



BROTHERHOOD DEVELOPMENT RETREAT

Room Setting: Classroom/Conference/Round

Duration: 3 hours, 30 min.

OVERVIEW

The purpose of this retreat is to bring chapter members together to build and foster relationships. Members will also evaluate the brotherhood within the chapter and gain insight on the strategic direction of the chapter.

OBJECTIVES

As a result of this session, participants will:

- Understand what it means to be a brother of Alpha Sigma Phi
- Foster relationships with their chapter brothers
- Be informed about the strategic goals and priorities of the chapter

SESSION OVERVIEW

- Introductions (10 minutes)
- Teambuilding/Activity (30 minutes)
- Being an Alpha Sig Brother (30 minutes)
- Brotherhood Evaluation (30 minutes)
- State of the Chapter (45 minutes)
- Sig Team Olympics (60 minutes)
- Individual Reflection (10 minutes)
- Wrap up & Mystic Circle (10 minutes)

FACILITATOR/STAFF LIAISON REMINDER

- If planning to do the Rapid-Fire Alpha Sig Trivia game for Sig Team Olympics, be sure to prepare 10-15 Alpha Sig related trivia questions.

MATERIALS NEEDED

- Brotherhood Evaluation loaded on PollEverywhere or similar poll platform
- Teambuilding activity materials (i.e. Spikeball, Corn hole, frisbee, etc.)
- Projector
- Sig Team Olympics—Materials depending on game choices and prizes for the winning team
- Paper for attendees
- Pens for attendees

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FACILITATORS/STAFF NEEDED

- Staff leads –
- Supporting staff –

AV/TECH NEEDS

- Computer, projector, and screen

INTRODUCTIONS

Start Time:

End Time:

Duration: 10 min

Welcome the group as they enter and have music playing, if possible. Introduce yourself, including:

- Name, Chapter, College/University, profession, background with Alpha Sigma Phi, why you volunteered to facilitate
- Include your interest and connection to the session content to establish credibility
- Explain your role as a facilitator
 - To guide conversation
 - To ensure we cover all the necessary content
 - To mentor and guide participants

Be sure to take attendance with the sign-in sheet. At least 80% of the chapter needs to be present for the retreat.

Provide a brief overview of the topics that will be covered in today's retreat:

- Teambuilding
- What brotherhood means
- Evaluating brotherhood within the chapter
- Sig Team bonding
- Mystic Circle

TEAMBUILDING/GROUP ACTIVITY

Start Time:

End Time:

Duration: 30 min

Start the retreat with some form of a team building or physical activity to get people moving. This could include:

- Ultimate frisbee
- Spike ball
- Going for a short hike or nature walk
- Flag football
- Volleyball
- Dodgeball
- Foursquare

This can be up to the chapter based on the interests of the brothers and the facilities available at the retreat site.

This is intended to get brothers warmed up and ready for the retreat in a casual way.

BEING AN ALPHA SIG BROTHER

Start Time:

End Time:

Duration: 30 min

First, start by having the chapter define what brotherhood means. Ask the group: What does brotherhood mean? Have a few members share their definition. Also, provide the group with some high-level definitions of brotherhood:

- *“The quality or state of being brothers”-Merriam Webster*
- *“An association (such as a labor union or monastic society) for a particular purpose.”-Merriam Webster*
- *“An association, society, or community of people linked by a common interest, religion, or trade.”
-Oxford languages*

Now, let’s narrow in on what it means to be a brother. Ask for a raise of hands for how many attendees have a sibling. Ask those who raised their hand what it means to be a sibling and to be a brother to someone:

- What do we do for our siblings/family members?
 - Ex: We look out for our siblings, we want to keep them safe, we want good things for them.
- What are some of the best parts of having siblings?
 - Ex: Companionship, social support, etc.
- What parallels can we draw from our families and our membership in Alpha Sig?

Make the connection that brotherhood is characterized by a common purpose and that being a brother means taking actions that support the common purpose.

Being an Alpha Sig Brother

Shift the conversation more directly to the Alpha Sig experience. Ask the following:

- In your mind, what does it mean to be an Alpha Sig?
- What values or behaviors characterize being an Alpha Sig?
- What values do Alpha Sigs share?
- What do these values look like in practice?
- When was a time you felt the positive impact of the brotherhood within your chapter?

Now have attendees get up and make two circles—One outer circle of brothers facing inward and one inner circle of brothers facing outward. Brothers in the two circles should be facing each other and matched up as pairs. Explain that you will read a number of prompts and pairs will have a few minutes to chat with one another. However, the pairs will change as the outer circle will rotate for each prompt.

