PREFACE

 CERES MEMBERSHIP HANDBOOK

A compilation of information including the history, the philosophic base, the traditions, symbols and organized structure of Ceres International Fraternity.



 PURPOSE

Ceres is dedicated to developing in young women leadership, a commitment to uncommon expectations, a sense of unity, a legacy based on its origins and history, a sense of belonging, and a unique combination of humility and pride.

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CERES WOMEN'S FRATERNITY

 OBJECT AND SYMBOLS

**OBJECT:**

The object of our Fraternity is to build the whole person, to effect bonds of sisterhood, and to unify Ceres as a comprehensive entity. Ceres is committed to building qualities of leadership, to building meaningful fellowship, and to building a desire for scholastic achievement. Our commitment to Ceres is predicated on the values and ideals descriptive of a rural environment and offers lifelong sisterhood to women with an appreciation of agriculture. Membership in Ceres may at times require the sacrifice of time, pleasures, and comforts.

**COLORS:** Violet and Gold

**GEMSTONES:** Amethyst and Pearl

**FLOWER:** Sterling Silver Rose

**ATTRIBUTES:** Commitment

Agricultural Orientation

Leadership

Fellowship

Scholarship

**MOTTO:** "Commitment to Build"

**RITUAL MOTTO:** "Ceres Builds"

 **C**--Commitment **B**--Belief

 **E**--Excellence **U**--Unity

 **R**--Reverence **I**--Integrity

 **E**--Education **L**--Leadership

 **S**--Service **D--**Dedication

  **S**--Sacrifice

**THE GREEK ALPHABET:**

 Alpha (al-fah)  Eta (ay-tah)  Nu (new)  Tau (Taw)

 Beta (bay-tah)  Theta (thay-ta)  Xi (zzeye)  Upsilon(oops-i-lon)

 Gamma (gam-ah)  Iota (eye-o-tah)  Omicron (omm-e-cron)  Phi (fie)

 Delta (del-tah)  Kappa (cap-ah)  Pi (pie)  Chi (kEYE)

 Epsilon (ep-si-lon)  Lambda (lamb-dah)  Rho (row)  Psi (sigh)

 Zeta (zay-tah)  Mu (mew)  Sigma (sig-mah)  Omega (o-meg-ah)

 THE ATTRIBUTES

**COMMITMENT:**

"Lifetime bonds are created through love and dedication by committing one's mind, soul and body to the attributes, goals and objectives of our organization. There is a responsibility to the development of your sisters and the fraternity, but also to oneself. In doing so, you are setting an example for present and future generations." \*

Commitment is defined as "the act of doing or performing something--or a promise or pledge to do something". Whichever definition one chooses, it represents a firm, almost contractual arrangement.

Young people living in the latter portion of the twentieth century have sometimes been characterized as the uncommitted generation. It is significant then for the founders of Ceres to have chosen *commitment* as the first of the attributes of Ceres Fraternity. It is especially significant that the commitment is not only to Ceres and to the sisters, but to oneself, for until each person learns to accept herself, she is not capable of sharing the fullness of her individuality with another.

\*From the Initiation Ceremony

**AGRICULTURAL ORIENTATION:**

As history clearly records, from the very beginning Ceres has had *agricultural orientation* as one of its most fundamental and central attributes. The Charge given at each initiation says, "The three founding women's clubs were aware that some individuals still demean the role of farmers in society. Moreover, women were not duly recognized as significant contributors to the field of agriculture. It was with this in mind that the name CERES was chosen to signify the membership of the organization, and to indicate pride in and the importance of our agricultural heritage.”

Ceres, the Roman goddess of agriculture--grain, harvest, fruit, flowers, and the fertility of the earth--represents the historic involvement in and importance of the role of women in agriculture. Our name, CERES, is one of the few non-Greek names among women's fraternities and is proudly retained for the reasons that led to its selection.

**LEADERSHIP:**

The university climate provides many opportunities for young people to assume leadership roles and to learn from the university experience. Ceres is especially well adapted, providing a wide range of unique opportunities for leadership within the chapter and association.

In a very real sense, a Ceres chapter operates both as a family unit and as a small business. It has freedom to develop the pattern of living that members of a group choose. There are responsibilities for governance of the organization, collecting and paying bills, managing a budget, operation of the house, and implementing group decisions. There are also programs and projects, which the chapter chooses to, carry out. Each of these provides leadership opportunities and responsibilities.

