
ALPHA OMICRON PI

Fraternity

Ritual Education Manual

To Provide Guidance, Support, and Education About
our Ritual for Collegiate and Alumnae Chapters

Created by the Rituals, Traditions, and Jewelry Committee
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Introduction

The true meaning of Alpha Omicron Pi is found in our Rituals. Each time you participate in Rituals or browse through the *Rituals Book* and the *Book of Rituals Instructions* (BRI), you will have a new awareness and greater appreciation for the thoughts, words, philosophy, and symbolism that four junior women in college created during 1897 to establish a bond of friendship for life. Now it is a bond of friendship for thousands of sisters in Alpha Omicron Pi throughout the United States and Canada. Amazingly, the words our Founders wrote have not been changed and are as significant and applicable today as they were in 1897.

The expectations the Founders had for themselves and for us, as individuals and as chapters, are found in our Rituals. As collegians, we gradually learn the AOII philosophy. We grow and mature with it. As we move into alumnae status, we have our lifetimes to practice AOII philosophy and enjoy AOII friendships from college days and alumnae experiences. The true meaning of Alpha Omicron Pi is found in our Rituals. That meaning deepens as we explore, appreciate, and apply our principles and philosophy throughout our lives.

This Ritual Education Manual (REM) is a companion to the *Rituals Book* and *Book of Rituals Instructions*. The REM is an educational resource for Directors of Ritual Education (DREs) and Vice Presidents of Programming and Enrichment (VPPEs) in collegiate chapters and Alumnae Presidents (APs). This Ritual Education Manual is accessible online via Fulfilling the Promise.

In collegiate chapters, the REM is designed to help the DRE, or VPPE, and members:

1. More fully understand the responsibilities of the DRE or VPPE;
2. Provide suggested resources and plans to fulfill the duties of DRE or VPPE;
3. Help bring Ritual understanding, appreciation, and application to all phases of chapter life.

Similarly, in alumnae chapters the REM provides a refresher about the Rituals and traditions of Alpha Omicron Pi. It also offers assistance for Ritual education conducted by the AP and other officers. The easy-to-use materials in the REM are ready for presentation during chapter meetings and other gatherings of initiated members. There are other modules specifically designed for New Members. Most of the workshops and "Ritual Moments" are appropriate for both alumnae and collegiate chapters. Regularly using these resources "as they are" or adapting them to suit specific needs will help members and chapters reach individual and group goals. In the process, members will increase their awareness of and reliance on Ritual as a guide for living. Members also will become more comfortable when participating in Rituals.

Delve into this manual and create a plan of action for your chapter's Ritual education and inspiration. It is not up to the DRE or VPPE or AP to do the job alone. It is up to you to provide leadership and engage many members in the process. Let it be challenging, fun, and amazing! Please do not hesitate to contact members of the RT&J Committee with comments, feedback, observations, suggestions, input, and questions about Ritual and Ritual education.

Rituals, Traditions, and Jewelry Committee



Ritual Responsibilities for Collegiate Chapters

Ritual is the heart of AOII and is what sets our organization apart from other fraternal organizations. A key to the success of your chapter is your members' understanding of the meanings of our Ritual and really using Ritual in their lives every day.

The Chapter President and Director of Ritual Education (DRE) or Vice President of Programming and Enrichment (VPPE) greatly influence chapter members' understanding of our Ritual and how they feel about it, regard it, and apply it to their lives. As the DRE or VPPE your primary responsibilities are educating your members about all aspects of our Ritual, seeing that your chapter properly conducts our Rituals, Ceremonies and Services, and caring for and maintaining all Ritual equipment.

Diligent, caring, and fervent dedication to your responsibilities as DRE or VPPE will reap many results, including increased understanding and daily application of our Ritual by members, greater influence of AOII principles on chapter operations, and development of members' lifelong regard for our Ritual. As the DRE or VPPE, you are integral to helping your chapter and its members strive to become the very best they can be through the guidance of the principles expressed in our Ritual. In so doing, you will help preserve the core values of our Fraternity and help your members understand the real meaning of membership in Alpha Omicron Pi.

How Tos for Ritual and Ritual Education

Getting Started

As you begin learning your job as DRE or VPPE for your chapter, the first thing that you should do is become thoroughly familiar with the *Rituals Book*, *Book of Rituals Instructions* (BRI) and Ritual Education Manual (REM) which is accessible via Fulfilling the Promise. As you read through the books, you will gain a deeper understanding of our Rituals, Ceremonies, and Services. Many of your questions can be answered, and many ideas for Ritual education may come from your reading these resources.

Tools For The Job

- *Rituals Book*
- *Book of Rituals Instructions* (BRI)
- Ritual Education Manual (REM) on Fulfilling the Promise
- Supplies for the cleaning and maintenance of Ritual equipment (see BRI)
- Guide to Badge Wear on Fulfilling the Promise
- Governing Documents of Alpha Omicron Pi (which can be found on the Fulfilling the Promise)

It is the DRE's or VPPE's responsibility that all the printed Ritual publications are kept in a safe place. You must carefully pass them on to the person who succeeds you.



Essential Duties and Functions of Office:

1. **Scheduling and overseeing all practices and performances of Rituals, Ceremonies, and Services, including monthly formal Ritual and Initiation.** Begin your planning by reviewing the chapter's meeting schedule that was previously planned. As you study the schedule, consider the following:
 - a. **Check to be sure that a formal Ritual is scheduled for each month of the academic year.** Five Rituals fulfill this requirement for collegiate chapters: *Ritual for Formal Meetings of Collegiate Chapters*, *Ritual for Initiation*, *Ritual to Welcome Collegiate Seniors into Alumnae Status*, *Memorial Ritual* and *Ritual for Installation of Collegiate Chapter Officers*.
 - b. **Make note of dates** of certain events on your chapter's master calendar which require your special planning and attention. Such events may include recruitment, pinning, initiation, Founders' Day, and election of officers. Work with the appropriate chapter officers to help facilitate arrangements and Ritual education for these occasions.
2. **Ensure members know any responsibilities they have for performing Rituals, Ceremonies, and Services.**
 - a. **Know your resources:** The *Rituals Book*, *Book of Rituals Instructions*, and this REM are filled with interesting information about our Rituals, Ceremonies, and Services. Many members are not aware that the *Book of Rituals Instructions* exists. Become familiar with this book and the specific information it includes about how all AOII Rituals, Ceremonies, and Services are conducted, the traditions of AOII, and many interesting facts about our Fraternity. Read through these publications and become familiar with them.
 - b. **Work with the Chapter President (CP) and other officers,** refer to the "Ritual Evaluation Checklists" in this REM to determine what education, guidance, discussion, and/or rehearsal is needed for your chapter to improve their Ritual performance and understanding.
 - c. **Schedule rehearsals and practices** before Rituals, Ceremonies, and Services as needed. Especially prior to initiation, a Ritual rehearsal should be conducted for all chapter members to enable them to perform the Ritual as precisely as possible. The rehearsal will help the initiated members feel more confident in their performance of the Ritual. As a result, the Ritual will be performed smoothly, which will help the New Members appreciate it when they see our Ritual for the first time. Remember that every New Member deserves a memorable and meaningful initiation with follow-up Ritual education.
 - d. **Appoint Doorkeepers** to guard all entrances for each Ritual, Ceremony and Service.
 - e. **Know the proper equipment** for each Ritual, Ceremony, and Service. (See the BRI.)
3. **Create and facilitate regular education for the chapter on AOII Rituals and values to foster understanding.**
 - a. **Use this REM "Programming Guide for Matching Ritual Resources to Topics" to plan.**
 - b. **Have a Ritual workshop** for the chapter at the beginning of each school year and/or before recruitment begins.
 - c. **Use Ritual daily:** Help chapter members apply the principles expressed in our Ritual to their lives and develop their own interpretations of Ritual. Also, help chapter members understand how Ritual relates to all areas of the chapter's operations and programs. The resources found in this REM can be particularly useful in helping members understand and apply the Ritual in "bite-sized" pieces.



- d. **Present a short Ritual Moment during each chapter meeting.** Gear the Ritual Moments and workshops to appropriate chapter priorities at certain times of year. Ritual Moments should be a part of weekly chapter meetings. Ritual education activities will provide ongoing ways to help members learn how to apply the philosophy expressed in our Ritual to their lives. These are important to your members' Ritual knowledge and to your chapter's commitment to AOII. Ritual Moments are brief tidbits of information about AOII Rituals, traditions, etc., that are inserted into chapter meetings, recruitment workshops, and other AOII gatherings of **initiated members**. Ask chapter officers as well as members who are not chapter officers to present Ritual Moments. See the Ritual Moments section of this REM. Also, useful materials and ideas can be found in the RT&J Fraternity News articles, found on Fulfilling the Promise. Additional sources for Ritual Moments can be found in the "Symbolism" and "Traditions" sections of the *Book of Rituals Instructions*.
 - e. **Seek out your Advisor and work with her.** In some collegiate chapters, the Chapter Advisor serves as Ritual Advisor. You may ask your Advisor, or another alumna to assist with Ritual workshops if you so desire. Remember that although your chapter may be able to perform a technically perfect Ritual, there may be many members who do not understand the WHYs behind Ritual procedures.
4. Execute pre- and post-Initiation education with new members ensuring a level of comfort and understanding.

A. Working with New Members

- **Before pinning:** Work with the other officers to plan and conduct an effective Pinning Service. Prior to the service, conduct a workshop with all chapter members to ensure that they and especially the sponsors understand their roles and the procedures. As DRE or VPPE, you must put the New Members at ease and assure them that nothing will be asked of them during any AOII proceedings or any activities that will make them feel uncomfortable. (See the BRI)
- **After pinning:** Conduct a workshop after the Pinning Service to help the New Members review and discuss the mutual pledges or promises that were made. (See the BRI and this REM for the module "Reflections on Pinning".)
- **New Member meetings:** Encourage the officer responsible for conducting New Member meetings to use Service for Meetings of New Members and Chartering Members (see *Rituals Book* and BRI) to open and close the meetings. This prepares New Members or Chartering Members for the use of the Ceremony for Chapter Business Meetings used for most business meetings of collegiate chapters. The Object is incorporated in this service. The New Members are then reminded weekly of AOII's values using this service.
- **New Member preparation for initiation:** Work with the other officers to plan and conduct appropriate pre-initiation activities to set the tone that initiation is a privileged event and an inspirational occasion. It is also important to provide New Members education about Ritual prior to and following their initiations. They naturally have questions about our Ritual and what will be expected of them during the initiation process. Again, as DRE or VPPE, you must put the New Members at ease and assure them that nothing will be asked of them during any AOII proceedings or any activities that will make them feel uncomfortable. (See BRI)
 - a. Plan for New Members to learn the first and third stanzas of *Once More United* before initiation.
 - b. Work with other officers prior to initiation to reassure New Members concerning the Ritual for Initiation. Plan to meet with candidates immediately prior to initiation. (See the BRI).
 - c. Share with New Members appropriate Badge Wear for initiation. (See Guide to Badge Wear on Fulfilling the Promise)



B. Working with New Initiates

- Hold a Ritual workshop for new initiates within two weeks following initiation. It is helpful if sponsors and other chapter members attend to share the discussion. Work with other officers to arrange and conduct the workshop. See this REM for Post Initiation Education modules.
- Help new initiates practice the grip, learn Warden speeches, password, motto, chapter submotto and memorize the Pledge. (See BRI)

5. Foster within the chapter an appreciation of the significance of AOII's Rituals and connection with the larger sisterhood.

- Choose those items from this REM** that will help your chapter most and which the members will enjoy. There are enough materials in this REM for educational tools to be varied from year to year. Fit the Ritual educational activities to the topics of emphasis of the month.
- Draw from Rituals, Ceremonies, and Services that Chapter Members may not routinely see:** Share during a Ritual Moments AOII proceedings that are not normally conducted during the chapter year. For example, the Ritual for Installation of Collegiate Chapters is conducted only when a collegiate chapter is installed. The words in that Ritual, which are especially powerful and inspiring, can be very meaningful to all AOIIs.
- Invite local alumnae** to participate in at least one formal Ritual per year (other than Founders' Day). Having a Ritual workshop? Invite alumnae to participate. We can all learn something new about Ritual. Invite local alumnae to participate in your chapter's Ritual for Initiation each year. Don't forget to include the New Members' AOII moms and other AOII family members
- AOII Traditions:** Educate chapter members in the traditions of AOII. Information on AOII's many traditions can be found in the BRI. For example, your chapter should sing the "AOII Grace." Even if your chapter does not have a housing facility or does not have meals together, you should still sing this wonderful, traditional AOII song.

5. Oversee the maintenance and storage of all chapter-owned Ritual equipment.

- Establish a Ritual Committee** if your chapter is large. It is helpful to have 3-5 initiated members to assist you with the duties of Rituals and Ritual education. The DRE or VPPE serves as Chair of the Ritual Committee and determines their responsibilities. After New Members have been initiated, they will learn and may enjoy helping the committee. As you make the year's plan, you will understand and appreciate assistance of the committee members, especially in setting up for Rituals and maintaining the Ritual equipment. Additionally, alumnae may be helpful in cleaning robes and equipment, etc.
- Ensure that all Ritual equipment** is clean and polished, is set up correctly, and is put away immediately following the Ritual. Also, make sure that all robes, and other items are clean and pressed. (See the "Care of Ritual Equipment" in the BRI). You may ask members to assist with preparing for the Ritual for the year or rotate helpers to give several members opportunities to serve and learn. Helping maintain the Ritual equipment also is a good job for the Ritual Committee if your chapter has one.
- Repair or replace equipment when necessary.** Report to the Executive Team on the condition of the Ritual equipment and recommend cleaning, repair, or replacement and estimated costs. It is strongly recommended that your chapter Corporation budget for the purchase of any new Ritual equipment that is needed. Work with your chapter Corporation to try to ensure that it budgets money for these purposes.
- When your chapter replaces Ritual items consult the BRI** for instructions regarding how to handle disposal of all Ritual equipment and items.



- e. **Have New Member Pins** ready for the Pinning Service and collect them from New Members before initiation for storing for the next class.
 - f. **When new editions** of the *Rituals Book*, *Book of Rituals Instructions* are issued, return all previous editions of these publications to AOII International Headquarters. This includes previous printed editions of the Ritual Education Manual. Similarly, if you encounter any outdated copies of these publications in your chapter, return them to AOII International Headquarters. Additional instructions may be specified by International Headquarters.
7. **Inspire chapter members** to embody the values shared in Ritual and to live them in their daily lives.
- a. **Give Roles to Members who are not Officers:** Allow various chapter members to participate in Ritual as the Wardens, Herald, Ribbon bearers and Doorkeepers. You may choose to have different members fill those positions during each Ritual. (Serving as a Warden or the Herald is not reserved for chapter officers.) It is your responsibility as DRE or VPPE to remind the Chapter President to ask the Executive Team how the chapter wishes to appoint the Wardens, Herald and other roles for each Ritual.
 - b. **Make your resources available to others:** Make sure that chapter members (only those who have been initiated) have access to the *Rituals Book*, and *Book of Rituals Instructions*. While these books must be kept locked away while they are not in use, they are the heart of AOII and should be available to all initiated members.
 - c. **Recognition works wonders:** There probably are many members of your chapter who live their lives according to our Ritual. Recognize them at your next chapter meeting. Begin a monthly or weekly recognition of members who demonstrate our Rituals in action. You don't need to give an elaborate gift -- you can pass a gift around (such as a Panda bear, a lavalier, etc.) or recognize each member with a simple computer-generated certificate.

Programming Guide for Matching Ritual Resources to Topics for Collegiate Chapters

Use this guide to help develop your Ritual Education plan. All the resources listed below are in this REM. Take your plan and this guide to the Calendaring meeting.

| TOPIC | RITUAL MOMENTS | WORKSHOPS/MODULES |
|---|---|--|
| Continuing the Tradition | Let Us The Meaning of the Rose Cardinal – More than a Color | 101 Ways to Apply Ritual to our Daily Lives Living Our Ritual Every Day Reflecting on the Values of Ritual Ritual Applications for Strengthening Relationships Which Founder Do You Most Emulate |
| Commitment | Installation Charge | Living up to the Object Problem Solving with Ritual Scenarios Ritual Applications Strengthening Relationships |
| International Membership Exam Preparation | You Never Know | AOII Jeopardy Memory Aids: A Ritual Review for IME Ritual 101 |
| Hazing | Sisterhood Is | Living Ritual with Respect and Dignity |
| Officer Responsibility | Installation Charge | Applications for Officer Responsibilities |
| Recruitment | Ritual During Recruitment | Applying the Object to Recruitment Living our Ritual during Recruitment Ritual & Recruitment Reflecting on the Values of Ritual for Recruitment |
| Religion | Take Time | Ritual and Religion: Symbols and Passages Ritual and Religion: The Golden Rule |
| Ritual Knowledge | The Secret Thoughts of a Ritual | AOII Ritual Baseball Post Initiation Workshops 1 – Overview of Ritual for Initiation Post Initiation Workshop 2 – Exploring the Major Components of Ritual |
| Ritual Logistics | Three Sails | Ritual Practice Basics Ritual Practice Evaluation and Walk Through |
| Ritual, Respect, and Dignity | A Rose in Every Home... Ritual in Every Heart | Just One Word – Collegians Just One Word – New Members Living Ritual with Respect and Dignity Problem Solving with Ritual Scenarios |
| Service | The Lamp | Living up to the Object 101 Ways to Apply Ritual to our Daily Lives |
| Sisterhood | AOII is... Sisterhood Prompts | AOII Baseball Murder Mystery – A Blooming Murder |
| Transitions | Welcome... The Rose of Red | Reflections on Pinning AOII Ritual Applications for Officer Responsibilities Ritual Applications for Strengthening Relationships |
| Values | Installation Charge Keep it Real Sisterhood Prompts | 101 Ways to Apply Ritual to our Daily Lives Reflections on the Value of Ritual Reflections on Value Based Living What's in your phone? |



Ritual Responsibilities for Alumnae Chapters

When you tell your alumnae chapter members that the next meeting will include performing a Ritual, what happens? Do your members jump for joy? Or, do they say, "I'm sorry I won't be able to attend. I have other plans -- which I will make immediately."

Why do some alumnae tend to avoid participating in our Ritual?

Maybe it's because each fears that she may be the only one there who doesn't remember what to say and how to move during the Ritual.

The alumnae who feel that way should give themselves a break. They might think about this: after they leave their collegiate chapters, many alumnae don't experience our Ritual very often – if at all. So, when they have an opportunity to participate in a Ritual, members may feel embarrassed because they don't remember everything, they think they should about Ritual.

When members are comfortable about participating in Ritual, they tend to get more out of it. Also, they can get beyond any concerns about how to perform Ritual and more fully recognize the beauty and usefulness of the principles expressed in it.

As Alumnae President, you can have a great influence on how members feel about our Ritual – not only about their participating in it, but, more importantly, about how they regard our Ritual and apply it to their lives.

Alumnae and Ritual

One of the realities of being an alumna member is that alumnae do not have as many opportunities to participate in Rituals as collegiate members do. Ritual is the most special part of AOII membership. Make extra efforts to keep the alumnae in your area involved in Ritual.



How Tos for Alumnae Presidents

The heart of Alpha Omicron Pi is its Rituals, an intrinsic part of every member's life and a privilege of membership in the Fraternity. To remind us of our vows and our philosophy, each alumnae and collegiate chapter must assume responsibility for providing Ritual education for its members and conducting Rituals.

Helping Members Feel Comfortable with Ritual

Helping alumnae members connect with our Ritual and appreciate it can be challenging for several reasons. For example, if an alumna has not participated in a Ritual for a long time, she may be embarrassed or at least feel awkward about not remembering procedures or speeches. Alumnae chapters also sometimes have challenges finding a convenient time and private place to conduct Ritual, having enough members present to conduct Ritual, and dealing with questions from members about proper Ritual attire.

Recognizing the constraints and other considerations under which alumnae chapters perform Rituals, related accommodations in policies and procedures are provided to alumnae to facilitate their performance of Ritual and participation in it. As Alumnae President, one of your primary objectives should be to help your members feel more comfortable about participating in our Ritual.

How can you do that? There are many resources available to facilitate the Ritual education of your chapter members and help them become more familiar with our Ritual. This Ritual Education Manual (REM) contains many "Ritual Moments" which can be incorporated easily into your chapter meetings. Doing so is a gentle, quick way to help members connect with the principles expressed in our Ritual. Also in this REM, there are many educational workshops and modules that can be adapted to suit your needs. As you review the workshops and modules, don't pass by the ones designated for collegians. Much of the information contained in those materials can be equally as useful to alumnae as to collegians. Also, please see the *Rituals Book*, *Book of Rituals Instructions*, and the Book of Policies in the AOII International Governing Documents on Alpha Link via the AOII Website.

If an alumna does not have the opportunity to regularly experience this basic, integral part of AOII, she misses out on a membership privilege and one of the most beautiful and meaningful aspects of our Fraternity. Additionally, not experiencing Ritual regularly and/or not having opportunities to refresh her memory about the philosophy expressed in our Ritual may lessen the member's familiarity with Ritual -- how to perform it and how it can be helpful in her life.

Performing Alumnae Rituals

Each alumnae chapter is strongly encouraged to perform at least one Ritual each year, which may include the Ritual for Formal Meetings of Alumnae Chapters, Ritual for Installation of Alumnae Chapter Officers, Memorial Ritual, and Ritual to Welcome Collegiate Seniors into Alumnae Status.

As Alumnae President, you have a wonderful privilege and responsibility to perform Rituals for your chapter. You should prepare yourself thoroughly before conducting a Ritual. During your preparation, the *Rituals Book* and *Book of Rituals Instructions* will be invaluable resources. Each contains a wealth of information and step-by-step guides for how to perform each AOII Ritual, Ceremony, and Service.



Preparing for Rituals

Each Ritual -- and every AOII proceeding -- should be beautiful and inspirational, performed with grace and dignity, in an atmosphere of orderliness and quiet. You should be familiar with the words and procedures in Ritual, but you do not have to memorize the Ritual. However, you should be familiar enough with the Ritual so you can deliver it with only occasional references to the *Rituals Book*.

Remember that the spirit in which you and your members participate in Ritual is paramount. Proper decorum is critical because our Ritual reminds us of our philosophy and the mutual promises we exchanged with the Fraternity. Those vows bind us together as sisters and friends.

You should make the following preparations for performing Ritual. Taking these steps will help your members feel more comfortable with Ritual and better enable them to perform it smoothly.

In advance of performing the Ritual, you should designate the members who will serve as the Herald and the Wardens. If possible, each should meet with the President and learn her speech before the Ritual is performed. If such meetings are not possible, you may supply each alumna who participates in the Ritual a paper copy of all the Wardens' Speeches. If this is done, you must distribute the copies immediately prior to conducting the Ritual (perhaps during a Ritual rehearsal). The copies may not be distributed in advance of the Ritual. You are responsible for collecting the copies and destroying them immediately after the Ritual concludes.

In addition to distributing a copy of the Wardens' Speeches to each participant in the Ritual, you also may provide each participant a copy of the lyrics of "Once More United." The copies may not be distributed in advance of the Ritual. You are responsible for collecting the copies and destroying them immediately after the Ritual concludes.

Just as it is important for you to be familiar with the Rituals, your members' enthusiasm for participating in Rituals is related directly to their familiarity with it. Using the information in this REM, *Rituals Book*, and *Book of Rituals Instructions*, you should conduct a brief review of Ritual basics and a walk through (rehearsal) immediately before a Ritual is conducted. (See this REM.) During the rehearsal, review the password, grip, Wardens' speeches, vow, and "Once More United" with all the members.

Another aid in increasing members' comfort levels about performing Ritual is to inform them in advance that there will be a walk through (rehearsal) immediately prior to performing the Ritual. That information will help reduce the awkwardness that members may feel if it has been a long time since they participated in a Ritual. Assure them that all chapter members will be in this together and that participating in the Ritual will NOT be a test to determine how much they remember about it.

Ritual Attire

See the Book of Policies in the Governing Documents of Alpha Omicron Pi and the Guide to Badge Wear on Fulfilling the Promise.

Ritual Materials and Equipment

You should have in your possession, and keep in a safe place, at least one copy each of our *Rituals Book* and *Book of Rituals Instructions*. These books are the property of the alumnae chapter. You must carefully pass them on to the president who succeeds you.



When new editions of the *Rituals Book*, *Book of Rituals Instructions* are issued, return all previous editions of these publications to AOII International Headquarters. This includes previous printed editions of the Ritual Education Manual. Similarly, if you encounter any outdated copies of these publications in your chapter, return them to AOII International Headquarters. Additional instructions may be specified by International Headquarters.

Although it is not imperative that your chapter own Ritual equipment, your chapter may purchase it from AOII International Headquarters. (Individual pieces of Ritual equipment can be purchased one at a time.) Otherwise, if a collegiate chapter is nearby, your alumnae chapter may borrow their Ritual equipment.

Another alternative for the alumnae chapter is to use a small table covered with a red tablecloth. Use brass candlesticks with 10-inch red candles. Wax candles or battery-operated candles may be used. Stand in the Alpha formation. Follow the instructions for movement in the Ritual as if the symbols, ribbons, etc. were being used.

It is not permissible or appropriate for any chapter to substitute any items for the Ritual symbols. If the symbols are not available, the alumnae chapter should perform the Ritual without them instead of using any substitute items.

When You Have Questions

As Alumnae President, you aren't expected to know everything there is to know about our Ritual. The *Book of Rituals Instructions* is a valuable resource. The fact is: no one knows everything there is to know about it. There always is something more to learn about our Ritual, no matter how much or how long a member has explored it. Please don't hesitate to refer any questions you have about any aspect of Ritual to the Rituals, Traditions, and Jewelry Committee. The members of the committee are available to assist you.

Programming Guide for Matching Ritual Resources to Topics for Alumnae Chapters

Use this guide to help develop your Ritual education plan. All the resources listed below are in this REM.

| TOPIC | RITUAL MOMENTS | WORKSHOPS/MODULES |
|------------------------------|---|---|
| Continuing the Tradition | Let Us The Meaning of the Rose Cardinal – More than a Color | 101 Ways to Apply Ritual to our Daily Lives Living Our Ritual Every Day Reflecting on the Values of Ritual Which Founder Do You Most Emulate |
| Commitment | Installation Charge | Living up to the Object |
| Officer Responsibility | Initiation Charge | Ritual Applications for Officer |
| Recruitment | Using Ritual During Recruitment | Reflecting on the Values of Ritual for Recruitment |
| Religion | Take Time | Ritual and Religion: Symbols and Passages Ritual and Religion: The Golden Rule |
| Ritual Knowledge | The Secret Thoughts of a Ritual | AOII Ritual Baseball Post Initiation Workshop 1: Overview of the Ritual for Initiation Post Initiation Workshop 2: Exploring the Major Components of Ritual |
| Ritual Logistics | Three Sails | Ritual Practice Basics Ritual Practice Walk Through - Alumnae |
| Ritual, Respect, and Dignity | A Rose in Every Home... Ritual in Every Heart | Just One Word – Alumnae and Alumnae Initiate Candidates Reflecting on the Values of Ritual |
| Service | The Lamp | Living up to the Object |
| Sisterhood | AOII is... | AOII Ritual Baseball AOII Jeopardy A Blooming Murder Mystery 101 Ways to Apply Ritual to our Daily Lives Ritual & Religion – The Golden Rule |
| Transitions | Welcome... The Rose of Red | Applications for Officer Responsibilities Post Initiation Workshop 1– Overview of the Ritual for Initiation Post Initiation Workshop 2 – Exploring the Major Components of Ritual |
| Values | Sisterhood Prompts | 101 Ways to Apply Ritual to our Daily Lives Keep it Real Reflecting on the Values of Ritual 101 Ways to Apply Ritual to our Daily Lives What's In Your phone? |



Ritual Evaluation Checklists

The following checklists offer an overview of the key components of Ritual, which are separated into two major evaluation areas: Performance and Application. These checklists provide the Director of Ritual Education (DRE) or Vice President Programming and Enrichment (VPPE), Chapter President (CP) and Advisors in collegiate chapters, and the Alumnae President in alumnae chapters easy ways to evaluate a chapter's commitment to Ritual. The checklists also may be useful to official visitors to chapters.

The Application Checklist should be copied and completed at least annually. The DRE or VPPE and/or CP in collegiate chapters and the Alumnae President in alumnae chapters should copy and complete the Performance Checklist after each Ritual that the chapter performs. This will help determine the Ritual performance areas on which the chapter may need to focus. These focus areas may change as the chapter becomes more proficient in Ritual performance and more comfortable with application (Ritual knowledge and members' use of it in their lives).

Ritual Evaluation Performance Checklist

| | EVALUATION AREAS | EXCELLENT | GOOD | FAIR | POOR |
|-----------------------------|---|-----------|------|------|------|
| Frequency | Collegiate Chapters: A Ritual is performed once a month. | | | | |
| | Alumnae Chapters: At least one Ritual is performed annually. | | | | |
| Advisor | Collegiate Chapters: Chapter Advisor or her proxy is present for Ritual. | | | | |
| Selection of Wardens | Members have the opportunity to earn the privilege of serving as Wardens. | | | | |
| Attire | All chapter members adhere to Ritual attire specifications found in Fulfilling the Promise. | | | | |
| Silence | Members are silent while they put on their robes and sxxxxxx and while they line up for the processional. | | | | |
| | Members maintain silence and a respectful attitude throughout Ritual and until equipment is being put away. | | | | |
| Sxxxxxs | Members face each other to place or remove a sister's sxxxx. | | | | |
| Grip | The grip is performed correctly by all members. | | | | |
| Password | The password is pronounced accurately, exactly as written, by all members. | | | | |
| Processional | The processional is led by the ribbon bearers. | | | | |
| | Members walk in pairs (except as specified in the BRI) to altar, turn away from each other and the altar, and proceed to their places in the formation. | | | | |
| | Chapter uses correct order and formation for physical location and size of room. (Refer to related diagrams in the BRI.) | | | | |
| | Members do not pause at altar or foot of Alpha and maintain a continuous flow. | | | | |
| Ribbon Extension | Ribbons are properly and neatly extended, with ribbon bearers walking together to unroll them. | | | | |
| Formation | The members step up to the ribbon and turn to face the altar. | | | | |
| | The Senior Wardens step up to and are even with the front edge of the altar. | | | | |
| | The Junior Wardens step up next to the Senior Wardens. | | | | |

Ritual Evaluation Performance Checklist

| | EVALUATION AREAS | EXCELLENT | GOOD | FAIR | POOR |
|---|---|-----------|------|------|------|
| Ribbons | Ribbons are always kept taut, with members extending hands (flat, palm side up) as necessary to support them. | | | | |
| Wardens' Cues | The Wardens know their initial cues and speak in unison "So may it be" and "Amen." | | | | |
| Herald | The Herald knows her cue, turns to face the foot of the Alpha formation, and speaks clearly. | | | | |
| Wardens' Performance During Speeches | The Wardens know their cues, turn to face the foot of the Alpha formation, hold their symbols up, extend them out for the sisters to see, and speak clearly. | | | | |
| Wardens' Speeches | All members accurately and clearly recite the Wardens' speeches in unison (during all Rituals except for initiation). | | | | |
| Initiation Pledge | Each member touches the ruby in her badge (or where the badge would be) with the index finger of her left hand as she accurately and clearly recites the Initiation Pledge in unison. | | | | |
| President | President is familiar with Ritual, articulates clearly, performs with feeling, and pronounces everything correctly. | | | | |
| Ribbons/ Recessional | Ribbons are properly and neatly gathered and placed, with ribbon bearers walking together to and from the altar. | | | | |
| Recessional | Members walk toward the altar, turn toward each other, and proceed in pairs (except as specified in the BRI) away from the altar. | | | | |
| | Members do not pause at altar or foot of Alpha formation and maintain a continuous flow. | | | | |
| Once More United | Performed exactly as written, in tempo and in key, with no harmony. | | | | |
| | Members hum until recessional is complete. | | | | |

Evaluation Conducted By:

 Name

 Title

 Chapter

 Date

Ritual Evaluation Application Checklist

| | EVALUATION AREAS | EXCELLENT | GOOD | FAIR | POOR |
|--------------------------|--|-----------|------|------|------|
| Attitudes | Chapter members have positive attitudes toward Ritual. | | | | |
| Education | The chapter conducts an ongoing Ritual education program as prescribed in the Ritual Education Manual. | | | | |
| | Members participate in the chapter's Ritual education program. | | | | |
| | Collegiate Chapters: A Ritual workshop is conducted for newly initiated members within two weeks following their initiations. | | | | |
| Sponsors | Collegiate Chapters: After New Members have been formally pinned, their sponsors help them learn about the significance of the Pinning Service. | | | | |
| | Collegiate Chapters: After New Members have been initiated, their sponsors help them learn about the Ritual. | | | | |
| Purpose | Chapter members understand and appreciate the purposes of Ritual. | | | | |
| Daily Application | Chapter members apply Ritual daily and are encouraged to do so. | | | | |
| Activities | Ritual is reflected in chapter activities and programming. | | | | |
| Officers | Officers reflect principles expressed in Ritual as they perform the duties of their offices. | | | | |
| Operations | Collegiate Chapters: The DRE or VPPE works with other officers to weave Ritual into chapter operations. | | | | |
| | Alumnae Chapters: The Alumnae President works with other officers to weave Ritual into chapter operations. | | | | |

Evaluation Conducted By:

 Name

 Title

 Chapter

 Date

Ritual Moments

Ritual Moments are brief tidbits of information that are related to AOII Rituals and philosophy that are inserted into chapter meetings, recruitment workshops, etc. to enhance the Ritual education of **initiated members**. Ritual Moments without Ritual specifics are appropriate for New Members.

Several Ritual Moments are suggested in this section of the REM. Chapters are encouraged to be creative and fit them into the chapter's needs and time frames. The idea of Ritual Moments is to stimulate discussion about Ritual and facilitate better understanding of it. Each may be utilized as an introduction to chapter activities or as a quick spark that gives each member a pathway to reflect on an aspect of AOII Rituals.

Additional sources for Ritual Moments can be found:

- In the Ritual Education section of *Fulfilling the Promise*
- In the Symbolism/Traditions section of the *Book of Rituals Instructions*



A Rose in Every Home...Ritual in Every Heart

By Beverly Landes Townsend, Alpha Phi Chapter (Montana State University) Rituals, Traditions and Jewelry Committee

AOII Ritual...is it only a vague recollection of symbolic ceremony, or could it be the foundation for each new day of one's life?

In recent years as an alumnae president, I have had a copy of the AOII Ritual safely tucked away in my home. It has become my favorite reading material. Without fail, as I peruse its pages, I am awed by the foresight and integrity of our four Founders, the meaningful application of the symbols, and the truly beautiful words of each Ritual ceremony.

Unfortunately, its inspiring beauty is read by only a few. In the February 1986 Piper newsletter, an article by Ginny Kreke of the Membership Education Committee advised alumnae chapters to bring Ritual into their meetings. She listed several outstanding ways to do so. Ginny also encouraged us to bring these teachings into our daily lives. But how?

- ...By letting our light so shine as we do our good works.
- ...By being patient when things are disorderly in our lives.
- ...By using good judgment and fair-mindedness in making decisions.
- ...By demonstrating tolerance and self-control in our daily relationships.
- ...With dignity, sincerity, integrity, and loyalty.
- ...And with a spirit of love.

Each of these is like a petal of an unfolding rose, a symbol which we all hold dear.

I am reminded of a visit many years ago to the home of an elderly alumna, one of the first pledges of my chapter. On her living room wall was a framed embroidery of a single red rose. When I commented on its loveliness, she replied, "Not a day goes by that I don't think about AOII. My rose reminds me how to live." I've never forgotten those words. Since that day, red roses grace my home. Some are silk, some are painted, and some are fresh. And I remember...

How simple a reminder if each of us would place one red rose in a special location, where each day we can reflect upon the principles and teachings of AOII, reminding us how to live...and to love.



AOII Is...

By Stella George Stern Perry, Alpha Chapter (Barnard College)

a family watching solicitously, let us believe, each of its members, not only for family friendship and for love...but watching

for a light going into dark places, the light of Alpha Omicron Pi,

for a ladder on which man may climb upward, the ladder of Alpha Omicron Pi, for a rule of life that shall build a city four-square, the rule of Alpha Omicron Pi,

and for a sword that shall protect the sanctities of Always against the intrusions of Today.



Cardinal – More than a Color

Our Ritual binds the members of Alpha Omicron Pi together. It contains the heart of AOII – what AOII is all about.

Our Ritual has endured the changes of society. A powerful testament to the wisdom and foresight of our Founders is that our Ritual is just as meaningful today as it was when the Founders wrote it.

The Ritual was written many years ago to preserve the bond of friendship among AOIIs and to express the values and principles of our relationships and our organization.

To further our understanding of Ritual and its symbolism let's discuss our color: cardinal.

1. Why is our color cardinal?
2. What is a good definition of cardinal?

Cardinal means: fundamental, basic, principal, that upon which everything else depends or hinges; around which everything else revolves.

So, the Founders had specific reasons for selecting "cardinal" for our color rather than choosing simply "red" or "crimson" or some other word that only described the color – not the meaning.

When something is cardinal, it is fundamental, central, and basic. In addition, in Greek times, cardinal was the color of purity and strength – the strength of convictions.

Think of each item in our Ritual that is the color cardinal. (Examples include the President's robe, table cover and skirt, *Rituals Book*, ribbons, and candles.)

In addition to thinking of the cardinal items in our Ritual, think of the meanings of cardinal. Remember that our Founders used cardinal as a visual reminder of the principles of our Fraternity.

Cardinal is more than a color.



Installation Charge

One of the most meaningful, inspirational, and philosophy-filled parts of any AOII Ritual unfortunately usually is heard only by the few members who attend the Ritual when a new collegiate chapter is installed. The Installation Charge, shared by the International President after she has presented the chapter's charter, expands on The Charge that is included in all Rituals.

The Installation Charge includes emphasis on the responsibilities of membership as they reflect on all AOII members, reminders of several AOII values, expressions of solid confidence in entrusting the Fraternity's honor to chapter members, admonitions for each member to fully develop her talents, and the hope members always will proceed with wisdom and love.

Reflecting on and discussing the philosophy and guidance expressed in the Installation Charge can help members gain new insights into their AOII memberships and the profound precepts our Fraternity bids us to observe.

As the representative of our Fraternity, I am empowered by the proper authorities to install you as _____
(Insert chapter name) Chapter of Alpha Omicron Pi. It is my duty in this capacity most solemnly to charge you with the responsibility you have undertaken. You are now representing not only your own group and those who are to succeed you at _____
(Insert name of college or university), but also thousands of members of Alpha Omicron Pi far and near, who have taken these vows before you. Their honor is now entrusted to you, with love and perfect confidence. The eyes of the academic world, the eyes of the greater world, now rest upon them through you. You are to merit this trust. You are to fulfill our ideals with ardent zeal, to uphold our traditions, our Constitution, our laws and our purposes with conscientious devotion; and with enthusiasm to perform all the duties, present and to come, entrusted to you by the granting of this charter. Self-sufficiency, extravagance, ostentation, or unfair competition. But the bond among you must be strong. You must in honor prefer one another and in kindness desire each the happiness of the others. For the good and the fair repute of the whole, each must earnestly develop her scholarship and all the talents with which she may be endowed, and bear evidence always, in whatsoever she does, of the ambition for useful service which is our aim. Let us seek wisdom and act through love.



Keep It Real

R = RELATE to my sisters and to AOII values that I vowed to uphold forever

E = ENGAGE with my sisters, chapter, college, community, family, and all the endeavors I pursue throughout my life.

A = ACTIVELY APPRECIATE what we share and have committed to in AOII, and what my sisters and our Ritual are to me.

L = LIVE my personal values, AOII principles, and my vow

Let Us

By Elizabeth Heywood Wyman, Alpha Chapter (Barnard College)
December 8, 1930 Founders' Day Greetings

Give ourselves loyally to our fraternity's service

Remembering always its high purpose

Envoy none since none can play our role

Endure disappointment with courage and confidence in good to come

Try the new when success in it means greater strength

Imitate any man's wisdom, but no man's folly

Never lose faith in eternal righteousness

Grow more tender with the years

Show good will to all men.

Sisterhood Is...

Author Unknown

a shield you wear over your heart;

a friend whether near or apart;

a love that must shine from within;

a tear or a smile...a loss or a win;

a joy that you make the right choice;

a bond through which we all rejoice

but above all, sisterhood is...

a myth until you make it real.



Sisterhood Prompts

(Use Sisterhood Prompts, one or two at a time, to create a dialogue with the chapter. Feel free to create additional prompts for your chapter.)

What is your favorite Ritual and why?

What is your Chapter Submotto and how do you apply it to your life?

What is your favorite piece of AOII jewelry and why?

What Founder are you most like?

What is your favorite AOII office?

What is your favorite or most meaningful AOII event?

Which Ritual Symbol is your favorite and why?

What is your favorite speech and why?

How can you use Ritual during a disagreement with a sister?

How can you use Ritual when you are stressed?

How can Ritual help you with non-AOII relationships?

How can Ritual bring you closer to your sisters outside of Chapter?

How will you remember the specifics of Ritual even after graduation?

Who has been a role model or influenced you in AOII? How?

What is your favorite AOII memory?

How can Ritual be used in your everyday life?

What makes our Ritual special to you?

When did Ritual "click" for you? When did it sink in? Did you have an "aha" moment or was it gradual?

What about AOII will you never forget, even if you live to be 100 years old?



Take Time

Author Unknown

Take time to think...it is the source of power.
Take time to play...it is the secret of perpetual youth.
Take time to read...it is the fountain of wisdom.
Take time to pray...it is the greatest power on earth.
Take time to love and be loved...it is a God-given privilege.
Take time to be friendly...it is the road to happiness.
Take time to laugh...it is the music of the soul.
Take time to work...it is the price of success.
Take time to do charity...it is the key to heaven.

The Lamp

By Stella George Stern Perry, Alpha Chapter (Barnard College)

May every year, Aladdin-wise,
Out of our lamp a spirit raise
Shall build us castles to the skies
And lead our path in pleasant ways;
But though we live in golden towers
Keep still this motto in our sight;
"Not in possessions nor in powers,
The lamp's chief glory is its light."



The Meaning of the Rose

By Bertha Marie Brechet Hayden, Tau Chapter (University of Minnesota)

Of all the beautiful flowers
That Heavenly kindness sends,
The rose is the living symbol
Of the love in the hearts of our friends.

The roots are our deepest feelings,
As shown when sorrow is near;
The stems are the living beauty
Of sympathy and cheer.

The leaves are the lovely expressions
Of all that is generous and kind
As they drink in the warmth of the sunshine
Of the kindred spirits they find.

But roots, stems, and leaves are as nothing
Bereft of all meaning those,
If they do not come to fulfillment
In forming the perfect rose.

The full-bloom rose, with its beauty,
Its fragrance and freshness sweet,
The rose with its breath of Heaven,
The loveliest flower we meet.

And after the roses come petals,
That fall with never a sound,
Slowly forming a carpet
Of color to brighten the ground.
And following the petals come memories

Of pleasure and pain combined,
And we never forget the roses
For the fragrance they leave behind.
So of all the beautiful flowers
That God in his kindness sends,
The rose is the living symbol
Of the love in the hearts of our friends.



The Rose of Red

By Edith A. Dietz, Alpha Chapter (Barnard College) 1905

Let others praise the lily fair
Or purple violet;

Let others boast of other flowers
whose charms they'll never forget;

But first and foremost in our hearts
Forever more shall be

The fragrant rose deepest red
of our fraternity.

This flower of ours shall ever be
enshrined in every heart.

And we will ever cherish it
until from life we part.

And may we all throughout our lives,
whatever we think or do,

Forgetful of all else besides,
to Alpha's flower prove true.



The Secret Thoughts of a Ritual

By Ed King, Sigma Chi Fraternity

There are many of us around. Some of us are very informal and loosely structured, others are very formal and precisely worded. Whether you are aware of it or not, your whole life is based on certain ritualistic patterns. The way you get up in the morning, the way you study, the way you organize your social life, the way you speak and write, these are all based on certain habits or routines that you develop and have performed, by and large, in an informal ritualistic way.

Today, I would like to share with you some thoughts on another kind of ritual, one that is considered very private and is often called esoteric. I am the fraternity ritual. One that you will find locked in a file in the corner of some dark office because I don't get used or opened up very often. I have a lot of time to think, I'd like to share with you some of my thoughts. Sometimes I go through a real identity crises. Who am I? What am I? Why am I? To know what a thing is, you must first know what it is for. You tell what a thing is for by the way it is used.

Although there are some exceptions in the way I am used, let me tell you how the majority of fraternities use me. The vast amount of my time is spent in a dark cabinet, locked up and gathering dust. About once a semester there comes a mad rush for my existence, people literally scrambling, and all of a sudden, I become very important.

It's really funny, because many times they can't find me. They forget where I was placed and a mild panic sets in until finally, they dig me out from under the huge stacks of constitutions, bylaws and chapter minutes. Once I am found I am under one hour surveillance. It's almost as if I'm being digested, but that's not really it, what's happening is that I'm being memorized. I'm literally studied word for word, phrase for phrase, and sometimes people even argue over me. Two or three people are wanting me at the same time. They begin with "Well, let me just copy my part" then the argument gets hotter because somebody says "No, it's not legal to copy anything out of the ritual." Some people, however, go ahead and fudge a bit and copy their part and then pass me on.

After being up almost all day and all night for a week, I am taken to a dimly lighted room where a number of people are gathered. There I am presented with much feeling and serious drama. It is obviously a moment of great climax for some people, for they are seeing and hearing me for the first time. Shortly after the ceremony I am brought back to the dark room and placed in the locked file drawer, and I am not seen or heard of until the end of the next semester. In this case, as a ritual, what am I? Well, as I see it, I am a perfunctory service that must be performed to get new members into an organization. Once the initiation is over, I'm pretty much pigeonholed until the next class is to be initiated.

However, in some fraternity houses I exist in quite a different fashion. Soon after the initiation, the sisters come in one by one, get me out of the drawer and look me over very carefully. Some just like to read me, others try to memorize me. Whatever the case, I like it when they use me. Sometimes they even argue over me and this gets exciting because you see that's what I'm about. Yes, in fact, I can even be changed.

