

FarmHouse International Fraternity

Membership & History Handbook



Revised Fall 2005

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Dedication

FARMHOUSE FRATERNITY was founded in 1905 by seven young men dedicated to their chosen vocations, to their university, to their country and to their God. It is to these men that all FARMHOUSE men owe their heritage. It is to these men that this Handbook is dedicated.

In the true spirit of FARMHOUSE FRATERNITY, its Founders would want this honor not for themselves alone but for all members of the Fraternity. Therefore, this Handbook is also dedicated to all men who have worn, and who will wear, the badge of FARMHOUSE FRATERNITY.

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I. INTRODUCTION

FarmHouse Mission Statement

The Object

The object of our Fraternity is to promote good fellowship, to encourage studiousness, and to inspire its members in seeking the best in their chosen lines of study as well as in life. Progress shall mark our every step; the spirit of congeniality shall reign at all times; and every member shall be honest with himself as with his brothers. Men elected to our membership are considered to be of good moral character, to be high in scholarship, to have the capacity for meeting and making friends, and to give promise of service to their fellow men and to the world. To be and become such may at times require a sacrifice of time, pleasure and comforts.

What Is FarmHouse?

FarmHouse is a fraternity...dedicated to the building of men. It's a college home in which a man can be creative...share responsibilities...make lasting friendships...express his inner self in an atmosphere of trust and understanding...learn lessons in living in a community of which he is an integral part, be accepted as a participant, learn the essence of brotherhood...the caring of one man - and of a community of men for the individual, the brother, for the community, and for the mutual welfare.

FarmHouse is found on college campuses throughout the United States and into Canada... mostly at Land-Grant colleges and universities. It ranges from coast to coast - North Carolina in the East, Washington and Idaho in the West, Mississippi and Texas in the South, Minnesota and Alberta in the North. Growth has been slow and careful. FarmHouse is dedicated more to the propagation of quality than of numbers.

This home, this brotherhood of students, is the center of campus activities for hundreds of men in agriculture and related sciences...for men who are reared on the farm and those who have an interest in rural life. This FarmHouse home, this gathering place of alumni - of this chapter and other chapters - is the tie between the past, the present, and the future, of men who have an abiding interest in FarmHouse ideals and in the welfare of men of like mind and heart.

FarmHouse is dedicated to promoting the moral and intellectual welfare of its members... to creating an atmosphere of learning which all will inspire men in their scholarly endeavors... to continuing growth through new avenues of learning when school days are past.

FarmHouse encourages social growth...an awareness and practice of the conduct of a gentleman that will become so much a part of the man that he is no longer conscious of effort in achieving social amenities.

FarmHouse stresses faith in God...urges each man to worship in the tradition of his own Church and in accordance with his own beliefs...with tolerance for his brothers...FarmHouse stresses loyalty among its members to their country, their community, their university, their fraternity, their families, and each other.

FarmHouse strives for excellence in scholarship, knowing that scholarship is the key that will open many doors later in life...doors of the mind, doors to fuller appreciation of life, to answers to ethical and practical questions, to success in industry, business, and agriculture. And so FarmHouse strives for scholarship.

*But it strives in larger measure for the well-rounded personality...*the development of all facets of a human being important to the kind of person he will become. FarmHouse sows the seed today, which will, with time and nurture, produce the leaders of tomorrow's world...the farmers, the research workers, the teachers, the statesmen, the business executives, the professional men of the future...whose task it will be to solve the problems of increasing food production...feeding the exploding world population...promote peace among nations...learn and teach the essentials for humane existence in a world of technology and science.

FarmHouse Fraternity is what it is by reason of the faithful, loyal and enthusiastic efforts of its members.

Whatever greatness it may boast, whatever influence it wields, whatever reputation it may have...all of these and each of these is to be credited to the members of the fraternity.

The goal of a member should be not only to uphold the ideals and reputation he has inherited, but also rather to improve and expand them, for to stand still, to maintain status quo, is to take a step backwards. FarmHouse charges each member to search to his very depths to know, "If every member were just like me, what kind of fraternity would FarmHouse be?"

The History of FarmHouse Fraternity

The Founding of FarmHouse

FarmHouse Fraternity is what it is by reason of the faithful, loyal, and enthusiastic efforts of members of the fraternity. Whatever greatness it may boast, whatever influence it wields, whatever reputation it may have, all of these and each of these are to be credited to the members of the organization.

In order to understand the development and history of FarmHouse Fraternity, we must keep clearly in mind what kind of social order existed on the University of Missouri campus during the time of its birth and infancy. FarmHouse like most campus social organizations, had a humble beginning. There were few students to draw on for members. Its purpose or objective was not clearly defined or understood, and therefore, it attracted little attention. It was not the result of a crisis among agricultural students, but was rather the result of a need for recognition of a small and subordinate, specialized group in the area of higher education.

The Missouri College of Agriculture was established in 1870, as part of the Land Grant System. It was a small division of the University with less than 100 students, and was not held in the same esteem as Law and Medicine - the "learned professions." It was not until the fall of 1904 that 35 freshmen were enrolled - by far the largest class to this time. Nearly all were boys raised on the farm. This was, to a degree, the beginning of a new era in the College - not only because of the larger enrollment, but also because of an enlarged curriculum, and the adoption of higher standards for admission - on a par with other divisions of the University.

A rather close fellowship developed in this group of 35. Most of them attended the same classes. Everyone knew everyone else. There developed a departmental consciousness among the agricultural students that has persisted to the present day.

As an outgrowth of this fellowship in the College, and the friendships that were formed, three men - D. Howard Doane, Henry P. Rusk and Earl W. Rusk - conceived the idea of forming an Agricultural Club, in order to perpetuate this congenial association (apparently this was discussed at

Sunday afternoon Y.M.C.A. Bible meetings.) Other members of the class who seemed desirable were invited to join this group. It was proposed to rent a house and live together. This was in the spring of 1905. From the diary of D. Howard Doane comes the following record:

At the close of my freshman year, (May 1905) there was organized a club of farmers, principally from the freshman class, to run a clubhouse to be known as The Farm House. I thought out and worked up the plan and then took it to the Rusk brothers, Earl and Henry, and we asked to join us Claud Hutchison (Si), Robert Howard (Bob), Melvin Sherwin (Melvin), Henry Krusekopf (Kruse), C.B. Smith (C.B.), Lee Hewett (a graduate), Palmer and McDaniels (Doc). Each of the above named was to get a roommate and this number, 22, would fill our house, which we rented from Judge Stewart for \$65.00 per month for twelve months.

“When school opened in September only seven of the group returned. They took the house on their hands and turned it into a regular rooming and boarding house.

Those seven fellows were the best bunch that ever got together. During the whole year they managed the house without one single disagreeable incident. Henry Rusk was president; Melvin, vice president; Bob, secretary and Vice President of Finance, and myself commissary. My duties were to attend to all the buying, hiring of all the help - we had three servants - and plan the meals and see that things ran smoothly. As pay for my work I received my room and board. My duties were numerous and I spent between \$350 and \$400 a month, every penny of which had to be accounted for bimonthly.

Many a night this dear old bunch assembled with gravest doubts assailing them and they wondered if it was all worthwhile.

The second year a “matron” was hired, in the hope that it would reduce the problem of managing the house. It was a trying and testing year and it was debated if the club should continue. But by this time the friendship of the seven members was so strongly entrenched, that the decision was to continue. "We will overcome" might appropriately have been our slogan. The first two years were difficult but enjoyed and characterized by determination, friendship, and a high standard of conduct.

In the fall of 1907 the club moved to a house at the corner of Missouri and Rollins streets, near the present site of the University Commons. Mrs. Austin, a kindly widow was matron and owner. Meals were not served, instead all members ate at the boarding house across the street. This was a significant period, for all men living in the house were agricultural students and were now considered members of the Farm House Club. The original club of seven lost its identity, and was part of the larger group. Founder, C.B. Hutchison, in his 50th anniversary address to members attending the Conclave said,

“It should be noted that no one among the little group of founders had any thought that he and his fellows were founding a fraternity nor had they any intention of doing so. Indeed, had any one seriously suggested at the time that this would or might be the ultimate outcome, the little acorn from which this mighty oak has grown would doubtless not have been planted, or if planted would not have survived the seedling stage. Such was the reputation of fraternities in general in the youthful minds of the ‘founding fathers,’ some of whom, I know not whether all, had already had invitations to join well-established Greek

letter fraternities in their university community. This was not to be a fraternity but a club and it was made so again in those earnest but youthful minds by definition...The basic point in our minds was to find a place where we could live and work together, to promote our mutual interests in stimulating companionship and fellowship. To make sure no one would think of our club as a fraternity, we gave it what we thought was a non-fraternity name. It was to exemplify agriculture and rural living despite the fact that of necessity it had to have an urban locale.”

FarmHouse had its first picture in the *Savitar* in 1907 and was listed as a club. It continued to be so classified until 1916, when it was classified as a professional fraternity. In 1924 FarmHouse was recognized as a fraternity on the University of Missouri campus and became a member of the Pan Hellenic Council. All this indicates the changing concept and attitude of the members, and of the University, to FarmHouse as a fraternity.

There were significant developments in the college of Agriculture in the period from 1904 to 1908, in which

FarmHouse had a significant part, not as an organization, but by the leadership of individual members of the group. The Missouri Chapter of Alpha Zeta was established in 1907. Seven of the ten charter members were members of FarmHouse. A FarmHouse man first suggested the Farmers Fair, established in 1906. The agriculture club and the College Farmer were established in 1904. FarmHouse was the nucleus where many of the activities in the College were first planned and discussed, and thus it exerted a strong influence on the entire college.

Nationalization

When the third organization bearing the name of FarmHouse was established, then nationalization was first discussed seriously. The Missouri House was organized in 1905. In Nebraska the organization was well underway without name when the organizers learned of the Missouri House and because of the similarity of purposes, aims and constituency the name fit and was adopted. Thus the two original Houses were, we might say, independently organized.

However, the Illinois FarmHouse was deliberately and designedly organized as such, accompanied by a lurking notion of nationalization. The real work of nationalization began in the spring of 1915. Committees on nationalization were appointed by each of the three Houses and these committees did the first work on the drafting of the constitution. Many drafts were made and much correspondence ensued before an acceptable instrument was molded. A few changes were made in the Constitution and By-Laws in the First and Third Biennial Conclaves.

FarmHouse as a national organization became a reality early in 1921 when the Constitution and By-Laws were approved by each of the active houses, and they then gave up some of their individuality and became “chapters” of the "greater" FarmHouse. FarmHouse had taken on a new meaning.

But even with the constitution and bylaws adopted there were many details of the organization to be worked out. The Ritual for Initiation was written. The badge designed by H.W. Richey, Nebraska, in 1914, and used by the Nebraska House was adopted at the First Biennial Conclave in 1917 as the official pledge pin.

The Coat of Arms and the Seal were given a vast amount of diligent study and thought before they were brought to final completion in 1920. Upon the latter depended the form for the Charter, finally

adopted at the Third Biennial Conclave and ordered engraved. The idea of a “shingle” (membership certificate) for members and the plan for it were also developed at the Third Biennial Conclave.

A bound House register was printed for each chapter, so designed that a complete and up-to-date record could be kept of each member. It was designed to last the chapter for 30 years or more. Many other forms were developed, such as order blanks for badges, forms for semester reports from the chapters to the national secretary-Vice President of Finance and record cards for keeping a record by the national secretary of all the individual members.

More than a casual reading of the constitution will disclose the fact that the official name of our organization is “FarmHouse.” At the First Conclave in 1917, a suggestion was advanced of amending the constitution to make the name “FarmHouse Fraternity.” The feeling was predominate at that time that even though the organization was a fraternity in the fullest meaning of the word it had not become sufficiently well established to counteract the odium that is sometimes attached to the name “fraternity” as known in the colleges and universities. It was considered best to await that time when by its distinction “FarmHouse” might inject a new meaning into the word “Fraternity.”

Nationalization had a stimulating effect upon the various chapters and the addition of new chapters with their excellent scholarship and activity reports caused the old chapters to look to their laurels. Also nationalization helped in gaining a greater recognition in the institutions where chapters were maintained, although the respect in which FarmHouse is held is most largely due to the creditable manner with which the chapters have conducted themselves through the years.

The War Years

FarmHouse was inactive as an organized group during the two World Wars. During 1943 and 1944 chapter houses became dormitories for service men or for girls, under the supervision of the university. Many chapters resumed activity in the fall of 1945 on a limited basis, but it was 1947 before all chapters were operating on a full scale.

Relationship with the North-American Interfraternity Conference

FarmHouse joined the NIC as a junior member in 1944. Because of its size at the time, eight chapters, it was not considered eligible for full membership. With twelve chapters and three colonies, FarmHouse became a full-fledged member on March 25, 1953.

FarmHouse dropped out of the NIC from 1971 to 1981, as did many other national/international fraternities.

Since rejoining, FarmHouse has been an active, supportive member of the NIC and its programs, and encourages its local colonies, chapters, and associations to be the same in their campus IFC's.

Exploration of a Merger

Following two years of discussion concerning a possible merger, Delta Theta Sigma Fraternity, having 150 members, and FarmHouse Fraternity, having 2,700 members, agreed at the 1948 Conclave to a period of “trial merger,” for the mutual benefit of the two fraternities.

