



PHI DELTA THETA BIG BROTHER PROGRAM

PURPOSE:

A standardized Big Brother Program is part of the minimum standards program of Phi Delta Theta to develop a values-driven mentor program across all Phi Delta Theta chapters. The Big Brother program should begin during the second week of Phikeia Education. All Phikeias are expected to receive their big brother no later than the second week of Phikeia Education.

The purpose of the Big Brother is to help a Phikeia make the transition to college life. With a new group of friends, a new environment, and rigorous study schedule, adjusting to college life can be intimidating. The Big Brother serves as a mentor, guide, coach, resource, role model, and advocate for his Little Brother. The Big Brother is able to answer his Little Brother's questions, help his Little Brother reach the goal of initiation, introduce his Little Brother to campus life, make his Little Brother feel comfortable in Fraternity life, and exemplify a life-long membership of living the values of Phi Delta Theta.

The Big Brother-Little Brother relationship should be a heavily valued and meaningful aspect of the Phikeia Process and fraternity experience. This is a large responsibility to take on for a brother of the chapter.

Alcoholic beverages are prohibited at any Phikeia program or initiation ceremony of the chapter.

ELIGIBILITY:

When determining which members in the chapter are eligible to be a Big Brother, keep in mind that a Big Brother is a model Phi Delt. Therefore, Big Brothers should:

- Be in good judicial standing with the chapter
- Pay their dues on time
- Exceed the minimum GPA standards of the chapter
- Attend chapter meetings
- Have the ability to teach ritual correctly
- Adhere to the three cardinal principles
- Be a sophomore or junior
- Want to be involved in the chapter

MATCHING WITH LITTLE BROTHERS:

Big Brothers and Little Brothers should be matched within the first two weeks of the Phikeia process. This is done to truly give the Phikeia a mentor in addition to the Phikeia educator. The Phikeia educator will work in tandem with the recruitment chairman to determine which brothers are eligible to be Big Brothers and matching the Big Brothers with their new Little Brothers.

Once a list of eligible Big Brothers has been compiled, give each Phikeia the list to be narrowed down to their top three choices for their Big Brother. These are to be collected, and the Phikeia educator, recruitment chairman, and Phikeia education committee meet to match Big Brothers with their new Little Brothers. The eligible Big Brothers may take part in the selection process, but it is not necessary.

Big Brother and Little Brother matchings:

Are Based On:

Mutual interests
Similar courses of study
The Big Brother's ability to help the Little Brother in an area of need

Are NOT Based on:

Personal servitude
Alcohol consumption/preferences
Being a "cool guy"



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TIMELINE OF EVENTS:

- 1. Induction:** At the end of recruitment, Phikeia are given a bid and go through the induction ceremony.
- 2. Big Brother Orientation:** Potential Big Brothers go through an orientation led by the Phikeia educator, president, and a CAB member. Here, Big Brothers are educated on the responsibilities of the Big Brother-Little Brother relationship.
- 3. Phikeia Process Begins:** Within the first two meetings, the Phikeia class should be given the opportunity to create a list of three to five brothers who they would want to mentor them as a Big Brothers.
- 4. Big Brother Ceremony:** The Phikeia educator, recruitment chairman, and possibly a Pallas Committee/ Education Committee pairs Big Brothers with Little Brothers based on selection criteria. The Phikeia are then paired with Big Brothers at the Big Brother ceremony.
- 5. Big Brother Programming:** During the Phikeia process, the Big Brothers meet with Little Brothers on a weekly basis to discuss the process, classes, and transition into college.
- 6. After Initiation:** It is the Big Brother's responsibility to maintain a relationship with his Little Brother throughout college and beyond. Phi Delta Theta is a lifelong brotherhood, and the Big-Little relationship is a special Bond within the Bond that all Phi Delta Theta members have with one another.

ORIENTATION:

A model Big Brother orientation meeting should be held before the Big Brother ceremony, so Big Brothers are comfortable in their knowledge of the responsibilities.

An example meeting would go as follows:

Theme	Time	Activity	Presenter	Materials
Introduction	20 min.	<ol style="list-style-type: none"> Review the Phikeia program. Hand out all Phikeia requirements for initiation. Explain how a Big Brother will help with each one. 	Phikeia educator	<ol style="list-style-type: none"> Printed or electronic copies of Phikeia Program. Checklist of requirements for initiation.
Values	45 min.	<ol style="list-style-type: none"> Group activity: Big Brothers set expectations and responsibilities. <ol style="list-style-type: none"> Explain what "To do what ought to be done" means as a Big Brother. Use this program to start a list of responsibilities. Review discipline procedure of Big Brothers and Phikeia. Discuss activities to do as Big-Little pairs. <ol style="list-style-type: none"> Create a list of green, yellow, and red light activities: Green: brother dinners, family-tree feud, study sessions, video games, workouts, sports ... Yellow: <i>Explain how many green light activities can be yellow by one inappropriate action.</i> Red: forceful alcohol consumption, paddling, hazing activities ... Review Phi Delta Theta, FEA, University, and state policies on hazing. 	<ol style="list-style-type: none"> Phikeia educator and CAB member Phikeia educator Phikeia educator CAB member and president 	<ol style="list-style-type: none"> All activities that follow will benefit from a chalkboard, whiteboard, or flipchart paper to take notes on. All Big Brothers should be keeping notes on their action items, goals, and responsibilities that follow



