colony. Upon certification, the members of the Chapter Advisory Board receive a personalized certificate and coverage under the National Fraternity's liability insurance.



CHAPTER ADVISORY BOARD (ALL)

Role: Provide support to the local chapter/colony

EXPECTATIONS

- ▲ Meet as a Chapter Advisory Board on a Monthly basis
- ▲ Mentor, support, and teach students
- ▲ Model appropriate behavior and hold members accountable
- ▲ Participate in volunteer training and certification programs
- ▲ Support the local chapter/colony in their development
- ▲ Attend chapter/colony meetings as required
- ▲ Understand and enforce Phi Mu Delta policies, by-laws, and resolutions
- ▲ Report any potential violations to the National Office immediately
- ▲ Review and follow through with assessment of Chapter/colony visitation reports
- ▲ Assist in the recruitment of Chapter Advisors for CAB
- ▲ Communicate regularly with the District Governor, National Office, and Campus Greek Life Office

CHAPTER ADVISOR

Role: Serve as the primary Advisor to the Chapter/Colony and Chair to the Chapter Advisory Board. Ensures that the Chapter leadership is supported, challenged and guided to achieve the chapter's goals.

EXPECTATIONS

- ▲ Have regular contact with the Chapter President
- ▲ Attend all weekly chapter meetings
- ▲ Complete monthly CAB Report
- ▲ Meet with the executive board, at least, twice a semester
- ▲ Submit CAB report and communicate regularly with the District Governor
- ▲ Organize monthly Chapter Advisory Board meetings
- ▲ Attend all chapter rituals and initiation ceremonies (if an initiated member)
- ▲ Attend Officers' Academy

▲ ACADEMIC ADVISOR

Role: Serve as the academic and scholarship advisor to the Chapter/Colony to ensure that the organization meets its academic goals and supports those that need improvement.

EXPECTATIONS

- ▲ Have bi-weekly contact with the chapter scholarship chair
- ▲ Attend, at least, one chapter meeting each semester
- ▲ Meet with new members at the beginning of the new member education process
- ▲ Assist member with identifying academic support mechanisms on campus
- ▲ Assist with the monitoring of members who are on Academic Probation
- ▲ Act as a faculty/staff liaison to the institution

▲ MEMBERSHIP EDUCATION ADVISOR

Role: Serve as the education advisor to the Vice President of Member Development to ensure that membership development and orientation programming is consistent with Phi Mu Delta's values and goals.

EXPECTATIONS

- ▲ Work closely with the VP of Member Development and help implement the Leading the Lion Pride curriculum (the National new member education program)
- ▲ Help the chapter identify areas of needed development
- ▲ Work with individual members as they seek to improve their leadership skills
- ▲ Ensure all programs are free of hazing and promote positive personal development

FINANCIAL ADVISOR

Role: Serve as the financial advisor to the chapter/colony to ensure that financial operations are sound and that the budgetary goals of the chapter are achieved.

EXPECTATIONS

- ▲ Work closely with the VP of Finance to develop the chapter budget each term
- ▲ Provide knowledge to the chapter to maintain consistent bookkeeping policies and financial accountability
- ▲ Review all statements, invoices, and audits
- ▲ Ensure that the chapter is planning for future needs and maintains a proper amount in savings each semester
- ▲ Assist, when needed, with the collection of dues and other payments

RECRUITMENT ADVISOR

Role: Serve as the recruitment advisor to ensure that the chapter meets its recruitment goals and retention of members.

EXPECTATIONS

- ▲ Work closely with the recruitment chair and VP of Membership to identify membership needs and growth potential
- ▲ Monitor ChapterBuilder to ensure members are holding each other accountable to their recruitment goals
- ▲ Help chapters understand the need to maintain high enough membership to meet the chapter's goals and allow members to enjoy their experience
- ▲ Assist with chapter retention issues
- ▲ Understand and support dynamic recruitment methods and procedures
- ▲ Assist the chapter with year-round recruitment goals and calendar

JUDICIAL ADVISOR

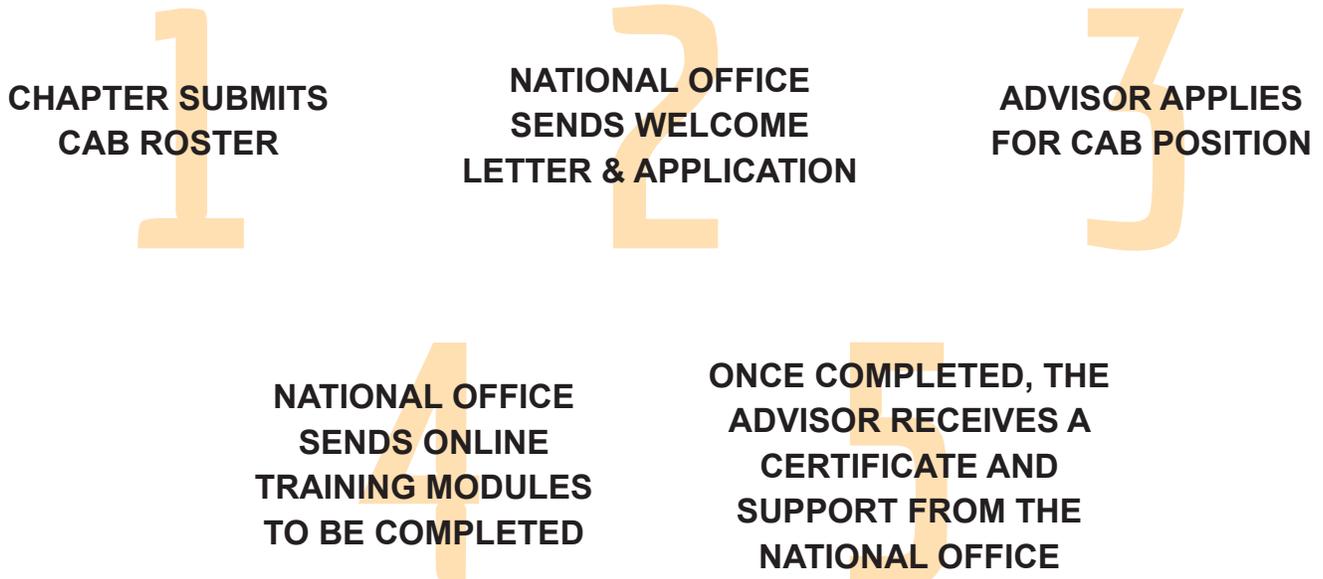
Role: Serve as the advisor to the Chapter's Judicial Board and assists the Board with issues of due process and fairness.

