

SigEp

Balanced Man Program Cliff Notes



“Building Balanced Leaders for the World’s Communities”

**Sigma Phi Epsilon’s
Membership Development and Leadership Program**

SigEp: The Balanced Man

The Balanced Man Program is the Fraternity's award-winning leadership development program. First implemented by Sigma Phi Epsilon in the fall of 1992, the BMP is a self-paced, personal development experience. The premise of the Balanced Man Program is the idea of "*Universal respect for self and others.*" SigEps are encouraged to live a balanced life based on the foundation of the Balanced Man Concept of sound mind and sound body.

In standing with the notion of a "*Universal respect for self and others,*" SigEp has eliminated the pledge process completely. The program grants all members the same rights and privileges from day one, which is contrary to the idea of a two-tiered, pledging model. Because we recruit the best men year-round, we can grant them full responsibility as soon as they accept the invitation of membership.

Throughout the four year, single-tiered member development program, the Balanced Man Program builds a bond of lasting friendship that fosters an environment conducive to leadership and academics. Our brotherhood is built through four challenges that evolve through a member's status in his college career.

Within the Balanced Man Program, SigEps are exposed to leadership, experiential learning, personal development, mentoring, and other positive activities that focus on a core of universal respect and balanced living. Members track their progress through the *Quest* workbook, which evolves with a member from the day he joins SigEp to the day he graduates. Member expectations are based on experience level in the academic, campus and personal aspects of their lives and link those to the value and ritual of our fraternity.

The cornerstones of the Balanced Man Program center on **Mentoring, Community Involvement, Experiential Learning, and Brotherhood**, and are not only the foundation for becoming a Balanced Man but also a mature professional.

Mentoring

Mentoring plays an important role in the Balanced Man Program. All members both have mentors and serve as mentors, with the idea that asking someone to be your Mentor allows you to experience many different personalities, interests, ideas, and careers. A mentor is selected for his or her talents, values, and experience. Your mentor may be older or younger, as long as you are able to learn and receive advice from that person.

Your mentor will help you succeed throughout the program and in life, becoming one of your closest friends. The best mentor/mentee relationships involve regular communication, clear expectations, and the sharing of dreams. Mentoring puts brotherhood into action! With over 13,000 SigEp Alumni currently signed up for the Mentors Association Program nationwide, there is no better way to network!

Community Involvement

Expectations for community involvement provide experiences meeting and working with many people of different backgrounds and diverse experiences. Through such contact and involvement, you will learn what issues face the community, how to be helpful, and how to work well with others.

The Balanced Man Program takes community service beyond simply cleaning up highways. It emphasizes service learning by truly growing as a person through efforts in the community. Preparation, hands-on-involvement, and personal interaction is key to the service learning experience.

Conducting a service learning project could mean working to feed the homeless, providing day care for children, or tutoring adults in a literacy program. It could also mean building a house, driving an elderly neighbor to the grocery store, or working in an animal shelter.

Service learning and other elements of community involvement are critical to leadership development. Through such involvement, a SigEp will become a balanced individual who has developed empathy for his neighbors, a broader world-view, and a dedication to responsible citizenship for a lifetime.

Experiential Learning

Every experience in life teaches us valuable lessons. The Balanced Man Program offers a wide range of opportunities for you to learn. Through experiential learning, you are provided with planned structures activities to facilitate these learning experiences.

We aren't talking about learning in the classroom sense! We are talking about "learning by doing." Fun learning! Getting outside and participating in a ropes course, a team challenge, developing individual skills, group communication or paint ball games, to name a few.

These challenges contribute to leadership development, enhancing your self-awareness, and increasing your self-confidence. Additionally, they will build the bonds of brotherhood by improving chapter communication, motivation, and cooperation.

Brotherhood

Men join our fraternity for friendship, brotherhood and fellowship. Through these intangibles they experience personal growth and self-fulfillment through both traditional and innovative opportunities.

The long-standing opportunities are formals, homecomings, retreats, meal sharing, and chapter meetings. The innovative opportunities revolve around experiential learning, community service, inter-Greek relations, alumni networking, mentoring, leadership seminars, and our Grand Chapter Conclave. All align with and attribute to our goal of *Building Balanced Leaders for the World's Communities*.