I'm really a very human document, one that was written down some time ago after a great deal of thought by one or two people and I have been reworded, rephrased, and reevaluated, many, many times. To know what I'm really about, I need to be perpetually used and studied. Too often the members mention me only at initiation time and I'm really meant for much more than that. In fact, one of my most important missions is to help the active chapter at its weekly meetings. If I am understood and used properly at these weekly meetings, I can really help the chapter get things together. There are always a few who don't like to use me and put up a big argument about having an informal chapter meeting. What a joke that usually turns out to be; most informal chapter meetings last a heck of a lot longer than formal chapter meetings where I'm used. As I have listened to people and watched how they use me, a couple



of important thoughts have crossed my mind. First, the fraternities have done an excellent job in keeping me an esoteric document, that is, basically a secret document and therein is much of the problem. Not only am I a secret document to the outside, I am secret to most of the members as well. They don't know or understand me because they have never really studied me. Some people, I suspect, would like to keep me very, very secret because if non-members found out what I stood for, they might expect the members to live by it and that would be very difficult. Therefore, they keep me secret, and they won't have to change their lifestyles.

Although I can be used in different ways and for different things, when you boil me down to my fundamental essence, I'm essentially one thing, a system of values. I don't change very much because I am the product of history and the spirit of man and how he relates to his fellow man and to his God. This relationship between man and man, and man and God, has never been a static one. It is confusing and illuminating, painful and exciting, a separation and a reunion and although I appear to be a contradiction, I am really no more a contradiction than man himself. Frequently we forget that man is both animal and spiritual in nature and to reconcile the two can often be painful, confusing, and frightening. And that is why it is so critical that man understands who I am and what I am for.

Because I am a system of values, I am therefore an instrument of self-evaluation. My values are clear and absolute and yet difficult to emulate. To state a few, I am honor, courage, integrity, fidelity, courtesy, and I demand self-control as well as ambition and humility.

Those of you who are leaders in the fraternity movement, the officers of the national, international, or general fraternities, you who are professional fraternity people must continue to ask yourselves how you can improve in articulating to your members the message of your fraternity. Why is it that some of the members get it and others do not? To some the message goes deep and becomes a part of their very being while for others it never scratches the surface. Ask yourself the question when you attend your regional meetings, your workshops, retreats, leadership schools, how much time do you spend discussing and sharing with each other what personal effect I have had on your lives. Do you, as so many active chapters do, use me to start the meetings and close the meetings and become so involved in your day-to-day business that you forget that I am there to be reflected upon? For those of you who do understand and use me, are you afraid or ashamed to share those experiences and thoughts with your fellow sisters? Those of you who are fraternity leaders, and are not using me in this way are very derelict in your responsibilities, your duties, and the very office that you took when you became a member and an officer in your fraternity. For you see as written in your esoteric manuals, I am really of very little value unless you and the other sisters come, and through your mutual sharing begin to experience the meaning of the ritual. The effectiveness of my message is in direct proportion to your knowledge and belief in my values.

If there is something about me that you do not like, then change me, but for God's sake do not ignore me. It is the indifference to and the ignorance of my essential message that continues to stifle the growth of the fraternity system. Never has the time been so ripe as this period in our history when the young people of today on our college campuses are crying out for the kind of message, guidance, value, and leadership that has been so long hidden in my pages.

If you would just realize that by better knowing and understanding me, many of your day-to-day problems, housing, drugs, collections, and apathy, would simply fade away and not exist. To threaten or fine a sister is an anathema to my very being. If a sister slips and becomes derelict she should be asked to review her oath and charge, and if she chooses not to obey and follow that oath then she should be asked to leave the sisterhood. If you would weed out those who do not wish to follow or believe in the obligation, they swore to uphold we would all be much better off.

Basically, I am a road map to help a person along his journey of life and assist him in his communion with his fellow travelers. Who am I? Your ritual. What am I? A system of values. What am I for? My purpose is not to make you a better sorority woman, but rather a better human being.

Three Sails

By a member of Omicron Chapter in the early 1900's (University of Tennessee at Knoxville)

I have launched my ship in a stormy sea,
'Tis tussling with mighty gales.
I have my doubts, I have my fears,
But I have my three strong sails.

And I shall know if my ship is lost
And I am wrecked at sea
That it isn't the sails of my three strong sails,
But the Captain of the three.

The sail of Hope, the sail of Faith,
And the sail of Charity
Shall brave the winds and break the gales
These three shall bravely anchor me.



Using Ritual During Recruitment

By Kay Elam, Sigma Delta (Huntingdon College), Rituals, Traditions, and Jewelry Committee

If we can't share our Ritual with others, how can we use it during Recruitment? Here, in no particular order, are ten reasons to utilize Ritual during Recruitment...and suggestions on how to do it.

1. **Use Ritual as a reminder of AOII's core values.** Ritual is the foundation of our Fraternity. As members, we believe in and hopefully possess these values.
Application: Seek new members who are like-minded. This is the bond that makes our sisterhood strong.
2. **Use Ritual to calm the chapter.** Take time to block intrusions from the outside world (even if only for a few minutes).
Application: Before parties, have the Chapter President, Director of Ritual Education or Vice President of Programming and Enrichment share a short passage from Ritual. Encourage sisters to hold the passage in their hearts during the parties.
3. **Use Ritual to instill confidence.** Every member plays an important role during Recruitment, but confidence doesn't come naturally to everyone.
Application: Remember our Founders were dynamic, intelligent, and confident women. Strive to follow their examples. Read the Collegiate Chapter Installation Charge. Confidence will follow...guaranteed.
4. **Use Ritual as a conversation topic.** Each day you have areas to cover...finances, philanthropy, scholarship, activities, etc. Likewise, you can talk about Ritual without disclosing the specifics.
Application: Share some ways Ritual is special. It hasn't changed in almost 125 years yet is still relevant. It is simple, beautiful, and something to look forward to.
5. **Use Ritual to strengthen the Chapter's bonds of sisterhood.** Sharing Ritual with sisters provides unity and harmony for a chapter.
Application: Make time for a formal Ritual during work week.
6. **Use Ritual for guidance and focus.** Ritual is a road map for our own behavior with our sisters and with potential new members.
Application: Read and reflect upon your initiation promises and call upon them when interacting with sisters and with PNMs.
7. **Use Ritual to attract the women you want as future sisters.** Keep in mind Ritual is a two-way street. Just as you are looking for outstanding women, potential new members are seeking outstanding chapters.
Application: Show with your actions the character of your chapter. Watching sisters as they live Ritual will attract the women best suited for your chapter.
8. **Use Ritual to set the tone for membership selection.** Lean on Ritual to make good choices.
Application: Open and close the MS meeting with Ritual. If necessary, use short passages from Ritual to regain focus.
9. **Use Ritual to remind you who you are as an individual, a chapter, an organization, and a Panhellenic member.** Determine what's important to you, your chapter, AOII International, and your Greek community.
Application: Embrace Ritual to be the best you that you can be.
10. **Use Ritual to guarantee the future of our Fraternity.** In AOII new members are chosen by collegiate members. Therefore, the future of not only your chapter but also of Alpha Omicron Pi is in your hands.
Application: Exert the utmost care during the selection process as the future of the Fraternity depends on well-chosen members.



Welcome

By Stella George Stern Perry, Alpha Chapter (Barnard College)

Welcome to our past – may it enrich and inspire you!
Welcome to our future – may it be by you enriched, inspired, ennobled!
Welcome to our hearts – to our life-long companionship and protection
Welcome to our upward trek toward the stars that lead us!
And in all, may the love that unites us guide and bless you!

You Never Know

By Helen L. Marshall

You never know when someone
May catch a dream from you,
You never know when a little word
Or something you may do
May open up the windows
Of a mind that seeks the light.
The way you live may not matter at all
But you never know – it might.

Ritual Education Workshops/Modules

Ritual Education Workshops/Modules in the REM are ready for presentation during chapter meetings and other get-togethers. Most of the workshops and discussion points included are appropriate for both alumnae and collegiate chapters.

Workshops/modules can be modified to fit the chapter's time frame and needs. Individual activities can be taken from a module/workshop and utilized to enhance the chapter's Ritual understanding. Ritual Education Workshops/Modules can be integrated into a variety of chapter activities or presented alone.

Using these resources with the chapter will increase awareness of and reliance on Ritual as a guide for living – individually and as a chapter.



Application

101 Ways to Apply Ritual to our Daily Lives – Universal

This one-page list is a great handout full of simple ways to use Ritual daily. Give a copy to each sister and go around the room and let sisters pick their favorite (or take turns reading). Suggest taping it to mirror so they'll see it every day.

Living Our Ritual Every Day – Universal

This hands-on module lets members discover ways to live Ritual in all aspects of their lives every day.

Living Up to the Object – Universal

Discuss in groups how the meanings and values expressed in the Object can be applied to specific personal and chapter situations and experiences.

Living Ritual with Respect and Dignity – Universal

Some people think that loyalty to organizations (particularly fraternities and sororities) is stronger if members "earn" their places and prove their worthiness – sometimes through abusive and/or humiliating experiences. During this activity, members discuss how to apply the values expressed in our Ritual to specific situations, including those that may constitute hazing.

Problem Solving with Ritual Scenarios – Collegians

Hands-on problem-solving activity to encourage chapter to look outside the box and apply Ritual when problem solving both within the chapter and in their outside lives.

Ritual Applications for Officer Responsibilities – Universal

This module connects officer responsibilities and leadership skills to the values and expectations found in our Ritual. Best if done right after elections.

Ritual Applications for Strengthening Relationships – Universal

Practical ways to use Ritual outside of AOII. Sections on relationships with one's self, new members, the chapter, sisters, alumnae, alumnae chapters, family, the university, and the outside world may be mixed and matched.

What's in your phone? – Universal

Your phone is a source of varied information. Scroll through your apps and share which ones are most important to you and why. This activity provides a fun, thought-provoking look at personal values and the connection between them and the values expressed in our Ritual.

Which Founder Do You Most Emulate? – Universal

What could be better? This activity is simple, fun, and fascinating. It provides opportunities for members to learn more about the personal side of our Founders and the traits that each of us may share with them. Which Founder are you most like – or do you most like?

Education

Just One Word – Collegians

Pick a Ritual word (any word) and one day of the week. Use that word in everything you think, say, and do just for that day. This activity encourages a simple, yet very meaningful, approach to using Ritual in your life every day. Applying Ritual to your life can be very helpful – and easier than you might think.

Just One Word – Alumnae

Learning the Ritual and applying its principles can make our lives more meaningful. Through this activity, learn a simple, but profound, approach to using Ritual as a system of values that applies to your personal and professional lives.

Just One Word – New Members, Chartering Members, Alumnae Initiate Candidates

This module is an introduction to Ritual for soon-to-be initiated members.

Memory Aids for Ritual: A Review for the International Membership Exam – Collegians

Need to brush up on Ritual for the International Membership Exam? This is the workshop for you.

Post Initiation Workshop 1: Overview of the Ritual for Initiation – Universal

Take the time soon after initiation to help new initiates (collegiate and alumnae) understand the principles and values upon which AOII was founded. Doing so will result in stronger chapter ties, deeper friendships, and greater personal appreciation for AOII ideals.

Post Initiation Workshop 2: Exploring the Major Components of Ritual – Collegians

A follow-up workshop to Post Initiation Workshop 1. This module focuses on new initiate's questions, insights, etc., as well as parts of Ritual that need to be memorized. This could also be used as a review for the International Membership Exam.

Ritual 101 – Universal

Ritual basics to remind members about various aspects and terms used in Ritual. (Good activity for new members with sponsor after Initiation).

Introspection

Reflections on Pinning AOII – Collegians

Each member is encouraged to explore our Ritual and develop her own interpretation of it. As an initial step in that direction, look again at the Pinning Service with New Members and sponsors.

Reflections on Values Based Living – Universal

This module encourages participants to identify the core values found in our Ritual, and to come up with ways to apply these values to everyday life.

Reflections on the Values of Ritual – Universal

To reinforce the values of Ritual and how we have used them in our lives.



Games

AOII Ritual Baseball – Universal

Challenge members' knowledge of Ritual. See who will hit a home run and bring her team home first in this action-packed Ritual-facts activity.

AOII Jeopardy – Universal

What tests your knowledge, reflexes, and strategy? Jeopardy! In AOII Jeopardy, teams compete, testing their knowledge of AOII facts and trivia in a high-energy, fast-paced setting. Remember the answers must be in the form of a question!

A Blooming Murder Mystery – Universal

This original Murder Mystery, A Blooming Murder, was written by RT&J member Kay Elam for her alumnae chapter and has been adapted for collegiate and alumnae chapter use. The module includes references to Ritual, so it is best if used only with initiated members. If New Members or other non-initiated members participate, they should leave the room for the short (but essential) Ritual Briefing/Workshop at the end of the game. They may rejoin the group prior to the reveal.

Logistics

Ritual Practice: Basics – Universal

Can you say the AOII password correctly? Can you accurately exchange the grip with another member? If you can't, you won't get admitted to the Ritual room or be able to explore the mysteries thereof. This activity helps collegians and alumnae learn and review the basics of Ritual. Just as the ABCs are the building blocks of words, the basics of Ritual are prerequisites not only to achieving personal comfort in Ritual participation, but, more importantly, to finding the practical, enduring, and meaningful applications of Ritual to our lives.

Ritual Practice: Evaluation and Walk Through – Collegians

OK. It's that time of the month when the chapter has a Formal Ritual. Are the members familiar and comfortable with Ritual procedures? When do they put on their robes? Who walks into the formation in pairs – and who doesn't? And, what's up with the ribbon bearers walking backwards, anyway? You've got questions. We've got answers. Participate in this activity -- in comfortable clothes. No joke. You'll learn how to perform the Ritual. You'll increase your comfort levels about participating in Ritual. You may even learn how to walk backwards.

Ritual Practice: Walk Through – Alumnae

So, your alumnae chapter is going to have a Ritual meeting. At least some of your members may assume that they'll be the only ones at the meeting who haven't participated in Ritual in quite a while. Each also may assume that she will be the only member who needs a refresher about the details. Not to worry. We all need refresher courses. That's what this activity is all about. Help your members feel at ease as they participate in Ritual. Who knows? After this activity, they may even look forward to it.



Recruitment

Applying the Object to Recruitment– Collegians

Discuss in groups how the meanings and values expressed in the Object can be applied to recruitment.

Living Our Ritual during Recruitment – Collegians

This workshop reviews key words from Ritual and helps participants see how they can apply their actions to their lives not only during Recruitment, but always. Includes Word Cards.

Ritual and Recruitment – Collegians

Membership selection decisions not only have profound impacts on chapters, but on AOII as a whole – not just for now, but forever be in time to come. To help illustrate the connections between our Ritual and selecting members, this discussion activity utilizes the symbols of AOII.

Reflecting on the Values of Ritual for Recruitment – Collegians

What is a value? What are your personal values? What values does our Ritual uphold? This self-reflective activity will help members identify personal values and connections between them and principles expressed in our Ritual.

Religion

Ritual and Religion: Symbols and Passages – Universal

An in depth look at symbols and religious passages found in our Ritual and consider why they were included by our Founders. Look at the meaning of some of the philosophical values in Ritual and determine characteristics and applications relevant today.

Ritual and Religion: The Golden Rule – Universal

"The Golden Rule" is prevalent in many cultures. In this module, participants look at "The Golden Rule" from several different belief systems the write a version for their chapter.



101 Ways To Apply Ritual To Our Daily Lives

Universal

REM Module

Applications 101 ways to apply Ritual to our daily lives

Audience:

Collegians (initiated)

Alumnae

Purpose:

To identify simple ways to apply Ritual to our daily lives.

Objective:

To get members to think of Ritual outside of the performance of Rituals, Ceremonies, and Services.

Activity time:

There are two activities in this module.

- 101 Ways to apply Ritual to our daily lives: 30 minutes
- Applying Ritual to my life: 30 minutes

Format:

Large group – divided into pairs

Preparation & Materials:

- Assign activity leader to prepare and know the material (usually the Director of New Member Experience)
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- Resources
 - Pens
 - Paper
- Handout: copies for all attendees
 - Let Your Light Shine 101 Ways



Activity: Applying Ritual to My Life

Step 1:

Leader introduction and instructions:

It's not difficult to apply Ritual to our daily lives. There are many ways we can do it. The handout that we are giving you lists 101 ways that have been shared by other sisters on how they apply Ritual every day.

For this activity,

- Select a partner and individually circle ten ways YOU can apply to your own life.
- Share which ways you selected with your partner.
- Together, determine one specific example for each of the ways you each selected (who, what, when, where, and how). Then come up with an additional two ways (not on the list) you can apply Ritual to YOUR life.
- You have fifteen minutes.

Step 2:

After the 15 mins or sooner if the Leader determines the conversations have come to an end:

- Reconvene in large group
- Challenge sisters to practice applications of the ways on the sheet during the coming week

Step 3:

Let's share some of the ways you selected and how you can implement

- Call on several pairs to share their examples
- Call on several pairs to share the new ideas. Have another sister write these down to share with the chapter.
- Collect the sheets from the sisters to have someone tally each answer on the sheet for the DRE to use later in the year as a reminder.

Step 4:

Leader Wrap-up

State:

Our Founders wrote our Ritual so it could be used in our day-to-day lives. Its simplicity and sincerity are two reasons it has withstood the test of time. From the list, you identified ten ways you can apply it to your life. In addition, you determined two additional ways on the list. For each way, you and your partner came up with specific ways to accomplish the application. Take this home with you and put it somewhere you can see it. As you practice the ways you chose (and others), highlight it on the list. I challenge you to apply the ten ways you selected within the next two weeks. That's less than one way per day.

Our scribe has tallied which ways you chose as individuals. This will be given to the Executive Team to use when setting goals. Incorporating some of the most popular ways you see yourselves individually applying these ways to your lives within the chapter goals allows the chapter to further take on the personality of its members.

Handout: Let Your Light Shine 101 Ways

- ☐ Treat sisterhood as family
- ☐ Remind another woman of her special qualities
- ☐ Put others before yourself
- ☐ Be open to new experiences
- ☐ Be willing to serve without recognition
- ☐ Be on time for class/work
- ☐ Follow your conscience
- ☐ Consider someone else's opinion
- ☐ Be an active and supportive member of your team
- ☐ Speak positively about your sisters
- ☐ Be content with yourself
- ☐ Be honest
- ☐ Give hugs and smiles
- ☐ Ask others to join in
- ☐ Trust someone else
- ☐ Compromise and be tolerant
- ☐ Refrain from judgment
- ☐ Be modest
- ☐ Set and strive to reach goals
- ☐ See the best in your sisters
- ☐ Promote personal growth
- ☐ Call an old friend
- ☐ Follow AOII policies
- ☐ Make sacrifices
- ☐ Laugh
- ☐ Hold the door for someone
- ☐ Get a good night's rest
- ☐ Study an adequate amount
- ☐ Read the *Ritual Book*
- ☐ Exercise for health
- ☐ Think before you speak
- ☐ Share an umbrella
- ☐ Encourage one another
- ☐ Be patient
- ☐ Talk positively about yourself
- ☐ Respect the work our leaders put into their position
- ☐ Help a friend study for a test
- ☐ Smile at strangers
- ☐ Complete tasks on time
- ☐ Be open to others' differences
- ☐ Participate in class/work
- ☐ Do the little things no one wants to do
- ☐ Schedule time for yourself
- ☐ Spend extra time getting ready when wearing your letters
- ☐ Read the *Book of Rituals Instructions*
- ☐ Bring soup to a sick friend
- ☐ Let someone copy your notes
- ☐ Eat healthily
- ☐ Go out of your way for a sister
- ☐ Hold the chapter and what it stands for in a positive light
- ☐ Stand up for a sister
- ☐ Be available
- ☐ Forgive your others
- ☐ Offer car rides in the rain
- ☐ Help someone else attain a goal
- ☐ Be real with others
- ☐ Honor our founders
- ☐ Be an active and supportive member of your community
- ☐ Bring a studying friend coffee
- ☐ Surround yourself with positive people
- ☐ Be selfless
- ☐ Encourage people who are down on themselves
- ☐ Grab a meal with a different sister each week
- ☐ Hold yourself to high standards
- ☐ Keep a positive attitude
- ☐ Send a friend a card
- ☐ Congratulate an officer or committee on a special event
- ☐ Keep others' needs in mind
- ☐ Hold something in confidence
- ☐ Participate in community service events
- ☐ Support your sisters in non-AOII activities
- ☐ Stand up for yourself
- ☐ Listen to one another
- ☐ Declare allegiance to our chapter publicly
- ☐ Be a woman of integrity
- ☐ Invest time in your AOII family
- ☐ Pay dues on time
- ☐ Take pride in things you undertake
- ☐ Go on a walk with a sister
- ☐ Donate blood
- ☐ Keep in contact with members
- ☐ Know chapter bylaws and follow them
- ☐ Support AOII events without complaint
- ☐ Dress up and wear your badge
- ☐ Recognize and praise others for accomplishments
- ☐ Join an alumnae chapter
- ☐ Perform random acts of kindness
- ☐ Use fair and just decision-making
- ☐ Support all sisters in good times and bad
- ☐ Treat others better than they would expect
- ☐ Be aware
- ☐ Help register people to vote
- ☐ Send cards to soldiers overseas
- ☐ Put your best effort into relationships with others
- ☐ Choose members wisely
- ☐ Be giving of yourself
- ☐ Keep something in your wallet that reminds you of the bond you share with your AOII sisters
- ☐ Treasure your AOII friendships
- ☐ Participate and engage in Ritual
- ☐ Call an old friend
- ☐ Be a friend

Living Our Ritual Every Day

Universal

REM Module

Living Our Ritual Every Day

Audience:

Collegians (initiated)

Alumnae

Purpose:

To share ideas with members on how each of us can live our Ritual every day.

Objective:

To review key Ritual words with sisters that summarize our Ritual and to be able to apply the actions to our lives.

Activity time:

This module has one activity.

- Living Our Ritual Every Day: 30 minutes

Format:

Small groups (average 5 to 10)

Preparation & Materials:

- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
 - Leader Note: During the Ritual Moment at the next chapter meeting, ask several sisters to share how they implemented their Ritual word since this activity.
- Living our Ritual Every Day word sheets, printed out and cut into cards.
- Pencils/pens



Activity: Living Our Ritual Every Day

Step 1:

Leader Introduction:

Our Founders were different individuals just like us and by working together they formed a sisterhood. Our Ritual is unique in that each sister can express her views and carry it out in different ways. Looking at Ritual words and sharing ways on how to use them provides ideas on how to apply our AOII Ritual values to our daily lives.

Step 2:

Distribute one Living Our Ritual Every Day card to each member:

1. Ask each member to review the word on her card.
2. Ask each member to write on the back of the card one way that she can personally live the word every day.
3. After each member has written how she can live the word every day, have her pass the card to the person on her left.
4. Ask everyone to repeat the process so there will be three ways to live the word on the card.
5. Repeat the process with new words as time is allowed.

Step 3:

Discussion:

1. Ask for volunteers to read the word on the card they have and the three ways in which members said that word can be lived.
2. Request everyone's involvement in the discussion by asking their reactions to what other members said about how they would live that word daily.
3. Ask members to share additional ideas how the word can be lived.



Cards: Living Our Ritual Every Day

ABIDE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

CHARACTER

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

CHERISH

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

DEMOCRACY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual Every Day

DIGNITY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

FAITH

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

FIDELITY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

FRATERNITY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual Every Day

HONESTY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

HOPE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

HUMILITY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

JUDGMENT

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual Every Day

LOVE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

LOYALTY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

OBEDIENCE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

OBLIGATION

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual Every Day

PRUDENCE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

SCHOLARSHIP

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

SELF-CONTROL

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

SERVICE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual Every Day

SILENCE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

TOLERANCE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

TRUTH

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

VIRTUE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual Every Day

VISION

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

ZEAL

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

WISDOM

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

UNSELFISHNESS

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Living Up to the Object

Universal

REM Module

Living Up to the Object

Audience:

Collegians
New Members
Alumnae

Purpose:

To encourage members to assess their personal and the chapter's successes in living up to the Object.

Objective:

Members will be more conscious of their actions and attempt to live the Object daily.

Activity time:

There are three activities in this module.

- One Workshop
 - Live Up to the Object – 1 ½ hours
- Three Separate Activities that could be run at the end of a meeting such as chapter or recruitment.
 - Living Up to the Object – Spirit: 30 minutes
 - Living Up to the Object – Character: 30 minutes
 - Living Up to the Object – Priorities: 30 minutes

Format:

Small group discussion
Large group experience

Preparation & Materials:

- Decide on small group discussions or a large group experience.
- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- Create a display of the "Object" either a large poster for all sisters to see during the discussion or print outs to share.
- Handouts
 - Select the activities you want to do and make copies of the appropriate handouts, enough for all participants.



Activity: Living Up to the Object – One Workshop

NOTE: If the three activities are being conducted separately at different meetings, you can use the specific one workshop Activity handout below.

Step 1:

Leader Introduction:

Will everyone please recite together the Object?

"The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interest of the colleges and universities in which chapters are installed, and in no way to disregard, injure, or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters."

Step 2:

Divide the large group into three small groups by having members count off 1, 2, and 3 around the room.

Step 3:

Distribute one of the three Activity handouts to each small group.

- Distribution:
 - Group 1 Handout Small Group 1 – Spirit
 - Group 2 Handout Small Group 2 – Character
 - Group 3 Handout Small Group 3 – Priorities
- Instructions
 - Ask each group to discuss the questions on the handout sheet that was prepared for it.
 - Ask each group to record their discussions and decide on a person to record and then report to the entire group.

Step 4

After you have allowed sufficient time for the small group discussions, ask everyone to return to the large group.

- The reporter from each small group will share the answers to the discussion questions.
- Ask the entire group to discuss the answers that each small group provided.
 - How can the meanings and values of the Object that have been discussed in relation to specific situations be applied to our individual daily lives?

Step 5

Leader closing:

The values expressed in our Ritual are tools that can be useful to us every day. The Object provides us a simple and concise reminder of some of the key principles of AOII that we should use every day.



Activity: Living Up to the Object – Spirit

NOTE:

- If run as one workshop. This is the HANDOUT for Discussion Small Group 1.
- If run as a Single Activity. This is the HANDOUT for Living Up to the Object – Spirit.

Step 1:

Leader Introduction:

Recite the Object.

"The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interest of the colleges and universities in which chapters are installed, and in no way to disregard, injure, or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters."

Step 2:

Leader instructions:

It is interesting to note that the first component of AOII's Object is "...to encourage a spirit of Fraternity and love among its members." First and foremost, AOII focuses on the relationships that make our membership strong and the fraternal bonds woven with the threads of our Ritual.

Step 3:

Discuss following questions:

1. What does the phrase "...a spirit of Fraternity and love..." mean to you?
2. Describe some ways that your chapter works to achieve this goal.
3. How does programming mirror this focus?
4. What can you do personally to support this goal?

Step 4

Leader closing:

The values expressed in our Ritual are tools that can be useful to us every day. The Object provides us a simple and concise reminder of some of the key principles of AOII that we should use every day.



Activity: Living Up to the Object – Character

NOTE:

- If run as one workshop. This is the HANDOUT for Discussion Small Group 2.
- If run as a Single Activity. This is the HANDOUT for Living Up to the Object – Character.

Step 1:

Leader Introduction:

Recite the Object.

"The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interest of the colleges and universities in which chapters are installed, and in no way to disregard, injure, or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters."

Step 2:

Leader Instruction:

The Object specifies what AOII must represent as it seeks "...to stand at all times for character, dignity, scholarship, and college loyalty..." These values are expected for the organization but must begin with each individual member.

Step 3:

Discuss the following:

1. Describe a situation or relate a story in which someone took action that reflected character or dignity.
 - a. Why was this action memorable to you?
 - b. What was the result of this action?
3. What opportunities do you have individually to reflect these values?
4. In what ways might your chapter reflect these values, too?
5. Scholarship and college loyalty were extremely important to our Founders and in their creation of a fraternal organization of value and substance.
 - a. How do you see your chapter working to promote scholarship?
 - b. How do you see your chapter working to promote college loyalty?
 - c. As alumnae, what are ways we can support collegiate chapters?

Step 4

Leader closing:

The values expressed in our Ritual are tools that can be useful to us every day. The Object provides us a simple and concise reminder of some of the key principles of AOII that we should use every day.



Activity: Living Up to the Object – Priorities

NOTE:

- If run as one workshop. This is the HANDOUT for Discussion Small Group 3.
- If run as a Single Activity. This is the HANDOUT for Living Up to the Object – Priorities.

Step 1:

Leader Introduction:

Recite the Object.

"The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interest of the colleges and universities in which chapters are installed, and in no way to disregard, injure, or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters."

Step 2:

Leader Instruction:

The last section of the Object refers to priorities. AOII is dedicated to supporting the educational institutions in which collegiate chapters are installed.

So strong is this commitment that AOII's own interests cannot be advanced or promoted if doing so would "disregard, injure, or sacrifice" the university's or college's interests.

Step 3:

Discuss the following:

1. Describe a situation in which an organization's interests conflicted with the university's goals. How was it handled?
2. What does your chapter do to promote the goals of your college, university, and community?
3. Is this concept a consideration in chapter calendar planning or officer goal setting?

Step 4

Leader closing:

The values expressed in our Ritual are tools that can be useful to us every day. The Object provides us a simple and concise reminder of some of the key principles of AOII that we should put to use every day.



Living Ritual with Respect and Dignity

Universal

REM Module

Living Ritual with Respect and Dignity

Audience:

Collegians (Initiated)

Alumnae

Purpose:

To understand how Ritual promotes respect for yourself and for one another.

Objective:

To apply the values of Ritual to specific relationships and situations, including those that may constitute hazing.

Activity time:

There are several small discussion opportunities that can all be completed at once or as a small session after a chapter meeting, during a recruitment training, etc.

- One Workshop
 - Use both Activities – 2 hours
- Separate Activities
 - Living Ritual with Respect and Dignity: 60 minutes
 - Power Over Others – Hazing: 45 minutes

Format:

Small Group Discussion (recommend 5-10 per group)

Preparation & Materials:

- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- Select sisters to assist with reading some of the module parts.
- *Rituals Book*
- *Book of Rituals Instructions*
- Markers
- Individual pieces of paper for each attendee
- Pens or pencils
- Large pieces of paper for each small group to consolidate their response.



Activity: Living with Respect and Dignity

Step 1:

- Divide the chapter into small groups.
- Ask each small group to identify someone who will report on their discussion to the large group.
- Assign one of the following words to each small group:
 - Respect
 - Dignity
 - Hazing
 - Exclusiveness
 - Intolerance
 - Extravagance
 - Injustice
 - Acceptance
- Give each member a piece of paper and ask them to write their group's assigned word on top. (The members may use the topic sheets for their personal note taking.)
- Give each small group a large piece of paper to consolidate their responses.

Step 2:

- Break out into groups
- Ask everyone (as individuals) to list 10 words that they associate with the topic they were assigned.
- Ask each small group to identify feelings that correspond with their topic.
- On their large piece of paper ask each group to record the 10 words and feelings that they identify with their assigned topic. (Allow enough time for discussion.)

Step 3:

Leader: Ask the small groups to return to the whole group.

- Review the words that were listed on the large pieces of paper under the topics: Respect, Dignity, Hazing, Exclusiveness, Intolerance, Extravagance, Injustice, and Acceptance.
- Encourage the entire group to discuss the topics as the associated words and feelings regarding each are presented.

Step 4

Leader: Respect, Dignity, Acceptance, Tolerance, and Inclusiveness are behaviors.

- How and where are they reflected in our Ritual?

Step 5

Leader: Ask the following question and allow sufficient time for discussion.

- How are relationships affected by not showing respect and dignity?

Step 6

Leader closing:

Respect and dignity require thoughtful consideration of yourself and others. "Respect" and "dignity" are far more than just words. They are values that are reflected in the smallest actions and the toughest choices. Respect and dignity are the foundations for lasting relationships.



Activity: Power of Others – Hazing

Step 1:

Selected Sister: Read the paragraph

Hazing is about power. Hazing is an individual or group trying to exert power over someone in a way that diminishes the other person. While there may be varying degrees in the way it is used, the result of hazing cannot be positive. Some people think that connections to organizations are stronger if one must earn a place and prove her worthiness. Those people use hazing to achieve this goal. Hazing distorts personal dignity. It is not a true or lasting means of building relationships/bonds or sisterhood.

Step 2:

Leader: Ask the following question and allow sufficient time for discussion.

- What words would describe the results of hazing to an individual?

- Possible Answers:

- Distrust
- Anger
- Revenge
- Disappointment
- Divisiveness

Step 3:

Selected Sister: Read two items from the *Rituals Book*.

1. In the Pinning Service, the President states to the candidate,
 - a. "You have been chosen to pledge our Fraternity because we believe you to be true and worthy and in sympathy with high aspirations of Alpha Omicron Pi. Are you prepared to accept the obligations of character and dignity that we require of you?"
2. In the Ritual for Initiation, after the candidate is asked to state her name, the President says, "
 - a. You are now in the presence of Alpha Omicron Pi..." (read this paragraph from the *Rituals Book*) and then read
 - b. "We are about to take you into our order..." (Read this paragraph for the *Rituals Book*).

Step 4

Leader: Ask each of the following questions and allow sufficient time for discussion of each.

- How do these statements reflect AOII's promise for respect and dignity to the candidate?
- What is expected in return from the candidate?

Step 5

Selected Sister: Read the paragraph

In AOII, the love expressed in our Ritual binds us together with a force that is stronger than ties forged of coercion and fear. Ritual promises respect and dignity for one another and shows that unselfish love creates sisters and strong relationships for a lifetime. AOII is intended to be a living example of love. We are reminded of how to practice love in I Corinthians 13.

**Step 6**

Leader: Ask each of the following questions and allow sufficient time for discussion of each.

1. What would you do or say if you realized a sister is beginning to haze a New Member?
2. Why is verbal hazing as serious as physical hazing?
3. What would you say to stop a verbal hazing situation?
4. What would you do to stop a physical hazing situation?
5. What should you do if you witness hazing of any form?

Step 7

Leader closing:

Our Founders established Alpha Omicron Pi on a foundation of respect, dignity, inclusiveness, and love.

Those living, enduring principles that are the heart of AOII are expressed in our Ritual.

Before each of us took the oath of membership during our initiations, AOII promised us that "nothing at all in discord with the law, order, your country, your religion, or your conscience, will be thought, spoken, or enacted..."

We also were assured by the Fraternity that "...nothing will be demanded of you that is not in accord with what all civilized men hold to be true and good..."

Each of us accepted those assurances. In return, each of us took an oath that we would cherish in our hearts, feelings "of fraternity and love for all who now are, or may ever be in time to come, sworn members of this fraternity..."

Those feelings of fraternity and love must be expressed by each of us every day and in every way.

Problem Solving with Ritual Scenarios

Collegians

REM Module

Problem Solving with Ritual Scenarios

Audience:

Collegians (Initiated)

Purpose:

To encourage members through an interactive exercise to think outside the box in applying Ritual to situations within and outside the chapter.

Objective:

To explore ways to use the values expressed in our Rituals during Recruitment

Activity time: 60 minutes

Format:

Large and Small Group Discussions

Materials:

- Scenarios
- Scissors
- *Rituals Book*

Preparations:

- Choose scenarios that will benefit your chapter.
- Make a copy and cut them into sections so they can be passed out. (Keep numbers on them—easier to sort for discussion.)
- Divide chapter into small groups of 4 to 8 and give each group a scenario.
- Break out for ten to fifteen minutes (depending on group size) of small group discussion.
- Come back together as a large group.
- Facilitator reads the scenario, and the group leader shares the group's ideas. Facilitator asks if anyone else has feedback.

Notes:

- The first 35 questions are chapter related while the last 5 are more global in nature.
- This is a subjective exercise with no "right" answers. A few suggestions are noted below, but these are in just one interpretation. Because we each interpret Ritual for ourselves, members will respond in ways personal to them.
- Idea: Using this scenario format, make up your own scenarios based on situations relatable to your chapter. Use them exclusively or to enhance some of the ones in this module.

Scenario 1:

You and your roommate had an argument. It was silly, really, but now it has escalated, and the chapter has taken sides. It has caused tension within the whole chapter. You feel terrible, but what can you do to make it right?

Scenario 2:

You are a new initiate. At the Fraternity mixer last week, you met the cutest guy. You didn't know he used to date one of the chapter officers and no one bothered to tell you. Now, you are persona non grata. They dated last year for goodness sakes. At initiation, they said they'd be friends upon whom you should have no fear to call, but right now you're afraid to talk to any of them. If they are going to treat you like this, you aren't sure you want to be a member. What should you do?

Scenario 3:

You are a senior and you've been a good member. You were an officer and always reflected credit upon the Fraternity. (Well, almost always.) But you're getting ready to graduate and are so over college. Why do you still have to attend meetings and other events? Shouldn't seniors who have "done their time" be given a free pass? Isn't it time to let go of sorority and college things?

Scenario 4:

You and your best friend both want to run for the same office. You are better organized and would do a better job, but she is everybody's friend and might get elected on popularity, not ability. Keeping Ritual in mind, how do you get the chapter to elect the best qualified person (you) for the office without alienating your friend?

Scenario 5:

You are the Director of Finance and there is a member who is way past due on her account. You had her called before the Integrity Committee and she gave them some hard luck story about both her parents losing their jobs, but you personally saw her at a concert last week and those concert tickets weren't cheap. Keeping Ritual in mind, how do you handle this?

Scenario 6:

You are Director of Chapter Culture. You think sisterhood is slipping. How can you use Ritual to bring the chapter back together in a loving way?

Scenario 7:

You are the Director of Ritual Education, and it is like pulling Hen's teeth to get people to participate in Ritual as Wardens. What can you do?

Scenario 8:

You are the Director of New Member Experience. An AOII Legacy from her mom, grandmother and two sisters, is one of your New Members. In fact, her mom is a Past International President, but kept her maiden name, so has a different last name from the NM. The NM doesn't want the chapter to know who her mom is...yet. It is almost time for her initiation, and she's talking about not going through with it. She doesn't like the way the NM class was treated, says it was hazed, (and technically, it was), but gentle hazing is a strong tradition the chapter is going to resist giving it up. You don't want to be the one to lose a PIP's daughter. Using Ritual, how can you convince the chapter to let go of these hazing traditions without outing her as a PIP's daughter?

Scenario 9:

Academics are important to you, and your grades show it. You want your chapter to be #1 of all sororities and all women's. You are not the Director of Academics, or on the committee, for that matter, but have agreed to host study hours two days a week. You're going to be studying after all, so why not. After one week, you are ready to quit. These girls aren't studying. They are texting, listening to music, talking. Aren't there rules for study time, and, if so, why isn't everyone obeying them? You want to wring their collective necks, but keeping Ritual in mind, what would you do?

Scenario 10:

You are about to start open recruitment (COB). You want to recruit women whose values are in line with AOII's. How can you do that without revealing our Ritual?

Scenario 11:

Horrors! A member is killed in a wreck driving back to school. The chapter is devastated. How can you use Ritual to help you survive this horrible time?

Scenario 12:

You've become friends with one of the quieter members. You notice she doesn't eat much, just plays with her food. You jokingly ask if she has an eating disorder...at least you thought it was a joke. At first, she denies it, but the more you talk the more withdrawn she becomes, and you realize you've hit the nail on the head. Keeping Ritual in mind, what would you do?

Scenario 13:

You hear about diversity, equality, and inclusion all the time, but isn't the point of being in a sorority to be exclusive? You're told AOII has never changed its Ritual for any reason, even DEI. How can a Ritual, written over 125 years ago, address these contemporary topics?

Scenario 14:

Ima Party Girl lives up to her name, and she was recently called before the Integrity Committee. Somehow, this information got out to the chapter and is causing division. Some think the Integrity Committee is picking on her; others think she should be put on probation. Everyone seems to have an opinion, which isn't helping anything. How should this be handled?

Scenario 15:

You are a new initiate and a bit overwhelmed. You are required to memorize the Warden's speeches and the Pledge and the song? You're gun-ho AOII and want to know everything there is to know, but why memorize? Why don't they put them on cards and pass them out before Ritual starts? They could even number them and make sure they've collected all of them before anyone leaves. That's a great idea. You think you'll suggest that to one of the officers... unless there's some reason you should know these things from memory.

Scenario 16:

You took a semester off but now, you are back in school, and tonight is the first Ritual for Formal Meeting of Collegiate Chapters. Yikes! You've forgotten it. You can't remember where to stand or what to say or when to say it...and what's worse there are so many new initiates, you know they are counting on you and the other "old sisters" to help them through it. Maybe you'll submit a note to the Integrity Committee and ask to be excused. What else could you do?

Scenario 17:

At Convention there was a workshop about Ritual being relevant in our everyday lives, but I missed it. Can Ritual really be something we use every day – with ourselves, our sisters and non-AOII's? If so, how? Name 5 ways.

Scenario 18:

Our Ritual is beautiful. You don't understand why we can't shout it from the rooftops. Wouldn't everyone benefit from knowing it? Why do we keep it to ourselves?

Scenario 19:

The chapter and the advisors are butting heads right now. Who do they think they are telling you what you can and can't do with YOUR chapter? Why, some of them didn't even go to school here. Thinking about Ritual, how could you resolve this?

Scenario 20:

You loaned an older sister your favorite blouse. You had to ask her to return it and, when she did, it was wadded up in a plastic bag. Not only that, but it was also filthy. Where had she worn it? Mud wrestling? You are furious. She didn't even apologize. Keeping Ritual in mind, what would you do?

Scenario 21:

You transferred in from a top chapter on a large university campus. One of the things you were known for was singing. Your chapter knew all the songs on the songs page of Fulfilling the Promise and then some. Also they knew at least a dozen chants! This chapter never sings...well, maybe for recruitment. You always thought one of the reasons your chapter of initiation had such strong sisterhood was because they liked to sing so much. You'd like to get your new chapter singing, but you're the new kid in town. Is there something in Ritual that could help you with your quest?

Scenario 22:

It is so annoying when, during Ritual, a few of the sisters disrespect it. They fidget, make faces across the room, roll their eyes. It certainly distracts from the beauty. It's almost time for Ritual for Initiation and you don't want your NMs to get initiated and see them behaving this way and think it is ok. But what can you do?

Scenario 23:

You love everything about Ritual, but some of your sisters complain about HAVING to do it once a month. If it were up to you, the chapter would do it once a week. What can you do to help the complaining members see the light?

Scenario 24:

You chair the Founders' Day committee and want to make it super special. What are some ways you can incorporate Ritual to do that?

Scenario 25:

You are a new initiate and love everything AOII. Your initiation was awesome, especially now that you did a slower walk-through of it and actually understand what happened. You've already decided you want to be Chapter President one day so you can perform initiations. You remember that the President used the same red book at your formal pledging, and your curiosity is piqued. You think you'll ask an older sister what all is in the book. When you get up your nerve, you'll ask the President if she'll let you read the red book from cover to cover, if that's allowed. Are you allowed to read the *Rituals Book*? If so, where can you get it?

Scenario 26:

The chapter opens and closes meetings with Ceremony for Chapter Business Meetings and performs Ritual for Formal Meetings of Collegiate Chapters once a month. Other than that, no one really mentions it. You are DRE. How can you help the chapter members incorporate Ritual into their daily lives? Name at least five ways.

Scenario 27:



You want to run for Director of Ritual Education and know it is the most important part of AOII. You don't want to mess it up. What resources would you have as DRE? How would you use them?

Scenario 28:

Your formal is coming up, and everyone is excited. You are Executive Team. How can you remind the chapter to remember they are living by our Ritual, even when at their formal? What are some ways they can do that?

Scenario 29:

One of the new initiates confides to you that she is an atheist and is concerned she will no longer fit in. During initiation, she heard Biblical references. Is AOII just for Christians?

Scenario 30:

There is a serious divide among the chapter officers. Not everyone has equal input. There's a small group that does all the talking and makes all the decisions. The rest are on the outside looking in. How can Ritual be used to improve this situation and who would do it?

Scenario 31:

You are an officer and totally overwhelmed with everything on your plate: AOII, Student Government representative, Show Choir, a demanding boyfriend, and, oh yeah, classes. You want to put your head under the covers and just stay there. But you always pull through—somehow. You recognize you are putting your mental and physical health at risk, but don't see a way out. What can you do?

Scenario 32:

You are helping prepare the New Members for Ritual for Initiation. What can you tell them and what do you have to keep secret?

Scenario 33:

You tend bar at your family's pub, and several frat guys have pulled you aside to tell you about Suzy Sophomore's behavior. You are a Senior, and know all about fact vs. hearsay, but this is a whole LOT of say. You like Suzy. She's at all the chapter events. Keeping Ritual in mind, what would you do?

Scenario 34:

You are a sophomore and are totally overwhelmed. You're taking a full load, working 20 hours a week, and you have a scholarship for playing volleyball. There's a lot going on with AOII and you don't know what to do. If you participate in even half the events, you won't have any time to study. And, if you don't participate, why be a member? You know you aren't seeing the big picture. What can you do to help gain perspective?

Scenario 35:

You are in a serious relationship, but things have been a little rough lately. How can you use Ritual to help you get through difficult times with your significant other?

Scenario 36:

You get your dream job and discover your new boss is anti-Greek. When her daughter applies to college she wants to go through recruitment. Your boss asks what you think? How do you promote the Greek community without alienating your boss? How can Ritual help you with this conversation?

Scenario 37:

Your brother is getting married next month. His bride asked you to be her maid of honor, though she barely knows you. Now, she is getting on your last nerve. She asks your advice, then does something else. When she doesn't get the desired outcome, she's back to ask more advice, which she again ignores. How can you use Ritual to deal with her?

Scenario 38:

You love that the chapter is so diverse and are proud that AOII has always been inclusive. However, you've noticed lately there seems to be cliques within the chapter. How can you get the chapter to embrace everyone and not just their circle of close friends?

Scenario 39:

Your family and non-AOII friends are always asking why you love the Fraternity so much. What makes it special? What can you tell them to make them understand?

Scenario 40:

Your chapter disagrees with some of the things your university administration is proposing for the Greek community. Looking at Ritual, what should the relationship be between your chapter and your school?