EXPECTATIONS

- Understand chapter judicial board procedures
- Be present at all judicial board hearings and serve purely as an advisor – do not vote or run hearing
- Assist the board with recommendations for sanctions
- Work closely with Executive Board to assist with issues of accountability within the chapter



CHAPTER ADVISOR CERTIFICATION PROGRAM



ONLINE TRAINING MODULES

Through GoToMeeting and GoToTraining, the National Office will create pre-recorded online webinar/modules for the advisors to watch; included in these trainings are tests and quizzes that the advisor needs to score at least an 80% on to be certified.

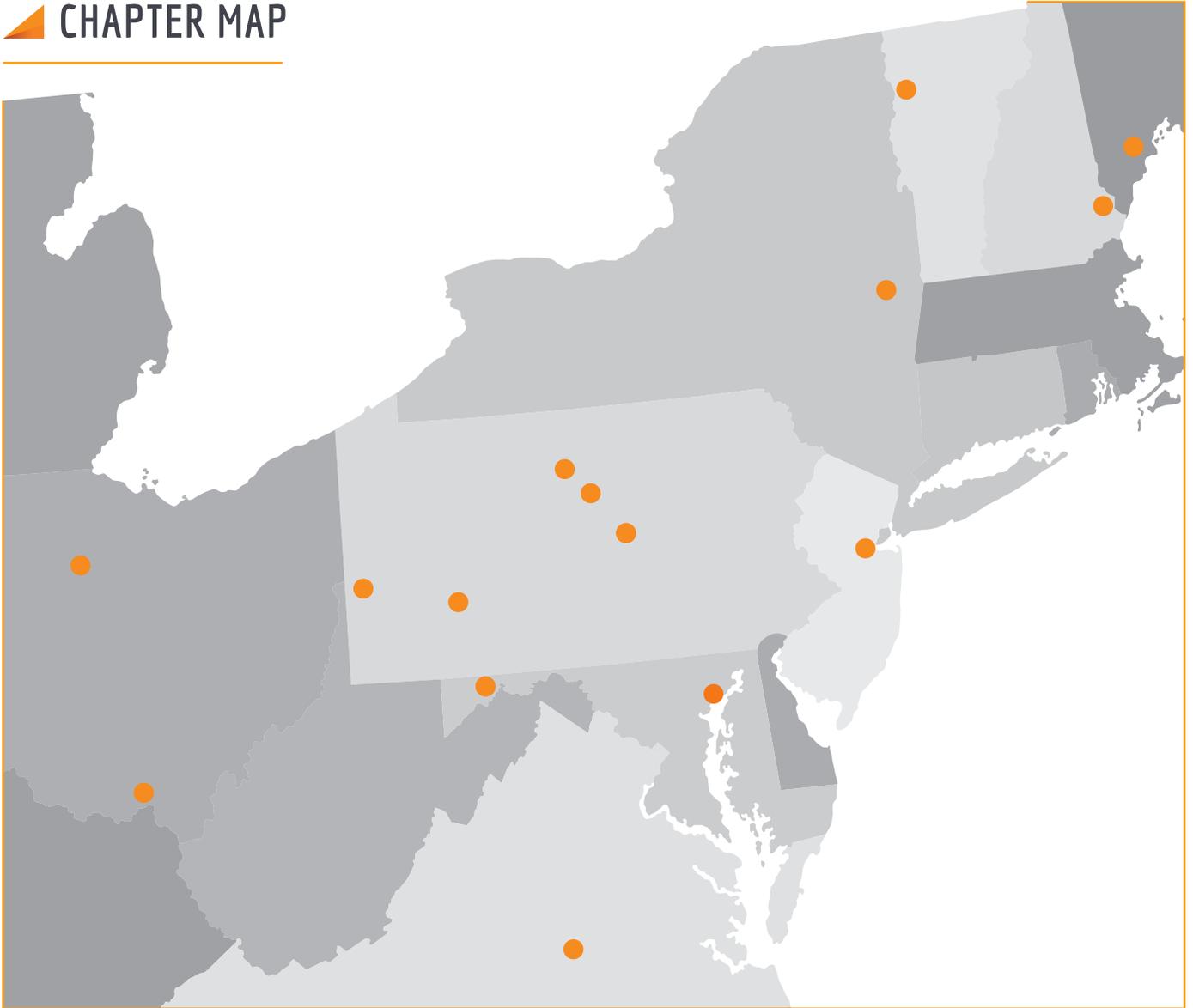
BENEFITS

Chapters/colonies that have informed and engaged Chapter Advisory Boards are more successful than those that do not and are able to mitigate and prevent issues in a more effective manner. In addition, the National Office will have the ability to hire and fire advisors and have a more direct role in determine who is involved with the local chapters/colonies. Also, approved and certified advisors will be covered under the National Fraternity's insurance.

ACCOUNTABILITY

Chapters/colonies that do not have, at least, an approved and certified Chapter Advisor and Academic Advisor by May 15, 2017, will have an additional 5% increase in their insurance rate PER missing advisor. If an advisor is not performing his/her duties will be removed.

CHAPTER MAP



STATISTICS

NUMBER OF CHAPTERS: 14

AVERAGE CHAPTER SIZE: 30

AVERAGE CHAPTER GPA: 3.02

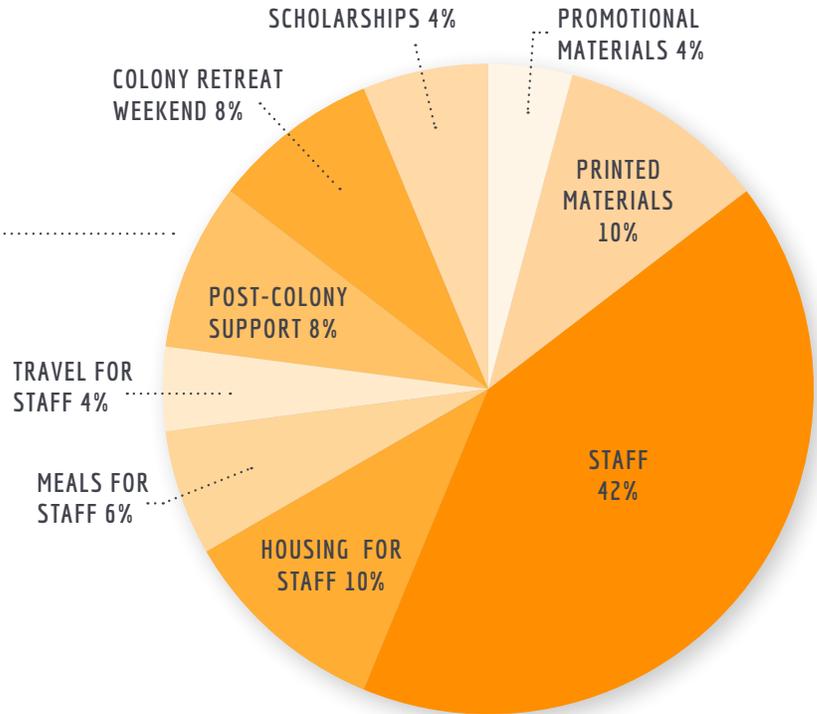
NUMBER OF COLONIES: 1

NUMBER OF INITIATES: 18,000

HOURS OF SERVICE: 41.2 hours/member

CHAPTER STATISTICS (CONTINUED)