President J. Kenneth Stern of Delta Theta Sigma and President Joseph Ackerman of FarmHouse worked together, as did other officers in attempting to reconcile the policies of both fraternities, the publications of the two organizations, *The Shield* of Delta Theta Sigma, and the *Pearls and Rubies* of

FarmHouse, were published together under the efforts of Milton E. Bliss of DTS and Preston McDaniel of FarmHouse.

During the 1950 Conclave, both fraternities in separate business meetings agreed to discontinue efforts to bring about a merger of the two groups. Because of disagreement on a name, the groups felt that best interest would be served for each to go its separate way.

J. Kenneth Stern expressed the attitude of both groups when he spoke at the final session of the Conclave, saying, "It's been a grand experience. There's a deep appreciation of the generosity, friendliness, and hospitality we have enjoyed." It was a genuine expression of mutual feeling that prevailed after two years of joint effort to find a common ground on which the two fraternities might meet as one.

FarmHouse International

On April 20, 1974, the FarmHouse Club at the University of Alberta, Edmonton, Alberta, Canada, was installed as the University of Alberta FarmHouse Chapter, thereby making FarmHouse an International Fraternity.

100th Anniversary

On April 15, 2005, FarmHouse celebrated the 100th Anniversary of our founding at the University of Missouri. To commemorate the occasion, a total of 530 participants gathered from April 14-17, 2005 at the birthplace of our Fraternity in Columbia, Missouri. Until the Centennial, the 1984 Conclave in Colorado was widely regarded as the largest gathering ever of FarmHouse brothers on an international level, with 400 in attendance. Highlights of the 100th Anniversary celebration included:

- memorable reflections from many of the living Master Builder of Men recipients (21 of the 49 living recipients attended the Celebration)
- a group initiation ceremony in which 39 men from a variety of different FarmHouse chapters were initiated into the Fraternity on the 100th Anniversary
- an inspiring keynote speech by US Congressman Kenny Hulshof (MO '77)
- an official 100th Anniversary group photo in front of the Columns on the MU campus
- a concert by Leroy Van Dyke (MO '50)
- a comedy show by professional comedians Heath Hyche (AU '93) and Scott Dunn (PU '90)
- a Promise of Service event in which more than 150 FH brothers volunteered at four different service projects
- an impressive "Thank You, FarmHouse Alumni Gala,"
- perpetual plaques recognizing all of our Master Builder recipients that will be displayed in the FarmHouse International Office
- 15 historical displays created by the staff
- a number of chapters' historical displays

The biggest news from the 100th Anniversary Celebration was the announcement of the success of Campaign 2005 - the ambitious integrated capital campaign that the FarmHouse Foundation officially launched in 2002. The goal of Campaign 2005 was \$4 million and The Foundation has surpassed that goal with \$4.3 million already raised. Another major highlight of the weekend was an unforgettable Time Capsule Ceremony that gave each chapter an opportunity to contribute momentos and items of significance into a huge Time Capsule that will be sealed until the Fraternity's 150th Anniversary in 2055. Some of the items that were included:

- Letters of congratulations from President George Bush and the Canadian Prime Minister's office
- A proclamation from Missouri Governor Matt Blunt proclaiming April 15, 2005 the "FarmHouse Builder of Men Day"
- A proclamation from the Mayor of Columbia proclaiming April 16, 2005 the "FarmHouse Promise of Service Day"
- A copy of a Bill recognizing FarmHouse that has been introduced into the US House of Representatives
- Items from nearly every FarmHouse chapter

100th Anniversary Celebration

"A Century of Building Men"

Columbia, Mo. * April 14-17, 2005



Our 4-Fold Building Process

Universities have as their primary purpose the intellectual growth of the student. They provide teachers, classrooms, lectures, laboratories, and study areas all designed with this primary objective in mind. They bring into the university communities cultural opportunities to enrich; men and women of excellence in the arts, science, political science and myriad areas; they arrange exchanges with other university communities in similar areas. These diverse opportunities provide for the students, each of whom has a different need, experiences unattainable anywhere else in such orderly form.

Intellectually

Intellectual growth is usually the prime objective of the student, too, and so we believe it becomes a primary responsibility of the Fraternity. It is the aim of FarmHouse to amplify the cultural and intellectual atmosphere and environment of the university, by providing surroundings conducive to study, by offering counseling to students that require assistance, by helping a man to plan his time, by encouraging each man to apply himself to his primary goal with diligence.

Some chapters embark upon programs of intellectual enrichment by inviting well-known philosophers, theologians, and educators to speak to the chapter, and by then engaging in dialogue with these men and others in an attempt to understand not only the visitor, but also themselves.

The Fraternity provides the arena for discussion of current topics, related to areas of common study, to politics and current events, all within the boundaries of friendship and brotherhood. It provides for this same exchange with faculty members, often invited to the House for an evening; with members of the Chapter Advisory Committee, who are concerned with the smooth operation of the chapter, with the relationships of the men with each other and with their relationships with the community and with the university.

In our chapters each pledge is assigned to a “Big Brother,” an upperclassman, whose responsibility it is to give counsel and guidance in areas where the pledge experiences difficulty. In some of our chapters the men work as teams of two evenly matched academically, competitively, to improve their study habits and to sharpen their minds.

Some of the chapters have embarked upon a program of art appreciation, renting paintings on a monthly basis from a local art gallery to adorn the walls of the chapter house.

Talented young people in the chapters are encouraged to perform individually and in small groups within the chapter as well as to share their talents in all-campus activities.

Spiritually

When a young man goes to college he is usually taking a first major step toward independence. At this time his religious convictions and his feelings toward the morals and customs he has shared with his family undergo a major step. He may build on these foundations, or he may, consciously or unconsciously, drift away from his religious convictions. FarmHouse chapters, however, encourage their members to grow in their faith and in their ties with their church.

In the words of one FarmHouse man, “The very essence of fraternity is the bond of the spirit. Conciliation and reconciliation are the sine qua non of that bond. A spirit fabric consciously and subconsciously woven of confidence, helpfulness, forgiveness, joy, respect, trust, and all the rest, represents the material of which fraternal life is made.

Religious faith, while an intimately personal thing, is to be nurtured, not diminished, by the common life of the brotherhood. It is ever an object of concern and respect; never one of ridicule or of superficial pretense.

Depth and diversity of conviction lend richness of color to the spirit fabric of the chapter’s life. And, if that depth and diversity are not consciously nurtured, both the chapter and the member will have been severely deprived.

A fraternity has profound influence upon the health of faith and spirit. That influence should be responsible influence. It should never be left to chance. Health of spirit should be attended to at least as zealously as health of mind and of body.” (Kleis, page 6)

Socially & Morally

Society demands of us that we live within the laws that it has written. It demands that we look at every act we perform in relationship to its effects on those with whom we live. As our communities grow in size and as we become even more aware of the greater community the demands become more and more frequent, and immeasurably larger.

Additionally our love for our fellow man demands discipline and concern for our every act, that we do not blindly step on others on the way to the top, that we do not sweep aside unconcernedly the basic truths with which our families endowed us as children. Respect for ourselves and each other demands that we behave with intelligence and with regard for each other, to the best of our abilities, in a controlled and considerate demeanor.

We are judged in society by our manners, by our attitudes and by our behavior. As members of a group we have come to realize that the group is often judged by the actions of the individual, as the individual is judged by the group with which he associates.

It is the aim of FarmHouse to create opportunities for its members to develop social refinement. Chapter functions often include dances, exchanges with sororities and fraternities, Parents’ Weekends, Founders’ Day celebrations, and Homecoming festivities.

A majority of the FarmHouse chapters employ a housemother who is experienced in working with young people and is generally an excellent resource person for advice in social matters. Friendly and constructive criticism is part of the plan of FarmHouse living and is designed, in part, to help each man to achieve ease and poise at social functions. It is recognized that the ability to accept constructive criticism and to profit by it comes with maturity.

Physically

To be mentally alert, productive, and a contributing member to the Fraternity and society, a man needs to be in good health. It is essential to his well-being that he eat well balanced meals, have an adequate amount of rest, receive a proper amount of exercise, and that his emotional status be healthy.

FarmHouse is opposed to hazing and harassment and any and all activities designed to degrade the individual or cause embarrassment.

There is a saying in FarmHouse, "One cannot build men by tearing down boys."

A major lesson that every university man must learn is how to plan his time so that he is able to study, to rest, and to pursue recreational interests in proper relation to his responsibilities to the university, his chosen field, and his family. Members of the Chapter Advisory Committee and upperclassmen will assist those young men who find difficulty in planning their schedules.

Most of the chapters actively participate and compete in their campus' intramural sports program. In addition, a number of the chapters have, or are acquiring, recreational and physical fitness equipment such as a small basketball court, ping-pong table, weightlifting equipment, etc.

The Central Attributes

Leadership

University activities provide many opportunities for young people to assume leadership roles. Additionally, the Fraternity provides unique opportunities for leadership within the chapter and association.

A FarmHouse chapter operates both as a family unit and as a small business. It has freedom to develop the pattern of living that members, as a group, desire to have. There are also responsibilities for operation of the house and for implementing group decision. There are bills to be paid, minor repairs to the structure and equipment, food buying and managing a budget. There are programs and projects that are decided upon in chapter meeting. All of these tasks fall to the members of the FarmHouse chapter, under the direction of the leaders.

The president is responsible for the direction of the total life of the chapter. The Vice President of Finance is responsible for the collection of all living costs, dues, fees and assessments. He is also responsible for the payment of all bills and for the bookkeeping.

The Director of House Operations is responsible for the operation of the house. He works with the association to keep the house in good repair and to maintain the grounds. He typically is involved in hiring and supervising the cook and other employees in the house. He works out the arrangement whereby the members share the daily routine work assignments so that each man shares a part of the responsibility.

Others are responsible for the social activities within the chapter; still others make arrangements for chapter participation in all-campus functions. This experience of living as a community and working as a team for the mutual benefit of the members is a priceless experience. It is unique and is not offered by dormitories, private housing, clubs or other campus groups.

Members are encouraged to be selective in their activities so that they choose projects of merit and groups of worth with which to associate. They are urged not to join everything available for the sake of accumulating great lists of involvements. Members should recognize that some projects have merit; some have none. Some are appropriate for one man. Some for another.

“Progress is made by men and fraternities who set objectives, lay out courses of action, and move in straight lines rather than circles. There is a powerful distinction between business and busyness.” (Kleis, page 6)

A man is encouraged to do no more than he can do well. The emphasis is on excellence of purpose, excellence of choice and excellence of performance.

Scholarship

Universities provide the atmosphere, the faculty, the staff, the classrooms, the libraries and references, and the laboratories where the formal learning experience may take place. They set the scene for the student, who wishes to learn.

The student enters seeking knowledge that will prepare him for life, usually in some specialized area or profession. The true scholar will consume the facts, probe the knowledge of the professor, and use the facts and opinions obtained to pursue TRUTH. He will accept the challenge to see for himself, to look beneath and beyond the facts and opinions acquired in the classroom.

FarmHouse places emphasis on excellence in scholarship and has established a record of high scholastic achievement. It is intended that the environment of brotherhood in FarmHouse will provide a home base for the scholar while he searches for the truth, that he will be strengthened in his desires to seek the ultimate, and that his relationships will encourage him in no way to deter him in his goals.

Year after year FarmHouse chapters across the United States and Canada have remained at or near the top scholastically among all fraternities on the campuses where chapters are located. It is important that every active member of FarmHouse consider the difference between “gradesmanship” and scholarship. In an effort to preserve one’s scholastic standing, it is often easy to concentrate on getting the grade rather than pursuing knowledge that will be valuable later. As stated above, if one is to be a true scholar, a FarmHouse man should discipline himself to study for the sake of knowledge rather than memorizing facts to parrot back to the professor.

Fellowship

“True fraternalism means giving of one’s self for the betterment of others through personal sacrifice,” from *The Charge*, FarmHouse Ritual of Initiation.

“Fellowship is intrinsic to fraternity. Fellowship never truly grows if it is fed on the forfeited freedoms of honest and earnest individuals. Fellowship has its highest expression in volunteered conformity. It attains its lowest expression when likeness and uniformity are prerequisite to admission as well as requirements of day-to-day life in the chapter.

FarmHouse at its best elects men of potential, varied and diverse potential, then contributes its utmost to the development, not to the containment, of that potential.

It is the symbiotic relationship of men of varied talents, divergent backgrounds, and differing views, engaging in honest and earnest quest, sustaining and challenging themselves and each other, that the full meaning of fellowship can be known. And it is in precisely the same pattern of relating that the largest hope – in fact, the only hope – of man’s ultimate survival on our spinning sphere is to be found.” (Kleis, 1964)

II. OPERATIONS

Membership

Prospective members

Historically, candidates for membership were called pledges. During this probationary period, they are pledging themselves to the ideals of the organization and demonstrating character worthy of becoming a full member. While the term still fits to an extent, the term pledge has come to imply subservience and not its more pure original intent. In addition, this missed the larger picture that ALL of the members are pledged to the ideals of FarmHouse and that a pledge period is a beginning of lifelong affiliation – not something that is completed in a few months. You may encounter the term pledge in manuals and commentary, but remember, these young men are truly prospective members.

The pledge comes from my hometown or yours, from somewhere in the United States... or beyond the Continental boundaries. He either is, or is not, distinctive...Because of his size - height - weight - shape...because of his coloring - hair - eyes - skin...because of the way he dresses - formal or casual...because of his religious convictions...for he may be different from me or like me in any or in all of these ways. He comes from a farm, from a small town, from the city tenements... his father is a farmer, banker, teacher, a man from any background... He has an interest in agriculture or the rural way of life...he is taking his major work in agriculture or in a related science.