Discussion Guide

Below are some (not all) possible responses to the scenarios. Because Ritual is personal to each member, answers to the questions will vary based on members' interpretations.

Discussion Points: Scenario 1

You and your roommate had an argument. It was silly, really, but now it has escalated, and the chapter has taken sides. It has caused tension within the whole chapter. You feel terrible, but what can you do to make it right?

- Figure out a way to make things right with your roommate
- Keep your personal business out of chapter business; when you hear something about it from the chapter remind them it's between you and your roommate
- Remember the speech of the First Junior Warden: This is the Rule, which teaches us to guide our own lives according to rule and line with self-control and sweetness, while following toward others the Golden Rule of tolerance and judgment restrained by love.

Discussion Points: Scenario 2

You are a new initiate. At the Fraternity mixer last week, you met the cutest guy. You didn't know he used to date one of the chapter officers and no one bothered to tell you. Now, you are persona non grata. They dated last year for goodness sakes. At initiation, they said they'd be friends upon whom you should have no fear to call, but right now you're afraid to talk to any of them. If they are going to treat you like this, you aren't sure you want to be a member. What should you do?

- Talk to the Director of Integrity and tell her how you feel
- Read the *Rituals Book* point out specific passages you feel the chapter is ignoring
- Is the sister he used to date upset? If so, try talking to her
- When initiated we solemnly swear to always cherish in our hearts a feeling of fraternity and love for all are or may ever be in time to come – you don't have to always like everyone, but, as sisters, respect is a must.

Discussion Points: Scenario 3

You are a senior and you've been a good member. You were an officer and always reflected credit upon the Fraternity. (Well, almost always.) But you're getting ready to graduate and are so over college. Why do you still have to attend meetings and other events? Shouldn't seniors who have "done their time" be given a free pass? Isn't it time to let go of sorority and college things?

- At initiation we are told "once ours you are ours forever"
- Your role in AOII is about to change. Start transitioning from collegiate member to alumna member by talking with alumnae in the area. Get to know the closest alumnae chapter.
- Like it or not, younger members look up to you as a role model. Recognize you are influencing their relationship to Ritual and set a good example



Discussion Points: Scenario 4

You and your best friend both want to run for the same office. You are better organized and would do a better job, but she is everybody's friend and might get elected on popularity, not ability. Keeping Ritual in mind, how do you get the chapter to elect the best qualified person (you) for the office without alienating your friend?

- Don't let the election overshadow the friendship
- Play fair, play clean
- Talk about what you can do, not about what she can't do.
- Remember our motto...If you faithfully carry out the spirit of the motto, which is our guidance, no tendency toward narrow exclusiveness will ever arise to interfere with the good comradeship which forms the basis of our Fraternity structure

Discussion Points: Scenario 5

You are the Director of Finance and there is a member who is way past due on her account. You had her called before the Integrity Committee and she gave them some hard luck story about both her parents losing their jobs, but you personally saw her at a concert last week and those concert tickets weren't cheap. Keeping Ritual in mind, how do you handle this?

- Don't jump to conclusions – one of her friends might be treating her
- If she is paying for herself, it would be appropriate to talk with her and/or turn over to Integrity Committee
- Judgment restrained by love
- Tolerance

Discussion Points: Scenario 6

You are Director of Chapter Culture. You think sisterhood is slipping. How can you use Ritual to bring the chapter back together in a loving way?

- Host an informal event to enhance sisterhood
- Work with DRE to have a short activity at each chapter that focused on sisterhood and Ritual
- Ask the DRE to brainstorm with you about informal things you can do to loop Ritual into the sisterhood event.
- Divide chapter into groups that don't normally hang out together and give them an assignment. Maybe take a section of Ritual and ask them to work improve sisterhood
- You can create games with components of Ritual...make Ritual fun

Discussion Points: Scenario 7

You are the Director of Ritual Education, and it is like pulling Hen's teeth to get people to participate in Ritual as Wardens. What do you do?

- Make sure all Seniors have an opportunity to be a Warden prior to graduating. The view is different from the Wardens' positions.
- Draw from a hat at the beginning of the semester. If they can't participate, they find their own replacement.
- Make sure members see it is special and an honor to serve as a Warden.
- Have anyone wanting to participate to sign up – make it competitive



Discussion Points: Scenario 8

You are the Director of New Member Experience. An AOII Legacy from her mom, grandmother and two sisters, is one of your New Members. In fact, her mom is a Past International President, but kept her maiden name, so has a different last name from the NM. The NM doesn't want the chapter to know who her mom is...yet. It is almost time for her initiation, and she's talking about not going through with it. She doesn't like the way the NM class was treated, says it was hazed, (and technically, it was), but gentle hazing is a strong tradition the chapter is going to resist giving it up. You don't want to be the one to lose a PIP's daughter. Using Ritual, how can you convince the chapter to let go of these hazing traditions without outing her as a PIP's daughter?

- Hazing is a violation of the Governing Documents and is not tolerated by the Fraternity
- Every member must sign a pledge not to haze every school year.
- When initiated, each of us promises to abide by the regulations of the society now and forever
- Each time we do a Ceremony or Ritual we repeat the Pledge...It begins: "I hereby solemnly swear..."

Discussion Points: Scenario 9

Academics are important to you, and your grades show it. You want your chapter to be #1 of all sororities and all women's. You are not the Director of Academics, or on the committee, for that matter, but have agreed to host study hours two days a week. You're going to be studying after all, so why not. After one week, you are ready to quit. These girls aren't studying. They are texting, listening to music, talking. Aren't there rules for study time, and, if so, why isn't everyone obeying them? You want to wring their collective necks, but keeping Ritual in mind, what would you do?

- The Object states we'll stand at all times for character, dignity, scholarship and college loyalty.
- But this is a good time for YOU to learn you can't control everything and an opportunity to practice tolerance and judgment restrained by love.
- You've offered to help...you can't make people accept your offer, but it's their nose they are cutting off, not yours

Discussion Points: Scenario 10

You are about to start open recruitment (COB). You want to recruit women whose values are in line with AOII's. How can you do that without revealing our Ritual?

Talk about:

- Our core values
- Our community and campus involvement
- Our academic excellence
- Our leadership
- Opportunities within the chapter
- Sisterhood



Discussion Points: Scenario 11

Horrors! A member is killed in a wreck driving back to school. The chapter is devastated. How can you use Ritual to help you survive this horrible time?

- We have three memorials for when we lose a sister in our *Rituals Book*
- Memorial Ritual – for initiated members only: full Ritual
- AOII Memorial Service for Friends and Family
- AOII Tribute for a Family Memorial Service – for family and friends

Discussion Points: Scenario 12

You've become friends with one of the quieter members. You notice she doesn't eat much, just plays with her food. You jokingly ask if she has an eating disorder...at least you thought it was a joke. At first, she denies it, but the more you talk the more withdrawn she becomes, and you realize you've hit the nail on the head. Keeping Ritual in mind, what would you do?

- She's your sister...you must get her help. This is serious. Talk to the Director of Integrity and involve the advisors
- Help her work her best with body, brain, spirit and substance
- This is an opportunity for charitableness

Discussion Points: Scenario 13

You hear about diversity, equality, and inclusion all the time, but isn't the point of being in a sorority to be exclusive? You're told AOII has never changed its Ritual for any reason, even DEI. How can a Ritual, written over 125 years ago, address these contemporary topics?

- Ritual was written to be inclusive...this was in 1897. The reason we've never changed it has never been necessary to stay with the times. Other NPC groups have had to make major adjustments, but, thanks to the inclusiveness of our Founders, our Ritual already embraces DEI.

Discussion Points: Scenario 14

Ima Party Girl lives up to her name, and she was recently called before the Integrity Committee. Somehow, this information got out to the chapter and is causing division. Some think the Integrity Committee is picking on her; others think she should be put on probation. Everyone seems to have an opinion, which isn't helping anything. How should this be handled?

- Reinforced to the committee and the sister everything said in an Integrity Committee meeting is confidential
- If they know where the leak came from bring them to the Integrity Committee to discuss confidentiality and the harm discussing this causes the chapter
- Remind everyone of silence and circumspection

How could Ima have prevented this?

- First by not partying so hard
- Not telling anyone herself

When the news got out, what could the chapter have done to keep it from dividing the chapter?

- Not talked about it. Reminded anyone who brought it up it is a integrity issue, not a chapter issue

Should this be a chapter issue?

- No

Discussion Points: Scenario 15

You are a new initiate and a bit overwhelmed. You are required to memorize the Warden's speeches and the Pledge and the song? You're gun-ho AOII and want to know everything there is to know, but why memorize? Why don't they put them on cards and pass them out before Ritual starts? They could even number them and make sure they've collected all of them before anyone leaves. That's a great idea. You think you'll suggest that to one of the officers... unless there's some reason you should know these things from memory.

- Only certain officers have copies of the *Rituals Book*.
- To embrace it for a lifetime, you must know it.
- To embrace it so you can apply it to all aspects of your life, you must know it.
- You're in college and must memorize stuff all the time.
- Just memorize it...or better yet, learn it.

Discussion Points: Scenario 16

You took a semester off but now, you are back in school, and tonight is the first Ritual for Formal Meetings of Collegiate Chapters. Yikes! You've forgotten it. You can't remember where to stand or what to say or when to say it...and what's worse there are so many new initiates, you know they are counting on you and the other "old sisters" to help them through it. Maybe you'll submit a note to the Integrity Committee and ask to be excused. What else could you do?

- Talk with the Director of Ritual Education – ask to borrow the *Rituals Book* and read through the Ritual
- Talk with other initiated members (big or little sister) and ask them to recite the speeches and the Pledge with you.

Discussion Points: Scenario 17

At Convention there was a workshop about Ritual being relevant in our everyday lives, but I missed it. Can Ritual really be something we use every day – with ourselves, our sisters and non-AOIs? If so, how? Name 5 ways.

- Using it for self-affirmation and to stay focused and calm
- Being a good friend
- Exercising tolerance
- Keeping secrets
- Remembering the Golden Rule

Discussion Points: Scenario 18

Our Ritual is beautiful. You don't understand why we can't shout it from the rooftops. Wouldn't everyone benefit from knowing it? Why do we keep it to ourselves?

- It is a special bond shared only among sisters
- Keeping it secret among ourselves makes it more special because it is just ours to share.



Discussion Points: Scenario 19

The chapter and the advisors are butting heads right now. Who do they think they are telling you what you can and can't do with YOUR chapter? Why, some of them didn't even go to school here. Thinking about Ritual, how could you resolve this?

- Remember they are sisters, too, whether initiated at your chapter or somewhere else
- Remember they are volunteering their time to assist the chapter. They may not do it perfectly, but their heart is in the right place.
- Talk with the advisors. Suggest reading a part of Ritual at the beginning of the chat to set the mood.
- Listen twice as much as you talk
- Recite their opinions back to make sure you understand their position
- If you can't resolve the conflict by working together, talk with your network volunteers.

Discussion Points: Scenario 20

You loaned an older sister your favorite blouse. You had to ask her to return it and, when she did, it was wadded up in a plastic bag. Not only that, but it was also filthy. Where had she worn it? Mud wrestling? You are furious. She didn't even apologize. Keeping Ritual in mind, what would you do?

- Tolerance and judgment restrained by love

Discussion Points: Scenario 21

You transferred in from a top chapter on a large university campus. One of the things you were known for was singing. Your chapter knew all the songs on the songs page of Fulfilling the Promise and then some. Also they knew at least a dozen chants! This chapter never sings...well, maybe for recruitment. You always thought one of the reasons your chapter of initiation had such strong sisterhood was because they liked to sing so much. You'd like to get your new chapter singing, but you're the new kid in town. Is there something in Ritual that could help you with your quest?

- If the chapter doesn't have a song leader volunteer to do it – even if you can't carry a tune.
- Get in touch with other chapters to see what songs they like to sing
- Teach the chapter some songs
- Serenade the fraternities

Discussion Points: Scenario 22

It is so annoying when, during Ritual for Formal Meetings of Collegiate Chapters, a few of the sisters disrespect it. They fidget, make faces across the room, roll their eyes. It certainly distracts from the beauty. It's almost time for Ritual for Initiation and you don't want your NMs to get initiated and see them behaving this way and think it is ok. But what can you do?

- If they are close friends, you might want to talk with them.
- If not, the Integrity Committee could talk to them to find out why they are being disrespectful.
- Do they not understand Ritual?
- Do they not respect Ritual?
- Once the underlying cause is determined, it can be decided what to do. They don't need to be there if they are going to act in that manner.



Discussion Points: Scenario 23

You love everything about Ritual, but some of your sisters complain about HAVING to do it once a month. If it were up to you, the chapter would do it once a week. What can you do to help the complaining members see the light?

- It is the difference between having to do Ritual and getting to do Ritual.

Discussion Points: Scenario 24

You chair the Founders' Day committee and want to make it super special. What are some ways you can incorporate Ritual to do that?

- In *Rituals Book* there is Service for Candle Lighting at Founders' Day that anyone, whether initiated or not, may attend.
- Can contact your RT&J liaison for other ideas

Discussion Points: Scenario 25

*You are a new initiate and love everything AOII. Your initiation was awesome, especially now that you did a slower walk-through of it and actually understand what happened. You've already decided you want to be Chapter President one day so you can perform initiations. You remember that the President used the same red book at your formal pledging, and your curiosity is piqued. You think you'll ask an older sister what all is in the book. When you get up your nerve, you'll ask the President if she'll let you read the red book from cover to cover, if that's allowed. Are you allowed to read the *Rituals Book*? If so, where can you get it?*

- *Rituals Book* is available to any initiated member. Get from CP or DRE

Discussion Points: Scenario 26

The chapter opens and closes meetings with Ceremony for Chapter Business Meetings and performs Ritual for Formal Meetings of Collegiate Chapters once a month. Other than that, no one really mentions it. You are DRE. How can you help the chapter members incorporate Ritual into their daily lives? Name at least five ways.

- Smile – Let your light shine
- Practice self-control and sweetness with our peers
- Respect our sisters and be available if they need us
- Exercise silence and circumspection
- Recite the Pledge to yourself each morning. Then, for that day, live by it.

Discussion Points: Scenario 27

You want to run for Director of Ritual Education and know it is the most important part of AOII. You don't want to mess it up. What resources would you have as DRE? How would you use them?

- *Rituals Book*
- BRI: *Book of Rituals Instructions*
- REM: *Rituals Education Manual*
- Advisors
- Network team
- RT&J Liaison



Discussion Points: Scenario 28

Your formal is coming up, and everyone is excited. You are Executive Team. How can you remind the chapter to remember they are living by our Ritual, even when at their formal? What are some ways they can do that?

- Follow the rules and regulations of the society now and forever
- Make the Fraternity proud to claim you

Discussion Points: Scenario 29

One of the new initiates confides to you that she is an atheist and is concerned she will no longer fit in. During initiation, she heard Biblical references. Is AOII just for Christians?

- Our Founders were adamant New Members were to be selected based on their values, that there be no narrow exclusiveness
- Ritual was not based on Religion; we have members who are Christian, Muslim, Jewish, Catholic, Buddhist, Atheist, Agnostic, etc.
- 1897 – limited sources to get a poem (Chapter from *Bible*), songs, and inspiration for Wardens' speeches

Discussion Points: Scenario 30

There is a serious divide among the chapter officers. Not everyone has equal input. There's a small group that does all the talking and makes all the decisions. The rest are on the outside looking in. How can Ritual be used to improve this situation and who would do it?

- Make sure all officer meetings are opened and closed with Ritual
- In our Pledge we solemnly swear to cherish in our hearts a feeling of fraternity for ALL who now are or may ever be in time to come...
- As officers you agreed to do your part in guarding this chapter against the temptations of college politics, clannishness, and the assumption of superiority and to always lead toward democracy and friendship involved.
- Ask the Integrity Committee, or if she is part of the clique, an advisor, to get involved

Discussion Points: Scenario 31

You are an officer and totally overwhelmed with everything on your plate: AOII, Student Government representative, Show Choir, a demanding boyfriend, and, oh yeah, classes. You want to put your head under the covers and just stay there. But you always pull through—somehow. You recognize you are putting your mental and physical health at risk, but don't see a way out. What can you do?

- At the next officer meeting, explain you are overwhelmed and ask for help. If you are doing things someone else should be doing, tell them you won't do their job anymore.
- Have a serious talk with boyfriend and friends and ask for help. May they can run errands for you. At the very least, they can make less demands on your time.
- Delegate. In AOII you have a team. Delegate with check-ins back to you. If you can delegate any other responsibilities, do so. Note: Do not delegate a proxy to date BF.
- Talk with your advisor. Ask for her advice.
- Get plenty of rest.
- Eat balanced meals and drink plenty of water. Stay hydrated.
- If you still feel overwhelmed, talk with a mental health professional. Continuing like this could make you physically ill.



Discussion Points: Scenario 32

You are helping prepare the New Members for Ritual for Initiation. What can you tell them and what do you have to keep secret?

Just prior to them going in for initiation you may tell them:

- They will be robbed
- They will be invested with a sxxxx
- To try to take everything in. There is symbolism in all they will see
- Don't obsess about trying to take it all in, will have workshops after Initiation
- Nothing disrespectful or embarrassing will happen to them

Discussion Points: Scenario 33

You tend bar at your family's pub, and several frat guys have pulled you aside to tell you about Suzy Sophomore's behavior. You are a Senior, and know all about fact vs. hearsay, but this is a whole LOT of say. You like Suzy. She's at all the chapter events. Keeping Ritual in mind, what would you do?

- "You are to reflect credit upon your Fraternity and make it proud to claim you." – The Charge
- Closing Ritual – "I charge you to bear in mind the vows you have here renewed remembering that all actions in the world about us reflect credit or discredit upon our Fraternity."
- Talk to Suzy, one-on-one and get her side of the story.

Discussion Points: Scenario 34

You are a sophomore and are totally overwhelmed. You're taking a full load, working 20 hours a week, and you have a scholarship for playing volleyball. There's a lot going on with AOII and you don't know what to do. If you participate in even half the events, you won't have any time to study. And, if you don't participate, why be a member? You know you aren't seeing the big picture. What can you do to help gain perspective?

- Breathe. You can't do anything if you don't breathe.
- Talk to some older sisters who might have been in a similar situation.
- Think about taking a lighter course load the next semester or at least the semester when you also have volleyball games.
- Do you have to work 20 hours a week? Is there something else you could do that might pay more but require less of a time commitment?
- Talk to an advisor. Ask her to brainstorm with you on ways you can get more balance.
- Remember our Ritual. Once ours you are ours forever. We don't want you to quit. Use the strength of Ritual to calm you down. Let no confusion of the day's confusion.
- Get plenty of rest and stay hydrated

Discussion Points: Scenario 35

You are in a serious relationship, but things have been a little rough lately. How can you use Ritual to help you get through difficult times with your significant other?

- Practice tolerance
- Judgment restrained by love
- Introduce him to lots of your sisters so he's comfortable with them



Discussion Points: Scenario 36

You get your dream job and discover your new boss is anti-Greek. When her daughter applies to college she wants to go through recruitment. Your boss asks what you think? How do you promote the Greek community without alienating your boss? How can Ritual help you with this conversation?

You can explain Greek life isn't like it is often portrayed on television or in movies.

- Valued based
- Greeks do a lot of community service and philanthropic activities
- Greeks stress academics and leadership
- Creates bonds of friendship that last for a lifetime
- Networking with Greeks from other universities for jobs, opportunities, advise, etc. for a lifetime
- Many stay involved as adults through alumnae activities

Ritual can help you with the conversation by reminding you of AOII's values and what we represent.

- Diversity and inclusion since 1897
- Our values not only relate to our sorority lives but to our entire lives.
- Our sisterhood remains active with members from chapters all across North America and of all ages
- We continue our AOII involvement with not only our sisterhood activities but with philanthropic activities and community service.

Discussion Points: Scenario 37

Your brother is getting married next month. His bride asked you to be her maid of honor, though she barely knows you. Now, she is getting on your last nerve. She asks your advice, then does something else. When she doesn't get the desired outcome, she's back to ask more advice, which she again ignores. How can you use Ritual to deal with her?

- Charity/love
- Love is patient, Love is kind
- Silence and circumspection

Discussion Points: Scenario 38

You love that the chapter is so diverse and are proud that AOII has always been inclusive. However, you've noticed lately there seems to be cliques within the chapter. How can you get the chapter to embrace everyone and not just their circle of close friends?

- Remind the chapter we are bound by ties of friendship.
- You could do a workshop on being more inclusive. Could center it around the Pledge
- The Pledge is in the *Rituals Book*



Discussion Points: Scenario 39

Your family and non-AOII friends are always asking why you love the Fraternity so much. What makes it special? What can you tell them to make them understand?

- We are a values-based organization, perhaps representing the same values taught to you by family
- Strong networking opportunities for future jobs, references, friends and other resources.
- Connection with thousands of other women of all ages though out the world
- The members are friends who you can call on at any time whether you've met them or not.
- Values based
- We still use the Ritual that was written in 1897 by our Founders. It promotes inclusion, diversity and equality and has since day one
- You have a special lifelong bond with sisters, not just your chapter sisters, but sisters from other chapters and sisters of all ages

Discussion Points: Scenario 40

Your chapter disagrees with some of the things your university administration is proposing for the Greek community. Looking at Ritual, what should the relationship be between your chapter and your school?

In our Ritual for Formal Meetings of Collegiate Chapters, we're told

- “The object of this Fraternity shall be to encourage a spirit of fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interests of the colleges and universities in which chapters are installed; and in no way to disregard, injure or sacrifice those interests for the sake of the prestige or advancement of the Fraternity or any of its chapters.”
- A truly successful future for the chapter will rest largely upon its relation to the college world around it.
- The bonds which hold you so closely within the Fraternity should strengthen rather than weaken, the ties of interest between members and their college surroundings.
- An essential help to the attainment of AOII's objectives lies in the continued existence of a spirit of good fellowship between the members and the other students of the college or university.

In the Ritual for Installation of Collegiate Chapter Officers, the new officers are asked:

- Will you do your part in guarding this chapter against the temptations of college politics, clannishness, and the assumption of superiority, and will you seek to lead always toward democracy and friendship in the undergraduate body, and to prefer, if a conflict of interests should arise, the welfare of the whole college or university to the advantage of our group?



Ritual Applications for Officer Responsibilities

Universal

REM Module

Applications of Ritual for Officer Responsibilities

Audience:

Collegians (Initiated)

Alumnae

Purpose:

To provide officers learnings on key leadership skills.

Objective:

To utilize the learnings on leadership skills to connect officer responsibilities to AOII values and expectations.

Activity time:

There are three activities in this module.

- Officer Installation and AOII Values: 30 minutes
- Let Your Light Shine – Behavioral Responses (STAR Interview): 30 minutes
- Let Your Light Shine – Self Development (The Best of You): 30 minutes

Format:

- One to One conversation – during officer transition
- Group Experience – during new officer goal setting

Preparation and Materials:

- Assign a Leader
 - One to One conversation – preferably outgoing officer or alumnae advisor
 - Group Experience – an alumnae advisor
- Resources
 - White board or wall poster
 - Paper
 - Pens or pencils
 - Phone notes or 3x5 card to write out The Object
- Handout
 - Leadership Skills to Work On – print out for each attendee



Activity: Officer Installation and AOII Values

Step 1:

Leader introduction:

During the Ritual for Installation of Chapter Officers, each officer is asked to "solemnly undertake to work your best with body, brain, spirit, and substance." This simple statement may sound overwhelming, but it is what all members have been asked to do every day when living up to the AOII Object. As an officer, you are being asked to live by as well as work towards what our Founders asked in the Object.

Step 2:

Leader to share:

Before we start our discussion about how the Object represents our AOII values and connects to our officer's responsibilities, let's recite the Object.

"The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interest of the colleges and universities in which chapters are installed, and in no way to disregard, injure, or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters."

Step 3:

Leader to discuss:

Discuss following questions. Reminder that our Founders did not provide a specific definition to AOII Ritual. It is up to each sister to determine how AOII values impact their day-to-day actions and work as an officer.

1. What does the phrase "...to encourage a spirit of Fraternity and love..." mean to you?
2. Describe how an officer's actions should stand for character and dignity?
3. How should a program or activity that is being considered provide for scholarship?
4. What can your decision-making do to strive for and support the best interest of your college or university?
5. How will office responsibilities respect the phrase "and in no way to disregard, injure or sacrifice those interests for the sake of prestige or advancement of the Fraternity?"

Step 4

Leader to discuss:

AOII leadership is anchored by our values and expectations for mature conduct. Leadership skills are an extension to those principles. In the handout provided to you, "Leadership Skills to Work On", you will find a list of ten core leadership competencies. These are a starting point to provide a personal guide for your reference.

- Distribute handout: "Leadership Skills to Work On."
- Run through the ten skills and ask if there are any questions.



Step 5

Leader to share and request:

Our Founders made AOII's Object a public statement. These four women did not hesitate to share with the world that members of AOII are called to not only serve their chapters and the Fraternity as a whole, but also to be of service to their communities and universities. Keeping the Object close at hand is a request we put forth to all officers.

- At this time, you can pass out 3x5 cards to have each officer write out the Object or you can ask everyone to enter the Object into their phone.

Step 6

Leader Wrap up:

The values expressed in our Ritual are tools that can be useful to us every day. The Object provides us a simple and concise reminder of these key principles. As an officer the expectation is to put these values into practice in representing our sisterhood along with how to work with others.



Activity: "Let Your Light Shine – Behavioral Responses (STAR Interview)"

Step 1:

Leader introduction:

As an AOII Officer, leadership communication is used to relay information on AOII core values, our Fraternity mission, chapter operations, and crucial messages. An officer's communication can build trust and encourage sisters to achieve a greater result. For example, the AOII Founders message to live a value-based life continues to be communicated a hundred plus years after they wrote our Initiation Pledge.

Step 2:

Leader to share:

There are many tips and best practices for communicating to teams and organizations. The technique associated with behavioral interviewing is the method we want to share in this activity. Behavioral interviewing may be used for more than just responding to questions. It is a method that can provide clear communication to a team before a task is undertaken and as a review after the task is completed.

The method is illustrated with a STAR structure.

- 'S' for Situation- Start by providing background on what you want to achieve or the experience you want others to have. Describe the circumstances for the involvement. Provide enough detail to preface the rest of your narration.
- 'T' for Task- Describe the challenge at hand and what is needed to be done. Give the expected outcome and any conditions that need to be satisfied.
- 'A' for Action- Elaborate your specific action in response to the challenge. Specify analytical work, team effort, or project coordination. Use 'I' and 'we' statements as appropriate.
- 'R' for Results- Explain the results of your efforts: what you hope to accomplish, what you want to learn, how you hope your chapter will respond, and how your organization may be recognized.

Step 3:

Leader to discussion:

Practice is the only way to learn the STAR behavioral technique. Once you learn how to organize information into this structure, being able to communicate your goals and actions is much easier to sisters, family, friends, and colleagues.

Let's walk through a goal or project using STAR.

NOTE: Use a white board or poster to share with everyone in a group setting. If one to one, use a piece of paper or computer.

- First: Lay Out the SITUATION (goal or project)
- Second: Highlight the TASK (outline what needs to be done)
- Third: Share the ACTIONS (put together a To Do list)
- Fourth: Explain the RESULT (explain what will be achieved)

Walk through these four steps several times and for various AOII Officer responsibilities to help understand the STAR technique.



Step 4

Leader to share:

By planning our communication of what we want to accomplish along with the what needs to be done, how to do it, and the results expected, we are elevating our sisters to being our working partners.

By obtaining our sisters input as well as respecting their time and personal commitments to work on projects makes their commitment equal to our own. This sentiment is outlined in the AOII Officer Installation Ritual.

From the Officer Installation

Our commitment is to follow "long-established ideals of tolerance and kindness, of freedom from narrow prejudice and exclusiveness of any nature," and follow simplicity, dignity, and respect for ourselves and others.

Step 5

Leader Wrap up

The STAR method will help an AOII Office explain in a simple yet powerful way how to achieve a goal or deal with a challenge. As a life skill to explain accomplishments, the STAR technique will help you stand out. It's an effective way to show others that you've got the knowledge and capabilities to complete work and the results to prove it.



Activity: "Let Your Light Shine – Self Development (The Best of You)"

Step 1:

Leader Introduction:

There have been various studies and surveys conducted on the traits and skills of a great leader. One of the leadership characteristics that consistently makes the list is mindfulness. A mindful leader embodies leadership presence by cultivating focus, clarity, creativity, and compassion in the services of others.

Step 2:

Leader discussion:

Let's discuss the four key skills that a leader may develop to encompass mindfulness in working with others.

Leader to write on a white board/poster or state each mindfulness skill followed by discussion with attendee(s).

| Mindfulness Skill | Definition to help with discussion | Impact to Officer Position |
|---------------------------------|--|---|
| 1. Paying Attention | Listening, watching, considering others | Leaders need input and suggestions from others |
| 2. On Purpose | Intentionally increasing awareness of experience | Leaders expand their knowledge to help with their decision-making |
| 3. In the Present Moment | Focusing on the here and now | Leaders learn and understand needs and requirements of today |
| 4. Non-Judgmental | Being curious and objective about experience | Leaders do not dismiss opinions and suggestions from others |

Step 3:

Leader to share:

After the discussion of the Mindfulness Skills, there are two key phrases from the Ritual for Installation of Chapter Officers the AOII *Rituals Book* that lean toward mindful leadership. These phrases are to be discussed on how each officer interprets the Ritual meaning.

From the Officer Installation

"Guard faithfully the inner harmony which is our life..." and "...guarding against the temptations of clannishness, and the assumption of superiority, and ...seek to lead always toward democracy and friendship."

**Step 4**

Leader to share:

Be aware that you will have bad days as a leader. Missing a deadline, having a personal time conflict, or being unable to find consensus with a group may cause a stressful situation and create dread to the day. The mindfulness effort and activities that you do before these bad days helps to build a support network for you. Being able to lean on others is not a weakness but a strength.

Step 5

Leader Wrap up

As an AOII leader, our Founders provided an enduring guide of demonstrating mature conduct and living a value-based life. Learning mindful leadership gives you the tools to measure and manage your life as you're living it. It teaches you to pay attention to the present moment, recognizing your feelings and emotions and keeping them under control, especially when faced with highly stressful situations. When you are mindful, you're aware of your presence and the ways you impact other people.

Making your actions create positive experiences for yourself and others is the core of AOII leadership.



Handout: Leadership Skills to Work On

1. **Communication**

Successful communication requires a diplomatic touch-this too is an important leadership quality.

2. **Set a good example**

Leaders also function as role models.

3. **Readiness to take on and give up responsibility**

Those who share responsibility encourage and develop others.

4. **Motivation**

Inspiring and fostering enthusiasm for projects is one of the most important leadership qualities that leads to successfully achieving goals.

5. **Recognize and foster future leaders**

Managers with leadership qualities have a keen sense of how people tick: they recognize special abilities and know how to use them for the company. Instead of being scared of potential competitors, such managers encourage talented and motivated employees to transform them into new leaders.

6. **Tolerate mistakes**

Mistakes happen, and no one is immune. But one learns from mistakes when support and encouragement to try again is given.

7. **Flexibility**

Leadership style must be able to adjust to suit the situation. This requires flexibility and intuition.

8. **Set goals and expectations**

Teams work best in a goal-oriented manner. Leaders that outline the task with clear actions and realistic deadlines can expect good results.

9. **Self-Reflection**

Everyone has strengths and weaknesses, even leaders. The more aware you are of your own abilities and the more open you are about them, the more successful you will be as a leader.

10. **Authenticity**

Even when you are the leader you should be yourself and find your own individual style of leadership.

Ritual Applications for Strengthening Relationships

Universal

REM Module

Ritual Applications for Strengthening Relationships

Audience:

All Members

Purpose:

To examine our relationships both within and outside of the Fraternity and how our Ritual could make them stronger. The module includes sections of relationships with one's self, New Members, sisters, alumnae, family, the college community, and the outside world. Any section may be omitted, based on the needs of the chapter.

Objective:

To explore and understand our relationships and how we can use Ritual to strengthen them.

NOTE: These are quick to do and would be a great add on at the end of chapter or before the start of a sisterhood event.

Activity time:

There are eight activities in this module.

- Relationship with One's self: 15 minutes
- Relationship with New Members: 20 minutes
- Relationship within collegiate chapter: 20 minutes
- Relationship between collegiate and alumnae members: 15 minutes
- Relationship within alumnae chapter: 15 minutes
- Relationship with family: 15 minutes
- Relationship with the college/university community: 15 minutes
- Relationship with the outside world: 20 minutes

Format:

All sizes of group discussions.

Preparation and Materials:

- Paper and pencil for each participant
- *Rituals Book*
- Wall posters
- Prizes for the most ideas or best interaction
- Select additional sisters to assist with reading sections
- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.



Introduction and Closing for all Activities

Leader Introduction for ALL ACTIVITIES:

Relationships are the connections we have with each other. For AOIIs, the connections among new initiates, collegiate members and alumnae, and our family and friends, the college community and the outside world, form the foundation of our sisterhood.

Our Ritual provides the guidelines on how we are to connect with each other. Our precepts, our principles, and our rules were first given to us by our Founders. The Object begins the instruction in our fraternal education.

Remember that our organization is a Fraternity. Members of a fraternity share like ideals and principles. "The object of this Fraternity shall be to encourage a spirit of Fraternity and love among members" This provides the foundation of our Fraternity.

First, we share ideals and then love comes. Fraternity grows love. Our first goal is, "to stand at all times for character, dignity, scholarship, and college loyalty" (everything a chapter and its members do is aligned to these ideals); "to strive for and support the best interests of the colleges and universities in which chapters are installed; and in no way to disregard, injure or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters." (The college or university and its interests are paramount; the chapter and the Fraternity take second place).

Let's dig a little deeper into the different relationships within our Fraternity.

Leader closing for ALL ACTIVITIES:

Relationships are important.

If we learn to use our Ritual to strengthen our relationships, it will serve us well for a lifetime.

Don't hesitate to practice the lessons from our Ritual in all things you do.



Activity: Relationship with One's Self

Step 1:

Leader Introduction - read from the general introduction and closing section at the beginning of the module.

Step 2:

Selected Sister to read:

The most important relationship we have as humans is the relationship with our own self. No other relationship is as intimate or constant as this. It begins the day we are born and lasts until we die. We are a product of our environment. This is where we learn our morals, our values, and develop our sense of self. By the time we reach college age, we have a pretty good idea of who we are. However, living away from our parents, most likely for the first time in our lives, we will be exposed to new experiences and situations. Our moral fiber will be challenged and might even change.

Selected Sister to read:

We were chosen to be members of Alpha Omicron Pi because we were believed to be of good character and to have values that would mesh with those of the Fraternity.

As we face new opportunities and experiences, we might find ourselves questioning our beliefs. This is okay. It is how we grow. What is important is for us to be cognizant of and admit to our self we are changing. If we stay in touch with our thoughts and feelings, we will be more grounded and better able to take on the world. Our sense of self will continue to evolve as we grow into adulthood. This is called maturity.

Selected Sister to read:

Until we examine our thoughts, beliefs, and values, acknowledge both our strengths and weaknesses, and get in touch with our inner self, it is difficult to sustain healthy relationships with others. How can Ritual help us with our relationship with one's self? Read the Ritual of Initiation. This Ritual includes everything that is a part of our AOII belief system. It might help you identify the virtues you already possess and identify areas where you can improve.

Selected Sister to read:

You are unique. There is only one "you" in the whole entire world. You are special. We challenge you to recognize your goodness and to work on areas of concern. When you have a strong relationship with yourself, you are ready to have deep, meaningful relationships with others.

Step 3:

Leader introduces the activity: No one expects you to be perfect, and you shouldn't expect it of yourself. We do, however challenge you to be the best you can be with brain, body, and spirit. Is this your aspiration? How will you accomplish it?

Ask for everyone to do the following:

1. List three ways that make you special and three areas upon which you'd like to improve.
2. List three ways our Ritual can help you form a deeper relationship with yourself.

Step 4

Ask someone to share what they wrote. It may help to have a sister read another sister's answers.

Step 5

Leader closing – read from the general introduction and closing section at the beginning of the module.



Activity: Relationship with New Members

Step 1:

Leader Introduction - read from the general introduction and closing section at the beginning of the module.

Step 2:

Leader to read: Our Ritual tells us the future of the Fraternity depends on well-chosen members. Our Founders were adamant collegiate members would choose the New Members for their chapters. Alumnae may advise, but, except for a new chartering chapter where a special team of alumnae invite the New Members through an interview process, alumnae do not pick.

Selected Sister to read: This means our collegiate members are entrusted with choosing women who would carry our chapters and our Fraternity into the future. This is an awesome right and responsibility. The guidelines for how members are to relate to each other and how members are to relate to New Members are first given in the Pinning Service. Mutual pledges are made and given to each other. This service marks the beginning of a New Member's journey in AOII.

Leader to read: Sponsors take personal responsibility for the character of the New Member she is presenting. The sponsors then promise to be as an elder sister to the candidate throughout the candidate's college career. The sponsor agrees to do this as long as the candidate continues to be worthy and to maintain the ideals of the Fraternity.

As part of the Pinning Service, the candidate acknowledges she wishes to become one of us and tells her full name. We tell the candidate she has been chosen because we believe her to be true and worthy and in sympathy with the high aspirations of Alpha Omicron Pi. The candidate agrees to accept the obligations of character and dignity that we require of her and formally promises herself to the chapter and AOII.

Selected Sister to read: The sponsors formally promise to abide by their promises to the New Members. These New Members receive their New Member Pin, a sign of the promises made. The Object is revealed. The Director of New Member Experience is introduced and promises to educate them about AOII so that they may become initiated members.

Current members and New Members then promise together to uphold and assist each other. These promises are mutual and life lasting. Each of us have been vouched for by our sponsor; we have promised to act with character, dignity and scholarship, and we have promised to assist and uphold always all our New Members and members.

Step 3:

Write a statement in your words showing what it means to serve as a sponsor of a New Member (1) during the pinning process, and (2) during their collegiate life.

1. How does the sponsor support the Director of New Member Experience?
2. What activities or actions can sponsors use to fulfill her obligations?

Step 4

Ask sisters to share what they wrote.

Step 5

Leader closing – read from the general introduction and closing section at the beginning of the module.



Activity: Relationship within Collegiate Chapter

Step 1:

Leader Introduction - read from the general introduction and closing section at the beginning of the module.

Step 2:

Leader to read:

A member's individual actions affect the life of the chapter – as a stone thrown into a pond sends out ripples which eventually reach the limit of the pond. Our Ritual, especially our symbols, educates us on the ripples of chapter life.

While each collegiate chapter member has pledged herself to our Fraternity and to her chapter sisters, real collegiate life is ever-changing, a critical time during which she is moving towards a new phase in her life. There will be emotional ups and downs and challenges that can test sister relationships.

Selected Sister to read:

The Ritual Education Manual (REM) provides several activities to bring our Ritual to life and to practice every day. Our symbols speak to our actions, our behaviors, and especially to the concept of empathy. The Ritual gives us ways to live.

If you lose your way you've also lost your why. Our "why" is the reason AOII exists. Staying focused on our motto will help keep our members close as will keeping Ritual in our hearts. These actions will help us share understanding with our sisters.

Leader to read:

This 2019 article by former RT&J member Leigh Perry explores our "why."

We Lose Our Way When We Lose Our Why

I have been thinking a lot about ripples. Not the ripples in a pond, but the ripples caused by our interactions with others. What we think, say, and do impact ourselves and the others we encounter both in-person and digitally. We see it in those we live with, talk to, or see every day. It is also true of those individual one-time interactions at the grocery store, airport, or on social media. All those ripples then extend on to the people with whom they have interactions. It's a powerful choice with huge implications – whether our interactions provide a positive impact on others or just the opposite. We have the power to be intentional and SELECT how we interact. We can be "Debbie Downer," that one bad apple that spoils the bunch, or we can intentionally choose to carry the spirit of our motto into the world about us.

Select Sister to read:

*In Simon Sinek's book **Start With Why**, he identifies a compelling idea called the **Golden Circle** which "provides a framework upon which organizations can be built, movements can be led, and people can be inspired. And it all starts with WHY... 'Why' is the very reason your organization exists."*

*In Alpha Omicron Pi, we are fortunate because we KNOW our WHY. It is always before us in our motto. We are reminded daily in the letters we wear in our jewelry, on our clothing, and put on the bags we carry and the vehicles we drive. Our **Founders** were insistent that it isn't focused on what we can do just for our sisters, but rather the impact we have in the world about us. AOII is all about reciprocity, and what we send out we get back 1,000 times over. Our interactions ripple out to our communities, our chapters, and ultimately back to ourselves because all life strives for balance. We reap what we sow.*



Leader to read:

Author Michael Hyatt in his book "We lose our way – when we lose our WHY!" Reflecting on a recent chapter visit, I realized that's what happens in our chapters when members forget or never connect with Ritual – they lose their WHY. The membership falters and the sisterhood itself begins to crumble because gossip and pettiness undermine the very foundation of the chapter. They lose their way, and it ripples out into the world around them.

Dan Nielsen says this in his blog: "If you lose sight of your original vision... disillusionment and discouragement can set in and you start to lose your way. You start believing those who say, "You can't." ... It is crucial that you don't lose your 'why.' The journey will likely be difficult, but if you keep focusing on and reminding yourself of the greater purpose...then you won't lose your way." Stay focused and never lose sight of our motto, our original vision, our why. If we are always intentional in our interactions, then we won't ever lose our way.

Step 3:

Leader will ask everyone to share:

- What is your "AOII why" and how does it shape your actions within the chapter and outside of the chapter?

Step 4

Ask sisters to share their "AOII why."

It may be fun to write the up on wall posters while they are being shared and can be kept posted for a couple of weeks to remind everyone about why AOII has an impact on our actions.

Step 5

Leader closing – read from the general introduction and closing section at the beginning of the module.



Activity: Relationships between Collegiate and Alumnae Members

Step 1:

Leader Introduction - read from the general introduction and closing section at the beginning of the module.

Step 2:

Leader to read:

Just as collegians have the privilege and responsibility for choosing the New Members, they also have the responsibility of maintaining their collegiate chapters. History has shown strong chapters have strong, diverse advisers, women who will let them make their own mistakes, will let them stumble, but not fall.

Selected Sister to read:

The best Collegiate Chapter Advisory Boards (CCAB) consist of women from a variety of chapters and ideally have a wide age-range. The relationship between the chapter, chapter officers, and the AAC should be one of mutual respect.

Alumnae of the chapter will often visit during events like Homecoming and should be warmly welcomed. Remember, when they were collegiate members, they selected the members who at some point down the road chose you.

Leader to read:

If an alumnae chapter is nearby, it would be beneficial to the chapter to foster a good relationship with them. The alumnae chapter can offer a wide range of support to a collegiate chapter. Often, they co-host fundraisers or events like Founders' Day. Some provide treats during exams. Invite them to some of your events so you can get to know them.

Step 3

Leader asks:

List three ways the chapter could foster good relationships with:

1. The Collegiate Chapter Advisory Board (CCAB)
2. The local alumnae chapter
3. Alumnae from your chapter

Step 4

Leader asks sisters to share what is important to them to foster good relationships.

Write down some of these ideas and vote for the top three to add to event planning.

Step 5

Leader closing – read from the general introduction and closing section at the beginning of the module.



Activity: Relationships within Alumnae Chapters

Step 1:

Leader Introduction - read from the general introduction and closing section at the beginning of the module.

Step 2:

Selected Sister to read:

Alumnae Chapters bring together not only members from a wide range of chapters, but with a wide range in age and life experiences. The most successful alumnae chapters are the ones that are able to break down silos (big versus small chapters and young versus senior members) and incorporate our Ritual into the chapter DNA.

Again, the REM has activities to help bring the elements of our Ritual into chapter discussion, such as "Reflecting on the Values of Ritual."

Step 3

Leader asks:

1. Have a group discussion where alumnae from a variety of chapters and years of initiation share what were the same or different aspects of their collegiate life.
2. Reflect upon your relationships within the alumnae chapter. How many of your close friends were not in school at the same time as you?
3. How many went to different universities?

Step 4

Leader sees that the discussion had died down ask what one of the best of the best relationship experiences was shared.

Step 5

Leader closing – read from the general introduction and closing section at the beginning of the module.



Activity: Relationships with Family

Step 1:

Leader Introduction - read from the general introduction and closing section at the beginning of the module.

Step 2:

Leader to read:

How we relate to other members of AOII is a mirror of how we relate to our family and friends. Good relationships require that we make and keep honorable promises. It is important that we treat our sisters as we treat our family and our family like our sisters – with character, love, and dignity. We shine our light and treat them as the Golden Rule requires. Our Ritual is a guide to living with everyone.

Leader to read:

While members can never share the whole Ritual with their family, they can describe in broad terms what draws members of our Fraternity together. Especially when members are a first generation to join a Greek organization, it is important to explain why being an AOII is for life, and not just during your collegiate years.

Step 3

Leader asks:

1. How would you explain AOII to your family if you were first generation Greek?
2. How would you explain AOII to your family if they were opposed to you joining a Greek organization?
3. How would you explain AOII's uniqueness to your family?

Step 4

Leader thanks the sisters for sharing personal family insight.

Step 5

Leader closing – read from the general introduction and closing section at the beginning of the module.



Activity: Relationships with the College/University Community

Step 1:

Leader Introduction - read from the general introduction and closing section at the beginning of the module.

Step 2:

Leader to read:

The following are key statements from our AOII Ritual:

- *"A truly successful future for _____ Chapter will rest largely upon its relations to the college world around it. "*
- *"Let your light so shine before men that they may see your good works and glorify your Father which is in Heaven."*
- *"The purpose of Alpha Omicron Pi is not entirely selfish."*
- *"I pledge to meet all of my obligations to the Chapter, the Fraternity and the university."*

Selected Sister to read:

As you can see from our AOII Ritual, the Founders realized that it is imperative that both collegiate and alumnae chapters maintain strong relationships with their local college/university community for our Fraternity to grow.

In order, for our "light to shine" for AOII, we need to be proactive to strive to get to know our college/university better. Your chapter may currently have a good relationship with several of your college/university community partners, but these relationships need to be maintained and other counterparts need to be developed.

By taking the time to review the college/university community and AOII relationship with each, will determine where programs are necessary.