Sound Mind and Sound Body

The ancient Greeks believed that a body's good health was vital as the vessel of the mind. The mind houses your humanity, and, therefore, an exercise of the mind is just as important as the exercise of the body for full maturing and development. The purpose of a human's time on earth is to live the best, balanced life and to explore the unexamined facets that make us better men.

SigEp chapters use the balanced man ideal of building a sound mind and a sound body to frame their programming ideas. To help develop the Sound Body concept, chapters do not simply participate in intramural sports, but are also encouraged to sponsor annual physicals that measure cholesterol, blood pressure, and screen for different types of cancer. Many chapters have also begun to educate their members on how to prepare healthier meals, which begins by serving healthier meals in the chapter facilities.

To pursue a Sound Mind, we look to grade requirements and study hours as only the beginnings. SigEp takes the next step by inviting political candidates and university professors to speak to the chapter. SigEp promotes greater diversity understanding by inviting historically African American fraternities and sororities to chapter meetings, and by volunteering at the university's international houses. SigEp chapters are committed to providing an intellectual atmosphere that benefits themselves, their university, and their community, and strives to center on the Balanced Man.

The Sigma Phi Epsilon Educational Foundation is committed to helping develop the Balanced Man, from avenues such as funding every chapter with free subscriptions to *Men's Journal* magazine to providing testicular cancer shower cards. Sigma Phi Epsilon continually exhibits its dedication to helping a man develop not just a sound physical body, but moreover a healthy, lasting vessel for the mind.

SigEp Sound Mind, Sound Body Ideas from Around the Country

- Northwestern University tracks the percentage of the chapter who work out aerobically on a regular basis. This number has raised 50% in the last three years, which shows that brothers can encourage each other.
- Dartmouth College holds poetry readings and has hosted a string quartet at the chapter house to emphasize the importance of classics as a foundation for thought.
- Denison University holds an annual spring date function where they attend a play or symphony as an arts and cultural appreciation event.
- Washburn University holds "Balanced Man Hours" in which they work on personal fitness and hold study hours as a group. They also have "Balanced Man Days" in which they host speakers on wellness in conjunction with athletic activities and study.

You Ask Why?

Since the inception of the Balanced Man Program many issues and questions have developed. The following sections explain many of those daunting questions. The explanations and questions are divided into five sections:

1. Why the **Balanced Man Program**?
2. How does the chapter operate?
3. **Membership Issues**?
4. How do we use **Volunteers**?
5. What about the **Ritual**?

Invariably, many questions will come over time as a natural response to change. This resource is designed to assist you in the implementation of the program and answer some of your questions.

Why The BMP?

Q: Why did the Fraternity change anyway?

A: In 1901, twelve men decided that the status quo was not good enough and set out to make a change for the better. As Founder Carter Jenkins put it, “This fraternity will be different.” Their changes resulted in the birth of Sigma Phi Epsilon, and the Balanced Man Program is the fruition of that dream. As the founders addressed changes in their environment, the Balanced Man Program addresses changes in today’s fraternity world. At a time when risk management and regulation have become common concerns, Sigma Phi Epsilon has learned to surpass these problems and focus on the principles of self-improvement and true brotherhood on which it was founded in 1901. Change created Sigma Phi Epsilon. Change propelled by the Balanced Man Program will perpetuate Sigma Phi Epsilon.

Q: Why is the *Journey of Brotherhood* idea the basis of the Balanced Man Program?

A: Neither brotherhood nor individuals can develop and flourish overnight or through one brief experience. In addition to strengthening fraternal bonds and developing individuals, continuous experiences are critical for a man to appreciate and understand the values and ideals of the fraternity. Brotherhood is not a destination, but a road to be traveled.

Q: Why should a chapter become a Balanced Man Program chapter?

A: The Balanced Man Program offers many unique opportunities for SigEp’s. The program builds a strong brotherhood by developing individual members and group bonds, and by instilling the notion of “universal respect for self and others.” Implementing the Balanced Man Program provides chapters with many advantages:

- Programming for older members that keeps them involved.
- New opportunities for alumni and community members to be involved.
- An organized mentoring program for all members.
- Year-round recruitment opportunities.
- Programming that promotes the development of a sound mind in a sound body

How does the chapter operate?

Q: How do we become a Balanced Man Program Chapter?