He comes to the university seeking knowledge, intellectual growth, ultimately a degree...which will identify him as a man who is qualified in a specialized area, to serve, to teach, to labor...any or all of these... a man who knows, or seeks to know, how and in what channels he will direct his life's work.

He finds the university is a community - unlike his hometown, unlike his high school, usually devoid of close acquaintances and family. He comes to FarmHouse seeking friendship, a “place” for himself in a large pluralistic complex, within a community of men whose basic ideas and background are compatible...they will become his family and friends while he is in the university.

A pledge comes to FarmHouse by invitation of the chapter...he is known to the men because of a mutual friend, a relative...a man in the chapter remembers him from high school...Church...Danforth Camp...FFA...4-H...a FarmHouse alumnus knows him or his family...a man from the chapter meets him in class at the university...someone, already a member, sees in him a potential friend, a man who will contribute to the spirit of brotherhood and fellowship and to whom the fraternity may also contribute.

FarmHouse members expect that a pledge will seek for himself the same qualities for which the members seek, in themselves and in him...among others, honesty, integrity, morality, loyalty. They expect that he will want to study...that he will place his role as scholar first...that he will participate in activities on the campus...in the Fraternity...as an individual or as a team member, within his own capabilities and interests.

They expect that he will want to worship in his own church...share responsibility and joy in the life of the chapter. They expect that he will want to meet his financial commitments to the chapter, and to the University.

They expect that he will strive for social refinement, to create within himself a friendly and cordial attitude toward guests of the individual members and of the chapter. They expect that he will become acquainted with the members...those living in the chapter house now...those who have lived there before him... and those pledges who will succeed him.

They expect that he will ask questions about the chapter, how it functions what is his role in the chapter, what is the tradition of the chapter, how does the chapter relate to other chapters in the total Fraternity... to the University...and other questions.

They expect that he will at the moment of mutual agreement and understanding accept the challenge of membership in FarmHouse Fraternity.

The Chapter Member

When the member-elect has served his period of pledgeship and the chapter members are in agreement that membership should be offered, an invitation is extended to the pledge to unite with FarmHouse Fraternity. (See Article II, the By-Laws, for Membership Qualifications.)

During the pledgeship he has become familiar with the objectives and ideals of the Fraternity and with the customs and environment of the local chapter. He is acquainted with the members. He has demonstrated his ability to maintain his scholastic standing. He has cooperated in the community living, sharing fellowship and brotherhood with the members of the chapter. He knows and accepts the financial obligations that are required of him in the Fraternity locally and internationally.

He dedicates himself during the initiation ceremony to uphold the objectives and ideals of the Fraternity. He is welcomed to membership with the full rights and privileges and with the full responsibilities and obligations of all members of FarmHouse. He is from that day forward a member.

Chapter members compose approximately 5 percent of the total membership of the Fraternity. It is for the chapter members and their life together that alumni members, faculty advisors, housemothers, international directors and staff work and plan. They provide a house, a home-like atmosphere, give counsel, enthusiastic support and encouragement. They give countless hours and often financial support in order that the "Fraternity-at-its-best" will survive and flourish.

They expect chapter members to fortify their own purpose and philosophy of life and to exercise the objectives and ideals to which they have sworn allegiance. They expect chapter members to participate in the governance of the chapter and at Conclave in the governance of the Fraternity. They expect chapter members to become interested and responsible citizens of the Fraternity and the University community. For a chapter member, consideration for fellow men becomes a prime objective in small matters and large. He will be concerned with what is kind, what is helpful and what is just. He will expect to fulfill his undergraduate commitments to the Fraternity, without regard to personal convenience. A man in the close fellowship of the Fraternity would not presume on his brothers to carry his load, be it spiritual, moral, social, scholastic, or financial.

Chapter members are expected to set the pace and the tone for the pledge class. There is no lesson better taught than by example. Friendships made in the chapter will be with you always. The ties are strengthened in chance meetings through the years, or in working side by side in industry, research,

teaching, and in the community. Fraternity life can be and usually is rewarding, now and in the future, in ways you have not yet discovered.

The Alumnus Member

Upon graduation from the University, or upon completion of sufficient credits to qualify for the baccalaureate degree, the chapter member moves from undergraduate status to alumni status in FarmHouse Fraternity.

Exceptions to the previous membership categories may be conferred by unanimous approval of the Executive Committee of the International Executive Board. Requests must be made by petition from the local chapter, having approval of the Chapter Advisory Committee.

The rights and privileges of the alumnus member remain the same, as do his responsibilities to the Fraternity, except that he is no longer required to pay international dues. The alumnus member has much to contribute to the life of the Fraternity, having greater empathy for the chapter situation than those farther removed from the experience.

His membership in the Fraternity is ongoing and he is encouraged to continue his activities with other alumni in the workings of the Association for the benefit of the chapter members.

The Associate Member

Many men graduate from school without ever becoming affiliated with a fraternity. Reasons for which they do not belong to fraternities vary from financial to being outright opposed to college fraternities, based on the performance of some.

Many of these men serve the university as members of the faculty, or they serve within the community or the state in a multitude of posts. Among these men are those who set their standards high - whose values can be equated with those, which FarmHouse professes. They can be easily recognized. They are outstanding in ability and performance - they have a concern for their fellow man - and, they have an interest in the welfare of young men who aspire to the same high standards.

It is from this select group of men that FarmHouse chapters seek associate members. From experience, it is eminently evident that associate members add another dimension to the fiber of FarmHouse. They bring maturity, high example, and more often than not, a dedication unequalled.

Chapters are encouraged to seek out these men and to become their friends. With concurrence of the Faculty Advisory Committee and a 2/3 vote of approval of its members, a chapter or association may invite a man to become an associate member.

It is recommended that an associate-elect be accorded every opportunity to become acquainted with the men of the chapter and should be reassured that his questions concerning his membership are welcome. It would be helpful for the chapter to provide a copy of the *New Membership Handbook* to the prospective member.

Associate membership entitles a man to the same rights and privileges accorded to other alumni members of the Fraternity. The associate member is brought in to membership in the same way in which a pledge enters – through formal initiation. It may occur during the same ceremony in which a pledge class is initiated or it may be a special service, according to the wishes of the local chapter

and association. The initiation fee for the associate member is the same as for all member initiated by the chapters.

The Honorary Member

The International Executive Board confers honorary membership. It is bestowed upon men who are outstanding in agriculture or related sciences, whose lives fulfill the objectives and high standards of FarmHouse Fraternity, and who are an inspiration to FarmHouse men.

Any member through his chapter or association may make nominations for Honorary membership. Biographical data, supporting letters from the chapter, the association, and outside sources accompany the nomination. This material is sent to the Executive Director, who transmits all nominations and accompanying materials to the Honorary Membership Committee.

The Honorary Membership Committee reviews all nominations and makes its recommendations to the International Executive Board of the Fraternity. The International Executive Board makes final selection.

Following Board decisions the first contact is made with the prospective honorary member. If he accepts our invitation, the President of the Fraternity confers membership at the Conclave.

Honorary members are entitled to all of the rights, privileges and responsibilities enjoyed by all members.

Governance

Conclave

Conclave serves as the biennial meeting of the Fraternity. Every two years delegates from each chapter and association gather for a celebration and meetings of the Fraternity. Conclave serves many functions - it includes the official biennial business meetings of the Fraternity, educational programming and inspiring speakers, is an opportunity to recognize chapters and alumni that have excelled, and provides a forum for chapters and alumni to visit and share ideas, while celebrating the brotherhood that's unique to our Fraternity.

The International Executive Board selects the locations and dates for Conclave. The FarmHouse International staff coordinates the activities and programs of Conclave. Dependent upon location, local chapters assist with determining the theme, assisting with identifying speakers and planning some of the activities and events.

Legislation

While the governance of many organizations is accomplished exclusively through presidents, executive boards and persons especially elected or appointed to positions of authority, the governance of FarmHouse Fraternity is clearly in the hands of its members, the undergraduate members of the chapters and the alumni of the associations.

Delegates of the chapters and associations meet biennially in business sessions of the Fraternity Conclave, which are designed to bring before the membership in orderly fashion both the differences in philosophy of Fraternity, with the resulting operational modifications, and the strength in values and basic concepts that continue to prove valid philosophically and operationally.

According to the By-Laws, in effect following the 24th Biennial Conclave in September 1966, each organization is entitled to two votes, one from the undergraduate chapter and one from the alumni association. The official delegates are empowered to reflect the desires of their constituencies by speaking and casting their votes in business sessions.

Non-voting members of chapters and associations, as well as delegates are encouraged to participate in the programs and social life of the Conclave and to contribute to general discussions concerning plans for FarmHouse's future.

In the intervening years between Conclave meetings, chapters and associations are encouraged to re-examine and re-evaluate their membership selection and membership education programs. Other items of concern include their scholastic goals, their activities and their aspirations, to see where they are and where they hope to be, giving serious thought as to how they conform with the present system of FarmHouse and whether or not conformity is desirable.

Uppermost in their thoughts should be improvement of their own chapter functions and ideas and, if this is possible, are they able then to influence the total Fraternity in that direction.

The International Executive Board

The International Executive Board is composed of eight elected alumni directors, two undergraduate directors and one ex-officio member. Four Directors are elected by ballot of the delegates at each biennial Conclave. Each elected Director serves for four years or until a successor is elected. The undergraduate directors are elected or appointed by chapter on a rotating basis by charter date, so that no chapters shall repeat until each has had an opportunity to provide the undergraduate director. The undergraduate director serves a one-year term and has full voting rights.

At each Conclave the newly constituted Board elects a President and Vice President from its membership. The Executive Director, a salaried employee of the Fraternity and an ex-officio member of the International Executive Board, is appointed to office by this body. Nominations to the International Executive Board are solicited from chapters and associations in the spring before Conclave. The Board President decides whether to appoint a nominating committee or have elections take place entirely on the floor at Conclave.

The International Executive Board is guided by the **Articles of Incorporation** and the **By-Laws of the Fraternity**. The Directors are empowered to decide all questions pertaining to the welfare of the Fraternity and its membership when the Conclave is not in session.

Right of Appeal: All chapters have the right of appeal to the Conclave from the interpretation and action of the International Executive Board.

Committees of the Conclave: Before each Conclave, voting delegates are appointed to each of seven standing committees by the Executive Director, acting for the International Executive Board. The committees at Conclave are set up based on the Fraternity's Strategic Plan. The current standing committees are the By-Laws & Ritual Review Committee, Programming Committee, Expansion Committee, Chapter Health Committee, Finance Committee, the Resolutions Committee and the Credentials Committee.

Delegates of the chapters and associations come to the Conclave business sessions prepared to reflect the wishes of their own group, as they are to be fully informed prior to the Conclave of all possible changes in the By-Laws and the Ritual.

The By-laws and Ritual Review Committee: Following is the recommended procedure for changes in the By-Laws:

1. Chapters and associations are invited to submit proposed changes in By-Laws and Ritual to the Executive Director. These changes are compiled and distributed to all chapters and associations several months before the Conclave convenes and while school is still in session.
2. The Conclave By-Laws & Ritual Review Committee reviews these changes and a written report prepared.
3. The report is presented to the official delegates at the conclave business session for discussion and action.

Changes approved at Conclave do not become the law of the Fraternity until they have been ratified by a 2/3 vote of the Chapters and a 2/3 vote of the Associations. Ritual changes become effective upon adoption by the Conclave.

Programming Committee: This committee is charged with reviewing the various programming efforts of the Fraternity – specifically looking at the various conferences and programs coordinated by the FarmHouse International office.

Expansion Committee: This committee is charged with reviewing the efforts of the Fraternity to expand to new campuses and/or return to campuses where we've had chapters go inactive.

Chapter Health Committee: This committee is charged with reviewing the state of health of each of our chapters, specifically looking at the services and support the International Board and staff provide to assist chapters with reaching average fraternity size or better on their respective campuses.

Finance Committee: This committee is charged with reviewing the financial state of the Fraternity. The committee looks at the International Fraternity's financial statements, immediate term and long-term budget projections, and considers the issues of dues and fee increases.

Association/Housing Committee: This committee is charged with reviewing the state of our Associations and the chapter houses that we collectively provide for our undergraduate brothers to live in.

The Resolutions Committee: This committee comes to the Conclave without advance preparation for its duties, other than a review of the resolutions of the previous Conclave. The purpose of this committee is to acknowledge special contributions and accomplishments of individual members and to recommend the adoption of certain operational procedures.

The Credentials Committee: This committee is charged with receiving the credentials for voting delegates from the chapters and associations. Required credentials for being seated as a voting delegate include written financial and activity reports, a letter of authorization from the chapter/association informing of who the voting delegate shall be, and a confirmation from FarmHouse International that the chapter/association is in good financial standing with FarmHouse International.

III. ORGANIZATION

The Local Chapter

...as a brotherhood

Learning to live together with understanding and patience for another's viewpoint is perhaps the greatest advantage and privilege to be gained from fraternity life. In a chapter home as in a family home one learns to respect the needs, desires, possessions and time of other members. One seeks his own fulfillment, in part, through interests shared in the responsibilities of the daily life in a chapter home as he would in a family home...observing neatness, cleanliness, healthful habits. Where in a family home you may share with three or four others, in a chapter home of a fraternity your brothers will number perhaps as many as 60...or more. It becomes essential then for each man to be his best self for the group to live in an environment where honest differences are resolved and life there becomes a positive learning experience.