\$25,000 OVERALL BUDGET
FOR EXPANSIONS



RECENTLY CHARTERED CHAPTERS

- Robert Morris University - Spring 2018
- Rutgers University, New Brunswick – Fall 2016
- Ohio Northern University (Re-Charter) – Spring 2016
- Shawnee State University – Spring 2016

RECENT COLONIZATIONS:

- Mu Chi (Stevenson University)

PREVIOUS 5 YEARS OF EXPANSIONS:

- Mu Upsilon (Robert Morris)
- Mu Sigma (Rutgers New Brunswick)
- Mu Beta (Ohio Northern University)



LOCAL ALUMNI SUPPORT

RICHARD STOCTON UNIVERSITY EXPANSION

- ▲ ALUMNI WITHIN 25 MILES OF CAMPUS: 8
- ▲ ALUMNI IN THE PHILADELPHIA METRO REGION: 389
- ▲ NEW JERSEY REGION: 658 ALUMNI

REINVESTMENT

NATIONAL CONCLAVE

National Conclave is the supreme legislative body of the Fraternity. It is a biennial event occurring on the even-numbered years. At Conclave, members elect national officers, determine National Constitution and By-Law changes, and make recommendations on the policies and operation of the Fraternity.

Anyone from a chapter/colony is welcome to attend, the National Constitution states that each chapter/colony is required to send three undergraduate delegates to Conclave —two heads (usually the president and highest-ranking officer attending) and one alternate delegate. The two head delegates serve as the chapter's undergraduate votes, and if a head delegate is not on the floor, the alternate serves as the vote.

SAPPHIRE LEADERSHIP INSTITUTE



The Sapphire Leadership Institute is held biannually to assist all undergraduate members who are interested in learning more about leadership. This program allows participants to practice their own leadership skills in preparation for their growing role as chapter leaders. Each chapter and colony is expected to send four members this a four-day residential experience.

LEARNING OUTCOMES

- ▲ Understand leadership types and styles
- ▲ Develop and improve leadership skills
- ▲ Gain a perspective for the future and that of the organization
- ▲ Identify that a member can lead the chapter with or without a position or title
- ▲ Develop friendships with other brothers that can also serve as future resources and connections
- ▲ Create a relationship with a mentor that assists participants through challenge and learning during and after the program

NAVIGATOR



Navigator is an elite program designed to introduce newly initiated members to the possibilities of their lifelong membership. This program runs concurrently with the Sapphire Leadership Institute and chapters/colonies are required to nominate one newly initiated member to attend. To qualify, the member must have been initiated during one of the previous two semesters.

LEARNING OUTCOMES

- ▲ Understand the responsibility and take advantage of a lifelong membership in Phi Mu Delta
- ▲ Create a plan for a fraternity membership for life
- ▲ Develop relationships with Phi Mu Delta alumni through networking
- ▲ Understand and express how the ritual of Phi Mu Delta Fraternity affects a member's daily life

OFFICERS' ACADEMY

Each January, Phi Mu Delta Fraternity hosts Officers' Academy. The purpose of this program is to offer nuts & bolts training to all newly elected officers. This three day training workshop provides officers with the essential tools to manage chapter operations and attain goals for the coming year. All five members of the executive board are expected to attend.

LEARNING OUTCOMES

- ▲ Develop and Improve leadership skills
- ▲ Explain the importance of ensuring smooth transitions from past to new officers
- ▲ Develop skill sets to manage daily chapter operations
- ▲ Demonstrate the importance of teamwork within an executive board
- ▲ Discover the value in for strategic planning and goal setting for leaders and organizations

LEADERSHIP SUMMIT

The Regional Leadership Summit is designed to assist chapter and colony leaders in addressing current organizational issues and seek solutions. Participants are invited to share ideas, issues and solutions.

LEARNING OUTCOMES

- ▲ Identify current leadership issues within the chapter or colony
 - ▲ Describe solutions to issues through providing a forum to explore current chapter operations
 - ▲ Develop and improve presentation skills
-

RECRUITMENT ACADEMY

Phi Mu Delta is proud of its relationship with Phired Up Productions, Inc., who have provided our curriculum for our Regional Recruitment Academies, held in late August each year. The Fraternity whole heartedly supports and encourages our chapters and colonies to employ dynamic recruitment techniques and social excellence programming to ensure strong recruitment numbers with high quality membership.

LEARNING OUTCOMES

- ▲ Identify and understand your chapter/colony's recruitment goal
- ▲ Understand the Phi Mu Delta values and how they affect recruitment
- ▲ Understand how to find potential new members
- ▲ Recognize Phi Mu Delta's values in potential new members
- ▲ Understand and utilize recruitment skills
- ▲ Develop a recruitment plan for the academic year



▲ WELCOMING

Phi Mu Delta is committed to creating a Brotherhood which is highly inclusive and diverse. This diversity creates strong chapters who engage our members to grow intellectually, socially and as citizens of the world. Our associations challenge us to make the best of ourselves and the community around us. Our national programming, our national policies, and our culture of democracy drive us to promote *social justice* at every turn.





INTERNATIONAL

With over 18,000 initiates from over 35 countries, Phi Mu Delta is truly an international Brotherhood.

ACCEPTING

Phi Mu Delta was the first national fraternity to accept men regardless of their race or religious affiliation.

WELCOMING

Phi Mu Delta was a leader among NIC Fraternities to publicly share an open, just, and welcoming policy on transgender membership.

DIVERSE

Phi Mu Delta makes a home for men from all backgrounds, of all personalities, and with a wealth of varied interests.

PHI MU DELTA ***** CHAPTER

BASIC MEMBERSHIP EXPECTATIONS



Bound by our oath to each other and to the Creed by which we live, we are obligated to hold each Brother accountable. In so doing, the members of **INSERT NAME HERE** Chapter agree to the following basic expectations of membership and to hold accountable those men who fail to abide by these standards.