- Prompt 1: What is one of your favorite memories in the chapter so far?
 - Have the outer circle take one step to the left.
- Prompt 2: What motivated you join to the chapter?
 - Have the outer circle take two steps to the right.
- Prompt 3: What keeps you involved in the chapter?
 - Have the outer circle take two steps to the right.
- Prompt 4: Who is a brother who was there for you during a tough time? What did they do to support you?
 - Have the outer circle take one step to the left.
- Prompt 5: Who is a brother who was by your side during a good time? What did they do to support you?
 - Have the outer circle take three steps to the right.
- Prompt 6: Who is a brother who inspires you?
 - Have the outer circle take one step to the left.
- Prompt 7: Who is a brother who models the values of Alpha Sig?

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Have brothers connect with the brothers they mentioned for prompt 6 to share how these brothers inspired them. Have a few brothers share who they talked about for Prompt 7 (who models the values of Alpha Sig).

To wrap up this portion of the retreat, conclude with the following points:

- Brotherhood is what we share, but the actions of individual brothers is what fosters brotherhood.
- Our values are the purpose we share and what characterize our brotherhood.

BROTHERHOOD EVALUATION

Start Time:

End Time:

Duration: 30 min

This section of the retreat can also be co-facilitated by the Vice President of Retention.

So far in this retreat, we've discussed and identified the following things: how we define brotherhood and why brotherhood is such a critical component to the fraternity. Now, we're going to evaluate the current strength of our chapter/provisional chapter's brotherhood.

Earlier, we came up with our definition for what brotherhood means in Alpha Sigma Phi. How do we feel we do as a chapter at providing that to our members? Take a few answers. Who thinks we do it pretty well? Is there anyone who thinks there are areas we could improve upon?

Who can tell me what engagement means as it relates to the fraternity? Take a few answers. Use the following definition for engagement:

- The time and energy we commit to an activity or involvement experience

What does engagement look like for our chapter? What does an engaged member of our chapter look like?

Using PollEverywhere (or another electronic polling system) have members respond to the following prompts:

- On a scale of 1-10, with a 10 indicating the highest level of engagement and 1 being not at all engaged, how would you rate engagement with our chapter?
 - Show the poll responses on a screen if possible.
 - Ask if a few members would like to share why they responded the way they did.
- On a scale of 1-10, with a 10 indicating the highest level of engagement and 1 being not at all engaged, how would your individual engagement in the chapter?
 - Show the poll responses on a screen if possible.

Debrief this section with the following questions:

- What do you think the chapter does well with engagement?
- How can the chapter improve engagement?

Next, we're going to evaluate some of other areas of our brotherhood. These areas of brotherhood align with areas that the VP of Retention focuses on throughout the year.

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Using PollEverywhere/similar polling platform, have the members rate the chapter on a scale of 1-6, a rating of 1=Poor and 6=Excellent. Go through each of the following areas:

- *Retention*: Members in my chapter remain engaged all the way until graduation.
- *Vulnerability*: All brothers feel comfortable holding deep, emotional conversations around one another.
- *Belonging*: My individual identity is honored and celebrated by my chapter's identity.
- *Accountability*: I personally confront my brothers and informally hold them accountable to their words and oath.
- *Rites of Passage*: My chapter has meaningful rites of passage that do not include hazing.
- *Time Together*: My chapter hosts a brotherhood event (not chapter meeting) at least once per week.
- *Shared Vision*: Our chapter has a shared vision of who we want to be and what we hope to accomplish in a given year.

As you go through each area, show the group score on the screen. Provide an opportunity to discuss using the following questions:

- Would anyone like to share why they responded the way they did?
- If the score is less than 5, what do you think our chapter can do to improve brotherhood in this area?
- What do you think our chapter does to support this area?
 - Encourage members to think about formal and informal ways the chapter supports this area.
 - Formal ways would include things like official chapter events (chapter meetings, brotherhood events, social events, community service events).
 - Informal would include anything done spontaneously that isn't an officially planned chapter event (sending a text out to see who wants to grab breakfast/lunch/dinner, getting together with some of the guys to go to the library).

Explain that this evaluation is not intended to grade the chapter or point out flaws. This evaluation is intended to allow everyone to weigh-in and share their perspectives without judgment. What is shared in the evaluation provides an honest assessment of the chapter's brotherhood and identifies areas where the chapter can focus to foster stronger brotherhood.

STATE OF THE CHAPTER

Start Time:

End Time:

Duration: 45 min

For this portion of the retreat, the Prudential Board will present the Strategic Plan they developed in their Chapter Planning Retreat. Prior to the brotherhood retreat, the Prudential Board should have a fully developed Strategic Plan and prepare a presentation deck.

