

## **Kappa Delta**

### **New Member Education Plan Spring 2020**

#### **Mission**

Kappa Delta Sorority is a national organization for women committed to: inspiring our members to reach their full potential; preparing our members for community service, active leadership and responsible citizenship; creating opportunities for lifetime involvement through innovative and responsive programs and strategic collaborations and partnerships; and fostering the development of our time-honored values within the context of friendship.

#### **Purpose**

The purpose of Kappa Delta Sorority is to promote true friendship among the college girls of our country by inculcating into their hearts and lives those principles of truth, of honor, of duty, without which there can be no true friendship.

The Kappa Delta New Member plan for the 2020 Spring semester is designed to facilitate growth, learning, and friendship among the new member class and current initiated sisters. New members will learn how to take on the responsibilities that come with being a member and upholding Kappa Delta's values and principles. New members will learn about Kappa Delta's history, nationally and in regard to our local chapter. Kappa Delta was built on confidence, and a main goal of the New Member Education period is to instill confidence in new members. It is Kappa Delta's hope that each member gain confidence in themselves, and in the loyalty of the friendships made upon joining Kappa Delta. The New Member activities will encourage new members to reflect on their own personal values, as well as Kappa Delta's values in a comfortable environment. The New Member activities are meant to support sisterhood and assist new members in gaining the confidence that emanates from the bond of sisterhood.

#### **Expectations**

Kappa Delta Sorority commits to assisting each member to reach her greatest potential through the power of friendship. To do so, Kappa Delta places a high emphasis on individual confidence, which is firmly rooted to a positive value system of high moral and ethical standards, and therefore disassociates itself from any activity or event which encourages or permits actions which may be construed as demeaning to any individual.

Kappa Delta Sorority expects its members to be fully participating, enthusiastic and informed about Kappa Delta during their entire college career. To this end, all members are required to attend chapter meetings regularly, ritualistic services as their membership status permits, recruitment activities and all other required chapter functions.

Kappa Delta Sorority expects its members to be academically responsible and successful. Failure to maintain the required scholastic average puts a member on bad standing.

Kappa Delta Sorority expects its members to be financially responsible and meet all financial obligations promptly

Kappa Delta Sorority values community service and the confidence that comes from helping others. Kappa Delta expects its members to be enthusiastic participants in all community service projects and seek out leadership opportunities on campus and in their communities. All members should belong to at least one outside campus organization besides Kappa Delta.

Kappa Delta Sorority expects its members to abide by all federal, state and local laws, university regulations and sorority policies; noting particularly, those regarding the use of drugs and alcohol. The use/misuse of drugs or alcohol by any member in violation of this section will result in immediate disciplinary action.

Kappa Delta wants each member to have a positive sorority experience and show respect for herself and others. Specifically, this means building confidence by showing kindness and consideration, presenting the best image at all times, and refraining from questionable and inappropriate behavior in any situation.

### **Hazing**

Kappa Delta does not tolerate hazing of any type. The New Member activities will be hazing free. Every member has signed Kappa Delta's Hazing Statement; thus, every member is expected to maintain Kappa Delta's policy regarding hazing. Additionally, every new member of Kappa Delta will sign the Hazing Statement following Bid Day. The following paragraph is found in the Vice President-Member Education manual:

“Hazing is prohibited by Kappa Delta Sorority. Kappa Delta is concerned about the human dignity and well-being of all people and expects its members to treat themselves and one another with respect. Kappa Delta does not permit demeaning, undignified or harmful actions in any sorority activities. No Kappa Delta member or new member should ever engage in or allow any hazing activities. Any form of hazing, including participating in hazing activities of another group, will result in disciplinary action against the chapter and/or members or new members engaging in such prohibited practices. Hazing is in direct conflict with Kappa Delta's values and has no place in the lives of those who are building confidence in others. Hazing is defined as any activity, action taken, or situation created, whether on or off sorority premises, that has the reasonable potential to produce mental, emotional or physical discomfort, embarrassment, harassment or ridicule, regardless of the victim's willingness to participate. Any form of hazing, regardless of intent, is prohibited in Kappa Delta Sorority.”

To Report Hazing If a new member feels as though they have been hazed or have witnessed the hazing of another and wishes to report the incident, they should use the following outlets:

Lehigh University Office of Student Conduct & Community Expectations: The Office of Student Conduct and Community Expectations has a confidential online form located on their website:

[https://cm.maxient.com/reportingform.php?LehighUniv&layout\\_id=15](https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15) or they can be reached by phone at 610-758-4362.