STATEMENT OF MEMBERSHIP EXPECTATIONS

- ▲ To abide by the Constitution of Phi Mu Delta Fraternity and the by-laws of the **INSERT NAME HERE** chapter.
 - ▲ To attend weekly chapter meetings.
 - ▲ To become a member of at least one committee and participate in its meetings.
 - ▲ To promote Phi Mu Delta's values of Democracy, Service and Brotherhood.
 - ▲ To abide by the Risk Management Standards of Phi Mu Delta Fraternity and the rules established by the **<College or University>**, especially those relating to alcohol.
 - ▲ To neither use nor support the use of illegal drugs or the misuse of alcohol.
 - ▲ To neither participate in, nor allow any member of my chapter to participate in any form of hazing.
 - ▲ To maintain at least a **XXX** (out of 4.0) semester grade point average.
 - ▲ To actively assist in increasing chapter membership by participating in all recruitment events.
 - ▲ To meet all my financial obligations to the **INSERT NAME HERE** chapter and Phi Mu Delta Fraternity in a timely manner.
 - ▲ To support and conform to all requirements and standards for fraternities at **<College or University>**.
 - ▲ To assist in the upkeep and maintenance of the Chapter House.
- To confront and hold accountable any member who does not abide by this agreement.

PHI MU DELTA ***** CHAPTER

BASIC MEMBERSHIP EXPECTATIONS (CONTINUED)



FAILURE TO MEET MEMBER EXPECTATIONS

The means of discipline within the chapter shall be the following:

- ▲ Removal of voting rights
 - ▲ Assigning of additional community service hours
 - ▲ Fines
 - ▲ Suspension from specific chapter activities
 - ▲ Removal from office or suspension from the chapter
 - ▲ Expulsion from the chapter
-
- The Judicial Board can also assign more specific disciplines as they deem appropriate to help educate the individual or chapter, prevent recurrence of the misconduct, or provide compensation to a wronged party.
 - The Membership Expectations apply to a member's actions at all times, and is not limited to Phi Mu Delta or <College or University> events.
 - The judicial board should inform the chapter of any rulings at each chapter meeting during its report, but can inform an individual of its rulings at any time.
 - The accused can appeal any ruling made by the judicial board to the general body of the chapter
 - ▲ The appeal must be made within 7 days of receiving the ruling of the judicial board.
 - ▲ The appeal must be written giving the reasons why the ruling is unjust.
 - ▲ The accused will read his appeal and the Vice President of Membership will be allowed to give a statement explaining why the Judicial Board came up with their ruling.
 - ▲ A ¾ vote is required of the general body to overturn a ruling.
 - ▲ If a decision is overturned the executive board shall review the misconduct in place of the judicial board, keeping the chapter's decision in mind, and decide on an appropriate action. The action of the executive board is final.



LEADING THE LION PRIDE NEW MEMBER EDUCATION

All chapters and colonies receive a comprehensive resource to execute the New Member Orientation Program, Leading the Lion Pride. This guide provides resources about the weekly educational sessions, the big brother program, videos, and speakers to be used throughout the curriculum. Upon accepting his bid, man is a full member of Phi Mu Delta with membership and voting rights.



LEADING THE LION PRIDE FACILITATION GUIDES

Each session of the program is outlined for the new member educator to follow. The chapters and colonies are welcome to adapt the execution of the program but are expected to cover all of the content. There are discussion questions, points to cover, and explanations, plus processing questions for the activities.

ACTIVITIES

There will be several activities each week, some for new members to get to know one another and some will relate to the content being delivered. These activities are just as important as the content being delivered and allow the new members to learn in various ways.

SPEAKERS

Each educational session will incorporate a speaker coming to the meeting and talking with the new member class. This will require adequate planning and preparation on your part to ensure there are speakers at EVERY session. Each week will have a list of possible speakers that you can invite to your meetings.

BIG BROTHER PROGRAM

There are resources included in this guide to help chapters and colonies have consistent and successful big brother programs. Helping chapters and colonies ensure that the big brother's role provides the new member with a positive new member experience and strong mentor in the fraternity. Big brothers are expected to attend the New Member Orientation Programs with the new members and sign a contract.



LEADING THE LION PRIDE

MEMBER EDUCATION *(CONTINUED)*

NATIONAL EXAM

Each new member will be asked to take a national examination to ensure that he is learning the material in New Member Orientation. The exam will be administered online and a sample exam is provided for chapters and colonies to reference throughout the program. All new members will take this exam and score at least an 80%. He may complete the exam as many times as he needs in order to achieve this score.

The purpose of the national exam is to assess the execution of the new member orientation program, NOT to determine whether a new member is initiated into the fraternity. The scores are used to assess if the chapter or colony is properly educating the new members.

LEARNING OUTCOMES

- ▲ Identify the three ideals of Phi Mu Delta Fraternity
- ▲ Articulate the purpose of a fraternity on a college campus
- ▲ Understand and meet the expectations of membership
- ▲ Build friendships with fellow new members, active members, alumni of Phi Mu Delta Fraternity, and volunteers
- ▲ Describe the history of fraternities and sororities and of Phi Mu Delta Fraternity
- ▲ Articulate the importance of the Founders' Creed of Phi Mu Delta
- ▲ Identify the six pillars of character and describe how to embody them daily
- ▲ Recognize positive wellness behaviors for an individual and the chapter
- ▲ Demonstrate how to effectively work in a team
- ▲ Understand the risk management policies of Phi Mu Delta
- ▲ Strategize positive recruitment efforts for identifying and recruiting potential new members
- ▲ Articulate the importance of time management and scholarship within the fraternity experience

SUGGESTED NEW MEMBER ORIENTATION CALENDAR

WEEK	MEETING AGENDA	EDUCATIONAL CONTENT	RITUAL ACTIVITY
WEEK 0	Induction Ritual Collect fees Introductions		Induction Ritual
WEEK 1	Expectations & Rights Basics Teamwork	Introduction to the Fraternity	Select Big Brothers
WEEK 2	Values 6 Pillars of Character	Character Education	Announce Big Brothers
WEEK 3	History Mission, Vision, & Values	History	
WEEK 4	Individual Wellness Chapter Wellness Recruitment Risk Management Scholarship	Wellness	
WEEK 5	Leadership Chapter Operations Civic Engagement	Leadership	
WEEK 6	Lifelong Membership Alumni Initiation Preparation	Lifelong Membership	
WEEK 7	Initiation Ceremony Post Initiation	Initiation	Initiation Ritual

CHAPTER WELLNESS

NEW MEMBER EDUCATION

Phi Mu Delta takes a holistic approach to risk and harm prevention and helps members go beyond policies and procedures and think about the impact of their behaviors. The National Fraternity has identified eight areas that could negatively impact the success of chapters and colonies, including: alcohol and drugs, accountability, scholarship, apathy, membership, sexual assault, hazing, and finances.

Just as examining physical health, it is important to know what risk factors there are to being unhealthy or unsuccessful. When looking at a chapter, it is important to know and understand the risk factors that can be detrimental to the organization. What has the potential to cause harm?





ALCOHOL & DRUGS

Understanding the harm that alcohol and drugs can have within a chapter is important. Just as in the human body, abuse and overconsumption can have extremely negative impacts on a chapter. Ensuring that chapter members follow the law and the policies in place will ensure that members have fun while being responsible.



