

Candidate's Study Packet

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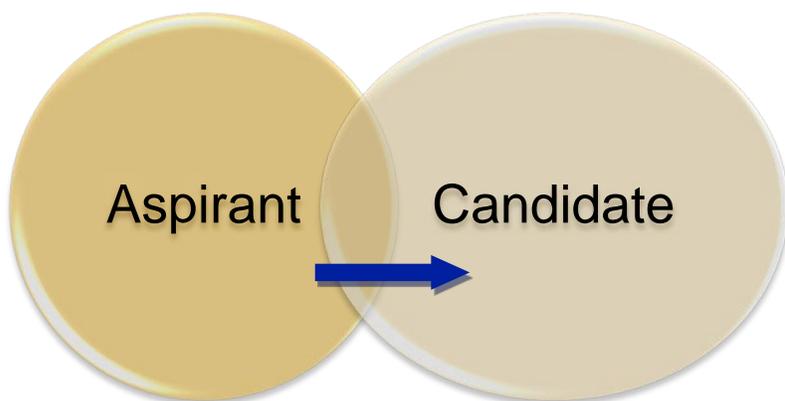
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SIGMA GAMMA RHO SORORITY, INC. MISSION STATEMENT

“It is the mission of Sigma Gamma Rho Sorority to enhance the quality of life for women and their families in the U.S. and globally through community service, civil and social action. Our goal is to achieve greater progress in the areas of education, health awareness, and leadership development. Our members, affiliates, staff and community partners work to create and support initiatives that align with our vision.”

What is T.O.R.C.H.?

In March 2002, the Board of Directors of Sigma Gamma Rho Sorority, Inc. met in Chicago, Illinois to make recommendations for a new membership intake program. The goal of the body was to design a program in which training would be received as part of the intake period rather than after the 28-day process (which was the case in the previous process), while still ensuring the safety and dignity of the prospective members. The recommendation from the body was to focus on “Teaching Obligations, Rights, Characteristics and History of Sigma Gamma Rho Sorority” or T.O.R.C.H.

At the national convention in 2002, the program was approved as a pilot. Minor changes were incorporated from suggestions and lessons learned during the pilot period.

At the 2004 national convention in Memphis, Tennessee, the membership formally confirmed T.O.R.C.H. as the official membership intake process of Sigma Gamma Rho Sorority, Inc., for all undergraduate and alumnae applicants. This is a requirement for membership and the only authorized manner to gain admission into the sorority.

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SIGMA GAMMA RHO SORORITY, INCORPORATED POLICY ON HAZING:

“HAZING IS WRONG, PROHIBITED AND UNAUTHORIZED”

Sigma Gamma Rho Sorority, Inc. prohibits the hazing of persons who aspire to attain membership in the sorority, is a participant in the membership intake program, or who has been inducted as a sorority member.

Hazing is defined as any activity or behavior towards another person that causes or threatens to cause emotional or physical injury or death, or which causes emotional and physical discomfort, embarrassment, harassment, or ridicule. By way of example, such prohibited activities and behaviors include, but are not limited to:

blindfolding; yelling at, berating or bullying an individual for any reason or purpose; personal servitude; requiring the running of errands or performing personal or maid services; activities likely to cause fatigue; physical or psychological challenges; treasure or scavenger hunts; purchase and/or wearing of designated types of apparel or apparel that is conspicuous and not normally in good taste; engaging in stunts, pranks, degrading or humiliating games and activities; late work sessions; physical or emotional assaults; drinking games; sexual activities; diet restrictions; the encouraged, required, suggested or forced consumption of any liquid, alcohol or other disorienting substances; activities that require complete or partial submerging in water; and/or any activity that may or can cause bleeding, bruising or lack of consciousness.

Any such activity is wrongful and violates the Sorority’s policy regardless of whether any person or persons involved in the conduct believes that the participants in the activities are doing so by consent. The Sorority also adopts and incorporates herein the hazing policies established by the National Pan-Hellenic Council.

Any member, affiliate member or prospective member who has knowledge of hazing activities occurring or having occurred in the sorority shall immediately, but no more than 24 hours after acquiring such information, make a report to the Executive Director at **1-888-747-1922**. Any member, affiliate member or prospective member who has knowledge of, but does not report that knowledge within 24 hours after acquiring the information shall be considered to have assisted in the incident and shall be subject to disciplinary action, up to and including expulsion.

Any person who engages or participates in, encourages, aids, or assists in hazing violates the sorority’s policy against hazing and will be subject to:

- Disciplinary action by the sorority, including permanent expulsion and loss of member status and privileges;
- Disciplinary action by the college/university, as appropriate, in accordance with applicable campus and student rules of conduct;
- Criminal prosecution in accordance with local, state and federal criminal codes and statutes; and/or

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- Civil prosecution, as appropriate in local, state and/or federal court, by the sorority and any party suffering injury as consequence of the hazing behavior and activity.

In all circumstances, any person who might ever be requested to violate the sorority's policy against hazing, or who might otherwise be asked to engage in demeaning or dangerous conduct, is required to refuse such a request and immediately make a report to the International Headquarters at **1-888-747-1922** or to their respective Regional Syntaktes within 24 hours after incident.

Any person found guilty of violating this policy shall be subject to disciplinary action, up to and including expulsion. Any reports of violations of this policy can be reported to the International Headquarters at

1-888-747-1922.

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RIGHTS, RESPONSIBILITIES AND EXPECTATIONS OF CANDIDATES

What is a “Candidate”?

Candidate is the word that is used to describe women who are preparing for membership into Sigma Gamma Rho Sorority, Inc. As a candidate, the Sorority considers you to be a qualified woman who shall be taught the ideals and traditions of Sigma Gamma Rho before becoming qualified for induction. Thus, the T.O.R.C.H. process is a period of orientation and education.

Sigma Gamma Rho dedicates itself to the benefit of its members, and prohibits illegal and/or unproductive activities, believing them to be contrary to our belief in sisterhood.

While in the sorority, you will have numerous chances to demonstrate that you can get along well with other people by working in friendship and harmony. You can take advantage of multiple opportunities to develop, improve and utilize your leadership skills within the chapter and in your community.

You can help achieve the destiny of Sigma Gamma Rho. As a member of the sorority you are responsible for advancing the high ideals of the Sorority within your chapter, college campus, community and country. You are the lifeblood of the Sorority. Only through your efforts, combined with the efforts of all other members, can our Sorority continue to grow and prosper.

Sorority membership can also assist you in your own personal development. You remain an individual within a group. Only you can make the decisions concerning your own future. Sigma Gamma Rho serves to assist in providing you with the experience, knowledge, and maturity needed for you to work at charting your life – your way.

You will be asked to give much to your Sorority and its many endeavors. But the benefits returned to you will greatly exceed your contribution. Lessons learned from your Sigma Gamma Rho experience and involvement will remain a valuable resource throughout your lifetime. That is why so many members work diligently, without regret, towards the betterment of Sigma Gamma Rho Sorority, Inc.

Rights and Responsibilities of a Candidate:

1. The right to be an individual.
2. The right to be free from intentional humiliation and harm.
3. The right to be treated and regarded with the same respect as any member of Sigma Gamma Rho.
4. The responsibility to realize that the Sorority does not condone hazing.
5. The responsibility to realize that you must say no to hazing.
6. The responsibility to realize that you are just as responsible as the member for participation in any type of hazing activity.

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7. The responsibility to realize that your punishment can be equally as severe as the punishment given to the member for participating in any hazing activity.
8. The responsibility to uphold the standards of the Sorority.
9. The responsibility of loyalty to the chapter, its members, the Sorority, the community, the university (if applicable) and the ideals for which they stand.
10. The responsibility for exemplary conduct, since personal actions reflect not only upon yourself, but also upon the chapter, the Sorority, the Greek community and the university (if applicable).
11. To wear the required Candidate uniform (white blouse, black bottoms and candidates pin to each T.O.R.C.H. educational module).
12. To complete all Daily Assignments as assigned.
13. To come prepared to all T.O.R.C.H. educational modules ready to fully participate.
14. The responsibility to continually strive for excellence.
15. To refuse to use any terminology that could link the sorority, in any manner, to litigation, public scrutiny, pledging and/or hazing, in any form of communication, with or about candidates and/or new members and our T.O.R.C.H. or membership intake process. This terminology includes:
 - a. Big Sister
 - b. Brain
 - c. Captain/Anchor/Head/Tail (in reference to an intake class or prospective member)
 - d. Line, Line Name, Line Sister, On line (regardless of whether individual or collective; assigned or selected)
 - e. Pledgee/Pledging/Pledged/Made
 - f. Probate/Probate Show
 - g. Prophyte
 - h. Sands/Ship/Shippee
 - i. Set/Sessions

Expulsions of Membership

Expulsion is the action taken by the International Board of Directors to revoke membership as a result of a member's refusal to adhere to Sigma Gamma Rho Sorority's policies and procedures or for cause as outlined in the organization's Constitution and Bylaws.

Members considering involving themselves in actions that could result in expulsion are strongly encouraged to seriously consider the gravity of the consequences before taking the action.

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THE GOAL OF THE EDUCATIONAL PROGRAM

Sigma Gamma Rho Sorority, Inc. is a sisterhood interested in not just creating members for the moment, but building members for a lifetime. In order to accomplish this, education must be a key component. Members must be prepared for lifelong learning about the sorority. The education process will be a part of all sorority activities including chapter meetings, area meetings, regional conferences and Boulé. These meetings are designed to provide a foundation to continue building your knowledge base of the sorority. In this way members will always be informed and contributing lifelong members of the sorority.

1. Each module includes a week of assignments that are to be completed on a daily basis.
2. Assignment Day 1 begins the first day AFTER the FORMAL TEA.
3. The assignments are designed to encourage you to use time management skills to show how daily action can lead to success.
4. All candidate assignments and journal entries must be completed in the order listed.
5. There are empowerment exercises that occur during the weekly meeting at the beginning of each module.
6. During each weekly meeting, the membership chair will review the week's assignments and subsequent questions to be answered by the membership class in a discussion format.
7. Candidates are required to attend all T.O.R.C.H. modules, which are to be no longer than 4 hours in length. Candidates are encouraged to study with one another, BUT only if they can ALL agree on a time to meet to avoid cliques being created within the membership class. (NOTE: this is not a requirement)
8. Candidates must wear the requisite candidate's business uniform to each T.O.R.C.H. educational module: white blouse with a black business skirt and the Candidates Pin. This prepares you for the future responsibility of protecting Sigma's brand through appropriate imagery, attire and adherence to established sorority image and branding protocols.

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MODULE 1

History and Structure

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MODULE 1 – HISTORY AND STRUCTURE

Purpose

Candidates will learn about the sorority’s national, regional and chapter history, as well as pertinent pieces of American history that contributed to the development of the organization. Candidates will also learn about the historical purpose of fraternities and sororities. Lastly, Candidates will learn about the sorority’s operational structure and about elected offices.

Learning Outcomes

Candidates will be able to:

1. Explain important historical circumstances that led to the founding of the sorority and chartering of the chapter.
1. Explain the purpose of fraternities and sororities in general and those belonging to the
2. National Pan-Hellenic Council (NPHC).
3. Identify the Founders and each founder’s contribution to the sorority.
4. Identify the most current elected officers at all levels.
5. Identify officer roles and responsibilities at all levels.

Daily Assignments

DAY 1 (DAY AFTER FORMAL TEA): “SORORITY HISTORY”

Complete the readings in the “Sorority’s History” section of your T.O.R.C.H. Study Packet and answer the following questions:

1. What was the social climate in 1922 in Indianapolis?
2. Which organization was based in close proximity to Butler University, and in what ways could their presence impact the surrounding community?
3. List three purposes of fraternities and sororities?
4. What is the intended purpose of Sigma Gamma Rho? Please describe in your own words.

DAY 2 – “THE PEARLS: SIGMA GAMMA RHO’S FOUNDERS”

Read the specific section on the sorority’s founders in the “Sorority History” section of your T.O.R.C.H. Study Packet and answer the following questions:

1. Which of the Founders’ best resonates with you and why?
2. In what ways could the social climate in 1922 Indianapolis have impacted the Founders?
3. What was each Founder’s contribution to the sorority?

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DAY 3 – “REGIONAL AND CHAPTER HISTORY”

Study the specific section on regional history and answer the following questions:

1. How many regions are there? Name each region.
2. Describe the events that led to the creation of the region.
3. Describe the events that led to the creation of the chapter.
4. List the names of the chapter’s charter members.