A: There are 6 steps involved:

1. The chapter receives a formal presentation from a member of the Headquarters staff or from a Balanced Man Program Steward.
2. The chapter must vote to implement the program (at least 80% approval needed; 100% recommended).
3. The chapter applies to become a Balanced Man Program Chapter.
4. The Balanced Man Development Committee reviews the chapter's application.
5. A chapter retreat is conducted where plans are made for a successful implementation.
6. Headquarters follows up monthly to ensure the chapter's success.

Q: Will we lose our traditions in the process of changing?

A: There is ample room in the Balanced Man Program for traditions. However, tradition for the sake of tradition is not healthy. If activities have become a tradition because they have value in and of themselves, there is nothing wrong with keeping them. It is the non-productive, or counter-productive traditions that are kept because "we have always done it that way" that tend to cause the most problems.

Q: How are we able to build bonds and support group development?

A: While the program places a greater emphasis on personal development, it also places a heavy emphasis on group activities. These activities result in stronger bonds of brotherhood among. Examples of additional group activities include:

- Celebrations of achievement.
- Brotherhood events.
- Experiential learning activities.
- Intramural sports participation.
- Chapter service projects.
- Programming events such as homecoming, socials, and parties.

These group activities must:

- Be frequent.
- Be properly planned and "advertised" in advance.
- Emphasize brotherhood in the chapter through "member only" events.
- Be ACTIVE and EXCITING.

Q: How does a chapter recruit year round?

A: Due to the flexibility of the Balanced Man Program, men can enter the fraternity at any time during the school year. It allows men to enter individually. There are several steps a chapter can take to accomplish year-round recruitment:

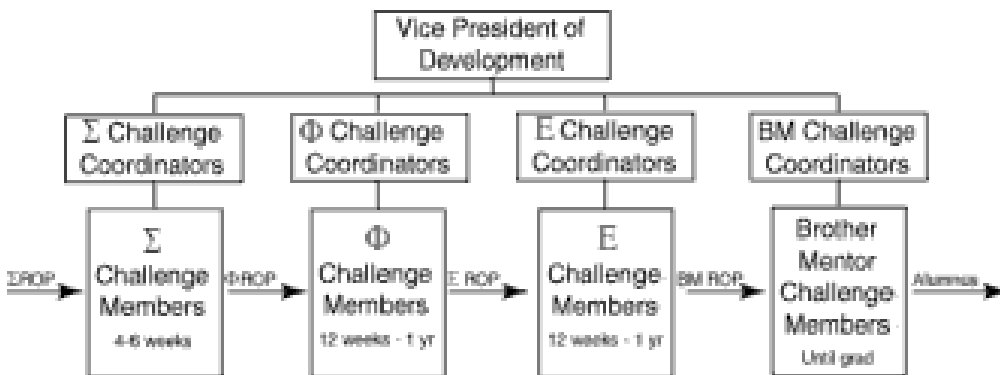
1. Have the VP of Recruitment maintain an on-going list of candidates.
2. Make sure members understand that recruitment can be done on an individual basis.
3. Invite recruits to chapter intramural games, community service events, etc.
4. Be creative and devise a plan that is tailored to a specific chapter and campus.

Q: When can a member vote?

A: He can vote immediately following his participation in the Sigma Rite of Passage.

Q: How is a Balanced Man Program Chapter structured?

A: Balanced Man Program Chapter Organization



Membership Issues?

Q: What happens when a member is not meeting chapter expectations?

A: At this point membership “lapsing” occurs. A *lapse* in a man's membership is defined as permanent removal from the chapter's rolls due to non-performance. It is really a decision by the member not to complete the chapter's goals.

If a member does not complete a challenge in the required time due to negligence and non-performance, any member may submit a complaint to the Standards Board with the recommendation up to and including expulsion.

Q: How do we remove a member from the chapter?

A: There are three major reasons why men would be removed from the chapter:

1. *Non-payment of money owed:* This is an automatic occurrence. When the bill is thirty days past due, the man is suspended and forfeits all rights. When the bill is sixty days past due, the man is expelled.
2. *Non-performance:* If a member chooses not to meet his goals and the chapter's expectations of any Challenge, in the given amount of time, his membership will lapse upon Standards Board review.

