

TAU DELTA PHI FRATERNITY MEMBERSHIP RESOURCES



The Enlightened Gentlemen's Program

THE ENLIGHTENED GENTLEMEN'S PROGRAM

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INTRODUCTION

The Enlightened Gentleman's Program is the premier leadership and personal development program developed for Tau Delta Phi Fraternity. Adopted in 2012, the program is grounded in student development and leadership development theory. It is our goal that Tau Delta Phi develop the modern, enlightened Fraternity man, and reflect the vision of our Fraternity to "develop a brotherhood of exemplary leaders whose character and reputation earn respect and uncommon admiration."

Our Program is divided into five challenges and reflects five developmental outcomes. In order to maintain congruence among all of our chapters regardless of member education programs, all chapters demonstrate outcomes in their membership development plans. The following five objectives are consistent with the development of a Tau Delt man and should be used as the basis for your continuous development during your collegiate membership and for alumni involvement.

Personal Membership Development

Chapter Development

National Development

Ritual Development

Community Development

Documented within the Challenge Portfolio will your personal summary of challenge activities and how you completed each of the competencies identified for the Challenge. This Portfolio will be updated throughout your involvement in the Program and will be instrumental in helping you document your goals for each of your years in college, the skills you have learned through your Fraternity involvement and competencies achieved that will help you with your growth as chapter leader through your career development preparation.

The Challenge Portfolio is designed to be a flexible and reflective document, set up as a Leadership Portfolio, and should be updated throughout the semester in order to better help you reflect on your learning and when you should seek help to achieve your goals. For each of the required activities that can be performed, such as planning an event or hosting an event, each member must have a role in the planning or organizing of the event in order to receive credit for completing the task. Multiple events may need to be planned by members so that each member is able to gain competency in each of the five developmental areas. Members can also plan an event solo for the chapter or those within the Challenge to receive credit for the competency. **Items listed within the Challenges that are listed with an asterisk (*) will need to be included in the Portfolio for review.**

Tau Delta Phi is committed to your development as a student, scholar, and leader. We hope that this resource will help you be the best version of yourself and contribute to your community as the modern-day gentleman.



THE ALPHA CHALLENGE

Learning Objectives:

- To introduce you to the experience of Fraternity Brotherhood
- To focus your understanding of values congruence development through training and exposure the “Dear George Ceremony”
- To introduce and reinforce your time management skills
- To view the campus and its resources through the perspective of initiated members
- To teach and reflect upon the history of Tau Delta Phi
- To list and reflect on the basics of chapter and national fraternity structure
- To work together with new and initiated brothers to build strong, positive sense of team
- To integrate you into chapter membership

Challenge Length: 4-8 weeks

Challenge Meetings Held: Weekly

Rite of Passage to Begin Challenge: Dear George Ceremony

Privileges Received at the Start of this challenge:

- Attend Chapter Meetings
- Members can wear shirts that say “Tau Delta Phi” spelled out in English

Members Receive:

- The New Member Pin
- Big Brothers, as prescribed by the Fraternity

Obligations of the Challenge

Personal Membership Development:

- (*) Create THREE personal goals with your Big Brother to be completed through both Alpha and Postulant Challenges. See Appendix on Personal Goal-Setting Worksheet, as necessary.
- (*) Complete a personal essay for the Alpha Challenge Portfolio on why you decided to join Tau Delta Phi. Include this reflection in your Challenge Portfolio.
- (*) Complete a Time Management Learning Activity (i.e. time management workshop, study skills workshop, calendar set-up, etc.). See Appendix on Time Management Learning Activity, as necessary.
- (*) Paint a brick blue, then with white lettering include your name the Greek Letter’s Tau Delta Phi, Your Chapter Designation, Your College Name, the semester/year you joined, and the words Tau Delt. Talk with your Big Brothers on the history of the Brick to the history of Tau Delta Phi. Take a picture to include in your Portfolio.

Chapter Development:

- Read the *History of the Greek Movement, The 1910s, The 1920s, The 1930s, The 1940s, The 1950s, and The 1960s* in this book. Be prepared for a short quiz about each of the decades listed and important milestones for Tau Delta Phi in each decade.
- Read and commit to memory *The Standards of a Tau Delt*. Have a discussion with Magister and Challenge Coordinators, and members of the Postulant and Tau Phases about the



importance of the Standards as they relate to Fraternity life. Think about how you will put these standards into your every-day life and talk to your brothers about this.