Step 3

Leader asks to divide members into small groups and ask each group to brainstorm activities/programs that chapter (collegiate or alumnae) could strengthen relationships with the following individuals, departments or groups:

- Administration (Chancellor, Trustees, President, Vice Presidents, Deans, Directors)
- Faculty (Faculty Senate)
- Students (On campus, off campus, international, full time, or part time)
- Fraternity and Sororities (Greek Advisor/Staff, Interfraternity Council, Panhellenic, Pan Hellenic, Order of Omega and other Fraternity/Sorority advisors)
- Student Organizations (Student Government Association)
- Athletics
- Housing (Staff and Resident Assistants, Fraternity/ Sorority Housing Staff, on campus or off campus)
- Campus Police or Security
- Parents
- Any other appropriate personnel or organization permanent to your community

**Step 4**

Leader gives instructions to the small groups:

- Each group needs to have a recorder and be willing to share their ideas with entire chapter.
- Encourage members to think outside of the box.
- All ideas (small or big) should be welcomed and documented for the Director of Ritual Education.
- As encouragement remind everyone that prizes will be given to the group with the most ideas.

Step 5

Leader brings everyone back together to acquire the best 3-5 activities to implement with action plans next year. Also, prizes are awarded to the group with the most ideas. One last message is given: *"You are members of Alpha Omicron Pi not only during your college days, but for life."*

Step 6

Leader closing – read from the general introduction and closing section at the beginning of the module.



Activity: Relationships with the Outside World

Step 1:

Leader Introduction - read from the general introduction and closing section at the beginning of the module.

Step 2:

Leader to read:

The following is a statement from our Founder Stella George Stern Perry in 1939:

"So, yours is a noble task: To feed your own life, Alpha Omicron Pi's life, the life of the hungry world, from the good seed just placed within your hands; to sail fair vessels of rich cargoes on the stream you enter now."

Selected Sister to read:

Understanding that the essential tradition of Alpha Omicron Pi is that its Rituals and promises are to be considered working principles for life, not simply emotional expressions, it is fitting that we endeavor to demonstrate the values of our Rituals to the outside world.

Step 3

Leader asks sisters to break up into nine small groups.

Step 4:

Leader is to give each group a sample scenario for discussion with the instructions to identify specific principles, values and guidelines in our Ritual that can help chapters and members address the following situations.

1. You are a chapter that excels throughout AOII and the campus and/or community. Your chapter know policies, Ritual, and sisterhood. This is terrific, however there is some resentment from other sororities and AOII chapters in your area.
2. A close friend relays a story regarding a neighbor. It sounds as if it could be true. If it is, the neighborhood could be in danger. If not, it could devastate relationships and one family's reputation.
3. A colleague receives singular recognition for a project you helped develop. . .or. . . YOU received the recognition with no mention of your helpful colleague.
4. You have volunteered to sort food at the food bank. Now, the chapter has planned an event for the very same time.
5. You are about to sit down to resume reading the book that you "couldn't put down" last night when a friend calls to talk about the stress of her job and changing careers.
6. You want people to know that you are a member of Alpha Omicron Pi. Do you dress in "better" clothes to wear your badge, dress in "regular" clothes and wear your badge or other AOII jewelry or letters, or just bring it up in conversation?
7. A co-worker is out of the office because of serious surgery. Childcare is not an issue (because full-time childcare can continue as it did while the person was in the office). A team member is trying to coordinate meal service, laundry and "away time" for the spousal care giver. You have a prior commitment with your friends who have been working toward a "Girls' Weekend" for over six months. Finally, from your own experience, describe an experience about how Ritual was used to affect a positive outcome.

Examples that the Leader may provide to help a group start their discussion:

A Few Actions in the Outside World that Reflect our Ritual:

- Writing a thank you note
- Positive people
- Putting your best effort into all relationships
- Completing tasks on time
- Standing up for your beliefs
- Charitableness in judgment
- Generosity with your time and talent
- Diversity in friendships
- Honesty

Step 5

Leaders asks sisters to come back to the large group.

Step 6

Leader asks each group to read their question and provide their response.

Step 7

Leader closing – read from the general introduction and closing section at the beginning of the module.

What's in Your Phone?

Universal

REM Module

Living with Values - What's in your phone?

Audience:

Collegians & Alumnae

Purpose:

To reinforce the values found in our Rituals and may be used in daily living.

Objective:

To make connections between personal values and the values expressed in our Ritual.

Activity time:

This module has one activity.

- What's in your phone: 45minutes

Format:

Small group discussions (recommended 5-10 per group)

Large group Experience

Preparation and Materials:

- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- *Rituals Book*
- Large piece of paper (flip chart or poster board)
- Assign a scribe for the flip chart.



Activity: Living with Values – What's in Your Phone

Step 1:

Have the scribe setup the Flip Chart or Wall Poster to make a master list of app names and values that members state during the discussion.

Step 2:

Leader introduction:

This is an activity that helps us learn about each other as sisters from the mobile apps we use every day. More importantly, this activity will also give us insight into what we find adds value in our day-to-day living.

Step 3

Leader requests each member to identify the top three mobile apps on her mobile phone that she values.

Step 4:

Leader asks each member to pick one of the apps from their top three and prepare to tell why this specific app has personal value.

Step 5

Leader selects several sisters to explain the app and the value it represents in everyday living.

- Scribe records app and value.

Step 6

Leader selects several other sisters to explain the app they have chosen and the value it plays in influencing her life.

- Scribe records app and value.

Step 7

After individual members have stated the values that are important to them, the Leader is to engage the entire group in a discussion of the apps and values that were recorded.

- Questions to encourage engagement:
 - Is the value associated with the app or the action in using the app?
 - How does the value impact others in your life?
 - Would you be able to find the same value in something else?

Step 8

Leader asks everyone to think about the symbols in our Ritual and our motto. Just like the apps that were selected as having the most value and use, are there symbols in our Ritual and motto that we can identify as having value?

- Questions to encourage engagement:
 - Where can we find in our Ritual the values that were identified in using the phone app?
 - How are the values and behavior related?
 - How do members apply the values we listed in working with each other?

Step 9

Leader closing:

Our tendency may be to think of our Ritual as something we do, not as something we live. The more we explore our Ritual and learn about it, the more beneficial it will be to each of us now and throughout our lives.

Leader Follow Up: Provide the list of values as a reference to the President for when the chapter sets its goals and plans the calendar for the year.



Which Founder Do You Most Emulate?

Universal

REM Module

Which Founder Do You Most Emulate?

Audience:

Collegians (Initiated)

New Members

Alumnae

Purpose:

To determine which of the Founders each member most emulates.

- NOTE: This is a great education module to use for a Ritual moment at chapter.

Objective:

To realize that the Founders were individuals with a common purpose.

To help each member recognize qualities she has in common with our Founders.

Activity time:

This module has one activity.

- Which Founder Do You Most Emulate? 10 minutes

Format:

Any group size.

After instructions, each sister works individually.

Preparation and Materials:

- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- Pens, pencils
- Handout: provide enough copies for each attendee
 - Attribute worksheet - "Which Founder Do You Most Emulate?"



Activity: Which Founder Do You Most Emulate?

Step 1:

Leader Introduction:

Each of us knows about the founding of AOII. We know the names of our Founders:

Stella George Stern Perry
Jessie Wallace Hughan
Helen St. Clair Mullan
Elizabeth Heywood Wyman

We know why they started AOII. We have some facts about each of them. There are letters they have written and recordings that give of insight to their personality. Many of us have seen photos of the four Founders, especially the one dressed in their caps and gowns. Even with this knowledge, do we think of them as real people? Do we know them for their individual qualities?

Have you ever thought.... HMMMM....which of the Founders am I most like or have similar characteristics?

Step 2:

Leader presents activity:

To help you learn about our Founders, it would be fun to find out which Founder you are most like.

We will use a worksheet to help you discover which Founder you most emulate. While the worksheet describes the traits and qualities of our Founders, it also summarizes characteristics of many AOIIs through the years.

Step 3

Sisters assist Leader with distributing an attribute worksheet to each attendee.

Step 4:

Leader works sisters through filling out the worksheet:

1. Ask each sister to read through each column on the worksheet, one column at a time.
2. Put a plus (+) sign by each attribute that is definitely like you.
3. If a listed attribute is most certainly not like you, place a zero (0) by it.
4. Leave a blank by any attribute that doesn't pertain to you strongly.

Step 5

Give five minutes to let sisters complete the worksheet.

Step 6

Leader explains how to add up the results:

1. Add up the columns (+)'s and (0)'s.
2. Explain what the total count means per column:
 - a. The column with the most plus (+) signs is the Founder you are most like.
 - b. The column with the most zeros (0) is the Founder you are least like.

**Step 7**

Leader asks sisters to separate into Founders' groups.

1. Ask those who are most like Founder # 1 to stand in a group together.
2. Ask those who are most like Founder # 2 to stand in a group together.
3. Ask those who are most like Founder # 3 to stand in a group together.
4. Ask those who are most like Founder # 4 to stand in a group together.

Step 8

Once the sisters are in groups, ask them to sit so they can discuss the results.

Leader announces which Founder is which group and gives a few minutes for each group to discuss:

- Group #1 is Jessie Wallace Hughan Founder
- Group #2 is Elizabeth Heywood Wyman Founder
- Group #3 is Helen St. Clair Mullan Founder
- Group #4 is Stella George Stern Perry Founder

Step 9

Leader asks everyone to sit for closing remarks:

Were any of you surprised that you resemble a certain Founder? [Allow sufficient time for discussion.]

What new facts about the Founders did you learn from this activity? [Allow sufficient time for discussion.]

Encourage the group to discuss the questions above and offer any other perspectives they have on this activity.

Step 10

Leader Closing:

We hope this activity and worksheet were fun and informative for you. It is interesting for us to realize that our Founders were individuals and that each of us probably shares a lot in common with at least one of them. The traits and qualities of our Founders are those we seek (and find) in our AOII women today.

Activity: Which Founder Do You Most Emulate?

| #1 | #2 | #3 | #4 |
|--|---|---|--|
| <ul style="list-style-type: none"> <input type="checkbox"/> Tall <input type="checkbox"/> Stately <input type="checkbox"/> Light Brown Hair <input type="checkbox"/> Brown Eyes <input type="checkbox"/> Singer <input type="checkbox"/> Writer <input type="checkbox"/> Poet <input type="checkbox"/> Dynamic Speaker <input type="checkbox"/> Truthful Beyond Measure <input type="checkbox"/> Generous <input type="checkbox"/> Inquiring Mind <input type="checkbox"/> Whimsical Wit <input type="checkbox"/> Conservative Personal Conduct <input type="checkbox"/> Politically Liberal <input type="checkbox"/> Expect High Standards in Others <input type="checkbox"/> Prone To Lose Belongings <input type="checkbox"/> Procrastinate, But Come Through With Flying Colors <input type="checkbox"/> Idealistic <input type="checkbox"/> Patriotic <input type="checkbox"/> A Grand Friend <input type="checkbox"/> Intolerant of Hypocrisy <input type="checkbox"/> Crusader for Peace and Humanity <input type="checkbox"/> Philanthropist <input type="checkbox"/> Phi Beta Kappa <input type="checkbox"/> PhD W/Distinction <input type="checkbox"/> Teacher <input type="checkbox"/> Political Activist <input type="checkbox"/> Humble <input type="checkbox"/> Sometimes Clumsy <input type="checkbox"/> Quaker | <ul style="list-style-type: none"> <input type="checkbox"/> Feminine <input type="checkbox"/> Graceful <input type="checkbox"/> Light Brown Hair <input type="checkbox"/> Blue Eyes <input type="checkbox"/> Fair Complexion <input type="checkbox"/> Poet <input type="checkbox"/> Writer <input type="checkbox"/> Scholarly <input type="checkbox"/> Gracious <input type="checkbox"/> Gentle <input type="checkbox"/> Sensitive <input type="checkbox"/> Reliable <input type="checkbox"/> Modest, But Not Prudish <input type="checkbox"/> Sweet Tempered <input type="checkbox"/> Tolerant <input type="checkbox"/> Sweet Sense of Humor <input type="checkbox"/> Practical <input type="checkbox"/> Firm Convictions <input type="checkbox"/> Confident <input type="checkbox"/> Religious <input type="checkbox"/> Sympathetic <input type="checkbox"/> Understanding <input type="checkbox"/> Allow For Human Frailties <input type="checkbox"/> A Selfless, Giving Friend <input type="checkbox"/> Popular, Esteemed <input type="checkbox"/> Educator <input type="checkbox"/> Community And Church Service <input type="checkbox"/> Leader In College Activities <input type="checkbox"/> Social, Welfare Concerns <input type="checkbox"/> Protestant | <ul style="list-style-type: none"> <input type="checkbox"/> Slender <input type="checkbox"/> Graceful <input type="checkbox"/> Ash Blond Hair <input type="checkbox"/> Brown Eyes <input type="checkbox"/> Pretty <input type="checkbox"/> Gifted Musician <input type="checkbox"/> Composer <input type="checkbox"/> Seamstress <input type="checkbox"/> Carefree <input type="checkbox"/> Merry <input type="checkbox"/> Learn Easily <input type="checkbox"/> Never Forget Anything <input type="checkbox"/> Sympathetic <input type="checkbox"/> High-Minded <input type="checkbox"/> Love To Argue <input type="checkbox"/> Conservative <input type="checkbox"/> Reserved in Regard to Personal Problems <input type="checkbox"/> Proud <input type="checkbox"/> Stylish <input type="checkbox"/> Precise, Exact <input type="checkbox"/> Forward Looking <input type="checkbox"/> Greatly Admired In College <input type="checkbox"/> Common Sense <input type="checkbox"/> Modest <input type="checkbox"/> Marvelous Mind <input type="checkbox"/> Lawyer <input type="checkbox"/> Phi Beta Kappa <input type="checkbox"/> Supportive to Alma Mater <input type="checkbox"/> Love to Travel <input type="checkbox"/> Episcopalian | <ul style="list-style-type: none"> <input type="checkbox"/> Small <input type="checkbox"/> Dramatic <input type="checkbox"/> Chestnut Hair <input type="checkbox"/> Brown Eyes <input type="checkbox"/> Olive Complexion <input type="checkbox"/> Artistic <input type="checkbox"/> Poet <input type="checkbox"/> Writer <input type="checkbox"/> Sense of Humor <input type="checkbox"/> Objective <input type="checkbox"/> Judgment <input type="checkbox"/> Desire to Bridge Gaps Between People <input type="checkbox"/> Idealistic <input type="checkbox"/> Simplistic <input type="checkbox"/> Tolerant <input type="checkbox"/> Insistent <input type="checkbox"/> Set High Standards <input type="checkbox"/> Dignified <input type="checkbox"/> Love Everything and Everybody <input type="checkbox"/> Many-Faceted <input type="checkbox"/> Practical <input type="checkbox"/> Intense Feelings <input type="checkbox"/> Purity of Thought <input type="checkbox"/> Passion For Truth <input type="checkbox"/> Permanence of Loyalty <input type="checkbox"/> Splendid Intellect <input type="checkbox"/> Strong Character <input type="checkbox"/> Public Service <input type="checkbox"/> Reform and Welfare Interests <input type="checkbox"/> Love Children and Youth <input type="checkbox"/> Jewish |



Just One Word

Collegians

REM Module

Just One Word for Collegians

Audience:

Collegians

Purpose:

To help members learn to practice Ritual daily

Objective:

To simplify learning about our Ritual and applying it daily

Activity time:

30 minutes and/or multi day event

Format:

Small Groups of 5-10; groups may need to be prearranged, especially in the case of new initiates.

Preparation and Materials:

- Baskets, bags, or hats per group
- Set of discussion questions per group (See the questions for Step 1 and Step 2, both of which are at the end of this module.)
 - The discussion question sheets for Step 1 and Step 2 of this module provide six copies of each set of questions. After making a copy of each sheet, cut the copies apart. (One set of questions will be distributed to each small group during Step 1 and a second set of questions will be distributed during Step 2.)
- At least one copy of the *Rituals Book* and a dictionary or device to look up words
- "Ritual Words" list (See the list at the end of this module.)
 - Cut the copy of the "Ritual Words" list into small slips of paper so that each slip contains one word.
 - Divide the words among basket #1 for each group, making sure that a slip of paper (with a word on it) is included for each member of the group.
 - If you have more members than words, make additional copies of the word list and cut it apart as described above.
 - If you have particular issues in the chapter that you need to address, you can be selective and duplicate specific words.
- In basket #2, place a slip of paper with a day of the week for each of the members who will be in each group. Be creative and use different colored papers for each basket.



Activity: Just One Word for Collegians

Step 1:

Leader Introduction:

- Practicing Ritual daily can seem like a daunting task. There's just so much to learn, and we all have such busy lives.
- Learning Ritual and applying it daily can help our lives become much more meaningful as we practice the principles our Founders ascribed for us more than 125+ years ago.
- Where do we begin?
- By keeping it simple.
- One way is to pick one word from Ritual and one day of the week and use that word in everything you think, say, and do just for that one day.
- This exercise will help you see how to live our Ritual, one word and one day at a time.

Step 2:

Activity

- Break the chapter into teams of 5-10 with 2 baskets per group.
- Basket #1 for each team contains a slip of paper for each team member on which a word from Ritual is printed.
- Basket #2 for each team contains a slip of paper for each team member on which a different day of the week is printed.
- Within each team, pass around the baskets and have each member select one slip of paper from each basket. Distribute one set of the "Discussion Questions for Step 1" to each small group. Ask them to discuss the following questions:
- Where can you find your word in the Ritual? (This may necessitate some discussion and searching in the *Rituals Book*.)
- Why do you think that word was selected by our Founders?
- How do you think you can apply that word to your life all day on the day you selected?
- Everyone, get out your phones or devices and mark your word on the day you have chosen—so you don't forget! When you get home, put the slip of paper with your word in a prominent place so you will see it every day as a reminder to begin developing your personal relationship with our Ritual. Make notes, because we're going to meet again next week to discuss the results.

Step 3

Single Day Event:

At the same meeting, after discussing the "first round" of applying Ritual words, have team members choose a different word from Basket #1 and another day of the next week from Basket #2 to continue the process.

Multi Day Event:

During the next meeting, have members get back into their groups. Ask them to discuss the results of applying their Ritual words to their lives for a day. Also, ask them to share any related stories. Distribute one set of the "Discussion Questions for Step 2" to each small group. Ask them to discuss the following questions:

- Discuss whether it became any easier for the members to apply the Ritual word to their lives each time the process of choosing a new word and day was repeated.



- Did you really use your word on your day, in everything you thought, said, and did?
- If not, why not?
- How did it work?
- Did it help you think about Ritual?
- Was your day any more/less stressful because you applied the Ritual word?
- Were there any "AHA!" moments?

Step 4:

Leader Wrap Up:

Learning about our Ritual and how it can be useful in our lives does not happen overnight. That's OK. Just like our Founders, we're lifetime members of AOII. We have our whole lives to develop our understandings of Ritual and how the values it expresses can guide our lives. Each of us can develop our understanding and personal relationship with our Ritual one word and one day at a time.

Step 5

Leader Follow Up to Chapter:

At the end of the academic term, ask for nominations for members who really applied their words and used this as a springboard to practice Ritual daily.

- Award prizes or certificates to the woman or women who most exemplified Ritual in their daily lives.



Just One Word Module - Small Group Discussion Questions

Step 1

1. Where can you find your word in the Ritual? (This may necessitate some discussion and searching in the *Rituals Book*.)
2. Why do you think that word was selected by our Founders?
3. How do you think you can apply that word to your life all day on the day you selected?

1. Where can you find your word in the Ritual? (This may necessitate some discussion and searching in the *Rituals Book*.)
2. Why do you think that word was selected by our Founders?
3. How do you think you can apply that word to your life all day on the day you selected?

1. Where can you find your word in the Ritual? (This may necessitate some discussion and searching in the *Rituals Book*.)
2. Why do you think that word was selected by our Founders?
3. How do you think you can apply that word to your life all day on the day you selected?

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2. Why do you think that word was selected by our Founders?
3. How do you think you can apply that word to your life all day on the day you selected?

1. Where can you find your word in the Ritual? (This may necessitate some discussion and searching in the *Rituals Book*.)
2. Why do you think that word was selected by our Founders?
3. How do you think you can apply that word to your life all day on the day you selected?

Just One Word Module - Small Group Discussion Questions

Step 2

1. Did you really use your word on your day, in everything you thought, said, and did?
2. If not, why not? How did it work?
3. Did it help you think about Ritual?
4. Was your day any more/less stressful because you applied the Ritual word?
5. Were there any "AHA!" moments?

1. Did you really use your word on your day, in everything you thought, said, and did?
2. If not, why not? How did it work?
3. Did it help you think about Ritual?
4. Was your day any more/less stressful because you applied the Ritual word?
5. Were there any "AHA!" moments?

1. Did you really use your word on your day, in everything you thought, said, and did?
2. If not, why not? How did it work?
3. Did it help you think about Ritual?
4. Was your day any more/less stressful because you applied the Ritual word?
5. Were there any "AHA!" moments?

1. Did you really use your word on your day, in everything you thought, said, and did?
2. If not, why not? How did it work?
3. Did it help you think about Ritual?
4. Was your day any more/less stressful because you applied the Ritual word?
5. Were there any "AHA!" moments?

1. Did you really use your word on your day, in everything you thought, said, and did?
2. If not, why not? How did it work?
3. Did it help you think about Ritual?
4. Was your day any more/less stressful because you applied the Ritual word?
5. Were there any "AHA!" moments?

1. Did you really use your word on your day, in everything you thought, said, and did?
2. If not, why not? How did it work?
3. Did it help you think about Ritual?
4. Was your day any more/less stressful because you applied the Ritual word?
5. Were there any "AHA!" moments?

1. Did you really use your word on your day, in everything you thought, said, and did?
2. If not, why not? How did it work?
3. Did it help you think about Ritual?
4. Was your day any more/less stressful because you applied the Ritual word?
5. Were there any "AHA!" moments?

1. Did you really use your word on your day, in everything you thought, said, and did?
2. If not, why not? How did it work?
3. Did it help you think about Ritual?
4. Was your day any more/less stressful because you applied the Ritual word?
5. Were there any "AHA!" moments?

Just One Word Module - Ritual Words for Collegians

Step 2

| | | | |
|----------------|---------------|-------------------|----------------|
| Abide | Harmony | Self-Control | Engage |
| Agreement | Hearken | Selfless | Prophecy |
| Allegiance | Honor | Serviceable | Vaunteth |
| Apex | Hope | Shine | Ennobling |
| Ardent | Humility | Simplicity | Prudence |
| Assist | Incumbent | Solemnly | Virtue |
| Assurance | Inspiration | Steadfastness | Entreating |
| Belief | Integrity | Tolerance | Public |
| Bestow | Lastingness | Trust | Vitality |
| Charity | Light | Trustworthiness | Faith |
| Chastity | Love | Truthfulness | Spirit |
| Cherish | Loyalty | Unceasingly | Voluntary |
| Circumspection | Mutual | Underlying | Fealty |
| Concord | Understanding | Principle | Reflect Credit |
| Cooperation | Obedience | Understanding | Vouch |
| Dependability | Obligations | Unity | Fidelity |
| Devotion | Opportunity | Unobtrusive | Responsive |
| Divulge | Peace | Unpretentiousness | Vows |
| Earnest Love | Plighted | Unseemly | Fraternity |
| Effective | Precepts | Unselfishness | Restrained |
| Existence | Promises | Uphold | Willing Labor |
| Glorify | Reveal | Willingness | Guarding |
| Sacred | Guide | Sanctioned | |

Just One Word

Alumnae

REM Module

Just One Word for Alumnae

Audience:

Alumnae

Purpose:

To help members learn to practice Ritual daily

Objective:

To simplify learning about our Ritual and applying it daily

Activity time:

30 minutes to 1 hour

Format:

Small group discussion

Large group engagement

Preparation and Materials:

- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- The *Rituals Book* and a dictionary or device to look up words
- One index card or piece of paper
- A pencil or pen for each participant
- Handout (at the end of the module):
 - Ritual Words
 - A nice take away for the attendees is providing a printout of the Ritual Words list for everyone to take home.



Activity: Just One Word for Alumnae

Step 1:

Leader Introduction:

- Using the values expressed in our Ritual daily can seem like a daunting task. There's just so much to learn and we all have such busy lives. Learning Ritual and applying it daily can help our lives become much more meaningful as we practice the principles our Founders defined for us years ago.
- Where do we begin? By keeping it simple.
- This exercise will help you see how to live our Ritual, one word and one day at a time.

Step 2:

Distribute one index card/piece of paper. Pass out the HANDOUT Ritual Words. Ask members to select a word that is meaningful to them from the list.

Step 3

Activity:

1. Ask each member to consider the word on her card/paper and to write a definition for the word.
2. You may need to help them with definitions of the words.
3. Ask each member to write on the card one way she can live that word today.
4. After each member has written how she can live that word, have her pass the card/paper to the person on her left.
5. Ask everyone to repeat the process so there will be two ways to live that word on the card.
6. Repeat the process one more time so there will be three ways to live that word on each card.

Step 4

Discussion

1. Ask for volunteers to read the word on the card they have and the three ways in which members said that word can be lived.
2. Stimulate everyone's involvement in the discussion by asking their reactions to what other members said about how they would live that word daily.
3. Ask members to share additional ideas about how the word can be lived.

Step 5

Leader Wrap Up:

Learning about our Ritual and how it can be useful in our lives does not happen overnight. Just like our Founders, we're

lifetime members of AOII. We have our whole lives to develop our understandings of Ritual and how the values it expresses can guide our lives.

- Take your index card/paper with you and post it in a prominent place as a reminder. Each of us can develop our understanding and personal relationship with our Ritual one word and one day at a time.
- Use the HANDOUT to select one Ritual word every week and to use that word in everything you think, say, and do just during the week.

Just One Word Module - Ritual Words for Alumnae

Step 2

| | | | |
|----------------|---------------|-------------------|----------------|
| Abide | Harmony | Self-Control | Engage |
| Agreement | Hearken | Selfless | Prophecy |
| Allegiance | Honor | Serviceable | Vaunteth |
| Apex | Hope | Shine | Ennobling |
| Ardent | Humility | Simplicity | Prudence |
| Assist | Incumbent | Solemnly | Virtue |
| Assurance | Inspiration | Steadfastness | Entreating |
| Belief | Integrity | Tolerance | Public |
| Bestow | Lastingness | Trust | Vitality |
| Charity | Light | Trustworthiness | Faith |
| Chastity | Love | Truthfulness | Spirit |
| Cherish | Loyalty | Unceasingly | Voluntary |
| Circumspection | Mutual | Underlying | Fealty |
| Concord | Understanding | Principle | Reflect Credit |
| Cooperation | Obedience | Understanding | Vouch |
| Dependability | Obligations | Unity | Fidelity |
| Devotion | Opportunity | Unobtrusive | Responsive |
| Divulge | Peace | Unpretentiousness | Vows |
| Earnest Love | Plighted | Unseemly | Fraternity |
| Effective | Precepts | Unselfishness | Restrained |
| Existence | Promises | Uphold | Willing Labor |
| Glorify | Reveal | Willingness | Guarding |
| Sacred | Guide | Sanctioned | |

Just One Word

New Members, Chartering Chapter Members, Alumnae Initiate Candidates

REM Module

Just One Word – New Members, Chartering Members, Alumnae Initiate Candidates

Audience:

New Members, Chartering Members, Alumnae Initiate Candidates

Purpose:

To help prepare New Members, Chartering Members and Alumnae Initiate Candidates with understanding the values and standards of AOII and to start their own personal exploration of what AOII means to them.

Objective:

To teach AOII values and standards through the instruction of key AOII songs and the understanding of chapter submotto.

Activity time:

This module has four activities:

- AOII Grace: 10 minutes
- Epsilon Chapter Song with Friendship Circle: 10 minutes
- Once More United: 10 minutes
- Chapter Submottoes: 10 minutes

Format:

One on one discussion

Small Group Singing (recommended 5-10)

Large Group Engagement

- For a large group, consider doing all the songs together and splitting the group up in thirds to do each song and present back to the entire group. For instance, if you have 135 women, you could do 15 groups of 9; and 5 groups could work on each song. Each group member would get a word and follow the process outlined. Reporting back to the big group would consist of all 5 groups singing the song together and teaching it. Then, each group presents their discussion question/answer and any epiphanies back to the big group.

Preparation and Materials:

- Assign activity leader to prepare and know the material:
- The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
- The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.

Assign selected New Members, Chartering Members, Alumnae Initiate Members for reading parts

- Prewrite with Song Leader
- Blank note cards or paper for each person
- Pens, pencils, or markers for each person
- Handouts (found at the end of Module): depending on activity, you should provide copies for attendees or team leaders



- HANDOUT Just One Word – AOII Chapter Submottoes
- HANDOUT Just One Word – AOII Songs
- HANDOUT Just One Word – Discussion Questions
- HANDOUT Just One Word – Values and Standards Words

Activity:

AOII Grace

Music and lyrics located in the Resources section of the *Book Of Rituals Instructions*

Step 1:

Leader introduction:

Our Founders believed that the internal strength of AOII is directly related to how our members learn about and embrace our Fraternity's values and standards. These ideals have served to guide and govern our Fraternity since 1897. One way in which we have communicated the AOII way of life is through our songs.

- AOII Grace is used at any event where we will be partaking in a meal.
- We sing AOII Grace with our family, friends, and guests. This song is more than just saying thank you for a meal, it is a public statement to others about what our sisterhood means and how we live each day.
- The song may be printed on event programs and taught to our family and friends. AOII Grace is a reminder to all members to be thankful for our sisters and to continue to keep our values as the focus of our life.

Step 2:

Director of Ritual Education instruction:

- Practice AOII Grace several times – use HANDOUT AOII Songs or music and lyrics located in the Resources section of the *Book Of Rituals Instructions*
- NOTE: Explain that the song has two stanzas, but often is shortened to the first two and last two lines of the song.

Step 3:

Leader instruction:

- Start discussion using the two HANDOUTS: Values and Standards Words and Discussion Questions.
 - If possible, have the New Members/Chartering Members/alumnae initiates break into smaller groups. The smaller groups are to assist with personal discussion.

You can make the small groups fun by splitting up New Members, Chartering Members, alumnae initiate members by year in school, majors, or just count off to create small groups.

- Words
 - Ask New Members, Chartering Members, alumnae initiate members to pick a word from the AOII Grace column and have them write down a definition.

Ask participants to share their words and definitions.

- Questions
 - Ask participants to share their thoughts of each question.

Step 4:

Leader wraps up by sharing a fun quote and reminding everyone that singing AOII Grace can be used before the start of any event to bring the group together. Follow this by asking everyone to sing AOII Grace.

- FUN QUOTE: "A hearty song helps to a hearty spirit, and then, too, some of our songs are extremely pretty." stated by the To Dragma editor in the second edition November 1906.



Activity: Epsilon Chapter Song with Friendship Circle

Step 1:

Leader introduction:

Learning about our twelfth chapter, Epsilon, and the gift of a song they gave to our Fraternity.

- Epsilon Chapter was installed at Cornell University in Ithaca, NY on April 23, 1908.
- The Greek "Estes Sophranas" meaning, "Be Broadminded" was selected as their submotto.
- This chapter gave to all AOIs a song that we use at the close of any gathering. At the end of any meeting, including the close of convention with hundreds of AOIs, we circle together to remind us of our AOI commitment, values, and lifelong friendships.
- Our Friendship Circle and Epsilon Chapter Song is something we share with our family, university friends and community. When closing an event, all attendees are asked to join our circle and sing with us.

Step 2:

Director of Ritual Education instruction:

Practice Epsilon Chapter Song several times – use HANDOUT AOI Songs or music and lyrics located in the Resources section of the *Book of Rituals Instructions*

- Wait to practice circling the circle until the very end
- NOTE: Two items to share how other chapters use the Epsilon Chapter Song:
 - As part of the Ritual recessional, some chapters recess into the Friendship Circle and finish Ritual by singing the Epsilon Chapter Song
 - During the humming part of the Epsilon Chapter Song, chapter members give Roses to each other as a thank you for sisterhood support.

Step 3:

Leader instruction:

- Start discussion using the two HANDOUTS: Values and Standards Words and Discussion Questions.
 - If possible, have the New Members/Chartering Members/alumnae initiates break into smaller groups. The smaller groups are to assist with personal discussion.
 - You can make the small groups fun by splitting up by year in school, majors, or just count off to create small groups.
- Words
 - Ask participants to pick a word from the Epsilon Chapter Song column and have them write down a definition.
 - Ask participants to share their words and definitions.
- Questions
 - Ask participants to share their thoughts of each question.

Step 4:

Leader wraps up by reminding participants to share this special AOI activity at the end of any event. Next is asking everyone to get into a circle to practice the song and how to hold hands with participants on either side in the circle.

- Explain how to cross over arms – right over left.
- Explain how to uncross by raising arms and un-circling to the back.



Activity: Once More United (1st and 3rd stanzas)

Step 1:

Leader introduction:

The essential tradition of Alpha Omicron Pi is that its Rituals and promises are to be considered working principles for life, not simply emotional expressions. Learning about our Ritual and how it can be useful in our lives does not happen overnight.

- Just like our Founders, we are lifetime members of AOII. We have our entire lives to develop our understandings of Ritual and how the values and standards it expresses can guide all aspects our lives.
- Learning the first and third stanzas of Once More United, is the first step to fully understanding the meaning of our Ritual.

Step 2:

Director of Ritual Education instruction:

Practice Once More United several times – use AOII Song Handout or music and lyrics located in the Resources section of the *Book of Rituals Instructions*

- NOTE: Explain that the song has three stanzas and that we save the 2nd stanza to be heard as a special moment for Initiation.

Step 3:

Leader instruction:

- Start discussion using the two HANDOUTS: Values and Standards Words and Discussion Questions.
 - If possible, have the New Members/Chartering Members/alumnae initiates break into smaller groups. The smaller groups are to assist with personal discussion.
 - You can make the small groups fun by splitting up sisters by year in school, year pledged to AOII or just count off to create small groups.
- Words
 - Ask sisters to pick a word from the Once More United column and have them write down a definition.
 - Ask sisters to share their words and definitions.
- Questions
 - Ask sisters to share their thoughts of each question.

Step 4:

Leader wraps up sharing a fun quote below and asking everyone to practice one more time.

- FUN QUOTE: "A hearty song helps to a hearty spirit, and then, too, some of our songs are extremely pretty." Stated by the To Dragma editor in the second edition November 1906.



Activity: Chapter Submottoes

Step 1:

Leader introduction:

Our Founders were thoughtful in their approach to developing chapters. They understood that each campus would bring together exceptional women under the common bond of AOII. They wanted these women to embrace AOII's commitment to lifelong learning, friendship, and values. Each chapter was given the opportunity to express this in their submotto, which is open and may be shared with others.

- AOII's chapter names are unique compared to other Greek groups. Most sororities and fraternities are named sequentially in order of installation, with the first chapter being Alpha, the second Beta, and so on.
- Breaking from this tradition, AOII does not dictate its chapter designations. Each chartering chapter of the Fraternity selects its own chapter name and corresponding submotto.
- Frequently, Chartering Members choose a name for the campus where they are installed, such as Epsilon Chi at Elon College.
- In some states, many chapters have chosen to share part of their chapter name. In all cases, the chapter name reflects the submotto. In this way, chapter designations have special meaning for the members as well as for communicating our values and standards.
 - Omega in Kentucky,
 - Omicron in Tennessee
 - Delta in Alabama.
- Chartering Members choose their submotto prior to installation and initiation. It is approved by the Rituals, Traditions, and Jewelry Committee. Even though Chartering Members have not been initiated, often they choose a submotto significant to our AOII Ritual.

Step 2:

Leader instruction:

- Start discussion using the handout: Discussion Questions.
 - If possible, have the New Members/Chartering Members/alumnae initiates break into smaller groups. The smaller groups are to assist with personal discussion.
 - You can make the small groups fun by splitting up sisters by year in school, year pledged to AOII or just count off to create small groups.
- Questions
 - Ask sisters to share their thoughts of each question.

Step 3:

Leader wraps with discussion on Chapter Mottos. Our Founders were thoughtful in their approach to developing chapters. They understood that each campus would bring together exceptional women under the common bond of AOII. They wanted these women to embrace AOII's commitment to lifelong learning, friendship, and values. Each chapter was given the opportunity to express this in their submotto, which is open and may be shared with others. With the exception of Alpha Chapter, each Chapter's submotto was drafted by the Chartering Members of that chapter without knowledge of the Fraternity's motto. Yet each submotto is reflective of the values shown by Alpha Omicron Pi and its members. The submotto for each AOII Chapter may be found on Fulfilling the Promise under the chapter name.

To learn more you can read the Article: *"What's Your Secret Sauce?"* published June 29th, 2020 in RT&J. By Robin Beltramini, Iota (University of Illinois at Urbana-Champaign), Rituals, Traditions, and Jewelry Committee.



Handout: Just One Word – AOII Chapter Submottoes

Our Founders were thoughtful in their approach to developing chapters. They understood that each campus would bring together exceptional women under the common bond of AOII. They wanted these women to embrace AOII's commitment to lifelong learning, friendship, and values. Each chapter was given the opportunity to express this in their submotto, which is open and may be shared with others.

From Alpha Chapter's "Love" to Lambda Psi's "Living With Purpose." All of them, except Alpha Chapter's, were drafted by the Chartering Members without actual knowledge of the Fraternity's motto. Each submotto is reflective of the values shown by Alpha Omicron Pi initiated members to New Members and Chartering Members.

Article: *What's Your Secret Sauce?* June 29th, 2020, in RT&J.

By Robin Beltramini, Iota (University of Illinois at Urbana-Champaign), Rituals, Traditions, and Jewelry Committee.

The AOII Chapter Submottoes may be found on the [AOII web site](#) under the chapter name.

Examples:

Beta Phi, Indiana U. Bloomington, IN 06/03/1916 To Establish Love*

Beta Theta, Butler U. Indianapolis, IN 10/01/1927: Let Us Walk Courageously*

Delta Xi, Rose-Hulman Institute of Technology Terre Haute, IN 5/19/2007: Driven to Excellence

Chi Lambda, U. Of Evansville, Evansville, IN 06/10/1951: Grace and Light*

Kappa Alpha, Indiana St. U. Terre Haute, IN 03/21/1953: To Exalt the Good*

Kappa Kappa, Ball St. U. Muncie, IN 05/24/1952: Hold Fast to the Beautiful*

Phi Omicron, Hanover College Hanover, IN 02/25/1950: Love Through Service*

Phi Upsilon, Purdue U. West Lafayette, IN 04/20/1963: Perfect Understanding

Theta, DePauw U. Greencastle, IN 08/23/1907: Let Us Encourage Faith - Hope - and Love*

*The Greek translation indicates the chapter name.

Handout: Just One Word – AOII Songs Key Words

| Epsilon Chapter Song | Once More United 1st & 3rd Stanza | Grace |
|----------------------|-----------------------------------|--------------------------------|
| Alpha Omicron Pi | Once more united | Grant us now Thy grace we pray |
| Friends | Faith | Sisters gathered |
| As the years go by | Friendship | Today |
| Loving sisters | Plighted | Be our hearts |
| Loyal | Join in entreating | Fraternal love |
| Forever | Peace | Kindled still by Thine above |
| Alpha to thee | To our meeting | Help us |
| | This hour of union | Be fair within |
| | Sweet communion | Free from |
| | Alpha, we give to thee | Secret sin |
| | Ere our disbanding | Keep our motto |
| | In thy shelter | Ever nigh |
| | Our pledges | Make us worthy |
| | Alpha, thy work to do | AOII |
| | Thy precepts to observe | |
| | Faithfully | |
| | Thee to server | |
| | Alpha, eternally | |

Music and lyrics are located in the Resources section of the *Book Of Rituals Instructions*

RT&J has recorded these songs to assist in practicing:

Epsilon Chapter Song

Once More United

Grace



Handout: Just One Word – Discussion Questions

AOII Grace

- Explain how you decided on the definition of your word.
- Why do you feel AOII Grace is more than a song about being thankful for a meal?
- Does singing grace mean the same to each sister?
- How would you explain what AOII Grace means to a member of your family?

Epsilon Chapter Song

- What do you think the Epsilon Chapter Song is hoping to remind us before we leave?
- Why do you think we want to share the Epsilon Chapter Song?
- Why do we have a quiet moment in the song with no singing?
- What do you think is the importance of standing in a circle?

Once More United 1st and 3rd Stanzas

- What do you feel is the most important message you obtained from the song Once More United?
- What do you feel are some of the core values and standards represented by members of AOII?
Examples to help discussion:
 - Trusting and respecting each other.
 - Building lifelong friendships.
 - Contributing time, talent, and financial resources.
 - Promoting integrity.
 - Developing leaders.
 - Striving for excellence.
 - Encouraging innovation and creativity.
 - Using teamwork and collaboration.
 - Acting philanthropically.
 - And being a living example.

Chapter Submottoes

- How do you think those sisters felt when choosing their chapter submotto?
- What AOII value were they trying to communicate?
- Why do you think that submotto helped that chapter focus on our values?
- How do you think you can apply your chapter submotto to daily living?

Handout: Just One Word – Values and Standards Words

| AOII Grace | Epsilon Chapter Song | Once More United |
|----------------|----------------------|-----------------------------|
| Fair within | Alpha Omicron Pi | Join in entreating |
| Secret sin | Friends | This hour of union |
| Make us | Years go by | Peace to this our meeting |
| Gathered here | Loving | Ere our disbanding |
| Thy grace | Sisters are we | Once more united |
| Grant us | Loyal | Our pledges we renew |
| Fraternal love | Forever | Alpha thy work to do |
| Help us | Alpha to thee | Faith & friendship plighted |
| Keep our motto | | Our precepts to observe |



Memory Aids: A Ritual Review for the International Membership Exam

Collegians

REM Module

Memory Aids - A Ritual Review for the International Membership Exam (IME)

Audience:

Collegians (Initiated)

Purpose:

To review those parts of Ritual likely to be on the IME.

Objective:

To provide a review of certain sections of Ritual with a focus on memorization (or, better yet, learning parts of Ritual.)

Format:

Like a Spelling Bee

Preparation and Materials:

- *Rituals Book* and *Book of Rituals Instructions* or use the two Ritual publications to make answer sheets that are numbered and placed in folders. After the review the numbered answer sheets should all be accounted for and destroyed.
- Assign a Leader, usual this is the Director of Ritual Education (DRE) or Vice President of Programming and Enrichment (VPPE)
- List of questions provided in the Module.
- Awards – think of what winners the chapter would enjoy having. For example:
 - You can have one winner: Ritual Smart Sister, or
 - You could have top two winners: Panda Smarty Pants, or
 - You could have the top three winners: Ruby, Rose, Pearl



Activity: Ritual Memory Bee

Step 1:

Have everyone stand in a circle to practice before the Ritual Memory Bee begins.

Step 2:

- Exchange the grip and password (Greek and English)
 - Have sisters turn to each other to exchange the grip. Be sure to tell them to make eye contact and smile when exchanging the grip. If this is a large chapter, your designated assistants may assist you with this task to ensure the grip and password are executed correctly.
- Recite The Object
- Recite the Pledge
 - Have sisters stand and look at each other when they say the Pledge
- Recite each of the wardens' speeches
- Sing all three verses of Once More United
- The Motto (Greek and English)
- The chapter submotto (English and if Greek version of submotto exists)
- AOII Grace
- Stand and sing the Epsilon Chapter Song

Step 3:

Start the Ritual Memory Bee with the first sister and ask a question.

- If she answers the question correctly, she gets to stay in the circle.
- If answered incorrectly, she must sit down.

Step 4:

Continue asking questions until the final sister or sisters are left standing based on the number of awards you have decided to recognize the sisters with the best Ritual knowledge.

- NOTE: As the circle gets smaller you may want the remaining sisters move into a line.



Questions: Ritual Memory Bee

When you go through all of them, shuffle and repeat until only one person is left standing.

1. What is the AOII Motto in Greek?
ANSWER: See *Rituals Book*
 2. What is the English translation of the AOII Motto?
ANSWER: See *Rituals Book*
 3. What is your chapter's submotto?
ANSWER: _____
 4. What does your chapter's submotto mean?
ANSWER: _____
 5. Recite the speech for the First Senior Warden.
ANSWER: See *Rituals Book*
 6. Sing or recite the Epsilon Chapter Song.
ANSWER:
Alpha Omicron Pi
Friends as the Years Go By
Loving sisters are we
Loyal forever, Alpha to thee.
 7. What is the AOII password in Greek?
ANSWER: See *Rituals Book*
 8. What is the English translation of the AOII Password?
ANSWER: See *Rituals Book*
 9. Sing or recite AOII Grace.*
ANSWER:
Grant us now Thy grace we pray
Sisters gathered here today.
Be our hearts fraternal love
Kindled still by Thine above.
Help us to be fair within
Free from every secret sin
Keep our motto ever nigh,
Make us worthy AOII
 10. Sing or recite the short version of AOII Grace?
ANSWER:
Grant us now Thy grace we pray
Sisters gathered here today.
Keep our motto ever nigh,
Make us worthy AOII
- *The song has two verses, but often is shortened to the first two and last two lines of the song.
11. Recite the speech of the Second Senior Warden?
ANSWER: See *Rituals Book*
 12. Recite the AOII Pledge (or Vow).
ANSWER: See *Rituals Book*



13. Sing or recite the first verse of Once More United.

ANSWER:

Once more united,
Faith and friendship plighted,
Join in entreating
Peace to this our meeting.
This hour of union,
This space of sweet communion,
Alpha, we give to thee.

14. Sing or recite the second verse of Once More United.

ANSWER:

Ere our disbanding
In thy shelter standing
Our pledges we renew,
Alpha, thy work to do.
Thy precepts to observe
Faithfully thee to serve,
Alpha, eternally

15. Recite the speech of the First Junior Warden.

ANSWER: See *Rituals Book*

16. Recite the speech of the Second Junior Warden.

ANSWER: See *Rituals Book*

17. What is The Object?

ANSWER:

The object of this Fraternity shall be to encourage a spirit of fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interests of the colleges and universities in which chapters are installed; and in no way to disregard, injure or sacrifice those interests for the sake of the prestige or advancement of the Fraternity or any of its chapters.