Anti-Hazing Hotline: The national anti-hazing hotline can be reached toll free at all hours at 1-888-NOT-HAZE (1-888-668-4293). Kappa Delta Sorority promotes the use of the Hazing Hotline on their national website. Kappa Delta Sorority can be reached by phone at 901-748-1897.

### **New Member Education Calendar**

#### **For Reference:**

President Carolyn Simmet, VP-ME Zoe Madsen, VP-M Ally McGrath, VP-O Lily Tympanick, VP-CS Becca Landau, VP-PR Sarah Wecht, VP-S Alyssa Tabershaw, Secretary Cici Coffey, VP-F Rachel Oppenheimer, Panhellenic Delegate Nora Fitzmaurice

PACE Chair Hannah Coleman

Sisterhood Chair Mckenzie Dominick

SET Leaders Holly Macdonald, Sophie Kellner, Victoria Kaufman, Laurel Perkins, Haley Donovan, Lily McGinty, Margot Schwartz

### **Bid Day!**

#### **Sunday, January 19th at 12:30-4:00 p.m.**

- Location: Kappa Delta House
- Attendees: All initiated and new members are encouraged to attend
- Theme: Sweet Home Kappa Delta
- Bid Day gifts for new members: themed shirt, cowboy hat, bandana, and sign with name on it
- Food: snacks/desserts for theme
- Aside from the gifts, include:
  - o Norman Shield-Kappa Delta's official new member book used at all chapters and stage meetings
  - o Information packet- includes chapter dates, contact information for VP-ME and SET (Sisterhood Enrichment Team) leaders, facts about KD, etc.
  - o Financial Information packet- includes dues for spring and fall 2020

#### **Agenda:**

- 12:30 p.m.: Welcome new members in Grace Hall and take bus up to house

- 1:00-2:00 p.m.: Main festivities, pictures, food
- 2:00 p.m.: New members will be divided into small groups with initiated members. VP-ME will give groups a few get to know you questions to discuss. VP-ME and SET leaders will share their new member experiences about their initial emotions toward joining a sorority and joining Kappa Delta. This will help new members relate to experiences and emotions that others felt before them and know that what they are feeling is totally normal.
- 2:30-2:45 p.m.: Distribute Norman Shields to new members. Have new members write their contact information on a shared Google doc.
- 2:45-3:00 p.m.: New members meet with their SET leaders and plan a time that week to meet as a group
- 3:00-3:30 p.m.: VP ME will read to the new members the Anti-Hazing Statements, along with Member Expectations, and each new member will sign Kappa Delta's Hazing Statement. End with a quick risk management workshop led by VP-S and VP-PR.
  - o The workshop will discuss basic rules about what proper Kappa Delta social media etiquette should look like, as well as the most important rule that members are "always wearing their letters"
  - o We want the new members to be conscious of the fact that now, having signed their bids, their actions not only reflect positively or negatively on themselves, but on Kappa Delta as a whole
- 3:30-4:00 p.m.: VP-F will go over important financial information including dues, etc. This way new members understand the financial obligation tied in to joining the organization.

### **Girls Night In - Movie**

**Monday, January 20th 8:00-10:00pm**

- Location: Kappa Delta House living room
- Description: All members, both initiated and new, are strongly encouraged to hang out and bond over a fun movie. Relaxing night with popcorn and sweets!
- Attendees: All initiated and new members are strongly encouraged to be in attendance.

### **First Degree Ceremony**

**Tuesday, January 21st 6:45-8:00 p.m.**

- Location: Kappa Delta House living room
- Description: This ceremony, reflective of the importance each member places on the principles and spirit of the sorority, is the first introduction to the Ritual of our Kappa Delta

sisterhood. All members, both initiated and new, should dress in white attire and white shoes.

\*Due to the short notice, it is understandable for new members to not come prepared with a white outfit and white shoes, so exceptions will be made.

● Attendees: All initiated and new members are required to be in attendance, a member of the CAB (Chapter Advisory Board) will also be in attendance.

### **Agenda:**

● 6:45 p.m.: VP-ME and SET leaders will meet with the new members to discuss the Member Expectation Form and answer any questions. The new members will also be reminded to electronically indicate that they have read the Anti-Hazing Statement and Member Expectations Form when they claim their membership through the link emailed to them. The new members will also be reminded to read the Introduction and Stage One of their Norman Shield.

● 7:00-8:00 p.m.: Ritual ceremony

● 8:00-8:15 p.m.: VP-F will give a presentation on the ins and outs of billhighway, as well as showing the new member class exactly how to pay their new member fee. \*Please bring laptops!\*

● 8:15-8:45 p.m.: Cookies: After ritual, new members will be invited to hang out at the house for cookies with SET Leaders and VP-ME. This will allow the new members to begin forming a cohesive new member class soon after Bid Day and get to know some older members. This is optional.

