



Sample Recruitment Counselor Ceremonies

Sample Ceremony 1

Setting

To be performed in a darkened room on the evening after the first training session/meeting for all recruitment counselors.

- Table at the front of the room.
- Two candles.
- Recruitment counselor pins in a small dish between the candles.
- Copies of the Panhellenic Creed (optional).
- Recruitment counselor signature book.
- Vice president of recruitment stands behind the table in the center.
- Director of recruitment counselors stands to the right of the vice president of recruitment.
- Recruitment counselors stand in a semi-circle in alphabetical order on the opposite side of the table.
- College Panhellenic president is located outside the room and invites the recruitment counselors into the room one by one when the ceremony is ready to begin.

Note: This ceremony asks that the director of recruitment counselors shares a list of qualities recruitment counselors are trusted to possess. These qualities need to be gathered before the ceremony begins.

Ceremony

College Panhellenic President: On behalf of the College Panhellenic community, we would like to formally invite [name of each recruitment counselor] to join us in the pledge of recruitment counselor sisterhood. Do you accept the invitation?

Recruitment Counselor Response: Yes, I accept.

College Panhellenic president lets the recruitment counselor into the room. Once everyone enters the room, the ceremony continues:



Vice President of Recruitment: We have invited you to explore with us the realm of sympathetic understanding and the bonds of friendship that can be forged during recruitment. This evening, we ask you to share a recruitment counselor tradition, symbolically giving a gift of yourself to the group and taking a new quality or understanding with you. As a candle is passed to you, please tell us what quality you would like to gain from your experience as a recruitment counselor and in turn what you would like to give to potential new members as a recruitment counselor.

She passes the candle to her right, so that the first person to receive it is the director of recruitment counselors. The director of recruitment counselors says what she is expecting to gain from recruitment and what she wants to give to all of the women going through recruitment. After the candle has gone all the way around the ceremony continues:

Vice President of Recruitment: Your guidance will set the tone for the new friendships and relationships potential new members will form at [college/university]. We want you to realize what a solemn commitment this is, and therefore we ask you to take an oath of allegiance to the recruitment counselor standards of excellence. Would you please raise your right hand and repeat after me:

All repeat after the vice president of recruitment:

- I solemnly promise **(pause for repeat)**.
- To serve my recruitment group faithfully, **(pause for repeat)**.
- To respect the confidentiality of my potential new members, **(pause for repeat)**.
- Not to contact my chapter during recruitment, **(pause for repeat)**.
- And to fulfill to the best of my ability **(pause for repeat)**.
- The duties of the recruitment counselor **(pause for repeat)**.

Vice President of Recruitment: As I call your name, please step forward to receive the insignia of full membership of the recruitment counselor team.

Calls each recruitment counselor's name in alphabetical order. The director of recruitment counselors pins the recruitment counselor pin on each recruitment counselor.

Vice President of Recruitment: In recognition of the service that the recruitment counselor performs for Panhellenic, we will now recite the Panhellenic Creed. This creed is the motto that we, as representatives of all Panhellenic sororities follow.

Provide copies of the Panhellenic Creed to everyone or have the recruitment counselors repeat after the vice president of recruitment.

“We, as Undergraduate Members of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony



with its best possibilities, is the ideal that shall guide our fraternity activities.

We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live.”

Director of Recruitment Counselors: Becoming a recruitment counselor encompasses many important qualities that you are trusted to possess. The obligations of your recruitment counselor oath serve as a reminder of these very qualities — which will be revealed to you now.

Shares listed qualities of recruitment counselors in whatever method preferred.

Director of Recruitment Counselors: Take heed the importance of maintaining these qualities at all times, for the strength and future of our College Panhellenic community lies in your steadfast commitment to honoring these attributes to the best of your abilities.

Vice President of Recruitment: It is truly an honor to serve the College Panhellenic, your chapters and the potential new members as a recruitment counselor. You are making a sacrifice to help new women enter our sisterhoods, and it should be applauded. A stronger Panhellenic will be the reward for your hard work. Our chapters are indebted to you for the new strength you will help add to our sisterhoods by befriending potential new members and by guiding them successfully through the recruitment process. With you, new recruitment counselors, go the hopes and dreams of an entire sorority community. We are counting on you to be a friend, guide and confidant to a group of young women who are beginning to explore the possibilities of sorority membership. Your guidance will set the tone for the new friendships they will form at [college/university].

We are proud to call you sisters. Secrecy is asked of you, since it binds us closer in the cooperation and true friendship we aspire to. We hope that the knowledge and support we share will provide the strength you will need for the days ahead. We won't forget the vows we have made this evening or the vows we will make in the days ahead. We will now pledge our promise as we sign the recruitment counselor signature book.