...as a self-governing body

The Fraternity offers an opportunity unequalled in self-government to the men of the chapter. From within their membership they select officers, in accordance with the By-Laws of the Fraternity, they establish their own laws for governing the chapter, set their own study hours, establish their own housekeeping rules and select their own members. One or more members of their chapter executive board represent them on the association board, having full vote in the proceedings of that group and equal voice in all its deliberations.

The chapter should be represented on the local Interfraternity Council, together with members of other fraternities, for purposes of giving direction to fraternity activities on the local campus. Through the efforts of the Chapter Advisory Committee, working closely with the chapter, the opportunity to develop a positive relationship with the University is increased.

The chapter selects a member to represent the desires of that group at the Biennial Conclave of the Fraternity and may have representation through participation of members on standing and ad hoc committees of the international organization between Conclaves. Members are encouraged to communicate with the International Executive Board and staff of the Fraternity at any time on matters they deem important either to the life of the chapter or personally. During the chapter consultation, in which a representative from FarmHouse International visits, matters of concern may be discussed face to face. Additionally, the lines of communication through correspondence and by telephone are open between the Executive Director and the members, either with regard to individual matters or as a chapter, for clarification of operational matters and for an exchange of ideas on any subject that either considers of interest. Further, chapters and colonies are encouraged to communicate with one another and to exchange ideas and programs.

...as a business

The Fraternity operation can be likened to a business. It is responsible for payment of rent, for utilities, for the purchase of food, the planning and serving of meals, minor upkeep and housekeeping, collection of fees, and disbursements of checks for services rendered and for hiring of necessary employees. All of these areas are self-directed and fall largely to the planning and implementation of the chapter officers with the cooperation of the members.

Careful preparation and implementation of a realistic budget is essential. The fees charged for room and board should be based on sound planning for a month-to-month operation, with sufficient

allowances to cover emergency situations that may arise in the social or operational schedules of the chapter.

The Chapter Advisory Committee and Moms' Club or Parents' Club can provide invaluable advice as to comfortable, inexpensive and durable furnishings, good menu planning and control in the kitchen operation. The housemother stands ready to assist in many areas, including matters of social amenities and gentlemanly conduct.

Where a chapter and association are considering expansion of the living facilities, chapter representatives have the opportunity to work in planning sessions and often carry major responsibilities in the building program of the association. The direction which a chapter takes in its pursuit of excellent living depends in great part on how it charts its course; how well it utilizes the many aids to counseling and guidance which are available; its unity of purpose; how well its members work as a team; how well it communicates its needs and progress to the Chapter Advisory Committee, the chapter, local association and the International Board; and how well it relates to the life of the university campus.

Membership Selection

Recruiting new members is the lifeblood of FarmHouse or any organization like it. There are almost as many approaches to recruitment as there are campuses where FarmHouse is represented. Basically, however, FarmHouse chapters operate in one or more, or a combination of the following programs:

1. Open Recruitment or Unregulated Recruitment: chapters are allowed, even encouraged, to seek new members year round (this is the preferred and recommended way to recruit - 365 days a year).
2. Summer Recruitment
3. Restricted or regulated recruitment: The IFC, university administration or tradition dictates when and, often, how a prospective member can be contacted or pledged.

The International Executive Board encourages every chapter to increase its year-round membership selection activities, relying less on obtaining large numbers of pledges during the "formal recruitment" period. Special care should be taken in the choice of candidates for membership to avoid possible disappointments.

The learning experience in the chapter house is well served if there are a variety of vocational interests and backgrounds among the members keeping in mind the basic orientations of FarmHouse. Most FarmHouse members come from farm and small town backgrounds, but the key to good membership selections is the recruitment of young men who have demonstrated the qualities of character, scholarship, and professional excellence to which FarmHouse men aspire. (*See Article II, the By-Laws, Membership Qualifications.*)

As FarmHouse men, we seek to create a diverse membership of men who don't all act, think or look like one another. Chapters should consider men from all walks of life for membership in the Fraternity who possess the qualities desired in a FarmHouse man. Membership selection is left to each chapter.

Recruitment should be every member's business, not just that of the Vice President of Recruitment. The Vice President of Recruitment should be responsible for organizing recruitment and following up with every prospective member, but every member should participate whether it be formal, summer or open recruitment.

New Member Education

FarmHouse chapters are expected to have constructive programs for prospective members. These programs vary from chapter to chapter but generally consist of campus orientation (particularly for those chapters that pledge first-year students); orientation to the chapter (local history, customs; history and background of the International Fraternity); programs which seek to help the individual know himself and his prospective brothers better; and programs which seek to complement and enrich the total chapter's education. Most of the chapters seek to involve the prospective member in the full functioning of the chapter and its activities. Any treatment of prospective members as subservient to the active members and all forms of harassment or hazing are strictly prohibited.

Initiation Practices

Formal Initiation: Most chapters are now inviting parents and friends of the Fraternity to the formal initiation ceremony for those young men being inducted into FarmHouse membership. The International Executive Board encourages the involvement of parents and friends of the Fraternity in the non-secret initiation ceremony and in other chapter activities, as such participation has proven an important adjunct to the development of a strong and dynamic chapter.

In accordance with Article XIX, the By-Laws, Section (1), "The formal initiation of candidates for membership shall be as prescribed in the Ritual."

Informal Initiation or Pre-initiation: The informal initiation shall not include hazing in any form.

- (a) We define hazing as any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment or ridicule.
- (b) Each chapter shall submit to its Chapter Advisory Committee for approval its entire informal initiation program.
- (c) Any hazing activities brought to the attention of the International Executive Board will be subject to immediate review by the Board and appropriate actions will be taken.

Chapter membership register: Following the formal initiation ceremony each newly initiated FarmHouse undergraduate and associate member enters his signature in the FarmHouse Chapter Membership Register (Herd Book), which remains a part of the permanent files of the chapter.

The Register serves as a record of the campus activities and achievements, leadership record, scholastic honors, honorary awards and memberships, professional and career attainments, marriage and family information and other data on the member as he progresses through college and later life. It is the responsibility of the chapter secretary and the member to keep this record current.

The FarmHouse Association

The FarmHouse Association came into existence 18 years after the founding of the Fraternity. As Founder, C.B. Hutchison, stated in an address to the Fraternity at the 50th Anniversary Conclave, "No one among the little group of founders had any thought that he and his fellows were founding a fraternity, nor had they any intention of doing so." It was as he stated it, a "Club" ... "A place where we could live and work together, to promote our mutual interests in stimulating companionship and fellowship." The organization of FarmHouse Fraternity did not precede its founding then but came as a result of it.

Nationalization of FarmHouse came about following the establishment of the third chapter (University of Illinois) and it was approximately at the time of the installation of the fourth chapter (Kansas State) that thoughts of a FarmHouse Association plan took form.

The FarmHouse Association Plan came into being through the efforts of Lew T. Skinner and the Nebraska Chapter. The men of Nebraska wanted to provide for a chapter house that would be styled to their needs rather than to continue renting houses that had been discarded as family dwellings or which had been adapted, used, and discarded by other fraternal organizations. The establishment of the FarmHouse Association made possible the corporate existence necessary for acquiring property.

Following the early success of the Nebraska FarmHouse Association in formulating a Building Program, other state associations were formed. An amendment to the by-laws approved at the 1923 Conclave provided for a FarmHouse association in each state where there is a FarmHouse chapter. In the words of the FarmHouse Fraternity Record 1905-1929, membership in the association consists of "chapter, active, alumni, and honorary members..."

Each association, according to the amendment, was entitled to one delegate vote at the Biennial Conclave of the Fraternity "with similar powers as the chapter delegate." In the first years of the state associations, chapter housing, the main purpose for their establishment, was almost their sole reason for existence. It is interesting to note in reading the FarmHouse Fraternity Record 1905-1929 that added responsibilities came quickly and quite naturally.

Because of organizing alumni mailing lists for the use of the building committee, it was prudent to also use them to maintain contacts with alumni members on other matters. As early as 1927 the associations were sharing the cost of annual publications with the chapters, and in some cases were issuing a quarterly newsletter.

The association served as an advisory body to the chapter in matters of finance and attempted to establish a uniform system of bookkeeping and budgeting in 1923.

Members of the alumni group as well as chapter members were always looking for good prospects for membership in FarmHouse and this became another major objective of the association. The association plan proved to be so effective that it has remained basically the same as when it was organized, with minor refinements. As property responsibilities have increased and prices have gone steadily uphill, the work of the FarmHouse association has grown. Taxes and insurance have entered the picture, as have zoning, maintenance and planning for the future.

Chapter houses that once housed small numbers have been exchanged for larger dwellings and greater numbers of members. The association board has found that financing and caring for a house can be an educational process for undergraduate members, too, and have shared some of the responsibilities for planning and implementing the building program.

The associations share many activities with the undergraduates and are welcome guests at the chapter house on special occasions as well as on a casual basis and for business reasons. They share the programming for Founders' Day and for Homecoming and jointly host the annual meeting of the state association. Association men serve on the Chapter Advisory Committee and in special areas of counseling. The association works in very close cooperation with the chapter and the alumni take pride in the accomplishments of the undergraduates. The relationship is often on a "one to one" basis and rewarding to both the alumnus and the undergraduate.

The association handles all matters of financing the housing for the chapter and often enters into a loan agreement with the FarmHouse Foundation. The association works with the chapter to determine the amount of the house bill, which will include a percentage for the building program of the chapter.

The association encourages the chapter members in their scholastic endeavors, in their athletic participation and in a well-rounded social life. Associations and chapters at many locations co-host summer picnics and homecoming banquets. Some associations honor the chapter scholastic achievements, and the achievement of an outstanding alumnus is often observed with a reception hosted by the chapter.

At the 1962 Biennial Conclave in Colorado, the National Executive Board urged that Associations be established in areas where there are no active chapters of the Fraternity. It was recommended that at least ten members participate in the establishment of such an association, the purpose of which is communication with each other and the national organization. In some areas these associations are helpful in working toward the establishment of a new chapter.

The by-laws of the Fraternity include the following statements about associations.

“There shall be established in each place where a chapter house exists, an association composed of membership as follows:

- a. **Chapter, alumni and associate members of the local chapter of FarmHouse, regardless of place of residence.**
- b. **Alumni and associate members of the chapters of FarmHouse Fraternity who reside in that state or province.**
- c. **Honorary members of the International FarmHouse Fraternity residing in that state or province.**
- d. **If more than one chapter is established in a state or province, an alumnus, associate or honorary member may also become a member of any or all associations within the state or province.”**

The By-Laws also provide **“In states or districts that do not have an active chapter, there may be established a FarmHouse association for that area provided there are at least ten alumni, associate and honorary members.”**

The Chapter Advisory Committee

Purpose & Philosophy: The Chapter Advisory Committee is essential to the success of the chapter's life. These men and ladies provide counsel in matters relating to the chapter's function, to the chapter's relation to the university, to the working together of the chapter and alumni members of the association, and often in areas of study. They are able to give assistance to young men who experience difficulty in planning their activities and course work. Because they have life experience and are usually members of the Fraternity, they are able to see many facets of a situation not obvious to others in counseling positions. They are also prepared to advise counseling for problems beyond their own capabilities or domain.

While the Chapter Advisory Committee brings to the chapter all of these possibilities for service, these men are also aware that the life of the chapter must find its direction in the chapter members and the officers. Experience shows that men become more self-sufficient when they *do*, and so this committee does not exert itself to direct the chapter or to give advice until such advice is sought.

Invitation to Serve: According to Article XVIII, Section 1, of the By-Laws, "Each chapter shall select from the alumni, associate, or honorary membership of FarmHouse Fraternity, at least three (3) members, of which at least two (2) shall be faculty members, who shall constitute the Advisory Committee, whose advice may be sought by the chapter, association, and International Executive Board on all matters pertaining to the welfare of the chapter. In case there should not be available three alumni, associate or honorary members of FarmHouse Fraternity, the chapter may choose other people subject to the approval of the International Executive Board."

These individuals are elected for terms of three years, alternating so that one new member is added each year as the senior member retires. The new senior member of the team becomes the chairman of the committee of the year. Election of the committee is concurrent with the election of chapter officers.

When possible, chapters are encouraged to consider non-faculty alumni to serve as one of the three advisors as such a person often provides new insight into the chapter and its goals as well as possibly serving to spark the interest of other non-faculty alumni.

Meetings: The chapter advisors should hold a committee meeting at least once during each school term to be well informed of the "health" of the chapter and its special needs. As new chapter officers are elected concurrently with Chapter Advisory Committee members, a meeting should be held soon after election with chapter and association officers jointly, to become acquainted and to discuss direction for the coming year. Additionally, meetings of the committee, or a member of the committee, with the chapter executive committee should be held as the need is indicated.

Committee members will want to make frequent informal visits to the chapter, either individually or as a group, to become acquainted with the members, to exchange ideas, and to observe the functioning of the chapter.

It is desirable for at least one chapter advisor to be present at each chapter meeting. In this way the committee will be better informed and in a position to give advice when it is

warranted. The Chapter Advisory Committee should meet at least once a term with the housemother for an exchange of ideas.