3. *Behavior*: A chapter may wish to expel a man for other reasons. This must be done in accordance with the trial procedures outlined in the Grand Chapter Bylaws. The following violations of membership obligations subject a member to trial and punishment:
- a. Offenses against statutory law, crimes, felonies, and misdemeanors.
 - b. Offenses against common law not made crimes by any statute.
 - c. Offenses against moral law, not punishable as crimes
 - d. Offenses against the Charter or *Bylaws and Administrative Policies and Procedures* of the Fraternity.
 - e. Offenses against the bylaws of any chapter.
 - f. Offenses that involve violation of obligation.
 - g. Misrepresentation of eligibility of himself or another member to enter the next Challenge.
 - h. Causing to be written or printed, or revealing in any manner whatsoever, any of the secret work of the Fraternity.

Q: How is a member expelled from the chapter?

A: The process for expulsion is covered in the trial procedures in the Grand Chapter Bylaws and is accessible through Headquarters or on the website at www.sigep.org.

Q: Can someone join as a junior or senior and still reach the Brother Mentor Challenge?

A: Yes. If a man is a junior or older, and can demonstrate that he has met all of the requirements of the Challenge, the minimum time may be waived for the Phi or Epsilon Challenges. The minimum expectations for the Sigma Challenge may not be waived. At least four to six weeks should be dedicated for a man to become acquainted with all the men of the chapter.

Q: Why can older men move through the challenges more quickly?

A: Sigma Phi Epsilon and the Balanced Man Program are committed to the personal development of every member. After two years on a college campus, a man will already have undergone a certain amount of development outside of the chapter. In this case, it is possible that the imposed minimum time will be a detriment to a man's undergraduate experience, rather than an enhancement. This delay would be inefficient and counterproductive to the man's development.

The minimum times may be waived for those members who:

- Have less than two school years remaining before graduation.
- Are approved unanimously by the Standards Board.

Q: How can men be held accountable for their expectations?

A: If the Challenge Coordinator decides that a man should not progress to the next challenge, he makes a written list of the expectations to be fulfilled. If any member of the group feels that the decision was not in the best interest of the man or the chapter, he can file a written appeal to the chapter's Standards Board.

How do you use Volunteers?

Q: Who, beyond chapter members, can get involved with the Balanced Man Program? How can undergraduates get them involved?

A: Many different people can be involved with a chapter, for example:

- **Faculty:** Consult the Greek advisor regularly; sponsor a faculty reception/dinner; sponsor a teaching award; invite faculty members to participate in the chapter's service project and/or experiential learning event.
- **Alumni:** Encourage monthly Alumni Board meetings. Be sure members attend; Distribute the chapter calendar to alumni and volunteers.
- **Sororities & Fraternities:** Invite them to participate in chapter programs or dinners; do joint service projects; have functions together; have the executive officers go to dinner.
- **Community Mentors:** Hold a mentor appreciation reception/dinner once a semester; send them the chapter calendar.
- **Service Organizations:** Form partnerships for chapter service projects; use as a resource to get individual members involved. Learn more about service organizations by contacting [Project America](#).
- **The Press:** Appoint a community relations chairman; inform the media of upcoming events; publicize events through the campus newspaper and/or radio station.
- **University Alumni:** Recruit them as community mentors; let chapter members know that they can get these people involved by contacting them on a one-to-one basis.

Q: What is a Volunteer Challenge Coordinator? What does he/she do?

A: This is a person recruited from the community to advise, support, and work with an undergraduate Challenge Coordinator. Each chapter should have four volunteer Challenge Coordinators.

Q: What is a Steward? What does he/she do?

A: He/she is a volunteer who assists in implementing and supporting the Balanced Man Program in a chapter. He/she acts as a mentor to the Challenge Coordinators and the VP of Member Development.

Q: What time commitment is involved for a volunteer?

A: Time commitments vary between individuals based on availability. It is encouraged that volunteers meet with the Development Committee on a regular basis.

Q: What role do Alumni play in the Ritual?

A: The Alumni serve to ensure that the Ritual is performed consistently and is performed well. Alumni attendance at Ritual meetings is beneficial because it shows that they continue to believe in its teachings and find it important.

Q: How can undergraduates best work with Alumni and community volunteers?

A: Volunteer support and participation are critical to the long-term success of any chapter. To help foster a successful relationship, the chapter should:

- Encourage monthly Alumni Board meetings.
- Be sure that many members attend these meetings.
- Always be honest and direct with the Alumni Board; they cannot help you if they do not know the truth.
- Never be afraid to ask; people cannot help you reach your goals if they do not know what they are.
- Distribute the chapter calendar to volunteers.
- Invite volunteers to chapter events and give them plenty of notice (2-3 weeks).
- BE CONSISTENT . . . do not cancel meetings without calling volunteers.