FINANCES

It is important to know what it costs to run the organization, while keeping dues low for members. Remember that if dues are low, but no one is having fun as a brotherhood - you still have a problem. What can you do to balance the individual fees and have a healthy, sustainable chapter budget?



HAZING

Hazing is a detriment to our organization. There is no room for hazing in Phi Mu Delta. Why? If we truly believe in democracy and that upon accepting membership to the organization, members have full membership rights, why would we haze? In addition, brotherhood is a positive experience. While brotherhood and fraternity are not always easy, it should be a positive experience for all members.



SEXUAL ASSAULT

Treating all humans with the care, dignity, and respect they deserve is important to being a member of a fraternity. Ensuring that all members and non-members feel safe around the brothers is important to providing a positive fraternity experience.



MEMBERSHIP

Membership has two parts: recruitment and retention. You are still an unsuccessful chapter if you are not retaining your members. Understanding how to identify, find, and talk with potential new members will help you with recruitment but remember recruitment is not a process or check list - it is building relationships with people on campus.

Retention is retaining the new members and current active members. The best way to retain members is to provide exactly what you said you would during recruitment. If members believe they joined based on false statements, why would they want to remain a member? In addition, you must educate your members. Teach them what it means to be a member of Phi Mu Delta and hold them to that.



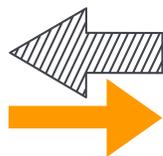
APATHY

Apathy is one of the quickest ways to kill a chapter. Apathy, by definition, is lack of interest, enthusiasm, or concern. Why do members suddenly become disinterested? They don't feel important, needed, or wanted within the organization anymore. Are you utilizing all of the members and asking what people want to do or are you just telling and assuming? Understanding why members become apathetic will help you solve the problem.



SCHOLARSHIP

How successful can a chapter be if there are no members left to support it because they are no longer enrolled at the institution? Helping ensure academic success within the chapter is key to have a sustainable chapter.



ACCOUNTABILITY

A lack of accountability will cause resentment in the chapter and members to believe that it's only up to the leaders of the chapter to do everything and only the leaders are responsible for the chapter. Holding members to the expectations of membership is challenging but crucial to success.

POLICIES

CONTIGUOUS U.S. EVENT POLICY

Whereas, the National Fraternity of Phi Mu Delta, as well as each undergraduate member is provided general liability insurance and protection for acts that occur under the auspices of and within the guidelines and expectations of the fraternity, and

Whereas, this coverage does not extend to fraternity events occurring outside of the contiguous United States, and any event occurring outside of the contiguous United States is done so at great risk to the fraternity and its members, and

Whereas, some chapters may either consider hosting or host events that occur outside of the contiguous United States for the purposes of avoiding fraternity policies and applicable federal, state, and local statutes, and

Whereas, these actions are not congruent with the mission, values, and expectations of Phi Mu Delta,

Therefore, Let It Be Resolved that no chapter of Phi Mu Delta, nor may any member, contract to host or sponsor an event in the name of Phi Mu Delta outside of the contiguous United States.

SEXUAL HARASSMENT POLICY

Whereas, given the values and founding principles of Phi Mu Delta, and

Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy,

Therefore, let it be resolved that the Sexual Harassment Policy of the National Fraternity of Phi Mu Delta read as follows:

Phi Mu Delta Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions which are demeaning to women or men. The fraternity will not tolerate sexual assault in any form.

Furthermore, let it Be Resolved that Phi Mu Delta chapters, colonies, and membership will not sponsor or participate in any activity, including competitive games and other endeavors, which are abusive and degrading to human beings. Each chapter will educate its membership on the issues of sexual harassment/assault through Phi Mu Delta's Risk Management Program and The Oracle New Member Education Program.

EXOTIC DANCER/TREATMENT OF WOMEN POLICY

Whereas, given the values and founding principles of Phi Mu Delta, and

Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy,

Whereas, the National Fraternity of Phi Mu Delta reaffirms its fraternal values and the respect for the dignity of all persons,

Therefore, let it be resolved that no chapter or member acting on behalf of Phi Mu Delta fraternity shall engage or participate in acts or performances that are degrading to any person.

Furthermore, be it resolved that no fraternity event or function should involve exotic dancers.

POLICIES *(CONTINUED)*

AUXILIARY GROUPS/LITTLE SISTERS POLICY

Whereas, the North-American Interfraternity Conference has taken a position against auxiliary women's organizations, commonly referred to as "little sisters", as a practice that is inconsistent with the concept of separate and equal women's fraternities, and

Whereas, the Fraternity Executives Association has taken a position against auxiliary women's organizations, and Whereas, "little sister" groups pose a real and tangible threat to Phi Mu Delta's protected status as a single sex organization, and

Whereas, "little sister" groups are not desirable adjuncts to a chapter of Phi Mu Delta,

Therefore, Be It Resolved that the National Fraternity of Phi Mu Delta reaffirms its position on not supporting "little sister" organizations as part of the fraternal experience and its commitment to ensuring that each chapter of Phi Mu Delta act in accordance with the spirit of this resolution.

THEMATIC EVENTS POLICY

Whereas, given the values and founding principles of Phi Mu Delta, and

Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy,

Whereas, the National Fraternity of Phi Mu Delta reaffirms its fraternal values and the respect for the dignity of all persons,

Therefore, Be It Resolved that no event or function sponsored by any chapter or any member on behalf of the fraternity have an event theme that is degrading or derogatory to any person, persons, race, ethnicity, creed, gender, or any other group or collection of individuals.

GENDER IDENTITY POLICY

Whereas, Phi Mu Delta Fraternity was founded as an inclusive and non-discriminatory organization in 1918, opening its membership to all men seeking to live our values; and,

Whereas, Phi Mu Delta seeks to create leaders who are able to be successful in a global and diverse society; and,

Whereas, Fraternities and sororities have the right under the United States Constitution and civil rights laws to exist as single-gender organizations and to maintain that status, especially under the First and Fourteenth Amendments; and,

Whereas, Phi Mu Delta is a national Fraternity built on the brotherhood and fellowship of men. Any individual who identifies as male is welcome to seek and/or maintain membership in the Fraternity. This policy is intended to uphold the mission of Phi Mu Delta as a brotherhood of men and should not be interpreted as changing the all-male character of the Fraternity.

Therefore, be it resolved by the National Council on September 18, 2017, Phi Mu Delta remains true to our history of inclusion by allowing chapters to offer membership to those individuals who identify as male.



PHI MU DELTA RISK MANAGEMENT POLICY

The Phi Mu Delta Risk Management Policy, and that of FIPG, Inc. to which Phi Mu Delta is a contributing member, includes the provisions which follow and shall apply to all fraternity entities and all levels of fraternity membership.