DAY 4 – “SORORITY STRUCTURE”

Study the “Sorority Structure” section of your T.O.R.C.H. Study Packet and answer the following questions:

1. How many elected officers are there at the national, regional and local levels?
2. What is the highest elected office at the national, regional and local levels?

DAY 5 – SCRAPBOOK PROJECT

Develop one to two pages in your scrapbook that represents this week’s study topic: “History and Structure”.

Sorority’s History

The study of Greek-letter organizations reveals that...

- They all believe in a supreme being;
- They all require and encourage the highest standards of morality and behavior;
- They all teach the duty of service to mankind;
- They all foster the participation of their members in social and philanthropic programs;
- They all believe in and teach the principles of democracy and the duties and obligations inherent in good citizenships.

National History

Sigma Gamma Rho Sorority, Inc. was organized on November 12, 1922 in Indianapolis, Indiana by Mary Lou Allison Little and six teachers: Dorothy Hanley Whiteside, Vivian White Marbury, Nannie Mae Gahn Johnson, Hattie Mae Dulin Redford, Bessie M. Downey Martin, and Cubena McClure. The charter members are the Founders of Sigma Gamma Rho. The group became an incorporated national collegiate sorority on December 30, 1929, when a charter was granted to Alpha Chapter at Butler University.

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“Interestingly, in the backdrop of the sorority’s genesis stood the very powerful and dangerous Ku Klux Klan. Established in 1915 in Stone Mountain, Georgia, the new Ku Klux Klan (KKK) of the twentieth century evolved from two national events that year: the anti-Semitic lynching of engineer Leo Frank in Atlanta and the release of D. W. Griffith’s masterpiece, Birth of a Nation. Unlike the original Ku Klux Klan of the Reconstruction, the second Klan targeted a variety of groups, including Jewish Americans, Catholics, recent European ethnic immigrants, Latinos, East Asians, and feminists. The secret society grew to record proportions in the 1920’s, especially in the Midwest. Indiana particularly stood out as a major center of Klan activity.

With 300,000 members in the early 1920’s, the Indiana Klan comprised one third of the native- born White male population in the state. D. C. Stephenson, the Grand Dragon of the Indiana KKK since 1924, resided at 5432 University, in Irvington, Indianapolis, literally right next to Butler University. The founders of Sigma Gamma Rho Sorority also faced many aspects of racism on the campus of Butler College. Since its founding in 1855, Butler had been open to African American applicants. The school itself practiced de facto segregation in numerous ways.

The university in 1927 adopted a quota system that admitted only ten African American students annually. As a result, the university’s Black enrollment declined from seventy-four in the 1926-1927 year to fifty- eight, and included nine entering freshmen. However, the quota system at the university was lifted in 1948. Nevertheless, the sorority’s founders pressed on.

Sigma Gamma Rho Sorority, Inc., founders Mary Lou Allison, Nannie Mae Gahn, Vivian White, Bessie Downey, Cubena McClure, Dorothy Hanley, and Hattie Mae Dulin quietly began their society for teachers and sought to make a difference. In doing so, they indirectly challenged perceived early twentieth- century notions about race and gender. They subtly defied the local KKK when they established their society for college-educated African American women. Ignoring the commonly held view that African American women were intellectually, culturally, and sexually inferior, the seven founders relied on racial autonomy, community building, and constructive activism in an effort to topple racism, poverty, and hopelessness.”

- History taken from the International Website of Sigma Gamma Rho Sorority, Inc. (www.sgrho1922.org) with contributions by Sorors Bernadette Pruitt, Caryn E. Neumann, and Katrina Hamilton, history concerning D.C. Stephenson from <http://www.centerforhistory.org/learn-history/indiana-history/the-golden-era-of-indiana-1900-1941>.

The first three years were devoted to organizing. The first national Boulé (convention) convened in Indianapolis, Indiana on December 27-29, 1925. The second was held in Indianapolis as well, at which time Edythe Malone Ward became the second Grand Basileus and successor to Mary Lou Allison Little.

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The first Grand Basileus, Mary Lou Little, wrote the sorority pledge. The pin or official badge was designed by Cubena McClure. The grand basileus pin is a replica of the Sorority's official badge enriched by a laurel wreath with a gavel for the guard. The slogan, "Greater Service, Greater Progress," was written by Bertha Black Rhoda, a past Grand Basileus. Members of the Delta chapter in Louisville, Kentucky wrote the words of the sorority hymn, which was later set to music by Zenobia Laws Bailey of Chicago. Fannie O'Bannon, the third Grand Basileus, designed the sorority coat of arms.

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THE PEARLS: OUR SEVEN FOUNDERS

Mary Lou Allison Gardner Little

b. Kentucky

Primary Founder, Grand Basileus, 1925 – 1926. Life started for Founder Little in Kentucky but her family relocated to Indianapolis in the Great Migration. Little was raised by a family friend because both of her parents were killed when she was three years old. She graduated from Shortridge High School in 1915 and received a diploma from the Indianapolis Normal School in 1918 when she began teaching. In 1928, Ms. Little moved to Los Angeles with her husband and finished her undergraduate training at UCLA. She taught in the Los Angeles school system until her retirement in 1967. Founder Little entered Omega Rho in 1992 at the age of ninety-five. The Mary Lou Allison Loving Cup Award is presented at each Boulé to the chapter reporting the most successful program.



Dorothy Hanley Whiteside

b. Indianapolis, Indiana

Ms. Whiteside graduated from Shortridge High School and entered the Indianapolis Normal School. In 1922, when in training as a cadet teacher she met the teachers who became her best friends and Founders of the Sorority. She taught school until 1951 when she retired and later helped her husband to develop a business. She also started her own millinery business, Hats by Dorothy, and worked with her church and various organizations. After the death of her husband, she ran their business from 1955-1957, and returned to teaching in 1959 where she remained until her retirement in 1970. Founder Whiteside entered Omega Rho on June 18, 1985 at the age of eighty.



Vivian Irene White Marbury

b. Oxford, Ohio

Ms. Marbury attended Shortridge High School and the Indianapolis Normal School. She received a B.S. from Butler University and a Master's from Columbia University in New York City. Her professional career included teaching at Morehouse College in Atlanta, Director of Practice Training of teachers from Butler University, Indianapolis University and Indianapolis State University. She taught in the Indianapolis school system for nine years. Ms. Marbury organized school systems for nine years. She organized Public School 87, which grew from a 4 room portable school to 18 rooms and 24 teachers, where she was principal for 39 years until her retirement in 1967. She married in 1929 and was the mother of two children. Founder Marbury was the last Founder to enter Omega Rho, leaving us in July of 2000.



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Nannie Mae Gahn Johnson

b. Indianapolis, Indiana

Ms. Johnson was a product of the Indianapolis Public School System and received both her B.S. and M.S. degrees from Butler University. In 1923, she received her first teaching assignment, and over the years promoted to principal of one of the largest elementary schools in Indianapolis. She was also very involved with many clubs and organizations dedicated to community service and retired in 1966. Founder Johnson entered Omega Rho in 1986.



Hattie Mae Annette Dulin Redford

b. Greenville, Kentucky

Ms. Redford graduated from South Bend Central High School cum laude, from Indiana State Teachers College with a B.S., and studied at Western Reserve in Cleveland and Indiana University Extension. She taught one year in Terra Haute, and 37 years in Indianapolis, Indiana. She was Grand Epistoleus, Grand Tamiochus, and Financial Consultant and received various awards and honors from the sorority. Founder Redford entered Omega Rho on July 9, 1990. Plaques are awarded in Redford's name at each Boulé for achievement exhibits.



Bessie Mae Downey Rhoades Martin

b. Indianapolis, Indiana

Ms. Martin was the youngest of six children and attended grade school in Indianapolis. She graduated from the Manual Training High School and the City Teachers Normal. Ms. Martin taught school for over 25 years. She married twice and was a devoted wife and hard worker in school and the Sorority. Founder Martin entered Omega Rho in 1947.



Cubena McClure

b. Indianapolis, Indiana

Ms. McClure graduated from Shortridge High School, the Indianapolis City Normal School and attended Western Reserve University in Cleveland, Ohio. She won the prestigious Gregg Scholarship, which she planned to use to attend Columbia University, but due to illness she could not accept the scholarship. Ms. McClure was talented in art, and she helped to design the Sorority pin. She died very young on August 24, 1924.



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REGIONAL HISTORY

For the purpose of providing adequate organization and administration for its members and programs, Sigma Gamma Rho is divided into five geographic sections which are known as regions. Each region has its own officers, three of which sit on the National Board of Directors.

Each region also hosts a Regional Conference, which interprets Sigma Gamma Rho's national theme typically announced by the Grand Basileus at the preceding Boulé. Carefully planned programs enhance the sorority by answering community needs through speakers, panels or symposiums, and through the exchange of ideas of conference delegations.

In an atmosphere of close fellowship and sisterhood, Regional Conferences approve awards for achievement, meritorious service, scholarship and elect the officers of the region. Additionally, the official governing voting body of a Sigma Gamma Rho region is described in the By-laws for that region.

REGIONAL GEOGRAPHIC BOUNDARIES

CENTRAL - Established in 1925

Territories:

Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, three Canadian divisions: Windsor, Ontario, and west to Saskatchewan, Baffin Island, Europe, Greenland, Iceland, Queen Elizabeth Islands

History: Central Region was established in 1925 and organized in 1940 by Sorors Homer Woods of Chicago, Illinois, and Ruth Armstrong of St. Louis, Missouri. The region has a rich history in that the inception of the idea for our great sisterhood was born in this region, along with the Sorority's Pledge, National Hymn, Slogan, Official Badge, Coat of Arms, Sorority Flower, and the Sorority Colors. The Rhoer Pin, Rhoer Hymn and Official Flower were also designed, written and selected respectively by members from Central Region.

NORTHEASTERN - Established in 1939

Territories:

Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia; three Canadian divisions: Toronto, Ontario and east to Nova Scotia and New Foundland, Africa, Bermuda, Canary Islands, Madagascar, Madeira Islands, and Korea

History: The Northeastern Region was organized in 1939 at the Boulé in New York City hosted by Kappa Sigma. Other chapters included at that Boulé were Alpha Zeta, Alpha Pi, Alpha Phi, Tau, Iota Sigma, Phi Sigma and Omega Sigma. The first Northeastern Region Syntaktes was Edna F. Browne of Phi Sigma

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Chapter. In May 1940, the first Northeastern Region Conference was held at Virginia Union University with Iota Sigma serving as the hostess chapter.

SOUTHEASTERN - Established in 1939

Territories:

Alabama, Bahamas, Florida, Georgia, Mississippi, South Carolina, Tennessee, U.S. Virgin Islands, South America, Cuba, Haiti, Puerto Rico, Falkland, and all islands in and around the Florida Keys.

History: The history of the Southeastern Region begins with the 14th Boulé that convened in New York, NY, from December 27-30, 1939. It was at this Boulé that the regions within Sigma Gamma Rho Sorority, Inc. were established. This decision also led to the office of Regional Syntaktes to lead the respective regions. Elizabeth Lemon served as the first Syntaktes.

SOUTHWESTERN - Established in 1940

Territories:

Arkansas, Louisiana, Oklahoma, Texas, Australia, Central America, Fiji Islands, Mexico, New Guinea, New Zealand, Panama, Samoa.

History: Although the Southwestern Region was founded in 1940, its presence could be felt years before its official founding date when six educators were interested in furthering greater womanhood, scholarship, community service and leadership. As a result of their vision, the Alpha Lambda and Gamma Sigma Chapters were founded in 1928. The first Boulé held in the Southwestern Region took place in Houston, Texas, on December 27-29, 1938 and was hosted by the Alpha Lambda and Gamma Sigma Chapters.

WESTERN - Established in 1952

Territories:

Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming, Canadian divisions: Alberta, and west to British Columbia, Asia, China, India, Indonesia, Japan, the Philippines.

History: The Western Region was officially established in 1952 at the Boulé in Cleveland, OH. Its first Syntaktes was Leslie Crossland. In July 1953, the first Western Region Conference was held in Phoenix, Arizona. Beta Mu Sigma was the host chapter. The Western Region hosted the Boulé for the first time in 1951 from August 16-18 where Sigma Sigma and Alpha Nu were the host chapters.

Kappa Chapter was the first undergraduate chapter chartered in the Western Region. Beta Pi Chapter was founded in December of 1952 at what was then called Arizona Teachers College, now Arizona State

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University. This made Sigma Gamma Rho Sorority Inc. the first African American Sorority to ever be chartered in the State of Arizona.