### **Stage 1: Building Confidence. Inspiring Action.**

#### **Wednesday, January 22nd at 4:30 p.m.**

● Location: Kappa Delta House living room

● Attendees: President, VP-ME, VP-F, Secretary, SET Leaders, new members

● Description: During Stage One, we will spend time getting to know one another through various icebreaker games, followed by a PowerPoint presentation. During this time, VP-ME will also be handing out important documents and filling the new members in on any vital information they may need. The new members will specifically learn about Kappa Delta's value system through our tagline, "Building Confidence. Inspiring Action."

● The goals of this stage will be to...

o Welcome and overview of KD basics, including tenets and symbols

o Explore the meaning behind our tagline, "Building Confidence. Inspiring Action."

o Begin to understand and connect to KD values

- o Lay the foundation for and foster sisterhood through icebreakers and SET groups
- The new members will be reminded before Stage One that they should come prepared with their Norman Shield and ready to discuss what they have read in the Introduction and Stage One.

**Agenda:**

- 4:15-5:00pm.: Carolyn meets with the new members.
- 5:00-5:30 p.m.: Attendance and icebreaker! Three to five new members will volunteer to play a heads-up type of game in front of the other new members including VP-ME and SET Leaders. They will each receive a card with a woman who exemplifies Kappa Delta's values and they will ask the other members questions in order to guess the name of the woman written on the card.
- 5:30-6:00 p.m.: We will cover the Introduction and Stage One of the Norman Shield through a PowerPoint presentation followed by a discussion.
  - o Values and fast facts - Norman Shield
  - o Get to know the Founders
  - o Tidbits of KD History and KD facts that will appear on the New Member Exam
    - Founders Quiz - 'Which KD Founder Are You Most Like?' quiz to see how you relate to our trailblazers
- 6:00-6:30pm: SET Leader group reflection time
  - o Why are you proud to have joined KD?
  - o What are you most excited about when you think about your new-member experience?
  - o What do you hope to gain from your KD experience over the next four years?
- 6:30-6:45pm.: The Secretary will add the new members to Nautilus Network and explain how to claim their membership and sign online forms.

**● Remind new members to claim membership on Nautilus Network\***

**New Member Retreat: Spa and Movie Night**

**Thursday, January 23rd at 7:00 p.m.**

- Location: Kappa Delta House
- Attendees: VP-ME, SET Leaders, new members
- Description: Great bonding activity for the new members to get to know one another and

VP-ME as well as their SET Leaders. Movie night will follow Spa night and will include three movie options. New members will vote on which movie they want to see. Snacks such as popcorn and candy will be provided. Attendance will be highly encouraged so that new members get the chance to know more about each other.

**Agenda:**

- 7:00 p.m.: New members will congregate in the living room to begin our Spa Night! New members will paint each other's nails if they wish, participate in face masks, etc. We'll provide some board games and card games such as Apples to Apples for them to play before we watch the movie.
- 7:30 p.m.: We will begin watching the movie.

**Lehigh Valley Laser Tag Sisterhood**

**Friday, January 24th at 7:00-10:00 p.m.**

- Location: Lehigh Valley Laser Tag
- Attendees: SET leaders, new members, initiated members
- Description: Laser tag is a great way to enforce team building skills and facilitate friendships among sisters. We thought it would be a great opportunity for the new members to step out of their comfort zone and get to know their new sisters.

**Agenda:**

- 7:00 p.m.: Meet at Kappa Delta to divide up into cars and take attendance
- 7:10 p.m.: Depart for laser tag
- 7:30-9:30 p.m.: Laser!
- 10:00 p.m.: Drive back to campus and drop everyone off at their dorms

**Ice Skating!**

**Saturday, January 25th at 7:00-10:00 p.m.**

- Location: Steel Ice Center
- Attendees: SET leaders, new members, initiated members
- Description: Ice skating is a great way to facilitate friendships among sisters. We thought it would be a great opportunity for the new members to step out of their comfort zone and get to

know their new sisters.