ALCOHOL & DRUGS

1. The possession, sale use or consumption of ALCOHOLIC beverages, while on chapter premises, during a fraternity event, in any situation sponsored or endorsed by the chapter, or in any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. No alcoholic beverage may be purchased through chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of, the chapter. The purchase or use of a bulk quantity or common sources of such alcoholic beverage, i.e. kegs or cases, is prohibited.
3. No members, collectively or individually, shall purchase for, serve to, or sell alcohol beverages to any minor (i.e., those under legal “drinking age”).
4. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity, is strictly forbidden.
5. No chapter may co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present.
6. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.
7. All rush activities associated with any chapter will be a DRY rush function.
8. No member shall permit, tolerate, encourage or participate in “drinking games.”
9. No alcohol shall be present at any pledge/associate member/novice program activity or ritual of the chapter.

PHI MU DELTA RISK MANAGEMENT POLICY (CONTINUED)

HAZING

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are defined as: “Any action taken 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 and 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 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 academic achievement, fraternal law, ritual or policy or the regulation and policies of the educational institution or applicable state law.”

SEXUAL ABUSE & HARASSMENT

The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions which are demeaning to women or men including but not limited to date rape, gang rape or verbal harassment.

FIRE, HEALTH, & SAFETY

- All chapter houses should meet all local fire and health codes and standards.
- All chapters should have posted by common phones emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
- All chapters should comply with engineering recommendations as reported by the insurance company.
- The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house is expressly forbidden.

REQUIRED RISK MANAGEMENT EDUCATION

Chapters and colonies of Phi Mu Delta shall annually instruct its students and alumni on the Risk Management Policy of FIGP, Inc. Additionally, all members shall annually receive a copy of said Risk Management Policy.

CHARTERING GUIDELINES

WHAT DOES IT MEAN TO BE A CHARTERED CHAPTER?

From the time a group is colonized, the colony is in a provisional state in order to set up the foundation of the chapter for years to come. The members will manage group dynamics, establish chapter operations, procedures, and recruit more men into the organization during that time.

During this period, the colony will develop a petition to charter. This petition will encompass and highlight the processes, plans, and events that the members have worked on

over the previous nine to eighteen months to demonstrate that the colony is ready to be a fully chartered chapter of Phi Mu Delta.

The charter is a physical representation that the chapter is officially installed at the university/college. It lists the chartering members names, chartering date, and National Council members.

COLONIZATION TO CHARTERING TIMELINE

The total time period from colonization to chartering should take no longer than 18 months. Colonies may petition for their charter at any point after the first term of operations. Throughout the process, the colony is supported by the Director of Chapters Services and Growth, District Governors, and their Chapter Advisory Board.

PRE-COLONIZATION

- ▲ Recruit, establish, and train Chapter Advisory Board
- ▲ Engage on-campus constituencies to begin relationship building (i.e. Greek governing councils, faculty, staff, etc.)
- ▲ Identify potential members with high scholastics through a scholarship drive
- ▲ Begin social media and marketing program
- ▲ Reserve needed spaces on campus

WEEKS ONE - THREE

- ▲ Establish wish list of potential Founding Fathers through references and one-on-one meetings
- ▲ Interview potential Founding Fathers
- ▲ Extend bids to Founding Fathers
- ▲ Hold regular interest group meetings on campus

COLONIZATION TO CHARTERING TIMELINE *(CONTINUED)*

WEEK FOUR

- ▲ Hold Colonization Ceremony and induct first group of Founding Fathers
- ▲ Dynamic recruitment training
- ▲ Draft colony Constitution and By-laws
- ▲ Establish financial policies and banking needs
- ▲ Continued recruitment of Founding Fathers and Induction Ceremonies, as needed

WEEK FIVE

- ▲ Colony Retreat and Colonization

POST COLONIZATION PERIOD (9 - 18 MONTHS)

- ▲ Complete and implement New Member Orientation program: Leading the Lion Pride
- ▲ Develop colony committee structures based on the colony's goals and vision
- ▲ Engage Chapter Advisory Board
- ▲ Attend all events for the National Fraternity, including: Officers' Academy, Regional Recruitment Academies, Sapphire Leadership Institute, National Conclave, and the Regional Leadership Summit
- ▲ Continue to recruit with dynamic recruitment techniques
- ▲ Regular visitation and support from Director of Chapter Services and Growth
- ▲ Petition for Chartering

POST-CHARTERING RETREAT

Phi Mu Delta Fraternity recognizes the need for newly chartered groups to refocus and understand the purpose of the organization moving forward, after chartering. To assist in this process, the National Staff facilitate a Post-Chartering Retreat focused on recognizing the achievements of the new chapter but also learn from the mistakes made during the colony experience. This event is held immediately following the chartering ceremony.

- ▲ Develop a strategic plan for the chapter for 1 year and 3 years post-chartering
- ▲ Recognize the successes and failures during the colony process through a SWOT analysis
- ▲ Understand Chapter expectations for the National Fraternity and local campus IFC
- ▲ Review and improve chapter operations, including: recruitment, judicial board, communication, etc.

COLONY TO CHAPTER PROGRAM

COLONY RETREAT

Immediately following the installation of the colony, the National Office staff will facilitate a colony retreat designed to provide colony members with the basic knowledge of Phi Mu Delta, chapter operations, finances, and then set goals and elect officers.

LEARNING OUTCOMES

- ▲ Understand group development
- ▲ Understand operations, such as running an effective meeting, committees and the National Accreditation and Standards program
- ▲ Define officer roles and responsibilities
- ▲ Create a chapter budget through understanding chapter finances
- ▲ Set goals for the semester and year
- ▲ Determine who will hold officer positions through elections



COACHING CALLS

The colony will be expected to have regular coaching calls with the Director of Chapter Services and Growth. Coaching calls are virtual meetings between the staff and the colony executive board via video conference to assess the chartering benchmarks and assist in the development and growth of the colony.

PEER MENTORING PROGRAM

Each new colony will be paired with an existing, high performing chapter. The existing chapter will provide mentorship, peer to peer advice and fellowship among the brothers in both chapters. The purpose is to allow the colony to learn techniques and processes from the existing, high performing chapter to assist in the development of common practices.

NATIONAL STANDARDS & ACCREDITATION PROGRAM

The National Office will use the National Standards and Accreditation Program to assess the colony's progress. While the colony will not receive a score for the submissions, the documentation provided will help the National Office determine where the colony can improve on and what the group is excelling at. In addition, it provides the opportunity for colony members to learn how to properly submit documentation for this report prior to becoming a chapter.



CHARTERING BENCHMARKS

To assess the success of the colony and ultimately if the group will be chartered, the National Fraternity uses benchmarks. These benchmarks mirror the content in the petition and help provide the foundation for a successful chapter post-chartering.