What about the Ritual?

Q: Why has the most important part of Sigma Phi Epsilon been modified?

A: It is a common misperception that the Ritual has not changed since the original 1907 ritual.

In fact, the ceremonies have undergone an evolution that has included many substantial changes over the years. The recent changes in the text of the Ritual are not radical. It remains the same in content and meaning. The improvement is that members will experience the Ritual four times as a participant instead of once. By participating more often, the Ritual will have increased personal significance and will become a regular part of the chapter's programming. The Balanced Man Program saves the ritual for you rather than holding it from you.

Q: How often should Ritual meetings be held?

A: A Ritual meeting must take place once a month. These meetings should be separate from chapter meetings. Each meeting should be opened and closed with the proper ceremonies. These ceremonies may be found in *The Ritual and Guide of Sigma Phi Epsilon Fraternity*.

Q: How long should the Ritual meetings last?

A: The time of Ritual meetings will vary greatly depending upon the number of men that will be participating in Rites of Passage. In most cases, there will be one to two hours of Ritual per month, instead of one ten hour session each semester.

Q: Who can be contacted regarding questions about the Ritual?

A: There are many people to whom you may direct your questions:

- Balanced Man Program Stewards
- Chapter Counselors
- Regional Directors
- Headquarters Staff Members
- Ritual Task Force

Operating Instructions for the Sigma, Phi, Epsilon, and Brother Mentor Challenges

Once one enters a challenge:

- ❑ **Contact the Challenge Coordinator.** His job is to track your progress through each challenge. He serves on the Development Committee under the supervision of the Vice President of Development
- ❑ **Find out from the Challenge Coordinator when Challenge meetings are held.** Also, inform the Challenge Coordinator of who your new Mentor is (you may keep your mentor from your last Challenge if you so desire).
- ❑ **Plan which expectations you will do with the other Challenge members.** Each coordinator should plan to complete an expectation at each challenge meeting. This is a great opportunity to complete your expectations with your chapter brothers. If you can't attend a Challenge Meeting, you can still complete the expectation but will have to plan it individually.
Example- The Epsilon Challenge Coordinator might schedule the Epsilon Challenge to visit a City Council meeting to fulfill part of Expectation #10 in the Epsilon Challenge. If you can't make that meeting you are responsible to going to a City Council meeting yourself or choosing a different way to fulfill Expectation #10.
- ❑ **Plan when you will accomplish the other Expectations in the Challenge.**
Example- A member of the Sigma Challenge might plan to visit his Academic Advisor and review the Chapter and National History during the next week.
- ❑ **Inform Challenge Coordinator of your progress.** After you complete any of the Expectations in your current Challenge you should contact The Challenge Coordinator and tell him of your progress. It is both the Challenge Member's and the Challenge Coordinator's responsibility to track the member's progression through the Challenges.
- ❑ **Schedule Rite of Passage.** Once one completes all of the Expectations, inform the Challenge Coordinator of completion and he will work with the Vice President of Development and the Chaplain to schedule the next Rite of Passage.
- ❑ **Begin on next Challenge.** You may immediately begin on the Expectations for the next challenge. One doesn't have to go through the Rite of Passage First!

SIGMA CHALLENGE

Objective To Adjust and Assimilate into the Chapter and Campus Community

Duration 4—6 weeks. The Sigma Challenge meets weekly.