Post Initiation Workshop Part 1: Overview of the Ritual for Initiation

Universal

REM Module

Post Initiation Workshop 1 - Overview of the Ritual for Initiation

Audience:

Collegians (Initiated)

New Initiates - It is important that new initiates receive a good overview of our Ritual shortly after their initiations. This education is most effective when conducted while their interest in Ritual is heightened because of their recent initiations. The overview will assist new initiates in knowing what to expect the next time they participate in a Ritual.

Alumnae

Alumnae Initiates – This may be helpful to review with alumnae initiates before and after their initiation. The reason why is due to the alumnae having few opportunities after initiation to experience Ritual.

Purpose:

To review and learn about the Ritual for Initiation and the core components of AOII values.

Objective:

To explore the major components and values expressed in our Ritual.

Activity Time:

The activities provide an overview of the key components of AOII Ritual and the starting points for a lifetime of exploration and understanding.

- Post Initiation Workshop – All Components: 2 ½ to 3 hours
 - Explaining Ritual and Visual Impressions: 30 minutes
 - Explaining Processional and Entry of Candidates: 15 minutes
 - Mutual Promises Exchanged: 15 minutes
 - "Mysteries" Revealed: 15 minutes
 - Grip, Password, Motto, Chapter Submotto, and Badge: 30 minutes
 - Symbols, Wardens' Speeches, and The Charge: 30 minutes
 - Recessional, Summary, and Closing: 30 minutes

Format:

One on One

Small group discussions (recommended 5 - 10 per group)

Large group experience



Preparation and Materials:

- Activity Leader is the Director of Ritual Education (DRE).
 - Secure a PRIVATE LOCATION to conduct the workshop.
 - It is important that new initiates receive a good overview of our Ritual shortly after their initiations. This education is most effective when conducted while interest in Ritual is heightened because of a recent initiation. An overview is especially helpful for new initiates to know what to expect the next time they participate in a Ritual.
 - Please review the Ritual for Initiation in the *Rituals Book* and the following sections of the *Book of Rituals Instructions*: "General Ritual Instructions," "Performing Ritual," and "Collegiate Chapter Rituals – Ritual for Initiation." (These resources should be used as needed during the workshop.)
 - Prepare a leader handout with the opening and closing from the Ceremony for Chapter Business Meetings to assist presenters or use the *Rituals Book*.
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- DRE to use the members who served as Wardens, Herald, Doorkeeper(s) and other selected sisters as needed to assist.
- *Rituals Book*
- *Book of Rituals Instructions*
- Rituals kit with the symbols, ribbons, candlesticks, a robe, and a sxxxx
- NOTE: If PowerPoint slides/posters/handouts created to help with the instruction. PLEASE shred/destroy after the event



Activity: Explaining Ritual and Visual Impressions

Step 1:

Leader introduction: In AOII, we gather for celebrations, special moments and to communicate commitments to our sisters. There are three different types of observances that have been written for us to use:

1. Services – Everyone is welcome at an AOII Service that includes sisters, family, and friends. We don't use any symbols or any Ritual equipment.
 - a. A few examples:
 - AOII Memorial Service for Friends and Family
 - Candle Lighting Service for Founders' Day
 - Pinning Service
2. Ceremonies – The Ceremonies are only performed with initiated members present and may include AOII candidates when appropriate. We do not use any AOII symbols.
 - a. A couple of examples:
 - Ceremony for Chapter Business Meetings
 - Ceremony for Depinning
3. Rituals – For Rituals, we use all the Ritual equipment, and they are performed with only initiated members present and candidates when appropriate.
 - a. A couple of examples:
 - Ritual for Formal Meetings
 - Ritual for Initiation

Step 2:

Selected Sister: Reads the opening section of Ceremony for Chapter Business Meetings from the *Rituals Book*

Step 3:

Leader communicates: The Ritual for Initiation was written by our Founders and in over 125 years there have never been any substantive changes. Never been changed! They were college juniors, about your age when it was written. Our Founders had so much insight that the words they wrote all those years ago, are still relevant today. Through all the turmoil our world has seen, unlike some other groups, our Ritual has remained relevant without change.

The Founders stated that there never has been nor ever should be an official interpretation of Ritual. It is up to each member to interpret Ritual as it applies to her life.

Today we will explore the major components of our Ritual for Initiation. You will be invited to share your impressions, interpretations, and perspectives. You'll also start to memorize some of components of Ritual...but don't worry about that. It will come.

We will review and explain the secrets revealed during your Initiation. It is incumbent upon you to keep all that is said here today secret by practicing silence and circumspection.

Feel free to stop me (or us) if you have a question.



What is Ritual?

1. It's a philosophy; a system of values.
2. It brings us together.
3. It's a time to share our AOII philosophy and sisterhood.
4. It links us with all other AOIIs (past, present, and future).
5. It's a celebration of the values we share; of being once more united; of sharing cherished feelings of fraternity.
6. It's tradition.
7. It is a rite of passage (initiation, installation of officers, transition to alumnae status)
8. We also have Ritual before important occasions or decisions to remind members of our guiding principles.
9. It's what differentiates us from other organizations.
10. It's a conversation with our Founders.
11. Discuss:

Step 4:

DRE and Selected Sisters: We will now share and discuss some of the visual impressions we see during Ritual. Visual Impression: use a model and have the different robes and sxxxxx available to show.

- Robes and Sxxxxx
 - Discuss why we wear robes. Possible interpretations:
 - To eliminate distractions
 - To emphasize unity
 - To help set the tone
 - Explain that we use choir robes (not an AOII private design) so not secret.
 - Sxxxxx ARE secret. Each member is assisted by her sister in putting on and taking off her sxxxx
 - What sxxxxx symbolize:
 - Accepting responsibility of membership
 - Being a full-fledge member
 - Have a member face the model and demonstrate how to put a regular sxxxx on her sister.
 - State: A sxxxx is always placed by another sister while facing each other.
 - Explain that the President wears a cardinal robe with the President's sxxxx which is a white sxxxx embroidered with the Fraternity monogram.
 - If possible, show the Chapter President's robe and sxxxx
 - Each Warden wears a white robe with a cardinal facing and a sxxxx embroidered with her respective symbol.
 - The Herald wears a white robe with a cardinal facing and a plain cardinal sxxxx with cardinal fringe.
 - Chapter members, alumnae, and official visitors wear white robes with cardinal facings and plain cardinal sxxxxx with white fringe.
 - The DRE or those who serve as Doorkeepers wear a white robe with a cardinal facing. Doorkeepers do not wear sxxxxx because sxxxxx are secret, and the DRE or the Doorkeepers guard the door.
 - When putting on and taking off the robes, it is important to be quiet to help set and maintain the proper atmosphere for the Ritual. Stress the importance of maintaining silence from the time members start putting on their robes prior to Ritual until after the last member's robe and sxxxx have been removed after the Ritual has been completed. Robes and sxxxxx must be clean, pressed, and in good repair.

- Badges
 - Each member wears her badge on the sxxx, above her heart.
 - The President, Wardens, and Herald each wears her badge on the, sxxx above her heart.
- Alpha Formation
 - Review the visual appearance of the Alpha formation and the major parts of it (members in "A" formation, ribbons and crosspiece, Wardens and their symbols, Chapter President, and altar table).
 - Discuss the significance of the Alpha formation and how it relates to our motto and badge.
 - Room set-up is key as explanation of chapter unity, intimacy of Ritual when held in person
 - Reflects our badge (and reminds us of the keystone of our Fraternity)
 - Reflects our motto
 - Focuses attention
 - Provides a framework for discussing our philosophy
 - Review the set-up of the altar table and placement of the *Rituals Book* on it. (A triangular table which we call an altar; covered in a cardinal altar cloth with the Fraternity monogram on it.) Also, on the altar table are two candlesticks with red taper candles.
 - By the way, the AOII monogram is only found on our badge, altar cloth, membership certificate, the President's sxxx, the *Rituals Book* and the *Bible*.
 - Discuss:



Activity: Processional and Entry of Candidates

Step 1:

Leader introduction: The processional entry to Ritual sets the tone of our Ritual.

- Everyone shares the grip (handshake) while saying the password with the Doorkeeper(s) who wears a robe but no sxxx.
- We'll talk more about both the grip and password in a minute

Step 2:

Provide a brief overview of the order in which members enter the Ritual room during the processional.

NOTE: If you want to set up for Ritual and let them do a walk-through, that is fine and complete

instructions are in the *Book of Rituals Instructions*.

- Members enter in two single-file lines, each of which is led by a ribbon bearer. The Herald, Wardens, Chapter Advisor (in collegiate chapters), any visiting officers, and President are at the back of the lines.
- The processional should be at a moderate pace. The space between the members in each line should be equal. Led by the ribbon bearers, members walk together in pairs up the center of what will be the Alpha formation. When each pair gets to the altar table, each person turns away from her partner and the altar and follows the person in front of her to define sides of the Alpha formation. The movement should be a continuous flow of with no pauses at the altar table or at what will be the foot of the Alpha formation.
- If there is an odd number of members, the last member before the Herald walks alone.
- The Herald walks alone after all members have entered and before the Wardens.
- The Junior Wardens enter (with the member holding the rxxx on the left and the member holding the sxxx on the right facing the altar table). The Senior Wardens enter with the member holding the lxxx on the left and the member holding the lxxxx on the right). They stand in the Alpha formation closest to the altar table.
- The Chapter Advisor walks alone or with a visiting officer, if there is one. The Chapter Advisor stands on the President's left, slightly behind the President. A visiting officer would stand on the President's right, slightly behind the President.
- The President is always the last person to enter and walks alone

Step 3:

Review and discuss the lyrics of "Once More United." – first and second verses

Once more united,
Faith and friendship plighted,
Join in entreating
Peace to this our meeting.
This hour of union,
This space of sweet communion,
Alpha, we give to thee.

Let no intrusion
Of the day's confusion
Naught inharmonious
Here come upon us.
One light for guiding
One thought abiding,
Thy name sweet _____ .



Activity: Mutual Promises Exchanged

Step 1:

Leader instruction:

- Discuss the importance and significance of a sponsor standing with each candidate and ushering her through the initiation.
- Before a candidate for Initiation is asked to make each of her commitments to AOII, the president gives her specific assurances. Listen to the promises exchanged.
- The President says:
 - You are now in the presence of Alpha Omicron Pi. Those around you are sworn to hold sacred and secret all that ever has taken place, all that ever shall take place under the seal of this society. Accepting our assurance that nothing at all in discord with the law, order, your country, your religion, or your conscience will be thought, spoken, or enacted, are you willing to keep in silence all that is about to be revealed to you?
 - We are about to take you into our order. By this we mean no light thing. We mean that your hopes are to be ours, that your joys and disappointments are to be ours, that your life is to be a part of us. When you need a friend, we are to be that friend upon whom you must have no fear to call. In return, we ask that, once ours you are ours forever, without the power for any reason of leaving us or resigning this order. And, to make you ours wholly and irrevocably, we ask you to take our formal oath of allegiance. Again, upon the assurance that nothing will be demanded of you that is not in accord with what all civilized men hold to be true and good, are you willing to take this oath?

Step 2:

Selected Sister: After each assurance, the candidate is asked to make certain promises to the Fraternity. The commitments are confirmed by each candidate when she takes the Initiation Pledge. Listen as I repeat our pledge and note how long these mutual pledges are binding.

(The Pledge is found in the *Ritual Book*.)

- Question to audience: Did you catch how long the mutual promises made in the Initiation Pledge are binding?
- Explain that each member repeats this pledge at all meetings.
- Discuss what it means "to cherish in my heart a feeling of fraternity and love for all...members..."
- Discuss why each of us touches the ruby in the apex of the Alpha on our badge when we say our pledge.
- You will memorize the Pledge because it is something we say often.



Activity: "Mysteries" Revealed

Step 1:

Leader (DRE) instruction:

I Corinthians 13 is one of our Fraternity secrets. We use the King James version, but other translations are often used in workshops for educational purposes. For example, the KJV says "faith, hope and charity" but "faith hope and love" is used in other versions of the *Bible*. Though I Corinthians 13 is from the *Bible*, many AOIs believe it was chosen for its message, not the source.

Selected Sister reads I Corinthians 13:

- **Though I speak with the tongues of men and of angels, and have not charity, I am become as sounding brass, or a tinkling cymbal.**
- **And though I have the gift of prophecy, and understand all mysteries, and all knowledge; and though I have all faith, so that I could remove mountains, and have not charity, I am nothing.**
- **And though I bestow all my goods to feed the poor, and though I give my body to be burned, and have not charity, it profiteth me nothing.**
- **Charity suffereth long, and is kind; charity envieth not; charity vaunteth not itself, is not puffed up,**
- **Doth not behave itself unseemly, seeketh not her own, is not easily provoked, thinketh no evil;**
- **Rejoiceth not in iniquity, but rejoiceth in the truth;**
- **Beareth all things, believeth all things, hopeth all things, endureth all things.**
- **Charity never faileth: but whether there be prophecies, they shall fail; whether there be tongues, they shall cease; whether there be knowledge, it shall vanish away.**
- **For we know in part, and we prophesy in part. But when that which is perfect is come, then that which is in part shall be done away.**
- **When I was a child, I spake as a child, I understood as a child, I thought as a child: but when I became a man, I put away childish things.**
- **For now we see through a glass, darkly; but then face to face: now I know in part; but then shall I know even as also I am known.**
- **And now abideth faith, hope, charity, these three; but the greatest of these is charity.**

Leader (DRE) discussion:

- Talk about how the word "charity" is translated in other versions of the *Bible*? Why do you think the Founders chose this passage?
- The message shows universal core values, and that message can be found in many religions.



Activity: Grip, Password, Motto, Submotto, and Badge

Leader (DRE):

Let's go back to showing you the grip and explaining the password, our Fraternity Motto, Chapter Submotto and the AOII Badge

Step 1

- Selected Sister assists with demonstrating the grip.
- When we give the grip, we say the Greek version of our password.
- **The password is _____ and means _____.**
- Have them practice the grip with members of the Ritual committee or with other sisters.

Step 2

Explain the Motto and Chapter Submotto.

- The Greek Version of our motto is **Our motto is _____ and means _____.**
- Chapter submotto: Share your chapter submotto and any information you have about it with the new initiates.
- Motto is secret. Chapter Submotto is not.

Step 3

Explain the Badge.

- Our badge is a reminder of our motto and the mutual commitments we made with AOII. The badge consists of the first letter of each of the Greek words in our motto.
- A Ruby is in the apex of the Alpha on the badge and reminds us of "the highest virtue which the Fraternity bids us keep closest to our hearts." (Love)



Activity: Symbols, Wardens' Speeches, and The Charge

Step 1

Leader (DRE) instruction:

Continuing with our secrets, we have four symbols.

Some possible reasons the Founders chose to use symbols during our Rituals would include:

- Some people are visual learners
- The Founders may have viewed the symbols as aids to remembering core values

Step 2

Leader (DRE) discussion:

Explain the Wardens' Speeches

- During the Ritual for Initiation, each Warden says her speech by herself so the speeches can be better understood. At other Rituals, the speeches are said in unison by everyone in attendance. Every member memorizes the speeches.

Step 3

Leader (DRE) introduces each Warden one at a time and the Selected Sister reads the passage:

First Senior Warden

Discuss

- Review the First Senior Warden speech.
- Discuss possible values this speech describes.
- Discuss light, virtue, doing good deeds.

Second Senior Warden

Discuss

- Review this Second Senior Warden's speech.
- Discuss possible values this speech describes.
- Provide definitions of the virtues.

First Junior Warden

Discuss

- Review this First Junior Warden's speech.
- Discuss possible values this speech describes.
- Discuss self-control & sweetness, the Golden Rule, tolerance & judgment restrained by love.

Second Junior Warden

Discuss

- Review this Second Junior Warden's speech.
- Discuss possible values this speech describes.
- Why Constitution and Ritual?
- Define silence and circumspection.

Wardens' speeches as well as the pledge, motto, sub-motto, password, and the words to "Once More United "must be memorized by all initiated members of AOII. We will work with you on this.



Step 4

Leader (DRE) explains the Charge:

- Selected Sister reads The Charge:
 - You have been impressed, I trust, with the lastingness of the obligations you have voluntarily taken upon yourself. You have felt that it is incumbent upon you to work your best with body, brain, spirit, and substance for Alpha Omicron Pi and its members, to advance Alpha's interests and cherish them as your own. You are to reflect credit upon your Fraternity and make it proud to claim you.
- The Charge explanation:
 - The first sentence stresses the voluntary nature of the commitment made by each initiate.
 - The next sentence speaks the depth of promises made such that each member is to work her best with body, brain, spirit, and substance for Alpha Omicron Pi and its members.
 - The third sentence describes how everyone's behavior should reflect positively on the entire group.
- Ask for feedback and impressions.



Activity: Recessional, Summary, and Closing

Step 1

Leader (DRE) discussion:

Describe when members begin singing the last verse of "Once More United." State that everyone sings the last verse through once and then hums the song until all members have left the Ritual room.

Explain how:

- The ribbon bearers remove the ribbons, starting with crosspiece.
- Provide an overview of the order in which members leave the Ritual room during the recessional.
- Reminder: If there was an odd number of members, the last member following the ribbon bearers walks alone.
- Stress the importance of maintaining quiet until everyone has left the Ritual room and the robes and sxxxxx have been taken off.

Step 2

Leader (DRE) gives a summary of what Ritual provides for all sisters:

- The Ritual we have been studying was written by four young college women.
- The ideals, values, beliefs, and language they crafted were beautifully woven to create a message that has powerfully connected the hearts of women to a foundation of love for over 125 years.
- Each time we participate in a Ritual or explore it with initiated members, it has the potential to instill in us the inspirational messages and values that can positively influence how each of us lives our life.
- Taking the time to understand why AOII exists and the principles and values upon what it was founded will result in having stronger chapter ties, deeper friendships, and values that will serve well throughout life.

Step 3

Take questions. If the leader is not confident with responding to a question, then ask to bring the answer back to the chapter at a future meeting.



Activity: Closing Workshop

Step 1

Leader (DRE) instruction:

The Selected Sister who read the opening section of Ceremony for Chapter Business Meetings will now lead us in the closing section to close this workshop.

- Explain that the Sister closing the Ceremony for Chapter Business Meetings will read a specific phrase followed by a promise from each sister.

Step 2

- Closing Ceremony
- Explain that each member should touch the ruby in her badge with the index finger of her left hand as all state the following in unison.
 - I promise to be true to the principles of Alpha Omicron Pi.

Post Initiation Workshop Part 2: Exploring the Major Components of Ritual

Universal

REM Module

Post Initiation Workshop 2 - Exploring the Major Components of Ritual

Audience:

Collegians (Initiated)
Alumnae

Purpose:

To review and learn about the Ritual for Initiation.

Objective:

To explore the major components and values expressed in our Ritual.

Note to Leader:

This module may be used for collegiate and alumnae members who were initiated recently and those who were initiated not so recently. No matter how much time has passed since a member's initiation or the last time she participated in a Ritual, this module provides a good overview about major components of our Ritual.

- This education is most effective when conducted while their interest in Ritual is heightened because of their recent initiations. Also, the overview will help the new initiates know what to expect the next time they participate in a Ritual. Because a solid overview for new initiates is so important, please cover the major topics below as presented in this module. Encourage discussion, but do not let the time get away from you. Note topics that can be explored more fully during a future Ritual workshop or chapter meeting.
- Encourage new initiates to be the primary participants in the discussions. "Older" initiates present should feel free to contribute, but do not allow them to monopolize the conversations.
- Encourage participants to share their impressions, interpretations, and perspectives in a free-flowing discussion. Remember: because there is no "official" interpretation of our Ritual, each member's concepts are valuable.

Questions You Cannot Answer:

- If you get questions that you cannot answer and/or if any comments need to be explored, please say you will research them and discuss the answers with the members at a later date. Also, please feel free to contact the Rituals, Traditions, and Jewelry Committee (rt&j@alphaomicronpi.org) to obtain answers and/or clarifications.

Activity Time:

- Post Initiation Workshop – All Components: 2 ½ to 3 hours
 - When running one workshop, it is best to use the Ritual for Formal Meetings of Collegiate Chapters to open and close the workshop to create a more cohesive experience.



- Ritual Moments – Selecting Components:
 - Key Components of Ritual – Vocabulary Activity: 15 minutes
 - Key Components of Ritual – Alpha Formation: 15 minutes
 - Key Components of Ritual – "Once More United": 15 minutes
 - Key Components of Ritual – Mutual Promises: 15 minutes
 - Key Components of Ritual – "Mysteries" Revealed: 15 minutes
 - Key Components of Ritual – The Charge: 15 minutes
 - Key Components of Ritual – Symbolism and the Symbols: 30 minutes
 - Key Components of Ritual – Initiation Pledge (Vow, Oath) : 30 minutes

Format:

- Small group discussions (recommended 5 - 10 per group)
- Large group experience

Preparation & Materials:

- Secure a **private location** to conduct the workshop.
- Assign Activity Leader (usually Director of Ritual Education)
 - Before conducting this workshop, the leader should become familiar with the Ritual for Initiation in the *Rituals Book* and the following sections of the *Book of Rituals Instructions*: "General Ritual Instructions," "Performing Ritual," and "Collegiate Chapter Rituals – Initiation." (Please feel free to refer to these books as needed during the workshop.)
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- *Rituals Book*
- *Book of Rituals Instructions*
- The Rituals kit with the symbols, ribbons, candlesticks, a robe, and sxxxx.
- The King James Version of the *Bible* and other *Bible* translations
- Dictionaries or devices for members to look up words
- Handout: provide enough copies for attendees
 - "Vocabulary Activity"

Activity: Introduction and Closing

The activities can be run all together in one workshop or as individual activities that are Ritual moments for initiated sisters at a chapter meeting or event.

- One Workshop for Initiated Sisters: Read the introduction before the first activity and closing at the last activity.
 - When running one workshop, it is best to use the Ritual for Formal Meetings of Collegiate Chapters to open and close the workshop to create a more cohesive experience.
- Individual Activities for Initiated Sisters: When running each activity separately, this introduction and closing should be read.

Introduction

Leader: Each of us approaches our initiation into AOII with many emotions and expectations. One of those expectations may be that when we are initiated, everything about AOII philosophy will become crystal clear to us. In fact, when most of us are initiated, we are so focused on responding and moving correctly, we do not absorb much of what our Ritual contains.

Those are among the reasons we are sharing Ritual today. Our primary purpose is to provide an overview of our Ritual and how it is important in our chapter life and in each of our personal lives.

As we explore our Ritual, please keep several key points in mind:

1. Our Founders were insistent that there never be an "official" interpretation of our Ritual. They wanted each member to explore our Ritual and develop her own understanding and interpretation of it.
2. Every member, regardless of how long ago she was initiated, can learn about our Ritual and develop deeper understandings of it by listening to the perspectives of other initiated members. Remember that just as you can learn from the perspectives of other initiated members, they can learn from you. Share your perspectives about Ritual with them.
3. Many members expect to "get it" (know everything there is to know about our Ritual and AOII philosophy) when they are initiated. With most of us, that is not the case. That is all right. We have the rest of our lives to learn about our Ritual, develop our appreciation for it, and realize how it can be helpful in our lives.

We hope you will see through the activities and discussions as springboards for your lifelong exploration of the many enduring, beautiful, practical, and beneficial qualities of our Ritual.

Closing

Leader:

The Ritual we have been studying was written by four young college women. The ideals, values, beliefs, and language they crafted were beautifully woven to create a message that has powerfully connected the hearts of women to a foundation of love for over 125 years.

Each time we participate in a Ritual or explore it with initiated members, it has the potential to instill in us the inspirational messages and values that can positively influence how each of us lives our life.

Taking the time to understand why AOII exists and the principles and values upon what it was founded will result in you having stronger chapter ties, deeper friendships, and values that will serve you well throughout your life.



Activity: Vocabulary Activity

Step 1

Leader introduction: SEE ABOVE. If part of full workshop go on to Step 2.

Step 2

Leader distributes:

Give each participant a copy of the "Vocabulary Activity" Handout. Divide the group into pairs. In a collegiate chapter, if the sponsors are present, ask each sponsor and "her" new initiate to work together to complete the form. State that the participants may use dictionaries or electronic devices.

- NOTE: (This review of terms used in the Ritual will facilitate the participants' participation in the following activities and discussions.)

Step 3

After each group has completed the "Vocabulary Activity" have everyone return to the large group. Review possible synonyms for each word.

| | | | | |
|-------------|-------------|----------------|--------------|--------------------|
| 1. vaunteth | 2. prudence | 3. unseemly | 4. incumbent | 5. charity |
| 6. fidelity | 7. precepts | 8. unobtrusive | 9. plighted | 10. circumspection |
| 11. fealty | 12. faith | 13. humility | 14. prophecy | 15. entreating |
| 16. virtue | 17. hope | 18. concord | 19. chastity | 20. ennobling |

Step 4

Discuss any questions and/or reactions of the synonyms.

Step 5

Leader Closing: SEE ABOVE. If part of full workshop do not read closing, instead go on to next activity.



Activity: Key Components of Ritual – Alpha Formation

Step 1

Leader introduction: SEE ABOVE IF ACTIVITY IS CONDUCTED BY ITSELF. If part of full workshop go on to Step 2.

Step 2

Leader introduction of Alpha Formation

Initiation can be overwhelming when you first walk into the room. There is a lot to see and you immediately are wondering what have I walked into. We are going to spend some time for you to share with us what you thought when you walked into the Ritual room. Let's share about when you first saw the Alpha formation and symbols.

[Allow sufficient time for discussion.]

Leader in between the members sharing their first visual impressions, add in these comments:

1. Review the visual appearance of the Alpha formation and the major parts of it:
 - a. members in formation
 - b. ribbons and crosspiece,
 - c. Wardens and their symbols,
 - d. Chapter President,
 - e. and altar table.
2. Discuss the significance of the Alpha formation and how it relates to our:
 - a. motto
 - b. badge.
3. Discuss why we wear:
 - a. robes
 - b. sxxxxx.
4. Discuss the Processional
 - a. How the chapter enters by providing a brief overview of the order in which members enter the Ritual room during the processional.
 - b. How the candidates are brought into the Alpha Formation

Step 3

Leader Closing: SEE ABOVE. If part of full workshop, do not read closing, instead go on to next activity.



Activity: Key Components of Ritual – "Once More United"

Step 1

Leader introduction: SEE ABOVE IF ACTIVITY IS CONDUCTED BY ITSELF. If part of full workshop go on to Step 2.

Step 2

- Leader, Song Leader, and other initiated sisters in attendance introduce and sing "Once More United."
- Discuss the meaning of the lyrics.

Step 3

- Go over the Processional.
- Explain that we sing:
 - The first and second stanzas during the beginning of the Ritual for Initiation.
 - The third stanza is sung at the end of the Ritual for Initiation
 - Note that all three stanzas are sung at the same time at the end of the Ritual for Formal Meetings of Collegiate Chapters.
- Explain the Recessional:
 - Describe when members begin singing the last verse of "Once More United." State everyone sings the last verse through once then hums the song until all members have left the Ritual Room.
 - Provide an overview of the order in which members leave the Ritual room during the recessional.
 - Stress the importance of maintaining quiet until everyone has left the Ritual room and the robes and sxxxs have been taken off.
- Discuss why the song is broken into two parts for the Ritual for Initiation.

[Leave ample time for discussion]

Once more united,
Faith and friendship plighted,
Join in entreating
Peace to this our meeting.
This hour of union,
This space of sweet communion,
Alpha, we give to thee.

Let no intrusion
Of the day's confusion
Naught inharmonious
Here come upon us.
One light for guiding
One thought abiding,
Thy name sweet _____.

Ere our disbanding,
In thy shelter standing,
Our pledges we renew,
Alpha, thy work to do
Thy precepts to observe,
Faithfully thee to serve,
Alpha, eternally.

Step 4

Leader closing: SEE ABOVE. If part of full workshop do not read closing, instead go on to next activity.



Activity: Key Components of Ritual – Mutual Promises

Step 1

Leader introduction: SEE ABOVE IF ACTIVITY IS CONDUCTED BY ITSELF. If part of full workshop, go on to Step 2.

Step 2

Leader explains that during our Ritual, there are mutual promises made between sisters. These mutual promises are a commitment to our sisterhood. We are going to spend time discussing these promises.

- NOTE TO LEADER: It is helpful to have the *Rituals Book* already with the Ritual for Initiation marked to be able to read a couple of the mutual promises to help get the discussion started.

Step 3

Leader asks questions and helps keep discussion moving:

1. What assurances does the Fraternity give to the initiation candidate prior to asking for her commitments?
2. What promises does the initiation candidate make to the Fraternity?
3. How long are these mutual promises binding?
4. Discuss the importance and significance of a sponsor standing beside each candidate and ushering her through the initiation.

Step 4

Leader closing: SEE ABOVE. If part of full workshop do not read closing, instead go on to next activity.



Activity: Key Components of Ritual – "Mysteries" Revealed

Step 1

Leader introduction: SEE ABOVE IF ACTIVITY IS CONDUCTED BY ITSELF. If part of full workshop, go on to Step 2.

Step 2

Discuss the "Mysteries" Revealed:

1. Read I Corinthians 13 from the King James Version of the *Bible* and compare it with other translations of the *Bible*.
 - a. How is the word "charity" translated in other versions of the *Bible*?
2. Read the portion of the Ritual that reveals the motto.
 - a. Ask several sponsors or "older" initiated members to share what our motto means to them.
3. Our badge is a reminder of our motto and the mutual commitments we made with AOII. The badge consists of the first letter of each of the Greek words in our motto.
 - a. What is in the apex of the Alpha on the badge?
 - b. The ruby reminds us of "the highest virtue which our Fraternity bids us keep closest to our hearts." What is that virtue?
4. Demonstrate our grip (handshake).
5. Review the proper pronunciation of the Greek version of our password (that is given with the grip).
 - a. State the English translation of our password.
 - b. Encourage discussion about what our password means.

Step 3

Leader closing: SEE ABOVE. If part of full workshop, do not read closing, instead go on to next activity.



Activity: Key Components of Ritual – The Charge

Step 1

Leader introduction: SEE ABOVE IF ACTIVITY IS CONDUCTED BY ITSELF. If part of full workshop, go on to Step 2.

Step 2

Discuss the first three sentences of The Charge.

1. The first sentence stresses the voluntary nature of the commitments made by each initiate.
2. The next sentence speaks to the depth of promises made such that each member is "...to work your best with body, brain, spirit, and substance for Alpha Omicron Pi and its members..."
3. The third sentence describes how everyone's behavior should reflect positively on the entire group.

Step 3

Leader closing: SEE ABOVE. If part of full workshop, do not read closing, instead go on to next activity.



Activity: Key Components of Ritual – Symbolism and the Symbols

Step 1

Leader introduction: SEE ABOVE IF ACTIVITY IS CONDUCTED BY ITSELF. If part of full workshop, go on to Step 2.

Step 2

Discuss the Symbolism and the Symbols:

1. Pass around each Warden's symbol so that every member can see it closely.
 - a. Review each Warden's speech.
 - b. Discuss the values that each Warden's speech describes.
2. Review the setup of the altar table and placement of the *Rituals Book* and/or *Bible* on it.
3. Demonstrate the proper way to wear the sxxxx.
4. Have two members face each other while one places a sxxxx on the other's shoulders.
 - a. Why is the sxxxx placed upon each person by another member?
 - b. Why do the sisters face each other?
 - c. What does the bestowing of the sxxxx signify?
 - d. Demonstrate the proper placement of the badge on the sxxxx and on the red part of the robe (for Doorkeepers).

Step 3

Last, you should discuss the importance of maintaining silence from the time members start putting on their robes prior to Ritual until after the last member's robe and sxxxx have been removed after the Ritual has been completed.

1. Discuss why the members are asked to be in silence.

Step 4

Leader closing: SEE ABOVE. If part of full workshop, do not read closing, instead go on to next activity.



Activity: Key Components of Ritual – Initiation Pledge (Vow, Oath)

Step 1

Leader introduction: SEE ABOVE IF ACTIVITY IS CONDUCTED BY ITSELF. If part of full workshop, go on to Step 2.

Step 2

Leader: Our Initiation Pledge is the core of our sisterhood commitment.

1. Say the Pledge and ask the new initiates to repeat it after you several times.
2. Explain that each member repeats this Pledge at all meetings.
 - a. Instruct each new initiate to memorize the Pledge as soon as possible to be able to join in on saying the Pledge.
3. Discuss what it means "...to cherish in my heart a feeling of fraternity and love for all...members..."
4. Discuss why each of us touches the ruby in the apex of the Alpha on our badge when we say our Pledge.

Step 3

Leader closing: SEE ABOVE. If part of full workshop, this is the last activity, and the Closing should be read.



Ritual 101

Universal

REM Module

Knowledge - Ritual 101

Audience:

Collegians (Initiated)

Alumnae

Purpose:

An introduction Ritual specifics

NOTE: This is a good activity for new members with sponsor as a post-initiation workshop, or alumnae who need a review.

Objective:

To learn about our Ritual and remind members about various aspects and the terms used in our Ritual.

Activity Time:

There is one activity for this module.

- Ritual 101: Sharing Your AOII Ritual Knowledge: 30 minutes

Format:

Small groups of two sisters

Preparation & Materials:

- Ritual 101 word cards
- pencils/pens
- timer
- Small prizes for winners when answers are correct.
- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration



Activity: Ritual 101: Sharing Your AOII Ritual Knowledge

Step 1

Divide chapter into teams of two sisters.

Step 2

- Give each team copies of the 40 cards.
- Have sisters to turn card on back (where writing does not show).
- When signal is given, ask sisters to turn cards over and write answers on back of cards. If a card is a word, then write the definition as it pertains to our Ritual. If it is a phrase, have sisters write meaning of words and if possible, location in Ritual. May use dictionary.

Step 3

Record top three teams with fastest time. These teams win a prize.

Step 4

Discussion:

1. Ask for volunteers to read the word/phases on the card and share meaning.
2. Request everyone's involvement in the discussion by asking their reactions to what other members said.
3. Ask members to share where the word/phases are used in our Ritual.



Activity: Ritual 101: Sharing Your AOII Ritual Knowledge

Word Cards

Sorores! Bound by ties of friendship,
we are met for a service sacred to our
fraternity. May fraternal love be with us.

Let no intrusion
Of the day's confusion
Naught inharmonious
Here come upon us.
One light for guiding
One thought abiding,
Thy name sweet _____.

As sponsors, do you undertake
personally to be responsible for the
truth and fidelity of these candidates?

Those around you are sworn to hold
sacred and secret all that ever has
taken place, all that ever shall take
place under the seal of this society.

Accepting our assurance that nothing at all in
discord with the law, order, your country, your
religion, or your conscience will be thought,
spoken, or enacted, are you willing to keep in
silence all that is about to be revealed to you?

We now invest you with this badge,
which shall be to the outside world a
sign that you are a sworn member of
Alpha Omicron Pi, and it shall be to you
and to us a constant reminder of our
mutual obligations and of the ideals
which we hold in common.

You have been impressed, I trust, with the
lastingness of the obligations you have
voluntarily taken upon yourself.

You have felt that it is incumbent upon
you to work your best with body,
brain, spirit, and substance for Alpha
Omicron Pi and its members...



Activity: Ritual 101: Sharing Your AOII Ritual Knowledge

Word Cards

...to advance Alpha's interests and cherish them as your own.

You are to reflect credit upon your fraternity and make it proud to claim you.

Alpha Omicron Pi must be of value; it must carry into the world about us the spirit of that sweet unobtrusive charity that vaunteth not itself.

You are expected to conduct yourselves and this chapter with dignity and grace, to avoid even the suspicion of exclusiveness...

...intolerance of any nature, self-sufficiency, extravagance, ostentation, or unfair competition.

But the bond among you must be strong. You must in honor prefer one another and in kindness desire each the happiness of the others.

For the good and the fair repute of the whole, each must earnestly develop her scholarship and all the talents with which she may be endowed, and bear evidence always, in whatsoever she does, of the ambition for useful service which is our aim.

Let us seek wisdom and act through love.



Activity: Ritual 101: Sharing Your AOII Ritual Knowledge

Word Cards

Let your light so shine before men that they may see your good works and glorify your Father which is in Heaven.

Prudence

Humility

Chastity

Obedience

Faith

Hope

Charity



Activity: Ritual 101: Sharing Your AOII Ritual Knowledge

Word Cards

This teaches us to guide our own lives according to rule and line with self-control and sweetness...

...while following toward others the Golden Rule of tolerance and judgment restrained by love.

This is guarding our Constitution and Ritual, reminding us of those truly fraternal virtues, silence and circumspection.

Sorores, the maintenance and development of _____ Chapter are in your hands.

In order that the future of the chapter may unswervingly develop the ideals which you, its members, have fixed upon as your own...

...it is necessary, in the first place that you exert the utmost care in choosing those who are to continue its existence and further its development. The fraternity spirit will be best maintained by well-chosen members.

The object of this Fraternity shall be... to encourage a spirit of Fraternity and love among its members...

...to stand at all times for character, dignity, scholarship, and college loyalty;



Activity: Ritual 101: Sharing Your AOII Ritual Knowledge

Word Cards

...and in no way to disregard, injure or sacrifice those interests for the sake of the prestige or advancement of the fraternity or any of its chapters.

An essential help to the attainment of these ends lies in the continued existence of a spirit of good fellowship between the members of Alpha Omicron Pi and the other students of the college/ university.

... May we refrain from all blindness of heart, from envy, malice, and hatred and all uncharitableness. May we rule our hearts with faith and love that we may dwell together in unity, peace, and concord

We dedicate this house to hospitality; may we create here a center of good will throughout the campus and community.

We dedicate this house to the loyal friendship of our members, to their joys and achievements, to the dreams and ideals of youth, to the "pursuit of excellence" in scholarship and conduct, that we may dwell here with pride.

We dedicate this house to the spirit of service, extending beyond our group, and beyond our college days, for in service there is no place for selfishness.

...may we ever gather round our hearth in true friendship. May we be generous in judgment. Guard Thou this threshold from all ill will. May love and harmony ever dwell within our walls.

Ere our disbanding
In thy shelter standing
Our pledges we renew,
Alpha, thy work to do.

Thy precepts to observe
Faithfully thee to serve,
Alpha, eternally.

Reflections on Pinning AOII

Collegians

New Members

REM Module

Reflections on Pinning AOII

Audience:

Collegians (Initiated)

Alumnae

Purpose:

To reinforce the values of AOII that are expressed in the *Pinning Service for Collegiate Chapters and Chartering Chapters*.

Objective:

- To explore and understand the terminology used in the Pinning Service and the commitments made during it.
- To provide opportunity to encourage New/Chartering Members to reflect on their AOII membership.

Activity Time:

There is one activity for this module.

- Reflections on Pinning AOII: 45-60 minutes

Format:

Small group discussions (recommended 5 - 10 per group)

Large group experience

Preparation & Materials:

- Assign activity leader to prepare and know the material (Usually the Director of New Member Experience partnering with the DRE/VPPE). It is essential the DRE/VPPE be involved.
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- Leader to assign prior to workshop sisters and advisors to read in the *Rituals Book* the key parts of the Pinning Service for Collegiate Chapters/Chartering Chapters along with the questions following the reading:
 - There are 11 reader roles. These can be assigned to 11 different sisters or a sister may read a couple of them.
 - Reader Step 4: AOII Service, Ceremony, and Ritual
 - Reader Step 5: Welcome and Sponsors
 - Reader Step 6: Sponsor Promise
 - Reader Step 7: Candidate Promise and Pledge
 - Reader Step 8: AOII Fraternity Pledge

- Reader Step 9: Sponsor Vow
- Reader Step 10: Solemn Word
- Reader Step 11: Candidate Education
- Reader Step 12: All Other Sisters Promise
- Reader Step 13: The Object
- Reader Step 14: Friendship Circle and Epsilon Song
- *Rituals Book*
- Alert officers that they will be reading an assigned part of the Pinning Service.
- Handout – have copies ready for the small groups
 - Reflections on AOII Pinning Questions



Activity: Reflections on Pinning AOII

Step 1

Leader Introduction to the large group:

As you go through your (New Member / Chartering) period, there are many facets about Alpha Omicron Pi that you will be introduced to.

- We share our sisterhood commitment and values through our Rituals, Ceremonies and Services. Learning the words contained in these special events will help you in understanding how to apply these philosophies in everyday living.
- During your initiation, you will start becoming more closely acquainted with our Fraternity's ideals, precepts, and promises. Initiation will be just the beginning of wonderful opportunities for you to explore our Ritual, which will become increasingly meaningful to you through the years.
- You may not realize it, but the Pinning Service gave you a sneak preview of AOII's philosophy as expressed in our Ritual for Initiation. Let's take a look at the Pinning Service to see what it may tell us about the ideology of Alpha Omicron Pi.

Step 2

Leader

- Breaks the large group into small discussion groups. The group can stay together if that would create a better discussion.
- Handout is distributed.

Step 3

Leader starts discussion by asking questions dealing with the first impressions of AOII. The questions are to assist with generating engagement.

Q. What do you remember about the Pinning Service?

A. (Allow significant time for discussion.)

Q. What did you feel during the Pinning Service?

A. (Allow significant time for discussion.)

Q. What word or phrase best describes the Pinning Service?

A. As each description is offered, encourage discussion and additional reactions.)

Key words to assist with the discussion:

Encourage

Spirit

Character

Dignity

Scholarship

College Loyalty

Strive

Support

Best Interest

Support

Beautiful

Lasting

Mutual

Sponsor



When the discussion has come to an end.

Leader to provide explanation of what this discussion represented:

- What we have just done is something very important. We shared our individual perception of the Pinning Service.
 - Our Founders insisted that there would never be an official interpretation of our Rituals, Ceremonies or Services.
 - Each member is encouraged to explore our proceedings and develop her own interpretations, share them with her sisters, and learn from hearing their perspectives. As another step in that direction, let's look more closely at the Pinning Service.
 - The circle we are standing in is not a random formation. When AOIIs gather together, we will use a Friendship Circle as a way to recognize our sisterhood. We will explain the Friendship Circle and Epsilon Chapter Song in our discussion.
- Next, we will be reading the Pinning Service for Collegiate Chapters and Chartering Chapters.
 - We will be stopping at sections to ask questions and to discuss your impression.

Step 4 - READER: AOII Service, Ceremony, and Ritual

READ:

AOII has three different member categories of proceedings: Rituals, Ceremonies and Services. AOII Pinning is a Service. We may include participants who are not AOIIs. What we want to do next is explain the differences between these three and your impression why our Fraternity has the three categories.

Q. What is the difference between a Ritual, Ceremony and Service?

A. A Ritual uses all the equipment (which you will learn about during initiation) and is performed by only initiated members, and candidates when appropriate (candidates being New/Chartering Members/ Alumnae Initiate Candidates). A Ceremony does not use equipment and is performed by only initiated members, and candidates when appropriate. A Service does not use equipment and may include non-AOII guests, such as family, friends, and university representatives. How our philosophy is expressed in our Rituals and Ceremonies is intended for AOII members only. Sharing specifics ONLY with AOIIs makes details more special and helps nurture our fraternal connections with everyone who has been, is now, or ever will be a member of Alpha Omicron Pi.

Q. Why do you think AOII invites family, friends, and university representatives to witness the Pinning Service?

A. Possible responses may include:

- To share the happiness of pledging AOII.
- To show AOII does not haze new members.
- To show that AOII values new members and promises to do her best to prepare New/Chartering Members for lifelong membership in the Fraternity.
- To share non-secret parts of AOII with the outside world.



Step 5 - READER: Welcome and Sponsors

READ:

Sorores, we are gathered to accept the candidates for membership in our Fraternity.

Sponsors are you prepared to present the Candidates?

Sponsors respond in unison: I am.

Q. Why are the sponsors asked if they are prepared?

A. To communicate to all sisters that the sponsors are ready for the commitment to personally support an AOII candidate.

Step 6 - READER: Sponsor Promise

READ:

As the sponsor(s), do you undertake personal responsibility for the character of the candidate(s) you now present?

- Sponsors in unison: I do.

Will you endeavor to be as an elder sister to this candidate throughout her college career, and to guard and guide her, both before and after initiation into Alpha Omicron Pi, in order that she may continue worthily to maintain the ideals of our Fraternity?

- Sponsors in unison: I will

Q. When the sponsor agrees to undertake personal responsibility for the character of the candidate, what is she saying?

A. During membership recruitment the chapter decided that the candidate was in alignment with the ideas of AOII. The sponsor personally affirms that the candidate is worthy of AOII membership.

Q. As confirmed when the sponsor agrees to guard and guide the candidate, how long is AOII's commitment?

A. Forever. The Fraternity and the candidate make mutual promises. The sponsor is the candidate's mentor and friend, both before and after the candidate is initiated into AOII.

Step 7 – READER: Candidate Promise and Pledge

READ:

Candidates, do you desire to become one of us?

- Candidate(s) in unison: I do.

What is your full given name?

- Candidate(s) replies/reply individually, in order. After all the candidate(s) have spoken, the President continues.

You have been chosen to pledge our Fraternity because we believe you to be true and worthy and in sympathy with the high aspirations of Alpha Omicron Pi. Are you prepared to accept the obligations of character and dignity that we require of you?

- Candidate(s) in unison: I am.

Will you always abide by your pledge and prove your sincerity by loyalty to our group and to the ideals that will be revealed to you upon initiation?

- Candidate(s) in unison: I will.

Raise your right hand, place your left hand on your heart and repeat after me. "As a New Member of _____ Chapter of Alpha Omicron Pi, // I promise to accept the responsibilities // which come with this honor. // I will do my best // to promote the welfare of the Chapter. // I promise to maintain // the highest standards of personal conduct. // I pledge myself // to meet all of my obligations // to the Chapter, the Fraternity and the university."



Q. After the candidate confirms that she wants to become a member of AOII, the candidate is asked if she is prepared to accept the obligations of character and dignity required of members. What did that question mean to you?

A. Our group has certain standards that every member personally agrees to uphold.

Q. Why do we ask for the candidate's loyalty to the group and to the ideals that will be revealed during initiation. What are some ways that members can demonstrate loyalty?

A. Ways to demonstrate loyalty may include supporting the chapter's activities, being punctual for meetings and events, complying with all standards for initiation, showing love and concern for all members, meeting all personal financial obligations to the Fraternity, reflecting credit on the Fraternity at all times, and advancing AOII's interests.

