

# Kappa Sigma Ritual Best Practices

## Sample Program



**KAPPA SIGMA**  
**FRATERNITY**

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A **BROTHERHOOD** LIKE NO OTHER

### **Program Objective:**

The objective of this document is to establish and promote a structured and comprehensive Ritual Program framework within our organization. This framework aims to integrate ritual elements at various stages of membership, instill proficiency, and foster a sense of commitment and responsibility among our members. By doing so, we seek to strengthen the tradition and significance of our rituals, enhance leadership development, and create incentives for participation while maintaining clear guidelines for achievement. This structured approach will contribute to the overall cohesion and effectiveness of the Kappa Sigma Fraternity.

It's important to emphasize that this document serves as a guideline and not as a governing document for our organization. While it provides a structured framework and recommendations for Ritual Programs, it does not dictate strict rules or policies. Chapters and leaders are encouraged to tailor these guidelines to their specific needs. We trust our members to use their discretion and judgment when applying these guidelines, ensuring that they remain aligned with the organization's values and objectives.

### **General Guidelines:**

Our organization recognizes that fostering a culture of participation and proficiency in our Ritual Programs is best achieved through incentives rather than punishments. Incentives encourage and reward members for their commitment, dedication, and proficiency in rituals.

While we primarily emphasize incentives, we acknowledge that there may be circumstances where gentle repercussions are necessary to ensure that members meet their obligations. Such repercussions will be limited and clearly defined, focusing on prerequisites for specific privileges. However, our overarching approach is to encourage, support, and celebrate members' engagement in our rituals, promoting a positive and motivating atmosphere within our organization.

**Leadership by Example:**

- Leaders should obtain their certificates first and actively support and help other members in achieving theirs.

If your chapter is struggling with specific Ritual Proficiencies, consider the following steps to integrate into your chapter's current program to help improve your proficiency:

**0 – 1 Ritual Proficiencies (RPs)****Steps:**

- Introduce the pledging ritual into the pledging process and establish its use as a final exam before initiation.
  - Wait until final cuts, typically around the 1-month mark in the pledge process, before integrating the pledging ritual.
  - Ensure that members involved in the ritual process understand the open/close procedures before testing with the Alumnus Advisor (or another qualified alumnus) once initiated.

**2 – 3 Ritual Proficiencies (RPs)****Steps:**

- Set requirements for brothers tied to formal event attendance and little brother privileges through Ritual Proficiencies.
  - i.e., newly initiated brothers must complete at least one Ritual Proficiency (RP) to attend Formal or other yearly events.
  - To have a little brother in the following semester, the brother must complete a second RP.
- Appoint a ritual chair to teach RP classes at least once a month to facilitate learning and screening before testing with the Alumnus Advisor (or another qualified alumnus).

**3 – 4 Ritual Proficiencies (RPs)****Steps:**

- Establish requirements for the number of Ritual Proficiencies necessary for specific leadership roles within the chapter.
- The Grand Master (GM) should be required to have three RPs, which should include pledging and the GM portion of the Initiatory.
  - In some cases, the GM may need to complete four RPs to qualify for the Outstanding GM award (GM/Pledging and two others).
- The Grand Master of Ceremonies (GMC) should be required to have completed the Pledging Ceremony, the GMC portion of the Initiatory, and at least one other RP.
  - In some cases, GMC may need to complete all four RPs, including those of the Initiatory and Pledging rituals.
- These requirements work best when integrated with the previous steps.

**5 – 6 Ritual Proficiencies (RPs)****Steps:**

- Chapters can offer reduced dues to members who perform Explanatory Lecture (EL) for newly initiated members.

- Add an incentive that to earn the most significant reduction they must also be a Master of the Ritual (MoR).
- During the EL performance, an Alumni who is an MoR should officially judge the performance.
- Consider implementing a Ritual Proficiency Program that offers scholarships to members over their chapter tenure, potentially funded by the chapter or housing corporation.

**Sample Incentives:**

- Consider offering small reductions in dues for each ritual certificate obtained.
  - This is best utilized for RP 3-6
    - Must ensure that dues are set at a rate where these reductions won't cause financial issues.
- Prioritize brothers with a higher ritual certificate count in situations requiring prioritization (e.g., choosing little brothers)
- In situations where house points are utilized, add higher weighted points to RPs 3-6.

**Additional Best Practices:**

- Promote attention during Initiation each year and host post-Initiation ritual workshops for interested members.
- Establish clear policies, rules, and practices for obtaining certificates to ensure continued completion.
- Consider adding a Ritual Chairman who hosts study sessions to prepare brothers for testing.
- Add specific timelines for completing each certificate to bylaws.
  - i.e., pledging ritual before initiation, 2<sup>nd</sup> RP before the end of following semester