**Agenda:**

- 7:00 p.m.: Meet at Kappa Delta to divide up into cars and take attendance
- 7:10 p.m.: Depart for ice skating
- 7:30-9:30 p.m.: Skating!
- 10:00 p.m.: Drive back to campus and drop everyone off at their dorms

**S'mores with the Sophomores!**

**Sunday, January 26th at 6:30 p.m.**

- Location: Kappa Delta House dining room
- Attendees: Sophomores and new members (not mandatory, but encouraged), Sisterhood Chair
- Description: In an effort to integrate the new members into the Kappa Delta sisterhood, we are hosting a s'mores get-together so that new members can get to know their sophomore sisters better. Sisters will bond around a campfire as they roast marshmallows and share cute sisterhood stories. This sisterhood event is an opportunity for new members to come to the house, have some s'mores and hot chocolate, and get to know the sophomores better.

**Agenda:**

- 6:30 p.m.: New members arrive, and everyone gets a chance to make s'mores and a cup of hot cocoa. VP-ME will ensure that there is an equal number of sophomores and new members mingling so that the new members can get to know each other as well as the sophomore that they will eventually live with. Chatting and eating.
- 7:45 p.m.: Closing words from Sisterhood Chair and a few weekly reminders/announcements from VP-ME.
- Conclusion

**Stage 2: Building Confidence with Shared Values, New Member Candle Pass**

**Tuesday, January 28th at 5:00 p.m.**

- Location: Kappa Delta House chapter room
- Attendees: VP-ME, VP-PR, VP-S, PACE Chair, SET Leaders, new members
- Description: This meeting will cover the importance of the PACE philosophy. PACE stands for "Personal Presence," "Attitude," "Communication Skills," and "Enlarging Our



World.” Focusing on these four areas helps new members develop the skills and attributes necessary to achieve their goals at Lehigh and beyond.

● **Goals:**

- o Greater understanding of the expectations of membership in Kappa Delta
- o Personal pride and accountability in upholding the values of KD - PACE
- o Knowledge of risk management policies
- o Understanding of Initiation requirements

**Agenda:**

● 5:00-5:15 p.m.: Attendance and Two Truths and a Lie icebreaker: One SET group will stand up and each member of the group will tell two truths about themselves and one lie. All the other members will then guess which the lie was. This is a great way to learn a few things about the girls in their member class.

● 5:15-5:45 p.m.: Discuss Personal Pride and Accountability

o VP-PR, VP-S, and PACE chair will put on a short fashion show in order to address how Kappa Delta women embody the PACE philosophy when going to class, posting on social media, interacting with their peers, etc.

- o Explain the significance of the Nautilus
- o Understanding what KD provides as opportunities for growth
- o Academic Excellence Program Review
- o Introduction to the PACE Philosophy

● 5:45-6:15 p.m.: Sisterhood Strength and Accountability Activity - Yarn Toss

o Goal: To demonstrate this idea of accountability in sisterhood, we are going to do a yarn toss. Everyone will stand in a circle around the room. VP-ME will hold the end of the yarn and toss the spool to someone across the circle. Each member will toss the yarn to someone else until everyone in the circle has a piece, forming a web.

- Now that each person has a piece of the yarn, the web formed represents Kappa Delta — the success and strength of the chapter and the sisterhood.
- If the yarn is pulled tightly by each member, we can see that the web is firm and strong. If we let our grasp get loose, we can see the web is not so strong. What if most of us are doing our part and holding the yarn tight, but not all of us are?

o VP-ME will then read the statements below or come up with some of her own that address common issues in the chapter. After reading each statement, she will instruct a new member to drop her piece of the yarn.

- A sister skips all required chapter events in the fall, not fulfilling her attendance responsibilities.
- A new member does not get into the sorority she had originally wanted and has a negative attitude about the current situation.
- A sister attended another fraternity's formal and had too much to drink while underage. She was sent home from the event and represented KD in a negative light.
- Three sisters skipped their biology course all semester, receiving failing grades. Both their individual GPAs and the chapter GPA suffered.
- Two sisters had a disagreement and talked badly about one another to others in the chapter, putting a strain on the sisterhood.
- A sister attended class in pajamas without washing her face and was also wearing KD letters. Potential new members were in this class with her.
- A sister did not pay her chapter dues for the term. She is now on financial bad standing.

o VP-ME then addresses the fallen web - the sisters that failed to fulfill their commitment to the chapter (dropped their yarn) had a negative impact on the chapter as a whole. She notes that each sister commits to her own responsibilities, but the strength of the web has been compromised.

▪ This shows us that each of our individual decisions affect the entire chapter, no matter how small it may seem. We owe it to each other to be the best Kappa Deltas we can be to ensure our chapter, sisterhood and experience with KD is as strong as possible.

● 6:15-6:20 p.m.: Closing Remarks before candle pass

o Badges, explain the importance of our pins

● 6:20 p.m.: The new member class will have a candle pass. Each new member is encouraged to share something about themselves in confidence with the rest of their new member class. From personal experience, this candle pass was especially effective so early on in the new member period because it is new members' first chance to really open up about themselves and allow themselves to feel vulnerable, but comfortable. This will allow each new member to grow alongside their fellow new members throughout their time as a member of Kappa Delta.