SCHOLARSHIP

- All colony members must meet University/College standards for participation in a fraternal organization. Phi Mu Delta requires that all members have at least a 2.7 high school GPA (if new member is in their first term of college), or, a minimum college GPA at or above the All-Men's average (once the first term of college has been completed) and thereafter.
- At the time of petitioning, the colony must have a cumulative GPA at or above the all-male average for the last completed academic term.

RECRUITMENT & MEMBERSHIP

- The colony shall have initiated, at least 35 men and have no fewer than 25 men returning the following academic year.
- All members must complete the New Member Orientation period (in less than six weeks) with all Founders passing the National Exam on history and operations.
- Successfully meeting, or exceeding, the colony's recruitment goals determined by the National Fraternity.

CHAPTER OPERATIONS & MANAGEMENT

- The colony must become a member of the local Interfraternity Council or Greek Council.
- The colony must complete all required paperwork and submit to the National Office in a timely manner.
- The colony shall be properly represented by sending the required number of official delegates to the Conclave and/or other national meetings or educational academies, as requested.



CHAPTER WELLNESS

- The colony must create a local risk management policy that mirrors the national risk management policy and goes into greater detail to address fire safety and the prevention of: alcohol mis-use/abuse; hazing; and, sexual assault/abuse at the local level.
- The colony must develop a Chapter Wellness Plan addressing the areas that may negatively impact the success of the group, including: Alcohol/Drugs, Hazing,
- Scholarship, Accountability, Apathy, Membership, Finances, and Sexual Assault.

FINANCES

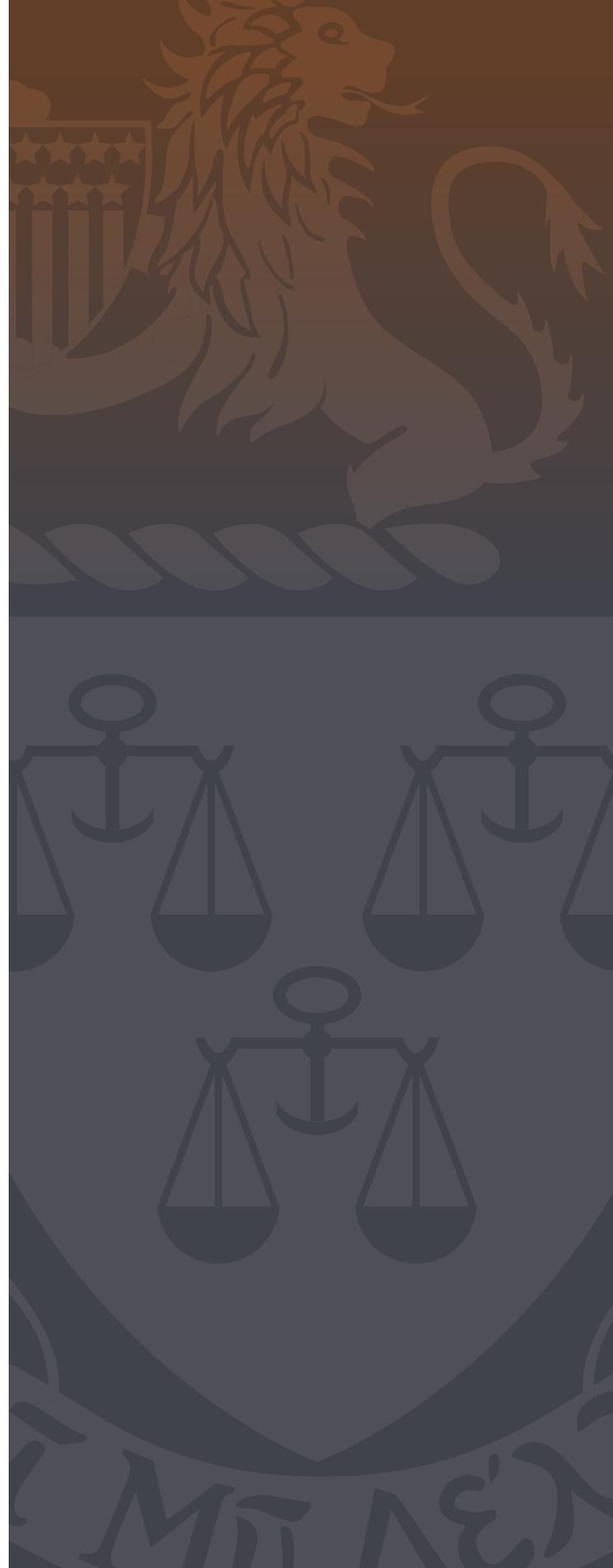
- The colony shall have, at least. \$2,000 in savings.
- All colony members must show proof that they have met all financial obligations to the National Fraternity and the local organization.

RITUAL

The colony shall have its members communicate its values through its ritual at least annually. The initiated colony members have experienced the complete rites and ritual of Phi Mu Delta, as contained in the initiation ceremony and The Leading the Lion Pride new member education program. The colony then needs to define and develop the best method for conducting the ritual at the local level. The new chapter will perform its own initiation ceremony for members of the National Council and local alumni brothers, to be held as a private event either before or after the ceremony which formally installs the chapter. The National Council or local alumni liaison shall also work with the colony to provide substantial and meaningful activities along these lines, as needed.

CIVIC ENGAGEMENT

The colony shall organize and execute at least two major civic engagement projects. One project should benefit the National Philanthropy and the other should be an active participation of all colony members, rather than simply fundraising activities.



WHAT IS INCLUDED IN THE PETITION?

The chartering petition is the formal request from the colony to the National Fraternity requesting to be a chartered chapter of Phi Mu Delta. This petition highlights and describes the benchmarks of the colony and demonstrates that the colony has built the foundation for a successful chapter post-chartering.

SCHOLARSHIP

- ▲ Documentation that all colony members meet University/College standards for participation in a fraternal organization and meets Phi Mu Delta standards.
- ▲ Documentation that the colony has a cumulative GPA at or above the All-Men's average for the last completed academic term.
- ▲ A scholarship plan addressing how the group assists members at risk and recognizes members excelling academically.

RECRUITMENT & MEMBERSHIP

- ▲ A recruitment plan
- ▲ Documentation that all members have successfully completed the Leading the Lion Pride new member education program.
- ▲ The scores from each member's national exam.

CHAPTER OPERATIONS & MANAGEMENT

- ▲ A copy of the colony's Constitution and By-laws that are approved by the National Council
- ▲ Copies of all colony meeting minutes
- ▲ A letter from the IFC President indicating Phi Mu Delta's membership and involvement in the IFC
- ▲ A strategic plan detailing the next two years after chartering. This plan should identify potential issues that the new chapter will face and a plan to overcome those issues.