- Learn the basics of Robert's Rules of Parliamentary Procedure, in order to participate in chapter meetings: **how to make a motion, how to amend a motion, rules for debate, etc.** Learn about parliamentary procedure either by watching a YouTube video on it, by attending a student government meeting, or by inviting a parliamentarian to come and work with the chapter on their parliamentary procedure.

National Development:

- Read *The Governing Structure of Tau Delta Phi Fraternity* in *The Polaris: The Administrative Guide of Tau Delta Phi*. Have a discussion with the Magister and Challenge Coordinators on the national structure of the Fraternity and the opportunities for involvement of brothers in the national fraternity operations and programs.
- (*) Pick someone named in the first fifty years of Tau Delta Phi's history, and explain why he is someone you look up to. Include this reflection in your Challenge Portfolio.

Ritual Development:

- Read the reflection to *The Dear George* in *The Ritual Book of Tau Delta Phi*. Hold a discussion with members in the Alpha Challenge.

Community Development:

- Go on a tour of the campus with the Magister and other initiated brothers. Make sure to ask questions about the campus through the eyes of an older brother, and make sure to visit offices that will help with the first year on campus – student activities office, career services, learning center or tutoring center.
- (*) Create a Team Building Activity for the benefit of your Chapter. Everyone in the Alpha Challenge should work together to put this together. Examples of team building activities are participating in Tough Mudder competition, going to a Ropes Course, planning a New Member Retreat, or signing up for an intramural team together. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.

OR

- (*) Tau Delta Phi values the creation of chapter cultures that “Respect Individuals.” You will work with men in the Postulant, Tau and Delta Challenges to holding a campus program on a topic if your choice that fits your campus needs: examples include domestic violence awareness in relationships, holding a respect/anti-bullying campaign, or performing a community service project. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.

Required Submissions to Complete the Alpha Challenge:

- Include all submissions as indicated with an asterisk (*) in your Challenge Portfolio.
- Pay your initiation fee balance via the National Office membership portal.



THE POSTULANT CHALLENGE

Learning Objectives:

- To learn the values expressed through our second ritual, The Postulant Meeting.
- To become more intensely familiar with Tau Delta Phi's History, traditions, and functioning (especially on a National Level).
- To learn the fundamentals of community service and philanthropic development.
- To learn the fundamentals of fundraising.
- To develop sound study skills and academic practices.

Challenge Length: 3 weeks to 6 weeks

Challenge Meetings Held: Weekly

Rite of Passage to Begin Phase: The Postulant Ritual

Privileges Received After Rite of Passage:

- Members can serve as committee members in the chapter
- Members can vote at chapter meetings.

Members Receive:

- Antique Copper EGP Pin
- Members Receive the EGP Certificate indicating their participation in the Fraternity's Premiere developmental program.
- Members retain their Big Brother from Alpha Challenge for this phase.

Obligations of the Challenge

Personal Membership Development:

- (*) As a Challenge Group, complete a program on developing study skills. Examples of what you can do include: having an academic advisor come to talk with the chapter about successful course selection, having a professor do a study skills workshop, or getting chapter tutors to come in and work with the chapter. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.
- (*) Update your THREE personal goals with your Big Brother, as defined in the Alpha Challenge. See Appendix on Personal Goal-Setting Worksheet, as necessary.
- (*) Complete a second Time Management Learning Activity (i.e. time management workshop, study skills workshop, calendar set-up, etc.) as advised by your Big Brother. If upon the advice of your Big Brother, there are no time management issues to resolve, include your time management schedule in your Challenge Portfolio. See Appendix on Time Management Learning Activity, as necessary.
- (*) Draft a resume. As a Challenge Group, set up a meeting with the Career Development Services office on your campus to meet with an advisor to help you create a draft of your resume. Share your resume with your Big Brother and other members of your Challenge Group for review and critiques. Include your final draft of your resume into your Challenge Portfolio.



Chapter Development:

- Read the remainder of the History of Tau Delta Phi in this book. Be prepared for a short quiz about each of the decades listed and important milestones for Tau Delta Phi in each decade.
- Learn how to say and write the Greek alphabet
- Read the Motto of Tau Delta Phi and The Creed. Read the Chapter's written history. Discuss how your local chapter brotherhood exemplifies the Motto and the Creed. Talk to the Magister and Challenge Coordinator about the ways the Brotherhood have lived our Motto and Creed in their recent memory.
- (*) Read *The Undergraduate Chapter* section of *The Polaris*. Create a list some of the jobs you'd like to perform in the chapter, and explain why they would interest you. Include this in your Challenge Portfolio
- (*) Create a fundraiser for the chapter's benefit with all the challenge members (raise \$20 a member). Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.