Step 8 – READER: AOII Fraternity Pledge

READ:

You have now pledged yourself to Alpha Omicron Pi and we pledge ourselves, if you continue worthy, to take you into our membership. This pin, with which we now invest you, must be to you the emblem of our mutual pledge.

Q. Having received the candidate's promise, we invest the candidate with a New Member Pin. What is the significance of the pin?

A. The pin represents the mutual promises made between the candidate and the Fraternity during pledging and the candidates to continue worthy effort to become a member.

Step 9 – READER: Sponsor Vow

READ:

Your sponsor will now share the solemn vow she has made to this chapter on your behalf.

- Sponsor(s) in unison: I have made myself personally responsible before my Fraternity for your character and sincerity. I have promised to be as an elder sister to you, insofar as I am able, throughout our college career, and to guard and guide you, both before and after initiation in Alpha Omicron Pi, in order that you may continue worthily to maintain the ideals of our Fraternity.

Q. The sponsor confirms that she has undertaken personal responsibility for the character of the candidate and has promised to be there for the candidate before and after initiation. What does it mean to you to have such a personal commitment from an individual?

A. Possible responses may include:

- It give me a strong feeling of support.
- It means that I always have someone to turn to for help and friendship.
- It conveys the Fraternity's love and commitment to me because it has designated someone to be my personal guardian.
- It means I owe it to my sponsor and to the chapter to live up to the Fraternity's ideals and to do what is expected of me to be a worthy member of Alpha Omicron Pi.
- It reinforces that there is no place for hazing in our organization with the atmosphere these promises create.

Step 10 – READER: Solemn Word

READ:

It is a solemn thing to engage the word of another. We welcome you in the hope that you may soon become our initiated sister in Alpha Omicron Pi.



Q. Why is taking the word of another so very important in our sisterhood?

A. Possible response may include:

- I always know I have the honest support of my sisters.

Q. Why do we remind the candidates that they are not initiated?

A. Possible response may include:

- There is additional information to learn to become an initiated member.

Step 11 – READER: Candidate Education

READ:

In order that you may meet the requirements for membership in our Fraternity, we have entrusted your education to a member of our Fraternity.

The education of future members of Alpha Omicron Pi is a serious responsibility. I promise before my chapter to do my best to acquaint you with the organization of our Fraternity and its purpose, in order that you may become an initiated member.

Q. What does the Director of New Member Experience confirm?

A. She is confirming:

- She understands the serious responsibility she has for the training of future members of AOII.
- She promises to do her best to conduct that training effectively.
- She affirms that the goal is for the New Member education to lead to the initiation of each candidate.

Step 12 – READER: All Other Sisters Promise

READ:

Sorores all, you have heard the promises just made to our Fraternity. Do you now, in turn, solemnly engage yourselves to uphold and assist with earnest love and willing labor, with selfless understanding and responsive zeal, these New Members you have chosen, their sponsors, and the member responsible for education of Candidates?

- All other members in unison: We do.

Q. New/Chartering Members have pledged themselves to AOII. What does the chapter promise in return?

A. Chapter members promise to lovingly and willingly support the New/Chartering Members, their sponsors and the Director of New Member Experience as they prepare New/Chartering Members for initiation into the Fraternity.

Step 13 – READER: The Object

READ

At this time, it is necessary that we reveal to you the Object as expressed in our Constitution.

- The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship and college loyalty; to strive for and support the best interests of the colleges and universities in which chapters are installed, and in no way to disregard, injure or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters.



Q. What are the major components of the Object?

A. The components include:

- Encouraging a spirit of Fraternity and love among members of AOII.
- Standing for character, dignity, scholarship, and college loyalty.
- Striving for and supporting the best interests of the colleges and universities where we have chapters.
- Making sure that we do not disregard, injure, or sacrifice those interests in favor of advancing AOII or any of its chapters.

Step 14 – READER: Friendship Circle and Epsilon Chapter Song.

READ

As we go forth from this ceremony let us remember the pledges we have made this day. In warm friendship let us join hands and sing to Alpha Omicron Pi.

- Read through the Epsilon Chapter Song and practice a couple times:
Alpha Omicron Pi,
Friends as the years go by,
Loving sisters are we,
Loyal forever,
Alpha to thee.

Q. What does the Friendship Circle mean to you?

A. Possible answers may include:

- Togetherness
- An unbroken bond of friendship
- Unity
- Continuity
- Unending mutual commitment

Step 15

Leader Wrap Up:

During the Pinning Service, you and AOII made mutual commitments to each other.

Those mutually beneficial commitments not only began a lifelong relationship between you and AOII, but also introduced you to our fraternal values and principles which will be explained more fully during and after your initiation.

As you learned during the Pinning Service, Alpha Omicron Pi encourages a spirit of Fraternity and love among its members. That spirit is expressed beautifully in the "Epsilon Chapter Song." Let's form a circle, join hands, and sing the "Epsilon Chapter Song" together.



Handout – Reflections on Pinning AOII Questions

- Q. What is the difference between a Ritual, Ceremony and Service?
- Q. Why do you think AOII invites family, friends, and university representatives to witness the Pinning Service?
- Q. Why are the sponsors asked if they are prepared?
- Q. When the sponsor agrees to undertake personal responsibility for the character of the candidate, what is she saying?
- Q. As confirmed when the sponsor agrees to guard and guide the candidate, how long is AOII's commitment?
- Q. After the candidate confirms that she wants to become a member of AOII, the candidate is asked if she is prepared to accept the obligations of character and dignity required of members. What did that question mean to you?
- Q. Why do we ask for the candidate's loyalty to the group and to the ideals that will be revealed during initiation? What are some ways that members can demonstrate loyalty?
- Q. Having received the candidate's promise, we invest the candidate with a New Member Pin. What is the significance of the pin?
- Q. The sponsor confirms that she has undertaken personal responsibility for the character of the candidate and has promised to be there for the candidate before and after initiation. What does it mean to you to have such a personal commitment from an individual?
- Q. Why is taking the word of another so very important in our sisterhood?
- Q. Why do we remind the candidates that they are not initiated?
- Q. What does the Director of New Member Experience confirm?
- Q. New/Chartering Members have pledged themselves to AOII. What does the chapter promise in return?
- Q. What are the major components of the Object?
- Q. What does the Friendship Circle mean to you?



Reflecting on Values Based Living

Universal

REM Module

Reflections on Value Based Living

Audience:

Collegians (Initiated)

Alumnae

Purpose:

To reinforce the values found in our Rituals.

Objective:

To explore ways to live the values expressed in our Rituals.

Activity Time:

There are two activities in this module:

- Values Identification: An Overview of AOII's Core Values: 20 minutes
- Reflections on Value Based Living: 20 minutes

Format:

Small group discussions (recommended 5 - 10 per group)

Large group experience

Preparation & Materials:

- Assign group leader(s) to prepare and know the material:
 - The material does not need to be memorized but more importantly, it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
 - Leader Resource: "Answers to Vocabulary Activity" from the "Post Initiation Workshop 2 Components" in the REM. (Having these resources as references may facilitate the participants' identification of values and discussion of them.)
- *Rituals Book* – place a bookmark on pages with our motto, password, Initiation Pledge, Warden's Speeches, Once More United, and I Corinthians 13.
- White board or poster to list values.
- Decide if group will do one or both activities.
- Make copies of handouts for sisters to complete during the activity.
- Handouts: print as needed for attendees and leader.
 - ACTIVITY: "Values Identification"
 - ACTIVITY: "Reflections on Value Based Living – Values Discussion Questions"



Activity: Values Identification: An Overview of AOII's Core Values

Step 1

Leader introduction:

What is a value? From Webster's New World Dictionary, a value is explained as:

1. the worth of a thing in money or goods,
2. estimated worth,
3. purchasing power,
4. that quality of a thing that makes it more or less desirable, useful, etc.,
5. the social principles, goals, or standards held by an individual, class, society, etc.

Step 2

For AOII's, values are expressed in our Rituals. One of our best resources that provides explanation of value is the Wardens' Speeches. We are going to start our AOII values identification by reading the Wardens' speeches. Leader, with help from sisters, distributes a copy of the HANDOUT "Values Identification" to each participant to write down value words they hear.

- Before reading the Warden's Speeches, the Leader reminds everyone to listen for the words that express values to them. A few examples may be provided from the vocabulary activity in the "Post Initiation Workshop Components." Leader, with selected sisters, reads the four Wardens' speeches.

Step 3

Leader starts discussion by calling on sisters to share the values they heard and why.

Leader, or another sister, may write the values on the white board or poster to keep track of the values and count how many times each value was heard.

Step 4

Leader continues discussion by asking sisters to complete the section: "Where do you see these values expressed in daily living?" and the chart "Three Values with Special Meaning."

Give sisters a few of minutes to complete the sections and then conduct an open discussion.

Step 5

Now that we have identified values in the Wardens' Speeches, let's identify additional values that are in AOII Ritual and discuss how we may start connecting these values to daily living.

- To provide additional values to discuss have everyone recite the Pledge. (See *Rituals Book*)

Let's talk example:

1. Do we consider Ritual in planning chapter activities?
2. Does our chapter pay its debts fully and on time both locally and to AOII International?
3. Do we reflect our Ritual in our relationships with each other and within our local community?
4. Does our chapter reflect our motto as we work with other organizations?
5. Do we work to recruit new members at our college as well as women out of college through the Alumnae Initiate program?



Activity: Values Identification

List values that you believe compose Alpha Omicron Pi's organizational core values:

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Where do you see these values expressed in daily living?

List the three values expressed in our Ritual that have special meaning to you. Next to each value, make a brief note about the life experience that made this value especially meaningful to you.

| Value | Life Experience |
|-------|-----------------|
| | |
| | |
| | |



Activity: Reflections on Value Based Living

Step 1

Leader introduction: How are values used? From Values Clarification by Sidney B. Simon, Leland W. Howe, and Howard Kirschenbaum:

- "Every day, every one of us meets life situations which call for thought, opinion-making, decision-making and action. Some of our experiences are familiar, some novel; some are casual, some of extreme importance. Everything we do, every decision we make and course of action we take is based on our consciously or unconsciously held beliefs, attitudes, and values."

For AOII's, living a value-based life is something our Founders communicated to our sisterhood through Ritual. We are going to start our AOII value-based living reflection by singing all three verses of "Once More United". As we sing, identify words of the song that may provide guidance for how to live every day.

Step 2

After singing, the Leader asks attendees to break into small discussion groups and asks each group to select a scribe and discussion leader.

Step 3

Leader distributes a copy of the "Reflections on Value Based Living – Values Discussion Questions Handout." to each participant. The "Values Discussion Questions Response Examples" is given to the small group discussion leader with the following explanations:

- Everyone should take the next 3-5 minutes to individually complete the handout.
- Small group leader asks everyone to share within their group and pick a best response for each question.
- Small group scribe will write down the group's best response to share with the larger group. The response may be recorded on wall poster or another handout.

Step 3

Leader starts discussion by calling on each small group to share their best responses for each question.

To assist with the discussion, questions could be asked:

1. How will using the AOII values make a difference in daily decision-making?
2. What AOII value will you think of first when faced with a problem?

Step 4

Leader closing: Our Founders, Helen, Elizabeth, Stella, and Jessie, gave us the gift of our Ritual regarding how to live a value-based life. The ideals outlined for each sister encourage a commitment to service, a lifetime of learning, and friendships to treasure. All these messages are found within the AOII Rituals.

As you go through your day, try to remember the Ritual words and phrases that bring a value based living message to you.

Handout: Reflections on Value Based Living – Values Discussion Questions

1. How do I work my best with body?
2. How do I work my best with brain?
3. How do I work my best with spirit?
4. How do I live the values expressed through the Ritual symbols?
5. How do I foster a spirit of fraternity and love?
6. How do I strengthen rather than weaken my bond with AOII?
7. How do I apply the AOII motto to my everyday life?



Handout: Values Discussion Questions Response Examples

1. How do I work my best with body?

I sleep an adequate amount.

I eat healthy foods in appropriate amounts.

I seek out healthy relationships.

I surround myself with positive people.

I make healthy decisions concerning alcohol consumption.

I make healthy decisions concerning physical exercise.

2. How do I work my best with brain?

I put forth my best efforts at work and with my family.

I adequately prepare for a presentation or project at work.

I have tutored a child or helped someone find academic assistance.

I have taught a skill or procedure to a co-worker, friend, or family member.

I have set goals in my career and family life and am consciously working hard to attain those goals.

3. How do I work my best with spirit?

I have expressed my love for someone.

I have experienced a sense of inner peace.

I have enabled myself to be enlightened.

I promote my own personal growth.

I display kindness and patience towards others.

I energetically and constructively support the values in which I believe.

4. How do I live the values expressed through the Ritual symbols?

I let my special talents shine.

I try to live my life with high virtues.

I am prudent and circumspect about the choices I make.

I share my good fortunes with others without boasting.

I obey all laws and regulations.

I exercise tolerance and restrain from judgment toward others.

I have held something in confidence rather than divulging someone's secrets.

5. How do I foster a spirit of fraternity and love?

I have mediated a disagreement between two people.

I choose to speak positively about others.

I have encouraged a new chapter member to attend an AOII event with me.

I spent some extra time doing AOII officer or committee work.

I have congratulated someone on a job well done.

I develop friendships with AOIIs from other chapters.



6. How do I strengthen rather than weaken my bond with AOII?

I have read the *Rituals Book*.

I am eager to tell others why I am proud to be a member of AOII.

I participate in my chapter and provide support to collegiate chapters and the Fraternity.

7. How do I apply the AOII motto to my everyday life?

I volunteer.

I financially support important causes in need.

I do not take friends for granted.

I remind friends of their special qualities.

I help others in need.

Reflections on the Values of Ritual

Universal

REM Module

Reflections on the Values of Ritual

Audience:

Collegians (Initiated)
Alumnae

Purpose:

To reinforce the values found in our Rituals.

Objective:

To explore ways to live the values expressed in our Rituals.

Activity Time:

There is one activity in this module:

- Reflections on the Values of Ritual: 25 minutes

Format:

STEP 1: Individual activity with group discussion.

STEP 2: Small groups of 5 to 10.

STEP 3: Individual activity with group discussion.

Preparation & Materials:

- *Rituals Book*
- Three 3"x 5" index cards per participant
- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.



Activity: Reflections on the Values of Ritual

Leader Introduction:

What is a value? The definition of a value as stated in Webster's Dictionary is: "something (as a principle or quality) intrinsically valuable or desirable."

Step 1

Leader asks each member to complete the values identification activity described below.

- Three index cards should be distributed to each participant.
- Ask the participants to think of three values that are most important to her.
- Have the participants write each value on a separate index card.
- After the values are written on the cards, ask each participant to pick the least important of the three values and tear up the index card it is written on.
- Repeat the process by asking each participant to pick the least important of the remaining two values and tear up the card it is written on.

After the cards are torn up, Leader asks the entire group to consider the following questions, one at a time. Encourage the entire group to participate. Allow sufficient time for the discussion of each question. Think of these questions in relation to the three values you identified. Please share your thoughts about each question with the entire group.

1. Was it difficult to pick the three values?
2. How did you decide which values to eliminate?
3. What did it feel like to tear up the two values?
4. How are values "torn up" in chapter or life?

We will now identify some values that are expressed in our Ritual and ask that you find a link between them and your personal values.

1. Think about the final value that remained after you tore up two of them in the previous exercise.
2. On your value card, write your response to the following questions:
 - a. In Ritual, what speaks to you about your identified value?
 - b. Where can you find something in Ritual that relates to that value? (This may necessitate some searching in the *Rituals Book*.)

Step 2

Break the chapter into smaller groups according to birth months. Break the month groups into small groups of five to ten sisters.

1. Tell your group what you put on your card and why.
2. As a group decide the one value out of the group that is expressed most strongly in Ritual.

Step 3:

Ask everyone to return to the large group for discussion. Encourage everyone to participate in the discussion.

- What did you get out of this exercise? [Allow sufficient time for discussion.]
- What value did your group decide is most strongly expressed in Ritual? [Allow sufficient time for discussion.]

**Step 4**

Leader closing:

These activities have been a way to explore how your values are expressed in Ritual.

At the end of the workshop, ask each participant to keep her remaining value card and put it in a place where she will see it often (on her calendar, for example). The card will be a reminder of one of her personal values and the connection that value has with our Ritual.

OR

For chapter, you could collect the remaining value cards. They may be summarized and reviewed at another time for values identification activities such as during a recruitment preparation.



AOLL Ritual Baseball

Universal

REM Module

Ritual Game - Baseball

Audience:

Collegians (Initiated)

Alumnae

Purpose:

To test members' knowledge of Ritual

Objective:

To learn about our Ritual and remind members about various aspects and terms used in our Ritual.

Note: This activity contains very detailed information which goes beyond the fundamentals of our Ritual. This activity will be most beneficial to members who are knowledgeable about our Ritual. However, by pooling their knowledge with teammates, members may be surprised to know they have greater depths of understanding about Ritual than they realized.

Activity Time:

There is only one activity for this module.

- AOLL Ritual Baseball: 60 minutes

Format:

- Size
 - Small group discussions (5 - 10 per group)
 - Large group experience
- Baseball game (and other possible formats described below) Note: This activity contains a wealth of information that could be used in "Ritual Moments" to inject Ritual education into chapter meetings and other activities.
- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized, but more importantly it needs to be understood, in order, to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.

Preparation & Materials:

- Questions and Answers (which are included at the end of this module)
- Baseball Game Format:
- Make construction paper bases and a home plate. Place them around the room in a baseball diamond arrangement.
 - Play this game either as individuals or as teams. In either case, the member at bat must answer a Ritual question correctly to get to first base.
 - It is best to make sure that everyone gets a chance at bat, so if it seems that one team will be up to bat for a while, after every five or 10 runs, switch the team at bat.



Activity: AOII Ritual Baseball

Playing as Teams: Split the chapter into two teams. Each team determines its batting order. Each member goes to bat and answers a Ritual question correctly to get to first base. The team member who is at bat may consult with her teammates about the answer.

Playing in Another Format: This game may also be adapted into a television show style with small collaborative teams answering questions (i.e., "Family Feud," "Millionaire," or "American Idol"). The television show format would suit a chapter that is developing its fundamental Ritual knowledge.

One approach to using the game show format is to assign each small team a color. Use a baseball diamond poster. Move the colored dots, which correspond to each team, around the bases instead of moving people around them.

Ritual Questions

1. Sing or recite the second verse of "Once More United."

ANSWER –

Let no intrusion
Of the day's confusion
Naught inharmonious
Here come upon us.
One light for guiding
One thought abiding,
Thy name sweet _____.

2. When is the only time that the Wardens say their speeches by themselves?

ANSWER – During the Ritual for Initiation.

3. Define "plighted."

ANSWER – "Plighted" means "pledge as one's word; honor; betroth."

4. Recite the Warden's speech for the rxxx.

ANSWER – See *Rituals Book*

5. What is our Fraternity color?

ANSWER – Our color is cardinal. "Cardinal" also means: "the most important; fundamental; basic; that upon which everything else depends or hinges; around which everything else revolves."

6. What does the ruby in our badge stand for?

ANSWER – The ruby in our badge represents the keystone of our Fraternity (love), which is described in the passage read during Ritual.

7. What is the correct procedure for the disposition of a badge once it is no longer needed by an initiated member? i.e., a member's death.

ANSWER – We no longer require badges be returned to headquarters, but we do request they not be sold through consignment or on eBay or in other online stores. It may be donated to a collegiate or alumnae chapter as an honor badge or award or may be interred with the member.



8. Recite our Initiation Pledge (Vow).

ANSWER – See *Rituals Book*

9. What are the two colors of ribbons you can drape under your badge and what does each ribbon signify?

ANSWER – Red for the installation of a new chapter and black when a member dies.

10. Define "entreating."

ANSWER – "Entreating" means "asking earnestly for something; imploring."

11. Where does the Chapter Adviser stand during collegiate chapter Rituals?

ANSWER – Slightly behind and to the left of the Chapter President.

12. What is the title of the person who states the names of the candidates for initiation?

ANSWER – The Herald.

13. Which members in AOII are permitted to read the *Rituals Book*?

ANSWER – All initiated members.

14. Recite the Object of the Fraternity.

ANSWER – The object of the Fraternity shall be to encourage a spirit of fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interests of the colleges and universities in which chapters are installed; and in no way to disregard, injure or sacrifice those interests for the sake of the prestige or advancement of the Fraternity or any of its chapters.

15. What are the Greek and English versions of AOII's motto? What does our motto mean to you?

ANSWER – See *Rituals Book*

16. Recite the Warden's speech for Symbol held by 1st Senior Warden.

ANSWER – See *Rituals Book*

17. Sing or recite the third verse of "Once More United."

ANSWER –

Ere our disbanding
In thy shelter standing
Our pledges we renew,
Alpha, thy work to do.
Thy precepts to observe
Faithfully thee to serve,
Alpha, eternally.

18. What is the chapter of the *Bible* that is used in our Rituals?

ANSWER – See *Rituals Book*

19. Where do visiting AOII International officers stand during Rituals?

ANSWER – Slightly behind and to the right of the Chapter President.



20. Define "virtue."

ANSWER – "Virtue" means "good or admirable quality; moral excellence; faithfulness; integrity; duty."

21. Name the Rituals performed during which members walk underneath the crosspiece.

ANSWERS –

Collegiate Chapters: Ritual for Installation of Collegiate Chapters, Ritual for Initiation and Ritual for Installation of Collegiate Chapter Officers.

Alumnae Chapters: Ritual to Welcome Collegiate Seniors into Alumnae Status and Ritual for Installation of Alumnae Chapter Officers.

22. Define "prophecy."

ANSWER – "Prophecy" means "to foretell or predict."

23. Define "vaunteth"

ANSWER – "Vaunteth" means "speaking boastfully."

24. When was your collegiate and/or alumnae chapter installed?

ANSWER – State the date that your collegiate and/or alumnae chapter was installed.

25. Name the Seven Cardinal Virtues.

ANSWER – Prudence, humility, chastity, obedience, faith, hope, and charity.

26. Define "circumspection."

ANSWER – "Circumspection" means "watchful; cautious and careful observation with a view toward wise conduct; thoughtful."

27. What is your collegiate chapter's submotto and what does it mean to you?

ANSWER – State your collegiate chapter's submotto (including the Greek version, if it has one) and what the submotto means to you.

28. Recite the Warden's speech for the ladder.

ANSWER – See *Rituals Book*

29. Define "fidelity."

ANSWER – "Fidelity" means "loyalty; faithfulness."

30. Sing or recite the first verse of "Once More United."

ANSWER –

Once more united,
Faith and friendship plighted,
Join in entreating
Peace to this our meeting.
This hour of union,
This space of sweet communion,
Alpha, we give to thee.

31. What version of the *Bible* do we use?

ANSWER – The King James Version.



32. What does the sheaf of wheat on the New Member Pin, Chapter President's ring, Alumnae President's ring, and International President's ring symbolize?

ANSWER – The sheaf of wheat represents the gathering of women into our sisterhood. As stated in the Memorial Ritual for Chapters and Members, the wheat also represents the harvest of a fruitful life.

33. Recite the Charge.

ANSWER – See *Rituals Book*

34. What are the four symbols?

ANSWER – See *Rituals Book*

35. In collegiate chapters, how are Wardens chosen?

ANSWER – This is the chapter's preference. It could be officers, or sisters who typified Ritual the past month, or sisters could sign up for the privilege. Get creative. Try to rotate who serves as Wardens so more sisters may have that honor and experience.

36. What are the Greek and English versions of our password?

ANSWER – See *Rituals Book*

37. Demonstrate the grip.

ANSWER – Have attendees practice grip together.

38. What word begins most of our Rituals?

ANSWER – "Sorores," which means "sisters."

39. Define "prudence."

ANSWER – "Prudence" means "modest; caution and care in looking ahead; wise thought before acting; foresight; consideration; discretion; circumspection."

40. In every Ritual, which two members always walk alone during the processional and recessional?

ANSWER – The Collegiate Chapter President in Rituals performed by collegiate chapters, the Alumnae President in Rituals performed by alumnae chapters, and the Herald in all Rituals. (Other members may walk alone, depending on various circumstances. See the *Book of Ritual Instructions*.)

41. Define "unobtrusive."

ANSWER – "Unobtrusive" means "to not intrude; to not be showy; to not be distracting."

42. Recite the Warden's speech for the sxxxx.

ANSWER – See *Rituals Book*

43. During the Ritual for Initiation when is each candidate invested with her sxxxx?

ANSWER – After receiving her badge, walking under the crosspiece, and returning to her sponsor.

44. Name three different ceremonies in our *Rituals Book*.

ANSWER –

Ceremony for Business Meetings of Convention

Ceremony for Chapter Business Meetings

Ceremony of Transition (New Member to Candidate for Initiation, Chartering Member to Initiated Member)



45. Define "chastity."

ANSWER – "Chastity" means "decency; simplicity; purity; modesty; devotion; honor; integrity; faithfulness."

46. Why do we wear robes during Rituals?

ANSWER – Possible interpretations: To eliminate distractions, to emphasize unity, to help set the tone.

47. What do the letters on our badge symbolize?

ANSWER – Our badge consists of the first Greek letter of each of the three words in our motto. The badge was designed to be a constant reminder to each member and to the Fraternity "of our mutual obligations and of the ideals which we hold in common."

48. Why does each of us point to the ruby in our badge when we recite our Pledge (Vow)?

ANSWER – Pointing to the ruby reminds us of the keystone of our Fraternity and the mutual commitments we made with AOII when we were initiated.

49. Why are we silent while putting on and taking off our robes and xxxxs?

ANSWER – To set and maintain the proper tone for the Ritual.

50. Why does each of us have another sister put on our xxxxx?

ANSWER – To remind us of the original investiture of the xxxxx during our initiation and our acceptance of the full responsibilities of AOII membership.



AOLL Jeopardy

Universal

Chapter Review for International Membership Exam

Collegians (Initiated members only)

Audience:

Collegians (Initiated)

Alumnae

Purpose:

A review for the International Membership Exam.

Objective:

Prepare initiated members for the IME in a fun way.

Activity Time:

There is only one activity for this module.

- AOLL Jeopardy: 60 minutes

Format:

- Appoint a scorekeeper.
- Number off into 3 groups: 1's are 1st line, 2's are 2nd line, 3's are 3rd line. Lines must have an equal number of people in them.
- Give each line a bell, or some device to "ring in."
- The first person in each line will take the first turn.
- The first person in the first line selects the first "answer." If the question is answered correctly, the same three have another turn. If no one gives the correct question, the next person in the same row selects the next question.
- Each group of three can answer at least one question, then go of the back of the line.
- Keep it moving so there is little time between questions.
- There are 30 answers/questions, each of the three rows can have up to 6 sisters.

Preparation & Materials:

Determine how many sisters will participate (must be divisible by 3). Prepare the numbers 1, 2, 3 to equal the number participating and let the participants draw from a bowl.

- 3 bells (or buzzers of some time to "ring in.")
- Official timer to call time for each question (5-10 seconds after it is read)
- Someone to read each question



Instructions

- When you enter the slide show advance with mouse (arrows won't work).
- Slides 2-7 introduce the categories across the top and will create the illusion of a camera panning from one category title to the next.
- Stop clicking when you get to slide 8 – the interactive gameboard.
- There are 30 boxes on the game board which have dollar amounts. All boxes with the dollar amounts are clickable. For example, if for the \$200 question for category 2, click the corresponding box. This click of the box will take you immediately to the slide which contains the question for that category and dollar amount. The same goes for any other combination of category and dollar amount on the board. You do not have to click them in order.
- On all the question slides, when finished with the question, click anywhere on the slide in the blue (meaning do NOT click the text), the slide will transition to the answer slide, revealing the answer to the question. Once on the answer slide, to return to the game board (slide 8), click anywhere in the blue (again, do NOT click the text.)
- When returning to the game board, the box previously clicked will disappear from the game board, so you'll know which questions have already been selected from the game board. If a previously clicked question reappears, click through to the board. (shouldn't happen)

Important Notes:

- If you are in the middle of the game and you minimize out of PowerPoint or leave the game, it will clear the gameboard, meaning that the gameboard will reset and now show all of the categories again.
- When the board is cleared or you would like to move on to Final Jeopardy, you may do so by clicking a disguised category 6 box on the game board on slide 8 (Shhh..More Secrets). If you click this box, it will take you immediately to the cover slide for Final Jeopardy. You may then click to the next slide to begin Final Jeopardy.
- To get the Final Jeopardy Game click on the last header (Shhh.... More Secrets)
- Again, use mouse, not arrows.

Download Jeopardy Game



A Blooming Murder Mystery

Collegians and Alumnae

Audience:

Collegians (Initiated)
Alumnae

Purpose:

Sisterhood Activity tied to Ritual (Do not tell participants it is tied to Ritual).

Objective:

(Do not share objective with participants.)

To show how the symbols of Ritual can be found in everyday life and to examine members' interpretations of the meaning of the symbols in the murder mystery and in Ritual.

Activity Time:

10 – 30 Active Roles
1 ½ hours

Format:

Murder Mystery

Materials:

- Name tags – (1 for each character)
- Envelopes (3 for each character)
- A rose with thorns (real or artificial)
- A bottle of eye drops
- Paper and Pencils/Pens
- Timer (can use phone)
- *Bible**
- Knife that could represent a sword
- Ladder – Can be on Bud's name tag or a step ladder used in story*
- Flashlight*
- Measuring Tape*
- Prizes for murder(s) and victims(s) (Optional) – Small plants would work well
- Seed packets of perennials for each participant (Optional) (Can get from Dollar Tree, more than 1 for \$1)
- From Module
 - Sign-up Sheet (print for meeting 2 weeks before event)
 - Participant Advance Instructions (to email or hand out at meeting prior to event) (print or e-mail 1 week before event)
 - Copy of the Character Parts to cut up and put into envelope (before event)
 - Copy of the Character Master List for Facilitator Only
 - Copy of Facilitator Notes



- Print Cheat Sheets (it is 2 per sheet -Cut in half so only need half as many as participants. i.e. 60 participants, 30 copies.)
- *Character may bring for her role or it can be provided.

Preparation:

- At least two weeks before event – Using Resource 1, assign roles (Minimum 10, Maximum 30, Additional can be audience.) Best to let people choose their roles.
 - Print Resource 2, double sided.
- At least one week before event – Give participants information about roles using Handout 2. Can e-mail them or hand out at a meeting
- **Two days before event**
 - Make name tags for each character (Use Character name/participant's name)
- **Using Resource 3**
 - Print Participant Instructions by Rounds. Cut and put in envelopes for characters
 - Group by round, putting the first 4 columns in envelope 1 for each role
 - Keep an intact list for reference but keep it out of sight.
- **Using Resource 4**
 - Create cheat sheet with character name, sister name and brief character description and give out with Round 1 envelopes.
 - For fun, you might attach a packet of perennials (flowers) as a favor. Can usually find at Lowes, Home Depot, or even Dollar Tree.
 - Prizes for murderer(s) and victim(s), if desired. Some ideas:
 - Candy
 - Garden stones (Dollar tree, seasonable)
 - Small plant

At the event:

Confirm all major participants are present. If not, adjust where needed. Substitute extras or minor characters for missing major characters.

Privately, designate one or two participants as "screamers". Tell them to scream on your cue.

When everyone is assembled, have someone put envelopes for Round 1 on a table while you go over these housekeeping items:

- Make sure everyone has a pen or pencil. If not, supply them.
- Pass out "cheat sheets" and make any last-minute substitutions and changes.
 - If you use perennials explain the symbolism.
 - Perennials are flowers that return year after year, each year expanding and growing stronger. That is symbolic of our AOII Experience.
- There will be 3 rounds .
- There will be an envelope for each participant for each round .
 - Do not get your envelope until told to.
 - Keep contents of envelope a secret.
- Be respectful toward sisters.
- Pay attention because you are going to try to solve the murder. You may take notes.
- Round 3 will include a debriefing.

Round 1

- Set Timer for 15 minutes
- While the participants are doing Round 1, put Round 2 envelopes on Table
- Call Time at 15 minutes and advise participants to get round 2 envelopes.

Round 2

- Set Timer for 20 minutes
- While the participants are doing Round 1, put Round 2 envelopes on Table
- 10 minutes into this round, position Victim 1 (Rose) away from the group
- Send your screamer(s) to Victim 1 (Rose) and have them scream
- Give them about 5 minutes to assess the murder
- While everyone is at Victim 1, position Victim 2 (Bud).
- Move screamers from Victim (1) to Victim 2 (Bud) and have them scream
- Give everyone about 5 minutes to assess the crime scene, the reassemble into large group for debriefing.
- Call Time at 20 minutes and advise participants to get round 3 envelopes.

Round 3:

Leader: Start discussion about who the murderer(s) might be. Have the victims sit by you as "ghosts."

Ask: What happened?

- How do you think they were murdered?
- What were the murder weapons?

Whatever way they go with the discussion, take it in a different direction. What about... or what if...?
Let chapter discuss, you moderate.

Who had a grudge against Rose? (motive)

- Buddy for breaking up with him
- Iris for sleeping with her husband
- Violet who wants to be President. Thinks you're a nut
- Pansy because you caught her with her hand in the cookie jar
- Camila does all the work at flower shop while you take the credit.
- (Mari) – you beat her for presidency of MGC
- Dahlia Aster – Rose is ruining her business of selling dried flowers at craft shows
- Calla & Pat (the competition)



Who had a grudge against Bud? (Motive)

- Rose – they just broke up
- Iris – his wife
- Angel – his illegitimate daughter
- Rod – flirting with his wife
- Jasmine – won't stop hitting on her
- Pat – because he reminds her of her ex-husband

VOTE – This can be done by paper ballot or you can create a poll for their phone. Don't announce results until after Ritual Discussion.

This murder mystery is intended for initiated members only. If there are any uninitiated members present, have them step into another location for Ritual discussion. You'll bring them back in for Murder.

While waiting for results from vote, lead Ritual discussion:

Some elements of our AOII Ritual were present in the murder mystery. See if they can identify any of them. Let's look at these symbols and see how they might relate to their role in AOII.

The symbol from First Senior Warden's Speech

- Camila needed this symbol to ease her fear.
- What does it symbolize in AOII?
- See *Rituals Book* for First Senior Warden's Speech.
- What is the commonality between the symbolism of this item in the murder mystery and in AOII?

The symbol from the Second Senior Warden's Speech

- Symbolism...for Bud it symbolized his machoism.
- What does it symbolize in AOII?
- See *Rituals Book* for Second Senior Warden's Speech.
- What is the commonality between the symbolism of this item in the murder mystery and in AOII?

The symbol from First Junior Warden's Speech

- Cosmos used this symbol for precision. He also used it as a reminder to treat people like he wanted to be treated.
- What does it symbolize in AOII?
- See *Rituals Book* for First Junior Warden's Speech.
- What is the commonality between the symbolism of this item in the murder mystery and in AOII?

The symbol from Second Junior Warden's Speech

- Violet used this to protect herself.
- What does it symbolize in AOII?
- See *Rituals Book* for Second Junior Warden's Speech.
- What is the commonality between the symbolism of this item in the murder mystery and in AOII?



- *Bible* was another symbol.
 - Blue Bell used his *Bible* to support his opinions.
 - In AOII a passage is read from the King James Version of the *Bible*.
 - *It is representative of our core values.*

If you asked anyone to leave the room invite them back in.

Give results of the vote count for Rose and Bud's murderers

Reveal the Actual Murderers:

Ask: Who killed Rose? Will the murderer reveal herself?

Iris -- from script

Why: Nobody messes with your man. There seemed to be enough other people with an axe to grind with Rose, that you'd be in a pool of many when looking for her murderer....MANY. You'll take your chances. Cause of death: Pricked with a rose where thorn was covered with deadly toxin.

Ask: Who killed Bud? Will the murderer reveal herself?

Angel -- from script

Why: You can't believe this guy hit on you...your biological father. Of course. He doesn't know you are his daughter, but still...yuck! You don't want him in your life, and you don't want him hitting on other young women...after all, he could have other daughters out there.

Cause of death: You put an odorless, tasteless, colorless poison in his drink...one the toxicology lab would never think to test for...VISINE....you hope. You're counting on it being deemed natural causes.

Give "good sport" prizes to murderers and victims.

Thank everyone for their participation

Activity: A Blooming Murder Mystery

Resource 1

Spring is just around the corner and the Master Gardeners' Club (MGC) is about to have its monthly meeting.

While all seems normal, we soon learn everything is NOT coming up Roses. There are power struggles, marriage troubles, secrets, lies, fraud and intrigue.

Note: this one is for initiated AOIs only

Sign up Sheet

Pink is Primary – MUST ATTEND, if can't be, part must be recast.

Purple is Secondary – Is a part of the action, but not essential. If can't attend may not replace.

Red is Extras – Use to replace to replace Primary and Secondary, if needed

| Character | Role | Name | Email Address |
|------------------------------|--|------|---------------|
| Rose Budinski | Club President, Owner of Flower Power | | |
| Violet Gray | Vice President, retired Army | | |
| Pansy Parks | Treasurer, CPA | | |
| Camila Clarkia | Secretary, works for Rose | | |
| Maggie Nolia | Parliamentarian | | |
| Poppy Quince | Blogger and social media influencer | | |
| Cora Bell | Charter member & oldest member | | |
| Blue Bell | Minister | | |
| Cosmos Aster | Undertaker | | |
| Heather Primrose | Reporter, amateur sleuth | | |
| Iris Gladiolus | Bud's wife | | |
| Buddy (Bud) Gladiolus | Handyman...about town | | |
| Mari Golden | Immediate past co-President | | |
| Rod Golden | Mari's husband, mayor | | |
| Daisy Mayflower | Floozy Old maid sister | | |



| | | | |
|--|--|--|--|
| Clover Mayflower | Floozy Old maid sister | | |
| Veronica Incana | Earth Mother of 7 | | |
| Angelonia "Angel" Forsythia | Out of town visitor looking for something | | |
| Daphne Watsonia | Recovering addict | | |
| Lily Day | Chocolatier with diabetes | | |
| Gloria Morning | Surprise visitor from state garden club | | |
| John Quill | Reclusive ghost writer | | |
| Pat Unia | Co-owner of Let 'em Die Flowers | | |
| Calla Trillium | Co-owner of Let 'em Die Flowers | | |
| Jasmine Winters | Youngest member | | |
| Vince Minor | Musician | | |
| Dahlia Aster | Sells dried flowers | | |
| Viola Clematis | High school teacher | | |
| Thorny Briarsmith | Restaurant Owner | | |
| Freta Liser | Wedding Planner | | |
| Caterers | | | |
| Caterers | | | |
| Caterers | | | |
| Caterers | | | |
| Townspeople | | | |
| Townspeople | | | |
| Townspeople | | | |
| Townspeople | | | |

Activity: A Blooming Murder Mystery

Resource 2

At least one week prior to event, provide each participant the three columns about her character. Can be done via e-mail or can cut this handout up for each character.

| Character | Character Description | Additional Information |
|----------------|--|--|
| Rose Budinski | Club President – Former hippy, moved to town 3 years ago to care for an aging aunt. Opened a flower shop called Flower Power last year. Considers herself an expert on all things floral (or trees, shrubs, etc.) | A true flower child, you are a walking plant encyclopedia, but prefer to let others do all of the work. That's why you own your own shop, after all. And, isn't it the role of a club president to delegate? Duh! |
| Pansy Parks | Treasurer – An accountant and treasurer of almost every club in town. Diverts part of the dues to compensate for her time. | Since you do almost every club member's taxes you know lots about all of them...and some of it is questionable. Rose started asking questions after you did her business return last year... and you only skimmed a little bit. Other than that, you feel secure in your embezzlement. |
| Violet Gray | Vice President – Retired army, gardening is a hobby...along with skeet shooting, fencing, and water aerobics. Would like to be president of MGC. You're sure you could beat incumbent Rose Budinski, if it came right down to it. | No nonsense, no time for nonsense. Rose's flakiness drives you crazy. You are always armed...tonight with a knife. |
| Camila Clarkia | Secretary -- Works in at Flower Power as Rose's right-hand-gal. She designs and makes most of their creations though Rose takes credit. | Backbone of Flower Power and you're tired of Rose taking all of the credit. Your biggest fear is darkness so you carry a flashlight at all times...just in case. |
| Maggie Nolia | Official Greeter and parliamentarian. | This role is for the event hostess. |
| Poppy Quince | Blogger and YouTube star. Has podcast called "Pop with Poppy" focusing on pop culture. | You frequently use members of MGC as subjects for your blog and sometimes even film meetings to edit into a podcast. Will you record the murder? |
| Cora Bell | Charter member of MGC and oldest member. Met her (3rd) husband, Blue, 20 years ago at MGC. Was the first club president but only served one term. Would rather mingle than lead. Knows everything there is to know about everybody in town...or thinks she does. | You're a busy body preacher's wife who shares her gossip with whomever will listen. |



| | | |
|-----------------------|--|---|
| Blue Bell | Minister at the local non-denominational church. A confirmed bachelor until 20 years ago when he met his wife, Cora, at MGC. | <i>Bible</i> thumping preacher, your <i>Bible</i> is never far away...and you don't hesitate to quote scripture whether needed or not. Frequently changes the actual words to meet the needs of the current situation. |
| Cosmos Aster | Town undertaker and cabinet maker. Solid as the caskets he sells. | Known for your custom cabinets that are "the perfect fit" for all things dead. Your mantra: measure twice, cut once. Always has a measuring stick. |
| Heather Primrose | Local newspaper reporter known for breaking big news stories and solving crimes. | You joined this stupid club because your gut tells you there's a story here. Now... what is it? |
| Iris Gladiolus | Everyone thinks she's clueless, but she knows where her husband is every minute of every day...and who he is with. | You've befriended Rose, because she's been a little too close to your hubby, Buddy, and if she knows you're on to her, maybe she'll back off. He's a cad, but he's your cad. |
| Buddy (Bud) Gladiolus | Handyman who is always prepared with a ladder and toolbox...ready to climb to new heights. He can fix anything...except a broken heart. A real charmer, he's a bit of a playboy... and responsible for many of those hearts. | You have the best equipped truck around...every tool known to man and even a bed in case you need a nap during a job...or in case you need a bed for something else. Your logo is a ladder and you're known for having the biggest one in town. |
| Mari Golden | With her husband, immediate past co-president of MGC. Served for 2 decades but got booted out the last election by an up and comer newby who thinks she knows everything about foliage. | Still can't believe Rose beat you during the last election. Where's the loyalty of this group? No worries. Elections are coming up soon and you have some tricks up your sleeves to win back your rightful position. |
| Rod Golden | Been mayor since he retired 10 years ago. Immediate past co-president (with his wife) of MGC. Served for 20 years. | Keeping up with Mari (wife) is a full-time job. She can't stop talking about losing the presidency of the MGC to Rose, but even you voted for the newcomer. Of course, Mari doesn't know this. |
| Daisy Mayflower | Old maid cougar sister who joins every club in town to look for prey. You and your younger sister, Clover, are notorious for your after-hours activities. | You don't know a rose from a tulip, but you know your two lips must be perfectly kissable at all times. MAC Russian Red is your trademark. |
| Clover Mayflower | Younger sister to Daisy. When she couldn't reform her sister, she joined her in her shenanigans | Trying to out-do your floozy sister Daisy is difficult, but you are rising to the challenge. MGA is a good place to strut your stuff. Not that it's a competition. |

| | | |
|-----------------------------------|--|---|
| Veronica Incana | Earth mother of 7 who uses the Master Gardeners Club as a place to recruit babysitters, get people to buy various things her children are selling (like Girl Scout Cookies) and solicit small (paying) jobs for her crew. She home schools all of them, always available. | You are worn out. As a mother of 7, all home-schooled children, you use any opportunity you can find to get out of the house and be around adults. |
| Angelonia "Angel" Forsythia | Angel is mourning the death of her single mother (Flora) whose death bed confession revealed the identity of the man known only as "Sperm donor" | You decide to check out your dad in a neighboring state. You want to see if you'd like to pursue a relationship with him. You go to a meeting of the Master Gardeners Club so the initial contact can be in public. You aren't sure whether you'll even approach him. |
| Daphne Watsonia | Recovering Addict...want to learn how to grow something other than pot | Still wants to grow pot, too, but what about other cash crops. Surely, there's money in medicinal herbs and such. You reason you'll stay sober if you grow it for others. Say what??? |
| Lily Day | Town chocolatier. Was recently diagnosed with diabetes. Looking for sugar-free recipes for her delicacies. | Always keeps a pocket of chocolate kisses to promote her business....and alleviate her hunger. Give them away to people as you talk to them. |
| Gloria Morning | President of the state master gardener association and in town while her husband attends an Elvis impersonator convention. | You're in town anyway, so you decide to make a surprise visit to the established MGC. You've heard rumblings of discord and want to see first-hand what's going on. They don't know you, but know you aren't a member of their club. Tell them who you are or make up a persona... either will freak them out a little. |
| John Quill | Quiet and reclusive, MGC is his only social outlet. He ghost-writes for a famous author who he won't name. | You are a recluse who would like to be more mainstream. You just don't know how. You retreat into your writing cocoon, but you are forcing yourself to attend a monthly event...the MGC |
| Pat Unia | Pat and Calla co-own the "Let 'Em Die" Flower Shoppe, the official florist of all local funerals. The business model is to recycle and reuse flowers, which are often dead (sometimes dried) for funeral arrangements. The arrangements are usually lovely, just unconventional. Calla is the business person while Pat is the artistic genius (with an artistic genius' personality.) | The Master Gardeners' Club has denied your membership request due to your seemingly lack of respect for plants and flowers. You crash tonight's meeting hoping to become a member. The club President, Rose has been very vocal about denying your applications. |



| | | |
|-------------------|--|--|
| Calla Trillium | Pat and Calla co-own the “Let ‘Em Die” Flower Shoppe, the official florist of all local funerals. The business model is to recycle and reuse flowers, which are often dead (sometimes dried) for funeral arrangements. The arrangements are usually lovely, just unconventional. Calla is the business person while Pat is the artistic genius (with an artistic genius’ personality.) | The Master Gardeners’ Club has denied your membership request due to your seemingly lack of respect for plants and flowers. You crash tonight’s meeting hoping to become a member. The club President, Rose has been very vocal about denying your applications. |
| Jasmine Winters | Youngest Member. Just graduated from college with a degree in horticulture. Looking for a job. Needs a job. Those student loans aren’t going to pay themselves. Thought MCG would be a good place to network...thought wrong. | You didn’t know this club would have all of the drama of your college life, and then some. They’re too old to be acting like this. Bud hits on you at every meeting, but so far, you’ve laughed off his advances. |
| Vince Minor | Country music singer, Closet gardener. Wears a disguise to keep people from recognizing him | You love your career, but passionate about flowers and plants. No one knows you studied to become an arborist. |
| Dahlia Aster | Sells dried flowers, many from gardens of members of this group | You sell flowers and, indirectly compete with Rose. |
| Viola Clematis | High school science teacher who hates science. Would rather be a forest ranger. | You’d rather commune with nature, but you have to make a living. If only it didn’t involve teenagers. |
| Thorny Briarsmith | Restaurant owner of what’s known as the best restaurant in town | You’ve not paid attention to your restaurant and quality has suffered. It’s the talk of the town, but not in a good way. |
| Freta Liser | Flamboyant, yet shy. A dreamer. 2nd generation wedding planner | You see yourself something like a wedding planner to the stars, though the only stars in sight are the ones in your eyes and the ones in the sky (on a clear night). |