WHAT IS INCLUDED IN THE PETITION? *(CONTINUED)*

CHAPTER WELLNESS

- ▲ Documentation that the colony membership has been properly trained in all risk management policies and understand how to implement such policies.
- ▲ A Chapter Wellness Plan addressing the eight areas of potential risk.

CIVIC ENGAGEMENT

- ▲ Documentation detailing the various civic engagement projects completed during the colony period.
- ▲ Documentation of the event(s) hosted to benefit the National Philanthropy

FINANCES

- ▲ A yearly budget for the next academic year shall be submitted to the National VP of Finance each spring.
- ▲ Copies of all yearly budgets from the colony period

OTHER ITEMS

- ▲ A formal letter from the colony requesting to be chartered
- ▲ A history of the host institution
- ▲ Letter of support from faculty, staff, and administration
- ▲ A short biography of each of the charter members

Consideration of the petition for chapter status will be given at the next Conclave or regular meeting of the National Council. A charter will be granted with an affirmative vote of 3/4 of the undergraduate chapters and alumni associations during Conclave years. If the colony is ready to be chartered and it is not practical to wait for the next biennial Conclave, admission to the fraternity may be approved by the affirmative vote of 3/4 of the undergraduate chapters or chapter alumni association conducted by a certified mailing. If a chapter or chapter alumni association fails to take action within thirty (30) days of the proposal, said request shall be considered as ratified by that undergraduate chapter or chapter alumni association.

CHAPTER/COLONY STANDARDS & ACCREDITATION PROGRAM

Each semester, chapters and colonies will submit documentation in 7 categories that are determined and re-evaluated by the membership at each National Conclave.



The Standards and Accreditation Program drives the annual awards given out each year from the National Fraternity. The documentation is due December 10, for the fall semester, and May 15, for the spring semester.

ABOVE 90%	Gold Standard
80-89%	Silver Standard
70-79%	Bronze Standard

If a chapter fails to reach the Bronze Standard two consecutive semester, the chapter's charter is up for revocation by the National Fraternity.



NATIONAL ACCREDITATION PROGRAM RUBRIC

CHAPTER MANAGEMENT	POINTS AVAILABLE	POINTS EARNED
Chapter submits and maintains an accurate Chapter Roster. Rosters are due on 9/7 and 2/7.	10	
Chapter submitted induction Report, on time.	5	
Chapter submitted initiation Report, on time.	5	
Chapter submitted Officers' Report, on time.	5	
Chapter has submitted End of Term Report, on time.	5	
Chapter has active Judicial Board	10	
Chapter Advisor or designee attends weekly Executive Board or Chapter Meetings	10	
Chapter has not violated any Phi Mu Delta or Campus Risk Management Policies	10	
Chapter is actively involved on campus IFC	10	
Chapter has written a New Member Orientation Syllabus	10	
Executive Board actively participates in at least two coaching calls with the National Office per semester. For each additional coaching call, the chapter can earn up to 10 bonus points.	15	
Chapter President meets regularly with campus-based Greek Advisor.	10	
COMMENTS:		

NATIONAL ACCREDITATION PROGRAM RUBRIC *(CONTINUED)*

SCHOLARSHIP	POINTS AVAILABLE	POINTS EARNED
Chapter Term GPA (New Members + Actives) is at, or above, the All Men's Average on campus. *This data will be provided by your campus Greek Advisor, or their representative.)	20	
Chapter has developed an Academic program that has desired outcomes of improving GPAs for at-risk members and recognizes members that exceed minimum standards.	20	
Chapter's New Member Class GPA is at, or above, the All-Men's Average on campus.	20	
Chapter has an active and engaged Academic Advisor. (This data will be provided by your campus Greek Advisor, or their representative.)	20	
COMMENTS:		

COMMUNICATIONS	POINTS AVAILABLE	POINTS EARNED
Chapter has active and up-to-date website.	10	
Chapter actively uses social media.	10	
Chapter President submits Monthly Reports, on time.	10	
COMMENTS:		

NATIONAL ACCREDITATION PROGRAM RUBRIC *(CONTINUED)*

MEMBERSHIP & RECRUITMENT	POINTS AVAILABLE	POINTS EARNED
Chapter has, at least, 25 members at the beginning of the term.	25	
Chapter submits Recruitment Worksheet, on time.	20	
Chapter membership is at, or above, the average chapter size on campus.	5	
Chapter exceeds its recruitment goal for the term (determined by National Fraternity based on Recruitment Worksheet.)	10	
Chapter initiates at least 90% of new members.	15	
COMMENTS:		

PROGRAMMING	POINTS AVAILABLE	POINTS EARNED
Chapters holds at least one of the following programs each term: Leadership, Health Awareness, Sexual Assault/Harassment, or Academics/Time Management	20	
Chapter provides documentation for chapter-wide Risk Management/FIPG training. This documentation is due within the first 2 weeks of the semester starting.	20	
Chapter provides documentation for chapter-wide hazing prevention training. This documentation is due within the first 2 weeks of the semester starting.	20	
COMMENTS:		

NATIONAL ACCREDITATION PROGRAM RUBRIC *(CONTINUED)*

CIVIC ENGAGEMENT	POINTS AVAILABLE	POINTS EARNED
Chapter averages 15 hours of civic engagement for each member (new members + actives) for the semester.	25	
Chapter hosts at least one philanthropic events to raise money for a local or regional philanthropy.	10	
Chapter hosts at least one philanthropic event to raise money for St. Jude.	10	
Chapter establishes a regular civic engagement program for the local community.	10	
Chapter co-sponsors at least one service project each academic year with another recognized student organization.	10	
COMMENTS:		

FINANCE	POINTS AVAILABLE	POINTS EARNED
Chapter pays all National dues on time and in full.	25	
Chapter ensures that all active members are up-to-date on GreekBill.	10	
Chapter submits budget on time. Budgets are due on 9/7 and 2/7.	10	
Chapter has a \$0.00 balance with the National Fraternity at the end of the term.	20	
Chapter has a savings program built into their budget.	5	
COMMENTS:		

NATIONAL ACCREDITATION PROGRAM RUBRIC *(CONTINUED)*

BROTHERHOOD (BONUS)	POINTS AVAILABLE	POINTS EARNED
Chapter holds event(s) to foster fellowship amongst brothers. Describe the event(s) and what impact it had on the chapter.	Bonus (up to 1%)	
Chapter holds a Creed Talk. Provide documentation and what impact it had on the brotherhood.	Bonus (up to 1%)	
Chapter holds a Brotherhood retreat. Provide documentation and what impact it had. Documentation should include goals, agendas, etc.	Bonus (up to 3%)	
COMMENTS:		





PHI MU DELTA
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