National Development:

- Read *The National Headquarters and the Executive Council* and *Insignia & Tradition* in the *Polaris*.
- Learn to sing *This Pin*
- Look through our famous brothers and our chapter roll: familiarize yourself with these so that you know where your brothers from other chapters come from.
- (*) Attend an Executive Council meeting or meet with a national officer or staff member. Summarize your experience to include in your Challenge Portfolio.

Ritual Development:

- Read *Death of a Fraternity* OR *The Reflection on the Postulant Ritual* and discuss them with the members of the challenge.
- (*) Complete the Postulant exercise as directed by the Magister. Guidelines and directions will be shared in person, and the exercise will be included in the Challenge Portfolio.

Community Development:

- Attend an IFC meeting or talk to the Greek Advisor on your campus about why they decided to choose that position and what the ethos of the Fraternity and Sorority movement is from their eyes.
- (*) Participate in an Active Minds activity, as planned by men in the Tau Challenge. Participate in the planning for the event, and document the experience using one of the Program Evaluation Forms and include this in your Portfolio.

Required Submissions to Complete the Postulant Challenge:

Include all submissions as indicated with an asterisk (*) in your Challenge Portfolio.



THE TAU CHALLENGE

Learning Objectives:

- To learn presentation and program planning skills
- To learn the basic skills of career development
- To participate in social skills development and new brother recruitment
- To learn the basics of recruitment and to understand various components in chapter development
- To learn personal development through service learning
- To learn about the Inter-fraternal movement

Challenge Length: 12 weeks to 1 year

Challenge Meetings Held: Every two weeks

Rite of Passage to begin Phase: The Third Initiation Ritual - The Esoteric Law of Tau Delta Phi Fraternity

Privileges Received After Rite of Passage:

- Members can wear the badge of Tau Delta Phi
- Members can serve as Big Brothers for the Alpha/Postulant Phase members.

Members Receive:

- Members choose a MENTOR for this phase. Within the EGP, your Mentor can be different than your Big Brother – it can be someone who is in your same major, has similar career goals as you, or has held positions within the Fraternity for which you aspire. Their role in your life compliments the Big Brother, if your Big Brother isn't able to provide advice and guidance toward your goals.
- Members receive badge, membership card, certificate of membership
- Members receive the Bronze EGP Pin.

Obligations of the Challenge

Personal Membership Development:

- (*) Create 3 personal goals with your Mentor, and evaluate them throughout the challenge. See Appendix on Personal Goal-Setting Worksheet, as necessary.
 - (*) Update your resume. Share your resume with your Mentor, your Big Brother and other members of your Challenge Group for review and critiques. Include your final draft of your resume into your Challenge Portfolio.
 - The Personal Membership Development outcomes are focused on social skill development and career development. You can mix and match from the two sets of activities below – choose TWO workshops or programs.
 - (*) Create programs/workshops for the chapter on Career Preparation such as resume writing, interviewing techniques, dressing for success etc. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.
- OR**
- (*) Create social skills development activities, such as an etiquette dinner (co-hosted with a sorority); a formal chapter function and issue formal printed invites; hold a “how to network seminar;” host a public speaking seminar; have a theme dance with the



members of the challenge and their dates; practice ballroom dancing with a sorority. Use the “Guides to Fraternity Life” found on the Tau Delta Phi website as inspiration for social skills necessary for life after college. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.

Chapter Development:

- Review chapter recruitment goals and strategies. Lead and participate in recruitment/rush committees within the Chapter.

National Development:

- (*) Host an inter-chapter event with a nearby chapter or colony or travel to see another chapter or colony.

OR

- (*) Do one of the following or create your own: Host a risk management Seminar with the members of your challenge or host a risk management seminar with a campus or National Office speaker for the chapter. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.

OR

- (*) Write an article about your chapter to be featured in the *Tau Delt Notes* newsletter or *The Pyramid* magazine. Include a copy of your submission for your Challenge Portfolio.

Ritual Development:

- Discuss the esoteric law, the reflection in the ritual book, and *Secret Thoughts of a Ritual* with the members of your challenge.