## **Speed Dating!**

**Tuesday, January 29th at 7:00 pm**

- Location: Kappa Delta House
- Attendees: New members and initiated members
- Description: New members will be paired with initiated members in 3-minute-long dating sessions, both one-on-one and in a group setting. This will be a great way for new members to meet chapter members of all ages and help sisters bond in a comfortable setting.

### **Agenda:**

- 7:00 pm: New members arrive at the Kappa Delta dining room for one-on-one speed dating with initiated members.
- 7:30 pm: New members and initiated members will break up into groups of 4-6 (even number of new and initiated members) and continue speed dating as a group.
- 8:00 pm: Everyone gathers in the living room to enjoy snacks!

## **Stage 3: Building Confidence through Personal Growth**

**Thursday, January 30th at 5:00 p.m.**

- Location: Kappa Delta House living room
- Attendees: VP-ME, VP-F, VP-S, AcX Chair, SET Leaders
- Description: This meeting will educate the new members about inspiring confidence within themselves and developing themselves as strong individuals. New members will also learn how to enhance the positive image of Kappa Delta at Lehigh, and how to apply these key concepts to daily life.

### ● Goals:

- o Explain the nautilus shell as our symbol of growth
- o Prioritize academic success and growth
- o Familiarize new members with KD's opportunities for personal growth and development

### **Agenda:**

● 5:00-5:15 p.m.: Attendance and icebreaker “zap” game! Everyone stands in a circle. VP ME will stand in the center of the circle and quickly point to a member. This “zapped” member will quickly crouch down, and the two girls standing next to her must quickly turn to one another and say the other’s name. The member who gets it first is still in the game, the other steps out of the circle. The game continues until someone wins.

● 5:15-5:45 p.m.: Introduction

o One of Kappa Delta’s symbols is the nautilus shell.

- “The Chambered Nautilus,” by Oliver Wendell Holmes
- The poem discusses a sea creature that never stops growing until its death – ever expanding the shell that confines it, leaving the smallness of its past behind as it moves into its next stage of development.
- Kappa Delta sees the nautilus shell as a symbol of change and growth.
- Discuss how new-member program is modeled after the nautilus shell; as you complete the ‘stages,’ you grow on your journey towards Initiation.

● The nautilus shell is also the inspiration behind our emphasis on education and personal growth, a value new members will learn more about during this stage meeting.

● Academic Excellence

o AcX Chair discusses importance of holding oneself to a higher standard academically.

▪ GPA requirement 2.5

● Accountability

● Logging Study Hours

o Lead group discussion

▪ What resources and support do you need to be successful academically?

● Emphasize that we all need support navigating the academic side of our college experience since it is very different from high school. The more support the better!

▪ How can your Kappa Delta sisters help you stay motivated to meet your academic goals?

- Will having a study partner help? Finding a sister with the same major? Being recognized for high achievement?

- 5:45-6:15 p.m.: Storytelling Activity

- o New Members sit in a circle. One person begins by saying “Once upon a time...” and each member after her in the circle must add a sentence to the story. This will result in a fun story that incorporates ideas from all new members. Not only does this highlight critical thinking skills, but it also shows how each new member’s perspective can be incorporated to create a unified story.

- Conclusion

#### **Stage 4: Building Confidence through Leadership**

**Tuesday, February 4th at 5:00 pm**

- Location: Kappa Delta house living room

- Attendees: VP-ME, VP-S, SET Leaders

- Description: Educate the new members about the chapter council and the chapter appointed officer positions, identify the skills and attributes as they relate to leadership in the chapter, and learn about the National Panhellenic Council

- Goals:

- o Become familiar with chapter council and chapter appointed officers

- o Identify individual leadership skills

- o Learn about campus involvement opportunities

- o Gain basic understanding of the National Panhellenic Conference

#### **Agenda:**

- 5:00-5:15 p.m.: Attendance and icebreaker: Each girl will receive a piece of paper with boxes on it that include different descriptions, such as “has two siblings,” “has never been out of the country,” “doesn’t like chocolate,” “brought the most clothing to school,” etc.

New members will then approach girls in their member class and ask them which description fits them best. This will allow new members to find out interesting pieces of information about each other and continue to get to know the girls in their member class.

- 5:15-5:45 p.m.: Introduction

o All council members present to the new members, highlighting their position and responsibilities as an executive council member in Kappa Delta.