College Panhellenic president, then vice president recruitment, then director of recruitment counselors sign and date first, followed by the recruitment counselors in alphabetical order. When finished, the vice president of recruitment extinguishes the candles, and the group retires for the evening.



Sample Ceremony 2

Setting

To be performed in an intimate setting/room on the last evening of recruitment counselor training

- Table at the front of the room.
- Two candles.
- [Recruitment counselor pins](#) in a small dish between the candles.
- Panhellenic apparel below the table.
- Director of recruitment counselors stands behind the table in the center.
- Panhellenic president and vice president of recruitment stand on either side of the director of recruitment counselors.
- Recruitment counselors stand in a semicircle on the opposite side of the table.

Note: This ceremony asks that recruitment counselors turn over a set of their organization's letters and in return receive Panhellenic apparel. Please make sure to instruct your recruitment counselors to bring a set of their organization's letters when implementing this ceremony.

Ceremony

College Panhellenic President: Good evening. Tonight you are here to take your final step in becoming a recruitment counselor. You have gone through the interview process, training and now the ceremony that marks the start of recruitment activities as you guide potential new members through the process of finding a “home” within [college/university's] Panhellenic community.

Director of Recruitment Counselors: We have spent time together learning about recruitment, our Panhellenic community and our fellow recruitment counselors. We have invited you to explore with us the realm of sympathetic understanding and the bonds of friendship that can be forged over the course of recruitment. With you, recruitment counselors, go the hopes and dreams of an entire Panhellenic community. We are counting on each of you to be a friend, guide and confidant to a group of young women who are beginning to explore the possibilities of sorority membership. Your guidance will set the tone for the new friendships and relationships that potential new members will develop as they travel their journey of sisterhood. It is our hope that you recognize what a solemn commitment this is, and therefore we ask you to take the recruitment counselors' oath.

Please raise your right hand and repeat after me:

I do solemnly promise **(pause for repeat)**.

To uphold the high ideals of the National Panhellenic Conference and [campus name] College Panhellenic **(pause for repeat)**.

During my tenure as a recruitment counselor **(pause for repeat)**.



I acknowledge that as a recruitment counselor, **(pause for repeat)**.
I serve as a representative of the Panhellenic community **(pause for repeat)**.
And that my interfraternal conduct and actions **(pause for repeat)**.
Reflect on the community as a whole **(pause for repeat)**.
I promise to uphold the rules and guidelines **(pause for repeat)**.
Of the recruitment counselor program and the Panhellenic community **(pause for repeat)**.
I promise to maintain a Panhellenic perspective at all times **(pause for repeat)**.
I promise to serve my recruitment group faithfully **(pause for repeat)**.
I promise to respect the confidentiality of all potential new members **(pause for repeat)**.
I promise not to contact my chapter **(pause for repeat)**.
Or have any inappropriate contact with members of my chapter **(pause for repeat)**.
During the designated period and recruitment **(pause for repeat)**.
I promise to promote positive relations with the other recruitment counselors, **(pause for repeat)**.
The Panhellenic recruitment staff and the Panhellenic advisor, **(pause for repeat)**.
And I will work collaboratively with everyone **(pause for repeat)**.
I promise to avoid conflicts of interest **(pause for repeat)**.
That would influence me to act with favoritism **(pause for repeat)**.
Toward my own chapter or any other member chapter **(pause for repeat)**.

Vice President of Recruitment: We are proud to call you recruitment counselors. The greatest gift we can give the potential new member is our understanding and love. We hope that the knowledge and support we've shared will provide the strength you will need to fulfill your duties during recruitment. We hope that you will not forget the promises made throughout your training. It is an honor to be selected as a recruitment counselor and the promises are not to be taken lightly.

College Panhellenic President: We have asked you to bring a pair of your organization's letters with you this evening. At this time, please come forward when your name is called and turn in those letters. In exchange, you will receive your Panhellenic apparel, which we know you will wear with pride. This exchange is symbolic of the role you will play in recruitment for the next couple of weeks.

Call each recruitment counselor by name to come up and exchange the apparel. The names can be read quickly so that there is a smooth flow. The vice president of recruitment should receive the recruitment counselor's letters when presented to her by the recruitment counselor and the director of recruitment counselors will hand the recruitment counselor her Panhellenic apparel.

Director of Recruitment Counselors: To further bind us as a team, we would like to present you with your recruitment counselor pin. May this pin be a constant reminder of your role in the recruitment process and the honor it is to serve the Panhellenic community.

College Panhellenic President: In recognition of the service that recruitment counselors perform for



our College Panhellenic, I will now recite the Panhellenic Creed. This creed is the motto that we, as representatives of the National Panhellenic Conference follow and I ask that you listen carefully to the words.

“We, as Undergraduate Members of women’s fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities.

We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live.”

Congratulations and good night.