Chapter relationship: After a man has agreed to serve the chapter as its chapter advisor, the officers and members should become well acquainted with the man, inviting him and, on appropriate occasions, his wife, to join in the social life of the chapter. The chapter executive committee and other officers of the chapter should make every effort to keep the members of the Chapter Advisory Committee informed of the financial situation in the chapter and of any problems which may arise in this area.

The chapter is encouraged to take advantage of the knowledge that the Chapter Advisory Committee will have concerning students, to aid them in their membership selection and education for membership programs.

Chapter members, individually and collectively, are also encouraged to solicit the aid of the Chapter Advisory Committee on matters of scholarship and for assistance in improvement of study techniques and programs. Chapter members and officers should develop a relationship of such fine degree that they feel free to broach the chapter advisor on personal matters, on matters which may involve personality conflict, on matters of social conduct and in many other areas.

The FarmHouse Housemother

A majority of FarmHouse chapters continue to employ a person in the housemother or resident advisor capacity. The International Executive Board has consistently encouraged this and has generally been in favor of the employment of the traditional housemother. Several chapters have employed graduate students, generally a married graduate couple, and have generally had a satisfactory and meaningful relationship with their resident advisor(s).

The resident advisor position provides less continuity than does the more traditional housemother approach. In addition, the housemother particularly continues to be one of our best sources of menu-planning, advice on economical shopping, home-like atmosphere, layperson counseling, hostess, training in the social graces, and alumni contact.

In order for a member of the chapter house to fully understand the meaningful contribution that the housemother can make, he should make every effort to get to know the housemother as well as he knows his FarmHouse brothers.

The International Fraternity

The International Executive Board

The International Executive Board meets at the time of an installation of a new chapter, at each Conclave, and other times as needed. This body does not direct the activity of the Conclave, although its meetings are concurrent with those of the Conclave.

Among the duties and responsibilities of the directors of the Executive Board are these:

- 1. To determine the vision, object and goals of the Fraternity with input from the FarmHouse staff and membership.**
- 2. To hire and evaluate the chief paid staff person (executive director).**
- 3. To set policy and ensure that policies are adhered to.**

4. To approve budgets and ensure the fiscal soundness of the organization.
5. To attend all meetings of the Executive Board.
6. To work closely with chapters and associations on an advisory basis.
7. To conduct themselves in an exemplary manner.
8. To consult with such chapters as are determined by the Executive Board. (See the chapter consultation section).
9. To speak out in support of FarmHouse and to seek out opportunities to bring favorable publicity to the Fraternity.
10. To be alert to recommend young men who would make good FarmHouse prospects.
11. To be available to serve on special assignments as directed by the president.

The Executive Committee of the Board

The president, vice president, undergraduate directors and executive director constitute an executive committee that may transact business of the Fraternity subject to ratification by the International Board, between meetings of the International Board.

Chapter Consultations

The purpose of the consultation with chapters and associations by a member of the International Executive Board, the FarmHouse International staff or another representative of the International Fraternity is:

1. To have the chapter and association, through careful preparation of reports in advance of the consultation, take stock or evaluate their positions at least once a year and to give thought to the development of ideas, which may lead to solutions of their problems.
2. To offer the local groups opportunity to become better acquainted with the broad scope of operation of the Fraternity and to give them greater insight into the purposes and goals of our Fraternity.
3. To give local groups an opportunity to discuss problems with someone who may have had a greater variety of experience in chapter and association operation.
4. To allow the consulting representative the opportunity of sharing programs of other chapters and associations with the local groups.
5. To offer suggestions for the improvement of local programs and solutions to local problems.
6. To give recognition where such is warranted and to offer suggestions where programs are not clearly defined or are not in the best interest of the total organization.
7. To bring an outside point of view to bear on local issues.
8. To evaluate the effectiveness of local programs:
 - a. within the chapter
 - b. within the association
 - c. on campus
 - d. with the university
 - e. in the community
 - f. with alumni
9. To give the consulting representative an opportunity to become acquainted with the staff personnel of the university so that:
 - a. he may better understand the environment in which the chapter and association operates.

- b. he may express genuine interest in the university, its problems, and its programs as they relate to fraternities.

It is important that reports, as requested, be in order, and that questions are outlined for the most effective use of the time available. All members of the chapter and association should feel free to participate in the consultation, to pose questions and to seek solutions to problems. Discussions should be open and frank.

Consultations by FarmHouse International staff member, International Board Members or designated volunteers should allow adequate time for thorough and careful discussion with members of the association board, the chapter advisors and chapter officers.

Chapter and/or association officers will want to assume responsibility for making local arrangements for the consulting representative, such as appointments, lodging, and meeting the representative at the airport. Travel arrangements to the site of the consultation are the responsibility of FarmHouse International and the consultants.

Ad Hoc Committees

The Nominating Committee

As the need arises the International Executive Board appoints ad hoc committees to serve the Fraternity. Among these is the nominating committee.

When enacted by the Board President, the nominating committee is charged with requesting names in nomination for candidacy to the International Executive Board from all chapter and associations through the executive director.

The names of candidates for office are solicited 4-6 months before Conclave.

The committee on the basis of qualifications of the man, availability to serve, and geographical location considers all nominations carefully.

The committee chooses four men and their names are reported by the chairman to the Conclave business session. Nominations are also accepted from the floor. A vote of the delegates, by ballot, determines which men will serve the Fraternity as directors of the Executive Board.

The FarmHouse International Office

Nine men have served as the executive officer of the Fraternity in its first 98 years. The position was originally titled “secretary – Vice President of Finance” until it was changed to “executive director” at the 1970 Conclave. The position of editor of the international magazine has generally also been filled by the executive officer.

The first man to hold office was R.E. Holland, NEB, who served the Fraternity in that capacity from 1917-1925. E.I. Pilchard, IL, served from 1925-1931. Lew T. Skinner, charter member of the Nebraska Chapter, held the post from 1931-1937.

H.K. Wilson, IA, served as national secretary-Vice President of Finance from 1937-1939, adding to his responsibilities those of the editor of *The Gleaner* and later of *Pearls and Rubies* during his service to the Fraternity from 1939-1946. In 1946, the editorship of *The Pearls and Rubies* passed to Preston

McDaniel, MO, and “H.K.” as he was known to his FarmHouse brothers, continued in the role of national secretary-Vice President of Finance from 1946-1954.

McDaniel carried the full responsibility as national secretary-Vice President of Finance-editor for two years (1954-1956). In

1956, “H.K.” resumed the duties of the secretary-Vice President of Finance, while Preston continued as editor of *Pearls and Rubies*.

“H.K.” was secretary-Vice President of Finance of the Fraternity until his death in November 1958. As the number of chapters and the membership in the Fraternity grew, the needs of the Fraternity grew, as did the duties of the national secretary-Vice President of Finance and the editor. The National Executive Board, which has provided for compensation of the costs of the office operation from the beginning, authorized salaries on a part-time basis of employment in 1921.

Following the death of “H.K.,” Darl E. Snyder, IA, was appointed to serve the Fraternity as national secretary-Vice President of Finance, beginning January 1, 1959. During 1959, McDaniel edited *Pearls and Rubies*. Late in 1959, Snyder added the editorship of the magazine to his duties, continuing in the triple role on a part-time basis until the end of 1962.

By decision of the National Executive Board at the Colorado Conclave (1962), the office of national secretary-Vice President of Finance-editor was established as a full-time position, commencing January 1, 1963. Snyder was appointed to serve the Fraternity as its first full-time national secretary-Vice President of Finance-editor, with salary.

Snyder served until August 1969, when he was succeeded by William C. (Wick) Haynes, NC. Robert L. Off, CO, was appointed to the position March 1, 1973. Bob served the Fraternity in the position for the next 24 years, before becoming the first-full-time executive director/editor of the FarmHouse Foundation in January 1997. At that time, Jim Griffith, MO, was selected as the fourth full-time executive director/editor of the Fraternity.

Currently, the FarmHouse International office staff is composed of the Fraternity’s executive director, office manager and two educational leadership consultants. The Foundation’s staff is composed of a Foundation executive director, senior director of the annual fund and communications and administrative assistant. While the International Executive Board hires and evaluates the performance of the executive director of the Fraternity, the executive director is responsible for hiring and evaluating performance of the rest of the Fraternity staff.

Duties of the Fraternity’s executive director

1. Shall lead the FarmHouse International Board in the creation of the vision, goals and strategies for the organization. The executive director is directly responsible for ensuring that the goals and objectives as set forth in the International Fraternity’s Strategic Plan are accomplished.

A. FINANCE: Responsible for the management and oversight of the International Fraternity’s finances, including preparation and allocation of the Fraternity’s annual budget for Board approval and providing monthly updates on the Fraternity’s financial situation.

B. RISK MANAGEMENT/LEGAL: Coordinate risk management, legal and insurance matters for the Fraternity and help ensure that members and volunteers are educated on these topics.

C. HR - STAFFING/VOLUNTEERS: Responsible for hiring, overseeing and directing efforts of the paid professional staff of the Fraternity – and recruiting, overseeing and directing efforts of volunteers of the Fraternity.

D. CHAPTER HEALTH: Responsible for developing programs, resources and support initiatives to help strengthen each chapter and association. Shall communicate with every chapter at regular intervals and arrange for each chapter to receive at least two visits from staff members and volunteers annually.

E. PROGRAMS: Responsible for developing, organizing and coordinating efforts for all Conclave and leadership development programs and conferences. Specifically, the executive director ensures that proper curriculum and programming is provided at the following conferences/events:

- FarmHouse Leadership Academy - a three-tiered program for all incoming chapter presidents, recruitment coordinators and Vice President of Finances from each chapter. It's held each January in Kansas City, Mo.
- Conclave - the executive director is responsible for working with the International Board to help organize, develop and oversee all aspects of the Fraternity's biennial convention and biennial business meetings.
- Regional Leadership Conferences - take place in February of each year in locations throughout the US and Canada. Program focuses on leadership development, financial management, recruitment, risk management and other programs to help chapters improve.

F. COMMUNICATIONS: Responsible for the internal and external communications and public relations efforts of the organization, including but not limited to publishing Pearls & Rubies, the official publication of the organization, online and mailed internal newsletters and a professional, functional, content-driven website exists and is updated regularly.

G. ASSOCIATIONS/HOUSING: Provide support and educational resources to assist associations in their growth and development and seek ways to assist associations in providing adequate, safe and desirable housing, within our limited financial constraints.

H. EXPANSION: Continually seek new opportunities for external growth of the Fraternity.

2. Responsible for managing the day-to-day activities and operations of the International Fraternity and International Office.

3. Serve as a liaison to the FarmHouse Foundation Board of Trustees, providing details on the International Fraternity's activities and seeking Foundation support for Fraternity programs and needs.

4. Responsible for representing FarmHouse at Interfraternity meetings and programs, while providing leadership when appropriate.

CERES Women's Fraternity

Ceres International Women's Fraternity was founded on August 17, 1984 at the FarmHouse International fraternity Conclave held in Fort Collins, CO. The 1984 Conclave culminated six years of discussion and work by FarmHouse and women in agriculture.

FarmHouse Fraternity has long recognized the importance of women in agriculture and the need of women to have a fraternal organization based on the values of FarmHouse Fraternity, especially to promote high scholarship, leadership and fellowship. In the spring of 1978, FarmHouse International Board Member, Roy Wilson, PU '72, and former FarmHouse Assistant Executive Director, David Morford, IA '73, first proposed to the International Board of FarmHouse that the Board consider the establishment of women's chapters of FarmHouse Fraternity. At the 1978 Conclave, a "Blue Ribbon Committee" was appointed to study the role of women in FarmHouse. The committee reported to the 1980 Conclave that there is a need for an organization for women based on the values and purposes of FarmHouse and proposed that two to three women's chapters be piloted on a trial basis for 1980-1982 Biennium. This proposal was approved by the 1980 Conclave.

The next four years followed with much debate on FarmHouse's relationship with FarmHouse women's clubs. By the 1984 Conclave the majority of FarmHouse chapters agreed that FarmHouse Fraternity would support the development of an independent agricultural women's fraternity based on the values and purposes of FarmHouse. The 1984 Conclave passed unanimously "a proposal for the establishment of an agricultural sorority." After the 1984 Conclave with the aid of the FarmHouse International Board, the women of the pilot FarmHouse women's clubs began developing the women's agricultural fraternity that became Ceres Women's Fraternity.

The following is an excerpt from the Baird's Manual on American College Fraternities: CERES International Women's Fraternity was founded on August 17, 1984. The three founding colonies - Colorado State University, University of Alberta, and California State Polytechnic University - were aware that some persons still demean the role of farmers in society. Moreover, women were not duly recognized as significant contributors to the field of agriculture. With this in mind, the name CERES was chosen to signify the membership of the organization, and to indicate pride in, and the importance of agricultural heritage. CERES, the Roman Goddess of Agriculture - grain, harvest, fruit, flowers and fertility of the earth - represents the historic involvement in and importance of the role of women in agriculture. The name, CERES, is one of the few non-Greek names among women's fraternities and is proudly retained for reasons that led to its selection. Although CERES is an agricultural women's fraternity, members study in a variety of academic fields including agriculture, home economics, education, business, arts and science. Members demonstrate qualities of character, scholarship, and professional excellence and generally come from a rural background or share an agricultural interest.