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Theme	Time	Activity	Presenter	Materials
Execution	15 min.	<ol style="list-style-type: none">1. Separate into seven groups (if a small group, do this individually and come together at the end).2. Each group gets a sentence of the Phikeia Oath.3. Answer the following questions concerning that line:<ol style="list-style-type: none">a. What does this line mean as a Phikeia?b. What does this line mean as a brother?c. What does this line mean in the Big-Little relationship?d. What can I do to ensure my Little is accountable with this line?	Group activity led by Phikeia educator	
Plan	10 min.	<ol style="list-style-type: none">1. Discuss the following question: "How will you help your Little Brother become the greatest version of himself?"2. Discuss common concerns that Phikeia will have. Discuss: "How can a Big Brother foster good communication? How can a Big Brother help with these Issues?"	Phikeia educator	
Closing	10 min.	Questions and closing thoughts.	Group discussion	

RESPONSIBILITIES & REQUIREMENTS:

- 1. Model the way for your Little Brother:** grades, attendance, attitude, as well as actions all help your Little Brother see what it means to be a good Phi.
- 2. Attend the following:**
 - a. Big Brother orientation.
 - b. Big Brother ceremony.
 - c. Any Big Brother scheduled event.
 - d. A one-on-one weekly meeting with your Little Brother.
- 3. Follow up and ensure that your Little Brother:**
 - a. Is up-to-date on his financial obligations.
 - b. Attends all classes.
 - c. Meets all requirements for initiation.
 - d. Is active on campus outside of Phi Delta Theta.
- 4. Maintain a healthy line of communication with your Little Brother:** you are his mentor, and you are expected to check-in, help, and guide him through his transition into college. Remind your Little Brother that his studies are the number one priority while attending school. Help guide him to become an active leader, a healthy college student, and a brother living the values of Phi Delta Theta.

CEREMONY:

- 1. Preparation:**
 - a. The Big Brother Ceremony should happen within the first two weeks of the Phikeia process. It may happen at a Phikeia retreat, if done early in the process.
 - b. The time and date of the ceremony should be solidified at the beginning of the Phikeia program.
 - c. Any Phikeia dues should be paid prior to this ceremony.
 - d. The location should be determined by the Phikeia educator. A chapel, chapter house, university room, or other solemn location are acceptable, but any location should be easily accessible and legally entered into.



2. Attendance:

- a. All Big Brothers, Phikeia, and Phikeia educator are required to attend.
- b. All chapter brothers, CAB members, alumni, province president, non-members, and outside guests are welcome to attend since this is an open ceremony.

3. Attire:

- a. Everyone in attendance should be in formal attire (coat and tie).
- b. If a Phikeia does not have a suit, their Big Brother should help them buy or borrow a suit for the occasion.

4. Supplies:

- a. Six blue or white candles (three of each or six of one color).
- b. Fraternity flag.
- c. Three printed copies of the Ceremony.

5. Ceremony:

- a. *Phikeias are assembled in an anteroom in preparation for the Big Brother ceremony. The main room is arranged as shown in the diagram, and the candles are lit. The lights should be dimmed slightly. The members of the chapter should stand or be seated off to the side or around the Phikeias in a horseshoe. There should be enough space behind each Phikeia's chair for their Big Brother to stand behind them.*

Chaplain
X

President

Phikeia Educator
X



Candles



Phikeias

XXXXXXXXXXXXXX

XXXXXXXXXXXXXX

- b. *The warden leads the new Phikeias into the room as chapter softly sings "Eternal Praise," "Warrior Greeks of Old," or another appropriate song of the Fraternity. Phikeias remain standing in front of their chairs as previously instructed by the warden.*

PRESIDENT: "let us pray"

CHAPLAIN: "Heavenly Father, direct us in our normal daily living, and may our friendships in Phi Delta Theta continue to enrich these men, and in turn, the entire chapter. Bless these men and their Big Brothers with your eternal guidance as they take the next step in membership in Phi Delta Theta. Grant us all the strength and wisdom to act in a manner to bring honor to ourselves and to the Fraternity. Amen."

PRESIDENT: "Please be seated. For the duration of your journey as Phikeias, you will need guides and mentors to teach you the ways and principles of this, our great Fraternity. These men will be your teachers and close friends not simply until your quest for initiation is complete, but for years to come."

"Brother (Phikeia Educator) will now announce the Big Brother pairings."



PHIKEIA EDUCATOR: “Big Brothers, when I call your name, please step forward and take your place behind your Little Brother.”

The Phikeia educator should read the pairings one at a time.

PRESIDENT: “To formally induct you to the position of a Big Brother of the (*your chapter designation*) Chapter of Phi Delta Theta, you will please stand and repeat the Big Brother Creed after me.

“I (state their names) understand that as a Big Brother... it is my personal responsibility to act... as a mentor, advisor, and friend... to my Little Brother, and that I will share with him... my knowledge of Phi Delta Theta.