REGIONAL OFFICERS:

Each region has its own executive board consisting of the following elected positions: Syntaktes (also referred to as ‘Madame Syntaktes’), Undergraduate Chapter Coordinator (also referred to as the ‘UCC’), Youth Services Coordinator (also referred to as the YSC), Regional Grammateus, Anti-Grammateus, Tamiochus, and Epistoleus. Appointed Regional Officers include the Regional Legal Advisor, Philo Coordinator, Rhoer Coordinator, National Programs Chair, Sergeant-at- Arms, Chaplain, Parliamentarian and Area Coordinators/State Liaisons. There are other officers that can be elected or appointed as deemed necessary and provided for in each region’s policies.

The duties of the top three elected regional officers who also sit on the National Board of Directors are:

- **Regional Syntaktes:** She presides over the region, organizes and supervises chapters and gives the leadership necessary for an effective working unit of the sorority.
- **Undergraduate Chapter Coordinator:** She reports to the Syntaktes and is directly responsible for her region’s matters pertaining to undergraduate chapters.
- **Youth Services Coordinator:** She studies and coordinates the program of National Youth Projects in her region. This is the regional position specifically held by an undergraduate member.

SORORITY STRUCTURE

Grand Chapter

The official governing voting body of Sigma Gamma Rho as described in the Constitution and Bylaws is known as the Grand Chapter. It is comprised of the Board of Directors, duly elected chapter delegates, members-at-large, life members and past Grand Basilei.

International Officers

The elected International Officers of Sigma Gamma Rho Sorority, Inc. are the Grand Basileus, First Grand Anti-Basileus, Second Grand Anti-Basileus, Grand Grammateus, Grand Anti- Grammateus, Grand Tamiochus, Grand Epistoleus, and Editor-in-Chief of The Aurora. The appointed International Officers are the Parliamentarian, Legal Advisor, Rhoer Coordinator, Philo Coordinator, and Sergeant-at-Arms.

The duties of the elected officers are as follows:

- The Grand Basileus administers the affairs of the sorority and renders a full report of her administration.

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- The First Grand Anti-Basileus supervises the work of the Regional Syntakti, coordinates the activities of the Undergraduate Chapter Coordinators and assists the Grand Basileus in the administration of the affairs of the sorority.
- The Second Grand Anti-Basileus is responsible for planning and assisting with the undergraduate members at the Boulé, as well as performing duties assigned by the Grand Basileus. This position is held by an undergraduate.
- The Grand Grammateus keeps accurate financial records of the sorority and is required to make a complete financial report to the Board of Directors and the Grand Chapter.
- The Grand Tamiochus received and keeps records of all monies received by the sorority.
- The Grand Anti-Grammateus records the business sessions of the Boulé and Board of Directors meetings, as well as presents minutes for approval at succeeding sessions.
- The Grand Epistoleus takes cares of publicity for the sorority and keeps the history of the sorority current.
- The Editor-in-Chief of the Aurora edits and publishes the The Aurora.

Terminology:

Basileus – President

Anti-Basileus – Vice-President

Grammateus – Financial Secretary

Anti-Grammateus – Recording Secretary

Tamiochus – Treasurer

Epistoleus – Historian/reporter

Syntaktes – Regional Director

TYPES OF MEMBERSHIPS

Sigma Gamma Rho Sorority has seven types of members: undergraduate, alumnae, member-at-large, life member, honorary, general member, and military.

- Undergraduate – a member who has not yet attained a bachelor’s degree, but is actively pursuing completion of degree requirements
- Alumnae – a member who has already earned a bachelor’s degree
- Member-at-large – a member who lives more than 30 miles from the nearest chapter. She receives one vote.
- Life Member – a member who has been financial and active for at least ten years in the sorority. She receives one vote. A member must apply and submit a life member fee in order to achieve this status.
- Honorary – a member approved by the Board of Directors who has made a significant contribution to society or is notable in the community. She receives no vote.
- General Member – a member who lives within 30 miles of the nearest alumnae chapter, but chooses not to affiliate with a specific chapter. She receives no vote, unless she is a Life Member.

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- Military – Members that rendered service in the United States Military. She receives no vote, unless she is a Life Member.

TYPES OF MEETINGS

Sigma Gamma Rho has four types of meetings:

- Local – Meetings that take place on the chapter level where issues affecting the chapter are discussed.
- Area – Meetings that take place in specified areas of a region to bring chapters up-to-date on material and information being conducted on the regional and national level.
- Regional – Annual business meeting of regions. During a Boulé year, Regional Officers are elected.
- Boulé – Biennial (once every two years) business meeting of the Grand Body. National officers are elected and confirmed.
- Special Meeting – NOTE: The Northeastern Region hosts an annual Mid-Winter meeting in January to conduct regional affairs.

AWARDS AND PUBLICATIONS

Awards

Sigma Gamma Rho Sorority, Inc. recognize, honors and awards individual members and chapters for their accomplishments in many areas, including personal education attainment, talents, execution of programs and projects, and for being well-rounded individuals and chapters. Sigma Gamma Rho strongly encourages friendly competition and excellence amongst its members. These opportunities for recognition take place at the local, regional and national levels. The most coveted award bestowed at each national convention upon the most outstanding Sigma of the year for achievement on a national scope is the *Blanche Edwards Award*. The award honors a member for outstanding achievement of national scope in contribution to the growth and progress of the sorority. The Blanche Edwards Award was established at the 1937 Boulé in Indianapolis, IN by then Grand Basileus Bertha M. Black in memory of Blanche Stewart Edwards, who was a fine example of the true Sigma Spirit- a pioneer officer and ardent worker.

Publications

The Aurora, the official publication of Sigma Gamma Rho, was first printed in 1930. Its purpose is to keep chapters and the public informed about Sigma news and accomplishments, as well as keeping true to its original mission of reflecting sisterhood, human concern, youth dedication accomplished through minutely planned program and implementation.

AFFILIATE ORGANIZATIONS

In addition to the over 90,000 members of Sigma Gamma Rho, we also have the pleasure of sponsoring three additional groups who aid us in keeping Sigma's T.O.R.C.H. burning bright. Both the Rhoers and

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Philos have National Coordinators who are appointed by the International Grand Basileus, and who serve as representatives on the International Board of Directors.

The Rhosebud Club

The Rhosebud Club is a local affiliate group of Sigma Gamma Rho Sorority, Inc. consisting of a diverse group of girls ages 8-11 years of age. The idea is to introduce young girls to serving the needs of their community and to provide enlightening experiences for their personal growth and development.

The Rhoer Club

Rhoers are young ladies between the ages of 12-18 who are provided with educational, vocational, civic, social and cultural experiences through their local graduate chapter. Rhoer Clubs have officers and meetings structured in the same format as official Sigma meetings.

The Philo Affiliate

Philos are women who are friends of Sigma who function as an auxiliary to the local graduate chapter. Philos also have chapter meetings and elected officers.

FUNDS AND PHILANTHROPIES ASSOCIATED WITH SIGMA GAMMA RHO

NATIONAL EDUCATION FUND (NEF)

Created by the sorority in August 1984 as a 501(c) (3) organization, NEF's mission is to provide scholarship aid to needy students, both male and female, of all backgrounds and to conduct educational programs to enhance the quality of life. Scholarships are awarded to high school seniors, undergraduates, and graduate students who demonstrate financial need. Scholarship applications are due April 30th of each year with awards distributed after confirmation of enrollment in the fall semester.

To accomplish its mission, the objectives of the organization are to:

- Insure perpetual support for the sorority's commitment to education;
- Encourage among its members, affiliates, and the community, the continuation of education in institutions of higher learning;
- Promote and engage in studies and research dealing with education and related matters; and Partner with other individuals, organizations, or foundations whose purpose and activities are similar to those of the Fund.

Additionally, NEF conducts an annual giving campaign with donations from sorority members and friends. The proceeds support the scholarship program that provides traditional scholarships, mini- grants, fellowships, educational stipends, educational travel grants, and other assistance.

More information is available at: <http://www.sgrho1922.org/nef>.

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SPEAR PUBLIC EDUCATION AND RESEARCH FOUNDATION (SPEAR)

Established in September 1995 as an affiliate organization of the sorority, SPEAR was established to provide an opportunity for Sigma Gamma Rho to be more proactive in obtaining financial support for citizen projects and research activities.

SPEAR's mission is to promote the social civic, cultural and economic and educational programs of vulnerable or at-risk families and communities, which is met through community service projects, public education, advocacy, and social science research.

The goals of SPEAR are to:

- Empower underrepresented groups and women with skills to become economically self-sufficient;
- Develop programmed activities that focus on family preservation;
- Develop health initiatives that increase the awareness of underrepresented groups and women; and
- Develop education initiatives that empower impoverished women to become effective advocates for themselves, their children and their communities.

Sigma Gamma Rho chapters are encouraged to become SPEAR partners and apply for funding for project ideas that meet the goals of SPEAR. The Foundation also offers technical assistance to chapter on program management and development, extends full legal, corporate and financial sponsorship, and, for approved projects, edits grants proposal and provides required attachments.

More information is available at: <http://www.spearfoundation.org/index.html>.

SEVEN PEARLS FOUNDATION

Established in 2004 as a 501(c) (3) organization, the Seven Pearls Foundation is focused on building corporate alliances and soliciting sponsorships for the sorority's community service initiatives at the national level.

The Foundations objectives are to:

- Be the conduit of receiving corporate and grant funding;
- Develop strategies that promote a positive service image of Sigma Gamma Rho Sorority, Inc.;
- Develop partnerships that support region initiatives;
- Support the technology initiatives at the sorority headquarters;
- Identify resources and strategies that will assist in eliminating the headquarters mortgage; and
- Host the Life Member Luncheon during the Boulé.

The Foundation is comprised of the President and CEO, one representative from each of the five regions of the sorority, Sergeant.-at-Arms, Legal Counsel, and Treasurer Emerita.

More information is available at: www.sgrho1922.org/seven-pearls-foundation

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MODULE 2

“Greater Service, Greater Progress”

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MODULE 2 - “GREATER SERVICE, GREATER PROGRESS”

Purpose

Candidates will learn about the sorority’s national, regional and local programs and how to effectively implement a community service project. Candidates learn the elements to successful marketing strategies. Additionally, candidates will learn the importance of community service, community involvement, and social justice.

Learning Outcomes

Candidates will be able to...

1. Deconstruct the meaning of “Greater Service, Greater Progress”
2. Summarize the purpose of the sorority’s programs at all levels
3. Implement planning steps for sorority programs
4. Generate a community service project under one of the sorority programs
5. Implement marketing strategies for sorority programs

Daily Assignments

DAY 1 – "GREATER SERVICE, GREATER PROGRESS" PART I

Read the following excerpts: “Our Creed” by Maude Merriwether and “Preparing Youth for Leadership” by Ruby G. Hall.

1. How do these reading relate to the sorority’s slogan “Greater Service, Greater Progress?”
2. Education and youth are the emphasis of service for Sigma Gamma Rho. Why do you think the Founders chose education as the sorority’s emphasis?

DAY 2 – “GREATER SERVICE, GREATER PROGRESS” PART 2

Read “The Challenge of Change” by Annie Neville.

1. In what ways have you or do you promote positive change in your community?
2. From your understanding and viewpoint, what are important areas for change in our world and how do you believe Sigma Gamma Rho can assist in these changes?

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DAY 3 – “SIGMA GAMMA RHO PROGRAMS”

Read the “Sigma Gamma Rho National Programs and Projects” section in the T.O.R.C.H. Study Packet.

1. Which national projects or programs interest you most? Why?
2. Which regional and/or local projects or program most interest you? Why?
3. Select a sorority program, at any level, and generate at least three ideas to execute that program.

DAY 4 – “PROGRAM & EVENT PLANNING”

Review the “Community Service Projects: Program and Event Planning” section in the T.O.R.C.H. Study Packet, as well as the “Successful Steps to Event Planning” checklist which will be provided by the Membership Chair.

1. What strengths do you bring to a community service/event planning team?
2. Select one of your project ideas from Day 3. Plan this project using the steps you have just studied.
3. How would you market, publicize and promote your project?

DAY 5 – SCRAPBOOK PROJECT

Develop one to two pages in your scrapbook that represents this week’s study topic: “Greater Service, Greater Progress.”

“Greater Service, Greater Progress”

READINGS – PART I

These readings will present you with a foundation of what education means to the sorority and our place in meeting the educational needs of all youth in our communities.

