

## **RE-EXAMINING THE FRATERNITY'S PURPOSE**

### **Pi Alpha Phi Fraternity Facilitator's Guide**

Every single organization has a purpose and its members are often asked the question: "Who are you and what do you do?" An organization is most successful when its members have a clear understanding of that purpose. Why was Pi Alpha Phi founded? What are your values and how do they align with the organization you are a part of? Are you and your brothers aware of your purpose? More importantly, are you upholding these values that are the very reason WHY your organization exists?

The following activity provides your members with an opportunity to thoroughly examine your values and reflect on what they mean and how you are (or are not) upholding them. This activity is one that you can do with a small or large group, at any time. It is also one that you can revisit as a nice checkpoint for your members each month, semester, or year. Check out the next page for a few notes to help you facilitate this program.

## **START**

### **Room setup**

The room setup should be comfortable. People should sit on the floor or with desks/chairs in a semi-circle.

### **Materials Needed:**

- A copy of the mission statement
- A poster board or flip chart for everyone to see
- Paper and Pen for each attendee

### **Estimated Time**

- 5 minutes for activity introduction
- 10-15 minutes per discussion question
- 20-90 minutes for the entire program (depends on how many questions)

**Goal: to critically examine the fraternity's values and mission**

### **Learning Objectives for participants**

- Examine the values of the fraternity
- Gain a deeper understanding about how those values apply to them as an individual
- Think critically about the actions of the organization and its members as they apply to these values

## INSTRUCTIONS

A quick note on facilitation: It is imperative the facilitator creates a safe and open environment for participants to speak freely. You can do this by:

- Stating there will be no judgment of participants' answers
- Communicate that participants should speak freely
- Take a minute to engage participants about what to expect during the program. Highlighting the expectations that there needs to be open and honest answers
- Examining values can be a little ambiguous. Remember, there are no right or wrong answers.

### Instructions

- Introduce program by stating something such as: "A mission statement is an organization's statement of purpose; it's reason for existence. Pi Alpha Phi's mission involves 5 important pillars upon which the fraternity is built.
- Have one of the participants read the fraternity's mission statement aloud.
- Present the activity by saying something like: **"How do we align our actions with the values of the fraternity? Are we really upholding the values we say that we stand for? If so, how? If not, how do we go about changing that?"**
- One by one, present some or all of the discussion questions
- Since everyone learns differently, you will want to ask some questions in an open forum, have some answered using written reflection and then group sharing, and have others answered using partner or small group sharing.

## **Pi Alpha Phi Mission Statement**

### **Pi Alpha Phi is committed to Academic Excellence.**

The Fraternity creates a studious environment and encourages each of its members to achieve his greatest academic potential. The Fraternity supports all educational endeavors and recognizes exceptional academic achievement.

### **Pi Alpha Phi is Brotherhood.**

The Fraternity encourages mutual respect, trust and loyalty among its members. The Fraternity creates an extended family that nurtures life-long friendships through the bonds of tradition, shared values, and unity.

### **Pi Alpha Phi is devoted to Philanthropy.**

The Fraternity is committed to its responsibility to serve others and encourages participation in activities for the betterment of the community.

### **Pi Alpha Phi inspires Leaders.**

The Fraternity provides opportunities to fulfill important duties within the organization and helps members develop leadership skills in preparation for their future careers and endeavors.

### **Pi Alpha Phi strives to promote Asian American Awareness.**

The Fraternity believes in learning Asian American culture, heritage and history. The Fraternity encourages its members to pass on this knowledge to others.

## DISCUSSION QUESTIONS

- What type of member is described here?
- What are we currently doing to uphold these pillars?
- What are some current practices that we need to stop because they are not in alignment with these pillars?
- What are some things we can ask of potential new members to determine whether or not they meet these characteristics?
- What are some ways we can incorporate these values into our daily operations as a chapter?
- What do these values mean to you as an individual?

## WRAP UP

**When?** It is important to allow conversation to continue if it is valuable, while still respecting the time of the participants. For example, if you have allotted 30 minutes for the program, wrap up should begin 25 minutes into the program. If participants communicate a desire to continue for longer, have the group vote to extend the time by 10 minutes.

**How?** When wrapping up, it is a good practice to briefly review what was discussed. Take some time to follow up on action items that may have come up during the conversation. For example, if your group has discovered that the newest members are not familiar with how the purpose of the organization applies to them, during the wrap-up, it would be helpful to say something like, “The New Member Educator will work to incorporate this type of education into the new member program. They will present their plans to the rest of the group in two weeks.”

## **EVALUATION**

Evaluation is a key component of program delivery and can be quite simple. If you wish, have participants take out a piece of paper and answer the following questions:

- What was your favorite part of the program?
- What was your least favorite part of the program?
- What suggestions do you have for improving this program?
- Do you have any other comments?