- Share how their leadership role in KD has impacted themselves as individuals, the chapter as a whole, and the Panhellenic community at large.

- Highlight positions that new members can have the opportunity to hold right off the bat! For example, new members can be Social, VP-M Assistant, VP-CS Assistant, Accreditation Committee in their first semester with KD.

● 5:45-6:15 p.m.: What Kind of Leader Are You? Activity

o Use Myers Briggs Personality Test to help new members learn more about themselves and how they can work together with their new sisters as a chapter.

- <https://www.16personalities.com/free-personality-test>

o Use Oprah Winfrey's Conflict Style Quiz to help new members learn how they best address conflict with others and with themselves.

- <http://www.oprah.com/relationships/whats-your-conflict-style-quiz-dealing-with-conflict>

● 6:15-6:30pm: Name That Initiated Member! Activity

o During Stage Four, we will put on a game show for our new members. This game show will allow the new members to learn more about some of our sisters! Fun facts could include each sister's major, campus involvement, hometown, etc. Following the game, we will have an open discussion about how each sister's differences contribute to the diversity that our sisterhood embodies.

## **Stage 5: Building Confidence through Service**

**Tuesday, February 4th at 6:00 pm**

● Location: Kappa Delta House chapter room

● Attendees: VP-ME, VP-CS, SET Leaders

● Description: The new members will understand the benefits of KD's philanthropic endeavors learn why KD believes in giving back to our community, and learn about the importance of the Golden Circle

● Goals:

o Become familiar with Kappa Delta's national philanthropy partners (Girl Scouts of the USA,

Prevent Child Abuse America, and Project Child)

- Complete Criminal Record Check and Child Volunteering Clearances
- o Understand the difference between philanthropy and service
- o Begin lifetime support of the Kappa Delta Foundation's educational, leadership and philanthropic initiatives
- o Discover Kappa Delta Foundation scholarship, internship and leadership opportunities

**Agenda:**

● 6:30-6:45 p.m.: Introduction

o National Kappa Delta and Local Chapter Philanthropies

● 6:45-7:00 p.m.: Activity

o During Stage Five, we will spend time learning about our philanthropies. VP-CS will assist VP-ME in teaching the new members about our philanthropies and how they relate to Kappa Delta's values. In an effort to do an activity that directly relates to our philanthropy, we will write notes that say, "be happy," "confidence is key," and "your smile is your best accessory," etc. We will distribute these little notes at our next Girl Scouts philanthropy event.

o VP-CS will highlight the following questions...

- What is the difference between philanthropy and service? Why is it important that we participate in both?
- What Girl Scout events does your chapter plan? How do the activities build confidence in girls?
- What does your chapter do for its Shamrock Event fundraiser?
- Which Kappa Delta community service opportunity excites you the most?

● Discussion of Kappa Delta Foundation

o Education

o Internships

o Leadership

o Philanthropy

o Giving to the Foundation

o Kappa Delta's Golden Circle comprises those collegiate chapters that have

donated to the Kappa Delta Foundation

- Conclusion

### **Big Little Week!**

#### **Monday, February 3rd -Friday, February 7th**

- The sophomore member class will take on the new members as their “little sisters,” giving them little presents each day!
- In order to participate in big-little, sophomores must be on all types of good standing, including points good standing, academic good standing, financial good standing, and attendance good standing.
- There will be a suggested maximum amount of \$200 on how much money “big sisters” can spend on their “little sisters” during the week so the gifts are fairly equal and sisters will not feel pressured to spend more money than they can afford.

### **Mario Kart Monday!**

#### **Monday, February 3rd at 7:00**

- Location: Kappa Delta house
- Attendees: New members and initiated members encouraged to attend
- Description: New and initiated members can battle and compete in Mario Kart as a fun way to learn more about each other.

#### **Agenda:**

- 7:00-9:00: Mario Kart competition!

### **Big/Little Reveal!**

#### **Friday, February 7th at 7:00 p.m.**

- Location: Kappa Delta House
- Attendees: All “big sisters” and “little sisters”
- Description: The new members will finally find out who their “big sisters” are! After the big reveal, each “big sister” will have a plan of where they want to take their “little sister” to dinner so they can get to know their new Greek family.



### **Agenda:**

- 7:00 p.m.: New members arrive at the house and will receive a clue corresponding to the theme so each “little sister” can be matched to her “big sister.”
- 7:15-8:00 p.m.: Each “little sister” is matched with their “big sister”! They will exchange any remaining gifts, mingle and enjoy light refreshments.