Our Creed

By Maude Merriwether

Past Grand Anti-Basileus (Taken from Behind These Doors – A Legacy: The History of Sigma Gamma Rho Sorority)

Sororities are as old as the institution of learning itself. The earliest colleges for women in America, among which were Wesley, Smith, Vassar, Randolph Mason, and others, saw the birth of sororities with various purposes and ideals but with the one common cause of splendid college womanhood. The society groups form a circle whose duty it is to aid those who are aspiring for lofty ideals. With the strength and

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advantage which come from joined hands, their faces are turned outward that their helpfulness may be widespread.

However, it is only within recent years that Negro women have been attending institutions of higher learning in groups sufficient to warrant the formation of such organizations.

In the early part of the year 1920, Miss Mary Lou Allison, then a teacher of the Indianapolis Public Schools conceived the idea of organizing a sisterhood among the city teachers. The fundamental purpose was, first, to inculcate principles of high ideals and proficiency among teachers; second, to stimulate a feeling of sociability and to preserve in after years the friendship of college days; and third, to provide a common meeting ground where a selected group might meet to advance Negro citizenship, not as reformers but as educated women devoted to the preservation of American ideals. Accordingly Sigma Gamma Rho Sorority was organized with seven charter members . . . November 12, 1922.

The purpose of sororities links itself so closely with college life that the opportunity of having contact with people of other interest besides the teaching profession was manifested. So in December, 1925, the constitution was amended to make eligible into our ranks desirable young people, regardless of professional interest, provided they have completed two years of college work with a commendable average as an all-around good student.

Sigma Gamma Rho Sorority now has twelve chapters established in some of the leading cities of the U.S. with a definite program of educational guidance outlined and doing ambitious and worthwhile things for scholarship and for charity. Our slogan is, "Carry On" and to that end Sigma Gamma Rho has functioned in many capacities. It has offered scholarships to worthy students for the last five years, the funds being provided by the member of the organization themselves. It has established a loan fund whereby any worthy student may borrow money in sums ranging from \$50 to \$200, the money to be paid back after the student has finished school and established herself in her profession. It has furnished a library to the Colored Orphanage Home and each year endeavors to carry on by supplying Christmas baskets to the unfortunate at Yuletide Season. It has cooperated with the Big Sister movement throughout the country by holding group meetings with girls and through study and discussions helped them realize the possibilities of the vocations, guiding them in their choices emphasizing the importance of self-analysis and the making of a fine true character.

If Sigma Gamma Rho does nothing more than to inspire some worthy girl to make an earnest effort to get a college education it will feel that it has done its duty and lived up to the creed of Sigma Gamma Rho: To lend to those less fortunate a helping hand, lifting as we climb; to think of God as a protector and guide of us all; to be to others as we would that they should be to us; to keep our lives gentle, merciful and just; to walk in the way of honor guarding the purity of our thoughts and deeds, being steadfast in every duty large and small; to serve in the light of truth avoiding egotism, narrowness and scorn, to practice day by day Love, Honor and Fidelity, this keeping true to the meaning, Spirit, and reality of the Sigma Gamma Rho Sorority.

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Preparing Youth for Leadership

By Ruby G. Hall

(Taken from Behind These Doors – A Legacy: The History of Sigma Gamma Rho Sorority)

“Sorors, if you should be asked – right now – to stand and tell us your reason for becoming a member of Sigma Gamma Rho Sorority, we would hear many different reasons. As you become a part of such an organization as ours – and grow with it, your thoughts change as they are influenced by our Sorority ideals and the objectives which we seek to attain. If you have been a member of Sigma for more than three or four years, I am confident your original reason for becoming a Sigma will have taken on color.

Changes are sure to have come in your awareness of the importance of serving others and you realize that life is not a selfish struggle for personal advancement. Responsibility to others becomes quite apparent. The fact that you have gathered here is practical demonstration of cooperation in action. You have come so that you can cooperate with our National Officers and fellow Sorors in accomplishing more for the purposes to which Sigma Gamma Rho is dedicated. We have specific objectives and I will call to your attention some which have been presented to the general public in print.

“To encourage and promote high scholastic attainment; development of leadership abilities and individual talents; maintenance of interests and attitudes in harmony with modern thought and changing educational outlooks; contribution to the general welfare through national and international services to youth.”

With such objectives, it is fitting that we should follow such a general theme as “Preparing Youth for Leadership.” The instigation and acceptance of these ideals and goals; the fellowship and participation incurred in attempting to carry them to fruition; all these cause us to extend ourselves beyond the walls of our own “Ivory Towers;” and Sorors, we grow within ourselves.

It is impossible that we give thus without personal gain. A widening outlook; a change of attitude acceptance of new ideas; compassion and tolerance are but a few of the by-products.

We have heard the statement that “Leaders are born not made.” It is one of the things we are prone to glibly repeat without thought.

I take some exception to that point of view – partly based on a belief that while training may not CREATE traits, it CAN develop them and that a LACK of training can cause them to be lost.

There is little that we can do about a lack of intelligence, if founded upon an absence of native ability or capacity; but FACTS can be learned. They can be trained to a high degree of efficiency on techniques of fact finding and in methods of knowing facts. When they are secured, there can also be training in techniques of expression of maximum efficiency to be attained.

So, I believe Education and training can go far in giving direction to intelligence and talent in making them more effective.

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Much preparation for leadership must come from direct participation. We can here take note of the trend in our organization of having certain National Offices designated for Campus Chapter representatives.

In preparing Youth of Leadership, we are confident that such preparation is NOT in vain.

With our constantly changing world, it is hard to predict many things. With such advances in automation certain jobs are at stake in the future.

Regardless of these facts, communities will always need leaders. No community can grow and prosper unless there are individuals within its group who are willing to take time from their private affairs and make sacrifices for the good of all.

When traveling in a convoy and we may, in a loose way, refer to our Sorority as a convoy – a group can only go as fast as its slowest ship. Therefore, all members of a convoy must be strengthened – kept in trim and prepared to share its full responsibility.

Let us look at the term – Leadership. Leadership has been defined as the activity of influencing people to cooperate toward some goal which they come to find desirable. Or, you might like this one – “Leadership is a phase of mental alertness during which the leader receives as well as leads.” Or – still another – Leadership is a function, an influence, a relationship. It must be clear in its vision of the goal and particularly scrupulous in its selection and use of methods. It is a skill involved in the process of two-way communication – a continuous feedback.

These definitions could continue, but out of them emerges the fact that leadership involves people – leadership of people by people. Now, Sorors, Youth are people. They are human beings who are attempting, sometimes violently, sometimes passively, to chart a course for life with a long view.

Today’s Youth desperately need two things (among others, of course): First, they need the CULTURAL model of what a good teenager ought to be as well defined and as clear cut as that of the juvenile delinquent; and second, they need adults who have found in their own lives authentic living and who have achieved identity and meaning.

It is through contrasting and identifying with others that youth find their own identity. During the period of adolescence, educators and religious leaders should seek to help youth to become more self-directed, clearer about their own place and their own goals in life. A developing of social and moral aspirations, in my opinion, is just as important as academic training is important. It is because there is so little concern for this side of education that we are presently seeing the effects of social pressures on the attitudes and the values of American youth.

Educators must be concerned with the world issues, the human issues around which political and social decisions are made; the arguments about nuclear bomb testing; reliance upon military power in foreign policy; competition in arms and space with the Soviet Union; emphasis on material values and complete equality of the Negro. Our youth must be taught the use of creative intelligence for dealing with these

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problems. Our youth need experience with the arts as a means of deepening his sensibility, as well as a means of learning attitudes to understand the values of civilized communities. The level of exchange of ideas between individuals and cultures would then be raised.

There is value in growth toward adulthood. No one can be satisfied with stagnation during adolescence. Young people need assurance that they are growing up, even though the growth is slow and complex. During this period they achieve self-definition or identity.

Cultural, economic, and social forces at work here in American society put serious pressures on our youth. This is due in part to our having more freedom for personal decision than do citizens of other countries. Partly, also, it is due to the fact that we give our young people a larger number of and a greater variety of opportunities for social and economic success than does any other country in the world. By doing this, we place a heavy burden of responsibility on the youth – to choose alternatives which contain an element both of idealism and social purpose. They are not ready to make the choices for themselves. But they are asked to do so when there is little public leadership in constructing a social ethic. We must prepare them for social responsibility. We must help make them aware of the well-being of others. We must help develop interests in society so they will be motivated to remain informed for the rest of their lives. Only thus can they be effective leaders. One of the best tools for fostering serious social thought and concern comes from participation in controversial issues. We must offer them an adult life through which they can find meaning and self-worth in the eyes of God. In this relationship, we adults find meaning for our own existence, our own self-integrity.

It is here, Sorors, that we can find OUR place. As Sorority women, part of an informed group, we can show by communication; by intellectual, moral, and social integrity the kind of community life one can produce. We can help create a world – a community life – in which youth are called upon to concern themselves with their relations to each other and to the world. We must prepare our youth – by developing new knowledge; by developing new skills; and by modifying attitudes.

They must be READY to RECEIVE LEADERSHIP – always remembering the LEADERS come from the GROUP. They come from those who are themselves followers. They come from those who can communicate ideas, ideals, curiosity and understanding. They come from those who can stimulate OTHERS to greater self-confidence, to loyalty, and to efficiency.

READINGS – PART II

Read the following book excerpts:

The Challenge of Change By Annie L. Neville Past Grand Basileus
(Taken from Behind These Doors – A Legacy: The History of Sigma Gamma Rho Sorority)

“For the past two years, we have had as our theme: “Horizons of Citizenship.” Many of the horizons that we were seeking and thought in the distance have been reached, as we leave this meeting we are faced with new challenges. I have chosen to talk with you for a short while on “The Challenge of Change.”

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China was historically noted for its walled cities. The underlying reason for this, according to the historians, was to guard a somewhat primitive civilization from the influences and interactions of Asian and African cultures. One day, however, China came to realize how her isolationism had thwarted her progress – thus a change.

George Washington set this country on a course of non-intervention with world affairs. While trying to be true to the spirit and interest of this policy, we awakened in time to realize that aloofness and unconcern are not politically or domestically healthy. Whether we like it or not we are part and parcel of all that happens in our world. Ostrich-like failure to see this fact is to succumb to internal irrelevance and external distrust.

Slavery as an institution was abolished with Lincoln's pen; however, another system far more devious and subtle replaced it. "Separate but equal" came to this country as a bi-product of slavery and its resulting developments. Content that here at last was a system that would withstand the test of time; the South went about rebuilding its political, social, and economic future. In this development, however, a large percentage of its population, the Negro, was disenfranchised politically, ostracized socially, and deprived economically. No system so construed could last long. Built into its subtle origins were the seeds of its own destruction. Relegating people to sub-human roles in life is in itself an abortive venture. No one profits, everybody loses. It was Martin Luther King, Jr., who said "Segregation is a dangerous thing." According to King, "segregation gives the segregated a false sense of inferiority and the segregator a false sense of superiority."

Heraclitus, the Greek philosopher, built his whole philosophical thought around the inevitability of change. Life, he said, is fluid and moving – not stable or stagnant. Put in another language more familiar to our modern vantage, we are certain of death, taxes and change.

The changes in America today that are regarded by many as so momentous are only echoes of the changes of the past. In the speech yesterday morning we were told that Thomas Carlyle said, "We change with change or are consumed by change."

Change is viewed with great charm by us as it was by our forefathers because it is disruptive. Change is seldom transitional but rather revolutionary. It is revolutionary because it demands great foresight to anticipate its development. It is easier to stick to the tried and true. It requires much less personal discipline to roll with the punch than to effect a defense against the punch. Much less demanding, personally and otherwise, it is easier to lull ourselves asleep with the notion that "God's in His heaven, all's right with the world." It requires neither sage wisdom nor prophetic deliverance to see that all is not right in our world. Today we stand in the midst of the greatest period of world history. We are living in a confused world – a world filled with tensions, complexities, frustrations and change; a world filled with challenges that are as menacing as any we have faced in our history. We are confronted by enemies from outside our borders and by complex problems from within.

We have gone from horse and buggy to outer space. Advances of almost inconceivable weight and scope have taken place in medicine, social affairs, communication, transportation, and the freedom of peoples.