Although most women's social groups are commonly known as sororities, most are legally incorporated as fraternities for women. CERES has chosen to retain the fraternal title to exemplify a commitment to uniqueness. As a group of women whose roots or interest in Agriculture has brought them together, the CERES commitment to Agriculture sets it apart from other women's social groups; so does the name - CERES Fraternity. CERES became an independent fraternity at the 1994 Conclave in Scottsdale, Arizona. After receiving its staff support from FarmHouse for the first decade, CERES now hires its own part-time staff members. CERES holds a Biennial Conclave and Regional Leadership in conjunction with FarmHouse.

The FarmHouse Foundation

Believing that there should be a broader financial base and support for the Fraternity's operations, the Executive Board established an endowment committee at the 1950 Conclave. In anticipation of the Fraternity's Golden Anniversary, the Golden Anniversary Fund was officially launched in 1952. After the golden anniversary year of 1955, the name of the fund was changed to Golden Opportunity Fund.

Delegates to the 1962 Conclave approved a Trust Agreement establishing the FarmHouse Foundation and the appointment of Joseph Ackerman, D. Howard Doane, Oscar B. Jesness, Francis W. Peck, Lew T. Skinner and C.W. Weldon as Trustees of the Foundation.

The Trust established the FarmHouse Foundation as an entity that shall administer funds entrusted to it "to foster high standards of scholarship, character, leadership and cultural development among all the members of FarmHouse Fraternity. Also, the funds entrusted to the Foundation shall be used for scholarships, student aid and assistance to needy students and for the improvement of the level of educational achievement for students of agriculture and related sciences including specifically loans and grants to provide better housing and living conditions for groups of students of agriculture."

Formal organization of the FarmHouse Foundation was accomplished on December 1, 1963, at a meeting held in Chicago, Illinois. It was attended by the Trustees; Russell J. Kleis, national president of FarmHouse Fraternity; Robert Baldrige, Esq., a member of FarmHouse Fraternity and a lawyer who handled all of the legal aspects of establishing the Foundation in his capacity as chairman of the Foundation committee of FarmHouse Fraternity; and Darl E. Snyder, national secretary-Vice President of Finance-editor of FarmHouse Fraternity. The Trustees elected Joseph Ackerman, C.W. Weldon and Darl E. Snyder to serve as chairman, Vice President of Finance and secretary of the Foundation.

By-Laws for the Foundation were adopted. Robert Baldrige was elected to serve as attorney and the firm of Ernst and Ernst of Chicago was named auditor for the Foundation. The National Executive Board of FarmHouse Fraternity provided the Trustees of the Foundation a fund of \$2,000 with which to begin operations.

In a letter addressed to the FarmHouse Foundation under date of January 7, 1966, the Internal Revenue Service of the United States Treasury Department states "...we have concluded that the trust (FarmHouse Foundation Trust Agreement) is exempt from Federal income tax as an organization described in section 501 (c) (3) of the Internal Revenue Code. "Contributions made to the trust are deductible by donors as provided in section 170 of the Code. Bequests, legacies, devises, transfers or gifts to or for the use of the trust are deductible for Federal estate and gift tax purposes under the provisions of sections 2055, 2106, and 2522 of the Code."

By action taken in May of 1966, the National Executive Board of FarmHouse Fraternity discontinued the Golden Opportunity Fund to allow the FarmHouse Foundation to enlist support from the membership of the Fraternity for the Foundation and its program. All contributions and gifts made to the Foundation may be deducted from the donors' Federal tax return in accordance with the provisions outlined in the Internal Revenue Code.

In 1969 Darl Snyder resigned as secretary-Vice President of Finance-editor of the Fraternity, but agreed to continue as interim secretary of the Foundation. When he resigned as interim secretary in August 1970, accounts were transferred from LaGrange, IL, to St. Joseph, MO. William C. (Wick) Haynes, NC '57, and subsequently Robert L. Off, CO '64, served as the chief executive officer for both the Foundation and the International Fraternity.

During the late 60's and the 70's, the Foundation placed significant emphasis on the development of programs that it could support and, thus, more actively contribute to "building men." Grants were made to more than a dozen leadership conferences, library acquisitions and a chapter counseling program. The leadership conferences were designed to enhance the Fraternity's ability to help individuals relate themselves to campus life and organization concepts of FarmHouse. The first "educational program grant" to the International Fraternity Board was made in 1978, to support an assortment of activities with educational purposes.

During the decade of the 70's, the need for more aggressive annual giving and increased major gift solicitation was recognized. Subsequently, both the Trustees and the Fraternity staff directed more attention to direct mail appeals to the entire alumni membership and initiated personal contacts with potential major donors. Increased attention also was given to developing and adopting policies for fund solicitation, administration and investment of Foundation resources. Increased numbers of alumni and their families responded to the direct mail appeals and the appeals and recognitions included in *Pearls and Rubies*. Concurrent with these developments, the Foundation Board recognized the need for greater staff support and its obligation to assume a nominal portion of the costs of the International Office.

In the 1980's and 90's, the Foundation began to benefit from the groundwork laid in the 60's and 70's. The Foundation Trustees and the International Office staff currently administer 61 endowment funds, each having a corpus of \$10,000 or more, and 22 restricted or designated gift funds to support scholarships and other educational activities for 22 chapters.

Probably the most significant event in the Foundation's history came in January 1997 when Bob Off moved to full-time employment as the executive director of the FarmHouse Foundation - enabling him to concentrate on fundraising and Foundation initiatives. In the few years since that move, annual giving to the Foundation General Fund has nearly doubled, and the Foundation has surpassed a \$2.5 million endowment.

The Growth and Future of FarmHouse Fraternity

The Pattern of Growth

A careful review of the dates when our chapters were chartered will indicate that FarmHouse grew very slowly until World War II. At the onset of the War, there were but eight chapters. Nine had been chartered, but the Wisconsin group chose to become affiliated with another organization in the middle 1920's. Following World War II a new philosophy was considered and the leadership believed that what was serving the needs of selected young men on eight campuses ought to be made available to young men at more colleges and universities. Thus there followed a period of relatively rapid expansion.

Expansion Philosophy

Current philosophy is that FarmHouse should move to establish additional groups at specifically targeted campuses where the most favorable opportunity for a sound beginning and steady growth is present. Chapters exist today primarily at land grant institutions. However, efforts to establish chapters will not be confined to this group of schools. All colleges and universities offering the baccalaureate or associate degrees that are open to the establishment of fraternities, are potential sources of expansion for FarmHouse. In advance of an overture to any administrator relative to the establishment of a FarmHouse colony, a careful survey of the program of the school and its future plans is made by the expansion committee and the International Executive Board.

It has not been the practice for FarmHouse to seek to bring into affiliation a group already organized as a local campus living group, although this could possibly be done if the group were composed of men whose basic goals, ideals, and philosophies were consistent with those of FarmHouse Fraternity. Primarily, efforts are made to seek out and interest individual unaffiliated students. In many instances those students who accept the challenge to undertake the leadership in establishing a colony of FarmHouse Fraternity are those who, in the beginning, had little interest in affiliating with any fraternity.

Once a colony is formed, the men must live together and operate as an organized unit before the International Executive Board will entertain a petition for a Charter. Details are outlined in the Fraternity's performance based expansion materials.

Along with the Fraternity's staff, alumni members of the Fraternity continue to provide direction and leadership to emerging colonies. It is a credit to our organization that such men are willing to step forth and give of their time, talents, and substance to encourage and nurture the nucleus of students who see in the ideals and record of FarmHouse the possibilities for their achievement of the same strongly-held goals and long-cherished desires.

Whatever future FarmHouse may have depends completely and entirely upon the degree of dedication that each member brings to the organization. If the individual member continues to cherish the development of the best that is in him and in his fellow members, then FarmHouse will flourish and will continue to challenge and serve young men. Therefore, what FarmHouse is today is what its members have made it. What FarmHouse will be tomorrow depends upon what you seek to make it.

FarmHouse Activities/Gatherings

Annual Meeting of the Association

Each FarmHouse Association holds an annual meeting of its membership to conduct the business of that group and to become acquainted with the circumstances and accomplishments of its related chapter. The association is composed of all alumni members of that chapter, FH men from other chapters who now live in that state, and all undergraduate active members of the chapter.

In as much as the Association is responsible for the housing of the chapter members, a review of physical conditions of the existing property are discussed. Often the business meeting is held in conjunction with another major activity such as Founders' Day or Homecoming.

Founders' Day

The Fraternity has declared April 15 as a date for observance of the founding of FarmHouse in Columbia, Mo., on April 15, 1905. Every chapter is encouraged to celebrate the day with some special function. Many chapters schedule their Founders Day events at this time. Many hold a banquet, inviting a speaker, often a prominent member of the chapter, sometimes a member of the International Board or staff of the Fraternity. Chapters are encouraged to invite alumni and their families and parents to share in this occasion.

The Founders' Day festivity traditionally includes presentation of the Doane, Snyder and Skinner awards and often includes other honors and awards to chapter members and alumni.

National Western Stock Show Breakfast

Because many FarmHouse men are in attendance at the National Western Stock Show in Denver, Colorado in January of each year, this seemed to be a logical time and place for a gathering of members. The first group met in 1951 and has met annually since that time. The meetings were co-hosted by the Wyoming and Colorado Chapters of the Fraternity, until Wyoming closed in 1996. The CSU Chapter now hosts the event.

Other Social Gatherings

Other social gatherings of the same nature as the National Western Stock Show Breakfast that have been a success and/or recently revitalized are: the Arizona Round-up and the FarmHouse FFA Luncheon held in conjunction with the National FFA Convention.

Parents' Weekend

Many chapters of FarmHouse plan during the fall and spring terms to invite their parents, either together or separately, for a weekend of activities at the chapter house. In many of our chapters, the men move out of their quarters, permitting the parents to move in for a first-hand view of life in FarmHouse.

Together with their parents the men participate in weekend college and community activities. It is believed that this introduction to the college and fraternity community stimulates parent-interest in FarmHouse and brings about a better understanding for the parent of the student and his daily experiences.

Some chapters invite their member-families to come for an all-day gathering, bringing picnic baskets for a shared informal outing. Other chapters, due to limited facilities invite their families to share in activities outside the fraternity house.

Parents' Clubs

Historically, wives, mothers and sweethearts of FarmHouse men have organized auxiliary groups at many of the FarmHouse chapters. These ladies worked with the housemother on many different projects to beautify the house, to add to necessary decorative items and tableware for the chapter.

These groups, in many locations, have assisted in planning interior decor for the chapter. Some have purchased paintings to complement the furnishings of the living room. Others have purchased dishes and stainless steel for the dining room.

As stated in the original *New Membership Handbook*, "It is no secret that the interest of a wife makes it possible for her husband to pursue his association with FarmHouse and to be a contributing member to the organization. It is also no secret that many a mother or wife has made, in her own right, rich contributions to the joys and values of FarmHouse life."

Today, many chapters have organized Parent's Clubs or in some cases, Mothers' Clubs. These clubs serve to allow parents of a FarmHouse man to organize in support of their sons and their chapters. Parents' Clubs have taken the place of the traditional FarmHouse Auxiliary that existed before the late 1960's. The Parents' Clubs continue to focus on projects to beautify the house, and add needed house wares to the chapter house.

"Sisters" Organize

In the late 1960's and early 70's most FarmHouse chapters began to organize another auxiliary group generally referred to as "Little Sisters" or "Sisters." Eligibility for membership and the selection process varied from group to group, but the basic qualification was an interest in FarmHouse. The objectives of the "Sisters" organizations also varied somewhat, but were primarily along the line of providing a feminine touch to the chapter and an opportunity for a male-female relationship outside the dating context.

In the late 1980's "Sisters" groups came under scrutiny because of questions of liability to fraternities, questions of "Sisters" organizations demeaning women and legal questions of "Sisters" jeopardizing fraternities' single sex status.

By 1988 the NIC and most men's fraternities had resolutions or policies banning "Sisters" auxiliaries. The 1990 Conclave of FarmHouse passed a resolution to encourage our chapters to eliminate "Sister" groups by 1992 and to appoint a committee to study alternatives. In 1992 Conclave adopted a policy prohibiting FarmHouse chapters from operating and governing "sisters" Auxiliaries as part of chapter operation. Several sister auxiliaries that wished to continue have organized as independent organizations and become recognized student organizations on their campuses.

IV. INSIGNIA

The Coat of Arms



The shield of the coat of arms will remind members of the knight's shield, used to defend his body. This shield in the coat of arms stands for the protection that the fraternity affords all within its bonds, through its strength, reputation and activities. The shield is green.

There is a diagonal band of white, located centrally, occupying approximately one-third of the area of the shield. This stands for purity, innocence, worthiness of ambitions of members and the best in manhood, as the aspirations and objectives of the Fraternity. The band itself symbolizes the noble goals of FarmHouse in pointing the way to worthy manhood for its members.

On this diagonal band are three gold stars. The stars symbolize the three great attributes of fraternity love and esteem; namely loyalty, helpfulness (and generosity) and pride in efforts of accomplishments. Because gold is considered the most precious of metals, the stars, in that they are gold, take on greater significance.

In the upper section of the shield is the lamp of learning, flamed. The lamp is the traditional symbol for ambitions in scholarship. The flame symbolizes an everlasting effort to increase one's knowledge and efficiency in the field of endeavor.

In the lower section of the shield is a sickle above a sheaf of wheat. These remind a member of this ancient tool of harvest and the tradition of shocking grain as protection from the elements until it could be transported, threshed, and stored. These two symbols teach "As ye sow, so shall ye reap," and the sickle stands for hard labor necessary to achieve success. The shock of wheat symbolizes the need to husband the fruits of one's accomplishments with prudence and intelligence.