I promise to help my Little Brother ... become the greatest version of himself, worthy of being initiated into our great Fraternity ... I will pass on to him ... the principles of friendship, sound learning, ... and rectitude, ... and I will instill in him ... a sense of personal responsibility, ... not only through the wisdom of my words, ... but through the integrity of my actions ... I am my brother’s keeper.”

Slight pause.

PRESIDENT: “Brothers, you have heard these men recite the Big Brother Creed, committing their knowledge and guidance to the success Phikeias. What say you?”

CHAPTER MEMBERS RESPOND: “We are witnesses.”

PRESIDENT: “Phikeias of the (*your Chapter designation*) Chapter of Phi Delta Theta, throughout your journey, your Big Brothers will not only aid and assist you in fraternal and scholarly matters, but they will also celebrate the joys and bonds of brotherhood with you. Let their guidance and experience be a resource as you continue on the path to full membership in Phi Delta Theta.

CHORISTER: *leads the chapter in a song, followed by individual congratulations to each Little Brother and Big Brother.*

- c. Once the ceremony has concluded you may choose the end the evening with a 'Pass the Gavel' or 'Proud to Be.'
- d. After the ceremony, the group should go to a pre-scheduled activity like a varsity sports event or a social event just for the Big Brothers and Little Brothers. A list of events is followed in this program:

Big Brother Night:

The night of the Big Brother ceremony is a high-risk night across all of fraternity life due to over consumption of alcohol and high-risk events. To avoid these activities and prevent risk, here is a list of activities that the chapter can take part in that should be planned by the risk prevention chairman as well as the Phikeia educator. As a reminder, alcoholic beverages are prohibited at Phikeia events, ceremonies, and programming.

- “Family” dinner: a shared meal at the chapter house, a brother’s house, on campus, or at a restaurant with a “family” or all the Big-Little pairings is a great way to celebrate the ceremony and bond as friends, brothers, and family.
- “Family Tree” introductions: introduce your Littles to their generations of Phi Delta Theta Big Brothers. This is a great reason for alumni to come back and introduce themselves to the newest class.
- “Family” Feud: make teams of families or Bigs and Littles to compete in Family Feud. Keep the questions related to Fraternity and Sorority Life on campus, campus facts, Phi Delt topics, or fun facts about chapter brothers and Phikeia. This is a great way to keep information fresh with brothers and educate new members.
- Host a keynote speaker: your campus fraternity and sorority life advisor, CAB chairman, province president, an alumnus, or another speaker that could talk about the bonds of brotherhood, mentorship, or a related topic can really set the tone for the Phikeia Program and show the new members they made the right decisions to join Phi Delta Theta.



- Team-builders and Icebreakers: one of the purposes of the Phikeia process and the Big Brother Program is to get Phikeia to know more people in and out the chapter. Use this time to participate in a ropes course, corn maze, or one of many team-building exercises listed in this program or the Facilitator's Guide.
- Guided Reflection: a deeper way to start off the Big and Little relationship would be to have all the pairs separate and walk through a set of expectations, goals, and talking points. These can be about the Phikeias personally, goals for their academics, expectations for the process, etc. Hold these meetings one-on-one, and really get to know one another with a genuine conversation.

REMOVING BIG BROTHERS:

It is possible that the Big Brother is not performing to the standards of the chapter or is failing to meet the requirements and expectations. Since this mentorship program should be beneficial for both the Phikeia and the chapter brother, the Pallas Committee should meet to discuss any issues they are seeing or getting reports about Big Brothers. Since this is a privilege and not a right, the Pallas Committee or the Judicial Committee of the chapter has the right to remove a Big Brother. A new Big Brother shall be replaced as soon as possible with input from the Phikeia involved.

Important note: **ANY BIG BROTHER SUSPECTED OR ACCUSED OF HAZING SHOULD BE REPORTED DIRECTLY TO THE PHIKEIA EDUCATOR OR PRESIDENT FOR FURTHER ACTION.** Big Brothers should be role models and live by the three cardinal principles; therefore, the standards to be a Big Brother are higher than just an average chapter member.

RESOURCES:

The Big Brother program is but one of many resources that Phikeia educators and Big Brothers have to better their relationships with Phikeias, help educate Phikeias, and give Phikeias a better program to introduce them to Phi Delta Theta. Other that are available are:

- *The Phikeia Manual*
- Chapter Bylaws
- *The Code of Phi Delta Theta*
- Risk Management Policies
- Chapter History
- PDTU-Online Education: Phikeia Modules, Be Your Brother's Keeper Module, Officer Trainings
- Induction and Initiation Standardized Programs
- Kleberg Emerging Leaders Institute
- Province President Retreats

EVALUATION:

Post initiation, the Phikeia educator and Pallas Committee should review all Big Brother and Little Brother pairings. By completing a survey that asks what they liked/disliked in the program, got out of the experience, would change/keep, or do differently, the next Phikeia Educator can take note and continuously improve the Big Brother Orientation and Big Brother Program to better fit the chapter within the health and safety parameters of Phi Delta Theta, the university, and state laws.