Change is upon us whether we like it or not – prepared or unprepared. It is somewhat pacifying to think that we can whisk the unpleasantness of change – not so. Change and its demands are only met by alert minds open to its possibilities and challenge. Change is dealt with by those realistic enough to forego the nostalgia of the backward look for the vistas of the uncharted future. Change becomes less disruptive only when it is honestly anticipated and fervently sought after. Yes, change is as certain as death and taxes. Change is not only inevitable but challenging. What would life be like with the wood cooking stove, the scrub board, the crystal radio set, the cotton stockings worn in many of our young days, the cotton starched dress, the month's journey by stagecoach to reach other sections of the country. What glamour – what imagination, what challenge would life have were it not for

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transatlantic cable, supersonic jets, commodious trains with home-like accommodations. What challenge would life hold if it were not for men like Martin Luther King, Ralph Bunche, Thurgood Marshall, Roy Wilkins, and of course Lyndon B. Johnson; Men who are calling for a new type honesty and integrity in our nation. An integrity based on divine worth rather than skin pigmentation. What would be the challenge of looking through Galileo's telescope when now it is possible to photograph Mars within a distance of a few thousand miles? Yes, change is challenging. Why just recently I jetted from Raleigh, North Carolina, to Atlanta, Georgia in one hour – 11 hours by car or bus. I thought to myself as I soared thousands of feet above the earth, what progress man has made.

Sorors, we are living amidst wonderful changes – changes that defy the imagination – changes that are filled with opportunities and challenges – changes that demand our very best efforts. Paraphrasing the Biblical statement – “as for Sigmas and our Sorority, Change is welcome.”

There is not one among us who is not proud of the progress our beloved Sigma Gamma Rho has made since its inception in 1922. Women have come within its spectrum of influence on many college campuses around the country. Precepts of our Sorority have become the rallying cry for our personal and community ambitions. Young women have been enabled to gain college education through our scholarship program and loan grant programs. Talent that might never have been born now blossoms in every state of the union because that is ours is a life of service to all mankind. Ours is a life of self-sacrifice – ours is a life of giving – ours is a life of devotion to the God who loves us and serves us.

While we are proud of Sigma Gamma Rho, and justifiably so, we cannot allow ourselves the costly luxury of thinking that we need not change. We do. It was James Russell Lowell who said, “New occasions teach new duties, Time makes onward, who would keep abreast of truth.”

Yes, my sisters of Sigma, we must accept the challenge of change that is before us. The second era if the emancipation proclamation is in our hands – is up to us to accept the challenges which are within our reach. Let us remember that if we are well educated and skilled – black or white – new opportunities are opening and can be ours.

We should ever be mindful of America's promise: To every man his chance,
To every man, regardless of his birth, his shining opportunity –
To every man the right to live, to work, to be himself,
And to become whatever his manhood and his vision can combine to make him.

This, Sorors, is the promise of America. We must seize this day filled with its uncertainties, as if it were the only day before us. We must keep our minds alert to change, our intellects sensitive to its demands, and lastly but certainly not least, our hearts attuned to the God who made such change possible. We have come a long way as a sisterly organization but with the help of God, we can go farther if we are mindful of the challenge of change.

I dare you to go home and accept the challenges which have been forced upon by “Changing Horizons.”

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SIGMA GAMMA RHO'S NATIONAL PROGRAMS AND PROJECTS

Sigma Gamma Rho Sorority, Inc., provides leadership, services, and resources for removing barriers and inequalities so that people—especially of the African American community—may develop their potential, and exercise full citizenship. Through the support of human rights legislation, service to and support of grass-roots individual and community development activities and through active participation in programs of affiliate and other organizations, we are committed to working to improve the quality of our lives and the society we serve.

The slogan “Greater Service, Greater Progress” expresses Sigma’s commitment to building better communities. Through our commitment to the community, we are able to assist organizations, such as those described above, to achieve their goals successfully while at the same time receiving sorority and personal fulfillment.

Sigma Gamma Rho, in its quest to expand its area of service, actively participates in the sponsoring of national and international programs designed for the improved welfare of all people.

Project Reassurance – H3: It’s All About me - Healthy Choices, Healthy Living, Healthy Generations! SM

The care and protection of children is first and foremost a family concern. But, when teenagers have babies, the consequences are evident throughout society. Children born to teenage parents are more likely to be of low birth weight and to suffer from inadequate health care, more likely to leave high school without graduating and more likely to be poor, thus perpetuating a cycle of unrealized potential. As the signature international program for Sigma Gamma Rho, Project Reassurance was originally developed to provide health education, support and nurturing for expectant teen mothers and teens who are parents. The project has now evolved to focus more on Healthy Choices, Healthy Living, and Healthy Generations (H3) to help reduce teen pregnancy through a comprehensive year round program addressing the factors that lead to teen pregnancy - low self- esteem, diet and economic issues - while also providing support and guidance.

Mwanamugimu Essay Contest SM (wah-nah-moo-gee-moo)

The Mwanamugimu Essay contest's primary goal is to provide an opportunity for students to increase their knowledge of the historical and contemporary development of Africa. Its objectives are to provide the target population with opportunities that (1) allow structured ways to learn about Africa; (2) heighten awareness of African cultural heritage; and (3) improve writing and research skills. The project title, Mwanamugimu, is a proverb from the Republic of Uganda that means "from small acorns come mighty oaks." Chapters sponsor local essay contests that usually include awards programs. Regional and national contests are also held, with winning essays announced at each respective level.

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Program for Africa SM

Working in partnership with Africare, for many years Sigma Gamma Rho has assisted in providing thousands of dollars to purchase grain grinders for African women to help alleviate their back-breaking work. The project focus has now evolved as have the needs to addressing through finances and education HIV/AIDS awareness, education and treatment.

Project Wee Savers SM

This project is designed to develop an awareness of various banking facilities and their available services. The goal of Wee Savers is to allow participants to become knowledgeable of saving and buying stocks and bonds, ranging from ages 6 to 18 years. Participants experience the real life skills of basic investing, setting specific goals attainable through monitoring and mentoring of money and activities.

OPERATION BigBookBag SM

Sorority members make available to selected facilities and underprivileged children across the nation school supplies, such as, book bags, notebooks, writing and drawing paper, pencils, pens, dictionaries, thesauri, rulers, glue, construction paper, textbooks, encyclopedia and many other needed school items.

The effective and overall implementation of OPERATION BigBookBag serves as an invaluable resource to the children by: (1) Affording children with quick and easy access to reference materials and other studying aids and tools that will help them in their educational endeavors; (2) Providing the children with the means of completing their homework assignments in order that they may remain current and up-to-date on course projects and requirements and (3) Assisting the shelters, centers, schools and hospitals in their efforts to meet some of the educational needs of the children and young adults housed at the facilities.

Sigma Youth Symposium SM

Sponsored in conjunction with and in commemoration of Sigma Week, the Sigma Youth Symposium focuses on some of the prevalent concerns that negatively impact our youth: drugs, teen violence, abuse, low self-esteem, suicide, teen pregnancy, etc. Simultaneously held on the second Saturday of March by each Alumnae Chapter, Sigma Youth Symposiums address issues that affect teens today.

National Marrow Donor Program SM

Established in 1992, this initiative was developed to address and reduce the number of African American deaths due to a lack of sufficient numbers of race appropriate bone marrow donors. The program focuses on the education and recruitment of sorority member, affiliate and community donors.

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Hattie McDaniel Cancer Awareness & Health Program SM

Cognizant that African Americans bear a disproportionate burden of cancer — the highest mortality rate of any ethnic group — Sigma Gamma Rho Sorority is committed to providing education on and active support of early detection as well research for the prevention and cure of breast, prostate, ovarian, colon and other types of cancers.

Act Against AIDS Leadership Initiative: A3 4 Life SM

The Act Against AIDS Leadership Initiative (AAALI) is a \$16 million, six-year CDC partnership that harnesses the collective strength of some of the nation’s leading organizations to fight HIV in populations hardest hit. The effort brings together a wide range of organizations, including civic, social, civil rights and professional organizations, as well as those in government, education and media. While many AAALI partners have longstanding commitments to fighting HIV in their communities, the initiative provides the critical funding needed to allow each group to make HIV prevention a core component of its day-to-day activities. Each organization uses AAALI funds to support an HIV coordinator who works through the organization’s membership networks to disseminate Act Against AIDS campaign materials and HIV prevention services. AAALI is a key component of Act Against AIDS (AAA) – CDC’s five-year, \$45 million campaign to re-engage every American in the fight against HIV by combating complacency, increasing testing, and raising awareness among communities at risk.

SUPPORT ORGANIZATIONS

In keeping the ideals of Sigma Gamma Rho, the sorority has strategic alliances and relationships with national organizations to further its missions in positively impacting communities and addressing the social inequities and issues that persist. These organizations include:

- American Association of University Women
- Black Women’s Agenda
- Leadership Conference on Civil Rights
- March of Dimes Birth Defects Foundation
- Martin Luther King Center for Non-Violent Social Change
- National Association for the Advancement of Colored People (NAACP)
- National Council of Negro Women (NCNW)
- National Mental Health Association
- National Pan-Hellenic Council (NPHC)
- National Urban League
- St. Jude’s Research Hospital
- United Negro College Fund (UNCF)

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COMMUNITY SERVICE PROJECTS: PROGRAM AND EVENT PLANNING

Planning a successful community service project takes commitment and time.

Step 1—Assess resources: Know what you have to work with before planning. Faculty and staff members, students, and community groups are all resources.

Step 2—Assess needs and interests: Who will attend? What are their interests? What are your goals? What needs are you trying to meet?

Step 3—Brainstorm ideas: Think of every type of event that might fulfill the goals. Don't evaluate ideas at this point, just list all suggestions. Once this is done, review each idea and assess it for feasibility.

Step 4—Develop a time line: Make a list of everything that needs to be done to plan the event. Sometimes it's easier to work backward from the date of the event to the present. Make a schedule that shows when each task needs to be completed.

Step 5—Reserve space: Over 600 organizations, plus university departments, compete for limited campus space for events. Reserve your space as early as possible.

Step 6—Develop a budget: Most likely you have a set amount of money available to spend on the event. List all associated costs, and allocate the available funds.

Step 7—The paper chase: Complete all the necessary paperwork including permits (if applicable) and location reservations. Remember to keep a copy for your chapter records.

Step 8—The people chase: Contact all persons necessary for a successful event: performers, speakers, volunteers and campus departments (if applicable).

Step 9—Details: Complete and confirm all details pertaining to the event, prior to the event

Step 10—The Event: HAVE FUN!! Arrive early and have a detailed plan of how to execute the day from greeting guests to final clean up.

Step 11—Evaluate: Write a brief synopsis of the event, including participant and planner comments, attendance, suggestions for future events, and final costs.

- Performance Indicators: Explain reasons for any variance between the target goal and the actual achievement
- Strengths and Weaknesses: Gather input from team to conduct a thorough analysis of project and record findings in a way that enables the information to be used by the chapter as lessons learned for the planning of future projects
- Success Factors: Highlight the positive

Step 12 – Documentation: Send thank you cards, collect photos and submit articles to local newspaper

Step 13—Start planning the next event!

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MODULE 3

“Sigma Image and Member Expectation”

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MODULE 3 - SIGMA IMAGE AND MEMBER EXPECTATIONS

Purpose

Candidates will learn the importance of image as an individual and a group of women and how those images reflect on the reputation of the sorority. Additionally, candidates will learn the rights and expectations of all members that aid in sorority's ability to function. Candidates will learn about symbols that are meaningful to the sorority. Lastly, candidates will learn of appropriate attire for sorority events, programs, and ceremonies.

Learning Outcomes

Candidates will be able to...

1. Identify membership expectations and understand the importance of the expectations
1. Analyze the concept of image and its significance to the sorority.
2. Understand which symbols are considered meaningful to the sorority.
3. Exemplify appropriate forms of dress and conduct as a member.

Daily Assignments

DAY 1 - "MEMBERSHIP EXPECTATIONS" (DAY AFTER MODULE 3 MEETING):

Read the "Membership Expectations" section in the T.O.R.C.H. Study Packet.

1. Which membership expectation do you feel may be a challenge for you?
2. How important are membership dues to the sorority?
3. Compare the idea of active citizenship to active membership?

DAY 2 - "AT THE HEART OF SIGMA GAMMA RHO"

Read the "Sorority Symbols" section in the T.O.R.C.H. Study Packet.

1. Research on the internet the characteristics of each symbol.
2. Based on your research, which sorority symbol best resonates with you?
3. What do you think the sorority identified symbols as being meaningful to the organization?

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DAY 3 – “IMAGE: WHAT YOU BELIEVE IS WHO YOU ARE”

Read the “Sigma Image” section in the T.O.R.C.H. Study Packet, as well as the section on “Corporate Image”.

1. In what ways do we want the public to view the sorority and its members?
2. How is your personal image congruent and incongruent with the sorority’s image expectation?
3. How can understanding the sorority’s image assist in recruiting new members?

DAY 4 – “IT’S THE OUTFIT”

Read the “Sigma Attire” section of the T.O.R.C.H. Study Packet.