Atop the shield is the crest of the esquire's helmet. This is a reminder to members to always conduct themselves as gentlemen according to the code of good manners and social customs.

The name, **FARMHOUSE**, between a divided year date, 1905, appears on the scroll ribbon below the shield, or escutcheon.

Symbols of FarmHouse

Colors

Green - Spring

Gold - Autumn

White - Winter

Flower

Red and White Roses in equal number symbolizing the Pearls and Rubies of the official membership badge. The change from Sunburst or Talisman Rose to Red and White Roses was adopted by the FarmHouse membership at the 1984 Conclave.

Flag

The Fraternity adopted an official flag in 1950. The flag is divided diagonally from upper left to lower right. The lower left field is a medium green and the upper right field is white. The letters "FH" are in a medium gold pigment on the green field of the flag. The Fraternity coat of arms (black detail on a white background) is on the white field of the flag.



FarmHouse Jewelry

The jewelry of the Fraternity has been designed in an attempt to express ideals through conventional symbols. The badge and recognition pin should then have special significant to the wearer.

Originally fraternity jewelry was handmade and without special dies so that each piece was unique and varying conditions of excellence existed, dependent upon the craftsman. In modern manufacture, dies and tools are necessary to insure the uniform size, quality and detail of every badge. As FarmHouse Fraternity jewelry is made, except for the dies used in the base, all details of the badge are done by hand with an excellence unparalleled.

The dies are trimmed and hand sawed. The jewels that are perfect Oriental cultured pearls and hand cut rubies are set by hand. The enameling, stoning, polishing, and assembling are hand operations. The craftsmen who work on these badges apprentice for six years before they are qualified to perform the most intricate and detailed operations of their own special facet of work.

Complete records are made of all manufacturing operations so that each order of badges may be reproduced exactly in conformity with the original order. Badges are numbered at the factory. Upon request, a member's badge may be engraved with his chapter, date of initiation, and initial and last name.



Pledge Badge



Standard Badge



**Standard Badge
(Jeweled)**



Recognition Pin

Standard badge

The FarmHouse Fraternity badge is made in two parts - the base and a panel. The badge is in the shape of a shield and is outlined with three rubies, placed so as to form a triangle with the point at the bottom, and five pearls on either side of the shield, separating the rubies. There are three pearls between the two rubies across the top of the shield base.

The panel is in stippled gold with the FarmHouse monogram in burnished gold, raised in the center. A white enameled star appears in the upper right of the panel and below the monogram is a black enameled crescent. The Nebraska Chapter designed the standard badge now in use. It is the original design and the only badge that has been used by FarmHouse Fraternity.

The badge should be worn in an over the heart position as a token of the esteem and pride a member takes in his Fraternity. It is appropriate to wear the badge to classes and with other street attire and for special social functions.

Guard Pin

It is traditional to order with the standard badge, a guard pin with a single or double letter identifying your chapter, or a miniature coat of arms guard pin. The letter guards are of three types - the plain burnished gold; the close set pearl, which is whole pearls set in gold. The miniature coat of arms guard is of stippled and burnished gold, with raised details.

Chapter officers may wish to order special guard pins or dangles appropriate to their offices. There is a selection of 21 officer guards and dangles available.

Pledge Badge

The pledge badge, designed by the Illinois Chapter, is in the shape of a shield. It is green enamel with the FarmHouse monogram in raised burnished gold letters. The shield is encircled with a fine gold band. The pledge receives his badge upon acceptance of the invitation to become better acquainted with the Fraternity through serving a pledgeship.

It is appropriate to wear the badge to classes and with other street attire, and for special social functions. When a man becomes a member of the Fraternity he no longer wears the pledge badge, as he is eligible to wear the standard membership badge.

Recognition Pin

There are three recognition pins that are considered official in FarmHouse. The first is the Coat of Arms recognition pin that was adopted in 1920. While it is recognized as official, this pin is no longer manufactured. The second is the Star and Crescent recognition pin, adopted in 1923. This pin is still worn by alumni who were members of the Fraternity prior to 1948. This pin is no longer manufactured. The third pin, which is currently in use, is the FarmHouse monogram recognition pin. This pin came into accepted use in 1948. This pin is manufactured exclusively as the current official recognition pin. The recognition pin is to be worn on the lapel of one's suit coat and is presented to the new member during the ritual of initiation to the Fraternity. This pin serves as a means of recognizing other members of the Fraternity.

Music

Music has always been an important part of the fellowship of FarmHouse Fraternity. Many of the chapters who have had a special interest in this area have developed excellent vocal and instrumental groups and solo performers.

Others have been inspired to write music and words for FarmHouse songs. Among the many original pieces of music are "A Brotherly Band" written by Russell E. Frost of Wisconsin; the "FarmHouse Hymn" by Ray Dankenbring of the Iowa Chapter; the "Pearls and Rubies" by Rowland F. Clark of Illinois, with the assistance of M. Weese on the music; Herb Johnson of Nebraska is responsible for the "FarmHouse Sweetheart," with assistance of Jack Ross and Dorsey Barnes; the "White, Green and Gold" is the contribution of H. L. Collins of Kansas, with an assist from Ira Pratt on the music; and "A FarmHouse Girl" was an original by Forrest Thye and Carl Bartenhagen of the Iowa Chapter.

FarmHouse words have been written to a number of popular tunes, among them "We're From FarmHouse" by Daryl Stamm of the Michigan Chapter. "Tell Me Why," "Hail to Happy FarmHouse Days," "FarmHouse Will Shine Tonight," "Builders of Men," and "Let's Give A Cheer" are others, but authorship to words of these songs is unknown..

These tunes appear in the official FarmHouse Songbook, together with many folk songs, patriotic songs and hymns. Copies of the FarmHouse Song Book are available through the International Office.

V. POLICIES

FarmHouse Fraternity Alcohol and Drug Policy

FarmHouse Fraternity recognizes its responsibility to exert influence towards high standards of personal, social, and moral conduct upon its members. The Fraternity acknowledges that the college years are times particularly important to the testing and shaping of individual attitudes, beliefs and values. While the Fraternity understands these concepts as being basic to the collective missions of all chapters, it further recognizes that the shaping and development of members is a function of the nature of individual chapters of FarmHouse.

1. The possession, use and/or consumption of alcoholic beverages must be in compliance with any and all applicable laws of the state, province, county, city and university.
2. No alcoholic beverages may be purchased through the chapter treasury nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase and/or use of a bulk quantity of such alcoholic beverage, i.e. kegs, is prohibited.
3. No chapter member or any other individual(s), collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal "drinking age").
4. The possession, sale and/or use of any illegal drugs or controlled substances at any chapter house, sponsored event or at any event that an observer would associate with the fraternity, is strictly prohibited.
5. The possession, sale and/or use of any illegal drugs or controlled substances by any member is strictly prohibited.
6. No chapter may co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present.
7. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups, or organizations.
8. All recruitment (Rush) activities associated with any chapter will be "dry" (no alcohol present).
9. Open parties where alcohol is present, meaning those with unrestricted access by non-members of the fraternity, without specific invitations, shall be prohibited.
10. No member shall permit, tolerate, encourage or participate in "drinking games".
11. No alcohol shall be present at any pledge/associate member/novice program or activity of the chapter.
12. At the beginning of each term all members will go through a mandatory alcohol awareness program as prescribed by the International Fraternity with written, verified attendance by the Association to the International Fraternity.
13. Although discouraged, alcoholic beverages may be present or consumed at chapter functions off FarmHouse property only if approved by a $\frac{3}{4}$ vote of the chapter. Chapter function is defined as any event an individual would associate with the Fraternity, where five or more chapter members are present. Each proposed function must be voted on separately by the chapter. Chapter functions with alcohol must be Bring-Your-Own Beverage (B.Y.O.B) or cash bar operated by the holder of a valid liquor license. In no case may alcohol be stored or consumed on FarmHouse property.
14. Associations of chapters that have alcohol functions must certify to the International Executive Board that they and the chapter are covered by a general liability insurance policy that provides at least \$1,000,000.00 of coverage and must specify that incidents related to alcohol are covered. Further, the International Fraternity would have to be listed as "a named insured."

15. Chapters that have alcohol at functions must provide alternative beverages, food and an appropriate means of safe travel for participants.
16. FarmHouse Fraternity, and/or any of its chapters or associations, may at no time be considered the holder of a liquor license.
17. This policy does not preclude an individual chapter from establishing a stricter policy if the members of that chapter vote to do so.

(Adopted 1990 Conclave; Reaffirmed Fall 2004)

The FEA Statement of Position on Hazing and Pre-Initiation Activities

The Fraternity Executives Association has stated its position, periodically, in support of constructive educational and inspirational programs and has asserted unequivocally its opposition to hazing and pre-initiation activities that do not contribute to the positive development and welfare of pledges/associates and members.

Because hazing and other pseudo-initiation practices have not been rejected and eradicated completely in undergraduate activities and therefore remain a menace to the well-being of the College Fraternity System, the Fraternity Executives Association reaffirms and reasserts its position on this question.

- The Association believes that true fraternalism is nurtured in an atmosphere of social and moral responsibility, respect for duly constituted authority and loyalty to the principles of higher education.
- The Association further believes that while social behavior cannot be legislated, a fraternity without morally sound precepts and practices is not a constructive influence upon college students.
- The Association further believes that a fraternity has a solemn obligation in the development of its pledges/associates and members and that this responsibility extends alike to the institutions where it is represented; to parents and others who make possible the education of pledges/associates and members; to the communities where chapters are accountable for good citizenship; and to the college fraternity system of which it is a part.
- The Association further believes that while much progress has been made, one of the most damaging instruments to the fraternity system is the employment of a program of education which includes hazing, and that this unproductive, ridiculous and hazardous custom has no rightful place in the fraternity system.
- The Association defines hazing as any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations includes paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside the confines of the house; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activities and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.

Policy on diversity and inclusion – FarmHouse Fraternity

FarmHouse Fraternity is committed to recruiting exceptional men of all backgrounds and experiences. We believe that our men are the best and brightest on the campuses where we are located. Our commitment to diversity only enhances our membership.

FarmHouse is committed to the recruitment and selection of any student who is interested in the ideals of the fraternity. This policy affirms that FarmHouse does not discriminate on any basis other than gender and expressly will not discriminate against any man based on his ethnic heritage, national origin, personal beliefs, race, religion or sexual orientation. (Adopted Fall 2002, Reaffirmed Fall 2004)

Statement of Position on Legacies

Periodically the International Executive Director, the International Executive Board or individual Board Members receive questions and communication concerning the Board's policies and role in the selection of chapter pledges and members, especially those prospective members who are relatives of members of FarmHouse Fraternity or "legacies."

A FarmHouse chapter or colony should not assume that a "legacy" prospect will accept an invitation to membership because of his relative's membership in the Fraternity, nor should such an individual be entitled to membership on the basis of such a relationship.

When a legacy or a prospective member has been brought to the chapter or colony's attention by an alumnus, the chapter members have an obligation to introduce themselves to the prospect and to consider the possibility of pledging him.

The chapter or colony also has an obligation to acknowledge the efforts of alumni in assisting with the recruitment of prospective members.

The International Board reaffirms the Fraternity's policy that the local FarmHouse chapters and colonies are solely responsible for pledge and membership selection. Neither the Executive Director, nor the International Executive Board, collectively or individually, will become involved in pledge and membership selection by the local chapters and colonies. (Reaffirmed, Fall 2004)

VI. ADDITIONAL RESOURCES

Awards

Chapters are recognized annually for outstanding work through the FarmHouse chapter awards competition. The Ruby Cup was designed in 1994 to recognize the overall outstanding chapter of the Fraternity. The chapter that captures The Ruby Cup gets a chance to display it in its chapter house for the year following selection. The chapter awards process is based around the Chapter Award of Excellence standards document and 12 Chapter Programming Awards. The Award of Excellence accounts for 1/2 of the scoring for the Ruby Cup, while the Programming Awards account for the other 1/2. Chapters are separated into two divisions for the Chapter Programming Awards based on a formula that considers current undergraduate membership and total number of lifetime initiates.

A panel of Kansas City area alumni representing a variety of different chapters serves as judges for the annual chapter awards program, along with the FarmHouse International staff. Several other awards are given to chapters and associations.

Chapter Award of Excellence

The Chapter Award of Excellence program has been designed as a minimum standards program. Chapters are required to complete the application annually, by March 1st. Chapters that achieve 90 percent on the document receive the Chapter Award of Excellence, while chapters reaching 80 percent receive the Chapter Award of Achievement. Each chapter is eligible to receive the award, which is based on meeting objective criteria centered on chapter operations.

Chapter Programming Awards

The Chapter Programming Awards are designed to recognize chapters for outstanding work, achievements and accomplishments. The 12 award categories include:

1. New Member Recruitment
2. New Member Education
3. Total Membership Education
4. Alumni Relations
5. Financial Management
6. Campus Involvement
7. Community Service
8. Risk Management
9. Intellectual Development & Scholastic Achievement
10. Spiritual Development
11. Social and Moral Development
12. Physical Development

Each category entry is judged on the past 14 months of work (Jan. 1-Feb. 28). Chapters are encouraged to outline the 3-5 goals the chapter had in each area - and detail how the chapter went above achieving those objectives. Winners from each division are selected in each category.