Community Development:

- Engage in the following activities: attend an NPC, MGC, or NPHC, meeting; become involved in another campus organization.
- (*) As a Challenge Group, plan and organize the Tau Delta 5K run for Active Minds. Include men from all challenges to help with the planning of the event. Create a fundraising goal for the Chapter to motivate brothers to raise money for Active Minds. See the Tau Delta 5K planning guide for all the details for planning the event. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio. The chapter can substitute an existing campus-wide program in lieu of the 5K run, as long as the program is executed to the scale of the 5K.

Required Submissions to Complete the Tau Challenge:

- Include all submissions as indicated with an asterisk (*) in your Challenge Portfolio.



THE DELTA CHALLENGE

Learning Objectives:

- To learn the fundamentals of leadership theory and development
- To gain exposure to cultural experiences outside the normal student experience.
- To become more proficient in career development
- To learn about the legislative structure of the General Fraternity
- To learn about the values of Tau Delta Phi; concentrating on the ideals of a Tau Delt.
- To develop citizenship through political action
- To engage in ethical development

Challenge Length: 12 weeks to 1 year

Challenge Meetings Held: Every two weeks

Rite of Passage to Begin Phase: The Delta Ceremony

Privileges Received After Rite of Passage:

- Members can serve as Mentors for the Tau challenge members.

Members Receive:

- Members Choose a Mentor for this phase
- Members can wear the Silver Enlightened Gentlemen's Pin.

Obligations of the Challenge

Personal Membership Development:

- (*) Create 3 personal goals with your Mentor, and evaluate them throughout the challenge. See Appendix on Personal Goal-Setting Worksheet, as necessary.
- (*) Update your resume. Share your resume with your Mentor, your Big Brother and other members of your Challenge Group for review and critiques. Include your final draft of your resume into your Challenge Portfolio.
- The Personal Membership Development outcomes are focused on leadership and career development. You can mix and match from the two sets of activities below – choose TWO workshops or programs.
 - (*) Create a leadership activity that focus on skills necessary for bring a chapter leader. These can include activities such as: plan a leadership seminar or retreat for brothers in the Tau, Delta and Phi Challenges; lead a leadership training program created by you or members in your challenge for the college freshman class; or take leadership inventory or assessment as a challenge group and discuss the results. Document the experiences using one of the Program Evaluation Forms and include this in your Portfolio.

OR

- (*) Create or update your resume with your MENTOR; search for and secure a summer or winter internship; put on an interviewing seminar for the campus; host an alumni event where alumni speak about their experiences getting a job; host an all-Greek alumni event to network for internships or first-time jobs co-hosted by your IFC or All-Greek Council. Document the experiences using one of the Program Evaluation Forms and include this in your Portfolio.



National Development:

- Read the Constitution and Bylaws of the National Fraternity, and discuss them: what do they show about the nature of Tau Delta Phi?

Ritual Development:

- Discuss The Delta Ceremony, and reflect upon what you heard with the members of the Challenge.
- Memorize the Oaths of Tau Delta Phi. Be prepared to lead the men completing the first and last initiation rituals through the Oaths.
- (*) Write a short essay that answers the following question: What has Tau Delta Phi taught you about being an ethical leader? Include your essay response in your Challenge Portfolio.

Chapter Development:

- (*) Complete two mental health and personal safety activities, examples include: Take a TIPS or ASTP class; host a seminar on mental health among students on your campus; hold a PTSD or Depression-Stigma event for Veteran's Day; work with a sorority to plan a Take Back the Night program. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.

Community Development:

- Complete two service or volunteer activities that include 30 hours of community service and attend either the Alpha, Postulant or Tau Challenge philanthropy projects.
- (*) Engage in two community awareness activities, such as: holding a voter registration drive on campus; hosting a political candidate to come speak on campus; attend a city council meeting with one or more brothers; having a political science professor come to speak with the chapter. Document the experience using one of the Program Evaluation Forms and include this in your Portfolio.
- (*) Hold a leadership position in another campus organization. Document this experience and include in your Challenge Portfolio

Required Submissions to Complete the Tau Challenge:

- Include all submissions as indicated with an asterisk (*) in your Challenge Portfolio.



THE PHI CHALLENGE

Learning Objectives:

- To prepare our members for graduation and life after graduation
- To emphasize the Fraternity as a life-long experience.
- To sharpen the career readiness and professional goals of the members of the challenge.

Challenge Length: 12 weeks to 1 year

Challenge Meetings Held: Once a month

Rite of Passage to begin Phase: The Phi Challenge Ceremony

Members Receive:

- Members Choose a Community or Alumni Mentor (Professor, Professional Staff, Alumnus, etc.)
- Members receive the Gold EGP pin.