1. Select clothes from your closet that best represent an appropriate outfit for a plenary session, public meeting, banquet, induction, step show, and party. Take a picture of each of these outfits and bring the pictures to the next educational module.

MEMBERSHIP EXPECTATIONS

Rights of a Member

1. Every person upon induction into membership in Sigma Gamma Rho shall be entitled to
2. a membership certificate, membership card, the constitution, bylaws, Standard Operating Procedures, the official badge, The Aurora, attend meetings of the sorority or be represented by a delegate to the Boulé and the Regional Conference, and share in all other privileges that may be hereafter acquired by the sorority.
3. Payment of annual national, regional, and local chapter assessments shall be prerequisites to good financial standing.
4. Good financial standing is prerequisite to holding office and participating in sorority functions.
5. An active member shall be defined as a member in good financial standing at the national, regional, and local levels. It shall be the right of the local chapter to determine active membership in terms of function for chapter membership. It shall be the right of the national organization to determine active membership for general members.

Members have a responsibility to:

1. Obey the rules of the sorority;
2. Hold sorority matters in strict secrecy;
3. Let your life exemplify high principles for others to follow;
4. Cooperate with officers and members of the sorority;
5. Train for leadership as far as your ability permits; and
6. Know your sorors and let them know you by your outstanding works and actions.

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Financial Obligations

1. The annual head tax national assessment is due on July 1st each year with a grace period of ninety (90) days.
2. Regional and local dues are established by the respective regions and local chapters.

SORORITY SYMBOLS

The Pledge

The Sorority's Pledge, a literary classic, depicts love of, faith for, and hope in the Sorority. It also portrays a member's strong devotion and sincere dedication to sharing Sigma's goals and high aims. The Pledge expresses the member's deep respect for sisterhood along with the precious expectation of Sigma Gamma Rho. The Pledge is sacred and is to be held in strict confidence by each inducted member. Members should make all efforts to protect it by not sharing it with non-members. It should NEVER be reproduced or recited in the company of non-members.

The Sorority's Slogan

"Greater Service, Greater Progress" may be considered an idealistic expression; it denotes a feeling of respect for others, as well as a job well done. In it are expressions of stature and a striving for quality. Sigma Gamma Rho's slogan is broad in interpretation and it carries the connotation that it could mean either or both social betterment and personal uplift.

The Sorority's Principles

The sorority was founded on the principles of sisterhood, scholarship and service.

The Sorority's Hymn

Members exalt the past and challenge themselves to a noble future when they join their melodious voices of varied colors and depth in the moving lyrics and music of the Sigma Hymn. Huddled close together, in an unbroken circle, members live anew the Sigma spirit and are enraptured in a moment of esthetic beauty. The sorority hymn is sung while standing in a circle. Each member crosses her arms, right over left, and holds the hand of the member on each side of her. DO NOT SWAY.

The Official Badge

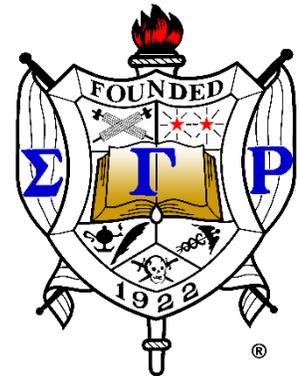
The pin is an open book with a torch as its foundation, ten pearls mounted on the edges and two rubies at the base.



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The Coat of Arms

The Sorority's Coat of Arms consists of the lamp of learning, a quill, a serpent, two stars, skull and crossbones, and the fasces (a bundle of sticks with an ax). A coat of arms is a symbol or collection of symbols, usually represented on a shield that indicates the traits of a particular family. Contrary to popular belief, a coat of arms is not awarded to an entire family, but rather to a particular individual within the family who has been deemed worthy of the honor of displaying it. The sorority's coat of arms is not awarded to every woman who seeks membership, but rather to a woman who has been selected and deemed worthy of the honor of proudly displaying it.



The Sorority's Flower

Like the Sigma soror, the Yellow Tea Rose is an experience of beauty, strength and radiance. Though beautiful and delicate, both have the strength to withstand trials caused by man and nature. Both share radiance, Sigma radiates charm and concern while the Yellow Tea Rose, an unforgettable fragrance. What is more fragrant than charm and concern?

The Sorority's Colors

The Sorority's colors, Royal Blue and Gold, present the Sigma soror in her glorious wealth of values, truth and purity.

The Poodle

The Poodle was chosen as the Sorority's mascot by Quindonell S. Robertson, the 8th Southwestern Region Syntaktes, because the Poodle carries itself in a classy, sophisticated way and it is one of the most beautiful breeds. It is also a friendly dog that likes to be pampered. The Poodle is the second most intelligent breed of dog (the German Shepherd is first).

Sigma Gamma Rho's intimate treasures – her hymn and slogan, along with her official badge, coat of arms, flower, and colors-- portray a symbol of royalty. A Sigma Soror is anxious to accept the symbols of Sigma's heritage.

SIGMA IMAGE

Overview of Corporate Image

Corporate image, or reputation, describes the manner in which a company, its activities, and its products or services are perceived by outsiders. In a competitive business climate, many businesses actively work to create and communicate a positive image to their customers, shareholders, the financial community,

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and the general public. A company that mismanages or ignores its image is likely to encounter a variety of problems. "Reputation problems grow like weeds in a garden," Davis Young wrote in his book *Building Your Company's Good Name*. "Direct and indirect costs escalate geometrically."

Some of the warning signs that a business might have an image problem include high employee turnover, the disappearance of major customers, a drop in stock value, and poor relationships with vendors or government officials. If an image problem is left unaddressed, a company might find many of its costs of doing business rising dramatically, including the costs of product development, sales support, employee wages, and shareholder dividends. In addition, since the majority of consumers base their purchase decisions at least partly on trust, current and future sales levels are likely to suffer as well.

In businesses of all sizes, it is vital that managers recognize the importance of creating and maintaining a strong image, and that they also make employees aware of it. Corporate image begins within the offices of a company's managers. It should be based on the development of good company policies, rather than on controlling the damage caused by bad company policies. Young recommends that business owners and managers take the following steps toward improving their companies' image: focus on the firm's long-term reputation; base actions on substantive policies; insist on candor in all business dealings; and uphold the stakeholders' right to know. After all, he notes, a good corporate image can take years to build and only moments to destroy.

Sigma Gamma Rho as a non-profit corporation is equally responsible for upholding a corporate image. Similar to managers being responsible for creating and maintaining a strong image, the sorority's Board of Directors share this same responsibility. But, an important difference is that the sorority's membership is equally responsible for ensuring in each of our communities that there is a strong presence and image of the sorority and what it stands for.

The Sorority's Image

Image is the concept of someone or something that is held by the public. For organizations like Sigma Gamma Rho, the image is a powerful way of telling the public certain things about us such as the type of people we are interested in and the level of pride that the members have in the sorority. Ultimately, the image will help determine the level of interest people will have in Sigma and this in turn, affects our growth and success.

From the beginning, each member accepts the responsibility and the commitment necessary to be a Sigma woman. A Sigma woman should always be seen and heard in a positive light. Every task should be undertaken and completed in a timely and professional manner. It is important that each member use good judgment when making decisions that affect her mental, physical and social well-being.

Traditionally, Sigma women are thought of as intelligent, professional, hardworking, attractively-dressed women who share a tight sisterhood. This organization stands firmly on our reputation for providing community service and scholarship to meet the needs of those less fortunate.

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SIGMA ATTIRE

Each new member is encouraged to adopt the “Sigma Uniform” so that they might put their best face forward at any and all functions where one might be called upon to represent the organization:

1. A plain uninterrupted royal blue and/or gold dress or skirted suit.
2. A white dress or white suit skirted suit.
3. A black dress or suit (something you could wear to a business meeting).
4. A formal dress that is either royal blue and/or gold.
5. A quality shirt, free of stains or wear marks (t-shirt, sweatshirt, etc.) bearing the name “Sigma Gamma Rho” and/or the letters “ΣΓΡ” for casual functions, such as picnics and step shows.
6. Optional: A gold business suit and dress

Attire for events

1. Plenary session – suits, dresses, and dressy pant suits. Shorts and jeans are not acceptable.
2. Public meeting – business suits
3. Banquets – formal or after-five preferred unless there is a special theme
4. Step shows – clean, neat paraphernalia is accepted in moderation; excessive use of paraphernalia is frowned upon
5. Parties – sophisticated, tasteful clothing that is clean and neat; keep in mind that any outfit will reflect upon the entire sorority and, therefore, should not be too risqué or provocative.
6. The official sorority badge may not be worn with pants or on a jacket; it should not be worn where alcohol is being served

We all come in different sizes, shapes and hues. We need never be ashamed of physical appearance if we use our intelligence and accentuate our positive attributes. Members are to be neat and clean at all times, from head to toe. In no way should your appearance reflect negatively upon you or Sigma Gamma Rho Sorority, Inc.

Remember that you must be proud of yourself before you can be proud to identify as a Sigma woman. When representing the sorority at public meetings or formal events, you should always wear royal blue and gold. Your colors and demeanor identify you as a Sigma woman. You are not required to purchase new outfits, but you should be conscious that you do represent Sigma Gamma Rho at all times.

When you appear in or at public meetings and conferences or participate in step shows, you want to look good, as well as sound and perform well. Select your uniform as a group, and then seek advice and approval of your chapter members and advisor. Listen to your sisters; they may see something you do not.

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MODULE 4

“Circle of Sisters and Final Presentation”

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MODULE 4 - CIRCLE OF SISTERS

Purpose

Candidates will learn how the sorority defines sisterhood and its importance to the health of the organization. Candidates will also learn the basic principles of professional conduct specifically in sorority business settings. Lastly, candidates will learn the fundamentals of conflict resolution.

Learning Outcomes

Candidates will be able to...

1. Analyze the attributes that defines sisterhood.
2. Understand the importance of developing healthy relationships as women.
3. Generate event ideas that cultivate sisterhood within the chapter.
4. Exemplify professional conduct in sorority business meetings.
5. Understand sorority protocol.

During this final week of T.O.R.C.H., candidates must meet as a membership class every day to complete the following items:

- Daily Assignments
- Complete scrapbook and pillow project
- Prepare final presentation

This will be an exercise in determining how well the membership class works together, as well as how you manage your time.

Scrapbook

The membership class is to complete the creation of their individual scrapbooks and identify at least two design elements that are similar to every scrapbook (i.e. same cover, a similar page). This element must be decided by consensus of the membership class.

Final Presentation

The membership class must create a presentation that would inform prospective women of the sorority. The presentation should be no more than 12 slides in length and last no more than 22 minutes. The presentation must include at least one slide for each of the four educational modules. At least one slide should be dedicated to what has been gained by the membership class collectively. Each class member should have equal amount of time speaking during the presentation, as well as commit equal amount of work to the development of the presentation. At the end of the presentation, the membership class will present their scrapbooks.

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Final Exam

The final training module segment will conclude with a closed book exam on all materials covered.

Daily Assignments

DAY 1 - “DEFINING AND CHARACTERIZING SISTERHOOD” (DAY AFTER MODULE 4 MEETING):

Read “Defining and Characterizing Sisterhood” in the T.O.R.C.H. Study Packet.

1. Why is sisterhood important?
2. Should or can we be sisters to older women?
3. How can you establish a sisterhood with someone who doesn’t know what it means to be a sister or who has never had a sister?

DAY 2 – “SISTER-SHARES: THE IMPORTANCE OF TEAM BUILDING” READ “TEAM BUILDING” IN THE T.O.R.C.H. STUDY PACKET.

1. How can principles of corporate team building be applied to the sorority?
2. Why is it important for chapters to function as teams?
3. Develop 2-3 activities that would support team building in the chapter.

DAY 3 – “TAKING CARE OF BUSINESS”

Read the “Effective Business Meetings” section of the T.O.R.C.H. Study Packet.

1. Which of these elements are you least familiar with?
2. What are some good meeting examples that you have experienced?
3. What are some not so good meeting examples you have experienced?

DAY 4 – “SORORITY PROTOCOL”

Read the “Sorority Protocol” section of the T.O.R.C.H. Study Packet.

1. How comfortable are you with adhering to “tradition?”
2. What other organizations do you belong to where there is an element of protocol? Give examples.

DAY 5 – SCRAPBOOK PROJECT

Develop one to two pages in your scrapbook that represents this week’s study topic: “Circle of Sisters.”