### **Informal Chapter Meeting**

#### **Sunday, February 16th at 5:00 p.m.**

- Location: Kappa Delta House chapter room
- Attendees: Mandatory for all new members
- Description: This will fulfill the new members’ informal chapter meeting attendance requirement for initiation

### **Stage 6: Building Confidence as an Alumna**

#### **Tuesday, February 18th at 6:00 p.m.**

- Location: Kappa Delta House chapter room
- Attendees: VP-ME, VP-O, Secretary, the CABs
- Description: The goal is to have the new members understand the benefits and expectations of active alumnae involvement and teach them the various avenues of alumnae involvement
- Goals:
  - o Become familiar with the structure of national Kappa Delta
  - o Learn about opportunities to stay involved with Kappa Delta beyond graduation
  - o Gain insight into life as an alumna by interacting with local alumnae

### **Agenda:**

- 6:00-6:15 p.m.: Attendance and ritual outfit checks
- Introduction/overview
- 6:15-6:45 p.m.: Staying Connected: discussion of all the ways members can stay connected. VP-O will assist VP-ME in explaining the many ways that Kappa Delta’s can

stay connected after graduation.

- o The Angelos

- o [www.KappaDelta.org](http://www.KappaDelta.org)

- o Kappa Delta on Facebook, Twitter, Instagram, LinkedIn, and Pinterest

- o Life as an Alumna Member

- o House Corporations

- o Chapter Advisory Boards (CAB)

- o Alumnae Chapters

- o Employment with National Kappa Delta

- o During this stage, we will invite the CABs to come and talk about their lifetime experiences as Kappa Deltas. We will also introduce our new members to some of our most recent alumnae through photos and conversations.

- 6:45-7:00 p.m.: Conclusion

- 7:00-8:00 p.m.: Optional study session for the new member exam will follow Stage Six, since it tends to be one of the shorter stages.

### **New Member Exam**

**Sunday, February 23rd 11:00 a.m.-3:00 p.m.**

- Location: Kappa Delta House living room

- Attendees: All new members must take the exam, VP-ME will be proctoring along with 2-3 SET Leaders throughout the day.

- Description: New members can come take the exam as many times throughout the day as needed until they pass. The exam covers what they have learned in their Norman Shields in their Stage meetings. (Initiation outfit check, and new member exam makeup if anyone needs more time).

### **Formal Chapter Meeting**

**Sunday, February 23rd at 5:00 p.m.**

- Location: Kappa Delta House chapter room

- Attendees: Mandatory for all new members
- This meeting will fulfill the new members' formal chapter meeting attendance requirement. They will be reminded of how to present themselves and to wear their first degree pins.
- o Remind new members that they should have their ritual white outfits and bring them to Stage Six for outfit checks

## **Second Degree and White Rose Celebration**

**Tuesday, February 25th at 5:00 p.m.**

- Location: Kappa Delta House chapter room
- Attendees: This is mandatory for all initiated and new members, CABs will also be in attendance
- Description: Second Degree is the beginning of the Initiation process into the Kappa Delta sisterhood. Now is the time to learn what bonds all of us together and makes our sisterhood strong from sister to sister, chapter to chapter and across generations, which is why the White Rose Celebration will follow the ceremony. Initiated and new members should wear white dress attire and white shoes to the ceremony.
  - Ice cream social to celebrate!!

### **Agenda:**

- 5:00 p.m.: VP-ME and SET Leaders will meet with the new members before the ceremony and read aloud the articles from the National Bylaws and the Chapter Bylaws. This is followed by the individual signing of the bylaws by each new member.
- President will conduct the Second Degree ceremony
- 6:00 p.m.: Initiated and new members will eat dinner following the Second Degree ceremony
- 7:00 p.m.: White Rose Celebration
  - o This is the culmination of the education and examples that have been given during the new member program. It is a time for the whole chapter to reflect on its commitment to Kappa Delta and prepare for the expansion of our circle.

o Cupcakes and a chapter-wide candle pass

### **Community Service – Cookie Delivery**

**Thursday, February 27th at 8:00pm**

● VP ME and VP CS will organize a community service event partnered with a fraternity. The event will raise money for our philanthropy, P.C.A.A. We will sell cookies as a late-night snack for students. This will be a great way for our sisters to raise money and awareness for P.C.A.A., as well as socialize with other Greek community members.

### **Third Degree (Initiation)**

**Saturday, February 29th at 12:00 p.m.**

- Location: Iacocca Hall, Mountaintop Campus
- Attendees: This is mandatory for initiated and new members, CABs will also be in attendance.
- Description: The entire new member education program prepares new members to become initiated Kappa Delta members. Our Third Degree ceremony is not only a process for bringing our new members fully into our circle but an opportunity for all Kappa Deltas to renew their vows to our sisterhood each time they experience Third Degree. Initiated and new members should wear white dress attire and white shoes.