The Prudential Board should present the following:

- How the plan was developed
- Mission
- Shared Vision
- Goals
- Strategies
- Tactics
- Progress on any components of the plan

The Prudential Board should provide an opportunity for members to ask questions about the plan components. There should be particular focus on providing updates on any progress made for components of the plan.

SIG TEAM OLYMPICS

Start Time:

End Time:

Duration: 60 min

Next, the members will spend time in their Sig Team groups with a little friendly competition. In an Olympics-style event, Sig Teams will compete in a series of mini challenges. Each mini challenge will award points to the first (3 points), second (2 points), and third place (1 point) teams. The Sig Team with the most points at the end will be the Sig Team champions.

If the chapter does not currently use Sig Teams, encourage them to pick up this practice. For the retreat, have the chapter break into smaller groups that are diverse and composed of brothers from various academic years, officers positions, majors/fields of study, new member groups, etc. The purpose is to have brothers who would not normally interact to be able to spend time together.

Have teams participate in some of the following team activities and spend about 10 minutes on each activity. The games below are suggestions and examples, but not required to be played. You can select other games that better fit the interests and talents of the chapter. However, be sure to include games that do not border the line of hazing (i.e. cause emotional distress, physical harm, humiliation, or intentional embarrassment).

Have a member or fellow facilitator keep score to determine the winning Sig Team.

Egg/Water Balloon Toss

Have two members of Sig Team participate in an Egg (or water balloon) toss, where partners toss an egg back and forth. Start partners at a close distance (~3-5 feet apart). After each toss, have the partners take one step back. As pairs drop the egg (or water balloon), they are knocked out of competition. The last team in the games wins first place (winning 3 points), the second to last team places second (winning 2 points), and the third to last team places third (winning 1 point).

Paper Plane Toss

Have each Sig Team build a paper airplane. Once the teams have built their planes, draw a starting line. Have one member of each Sig Team stand on the starting line and toss their plane. The plane going the furthest wins 3 points, the second furthest 2 points, and third furthest wins 1 point.

Rapid Fire Alpha Sig Trivia

Have Sig Teams gather and provide each group paper and a pen. Ahead of the session, prepare 10-15 Alpha Sig-related trivia questions. These questions could be related to Alpha Sig history, current events, organizational structure, chapter history, recent accomplishments, etc. Be sure to include questions that are objective and do not aim to make fun of any member or groups of members. You can also create different point structures for each question (i.e. 5 points for listing each of the values of Alpha Sig).

Go through asking the questions you've prepared. Give Sig Teams 1 minute to write and submit their answer. As teams submit their answers, have a fellow facilitator or officer serve as the answer reviewer and score keeper. If you find that multiple teams are close or tied towards the end, you can create a mega bonus question and allow teams to wager points (similar to Jeopardy). The team with the most correct answers at the end wins.

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Human Knot

Have each Sig Team stand in a circle. Have each member reach out their right hand and grab the hand of another member of their team. Next have each member reach out their left hand and grab the hand of a different member of their team. Once all members have both hands held, Sig Teams should work to untangle the knot of their arms without letting go of their hands. The first team to untangle their group knot will win 3 points, the second team to finish will win 2 points, and the third team to finish will win 1 point.

Mini-Heads-Up Face Off

Have one member of each team download the app Heads Up. Select a category that everyone can agree upon (i.e. animals, characters, etc.). Each Sig Team should select one person to be the guesser, while the rest of the group will give clues to the guesser. Allow Sig Teams to play one practice round to get acquainted with the game concept. After practicing, Sig Teams will go one at a time. The team that gets the most correct wins first place, the second highest will win 2 points, and the third will win 1. If there is a tie between any groups for highest correct guesses, have a tiebreaker round and have each team in the tie go one more time.

After a few different games, calculate the point totals for each team and announce the winning Sig Team. Provide prizes if applicable.

INDIVIDUAL REFLECTION

Start Time:

End Time:

Duration: 10 min

Before concluding the retreat, have members complete a brief reflection. Have members reflect on the following prompts:

- What is something you learned about a brother today?
- How have your brothers positively impacted your life and time in college?
- In what ways do you want to grow and learn during your time in the chapter?

Give members 5-7 minutes to complete the reflection individually before bringing the large group back together.

If time permits, have a few members share their reflection responses.

WRAP UP & MYSTIC CIRCLE

Start Time:

End Time:

Duration: 10 min/as
needed

Conclude the retreat with the following points:

- Brotherhood is characterized by a shared purpose, which for our chapter is?
- The goals and vision of our chapter, set out by the Prudential Board, will only be achieved through the engagement and commitment of the chapter members so strong connection and cohesion will be important.

Wrap up with Mystic Circle.

Provide an opportunity for any final questions or comments. Thank attendees for their time, engagement, and attention today.