Activity: A Blooming Murder Mystery

Resource 3

Three envelopes per participant: Round 1, Round 2, Round 3

| Character | Rose Budinski |
|-----------------------|---|
| Rose Budinski Round 1 | <p>Everyone thinks you live in the clouds, that that's fine with you. You're really a shrewd businesswoman who misses nothing. You just ended an affair with handyman Buddy Glorious because his wife, Iris, has befriended you and you don't sleep with your friends' husbands... well, not usually.</p> <p>You KNOW Pansy Parks, club treasurer and personal accountant is skimming from MCG and from your business. Let her know that you know.</p> <p>If asked, do not grant interviews.</p> |
| Rose Budinski Round 2 | <p>You are the victim! (at the end of the round) (hey...you picked the role!) Wait... It is a double murder!</p> <p>But, don't tell anyone. Instead try to piss off as many people as you can. Let your intelligence trump your flaky act. People with beefs with you:</p> <p>Buddy for breaking up with him Iris for sleeping with her husband Violet who wants to be President. Thinks you're a nut. Pansy because you caught her with her hand in the cookie jar. Camila does all the work at flower shop while you take the credit. Mari— you beat her for presidency of MGC. She wants it back. Calla & Pat (the competition)</p> <p>Watch Facilitator for signal to get in position for murder. Meet her in laundry room.</p> |
| Rose Budinski Round 3 | <p>Debrief: Discuss the Murders Who do you think did it? Vote</p> |
| Character | Violet Gray |
| Violet Gray Round 1 | <p>Begin your campaign to beat Rose as Club President. Don't be obvious in your efforts.</p> <p>If asked, do not grant interviews</p> |
| Violet Gray Round 2 | <p>Continue campaigning. As former military, be sensitive to your surroundings.</p> |
| Violet Gray Round 3 | <p>Debrief: Discuss the Murders Who do you think did it? Vote</p> |



| Character | Pansy Parks |
|-------------------------------|--|
| Pansy Parks Round 1 | Prepare a defense if confronted about your embezzlement. Make it about them, not you. If asked, do not grant interviews |
| Pansy Parks Round 2 | Continue to divert attention from you. If someone brings up your shortcomings, counter with theirs. |
| Pansy Parks Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Camila Clarkia |
| Camila Clarkia Round 1 | Check your flashlight frequently...to make sure the light shines. Remind everyone a shining light is always appropriate. Encourage them keep a light with them. If asked, do not grant interviews |
| Camila Clarkia Round 2 | When the body is found, shine your light to look for hidden clues. Use it to illuminate your good works. |
| Camila Clarkia Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Maggie Nolia |
| Maggie Nolia Round 1 | If asked, do not grant interviews |
| Maggie Nolia Round 2 | Position the 1st body, arrange for it to be found with a scream. Give time to examine body Position the 2nd body, arrange for it to be found with a scream Give time to examine body Debrief |
| Maggie Nolia Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |



| Character | Poppy Quince |
|-----------------------------|--|
| Poppy Quince Round 1 | Try to get people to talk to you "on camera". |
| Poppy Quince Round 2 | Pitch a hissy fit after several have refused you interviews. Accuse Rose (the president) of creating a hostile work environment. |
| Poppy Quince Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Cora Bell |
| Cora Bell Round 1 | "Did you know" is your intro to every conversation Some local gossip... Rose & Buddy just ended an affair...or did they? Pansy has been skimming club funds...who knows what else? Both Violet and Mari are going to run for MGC President. If asked, do not grant interviews |
| Cora Bell Round 2 | Continue to spread the gossip from last round. |
| Cora Bell Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Blue Bell |
| Blue Bell Round 1 | Don't forget to (mis)quote scripture as you mingle. Be sure to use 1 Corinthians 13. If asked, do not grant interviews |
| Blue Bell Round 2 | Show others the scripture you are (mis) quoting, but only let them get a glance. You don't want them to call you on changing it to suit your needs. |
| Blue Bell Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |

| Character | Cosmos Aster |
|--------------------------|---|
| Cosmos Aster Round 1 | Show people your measuring stick and explain the why it is important to have it handy. It's your golden rule because you have to live your life by it. If asked, do not grant interviews |
| Cosmos Aster Round 2 | When the body is found, measure the length and width. Those custom caskets don't make themselves, you know. |
| Cosmos Aster Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Heather Primrose |
| Heather Primrose Round 1 | Something is amiss tonight, but you can't put your finger on it. Keep your eyes and ears open...there might be a murder to solve. Interview club members on their choice for new club president. |
| Heather Primrose Round 2 | Continue to observe...until there is a murder. Then try to take over the crime scene and try to interview everyone for your breaking news article. This might even get you some camera time. Make sure your makeup and hair are perfect. |
| Heather Primrose Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Iris Gladiolus |
| Iris Gladiolus Round 1 | If you hear rumblings of Rose's affair with your husband, say you're sure they aren't true Point out she's a trouble maker: You've heard she's accusing Pansy of embezzlement At least two people are going to try to unseat her at the next election Camilia does all the work at Flower Power and Rose takes all of the credit If asked, do not grant interviews |
| Iris Gladiolus Round 2 | Oh, NO!!! You ARE the murderer....but it's a double murder and you only murdered one... Rose. But, don't give it away until asked point blank by facilitator. Then, tell everyone: Why you killed her: Nobody messes with your man. There seemed to be enough other people with an axe to grind with Rose, that you'd be in a pool of many when looking for her murderer....MANY. You'll take your chances. Cause of death: Pricked with a rose where thorn was covered with deadly toxin. |
| Iris Gladiolus Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote You may vote for yourself during the secret ballots |



| Character | Buddy (Bud) Gladiolus |
|--------------------------------------|--|
| Buddy (Bud) Gladiolus Round 1 | <p>You've been having an affair with Rose, but she recently broke it off...the bitch. But, there are plenty of women out there who'd like to see your tools.</p> <p>Hit on Jasmine Waters and the new chick in town, Angel Forsythia. Even Mari Golden is looking pretty good. Would she cheat on her husband? Only one way to find out.</p> <p>Check out and talk to co-owners of Let 'Em Dye Flower Shoppe, Calla and Pat.</p> |
| Buddy (Bud) Gladiolus Round 2 | <p>You are the victim! (at the end of the round) But wait... It is a double murder...</p> <p>You are known for your ladder – the biggest in town. It is on your logo. It's always handy and you love to talk about it.</p> <p>It's ok to compare it to Jacob's Ladder and the 7 cardinal virtues: Prudence, humility, chastity, obedience, faith, hope, charity – though you possess few (if any) of them. Continue to hit on Jasmine, Mari, Calla, Pat and that new girl in town, Angel</p> <p>When the first murder is discovered, Facilitator will position you elsewhere for 2nd Murder. You are poisoned.</p> |
| Buddy (Bud) Gladiolus Round 3 | <p>Debrief:</p> <p>Discuss the Murders</p> <p>Who do you think did it?</p> <p>Vote</p> |
| Character | Mari Golden |
| Mari Golden Round 1 | <p>It's time to start campaigning to oust that florist from your rightful role as club president.</p> <p>Plant subtle hints as to Rose's incompetency as you chat with people</p> <p>Flirt with Rod...that'll get Rose's goat!</p> <p>If asked, do not grant interviews</p> |
| Mari Golden Round 2 | <p>Continue to campaign.</p> <p>Say Rose might be book smart about gardening, but you have the actual experience...and not just with cut flowers like she uses in her florist. Point out you were president for 20 yrs.</p> |
| Mari Golden Round 3 | <p>Debrief:</p> <p>Discuss the Murders</p> <p>Who do you think did it?</p> <p>Vote</p> |



| Character | Rod Golden |
|---------------------------------|---|
| Rod Golden Round 1 | Mari has it in her head she is going to run for MGC president again. You can't let that happen. As she campaigns, you counter-campaign...without her knowledge. What the hell is Mari doing flirting with that playboy Bud? Call them out on it. |
| Rod Golden Round 2 | You find out current MGC VP, Violet, plans to run for club president. Magi would probably take that better than Rose being reelected. Try to talk Mari into Violet's camp. Keep an eye on your wife and Bud |
| Rod Golden Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Daisy Mayflower |
| Daisy Mayflower Round 1 | There seems to be an air of discontent at the meeting tonight. Try to coax everyone into a good mood. You'd like for everyone to go dancing with you after the meeting. If asked, do not grant interviews |
| Daisy Mayflower Round 2 | Continue to try to talk people to go out with you after the meeting...if it EVER ends. |
| Daisy Mayflower Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Clover Mayflower |
| Clover Mayflower Round 1 | Flirt with Bud, but don't let your sister see you. You know he's a player, but you need to be played. If asked, do not grant interviews |
| Clover Mayflower Round 2 | Continue to try to talk people to go out with you after the meeting...if it EVER ends. |
| Clover Mayflower Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |



| Character | Veronica Incana |
|----------------------------------|---|
| Veronica Incana Round 1 | Try to get club members to agree to hire one (or more) of your kids to do odd jobs around their home or business (for pay). They can do domestic chores (sweep, dust), taste test, count things for inventory, etc. |
| Veronica Incana Round 2 | Try to get members to buy things your kids are selling for various clubs they are in like Girl Scout Cookies, wrapping paper, for soccer, popcorn for baseball, etc. Be creative |
| Veronica Incana Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Angelonia "Angel" Forsythia |
| "Angel" Forsythia Round 1 | You aren't ready to tell Bud you're his daughter, so you create cover stories to explain your presence. Make up several stories and tell the folks you meet different reasons. Some ideas: passing through town and were curious, You were hungry and saw they had snacks, you are hiding from the mob. Be prepared: Bud may hit on you. (Remember he doesn't know you are his daughter). |
| "Angel" Forsythia Round 2 | Oh, NO!!! You ARE the murderer....but it's a double murder and you only murdered one... Bud. But, don't give it away until asked by facilitator. Why you killed him You can't believe your biological dad hit on you. Sure, he didn't know you are his kid, but still...yuck! You don't want him in your life and you don't want him hitting on other young women...heck, he could have more daughters out there. Cause of death (you'll be asked to reveal): You put an odorless, tasteless, colorless poison in his drink...one the toxicology lab would never think to test for...eye drops....you hope. You're counting on it being deemed natural causes. |
| "Angel" Forsythia Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote You may vote for yourself during the secret ballots |
| Character | Daphne Watsonia |
| Daphne Watsonia Round 1 | Share your theory of staying sober by growing pot (and other medicinal herbs) instead of using it. It's ok to promote it...just resist using. If asked, do not grant interviews |
| Daphne Watsonia Round 2 | Continue to promote your recovery plan. If you have some on you, you might want to share with Rose. |
| Daphne Watsonia Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |



| Character | Lily Day |
|-------------------------------|---|
| Lily Day Round 1 | Find some nutritious food to eat...something that would adhere to your diabetic diet. And stay away from the dessert table. If asked, do not grant interviews |
| Lily Day Round 2 | Continue to pass out your candy, but you go easy on them. You're diabetic after all. |
| Lily Day Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Gloria Morning |
| Gloria Morning Round 1 | These folks are crazy. They don't know a weed from a wildflower. Take out your notebooks and make notes. They need to shape up or you'll have their charter pulled. Tell the club president (Rose) that you have her number and you'll be in touch...real soon. |
| Gloria Morning Round 2 | Let other club members know you are watching the club and it had better shape up or will get kicked out of the state master gardeners association. |
| Gloria Morning Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | John Quill |
| John Quill Round 1 | You currently ghost write, but plan to one day write a novel of your own. The members of MGC would make great characters. Take notes of character traits. |
| John Quill Round 2 | Though you are painfully shy, attempt conversation with at least 3 people you've not talked with before. |
| John Quill Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |



| Character | Pat Unia |
|--------------------------------|--|
| Pat Unia Round 1 | Confront Rose, club President, accusing her of denying your application not because of the name and business model of your shop, but because you are direct competition to her shop, Flower Power. If that playboy, Bud, tries to flirt with you, remind him he is married. You don't have to tell him your sorry ex-husband was unfaithful to you and that's what broke up your marriage. He's now living with the 20-something bimbo. |
| Pat Unia Round 2 | Continue to lobby club members to grant you membership while avoiding Bud. If he continues to harass you, lecture him on the evils of cheating. |
| Pat Unia Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Calla Trillium |
| Calla Trillium Round 1 | Confront Rose, club President, accusing her of denying your application not because of the name and business model of your shop, but because you are direct competition to her shop, Flower Power. If Bud flirts with you, flirt back. He is kind of cute. But you have to hide it from your business partner as she's pretty touchy about infidelity. |
| Calla Trillium Round 2 | Continue to lobby club members to grant you membership. Keep an eye on Bud...you might want to take him home with you tonight...if you can clear a path to him without injury. |
| Calla Trillium Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Jasmine Winters |
| Jasmine Winters Round 1 | Tell Bud if he doesn't leave you alone, you'll tell his wife...or his girlfriend. |
| Jasmine Winters Round 2 | Avoid Bud at all costs. |
| Jasmine Winters Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |



| Character | Vince Minor |
|------------------------|--|
| Vince Minor Round 1 | Ask everyone if they know of venues where you might play. |
| Vince Minor Round 2 | Continue looking for venues to promote your work. |
| Vince Minor Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Dahlia Aster |
| Dahlia Aster Round 1 | You just found out Rose been badmouthing you to her customers. Confront her. |
| Dahlia Aster Round 2 | Do damage control. Offer arrangements (free) to other members |
| Dahlia Aster Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Viola Clematis |
| Viola Clematis Round 1 | Complain, moan and groan about your plight in life...teaching high school kids with raging hormones. |
| Viola Clematis Round 2 | |
| Viola Clematis Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |



| Character | Thorny Briarsmith |
|----------------------------------|---|
| Thorny Briarsmith Round 1 | You are trying to turn around the reputation of your business. Invite everyone to stop by for a meal...on you |
| Thorny Briarsmith Round 2 | Promise everyone in the club you'll turn things around. Offer to host future meetings. |
| Thorny Briarsmith Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Character | Freta Liser |
| Freta Liser Round 1 | Try to talk to everyone who is single to see if they need a wedding planner |
| Freta Liser Round 2 | Continue trying to find clients. Make up weddings you've planned... |
| Freta Liser Round 3 | Debrief: Discuss the Murders Who do you think did it? Vote |
| Extras: (if needed) | |
| Caterers: | |
| | |
| | |
| | |
| | |
| Townspeople: | |
| | |
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| | |
| | |

Activity: A Blooming Murder Mystery

Resource 4 - Cheat Sheet

| Character | Role |
|-----------------------|---------------------------------------|
| Rose Budinski | Club President, Owner of Flower Power |
| Violet Gray | Vice President, retired Army |
| Pansy Parks | Treasurer, Accountant |
| Camila Clarkia | Secretary, works for Rose |
| Maggie Nolia | Greeter, Club Parliamentarian |
| Poppy Quince | Blogger and social media influencer |
| Cora Bell | Charter member & oldest member |
| Blue Bell | Minister |
| Cosmos Aster | Undertaker |
| Heather Primrose | Reporter, amateur sleuth |
| Iris Gladiolus | Bud's wife |
| Buddy (Bud) Gladiolus | Handyman...about town |
| Mari Golden | Immediate past co-President |
| Rod Golden | Mari's husband, mayor |

| Character | Role |
|-----------------------------|---|
| Daisy Mayflower | Floozy Old maid sister |
| Clover Mayflower | Floozy Old maid sister |
| Veronica Incana | Earth Mother of 7 |
| Angelonia "Angel" Forsythia | A young woman searching for her father |
| Daphne Watsonia | Recovering addict |
| Lily Day | Chocolatier with diabetes |
| Gloria Morning | Surprise visitor from state garden club |
| Pat Unia | Co-owner of Let 'em Die Flowers |
| Calla Trillium | Co-owner of Let 'em Die Flowers |
| John Quill | Reclusive ghost writer |
| Jasmine Winters | Youngest member |
| Vince Minor | Musician |
| Dahlia Aster | Sells dried flowers |
| Viola Clematis | High school teacher |
| Thorny Briarsmith | Restaurant Owner |
| Freta Liser | Wedding Planner |

Ritual Practice: Basics

Universal

REM Module

Ritual Practice: Basics

Audience:

Collegians (Initiated)

Alumnae

Purpose:

To help members memorize the basics of Ritual.

- This session is especially helpful for new initiates, a chapter that does not have a history of strong Ritual understanding and performance, and alumnae members who could benefit from a "refresher course" about Ritual basics.
- This session serves as the prerequisite for the "Ritual Practice: Evaluation and Walk Through for Collegians" which is in this Ritual Education Manual (REM).
- Alumnae chapters may wish to adapt this module to help alumnae raise their "comfort levels" about participating in Ritual. Alumnae chapters may want to use this module in conjunction with the "Ritual Practice: Walk Through for Alumnae" module which is in this REM.

Objective:

A chapter cannot move forward until all members have memorized and internalized the secrets of our, including the password, grip, motto, collegiate chapter submotto, Wardens' speeches, Once More United, and the Initiation Pledge.

Activity Time:

Ritual Practice Basics: 90 minutes (1 ½ hours)

Format:

- Members are divided into teams of 4-6 members. In many cases, it works best to pre-determine the members of each team so that members can focus on the activities rather than on each other.
- It will be necessary to allot at the very least 90 minutes to this workshop because of the amount of memorization, repetition, and recitation. Two factors that will affect the amount of time needed are the familiarity of the members with the information and the number of members participating. The less familiar members (new initiates) are with Ritual and the larger the number of members that participate, the longer the workshop may take.
- The benefit is that the more practice everyone has, the more meaningful Ritual performance will be. However, in consideration of time constraints, the workshop can be broken into parts and done at several different times.

Preparation & Materials:

- Assign leader to prepare and know the material. This is usually the Director of Ritual Education (DRE).
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.



- Make copies of the Initiation Pledge, Wardens' speeches, and all three verses of "Once More United" for each team (NOT each member), which are numbered to simplify collection. The facilitator must collect and destroy all the copies immediately at the close of the session.
- Make this a fun, upbeat experience with rewards/prizes for the "winning" team(s). Rather than providing rewards/prizes for each activity, you can provide points. The team(s) with the most points at the end of the workshop wins the prizes. The prizes can be simple, such as inexpensive items from the AOII Emporium.
- This workshop is an excellent review for the Ritual portion of the International Membership Exam.
- Engage several seniors and/or the Ritual Committee (if your chapter has one) to help facilitate the small teams. Having facilitators for each team may help shorten the length of time needed for the workshop.
- Have a quick review with the helpers of everything you will be practicing and be certain they can perform all of it correctly.
- Remember that since you will be viewing and practicing the secrets, you will need to be in a very private setting where you will not be easily overheard. Of course, you will need to lock the doors and if necessary, you will need to cover the windows.
- Ask the Song Leader to attend the meeting and teach the words and music (including phrasing and tempo) for Once More United exactly as written.
- Ask sisters to volunteer for the following roles: (Consider assigning points for their assistance)
 - Demonstrate singing the songs with the Song Leader.
 - Saying the Pledge.
 - Saying the motto and the translation.
 - Saying the chapter submotto and explaining it.
 - Saying the Warden speeches.
- Think about awarding points for participation and at the end giving out prizes for groups with the most points.



Activity: Ritual Practice Basics

Step 1

Leader Introduction:

Which is more important: the meaning of Ritual or the words?

(Ask for a show of hands for each.)

Both are important, but can we focus on the meaning when we don't even know the words? Absolutely not!

So, our purpose today is to help each other memorize and begin to internalize the basic components of our Ritual. We will practice the grip and memorize the password, the Initiation Pledge, the Wardens' speeches, the motto and our chapter's submotto, as well as the words and music to Once More United. We will discuss the meanings of Ritual during another workshop.

Let's begin our practice with the first thing we need to know to even gain admission into the room for Ritual: our grip and password.

Step 2

Leader Instruction: Grip and Password

Ask the President to come forward and demonstrate with you the correct way to perform the grip and say the password. Describe verbally what your hands are doing and remind everyone they should always cover their hands when performing the grip.

(Review the "*Instructions for Exchanging the Grip*" section of the *Book of Rituals Instructions*.)

The Greek and English versions of the password and the pronunciation of the password are: _____ and means _____. See *Rituals Book*.

INSTRUCTION

- Emphasize that the grip is a handshake, a greeting and should be exchanged warmly.
- First word of the password is singular, not plural.
- Second word of the password does not end in "-eth."
- Practice: Ask members to pair up with each other to practice the grip and password. Have your facilitators check on the pairs and work with members who need assistance. After everyone has had a chance to practice, have members come up a pair at a time to give the grip and password one by one to you and/or the President.
- Ask: Why do you think we have a secret handshake (grip) and secret password?
- Possible answers:
 - Unlike the badge or Ritual equipment, the grip and password cannot be sxxxxn, only given.
 - Only initiated members know the grip and password, so only initiated members are granted admission to the rooms in which chapter meetings and Rituals are held.

Step 3

Leader Instructions: *Once More United*

To prepare for the next part of this workshop, divide the chapter into teams of 4-6 members.

Distribute copies to the teams or post the words of all three verses of our Once More United as you ask a member to come forward to teach it. (Music and lyrics can be found in the Resources section of the *Book of Rituals Instructions*.)



A member should perform the song in its entirety and then ask everyone to join in. She should teach one verse at a time. It generally works best to speak the words for each verse and then ask everyone to sing that same verse together.

"Once More United"

*Once more united,
Faith and friendship plighted,
Join in entreating
Peace to this our meeting.
This hour of union,
This space of sweet communion,
Alpha, we give to thee.*

*Let no intrusion
Of the day's confusion
Naught inharmonious
Here come upon us.
One light for guiding
One thought abiding,
Thy name sweet _____.*

*Ere our disbanding
In thy shelter standing
Our pledges we renew,
Alpha, thy work to do.
Thy precepts to observe
Faithfully thee to serve,
Alpha, eternally.*

Ask for a team to volunteer to perform the song all the way through. Continue the competition until a team has perfect performance and award points to that team.

Step 4

Leader Instruction: Our Initiation Pledge

Distribute copies to the teams or post the words of the Initiation Pledge.

Ask assigned sister to come forward to state our Pledge.

(The Initiation Pledge is found in the *Rituals Book*.)

- Practice: Have each team refer to its copy of the Initiation Pledge and ask them to work within their teams to memorize it. Generally, it works best if one of the team members says the pledge out loud, line by line, and asks the rest of the team to repeat after her. Have your facilitators check on the teams and work with the ones who need assistance. After most of the teams have learned the Pledge, request a volunteer come forward from each team to state the Pledge. Award points for perfect performance.
- Ask: What is a pledge and why do we have one?
- Possible Answers:
 - The Pledge also is called an oath, vow, or promise.
 - Our Initiation Pledge summarizes the mutual commitments we made with AOII during our initiations.
 - Our Pledge is the promise we make to our sisterhood to keep it strong.



Step 5

Leader Instruction: AOII Motto and Chapter Submotto

Ask sisters to come forward to state the motto and chapter submotto, both the Greek and the English translations?

- Practice: Our motto is _____ and means _____.
- The AOII motto is in the *Rituals Book*. A listing of all the chapter submottoes can be found on Fulfilling the Promise. Ask the chapter to repeat the AOII motto and chapter submotto in unison until you can see that everyone has memorized them.
- Practice: Some chapters (mostly older ones) have a submotto in both English and Greek but meaning the same thing. Other chapters have only the English submotto and its definition. Check your chapter history to find the origin of your chapter's submotto and why the members who started your chapter chose it.
- Ask: May you share either the AOII motto or chapter submotto with people who are not initiated members of AOII?
- Answer:
 - The AOII motto MUST remain secret and can only be shared with other initiated members of AOII. However, chapters are encouraged to use and share their submottoes.
 - Where do you see reminders of our AOII motto?
- Answer:
 - Our letters (and our badge) reflect the first letter of each word in our motto.
 - Whenever you see our letters, they should remind you of our motto. That's one of the reasons our Founders were not in favor of stamping our letters on everything and why we should be circumspect about how they are used.
- Ask: Because our letters represent our motto, where is it inappropriate to have our letters?
- Answer:
 - Anywhere it would be disrespectful, such as across backsides of pants or on party shirts with obscene or tasteless themes/graphics.
- Ask: Where may we use our monogram?
- Answer:
 - The monogram may be used only on our badge, the President's sxxx, the altar cloth, the *Rituals Book*, The *Bible* (optional, to place on the altar table) and members' membership certificates.

Step 6

Leader Instructions: The Wardens' Speeches

The symbols and the speech that is said about each are in the *Rituals Book*.

- Ask: Can anyone tell me a major part of our Ritual that summarizes AOII philosophy that we haven't covered today? We've learned the grip and secret password, song, pledge, and the AOII motto and chapter submotto. What is missing?
 - Answer: The four symbols!
- Ask: Would a sister state the four symbols?
 - Answers: _____, _____, _____, and _____. See *Rituals Book*.
- Ask: Who can tell us what we call the members who hold the symbols, and why we call them that?
 - Answer: Wardens, because they are the guardians.



- Ask: When we conduct our monthly Ritual for Formal Meetings of Collegiate Chapters, which chapter members hold the symbols and how do we select them?
 - Answer: Discuss your chapter's selection process for determining who will serve as the Wardens. Recommendations for how Wardens are selected are in the *Book of Rituals Instructions*.
- Ask: In which Rituals do the Wardens say their speeches alone and when do we all say them in unison?
 - Answer: Ritual for Initiation is the only Ritual during which the Wardens say the speeches by themselves because it is the first time the information is being revealed to the new initiates.

We can't live our Ritual if we don't know it! So let's start practicing.

- Ask: Will the sisters come forward to read the Warden speeches.
 - You will find the 1st Senior Warden's speech in the *Rituals Book*.
 - You will find the 2nd Senior Warden's speech in the *Rituals Book*.
 - You will find the 1st Junior Warden's speech in the *Rituals Book*.
 - You will find the 2nd Junior Warden's speech in the *Rituals Book*.

Practice: The following activity will allow chapter members to practice each speech in a team. Distribute copies of the four Wardens' speeches to the teams. During this activity, everyone in each team will practice all of the Wardens' speeches. Be sure all copies are numbered so you can easily collect and destroy all copies of the speeches after the fourth round. So that all members of the team practice the same speech at the same time, each team is assigned a Warden's speech, one at a time. Each team practices a different speech in each of four rounds of activity. For example:

Practice Assignments

| ROUND | TEAM 1 | TEAM 2 | TEAM 3 | TEAM 4 |
|---------|----------------------------|----------------------------|----------------------------|----------------------------|
| Round 1 | 1st Senior Warden's symbol | 2nd Senior Warden's symbol | 1st Junior Warden's symbol | 2nd Junior Warden's symbol |
| Round 2 | 2nd Senior Warden's symbol | 1st Junior Warden's symbol | 2nd Junior Warden's symbol | 1st Senior Warden's symbol |
| Round 3 | 1st Junior Warden's symbol | 2nd Junior Warden's symbol | 1st Senior Warden's symbol | 2nd Senior Warden's symbol |
| Round 4 | 2nd Junior Warden's symbol | 1st Senior Warden's symbol | 2nd Senior Warden's symbol | 1st Junior Warden's symbol |

Have teams refer to their copies of the speech and ask them to work within their teams to start memorizing. It generally works best if one of the team members says the speech out loud, line by line, and asks the rest of the team to repeat after her. Have your facilitators check on the teams and work with the ones who need help.

After each round when most of the teams have learned their speeches, have a competition with a team representing each symbol coming forward to state its speech.

**Step 7**

Leader Closing:

We hope the activities today have provided you information about the basics of our AOII Ritual.

We also hope that the opportunities you've had to practice those basics will help you better understand them and feel more comfortable with their use.

Between now and our next workshop, ask your big sister or someone in the Fraternity you want to get to know better to work with you and help you practice. Don't stop there! Start discussing what all of it means to her and begin to develop your own interpretations so you'll be ready for the next workshop.

Competition: If you gave points out through the event for participation, determine the winning team and announce the prizes. You may also choose to select the Wardens and Herald for the next Ritual from the winning team, or let the winning team select who they wish to perform it -- whether it is themselves or someone else.

Ritual Practice: Evaluation and Walk Through

Collegians

REM Module

Ritual Practice: Evaluation and Walk Through
Collegians

Audience:

Collegians (Initiated)

Purpose:

To help members learn the mechanics of Ritual. This module also can be helpful to alumnae in reviewing Ritual and raising their "comfort levels" about participating in Ritual.

Objective:

For members to become familiar with the mechanics of Ritual so they can focus on the interpretation and meanings during the actual performance of Ritual. Accurate performance enhances the experience of Ritual for all members.

- The prerequisite for this module is that the chapter members have all "graduated" from the "Ritual Practice: Basics" module (in the Ritual Education Manual) and have all memorized and can accurately recite the Wardens' speeches, the Initiation Pledge, and perform ("Once More United").
- This module is practice for the Ritual for Formal Meetings of Collegiate Chapters, but it can be adapted as a practice for any Ritual.

Activity Time:

Ritual Practice: Evaluation and Walk Through: 90 minutes (1 ½ hours)

Format:

Large group engagement

Preparation & Materials:

- Workshop
 - This practice can be performed at any time, either separately or in conjunction with one of the modules in Ritual Education Manual that focus on understanding and interpreting Ritual.
 - This is a good review for the Ritual portion of the collegiate International Membership Exam. It may be helpful to review this module with your Advisor and ask her help in leading portions related to areas where the chapter needs to make significant improvements, or with any areas in which you are less confident.
- You will need:
 - Ritual equipment:
 - Altar with cardinal altar cloth (consisting of the two-piece table cover and skirt) with the monogram in white
 - Ribbons
 - Candle holders with candles, symbols
 - A plain sxxxx for each member, embroidered sxxxxx for the Wardens and President, and the Herald sxxxx
 - *Rituals Book*



- *Book of Rituals Instructions* (BRI)
- The Guide to Badge Wear on Fulfilling the Promise
- "Ritual Evaluation Performance Checklist" (in the Ritual Checklists section of this REM)
- Copy of the music and lyrics for *Once More United* (which is in Resources section of the BRI)
- Leader
- Assign a leader to organize and run the event. This is usually the Director Ritual Education (DRE).
- Review the following sections in the BRI: General Ritual Instructions, Performing Ritual, and the appropriate section for the Ritual you will be performing.
- Be certain that you are familiar with the instructions. Make note of any discrepancies between what your chapter actually does and how the Ritual should be performed according to the BRI. Your evaluation of the improvements that are needed can be facilitated by using the Ritual Evaluation -- Performance Checklist in this manual.
- When performed correctly, the Ritual for Formal Meetings of Collegiate Chapters should take approximately 20 minutes, depending on the size of the chapter.
- Many chapters have found it very effective to do this practice while members are wearing casual clothes. Members tend to be more receptive when they are comfortably dressed.
- Ask Sisters to Prepare:
 - Pre-select and notify the Wardens, Herald, ribbon bearers, and Doorkeepers so they will have rehearsed their parts and are prepared before the practice begins. Although the Doorkeepers provide the grip at the door during an actual Ritual, it will be necessary to select additional assistants for this practice because the DRE will direct it.
- Setup:
 - If possible, it is best to practice in the room which will be used for the Ritual. If it is not possible to practice in the same room, pieces of newsprint can be used to mark the major characteristics of the actual room such as doors, pillars, stairs, etc., so that lining up, and the processional and recessional can be practiced just as they would be in the actual situation.
 - Once you have the altar set-up, estimate where the base of the Alpha formation will be and use some painter's or masking tape (which will not mar the floor and will be easily removed) to mark an "X" on the floor for the end of each line of the formation.
 - Engage several members or the Rituals Committee to help prepare the room and set up the altar. This will include covering all windows so that the altar and equipment will not be visible to outsiders.
 - Select the diagrams from the BRI Resources for the processional and recessional that are appropriate for your chapter's situation. Use colored markers to draw the diagrams accurately on newsprint to post at the front of the room so that everyone can see them. Doing so will greatly simplify the review and practice.
 - Prepare a copy the *Ritual Evaluation -- Performance Checklist* in this manual, and post it at the front of the room, or distribute a copy of the form to each member.



Activity: Ritual Practice Evaluation and Walk Through

Leader introduction:

While the most important part of Ritual is understanding and applying it to our daily lives, it is impossible to focus on the meaning when we are distracted by poor performance. When someone messes up the order of the processional, the ribbon bearers forget to place the crosspiece, or the Herald misses her cue, the mistakes become the focus instead of the beauty of the Wardens' speeches or our responsibilities that are outlined in The Charge.

Our Founders never meant for our Ritual to be painful. It is to be an uplifting and unifying experience that is the same for all members no matter where they are.

Our purpose today is to review and practice the mechanics of Ritual so that we are all comfortable with what is expected of each of us. We will walk through the entire Ritual, practicing the grip and password, the speeches, Initiation Pledge, extending and removing the ribbons, the order of events, the processional and recession, and singing our song.

Leader leads review discussion:

1. Review the criterion on the "Ritual Evaluation – Performance Checklist" concerning attire and ask the chapter to discuss how they rate on this.
 - Note: The Guide to Badge Wear on Fulfilling the Promise
 - Review the criterion about silence on the "Ritual Evaluation– Performance Checklist" and ask the chapter to discuss how they rate on this.
 - If the rating they give themselves is "poor," ask for suggestions as to what they can do to improve. (Many chapters have found that singing a meaningful song, such as one from their recruitment preference party, while waiting to begin robing can help set the appropriate tone and mentally prepare chapter members for Ritual. (The singing must stop when members start putting on the robes.) Have the group come to consensus on what will work best for your chapter.
2. Review the correct pronunciation of the password (located in the *Rituals Book* and BRI) and ask for the English translation.
 - Ask for interpretations as to what the password means in current language.
(*Girlfriend-glad to see you!*)

Leader continues with Processional Practice:

So, when we enter the Ritual room, we are telling our sister that we are excited to see her and to be here to spend an hour focusing on our sisterhood. Now, let's review and practice what happens when we are inside the room.



Activity: Line Up for Processional

Review the diagram for the processional that you had posted at the front of the room.

- Make sure everyone understands what the order of the processional will be, including on which side each Warden stands and where the Herald stands.
- In chapters where Ritual has not been a strong focus, it may even be helpful to recommend a specific order in which all members enter. This can be particularly effective in cases where there are sisters who have difficulty focusing on the serious nature of Ritual.
- Ask everyone to line up according to the diagram.

Activity: Putting on the Sxxxxx

Leader continues with discussion of Sxxxxx:

Note: Refer to the following sections of the BRI: *General Ritual Instructions*, *The Robes and Sxxxxx*, and *Wearing the Sxxxx*.

- Either after or just before we have been granted access to the Ritual room, what do we receive that symbolizes our shared sisterhood?
 - **Answer:** The sxxxxx.
- Why do we have a sister place the sxxxx on us?
 - **Answer:** It reminds us of our sisterhood and our acceptance of the shared responsibilities of membership in Alpha Omicron Pi.
- Why do sisters face each other when placing or removing the sxxxx?
 - **Answer:** So they can make a connection through eye contact.

While chapter members are still in the lineup (prior to the processional), have your helpers distribute embroidered sxxxxx to the Wardens and President, the sxxxx to the Herald, and the regular sxxxxx to all other members.

- Point out that even though the Doorkeepers will not wear sxxxxx during the actual Ritual, (so that they can step out of the room during Ritual, if necessary,) we want everyone to practice putting on the sxxxxx.
- Have members pair up to practice putting on the sxxxxs while facing each other.
- Ask the President and advisor(s) to help check that everyone has her sxxxx on correctly. Assist members who have not placed them correctly and have them practice until they get it right.
- After everyone has lined up and has her sxxxx on, review the process for the processional.



Activity: Practicing the Processional

Leader reads:

It might be helpful to all of us for me to read this excerpt from the *Book of Rituals Instructions*:

- "The processional should be at a moderately slow pace. The space between the members in each line should be equal. Led by the ribbon bearers, members walk together in pairs up the center of what will be the Alpha formation. When each pair gets to the altar, each person turns away from her partner and the altar and follows the person in front of her to define sides of the Alpha formation. It should be a continuous flow of people with no pausing to wait at the altar or at what will be the foot of the Alpha formation."

Leader asks:

- Who walks alone in the processional?
 - Answers: The Herald, the advisor (if there are no official visitors), and the President. (If there is an uneven number of members, the last chapter member walks alone and goes to the left side of the formation.)

The processional will be a smooth, continuous flow of people with no pausing or breaks all the way to the President. Are there any questions? Now, let's give it a try.

Adjust the pace, when necessary, and stop to provide instructions or clarifications whenever needed.

Once everyone is in place, have the President begin the Ritual. Have the ribbon bearers practice walking together to extend the ribbons. Have the appropriate ribbon bearer to the President's right extend the crosspiece. Continue to practice the Ritual. Check to see that:

1. The ribbons are kept taut and not droopy. (They must be securely safety-pinned to the altar cloth in front of or underneath the candlesticks.)
2. The Senior Wardens step up to and are even with the front edge of the altar.
3. The Junior Wardens step up next to the Senior Wardens.
4. The members step up to the ribbon and turn to face the altar, extending a hand as necessary to support the ribbon.

Activity: Practicing the Ritual

Continue to practice the Ritual. Check to see that:

1. The President is familiar with the Ritual, speaks clearly, and provides direction when needed
 - The Wardens know their initial cues and speak in unison "So may it be" and "Amen".
 - The Herald knows her cue, turns to face the foot of the Alpha formation, and speaks clearly.
2. When it is time for the Wardens to "expound," they turn to face the foot of the Alpha formation, hold their symbols up, extend them out for the sisters to see, and speak clearly.
3. All members accurately and clearly recite the Wardens' speeches in unison (during all Rituals except for Ritual for Initiation).
4. Each member touches the ruby in her badge (or where the badge would be) with the index finger of her left hand as she accurately and clearly recites the Initiation Pledge in unison.

Make a note of anyone who needs assistance with memorizing and reciting the speeches and/or the Initiation Pledge so you can make recommendations for "practice buddies." It is not necessary to practice the entire Ritual unless your chapter needs the practice. You can direct the President to skip forward to the appropriate sections.



Activity: Wrap Up

Recap the strong points of the practice, as well as the areas needing improvement.

- Reiterate any changes the chapter will make to perform a more attractive and accurate Ritual.
- Remind members that if everyone is on time and prepared, the Ritual for Formal Meetings of Collegiate Chapters should take no longer than 20 minutes from start to finish (depending on the size of the chapter).

Ask for any questions and respond as necessary.

- Refer to your list of anyone who needs assistance with memorizing and reciting the Wardens' speeches, the Initiation Pledge, and/or password. Assign members of the Rituals Committee or other sisters to be their "practice buddies."

Leader's final comments:

Thank you so much for your active participation today!

Our goal is to perform Ritual accurately, beautifully, and with great understanding in an appropriate amount of time. We also want each member to be comfortable with the procedures.

Now that we understand the mechanics of performing Ritual, it will help us to focus on the meanings next time we perform it!

Every time we perform an accurate and beautiful Ritual, we strengthen our sisterhood.

Ritual Evaluation Performance Checklist

| | EVALUATION AREAS | EXCELLENT | GOOD | FAIR | POOR |
|----------------------|---|-----------|------|------|------|
| Frequency | Collegiate Chapters: A Ritual is performed once a month. | | | | |
| | Alumnae Chapters: At least one Ritual is performed annually. | | | | |
| Advisor | Collegiate Chapters: Chapter Advisor or her proxy is present for Ritual. | | | | |
| Selection of Wardens | Members have the opportunity to earn the privilege of serving as Wardens. | | | | |
| Attire | All chapter members adhere to Ritual attire specifications as prescribed in the Guide to Badge Wear found on Fulfilling the Promise. | | | | |
| Silence | Members are silent while they put on their robes, sxxxxx, and line up for the processional. | | | | |
| | Members maintain silence and a respectful attitude throughout Ritual and until equipment is being put away. | | | | |
| Sxxxxx | The sxxxxx are placed and removed by members on each other. | | | | |
| Grip | The grip is performed correctly by all members. | | | | |
| Password | The password is pronounced accurately, exactly as written, by all members. | | | | |
| Processional | The processional is led by the ribbon bearers. | | | | |
| | Members walk in pairs (except as specified in the BRI) to altar, turn away from each other and the altar, and proceed to their places in the formation. | | | | |
| | Chapter uses correct order and formation for physical location and size of room. (Refer to related diagrams in the BRI.) | | | | |
| | Members do not pause at altar or foot of Alpha and maintain a continuous flow. | | | | |
| Ribbon Extension | Ribbons are properly and neatly extended, with ribbon bearers walking together to unroll them. | | | | |
| Formation | The members step up to the ribbon and turn to face the altar. | | | | |
| | The Senior Wardens step up to and are even with the front edge of the altar. | | | | |
| | The Junior Wardens step up next to the Senior Wardens. | | | | |

Ritual Evaluation Performance Checklist

| | EVALUATION AREAS | EXCELLENT | GOOD | FAIR | POOR |
|---|---|-----------|------|------|------|
| Ribbons | Ribbons are always kept taut, with members extending hands (flat, palm side up) as necessary to support them. | | | | |
| Wardens' Cues | The Wardens know their initial cues and speak in unison "So may it be" and "Amen." | | | | |
| Herald | The Herald knows her cue, turns to face the foot of the Alpha formation, and speaks clearly. | | | | |
| Wardens' Performance During Speeches | The Wardens know their cues, turn to face the foot of the Alpha formation, hold their symbols up, extend them out for the sisters to see, and speak clearly. | | | | |
| Wardens' Speeches | All members accurately and clearly recite the Wardens' speeches in unison (during all Rituals except for initiation). | | | | |
| Initiation Pledge | Each member touches the ruby in her badge (or where the badge would be) with the index finger of her left hand as she accurately and clearly recites the Initiation Pledge in unison. | | | | |
| President | President obviously is familiar with Ritual, articulates clearly, performs with feeling, and pronounces everything correctly. | | | | |
| Ribbons/ Recessional | Ribbons are properly and neatly gathered and placed, with ribbon bearers walking together to and from the altar. | | | | |
| Recessional | Members walk toward the altar, turn toward each other, and proceed in pairs (except as specified in the BRI) away from the altar. | | | | |
| | Members do not pause at altar or foot of Alpha formation and maintain a continuous flow. | | | | |
| Once More United | Performed exactly as written, in tempo and in key, with no harmony. | | | | |
| | Members hum until recessional is complete. | | | | |

Evaluation Conducted By:

 Name

 Title

 Chapter

 Date

Ritual Practice: Walk Through

Alumnae

REM Module

Ritual Practice: Walk Through for Alumnae

Audience:

Alumnae

Purpose:

To help alumnae review Ritual and increase their comfort levels about participating in Ritual.

Objective:

To refresh the memories of alumnae members about Ritual, thereby reducing their stress levels and enhancing their experiences with Ritual. This module is a practice for the Ritual for Formal Meetings of Alumnae Chapters, but it can be adapted to practice any Ritual.

Activity Time:

Ritual Practice: Walk Through for Alumnae: 1 hour estimated.

- Note: This practice can be performed at any time, either immediately prior to Ritual, as a separate workshop, or in conjunction with one of the modules in this manual that focuses on understanding and interpreting Ritual.

Format:

One to One with an Alumnae Initiate

Large group with entire chapter

Preparation & Materials:

Leader preparation:

- Review the sections from the BRI that are mentioned in the Resources Needed preparation section.
- Review the appropriate section for the Ritual you will perform.
- When performed correctly, the Ritual for Formal Meetings of Alumnae Chapters should take approximately 20 minutes, depending on the size of the chapter.
- Pre-select and notify the Wardens, Herald, ribbon bearers, and Doorkeeper so they will have rehearsed their parts and are prepared for this practice.
- Although the President provides the grip at the door during an actual Ritual, it will be necessary to select additional assistants for this practice because the President directs it.

- **Ritual Resources needed:**

- *Rituals Book*
- *Book of Rituals Instructions* (BRI), specifically these sections:
 - General Ritual Instructions
 - Performing Ritual
 - Alumnae Chapter Rituals
 - How to Perform Ritual in an Alumnae Chapter
 - Diagrams in the Resources section of the BRI



- Ritual Equipment:
 - If the Ritual equipment is available, use the following:
 - Altar table with cardinal altar cloth (consisting of the two-piece table cover and skirt) with the monogram in white
 - Red ribbons
 - Candle holders with candles
 - Symbols
 - Embroidered sxxxxx for the Wardens and President, sxxxx for the Herald
 - If the Ritual equipment is NOT available review the guidelines in the BRI.
- Supplies
 - Newsprint
 - Sticky notes
 - Painter's or Masking tape
 - Colored markers
- Attendees:
 - You may provide each participant a copy of the music and lyrics for Once More United (which is in the Resources section of the BRI) and the Wardens' speeches (which are in the *Rituals Book*).
 - **If copies are provided, they must be distributed immediately prior to the walk through or Ritual and collected and destroyed immediately after the rehearsal or Ritual concludes.**
- Setup:
 - If possible, it is best to practice in the room that will be used for the Ritual. If it is not possible to practice in the same room, pieces of newsprint or sticky notes can be used to mark the major characteristics of the actual room such as doors, pillars, stairs, etc... so that lining up, and the processional and recessional can be practiced just as they would be in the actual situation.
 - Once you have the altar set up, estimate where the base of the Alpha formation will be and use some painter's or masking tape (which will not mar the floor and will be easily removed) to mark an "X" on the floor for the end of each line of the formation.
 - Engage several members to help prepare the room and set up the altar. This will include covering all windows so that the altar and equipment will not be visible to outsiders. If there is a collegiate chapter nearby, you may wish to ask the Director of Ritual Education, Advisor, and/or Collegiate Chapter President to assist you.
 - Select the diagrams from the BRI for the processional and recessional that are appropriate for your chapter's situation. Use colored markers to draw the diagrams accurately on newsprint to post at the front of the room so that everyone can see them. Doing so will greatly simplify the review and practice.