#### **Agenda:**

- Ceremony conducted by President
- Sisterhood celebration following the ritual with cake!

### **Stage 7: Building Confidence as a New KD Sister**

**Tuesday, March 3rd at 5:00 p.m.**

- Location: Kappa Delta House chapter room
- Attendees: VP ME, newly initiated members
- Description: The new members have now been initiated! The newest sisters will be reminded of their responsibilities as an initiated chapter member, such as attendance, GPA, community service, financial, sisterhood requirements. VP ME will discuss how to

balance their Kappa Delta commitments with their other commitments on campus.

● **Goals:**

- o Review and understand Kappa Delta's expectations of membership
- o Understand chapter meeting protocol
- o Reflect on the meaning of Ritual and the Initiation experience
- o Begin planning personal Kappa Delta journey

**Agenda:**

● 5:00-5:15 p.m.: Attendance

● 5:15- 5:45 pm: Kappa Delta Responsibility Discussion:

o What are the attendance requirements for members? What should I do if I need to miss a meeting?

▪ All chapter members are required to attend mandatory events. These include weekly chapter meetings, Ritual events, recruitment events and anything else required by the local chapter. VP-S has a process for accepting excuses for mandatory events.

o What is the minimum GPA members are required to maintain? What happens if I fall below that average?

▪ The chapter minimum GPA requirement is a 2.5.

▪ If a member falls below that average, she will meet with the academic

chair to discuss time management, study skills, and ways to improve academically. If need be, the academic chair can direct the member to tutoring.

o How many community service events am I required to attend? Can I pick and choose which ones to attend?

▪ All chapter members are required to attend Shamrock, International Girls Day and one other Girl Scout event.

▪ External Philanthropy Chair will occasionally advertise other campus philanthropy events.

o When do I need to be prepared to pay my dues? What happens if I'm not able to pay them on time?

▪ Dues are due the 15th of each month. Failing to pay dues by the deadline will result in being placed on financial bad standing.

▪ If you know you will be unable to make a payment in full prior to the due date, talk with the VP-finance about your options.

o Am I required to join a campus organization outside of KD? How can I find out more about the

organizations and clubs on campus?

- All members of Kappa Delta are required to be in at least one outside organization. Consider joining any of the organizations that were highlighted during our Stage 4 meeting. You can also visit the involvement office on campus or ask chapter members which organizations they are in.

- 5:45-6:15pm: Planning your KD Experience

- o In what ways do you plan to be involved in your chapter?

- These answers will vary among the members of your SET group, but might include taking on a leadership position, joining an intramural team or volunteering to represent KD in campus opportunities.

- o How will you reach out to members of your chapter to build relationships and form a strong sisterhood?

- Discuss ways to build relationships with other chapter members. This can include participating in sisterhood events, inviting other sisters to lunch, attending the library together, going to events on campus and many more.

- o Consider Kappa Delta's five areas of Chapter Excellence:

- Leadership, Academic Excellence, Membership, Philanthropy and Sisterhood.

- Which areas do you see yourself contributing to the most?

- Each member should identify the areas in which she thinks she will contribute the most.

- o What do you hope to accomplish or become during your time as a KD collegian?

- These answers can include developing leadership skills, improving self-confidence, making friends and more.

- 6:15 pm: Conclusion

## **Kappa Delta Bedroom Tours**

**Tuesday, March 3rd at 6:30pm**

- Location: Kappa Delta House

- Attendees: New members are encouraged to attend

- Description: New members will be split into groups and go around to each room in the house, talk to the sisters that live in those rooms and hang out. Ultimately, they will get to know the

older members better and get a better idea of what it's like living in the chapter house.

**Agenda:**

- 6:30-8:00- Room tours!

*Potential Additional Plans:*

- Encourage SET leaders to take their group out to dinner, coffee dates, etc. because they are a really great way for the new members to get to know their SET groups and their SET leader outside of the planned stage meetings
- Encourage the new member class to get dinner on campus with each other twice a week.
- Weekly optional study sessions with the new members in reserved study room
- Strongly encourage new members to attend at least one panel meeting during the new member period
- Mini quizzes at the beginning of each Stage meeting covering information that will be on the new member exam
- Incorporate ritual chair, sisterhood chair, etc. into more events
- Have SET leaders send their presentations to the VP-ME at least 24 hours in advance to get approval and ensure the presentation covers everything necessary for the corresponding stage.