DEFINING AND CHARACTERIZING SISTERHOOD

The term sisterhood is used among feminists to express the connection of women who are not biologically related but are bonded in solidarity. The sisterhood of women often refers to their feminism, their participation in the women's movement, their support of other women or their recognition of female qualities that are unique to women's nature. The use of the word sisterhood implies that women relate to one another in ways that are distinct from how they relate to men (although not necessarily exclusive of relation to men).

10 Tips on Sisterhood

1. **Just say “hello” and acknowledge a new sister with warm eye contact and a smile.** The eyes are the mirror to the soul. They reflect the person who is inside. To begin walking that path to sisterhood, you have to make warm eye contact.
2. **Move outside of your comfort zone.** Sometimes we have been exposed to doing things certain ways, talking to certain people, and having certain types of acquaintances for so long we do not know to change. Not only does doing the routine limit your exposure to the world around you but it also does not exercise your brain enough. Make a conscious effort to enrich your life with a sister that you have never imagined having. Find someone who does not look, dress, eat, or act like you and extend a warm hello. Be proactive; keep extending that warm hello until it grows.
3. **Learn to see beyond the surface and acquire a variety of sister vessels.** If you can envision a pitcher of water that has been poured into several vessels. One is a coffee mug, one is a beautiful champagne glass, and one is an old pop bottle, which one of those vessels contains the water from the pitcher? You're right! They all do. So, just like those vessels contain the water so do the various sister vessels. Your task is to find the sister vessel that will enrich your life. Just because you're an old pop bottle doesn't mean that an old pop bottle will be the one to enrich your life.
4. **Just keep it real – be yourself (who you are) – no airs.** So often we walk through the paths of life wearing a mask of who we think people want us to be and not embracing the freedom of simply being ourselves. William Shakespeare said, “To thine own self be true.” You will be a healthier, happier sister because of it.
5. **Learn to be a good listener, read positively between the words, and read the unspoken language, such as body language.** Not all body language is bad although we have seen some negative displays of language communicated through others' bodies. Sometimes those unspoken words and body language can be saying, “I care” or “I'm hurting.” Practice listening with your heart, your inner self, and not just your physical ears and eyes.
6. **Learn to laugh with someone, not necessarily at them.** Laughter is good medicine and food for the body, soul and spirit. Science has shown that endorphins are naturally produced within our brains. They are more than neurotransmitters that serve as a built-in pain control system. Some scientists claim that endorphins enhance our immune system and have anti-aging effects. Endorphins are produced when we share love, eat a great meal, take a walk or even sing a song

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when we learn something new. One of the easiest ways to release endorphins is to laugh. Laughing with a sister is like experiencing a physical and mental workout.

7. **Have a good cry with a sister.** Although women are notorious for shedding tears, there are still many sisters out there who aren't letting them flow. There are times when we want to be alone, but there are times when we need the nurturing arms of a sister. Stress is one of the biggest killers. Interestingly enough, it is the way that our bodies react both physically and emotionally to any change in the status quo. Sisters can manage stress by helping others. Sometimes that is the perfect remedy for whatever is troubling you. But one of the ways of managing stress and staying healthy is the freedom to have a good cry with a sister. Tears of sadness, joy or grief can help cleanse the body of substances that accumulate under stress and it releases those good ole endorphins from the train.
8. **Spread the love, because you are love.** "A candle that lights another candle does not lose its light but the light shines brighter throughout the world." – Author Unknown
9. **Reinforce sisterhood because sisterhood is good.** Like a cure to a disease, like the fountain of youth, like a gold mine, and like love, sisterhood is good and much needed in our families, communities, and our world.
10. **The essence of Sisterhood.** Sisterhood represents many things. It is the essence of wisdom of all ages, a symbol of all that we desire to accomplish collectively and it is shrouded in tender loving kindness.

Did you know?

- **Associating with a positive sister can lift your morale.** Approximately ¼ of women have a major bout with depression sometime during their life. Sisterhood has been proven and is actually one of the self-help tips that professional mental health service providers recommend for a balanced mental health.
- **Low self-esteem may be a factor that inhibits women from embracing sisterhood.** Like self-esteem, we all have a measure of love available to us. However, building self-esteem and building sisterhood is a process. Many women don't work at building sisterhoods, because they don't work at building themselves. It is crucial for us to build. Like our Creator placed the trees that we use to build houses with, we must use love and positive reinforcement of ourselves to build our self-esteem, which will in turn enable us to build lasting sisterhoods.
- **Friendship and sisterhood are different.** Friendship is a condition of being friends or a friendly feeling, but sisterhood is a tie or special bond between women. Sisterhood is a powerful force that transcends age, culture, religion, background, and our finite comprehension of what it is. To even define it in its fullness is difficult, because like love it is always growing.
- **Love is the one constant ingredient in sisterhood, but how it's shared will vary.** Look at it like watering your plants and flowers. They all need water and sunlight, but how much water and sunlight that you provide depends on what type of plant it is.

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Frequently Asked Questions

Why is sisterhood so important?

Every sister needs a sister to love. Because we are such complex individuals, there are some things in our life that can only be imparted by another sister connected to you through that positive and spiritual bond called sisterhood. Sisterhood can coexist in your life through other relationships with women, such as mothers, aunts, biological sisters and friends.

Do we have a responsibility to mentor and teach young women to be sisters?

Sisterhood is like a legacy that needs to be passed on to future generations. Our young sisters need to be taught how to be sisters and our older women need sisters to keep their brains stimulated with positive emotional stimulus.

Should and can we be sisters to older women?

Yes. Sisterhood knows no age. However, it is crucial that we make an extended effort to build sisterhood with the older women, particularly our seniors. As the older women's peer groups and/or spouses have passed on, their social circle often diminishes. They may be forgotten about in senior citizen homes or sometimes even by family members. Positive emotional interaction, one of the benefits of sisterhood, is a key sense that provides for a well-balanced sister. That's something that a sister never gets too old to have.

How can you establish a sisterhood with someone who doesn't know what it means to be a sister or has never had a sister?

We often encounter women, both young and old, who have never experienced the warm embrace of sisterhood. Sisterhood, however, requires work. Oftentimes the sister initiating the bond will be like a farmer tilling ground that has never been worked before. It's a process that requires time and different approaches. Remember that, like love, sisterhood is patient, kind, and it perseveres. There may be times when that sister, who is most needed for your life, will be the one that you have to teach how to be a sister.

TEAM-BUILDING

Traditional Corporate Team Building

Corporate team refers to a group of people who work to achieve and accomplish common objectives in a company. The team members are assigned different tasks and in the later stages, the work is compiled to achieve the specific objectives. It is very important that proper communication flows among the co-workers so that they can discuss any issues and develop effective solutions collaboratively. It is also essential that good relationships should be established amongst the team members. This can be achieved through corporate team building.

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Corporate team building refers to the process by which the team of a company is brought together to improve interpersonal relationships. Team building does not come naturally with people from so many cultures and background coming together to work under a single roof. People need to adopt a working environment where they have to work with people from all walks of life. Corporate team building events or activities help people adjust to these working conditions so that they can work in collaboration with others in harmony and are able to communicate in the best possible way to make 100 percent success in their work.

Corporate team building needs to be built up. This can be done through organization of corporate events and even through team building games. The team building starts when people in a group start building up their relationship with each other. They interact, share their experiences and get to know each other. But sometimes, the company needs to make efforts to build up effective bonding among employees so that they work as an effective team. These team events include organizing of a trip for the team, or maybe, a conference where team members can discuss their differences and similarities. Even, corporate parties help build up a relationship among team members. Conference events are very successful in building harmony and bonding among employees. They can analyze their weakness and strength and work with them to achieve successful results. Employees even get great exposure and learning experience during such events.

The company can even put employees in challenging activities which are fun to do. These activities should be designed in such a way that no individual can do it without team efforts. This helps individuals learn the art of team work, and they even learn to respect each other's weakness and strengths. These activities even improve communication and interacting skills of an individual.

Corporate team building is very important for any small, medium or large organization so as to work together to achieve the desired goals. Whatever may be the size of the corporate firm, effective communication is an important tool to accomplish goals if working in a team. If there is a lack of communication between employees, many discrepancies and loopholes will come up; and if these holes widen up they will affect company's performance. These loopholes may lead to the downfall of the company.

So, an effective communication is very important. It can be achieved through corporate team building activities and events to make the base of an organization stronger.

Stages of Team Development

Most experts in team development agree that teams will go through five different stages. How fast a team moves through each stage will depend on the team members, their individual skills, the work they are expected to do, and the type of leadership available to the team.

Bruce Tuckman deemed the four main stages of team development in order as Forming, Storming, Norming, and Performing. Later, as self-managed teams became common in business, he added a fifth stage of Adjourning/Transforming. Thomas Quick called the five stages for teams: Searching, Defining,

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Identifying, Processing, and Assimilating/Reforming. Whatever term is used for the stages, teams will go through all five during their developmental and working processes.

Stage 1 - The first stage is when the team is formed and members meet. They learn what the team opportunities and challenges will be. Individual members may be confused about their role or not understand the needs for the team. Members will agree on goals and assign actions for work, often working independently. Ground rules or team guidelines are established. At the start, the team leader may be a member of the group, a supervisor, a manager, or a consultant who will facilitate the team-building process. Leadership will help the team to define their processes. At this stage, the leader needs to be directive and understand the requirements for team training to move through each stage.

Stage 2 - During the second stage, individual expression of ideas occurs and there is open conflict between members. Members tend to focus on details rather than the issues and compete for influence. Low trust among team members is an evident indicator of this stage. The team needs to select their desired leadership style and decision methodology. The team leader can help by stressing tolerance and patience between members. The leader should guide the team process towards clear goals, defined roles, acceptable team behavior, and a mutual feedback process for team communication.

Stage 3 - In the third stage, the team develops work habits that support group rules and values. They use established tools and methods; exhibit good behaviors; mutual trust, motivation, and open communication increase; positive teamwork and group focus are apparent. The team relationships grow and individual characteristics are understood and appropriately utilized. The team leader continues to encourage participation and professionalism among the team members.

Stage 4 - The fourth stage shows high levels of loyalty, participation, motivation, and group decision-making. Knowledge sharing, cross-training, and interdependence increases. Team is self-directing in development of plans and strategy to meet their goals and carry out work. Personal growth and sharing is encouraged throughout membership. The leader becomes a facilitator aiding the team in communication processes and helping if they revert to a prior stage.

Stage 5 - For project teams, temporary committees, or task forces coming to an end, there will be a finalizing stage as they celebrate and recognize group achievement. Then some mourning over the dissolving of the team relationship and begin planning for the change in individual work requirements. During this stage, leadership needs to emphasize organization gratitude and both team and individual recognition. For continuous work teams, there may be a higher performance level as they develop and transform as individuals and reform into revised teams. It is important to note that continuous work teams may revert to prior stages when new people are added to the team.

Time and effort are required to move through the various team development stages. Every team will go through all the stages. However the timeline of each stage may be different for each team depending on the individual members and their skill levels, the work the team is expected to accomplish, and team leadership during each stage.

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Effective Business Meetings

Effective meetings take time, support from everyone and, most of all, careful planning. You will need to be on your toes and ready to “roll with the punches.” Prior planning will allow you to conduct an orderly and productive meeting. Here are some important pointers:

- Always have an agenda
- The agenda must be approved by the body after the meeting is called to order.
- Instruct members to turn off cell phones or put them on vibrate and refrain from use of all cell phones and other electronic calling/paging devices during meetings
- Keep the meeting moving, but do not force the group to make hasty decisions
- Keep control, but do not stifle free comment

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AGENDA

Although the format of meetings will vary depending on the needs of the group, general format is usually the same. An example of an agenda is below:

Sigma Gamma Rho Sorority, Inc.

Chapter Agenda

Date

- I. Sorority Pledge
- II. Approval of the minutes
- III. Officers' reports
- IV. Committee reports
- V. Unfinished business
- VI. New business
- VII. Good of the order
- VIII. Adjournment
- IX. Sorority Hymn

*(The call to order is NOT part of the agenda)

Agenda Explanation

To commence a meeting, the chairwoman, normally the chapter Basileus or presiding officer, will simply request, "Will the meeting come to order?" At the start of each meeting, the Sorority pledge will be recited. The body must adopt the agenda before business is discussed. Once the agenda is adopted, the agenda can only be changed by either common consent or 2/3 vote of the chapter. If the minutes have been previously distributed to everybody, the reading of the minutes can be omitted. The Chair will ask if there are corrections to the minutes. If there are none, the chair states that the minutes stand approved as read or corrected.