Expectations

- 1) ***Develop three written personal goals.***
- 2) ***Recruit a Phi Challenge Mentor.***
- 3) ***Understand Chapter Structure*** (Complete all of the following or create your own).
 - Read and understand your chapter's bylaws.
 - Have the Chapter Counselor explain his role and responsibilities.
 - Understand crisis management procedures.
- 4) ***Complete the milestones section of this Challenge with your Mentor.***
- 5) ***Time Management*** (Choose one of the following or create your own)
 - Invite a local Franklin Covey representative to do a session with the chapter.
 - Invite the university president to speak about he or she manages a day.
 - Invite study skills professionals to present effective time management techniques.
 - Visit your academic advisor.
- 6) ***Team Building***
 - Complete the membership matrix found on the SigEp website.
 - Participate in a ropes course with the entire chapter.
 - Participate in a community service project as a chapter.
- 7) ***Physical Fitness*** (Complete all of the following)
 - Have the health center discuss personal hygiene health tips.
 - Visit a certified trainer or an on-campus health professional to create a personalized program.
 - Track your progress on the SigEp Fitness Profile.
 - Learn about campus health facilities from a recreation services professional.
 - Participate in intramurals.
 - Provide information to members on upcoming community races (triathlons, road races, cycling, etc.)
- 8) ***Chapter and National History*** (Complete all of the following or create your own)
 - Understand the history of your local chapter.
 - Review and understand the symbols of Sigma Phi Epsilon.
 - Learn the SigEp Anthem and the SigEp Sweetheart Song.
 - Visit the SigEp website (www.sigep.org).
 - Understand the structure of the national Fraternity.
- 9) ***Complete the Covenant.***
- 10) ***Community Service*** (Complete one of the following or create your own)
 - Establish a working relationship with organizations like Habitat for Humanity, Big Brothers Big Sisters and Adopt-a-School.
 - Meet with the campus community service outreach center to coordinate a chapter service effort.
- 11) ***Risk Management*** (Complete one of the following or create your own)
 - Review safety procedures with a campus police officer
 - Participants in a first aid training course.
 - Understand crisis management procedures.

PHI CHALLENGE

Objective To Understand the Benefits of Fraternalism

Duration 12 weeks—1 year. The Phi Challenge meets once every two weeks.

Expectations

1) ***Develop three written personal goals.***

2) ***Training for Intervention Procedures (TIPS) Certification*** – Contact the “Tips for the University” Department for more information (1-800-GET-TIPS).

3) ***Respect for others and Gentlemanly Behavior*** (Complete two of the following or create your own)

- Invite the intramural office to speak to the chapter about proper behavior during sporting events.
- Invite the athletic director to speak about how the university coaches athletes to exhibit good sportsmanship.
- Attend a religious service of different faith than your own.
- Invite a campus cultural club to speak to the chapter.
- Attend a campus cultural club’s meeting or event.
- Invite a rabbi to speak to the chapter about Jewish culture.
- Hold a seminar on gay/lesbian/bisexual issues.
- Create a mock ethical situation for brothers to debate ethics and values.
- Hold a “What Women Like” discussion with a sorority.
- View “Gender War, Gender Peace” with a sorority followed by discussion.
- Conduct a Myers-Briggs personality trait test.

4) ***Develop proper social skills*** (Complete three of the following or create your own)

- Hold a dress for success seminar.
- Have someone from the psychology department or admissions office hold a discussion on initiating a conversation.
- Hold a discussion on good listening skills and posture in a social setting.
- As Phi Challenge members, plan and hold a non-alcoholic theme party.
- Participate in the planning of an experiential learning event for the chapter.
- Learn how to host a campus dignitary.
- Learn proper dining etiquette.
- Create and send a formal invitation for a chapter function.
- Learn proper dating and relationship etiquette.
- Hold a theme social dance function with a sorority and have an instructor give lessons prior to the event.

5) ***Personal Health*** (Choose four of the following or create your own)

- Host a psychology professor.
- Obtain a physical examine.
- Track the food you eat, caloric intake, and fat consumption for a week and discuss the results with a physician.
- Compare your current diet with your Sigma Challenge diet. Are you improving?
- Host a nutritionist to speak on balanced eating.
- Participate in a yoga class.
- Focus on sleeping habits.
- Become educated on substance abuse.
- Become educated on testicular cancer.
- Become educated on sexually transmitted diseases.

6) ***Participate in SigEp’s recruitment skills modules.*** (Contact your RD for information)

- 7) ***Recruit an Epsilon Challenge Mentor***
- 8) ***Complete the Milestones section of this Challenge with your Mentor.***
- 9) ***Chapter Operations*** (Choose four of the following or create your own)
 - Read and understand your chapter's bylaws.
 - Host the Alumni Board President.
 - Understand crisis management procedures.
 - Serve on a chapter committee.
 - Attend an alumni board meeting
 - Explore the Sigma Phi Epsilon Educational Foundation opportunities and resources.
 - Watch, listen, or read the inaugural address of Grand President Tragos.
- 10) ***Campus Structure and Operations*** (Complete all of the following)
 - Attend an IFC, Pan Hellenic, or NPHC meeting.
 - Meet with the Greek advisor either alone or with a group of Phi Challenge Members.
 - Become actively involved in at least one other campus organization.
- 11) ***Participate in a Community Service Project.*** (Contact Project America for help)
- 12) ***Career Skills***
 - Write or update your resume.
 - Attend a public speaking seminar.
 - Make a presentation to the chapter.
 - Visit the career center on campus.