After the completion of the phase:

- Members receive a choice of the Tau Delta Phi Cuff links, tie-clip, or pen/pencil set.

Objectives of the Challenge

Personal Membership Development:

- (*) Create 3 personal goals for life after graduation with your Community or Alumni Mentor, and evaluate them throughout the challenge. See Appendix on Personal Goal-Setting Worksheet, as necessary.
- (*) Create or participate in two life planning activities, such as: Attend a workshop on personal financial responsibility or create a workshop for other graduating fraters; have someone from campus' HR department explain how health insurance work; have a local realtor come and talk to the chapter members about renting an apartment; or have a jeweler come and talk about how to choose an engagement ring to the challenge members.
- (*) Create or participate in two career planning activities, such as: Hold a business etiquette dinner with the members of the challenge, parents, and alumni; attend a career fair; visit the campus career center for advice on interviewing; work on your final resume at the career center and post it on Monster.com or similar job-search website; or create a LinkedIn profile. Include your final resume in your Challenge Portfolio.
- Talk with your Phi Challenge members about what your oath to Tau Delta Phi means for the rest of your life. Review the letter written during the Postulant Challenge and share how your life is different than or similar to the experience you wrote about during that challenge.

National Development:

- Create a plan of how you will be involved with the fraternity post-graduation; talk with the National Office about your plan.
- If your chapter has an alumni chapter, ask to join post-graduation or ask about the duties of membership if you are unsure of joining. If there is no alumni chapter currently active, see if you can put a plan in place to start one with the members of your challenge.



Ritual Development:

- Plan the reading of the Graduation Ceremony with the members of your challenge. Invite parents, alumni and significant friends and partners to the program.

Chapter Development

- (*) Work with members of the Tau and Delta Challenges to develop the upcoming officer transition meeting. Review officer binders to ensure that relevant and significant information has been included, and that recent history of chapter leadership has been properly documented. Document the experience by including the officer transition document in your Challenge Portfolio.

Community Development:

- (*) Nominate fraters, the chapter, or chapter programming – or yourself – for a campus Greek Life or Leadership awards, or one of the Tau Delta Phi Fraternity Awards. Include award documentation in your Challenge Portfolio.

Required Submissions to Complete the Phi Challenge:

- Include all submissions as indicated with an asterisk (*) in your Challenge Portfolio.



THE LEADERSHIP PORTFOLIO

What is a Leadership Portfolio?

A Leadership Portfolio is an ongoing reflection of the individual accomplishments, skills, activities, programs and other related experiences that have contributed to your personal leadership development. You can use a leadership portfolio in any situation in which you need to demonstrate your leadership abilities, such as a job or internship interview.

What format should I use for my Leadership Portfolio?

If you are creating a hard copy portfolio, it should be a 3-ring binder with dividers to make it professional and organized. Your portfolio should include a section for each of the items in the Table of Contents.

If you are creating an electronic portfolio you should create the document in Microsoft Word. Your portfolio should include a section for each of the items in the Table of Contents. Each section should be clearly labeled, either with a title page or with a distinct header. Page breaks should be used to clearly mark the beginning and end of each section.

While we encourage you to be creative, the portfolio should look professional.

What is included in my Leadership Portfolio?

The table of contents for your leadership portfolio is listed below. Underneath the table of contents, you will find a more detailed description of each item.

Table of Contents for Alpha Challenge Portfolio

- I. Checklist with Witness Signatures
- II. Personal Membership Development Materials
- III. National Development Materials
- IV. Community Development Materials

Table of Contents for Postulant Challenge Portfolio

- I. Checklist with Witness Signatures
- II. Personal Membership Development Materials
- III. Chapter Development Materials
- IV. National Development Materials
- V. Ritual Development Materials
- VI. Community Development Materials



Table of Contents for Tau Challenge Portfolio

- I. Checklist with Witness Signatures
- II. Personal Membership Development Materials
- III. National Development Materials
- IV. Community Development Materials

Table of Contents for Delta Challenge Portfolio

- I. Checklist with Witness Signatures
- II. Personal Membership Development Materials
- III. National Development Materials
- IV. Chapter Development Materials
- V. Community Development Materials

Table of Contents for Phi Challenge Portfolio

- I. Checklist with Witness Signatures
- II. Personal Membership Development Materials
- III. Chapter Development Materials
- IV. Community Development Materials