Activity: Ritual Practice Walk Through for Alumnae

Step 1

Introduction:

Leader State:

Our purpose today is to review and practice the mechanics of Ritual to increase our comfort levels and to remind us of what is expected of each of us. This will allow us to focus on the meaning of AOII Ritual when we perform Ritual. We will discuss and participate in the entire Ritual, practicing the grip and password, the speeches, The Pledge, placing and removing the ribbons, the order of events, the processional and recessional, and singing Once More United.

Leader State:

Don't be embarrassed if you don't know or remember something. You're probably not the only one who has questions. That's one reason we're conducting this practice. Please speak up. Someone else will probably need the extra assistance, too. After all, that's what this session is for: improving our comfort levels!

Step 2

Password

Leader instruction: Review the correct pronunciation of the password (located in the *Rituals Book* and BRI) and ask for the English translation. Remind everyone that there is no plural nor an "-eth" in the password. Ask for interpretations as to what the password means in current language. (Sister-glad to see you!)

Leader State:

So, when we enter the Ritual room, we are telling our sister that we are excited to see her and to spend time focusing on our sisterhood. Now, let's review and practice what happens when we are inside the room.

Step 3

Line Up for Processional

Leader instruction: Review the diagram for the processional that you had posted at the front of the room. Make sure everyone understands what the order of the processional will be—including exactly where each Warden stands and where the Herald stands. It may be helpful to recommend a specific order in which all members enter to pair experienced members with those who are less experienced.

Leader State:

Please line up according to the diagram.

Step 4

Sxxxxs

Leader instruction: If sxxxxx are used, refer to the sections of the *General Ritual Instructions* in the BRI titled *The Robes and Sxxxxx, and Wearing the Sxxxx*. Resources section.

- NOTE: If sxxxxx are not used, skip: Step 4 "Putting on the Sxxxxx" and begin with Step 5 Processional which begins with, "State: It might be helpful..."

Leader Ask:

- Does anyone remember what we receive either just before or after entering the Ritual room that symbolizes our shared sisterhood?
- **Answer:** Sxxxxs.

Leader Ask:

- Why do we have a sister place the sxxxx on us?
- **Answer:** It reminds us of our sisterhood and our acceptance of the shared responsibilities of membership in Alpha Omicron Pi.



Leader Ask:

- Why do sisters face each other when placing or removing the sxxxx?
- **Answer:** So they can make a connection through eye contact.

Step 5

Putting on the Sxxxxx

While the chapter members are still lined up (prior to the processional), have your helpers distribute embroidered sxxxxx to the Wardens and President, the Herald's sxxxx and regular sxxxxx to all other members.

- Point out that even though the Doorkeepers will not wear sxxxxx during the actual Ritual, (so that they can step out of the room during Ritual if necessary) we want everyone to practice.
- Have members pair up to practice putting on the sxxxxs while facing each other.
- Check that everyone has her sxxxx on correctly.
- Assist members who have not placed them correctly to practice until they get it right.
- After everyone has lined up and has her sxxxx on, review the process for the processional.

Step 6

Processional

Leader State:

It might be helpful to all of us for me to read this excerpt from the *Book of Rituals Instructions*:

- "The processional should be at a moderately slow pace. The space between the members in each line should be equal. Led by the ribbon bearers, members walk together in pairs up the center of what will be the Alpha formation. When each pair gets to the altar, each person turns away from her partner and the altar and follows the person in front of her to define sides of the Alpha formation. It should be a continuous flow of people with no pausing to wait at the altar or at what will be the foot of the Alpha formation."

Leader Ask:

- Who walks alone in the processional?
- Answers:
- The Herald, a single official visitor, and the President. (If there is an uneven number of members, the last member walks alone and goes to the left side of the formation.)

Leader State:

The processional will be a smooth, continuous flow of people with no pausing or breaks all the way to the President. Are there any questions? Now, let's give it a try.

Practicing the Processional

Adjust the pace when necessary and stop to provide instructions or clarifications whenever needed.

Once everyone is in place, you (the President) will enter and begin the Ritual. If the ribbons are used, have the ribbon bearers practice walking together to extend the ribbons. Have the appropriate ribbon bearer, to the President's right, extend the crosspiece. Continue to practice the Ritual. Check to see that:

1. If the ribbons are used, they are kept taut and not droopy. (They must be securely safety pinned to the altar cloth in front of or underneath the candlesticks.)
2. The members step up to the ribbon and turn to face the altar, extending a hand as necessary to support the ribbon.
3. The Senior Wardens step up to and are even with the front edge of the altar.
4. The Junior Wardens step up next to the Senior Wardens.



Step 7

Leader instruction: Practice the Ritual and check to see that:

- You (the President) are familiar with the Ritual and have practiced saying it out loud so that you speak clearly and are comfortable providing direction to the participants when needed.
- The Wardens know their initial cues and speak in unison "So may it be" and "Amen."
- The Herald knows her cue, turns to face the foot of the Alpha formation and speaks clearly.
- When it is time for the Wardens to "expound," they turn to the base of the Alpha formation and speak clearly.
- If symbols are being used, when it is time for the Wardens to "expound," each Warden turns to face the foot of the Alpha formation, holds her symbols up, and extends it out for the sisters to see.
- All members accurately and clearly recite the Wardens' speeches in unison during all Rituals except for Ritual for Initiation.
- Each member touches the ruby in her badge (or where the badge would be) with the index finger of her left hand as she accurately and clearly recites the Initiation Pledge in unison with all sisters participating in the walk through.

It is not necessary to practice the entire Ritual unless your chapter needs the practice. You can skip forward to the appropriate sections.

Step 8

Practicing the Recessional

When you have reached the point for the recessional, refer everyone to the diagram you had posted on the wall at the front of the room and review it.

- Practice walking through the recessional and set the tempo with "Once More United." Remind members that it is a song through which we celebrate. It is not a dirge to be drug out, nor a pop tune to race through.
- Adjust the pace of the recessional, when necessary, correct pairings when needed and stop whenever appropriate to provide clarifications or instructions.
- Continue to hum "Once More United" until everyone has completely left the formation and is ready to remove the sxxxxx and robes.
- Remind everyone that once you have stopped humming, members are to remain silent until the robes and sxxxxx have been removed and all the Ritual equipment is put away. Once equipment is put away, Ritual is complete.

Step 9

Wrap Up

Leader instruction: Recap the strong points of the practice, as well as the areas needing improvement. Reiterate any changes the chapter will make to perform a more attractive and accurate Ritual. Remind the members that if everyone is on time and prepared, Ritual for Formal Meetings of Alumnae Chapters should take no longer than 20 minutes from start to finish (depending on the size of the chapter).

Leader Ask:

Are there any questions? Respond with as necessary.

Leader State:

Thank you so much for your active participation today! Our goal is to perform Ritual accurately, beautifully, and with great understanding in an appropriate amount of time. We also want each member to be comfortable with the procedures.

Leader State:

Now that we understand the mechanics of performing Ritual, it will help us to focus on the meanings next time we perform it! Every time we perform an accurate and beautiful Ritual, we strengthen our sisterhood.

If copies of Wardens' speeches were provided, they must be collected and destroyed immediately after the rehearsal or Ritual concludes.



Applying the Object to Recruitment

Collegians

REM Module

Applying of the Object to Recruitment

Audience:

Collegians

Purpose:

To encourage members to apply the Object to recruitment

Objective:

Members will be more conscious during recruitment to reflect the Object.

Activity Time:

There are three activities in this module.

One Workshop

- Live Up to the Object – 1 ½ hours

Three Separate Activities that could be run at the end of a meeting such as chapter or recruitment.

- Living Up to the Object – Spirit: 30 minutes
- Living Up to the Object – Character: 30 minutes
- Living Up to the Object – Priorities: 30 minutes

Format:

Small group discussion

Large group experience

Preparation & Materials:

- Decide on small group discussions or a large group experience.
- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
- Create a display of the "Object" either a large poster for all sisters to see during the discussion or print outs to share.
- Handouts
 - Select the activities you want to do and make copies of the appropriate handouts, enough for all participants.



Activity: Living Up to the Object – One Workshop

NOTE: If the three activities are being conducted separately at different meetings, you can use the specific one workshop Activity handout below.

Step 1

Leader Introduction:

Will everyone please recite together the Object?

"The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interest of the colleges and universities in which chapters are installed, and in no way to disregard, injure, or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters."

Step 2

Divide the large group into three small groups by having members count off 1, 2, and 3 around the room.

Step 3

Distribute one of the three Activity handouts to each small group.

- Distribution:
 - Group 1 Handout Small Group 1 – Spirit during Recruitment.
 - Group 2 Handout Small Group 2 – Character during Recruitment.
 - Group 3 Handout Small Group 3 – Priorities during Recruitment.
- Instructions
 - Ask each group to discuss the questions on the handout sheet that was prepared for it.
 - Ask each group to record their discussions and decide on a person to record and then report to the entire group.

Step 4

After you have allowed sufficient time for the small group discussions, ask everyone to return to the large group.

- The reporter from each small group will share the answers to the discussion questions.
- Ask the entire group to discuss the answers that each small group provided.
 - How can the meanings and values of the Object that have been discussed in relation to specific situations be applied to our individual daily lives?

Step 5

Leader closing:

The values expressed in our Ritual are tools that can not only be useful to us in our day-to-day lives but also during recruitment. The Object provides us a simple and concise reminder of some of the key principles of AOII that we should use every day and remain conscious of during recruitment.



Activity: Living Up to the Object During Recruitment - Spirit

NOTE:

If run as one workshop. This is the HANDOUT for Discussion Small Group 1.

If run as a Single Activity. This is the HANDOUT for Living Up to the Object – Spirit.

Step 1

Leader Introduction:

Recite the Object.

"The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interest of the colleges and universities in which chapters are installed, and in no way to disregard, injure, or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters."

Step 2

Leader instructions:

It is interesting to note that the first component of AOII's Object is "...to encourage a spirit of Fraternity and love among its members." First and foremost, AOII focuses on the relationships that make our membership strong and the fraternal bonds woven with the threads of our Ritual.

Step 3

Discuss following questions.

- What does the phrase "...a spirit of Fraternity and love..." mean to you?
- Describe some ways that your chapter works to achieve this goal.
- How does it can be applied to recruitment?
- What can you do personally to support this goal?

Step 4

Leader closing:

The values expressed in our Ritual are tools that can be useful to us every day. They can also be useful during Recruitment. The Object provides us a simple and concise reminder of some of the key principles of AOII that we should use every day, especially during Recruitment.



Activity: Living Up to the Object During Recruitment - Character

NOTE:

If run as one workshop. This is the HANDOUT for Discussion Small Group 2.

If run as a Single Activity. This is the HANDOUT for Living Up to the Object – Character.

Step 1

Leader Introduction:

Recite the Object.

"The object of this Fraternity shall be to encourage a spirit of Fraternity and love among its members; to stand at all times for character, dignity, scholarship, and college loyalty; to strive for and support the best interest of the colleges and universities in which chapters are installed, and in no way to disregard, injure, or sacrifice those interests for the sake of prestige or advancement of the Fraternity or any of its chapters."

Step 2

Leader Instruction:

The Object specifies what AOII must represent as it seeks "...to stand at all times for character, dignity, scholarship, and college loyalty..." These values are expected for the organization but must begin with each individual member. By recognizing these values, we can use them as a recruitment tool

Step 3

Discuss following questions.

- Describe a situation or relate a story in which someone took action that reflected character or dignity.
 - Why was this action memorable to you?
 - What was the result of this action?
- What opportunities do you have individually to reflect these values?
- In what ways might your chapter reflect these values, too?
- Scholarship and college loyalty were extremely important to our Founders and in their creation of a fraternal organization of value and substance.
 - How do you see your chapter working to promote scholarship?
 - How do you see your chapter working to promote college loyalty?
 - How can you use these values as your recruit new members?

Step 4

Leader closing:

The values expressed in our Ritual are tools that can be useful to us every day. The Object provides us a simple and concise reminder of some of the key principles of AOII that we should use every day. They can also be applied to recruitment.

Living Our Ritual During Recruitment

Collegians

REM Module

Living Our Ritual During Recruitment

Audience:

Collegians

Purpose:

To share ideas with members on how each of us can live our Ritual during Recruitment.

Objective:

To review key Ritual words with sisters that summarize our Ritual and to be able to apply to our actions during Recruitment.

Activity Time:

This module has one activity.

- Living Our Ritual During Recruitment: 30 minutes

Format:

Small groups (average 5 to 10).

Preparation & Materials:

- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.
 - Leader Note: During the Ritual Moment at the next chapter meeting, ask several sisters to share how they implemented their Ritual word since this activity.
- Living our Ritual word sheets printed out and cut into cards.
- Pencils/pens.



Activity: Living Our Ritual During Recruitment

Step 1

Leader Introduction:

Our Founders were different individuals just like us and by working together they formed a sisterhood. Our Ritual is unique in that each sister can express her views and carry it out in different ways. Taking a look at Ritual words and sharing ways on how to live the word during Recruitment will enable all of us to apply our AOII Ritual values to the recruitment process.

Step 2

Distribute one Living Our Ritual card to each member:

1. Ask each member to review the word on her card.
2. Ask each member to write on the back of the card one way that she can personally live the word every day of recruitment.
3. When finished, have her pass the card to the person on her left.
4. Ask everyone to repeat the process so there will be three ways to live the word on the card.
5. Repeat the process with new words as time is allowed.

Step 3

Discussion:

1. Ask for volunteers to read the word on the card they have and the three ways in which members said that word can be lived during recruitment.
2. Request everyone's involvement in the discussion by asking their reactions to what other members said about how they would live that word daily.
3. Ask members to share additional ideas how the word can be lived during recruitment.

Step 4

Leader Closing: Sharing our Ritual values with our sisters and others is a lifetime process. By watching and listening to our sisters, we can learn from watching them and listening to them how to live our Ritual daily. Take your card home with you and put it in a place where it can be a constant reminder of how to live our Ritual daily.

Step 5

State:

Sharing our Ritual values with our sisters and others is a continuous process. We can do it every day and we can be extra aware during Recruitment. By watching and listening to our sisters, we can learn how to live our Ritual daily. You're your card with you during Recruitment. Pull it out often and let it be a to be a reminder of how living Ritual during Recruitment will enhance the recruitment process.

Leader Follow-up:

During the Ritual Moment at the next chapter meeting, ask several sisters to share how they implemented their Ritual word during Recruitment.



Cards: Living Our Ritual During Recruitment

ABIDE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

CHARACTER

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

CHERISH

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

DEMOCRACY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual During Recruitment

DIGNITY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

FAITH

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

FIDELITY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

FRATERNITY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual During Recruitment

HONESTY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

HOPE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

HUMILITY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

JUDGMENT

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual During Recruitment

LOVE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

LOYALTY

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

OBEDIENCE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

OBLIGATION

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual During Recruitment

PRUDENCE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

SCHOLARSHIP

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

SELF-CONTROL

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

SERVICE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual During Recruitment

SILENCE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

TOLERANCE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

TRUTH

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

VIRTUE

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.



Cards: Living Our Ritual During Recruitment

VISION

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

ZEAL

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

WISDOM

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

UNSELFISHNESS

On the back of this card, write one way that you can personally live the following word every day. Then pass it to the person on your left.

When we finish, each person will have a card with three suggestions on how to live that word every day.

Ritual and Recruitment

Collegians

REM Module

Recruitment and Ritual

Audience:

Collegians

Purpose:

To establish a Ritual centered understanding and focus as we prepare to recruit new members for AOII. To connect the symbols of Ritual with the process used and decisions that chapter members make while selecting new members for AOII.

Objective:

By deepening our understanding of Ritual, members can internalize and take ownership of it, allowing us to better reflect AOII in every stage of the recruitment process. Ultimately, Recruitment should serve to strengthen our bonds within the chapter and to AOII, as we continually work through the process of adding well-chosen new sisters. The objective also is to help members realize the profound importance their decisions have not only on their chapter, but on AOII as a whole for years to come.

Activity Time:

There is only one activity for this module.
60 minutes

Format:

This workshop should be done as an entire chapter. The DRE, her committee, and/or advisor(s), should be prepared to help facilitate breakout group discussion.

Preparation & Materials:

- *Rituals Book*
- *Book of Rituals Instructions*
- Symbols used in Ritual
- Wardens' speeches
- MAKE COPIES of each of the Wardens' speeches with the discussion questions. One speech for each discussion group. (Number the sheets and make certain all sheets containing the speeches are collected and destroyed at the end of the workshop.)
- **When discussion is over, Leader should collect and destroy copies of Warden's speeches and discussion sheets.**

Activity:

- Create four groups from chapter. Large chapters may do additional groups with the same instructions. Symbols may be shared among the like-symbol groups. When they reconvene, have them group by symbols.
- Each group needs to select a sister to read the Warden's speech and a sister to read the questions.

- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.



Activity: Ritual and Recruitment

Step 1

Leader Introduction:

I am going to start by sharing something that most AOIIs have never heard. It is the Installation Charge, given to charter members during the *Ritual for Installation of Collegiate Chapters*.

Installation Charge

As the representative of our Fraternity I am empowered by the proper authorities to install you as _____ Chapter of Alpha Omicron Pi. It is my duty in this capacity most solemnly to charge you with the responsibility you have undertaken. You are now representing not only your own group and those who are to succeed you at _____ College/University _____, but also thousands of members of Alpha Omicron Pi far and near, who have taken these vows before you. Their honor is now entrusted to you, with love and perfect confidence. The eyes of the academic world, the eyes of the greater world, now rest upon them through you. You are to merit this trust. You are to fulfill our ideals with ardent zeal, to uphold our traditions, our Constitution, our laws and our purposes with conscientious devotion; and with enthusiasm to perform all the duties, present and to come, entrusted to you by the granting of this charter. You are expected to conduct yourselves and this chapter with dignity and grace, to avoid even the suspicion of exclusiveness, intolerance of any nature, self-sufficiency, extravagance, ostentation, or unfair competition. But the bond among you must be strong. You must in honor prefer one another and in kindness desire each the happiness of the others. For the good and the fair reputation of the whole, each must earnestly develop her scholarship and all the talents with which she may be endowed, and bear evidence always, in whatsoever she does, of the ambition for useful service which is our aim. Let us seek wisdom and act through love.

Step 2

Selected Sister to Read:

We are living in a very different time than when our Ritual was written. Many things have changed on college campuses, in fraternal culture, and in our world. One thing, however, has not changed, and that is the need to always guard against and contend with: exclusiveness, intolerance, extravagance, and injustice.

In the late 1800s, when very few women were able to attend college, and even fewer were afforded membership in women's fraternities, our four Founders chose to stand together and pledge themselves to a higher standard of fraternal love. THIS is the truth at the heart of our AOII heritage. It is a truth that is both timeless and progressive.

(Pause here, make eye contact with the members)

Step 3

Leader Requests:

1. Who would like to recite our motto?
2. After the motto is recited, ask for someone who was initiated last year to remind us what it means?
3. Would anyone like to share what the motto means to you personally?

Make sure everyone understands/remembers that the letters Alpha, Omicron, and Pi stand for the first letters of the first three Greek words of our motto.)

Leader States:

We practice and perform Ritual to remind us of this truth, because in the day-to-day pressures of modern life, we all fall short of our highest ideals. We can lose sight of the purpose our founders intended. Therefore we return to Ritual, again and again...to remember what AOII means, and the motto represented by the letters we wear.

Step 4

Selected Sister to Read:

A fundamental responsibility we have as collegiate members is the recruitment of well-chosen sisters. Each time we pledge a new member, we are laying a foundation for the future of our chapter and AOII as a whole. The closer we adhere to the values of our Ritual, the more success we will have in recruiting and retaining the most capable, sincere, and devoted sisters.

- Put simply, the most important step in finding the right women for AOII is to BE the right women for AOII.

Step 5

Leader Instructions:

State: To help illustrate the connections between our Ritual and selecting members for AOII, we are going to use the symbols and review how they guide us. To dig deeper into the ways Ritual can guide us in growing our chapter, we will divide into four groups. Once in your group, you will be told which symbol and Warden's speech you will review to explore its connection to all aspects of recruitment.

Leader Note:

Divide chapter into four groups*, making sure each group has a mix of older and newer members, and at least one sister with a strong grasp of Ritual. Give each group a symbol, the copy of the corresponding Warden's speech and its corresponding discussion sheet, found at the end of this module.

*Large chapters may do additional groups with the same instructions. Symbols may be shared among the like-symbol groups. When they reconvene, have them group by symbols.

Step 6

Leader Instructions:

After 10 to 20 minutes, gather the group together again.

Ask a representative from each group to recite their Warden's speech and share some of the insights the group gained in discussion. Encourage the chapter to (briefly) offer perspectives on these reports from each discussion group.

Step 7

Leader Introduces Chapter President:

Our esteemed Chapter President is going to read a passage from the Ritual for Installation of Collegiate Chapter Officers.

- When she asks the question at the end, let's all reply "I AM!"

Step 8

President Reads from the *Ritual for Installation of Collegiate Chapter Officers*:



The Charge:

Bearing in mind that not only the reputation of _____ Chapter, but also that of Alpha Omicron Pi is in your hands, understanding that the attitude of our chapter to the life about us, her standing and her service to the college must honor or discredit all women's fraternities everywhere, and especially realizing the power for usefulness in the colleges and in the world held by our large and increasing body of women, are you ready to the best of your ability to do your part in developing this great instrument to its highest possible efficiency in the hand of God for the blessing of mankind?

- All sisters collectively state: I am!

Step 9

Ritual and Recruitment Discussion Questions:

Instructions:

Selected sisters to read the Wardens' speeches aloud, while passing around the symbol so everyone can see and hold it, then ask the questions for discussion.

When discussion is over, remember to collect and destroy copies of Wardens' speeches and discussion sheets!

1st Senior Warden

1. What is the "highest virtue" our Fraternity bids us keep closest to our hearts?
2. What are some ways to let our light shine before, during, and after Recruitment?
3. How does the symbol of the First Senior Warden influence how I view and interact with my sisters and all potential new members?

2nd Senior Warden

1. What are some (modern) synonyms for the seven cardinal virtues? For example, Prudence could mean caution in the words we choose, Chastity could mean pure intentions, Humility could be willingness to pay attention when you already know the material, Obedience could mean a respect for rules we agree to follow...
2. How can this symbol, and the virtues it represents, help us select and recruit the best potential new members for AOII?
3. What are some ways we can practice these virtues, before, during, and after Recruitment (i.e., during the new member period, while we're setting the best example?)

1st Junior Warden

1. How does this symbol guide our behavior during Recruitment? During Recruitment workshops? During membership selection?
2. What does "self-control and sweetness" look like during Recruitment? Older sisters, maybe share a quick, relevant example from a past Recruitment.
3. When are some moments during Recruitment when it's especially important to practice tolerance, and use love to restrain judgment?

2nd Junior Warden

1. What does the word "circumspection" mean? (ie, thinking carefully before you do or say something)
2. What are some examples of moments when silence and circumspection are important during Recruitment?
3. While always choosing our words carefully, when are examples of moments during which it's important to not be silent? (Older sisters maybe offer a quick example/story from a past Recruitment.)

Step 10

Leader Closing:

As we conclude this workshop, let us join hands to form a Friendship Circle and sing the *Epsilon Chapter Song*.

Conclude with the "Epsilon Chapter Song"

Alpha Omicron Pi
Friends as the years go by
Loving sisters are we
Loyal forever, Alpha to thee

Reflecting on the Values of Ritual for Recruitment

Collegians

REM Module

Reflecting on the Values of Ritual for Recruitment

Audience:

Collegians

Purpose:

To reinforce the values found in our Rituals

Objective:

To explore ways to live the values expressed in our Rituals

Activity Time:

60 minutes

Format:

Large and small group

Materials:

- *Rituals Book*
- Three 3"x 5" index cards
- Chalkboard or flip chart with markers
- Optional: If you are tech-savvy, charts can be done through a share screen. Votes can be done via polls.
- Someone to record answers on flip chart or computer and to conduct the votes.

Large Group

Step 1:

Group Leader:

Ask: What is a value? (Allow members to answer)

- The definition of a value as stated in Webster's Dictionary is: "something (as a principle or quality) intrinsically valuable or desirable."
- Values are our fundamental beliefs.
- Values determine how we live our lives and what we consider important.

State: Values are developed over time from our experiences. It is a long process, and our values can change and evolve.

Step 2

Ask: Where do we learn our personal values? (Record on flip chart or on computer using group share technology.)

Possible answers include:

- Parents
- Society
- Extended Family
- Media (print and social)
- Friends
- Television and Movies
- Educational Institutions (schools)
- Organizations (like AOII)
- Religions Institutions (churches, synagogues, mosques, etc.)
- Personal Experiences

Step 3

Ask: What are group values?

- The guiding principles and fundamental beliefs that helps a group work together toward a common goal.

Ask: Where do we get our group values in AOII?

- From our Ritual, given to us by our Founders.

State: Identify some of the values from our Ritual. (Record on flip chart or on computer using group share technology.)

Possible answers include: (Supplement the list so you have at least 50 values)

| | | |
|----------------|---------------------|--------------|
| Integrity | Innovation | Friendship |
| Loyalty | Trust | Good Works |
| Boldness | Value-centricity | Prudence |
| Ownership | Continuous Learning | Chasity |
| Honesty | Quality | Obedience |
| Simplicity | Teamwork | Faith |
| Passion | Service | Hope |
| Leadership | Always Improving | Charity |
| Accountability | Circumspection | Love |
| Respect | Personal | Self-Control |
| Commitment | Accountability | Fun |
| Diversity | Democracy | |
| Tolerance | Collaboration | |
| Ingenuity | Confidentiality | |
| Humility | Humbleness | |

**Step 4:**

- Divide into small groups by numbering off. Group size 5-10

Step 5:

- Divide the values on the flip chart so that each group has an equal number around 4-5 values (If you have 40 members and 50 values, you'd have 10 groups of 4, each getting 5 values.)
- Instruct each group to discuss the values and rank them 1,2,3,... in order of importance

Step 6:

- Return to large group.

Step 7:

- Have each group announce their number 1 value and why. (Record on flip chart or electronically.)

Step 8:

- Have chapter vote on all the #1s by show of hand (or better yet by polling electronically.)
- List in the order of the vote.

Step 9:

- Repeat with the process for remaining words (#2, #3, etc.)

Step 10:

State:

- Our Ritual tells us the future of our chapter depends on well-chosen members
- Now that we know what values are important to our chapter, we can keep them forefront in our minds as we select our new members during Recruitment.
- Choosing new members that align with our values will enhance the experience for the New Members and will help the chapter stay true to our values.

The workshop can end here, or if time is left, members can brainstorm ways to determine which potential new members possess your group values.



Ritual and Religion: Symbols and Passages

Universal

REM Module

Ritual and Religion: Symbols and Passages

Audience:

Collegians (Initiated)

Alumnae

Purpose:

To look at passages from the *Bible* that are found in AOII Rituals. Asking the question: What do the AOII Ritual symbols and passages mean to me?

Objective:

For everyone to feel comfortable engaging with these passages and to come up with possible reasons the Founders chose them for Ritual.

Activity Time:

There are two activities in this module.

- Applying Ritual to My Life: 30 minutes
- What do the AOII Ritual Symbols and Passages Mean to Me: 30 minutes

Format:

Small group discussions (5 - 10 per group)

Large group experience

Preparation & Materials:

- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box.
- *Rituals Book* (as many copies as possible)
- Opening Ceremony - Ceremony for Collegiate Chapter Business Meetings
- Plain paper
- Pens, pencils
- Handout: print out questions for each small group.
 - Activity: Applying Ritual to My Life – Religious Connotations
 - Activity: What do the AOII Ritual Symbols and Passages Mean to Me – Translation Worksheet



Activity: Applying Ritual to My Life

Step 1

Leader Introduction:

When establishing the philosophy and principles of AOII, our Founders naturally drew from their personal experiences and value systems. Each Founder was very spiritual.

Together they chose to include in the Ritual some elements from their backgrounds and elements from what can be considered universal values that transcend any one culture, religion, or belief system. These values are a framework for the ideas they expected each AOII member to apply to her life and each chapter to apply to its operations. The Founders never intended for the Ritual to be religious, require adherence to any religion, or mandate belief in a Supreme Being or related concepts.

In fact, the Founders were adamant there would never be an official interpretation of our Ritual.

Instead, the Founders encouraged and expected each member to develop her own relationship with Ritual and determine how best to use it to help guide her life. To be clear, AOII does not intend for Ritual to be religious in any way. Ritual is to be an opportunity to reflect upon these values and ideas, and of course it is entirely up to each individual sister how they choose to understand and apply them.

Step 2

After introduction, leader asks sisters to divide into small groups and passes out the questions.

Have each group select a spokesman and note taker.

Step 3

Leader Explanation:

There are several passages in AOII's Ritual that might be construed to have religious connotations.

Looking at the *Ritual for Formal Meetings of Collegiate Chapters* (the one performed monthly) see what you can identify with a religious connection.

Share the four questions – see handout.

Allow for 10 minutes for the groups to discuss.

Step 4

Bring the small groups together into the large group.

Step 5

Call on each group one by one to have the note taker share an identified passage and the translation.

The discussion can continue in several ways:

- Ask other small groups if the same passage was identified
- Move the discussion from group to group to ensure all sisters have a chance for input

Step 6 – IF CONDUCTING BOTH ACTIVITIES THIS IS READ AT THE END OF THE 2ND ACTIVITY

Leader Closing Statement: Life is different today than it was in 1897. Our Founders were visionaries to create a Ritual that was inclusive and non-discriminatory. It had some references to religious principles, but, if examined, we can see they are not exclusive to religion. They are life principles that all people can hold to be true and good. They are core values that transcend any one culture or belief system. They represent love and unselfishness, caring for and helping others, doing good works and for being the best version of ourselves. These are timeless. They make us better AOIIs and better people. That is why our Ritual can be applied to all aspects of our lives and is something we can channel for strength and inspiration forever.



Handout: Applying Ritual to My Life Religious Connotations

There are several passages in AOII's Ritual that might be construed to have religious connotations.

Looking at the Ritual for *Formal Meetings of Collegiate Chapters* (the one performed monthly) see what you can identify with religious connotations. Ritual Books are available to be shared. You may use your phone to look up words.

| QUESTION | GROUP IDENTIFICATION |
|--|----------------------|
| Identify as many references as you can | |
| Rewrite them in your own words but keeping the meaning | |

Leader Guides to Share During the Large Group Discussion

POSSIBLE PASSAGES AND/ OR SYMBOLS THAT MIGHT SEEM RELIGIOUS IN NATURE

Symbol and words of First Senior Warden

What is this really saying? Maybe represent your organization so others can see your worthiness and goodness. One way to think about the symbol, for example, is to also consider self-esteem and believing in showing people all that you are capable of.

Symbol and words of Second Senior Warden

Look up the meanings of these words. Find synonyms that might be relevant in today's world. Would they still be relevant if not from a passage in the *Bible*? One way to think about the ladder, for example, is to consider it as a symbol of growth. What ideas do we hope to uplift or inspire or grow?

Symbol and words of First Junior Warden

See REM workshop on Ritual and Religion the Golden Rule for more discussion about this.

But as you have learned from our motto, the purpose of Alpha Omicron Pi is not entirely selfish. It is not only to ourselves that Alpha Omicron Pi must be of value; it must carry into the world about us the spirit of that sweet unobtrusive charity that vaunteth not itself. There is much of charity to be done, much of the spirit of slander and uncharitableness to be overcome. I shall not attempt to tell you how to perform this work; the lesson has been given once for all, in the chapter which I shall now read.

- Why might the Founders have chosen this passage from the *Bible*? Yes, this is a chapter from the *Bible*. It is good to realize that the lessons illustrated with the passage are by and large tenets of most major religions and common courtesy. Therefore, it is the conclusion of most that the passage was chosen for its message, not the source. You might also read a more modern translation of the *Bible* and see if taken out of context would it be applicable?
- If the *Bible* is not a part of your personal belief system, look at the verse as a piece of poetry that was meaningful to them. Remember, too, that passages from every religious text in history are examined and taught in university history courses. So, it is entirely reasonable to look at this passage from the perspectives of literature and history.

OTHER SYMBOLS THAT MIGHT BE CONNECTED TO RELIGION

Robes

Robes were worn to class in our Founders' days. Historically and in some present-day situations, robes are also worn by academics, politicians, clergy, judges, and others. It might be said robes are worn to garner respect. For AOII, the robes used in our Ritual are referred to as "academic" robes. Our Founders wore their academic robes when they conducted Ritual.

Altar Table

The altar is just a triangular-shaped table. It doesn't signify anything religious.

Processional and Recessional

Yes, some denominations have these, but so do many other events: graduations, weddings, some funerals, special events like when our Executive Board is introduced at the Rose Banquet Convention...again, it signifies respect.

OTHER SYMBOLS THAT MIGHT BE CONNECTED TO RELIGION**The Bible**

Bible (optional) since the passage is printed in each Ritual. The President or Presiding Officer may read the passage from either the *Rituals Book* or the *Bible*.

Symbols

Yes, symbols are used in many religions, but they are also used in non-religious ways.



Activity: What do the AOII Ritual Symbols and Passages Mean to Me?

Leader Introduction:

You are going to be given some philosophical values. What your small group will be asked to do is translate the values into characteristics and applications.

Step 1

Reassemble the small groups if you are doing both modules.

If you are only conducting this activity, ask sisters to divide into small groups.

Have each group select a spokesman and note taker.

Step 2

Distribute the Handout - Translation Worksheet.

Step 3 (30 mins)

Leader to kick off the small group discussion by providing an example or two from the "Translation Worksheet Discussion Guide." Or, if you know how many will be in each group you could leave the first value for each group intact with characteristics and applications.

- NOTE: Allow them to use their phones to look up words if necessary.

Step 4

Bring the small groups together into the large group.

Step 5

Call on each group one by one to have the note taker share an identified passage and the translation. The discussion can continue in several ways:

- Ask other small groups if the same passage was identified
- Move the discussion from group to group to ensure all sisters have a chance for input
- Have wall posters that the sisters can write key points of the translations

Step 6

Leader Closing Statement: Life is different today than it was in 1897. Our Founders were visionaries to create a Ritual that was inclusive and non-discriminatory. It had some references to religious principles, but, if examined, we can see they are not exclusive to religion. They are life principles that all people can hold to be effective and useful. They are core values that transcend any one culture or belief system. They represent love and unselfishness, caring for and helping others, doing good works and being the best version of ourselves. These are timeless ideals. They make us better AOIIs and better people. That is why our Ritual can be applied to all aspects of our lives and is something we can channel for strength and inspiration forever.

Handout: Translation Worksheet

| PHILOSOPHICAL VALUE | CHARACTERISTIC | APPLICATION |
|-----------------------------------|----------------|-------------|
| Bears all things | | |
| Believes all things | | |
| Character | | |
| Charity | | |
| Chastity, honest, truthful | | |
| Circumspection | | |
| Civil, gracious, courteous | | |
| Collaborative | | |
| Compassionate | | |
| Cooperative | | |
| Courage, fortitude | | |
| Dependability, commitment | | |
| Dignity | | |
| Diligence | | |
| Endurance, stamina | | |
| Forgiveness | | |
| Hope, optimism | | |
| Humble, unassuming, self-effacing | | |
| Kind | | |
| Loyalty | | |
| Moderation | | |
| Obedience | | |
| Patient | | |
| Perseverance | | |

Handout: Translation Worksheet

| PHILOSOPHICAL VALUE | CHARACTERISTIC | APPLICATION |
|--|----------------|-------------|
| Prudence | | |
| Respectful | | |
| Restraint | | |
| Selflessness | | |
| Silence | | |
| Temperance | | |
| Tenacity | | |
| Tolerance and judgment restrained by love | | |
| Trustworthy, ethical | | |

Discussion Guide: Translation Worksheet

| PHILOSOPHICAL VALUE | CHARACTERISTIC | APPLICATION |
|----------------------------|---|---|
| Bears all things | Fidelity, reliability; the ability to perform and maintain functions in routine circumstances, as well as hostile or unexpected circumstances | Flexible and adaptable: successfully performs tasks, even in unexpected circumstances |
| Believes all things | Steadfastness in belief, fortitude, and the capability of not giving up | Tenacity; ability to focus and complete tasks in a timely and thorough manner |
| Character | Upholding one's convictions at all times, especially when no one else is watching (integrity) | Integrity; maintains high ethical and moral standards |
| Charity | Unselfish love and voluntary kindness without bias or spite | Unbiased; treats others equally and without favoritism |
| Chastity, honest, truthful | Morally pure in thought and conduct; To be honest with oneself, one's family, one's friends, and to all of humanity | Honesty; practices transparency and accountability in all activities |
| Circumspection | Taking into consideration all possible circumstances and consequences before speaking or acting | Doesn't share information indiscriminately |
| Civil, gracious, courteous | Practicing self-control, marked by kindness and courtesy, Characterized by tact and propriety | Ability to remain calm and treat others with respect no matter the circumstances |
| Collaborative | Giving credit where credit is due; not unfairly glorifying one's own self | Collaborative; encourages and assists team members to excel |
| Compassionate | Inspires kindness in others | Encourages team members to treat others with respect |

Discussion Guide: Translation Worksheet

| PHILOSOPHICAL VALUE | CHARACTERISTIC | APPLICATION |
|-----------------------------------|--|--|
| Cooperative | Works and plays well with others | Responds positively and assists when needed |
| Courage, fortitude | Walk the talk | Consistency in action and reaction |
| Dependability, commitment | Being faithful to promises, no matter how big or small they may be | Follows through on requests in a timely manner |
| Dignity | Self-esteem, worthy of respect | Treats others with respect-regardless of the circumstance |
| Diligence | A zealous and careful nature in one's actions and work | Completes tasks thoroughly and readily assists others in completing theirs |
| Endurance, stamina | Decisive work ethic, monitoring one's own activities to guard against laziness | Decisive work ethic; goes above and beyond on a consistent basis |
| Forgiveness | Unlimited loving kindness towards all | Does not hold grudges |
| Hope, optimism | Having positive outlooks and cheerful demeanor | Focuses on possibilities |
| Humble, unassuming, self-effacing | Humility is not thinking less of yourself, it is thinking of yourself less. It is a spirit of self-examination | Gives credit where credit is due |

Discussion Guide: Translation Worksheet

| PHILOSOPHICAL VALUE | CHARACTERISTIC | APPLICATION |
|---------------------|--|---|
| Kind | Toward people you disagree with; Creating a sense of peaceful stability and community | Defends others and refuses to get caught up in the drama |
| Loyalty | Constituted centrally by perseverance in an association to which a person has become intrinsically committed | Aligns with the values of the organization over and above self |
| Moderation | Constant mindfulness of others and one's surroundings | Balanced perspective; always takes others viewpoints into consideration |
| Obedience | Budgeting one's time; ability to follow rules and guidelines | Ability to understand and follow rules and guidelines-whether or not she agrees with them |
| Patient | Refraining from despair and the ability to confront fear and uncertainty, or intimidation | Encourages others to contribute in their own way at their own pace |
| Perseverance | Steadfastness in doing something despite difficulty ³ . or delay in achieving success | Focuses on goals and strives for success regardless of the difficulty |
| Prudence | To judge between actions with regard to appropriate actions at a given time | Careful consideration given prior to acting or speaking |
| Respectful | Reverence for those who have wisdom and those who selflessly teach in love | Values others and encourages their participation and growth |
| Restraint | Proper moderation between self-interest, versus public-interest, and against the rights and needs of others | Reacts appropriately when necessary |

Discussion Guide: Translation Worksheet

| PHILOSOPHICAL VALUE | CHARACTERISTIC | APPLICATION |
|---|---|--|
| Selflessness | Elevating the needs of the group to the forefront; "spirit of the hive" | Needs and goals of the organization are primary. |
| Silence | Ability to refrain from sharing confidences, proven worth and integrity | Consistently performs duties which require confidentiality |
| Temperance | Moderation in action, thought, or feeling; restraint | Commitment to gather information from all parties prior to coming to conclusions or passing judgment |
| Tenacity | The courage of the heart necessary to undertake tasks which are difficult, tedious or unglamorous, and to graciously accept the sacrifices involved | Maintains focus and consistently follows through regardless of difficult circumstances |
| Tolerance and judgment restrained by love | Empathy and trust without prejudice or resentment | Refraining from jumping to conclusions about others and situations |
| Trustworthy, ethical | Taking responsibility for one's conduct and obligations | Takes responsibility for personal conduct and obligations |



Ritual and Religion: The Golden Rule

Universal

REM Module

Ritual and Religion: The Golden Rule

Audience:

Collegians (Initiated)

Alumnae

Purpose:

To examine different versions of the "Golden Rule" and how it is applicable in different cultures.

Objective:

After examining several versions of the "Golden Rule" handout, to create a version for your chapter that is meaningful and reflects the voice of your chapter.

Activity Time:

30 minutes

Format:

Small group discussion

Large group activity

Preparation & Materials:

- Flip chart and markers (or black board/chalk)
- Make copies of the "Golden Rule" to distribute to small groups.
- Pen and paper
- Assign activity leader to prepare and know the material:
 - The material does not need to be memorized but more importantly it needs to be understood to communicate clear instructions and create opportunities for discussion.
 - The key to a successful workshop is participation. Engage those attending. Encourage them to share their ideas and to think outside of the box. Have the *Rituals Book* available in case anyone would like to look at it for inspiration.



Activity: Ritual and Religion: The Golden Rule

The Golden Rule is arguably the most consistent and most prevalent ethical teaching in history. Many regard it as the most concise and general principle of ethics.

Step 1

Leader Introduction:

Nearly every culture and belief system on earth has believed in a core value related to what is known in our Western cultural framework as the "Golden Rule." Our Ritual is also deeply connected to this theme/belief.

The Golden Rule is first thought to have been used about 5 century BC by Confucius. His version was: "Do not impose on others what you do not wish for yourself."

The Founders took the Golden Rule to heart from the very beginning by ensuring no discriminatory principles (narrow exclusiveness) are a part of our Ritual, Constitution, or Bylaws. AOII has never had to change our Ritual or Governing Documents to eliminate discrimination (because there never was such language in either). This is how the Fraternity has practiced the "Golden Rule." Today we are going to look at the Golden Rule from different belief systems. Using them as a baseline, we will create our own Golden Rule, one that reflects our chapter's values, one we can all strive to live by as a chapter and as individuals

Step 2 (15 mins)

Divide into small groups of 6 to 8 people

Make sure each group has a copy of the Golden Rule handout, paper and pen or pencil.

Communicate that for the next 15 minutes to review the handout and create a new version for the chapter to adopt.

Step 3 (30 mins)

Bring everyone back together into one group.

Vote on the version the members would like to adopt as the chapter's Golden Rule.

Have a poster or large paper to write it out for all sisters to see. As a follow up the DRE could share through a text the chapter's Golden Rule.

ISLAM

Not one of you truly believes until you wish for others what you wish for yourself.

HINDUISM

This is the sum of duty: do not do to others what would cause pain if done to you.

BAHA'I FAITH

Lay not an any soul a lead that you would not wish to be laid upon you, and desire not for anyone the things you things you would not desire for yourself.

BUDDHISM

Treat not others in ways that you yourself would find hurtful.

TAOISM

Regard your neighbor's gain as your own gain, and your neighbor's loss as your own loss.

CHRISTIANITY

In everything, do to others as you would have them do to you.

JUDAISM

What is hateful to you, do not do to your neighbor. This is the whole Torah; all the rest is commentary.

UNITARIANISM

We perform and promote respect for the interdependent web of all existence of which we are a part.



Handout: The Golden Rule

The Golden Rule is arguably the most consistent and most prevalent ethical teaching in history. Many regard it as the most concise and general principle of ethics.

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TAOISM

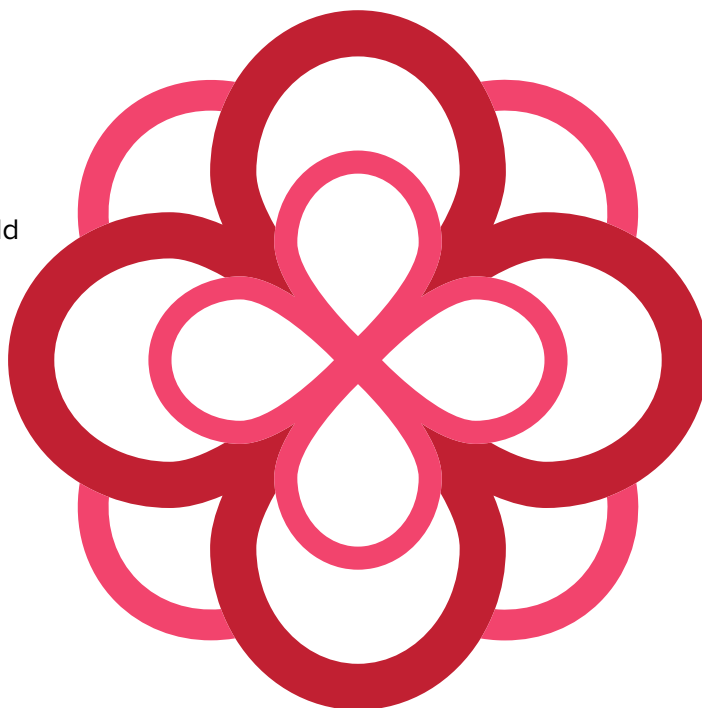
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ALPHA OMICRON PI

Fraternity

Ritual Education Manual

Created by the Rituals, Traditions, and Jewelry Committee
2022 - 2023