EPSILON CHALLENGE

Objective To Explore the Issues a Servant Leader Faces

Duration 12 weeks—1 year. The Epsilon Challenge meets once every two weeks.

Expectations

- 1) ***Develop three written personal goals.***
- 2) ***Arts appreciation and awareness*** (Choose one of the following or create your own)
 - Take a dance, music or drama class.
 - Hold a theme social dance function with a sorority and have an instructor give lessons prior to the event.
 - Go to dinner with a professor of classics.
 - Attend an art event such as a play, musical performance, or dance performance.
 - Create a date function that incorporates the performing arts.
 - Visit a local art museum.
- 3) ***Recruit a Community Mentor for the Brother Mentor Challenge.***
- 4) ***Host a Mentor development program for all members of the chapter*** (see website at www.sigep.org for more information)
- 5) ***Complete the Milestones section of this Challenge with your Mentor.***
- 6) ***Design and implement an individual service project with a minimum of thirty hours***
- 7) ***Mental health and crisis management*** (Choose one of the following or create your own)
 - Host a presentation from a local mental health professional on signs and ways to cope with depression.
 - Identify ways to help brothers and friends prevent depression and other disorders.
 - Host a seminar on addictive tendencies.
 - Have the psychology department give a presentation on coping skills.
- 8) ***Women's issues*** (Choose one of the following or create your own)
 - Become educated on breast cancer.
 - Become educated on women's eating disorders.
- 9) ***Ritual understanding*** (Choose one of the following or create your own)
 - Discuss living the values of the Ritual with other members of the Epsilon Challenge.
 - Conduct a question and answer session about ritual with the members of the Phi Challenge.
- 10) ***Community Awareness-Current events and politics*** (Choose two of the following)
 - Attend a city council meeting.
 - Invite a political candidate to the chapter.
 - Register to vote.
 - Volunteer with a local retirement community.
 - Invite a professor to speak with the chapter.
 - Challenge members about Greek Philosophy and politics.
- 11) ***Career Planning*** (Complete one of the following or create your own)
 - Update your resume.
 - Explore internships in your field of study.
- 12) ***Leadership experience*** (Choose one of the following)
 - Serve as a member of a chapter committee.
 - Hold an Executive Board position.
 - Attend a Carlson Leadership Academy or a Grand Chapter Conclave at least once as an undergraduate.
- 13) ***Serve as a leader in another campus organization.***

BROTHER MENTOR CHALLENGE

Objective To Develop and Utilize the Skills of a Servant Leader

Duration Until graduation provided the member continues to meet the requirements of membership. The Brother Mentor Challenge meets once every two weeks.

Expectations

- 1) ***Develop three written personal goals.***
- 2) ***Complete the Milestones section of this Challenge with your Mentor.***
- 3) ***Life planning*** (Choose four of the following or write your own)
 - Conduct a dress for objectives seminar with a local clothier.
 - Hold a business etiquette seminar.
 - Conduct mock interviews with the campus career center or graduate admission interviews with an academic advisor.
 - Explore graduate school requirements.
 - Visit the career planning office.
 - Join a service and professional organization or professional association.
 - Have a local jeweler speak about selecting a diamond engagement ring.
 - Update your resume.
 - Invite an alumnus to discuss drinking in a business environment.
- 4) ***Perform the Hoop of Steel ceremony once a semester for graduating seniors.***
- 5) ***Personal health*** (Choose one of the following or create your own)
 - Obtain a physical exam to measure your vital health statistics (heart rate, cholesterol, blood pressure, body fat, etc.)
 - Have an insurance company discuss how to choose a health plan after graduation.
 - Host a professional to speak on life/work balance.
- 6) ***Community outreach*** (Choose one of the following or create your own)
 - Host a campus-wide event and invite religious organizations for an open house.
 - Hold a monthly round table with a campus professor and BM Challenge Members.
 - Hold a monthly current affairs discussion with members of the Brother Mentor Challenge.
 - Participate in volunteer organizations.
- 7) ***Participate in a community service event*** (at least the chapter's service project)
- 8) ***Leadership and Mentoring*** (Complete the following)
 - Serve in some capacity as a chapter leader.
 - Continue your intramural participation.
 - Participate as a leader in another campus organization.
 - Mentor a younger member of the chapter.
- 9) ***Alumni and volunteer outreach*** (Choose two of the following or create your own)
 - Meet with your community Mentor regularly (at least monthly).
 - Host a dinner or reception to recognize community Mentors.
 - Have the university Alumni Association President discuss the university's process for hosting a major alumni function.
 - Host your District Governor at a chapter event to discuss post-graduation volunteer opportunities.
 - Optional: Declare your intent to become a fellow.
 - Join Alumni Board.

