



OUR LEADERSHIP QUEST... becoming men who make a difference

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THE LEADERSHIP INITIATIVE

At the 2005 Anniversary Convention, National President Mike Pitcher announced The Theta Xi Leadership Initiative, an active campaign for Theta Xi to become the premier leadership fraternity. The decision to start this initiative came largely from the ever-changing demands of the post-college world, and shift among most Greek organizations to become more values based in their programming. While high standards and values have always been an integral part of fraternity life, the inter-fraternal community is now challenging its members to live by the professed values of each organization. To that end, The Grand Lodge examined Fraternity programming and how to best serve the undergraduate members. Today, as members graduate, the need for leadership and service experience is the greatest it has ever been. When looking for a job or applying to graduate programs, extracurricular activities that promote leadership, teamwork, and service are essential. Therefore, the Fraternity decided to shape its programming to better facilitate the development of each individual brother's leadership skills.

The Leadership Initiative is broad in scope and includes several components:

VREDENBURGH PRESIDENTS ACADEMY

Started in 1999, this leadership academy is an exciting program of the Theta Xi Foundation that enables each chapter president to improve his personal skills and chapter operations by joining with his peers from across the country for a high quality leadership and educational weekend. Past attendees consistently rank Presidents Academy as one of the highlights of their undergraduate Fraternity experience. In 2013, the academy was officially renamed the James E. Vredenburg Presidents Academy, to honor the legacy and contribution of the Fraternity's late Executive Director.



RISING STARS ACADEMY



Initiated in 2006, this newest leadership program is designed for first year initiates and is held in conjunction with the Presidents Academy. The *Rising Stars Academy* concentrates on providing attendees an opportunity to assess and develop their leadership styles and skills, in an interactive and experiential setting. New members from across the country gather ideas they can take back to strengthen their chapters in the areas of recruitment, membership education and overall operations. In addition, team building skills are

strengthened by accomplishing tasks presented on an exciting outdoor leadership challenge course.

NEWELL DISTRICT LEADERSHIP ACADEMIES

The Newell District Leadership Academies (NDLAs) provide an exploration of leadership skills, communication and the core values of the Fraternity. (In 2011, the Foundation Board of Trustees marked a generous bequest of William Newell, Omicron 389, by renaming the DLA in his honor.) These events are held in multiple regional locations each spring. A major purpose of each NDLA is to create a greater national consciousness by bringing together members of the chapters to meet, work and interact with one another and with officials of the Fraternity. They provide an opportunity for

representatives of chapters to share their successes and concerns. NDLAs provide educational and leadership programs to aid in the personal development of undergraduate members, thus helping to build leaders who improve and strengthen their chapters overall operations.



ALL TRUE MEN CHAPTERS

In the fall of 2006, the Fraternity introduced *All True Men*, a new leadership initiative that is broader in scope than anything in our history. *All True Men* is a voluntary program, seeking the participation of only those chapters that are committed to being Theta Xi men at a higher, deeper, broader, more effective level, and who are committed to living the core values we affirm in our Oath. These chapters distinguish themselves from others; they become leaders among chapters; they demonstrate that they are *All True Men*.

All True Men

In order to be an *All True Men* chapter, the undergraduate brothers and alumni board must commit to a set of expectations that are beyond those of other chapters. In exchange, the chapter is entitled to a significantly higher level of support from the Fraternity, both tangible and intangible. *All True Men* chapters go beyond what other chapters do in leadership development programming and in commitment to accountability. An *All True Men* chapter is distinguished in the Fraternity; a graduate from an *All True Men* chapter is distinguished as a leader among men!

CHAPTER ACCREDITATION PROGRAM

In 2005-2006 the Fraternity introduced a Chapter Accreditation Program that identified nine standards of operation for chapters. Chapters must demonstrate fulfillment of at least seven of the nine standards in order to remain accredited and in good standing with the Fraternity. Each standard requires yearly submissions from the chapter and/or host institution to document fulfillment of the standard. If a chapter is not accredited for two years in a row, it is required to become part of an Accreditation Support Team program, requiring significantly increased contact with HQ staff, including monthly phone conferences and strict adherence to a structured time-line for completion of tasks related to the accreditation criteria.

The Accreditation Program holds chapters accountable for their commitment to (1) live out the Fraternity's core and historic values and (2) demonstrate leadership on their campuses and within the national organization. The nine standards of operation measured in the Chapter Accreditation Program are Ritual, Recruitment, Member Education, Scholarship, Finances, Chapter Operations, Campus & Community Relations, Alumni, and Risk Management.