After the minutes are approved, the chair moves to the next item on the agenda. During the course of the meeting, a member may wish to address the chair or the body. The rules for obtaining the floor for speaking are:

- Address the chair as Madame Basileus, Madame Syntaktes, etc.
- Wait to be recognized by the chair, which gives you permission to speak
- Present well organized statements
- Keep the presentation short and to the point

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Steps to Handling a Motion – Parliamentary Procedure

The purpose of Parliamentary Procedure is to make it easier for groups to work together effectively to meet their goals. Rules of procedure are intended to assist a meeting not inhibit it. A meeting can deal with only one matter at a time. The greatest burden for assuring the orderly transaction of an organization's business rests with the presiding officer, but the chair can't do it alone. All members share in the responsibility for maintaining an orderly procedure. As a general rule, the more difficult the meeting, the more closely the rules of Parliamentary Procedure should be followed.

All members have equal rights, privileges and obligations. It is the chairperson's responsibility to use the authority of the chair to ensure that all meeting attendees are treated equally. For most motions, a majority vote decides an issue, but all members have the right to be heard and to support or oppose an issue. A member always has the right to request information on any motion that is not thoroughly understood.

The meeting will proceed until each agenda item is completed or the end of the specified timeframe. To end the meeting, the chair may simply declare, "The hours fixed for adjournment have been reached. If there is no objection, the meeting is now adjourned." Or she may call for a motion to adjourn.

Business is accomplished in meetings by means of debating motions. The word "motion" refers to a formal proposal by two members, the mover and the seconder, that the group take a certain action. A group should not consider a matter unless it has been placed before the body in the form of a motion.

1. A member rises and addresses the chair by her official title when no one else has the floor and if there are no other motions pending.
2. The chair recognizes the member by name or visual acknowledgement.
3. The member makes a motion using the words "I move that." Never say "I so move" or "I motion" or "I make a motion." Keep the motion clear and concise (e.g. I move that we hold our Sigma Youth Symposium at the local high school).
4. Another will rise to second the motion without recognition from the chair. Seconds can be made by saying "I second it" "I second the motion" or simply "Second." If there is no second, even after the chair asks for one, then the motion is not brought before the body.
5. If the motion is seconded, the chair re-states the motion to the assembly and asks if there is any debate.
6. The body will debate the pros and cons of the motion. The maker of the motion is allowed to speak first. Members must address the chair and be recognized before speaking. All debate must relate to the motion under discussion.
7. Once debate is completed, the chair will call for the vote by asking "Are you ready for the question?"
8. If there is unreadiness, the member must rise and wait to be acknowledged by the Chair and then state "unreadiness".
9. The chair will determine if any debate shall continue.
10. The chair calls for the affirmative vote by announcing, "All in favor, say aye." The chair pauses for responses. After the response the chair states "All those opposed, say nay" and pauses for the response.

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11. The chair announces the outcome of the vote: whether the motion is adopted or lost, the effect of the vote and the next action of the assembly.
12. If the motion receives a tie vote, the chair can vote to break the tie.
13. Under most circumstances, the presiding officer never participates in debate or offers an opinion on a pending motion. In that rare circumstance where the presiding officer believes she must offer an opinion, she must vacate the chair, and cannot resume presiding over the meeting until the motion in question has been finally decided.

On Leadership

Excerpts from the Leadership Workshop conducted by Past Grand Basileus Corine J. Green, January 2000

A good leader must have certain qualities, which can be learned by anyone if she works to perfect them diligently. Some of these qualities, which will translate from the sorority into everyday life, are listed below:

A good leader...

- Believes in and understands the principles of democracy. She further believes that a decision made cooperatively by a group will be more readily accepted than one which is imposed upon them;
- Respects the rights and dignity of others;
- Is willing to accept responsibility and do her part through work within the group;
- Is able to work and get along with people in a friendly and peaceful manner. She must be straightforward, agreeable and industrious. A good leader gives praise where it is due;
- Is able to communicate her thoughts, as well as those of the group in a clear and concise manner;
- Is well informed on matters which concern the group. She arrives at decisions only after careful study of all pertinent information;
- Is confident in herself, possesses integrity and trust for her fellow group members;
- Is optimistic and enthusiastic. She believes that group action can overcome obstacles and solve problems;
- Has strength of conviction, but is open-minded and flexible. She does not claim to have all of the answers, but instead seeks the opinion of the group. She is open to compromise and will support the best decision of the group even if they differ from her own;
- Shows initiative;
- Is able to budget time so as to maintain a life balance of work, school, and non-academic responsibilities;
- Set an example for others by maintaining high personal standards in citizenship, honesty, and language, etc.
- Is tactful, diplomatic and considerate.
- Is alert to recognizing leadership potential in others and encouraging and assisting in positive development of others.

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Ways to Kill Any Organization

1. Don't attend meetings or if you do, arrive late.
2. Be sure to leave before the meeting is adjourned.
3. Never have anything to say at the meeting. Wait until you get outside.
4. While at the meeting, vote to do everything, then go home and do nothing.
5. The next day, find fault with the officers and other members.
6. Take no part in the organization's affairs.
7. Be sure to sit in the back so you can talk freely to another member.
8. Get all that the organization will give you, but don't give the organization anything.
9. Never ask anyone to join the organization.
10. At every opportunity, threaten to resign and try to get others to do the same.
11. Talk about cooperation, but don't cooperate.
12. If asked to help, say you haven't time.
13. Never read anything pertaining to the organization.
14. Never accept an office. It is easier to criticize than to do things.
15. If appointed to a committee, never give any time or service to it.
16. If you receive a bill for dues, ignore it.
17. Don't do any more than you have to, and when others willingly and unselfishly use their ability to help the good cause along then complain that the organization is run by a clique.

SORORITY PROTOCOL

Rules of protocol are made to ensure that members of the organization are treated with the respect that is due by right of title or membership. Members are addressed at each level in the following ways:

Grand Chapter

- Grand Basileus – She is always addressed as “Madame Grand Basileus” or by adding her last name (e.g. “Madam Grand Basileus Smith”)
- Stand whenever the Grand Basileus is presented or enters the room. Always provide necessary accommodations unless otherwise specified. When the Grand Basileus visits your area, it is customary to present her with a gift or some other form of hospitality.
- When the National Officers enter an assembly as a group, the membership will stand and remain standing until the officers have been seated.
- Always address officers as Soror and their last name. Provide necessary accommodations unless otherwise specified.

Regional Level

- When the Regional Officers enter the assembly as a group, stand and remain standing until the officers have been seated.

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- Always address officers as Soror and their last name. Provide necessary accommodations unless otherwise specified.

Local Level

- Always address officers as Soror and their last name

Refer to the Sigma Gamma Rho Sorority Inc. Protocol Manual for additional information.

INSPIRING WORDS AND POEMS

Don't Quit

When people pull you down –And often times they will,
When the battle you're fighting seems all up-hill,
When your funds are low and your debts high,
When you're laughing although you'd rather cry,
When you feel yourself slowing down a bit
Stop...

Take a deep breath... But don't you quit.
Success is failure turned inside out. The silver tint
in the cloud of doubt.

You can never tell how close you are.

You may be near when it seems afar.

So stick to the fight when you're hardest hit.

It's when things go wrong when we must not quit.

7 MIS's

Miscommunication

Misconstruction

Misinformation

Misinterpretation

Misrepresentation

Misunderstanding

Miseducation

11 Things to Remember

1. The value of time
2. The success of perseverance
3. The pleasure of working
4. The dignity of simplicity
5. The worth of character
6. The power of kindness
7. The obligation of duty
8. The wisdom of economy
9. The virtue of patience
10. The improvement of talent
11. The joy of originality

I Am My Sister's Keeper

I am my sister's keeper, what she does, I do.

What she knows, I know.

If she is unable to do

So am I.

If she doesn't know it,

Neither do I.

We are as one-

All for one, one for all, or none.

I shall never forget this so long as I shall live.

Sigmas stick together,

Win together, lose together, and die together.

If I am able to keep this as my motto,

Then I can be a true Sigma.

Alpha Beta Chapter

Tennessee A&I State University

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A Little Patience

To have a little patience

It takes a lot of strength

For patience is an attribute

That measures any length

With patience you can conquer The roughest kind of care Without it we will wallow

In the depths of sad despair

Patience is the greatest virtue

It is need to endure

And those who use it tenderly

Affect a magic cure

But it is very hard to come by It takes years and years to gain Through faith and long experience Can we
its wealth attain

Of course some never find it

And this is very bad

For those who live without it

And more than often sad

Still we can all secure it

It lives in sincere prayer When we need a little patience We can always find it there

Author unknown

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ADDITIONAL INFORMATION

National Pan-Hellenic Council

The National Pan-Hellenic Council, Inc. is currently composed of nine international Greek-letter sororities and fraternities: Alpha Kappa Alpha Sorority, Inc., Alpha Phi Alpha Fraternity, Inc., Delta Sigma Theta Sorority, Inc., Zeta Phi Beta Sorority, Inc., Iota Phi Theta Fraternity, Inc., Kappa Alpha Psi Fraternity, Inc., Sigma Gamma Rho Sorority, Inc., Phi Beta Sigma Fraternity, Inc., Omega Phi Psi Fraternity, Inc. W.E.B. DuBois affectionately referred to the NPHC organizations as the “talented tenth,” referring to the prominence of African American leaders within the ranks of these organizations. The NPHC promotes interaction through forums, meetings and other mediums for the exchange of information and engages in cooperative programming and initiatives through various functions.

The Council was organized as a national coordinating body on May 10, 1930 at Howard University (Washington, D.C.). Charter members include Kappa Alpha Psi and Omega Psi Phi Fraternities, Alpha Kappa Alpha, Delta Sigma Theta, and Zeta Phi Beta sororities. In 1931, Alpha Phi Alpha and Phi Beta Sigma fraternities joined the council.

Sigma Gamma Rho Sorority joined in 1937 and Iota Phi Theta Fraternity completed the list of member organizations in 1996. Interestingly, Alpha Phi Alpha, Kappa Alpha Psi and Sigma Gamma Rho are the only NPHC organizations to be founded at a predominately white educational institution (“PWI”).

Phi Beta Sigma Fraternity and Zeta Phi Beta Sorority are the only NPHC organizations that are constitutionally bound as brother and sister organizations.

The stated purpose and mission of the organization in 1930 was “Unanimity of thought and action as far as possible in the conduct of Greek-letter collegiate fraternities and sororities, and to consider problems of mutual interest to its member organizations.” Early in 1937, the organization was incorporated under the laws of the State of Illinois and became known as the National Pan-Hellenic Council, Inc.

Organization	Founding Date	Location	Colors
Alpha Phi Alpha Fraternity, Inc.	December 4, 1906	Cornell University	Black & Gold
Alpha Kappa Alpha Sorority, Inc.	January 15, 1908	Howard University	Salmon pink & apple green
Kappa Alpha Psi Fraternity, Inc.	January 5, 1911	Indiana University	Crimson & cream
Omega Psi Phi Fraternity, Inc.	November 17, 1911	Howard University	Purple & gold
Delta Sigma Theta Sorority, Inc.	January 13, 1913	Howard University	Red & white
Phi Beta Sigma Fraternity, Inc.	January 9, 1914	Howard University	Royal blue & white

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Zeta Phi Beta Sorority, Inc.	January 16, 1920	Howard University	Royal blue & white
<i>Sigma Gamma Rho Sorority, Inc.</i>	<i>November 12, 1922</i>	<i>Butler University</i>	<i>Royal blue & gold</i>
Iota Phi Theta Fraternity, Inc.	September 19, 1963	Morgan State University	Charcoal brown & gilded gold

Greek Alphabet

NAME	SYMBOL	PRONUNCIATION
Alpha	A α	al-fuh
Beta	B β	bay-tuh
Gamma	Γ γ	gam-muh
Delta	Δ δ	del-tuh
Epsilon	E ε	ep-sih-lawn
Zeta	Z ζ	zay-tah
Eta	H η	ay-tah
Theta	Θ θ	thay-tuh
Iota	I ι	eye-oh-tuh
Kappa	K κ	cap-puh
Lambda	Λ λ	lam-duh
Mu	M μ	mew
Nu	N ν	new

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Xi	Ξ ξ	zi [rhymes with pie]
Omicron	Ο ο	oh-mih-cron
Pi	Π π	pie
Rho	Ρ ρ	row
Sigma	Σ σ	sig-muh
Tau	Τ τ	taw
Upsilon	Υ υ	up-si-lawn
Phi	Φ φ	fie [rhymes with pie]
Chi	Χ χ	kye [rhymes with pie]
Psi	Ψ ψ	sigh [rhymes with pie]
Omega	Ω ω	oh-may-guh