FELLOW CHALLENGE

***A member must complete an application process to be admitted to this challenge.*

The Sigma Phi Epsilon Fellow should exemplify the essence of what the Fraternity embodies: virtue, diligence, and brotherly love. This brother must show excellence in academics, leadership, and above all, service to his fellow man. The Sigma Phi Epsilon Fellow models the ideal of the Balanced Man.

Expectations

To become a Fellow Candidate, a member must:

- Have at least a 3.0 grade point average on a 4.0 scale.
- Have served as a leader in at least one campus organization.
- Submit a completed application, including the service project description and recommendations.

To become a Sigma Phi Epsilon Fellow, a Fellow Candidate must:

- Have gone through the Brother Mentor Rite of Passage.
- Have completed his proposed 500 hour or 60 day service project and addressed the five critical areas of community service.
Note: the Fellow Candidate in the preparation and implementation of the project must perform a minimum of 100 hours. Others may complete the remaining hours with the Fellow Candidate's guidance.
- Submit a final summary report to the Balanced Man Program Advisory Committee.

Steps to Becoming Fellow

1. Request an application from your Vice President of Development or contact Sigma Phi Epsilon Headquarters at (804) 353-1901.
2. Submit your application to the Balanced Man Development Committee at P.O. Box 1901, Richmond, Virginia 23218-1901.
3. Within three weeks, your application will be accepted or returned for modification. Acceptance by the Committee will make you a Candidate.
4. Complete your project.
5. Submit a final written report to the Balanced Man Development Committee.
6. Once the project has been completed, the Committee will confer the honor of Sigma Phi Epsilon Fellow at the Grand Chapter Conclave.

Balance Man Program Steward

The Balanced Man Program Steward serves largely as the membership education advisor, overseeing the implementation and proficiency of the Balanced Man Program. BMP Stewards are trained by Headquarters' staff and volunteers at annual meetings to work regularly and consistently with the local undergraduates and alumni. Stewards are responsible for developing a creative and pertinent written program that addresses the local needs of the chapter members from freshmen to senior year, as an imperative starting point for the future of the BMP. The heart of this role is developing balanced men with a dedication to sound mind and sound body.

RESPONSIBILITIES

- Discuss the Balanced Man Concept and its philosophical roots intelligently
- Understand the belief system and formations of the Balanced Man Program
- Articulate the chapter intangibles that relate as a function of the Balanced Man Program
- Know how the Balanced Man Program is properly implemented
- Facilitate the BMP as a way to impact the continuously changing needs of the undergraduate

ROLE

- Review challenge programs regularly with the vice president of member development and challenge coordinators
- Ensure that the Balanced Man Program is properly implemented
- Ensure BMP trackers are utilized, updated, and posted following Lexicon format
- Ensure that new members are fully participatory, with all rights and responsibilities
- Ensure that the Ritual specific to the "Journey of Brotherhood" is used by the chapter
- Ensure that all members' expectations are being enforced and standards upheld

Resources available to the BMP Steward through Headquarters and www.sigep.org:

- The Lexicon* – A volunteer's and officer's guide to the Balanced Man Program
- The Quest* – A member's guide through the Balanced Man Program
- Balanced Man Program Cliff Notes
- Balanced Man Program Resource Center at www.sigep.org.

Success Stories...

In the 1999-2000 academic year, the University of Toledo (Ohio Iota) chapter had fallen on hard times. The chapter's membership had fallen to 7 members and member development was not a focus of the chapter.

Enter Balanced Man Program Steward Richard (Rick) St. John. Brother St. John, who helped the chapter effectively implement the Balanced Man Program by meeting weekly with the Vice President of Development and his cabinet.

In 2001, the chapter is 40 men strong and takes membership development seriously. Each challenge includes written expectations for all members, which truly helps the Ohio Iota chapter build balanced leaders for the world.