The Ruby Cup & the Most Improved Chapter Award

As noted above, the Ruby Cup Award and Most Improved Chapter Award are determined by a chapter's ranking in each category of the programs for Chapter Programming Awards and scores on the Chapter Award of Excellence.

The Top 5 Chapters in each division are recognized annually, with the FarmHouse International Board reviewing the first-place winners in each division to determine the recipient of the Ruby Cup, as the overall outstanding chapter.

The chapter showing the greatest improvement from the previous year as determined by the FarmHouse International Board and staff will be recognized as the Most Improved Chapter.

The Outstanding Association Award

This award was established by the Executive Board as a means of recognizing outstanding work of the associations in attaining the objectives of the Fraternity during the biennium. Judging is based on the following categories:

- Contributions to Active Chapter
- Association Board
- Attendance at Chapter meetings
- Faculty Advisory Support
- Financial Management
- Social Functions

The associations submit to the Conclave a written report on each of the six categories prepared under similar guidelines as for the chapter awards program.

Chapter Newsletter Award & Outstanding Web Site Awards

Chapters are also recognized for excellence in newsletters and the chapters' web sites. The brief Outstanding Newsletter Award application and three copies of each newsletter published from March 1 - February 28 are due with the other annual awards applications by March 1 each year. The Outstanding Web Site Award competition takes place each spring (websites need to be ready for judging by March 1 annually).

The *Summa Cum Laude* Award

Prior to discontinuing the program in December 1971, the National Interfraternity Council (now North-American Interfraternity Conference) annually presented a *Summa Cum Laude* Award in recognition of scholastic achievement to those chapters of all fraternities within the NIC whose grade point average were 30% or more above the All Men's Average on their respective campuses. When the NIC discontinued this program, FarmHouse established its own *Summa Cum Laude* award.

To be eligible for the FarmHouse *Summa Cum Laude* Award, a chapter must also be 30% or more above the All Men's Average on their respective campuses. The individual chapter must initiate the action leading to the conferring of the award by requesting the appropriate university official to advise the International Office of the chapter's eligibility for the award.

The President's Trophy

The tradition of the President's Trophy began with the 1960 Minnesota Conclave. Its purpose was to stimulate interest in Conclave attendance. To win the trophy a chapter must amass the highest number of points figured on the basis of the total number of undergraduate men attending from the chapter, times the distance from the chapter to the Conclave site. If the chapter housemother attends a bonus of 100 points is added to the score.

Because this award is given in lighter vein and does not represent serious purpose beyond stimulation of attendance, a special design for the trophy has not been established. Originally the President of the Fraternity chose the design and was responsible for the production of the trophy and hence the title of the award. For recent Conclaves the host chapter and/or the FarmHouse International staff has assumed this responsibility.

The International Executive Board Service Award

The plaque is a token in recognition of the man's service on the International Executive Board with appreciation of the Fraternity for his contribution. The presentation is made at the biennial meeting of the Conclave at which time he completes his term of office.

Master Builder of Men

The Master Builder of Men Award was established in 1950 by the National Executive Board as the highest honor that FarmHouse Fraternity can bestow upon one of its alumni members.

The award is recognition and public acknowledgment of the member's unselfish leadership and help to his fellow man, both within the Fraternity and outside. Neither position, wealth, nor occupation enters into consideration for the award, but simply what he has done to help others.

Selection of candidates: During the year between Conclaves, the FarmHouse International staff will send to each chapter and association copies of points to consider to recommending candidates for this award, with the request that the association work with the chapter to nominate a member of the Fraternity who is deserving of this honor. Required supporting evidence of the candidate shall be received by the executive director on or before March 1 of the Conclave year to be considered. It shall include a biographical sketch of the nominee, a statement of his service to the fraternity, and at least three letters from other persons supporting this nomination. The Master Builder of Men Awards Committee, composed exclusively of Master Builder of Men awardees, shall make its recommendation to the International Executive Board at least three months before Conclave. The Board will then make the final selection. Nomination should be made without knowledge of the candidate. Men chosen to receive this award are extended an invitation by the International President to attend the Biennial Conclave, at which time presentation of the award is made.

The award consists of a Master Builder Medallion, set in Lucite plastic, inscribed with the man's name and the date of the award, and a framed plaque.

It has been the recommendation of past Master Builders of Men Awards Committees that a maximum of five men receive this award during any one biennium. No minimum number has been recommended.

The International Executive Board established the policy that a man may not be nominated for the Master Builder of Men award while serving on the Board. A posthumous nomination will only be considered if the individual honored has been deceased no more than two Conclaves.

Qualifications: A Master Builder of Men is a member of FarmHouse Fraternity who:

- Is a leader in the Fraternity and has a continuing interest in improving both the chapters and the associations.
- Has demonstrated interest in young people by giving help and encouragement to them to improve themselves through further training.
- Is a living example of the Fraternity principles.
- Is a gentleman and a respected citizen in his own community.

The following three awards are international awards that each chapter is authorized and encouraged to grant annually.

The Doane Award

Established in 1947 by founder, D. Howard Doane, The Doane Award is given to the outstanding senior of each chapter who is considered by his peers to have contributed the most to his chapter and his brothers. This is the only international award given to individual chapter members.

The Purpose: The purpose of the Doane Award is to recognize appropriately those FarmHouse men who by their deeds put living reality in the Fraternity's major objective – FarmHouse, Builder of Men.

“The adoption of a slogan means little if it does not go beyond the coining of words. When a student decides to attend a university, he undertakes a program of self-improvement. A FarmHouse man goes farther for he knows that he who gives most, gains most.

Man building does not imply rebirth or conversion. It is simply a helpful word here, a constructive suggestion there, and a bit of encouragement to the one who finds the going a bit tough. Two thousand years ago a humble carpenter set the pattern for building men. Man's greatest gift to man is his willingness to give and, if necessary, sacrifice his life for his brothers.

Monuments are built throughout our land to honor those who have, under the stress of war and the heat of battle, offered their lives to help and save others. In contrast, this plaque will find a modest place in the corner of a room in a fraternity house. On it the names of those men, who have offered something of themselves to help others along with the quiet paths of everyday living, will be engraved. It will never become a monument to public heroes, but it will record the same spirit and motives that make heroes.” ~D. Howard Doane

The Plan: At the beginning of every school year, the president of the FarmHouse association will appoint from the membership three alumni members to serve on the Doane Award Committee. These men will be responsible for reviewing all recommendations and for selecting the winner of the award.

Early in February a member of this committee will visit the chapter house, asking each man to retire to his room to prepare a formal statement concerning the senior he believes has done the most in building, serving and influencing to the good, his brothers in FarmHouse and his associates on the campus. Each senior is considered on the following qualifications:

- Influence for good
- Moral and religious conduct
- Sacrifices
- Honesty
- Conduct of business affairs
- Scholarship
- Activities

All statements are collected before the committee member leaves the chapter house. The committee cannot accept any statement not delivered at that time. The committee makes its selection of a winner and prepares a written record of facts and deeds, which is placed

together with his picture in the Doane Award Book of Record. His name and year of graduation are engraved on the permanent plaque.

The committee keeps the selection secret and presentation of the award is made on Founders' Day. If there is no senior considered worthy in the opinion of the committee, it may decline to make the award. In very exceptional cases a second award may be made or honorable mention given.

The Snyder Award

The Darl E. Snyder Award was established at the 1970 Conclave from a proposal by the Kentucky Chapter, which felt that a means of recognizing the significant contributions made by alumni members of the Fraternity was needed:

While serving the Fraternity as national executive secretary for some ten years, Darl E. Snyder lived a life that was always exemplary of FarmHouse ideals. Indeed FarmHouse owes much of its strength and progress to the efforts of this man.

The Purpose: The purpose of this award is to recognize those associate and alumni members who, by their deeds, have contributed to the growth and development of the Fraternity. It is intended to honor those men who have given of themselves so that the ideals of FarmHouse would become stronger and attain a meaning beyond that of mere words. FarmHouse is first and foremost dedicated to the building of men. Some men never forget this principle and try to remain as close to the Fraternity as they can after graduation. These are the men who are concerned about the welfare of FarmHouse and its members. Their work, experience, counsel and unselfishness are invaluable in helping FarmHouse towards the achievement of its highest goals. It is to these men, who strive for excellence both in FarmHouse and in their own lives, that this award is dedicated.

The Plan: The Chapter Executive Committee shall be responsible for appointing a selection committee of three chapter members. This committee shall have the responsibility of obtaining nominations and selecting the recipient of the award. Nominations shall be submitted in the form of written letters that set forth the qualifications of the nominee. Any member of the local association shall be eligible to make a nomination for this award. Nominations from the chapter members shall be accepted at the same time that the nominations for the Doane Award are made. The selection committee shall decide the time of acceptance of nominations from the alumni members.

Having collected the nominating statements, the committee shall consider each man with regard to the following criteria:

- Sacrifices
- Moral and religious conduct
- Community activities
- Contributions of his profession
- Interest in the chapter
- Contributions to FarmHouse

All members of the local association, excluding chapter members, shall be eligible for this award. However, any person who is a recipient of this award shall not become eligible again for a period of at least five years. The Committee shall keep its decision secret until

Founder's Day when the recipient is presented the award. After the decision is made, all records used to evaluate the nominees shall be destroyed. If the committee feels that no individual is worthy of the award, they may decline to make the award that year. In extremely exceptional cases, they may make the award to two people.

The Skinner Award

The International Executive Board established the Joan "Chad" Skinner Memorial Award in 1983 from a proposal by Robert L. Skinner. The award is to be a means of recognizing and honoring those women who unselfishly give of their time, talents, and love to further enhance the objectives and ideals of FarmHouse. Mr. Skinner's proposal was based on his recognition and appreciation for the encouragement and support by his wife during his leadership service to FarmHouse.

The Purpose: The purpose of this award is to recognize those women who, by their acts, have contributed to the growth and development of the Fraternity. It is intended to honor those women who have given of themselves so that the ideals of FarmHouse would become stronger and attain a meaning beyond that of mere words.

The Plan: The Chapter Executive Committee shall be responsible for appointing a selection committee of three chapter members. This committee shall have the responsibility of obtaining nominations and selecting the recipient of the award. Nominations shall be submitted in the form of written letters that set forth the qualifications of the nominee. Any member of the local chapter/association shall be eligible to make a nomination for this award. Nominations from the chapter members shall be accepted at the same time that nominations for the Doane Award are made. The selection committee shall decide the time of acceptance of nomination from the alumni members. Having collected the nominating statements, the committee shall consider each woman with regard to the following criteria:

- Exemplified gracious living
- Sacrifices
- Moral and ethical character
- Interest in the chapter
- Contributions toward the well being of the International Fraternity.

The recipient may be a housemother, cook, wife, sister, sweetheart and other deserving women. No initiated member shall be an eligible recipient. Any person who is a recipient of this Award shall not become eligible again for a period of five years. There shall be no obligation to grant an award in the event the selection committee deems no applicant deserving.

The Committee shall keep its decision secret until the recipient is presented the Award. After the decision is made, all records used to evaluate the nominee shall be destroyed. The International Board may also select worthy individuals for the award, in particular women who have helped further the mission and objectives of the Fraternity by contributing to the growth and development of the Fraternity, yet are not closely involved with a local chapter. The recipients will be recognized at the biennial Conclave.

Directory of Chapters as Installed

University of Missouri April 15, 1905
University of Nebraska September, 1911
University of Illinois October 15, 1914
University of Wisconsin (inactive) May 28, 1921
Kansas State University June 2, 1921
Iowa State University January 22, 1927
Oklahoma State University May 12, 1928
University of Minnesota April 22, 1931
Michigan State University April 25, 1936
Colorado State University April 19, 1949
University of Wyoming (inactive) October 22, 1950
University of Kentucky May 12, 1951
Purdue University April 16, 1952
North Carolina State University May 15, 1954
University of Arkansas (inactive 95-99) October 2, 1954 (re-chartered) April 24, 1999
North Dakota State University April 23, 1955
Washington State University May 7, 1955
University of Idaho October 12, 1957
University of Tennessee November 7, 1959
Mississippi State University April 11, 1964
Oregon State University (inactive) December 20, 1964
University of Georgia (inactive) May 8, 1965
South Dakota State University May 21, 1966
Auburn University May 28, 1971
University of Alberta April 20, 1974
Texas Tech University April 15, 1978
Montana State University (inactive) April 21, 1979
West Virginia University (inactive) March 28, 1981
Cal Poly-Pomona (inactive) November 20, 1982
Tennessee Tech (inactive) April 16, 1983
Illinois State University December 17, 1983
University of Nebraska School of Technical Agriculture (inactive) February 16, 1985
University of California-Davis (inactive) March 28, 1987
New Mexico State University October 3, 1987
Morehead State University (inactive) April 9, 1988
University of Wisconsin Platteville April 15, 1989
Cal Poly-San Luis Obispo (inactive) May 8, 1993
Western Kentucky University April 23, 1995
Clemson University (inactive) April 29, 1995
Troy University May 20, 1995
Texas A&M University April 17, 2004

ACKNOWLEDGEMENTS

- Russell J. Kleis, “Mission Excellence,” Pearls & Rubies, Spring 1966
- Russell J. Kleis, “Not To Be Built; To Be Building,” an address to the Installation Banquet for the Oregon Chapter of FarmHouse Fraternity, December 21, 1964, Corvallis, Oregon
- H. K. Wilson, Editor, The FarmHouse Fraternity Record, 1905-1929, Published November, 1932