So, too, are the social activities within the chapter and arrangements for participation in all-campus functions. This experience as a community and working as a team for the mutual benefit of the sisterhood is a priceless experience.

Members are encouraged to be selective in their activities, choosing projects of merit. Each person should be encouraged to do no more than she can do well and can learn from the experience, whether working by herself or within a group setting. The emphasis is on excellence of purpose, excellence of choice, and excellence of performance. Progress is made by those who set goals, lay out a course of action, and move in straight lines rather than circles. There is a powerful distinction between business and busyness.

**FELLOWSHIP:**

In its finest form, a fraternity provides a climate and laboratory for practicing the art of interdependent living and for learning to live together well.

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

It is the symbolic relationship of (persons) of varied talents, divergent backgrounds and differing views, engaging in honest and earnest quests, 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". \*

Because of its agricultural orientation, Ceres selects members with similar backgrounds, but then contributes its utmost to the development, not containment, of their full potential.

\* Russell J. Kleis. Michigan State FarmHouse '49, "Mission Excellence," Pearls and Rubies, Spring 1966, p. 6.

**SCHOLARSHIP:**

Universities provide the atmosphere, faculty, staff, classrooms, libraries, and laboratories where formal education can occur. They set the scene for the student who wishes to learn.

The student enters college seeking knowledge and the capacity to use that knowledge in a professional field. The true scholar will acquire the facts, probe the knowledge and experience of the professor, and learn to use the facts and opinions obtained, to pursue truth, judgment, and wisdom. She accepts the challenge to seek for herself and to look around, beneath, beyond, and within the facts and opinions learned in the classroom. This will help her become a truly educated person.

Ceres places emphasis on *scholarship* excellence. It is intended that the environment of Ceres will provide a home base for the scholar as she searches and researches. She will be strengthened in her desire to seek the ultimate and that her Ceres relationships will encourage her, not deter her, from her goals.

It is important that every member of Ceres considers the difference between "gradesmanship" and "scholarship". In an effort to preserve one's scholastic standing, it is easy to concentrate on "getting the grade", rather than pursuing knowledge that will be valuable later. If one is to be a true scholar, she should discipline herself to study for the sake of knowledge and the use of that knowledge, rather than memorizing facts to parrot back on a final exam.

 CERES MEMBERSHIP CATEGORIES

Ceres recognizes a number of categories of membership: new member, chapter member, alumnae member, associate member, honorary member, and affiliate member. Below is a brief description of each.

**THE NEW MEMBER:**

The majority of members of Ceres begin their lifelong commitment as new members. The position of a new member in this Fraternity is uniquely different from most others. The new member category can best be characterized as a preparatory stage for full chapter membership.

Moreover, the basic tenet of Ceres tends to provide for a more homogenous group than many other Greek organizations. If the chapter truly considers the concepts of Ceres during its membership procurement process, it should result in a pledge class that possesses very similar backgrounds, very similar beliefs and values. Ceres will turn these potential members into strong, purposeful chapter members who will gain from, and contribute, to the life of Ceres Fraternity.

**THE CHAPTER MEMBER:**

When the new member education period has been fulfilled and the chapter members are in agreement that membership should be offered, an invitation to join is extended to the new member to unite with Ceres Fraternity.

During new member education, a candidate for membership has become familiarized with the ideals and objectives of Ceres and with the customs and environment of the local chapter. She has learned to know the members, demonstrated her scholastic ability, cooperated in-group living, and shared fellowship and sisterhood with other chapter members. She knows and accepts the financial obligations required of her in Ceres both locally and internationally.

When she is initiated, she dedicates herself to uphold the goals and ideals of Ceres Fraternity. She is welcomed to the membership with the full rights, privileges, and with the full responsibilities and obligations of all Ceres members. From that day forward, she is a member. In a very real sense it represents a new beginning, for fraternal growth doesn't stop with initiation. It takes on a new meaning with more purpose and new goals.

Chapter members are expected to integrate the objectives and ideals of Ceres into their own purpose and philosophy of living. They are expected to participate in the governance of the local chapter and at Conclave, in the governance of Ceres Fraternity. Chapter members are expected to become interested, responsible citizens of Ceres, the university community, the state, the nation, and the world.

Consideration of her sisters' welfare and development becomes a prime objective for each member, not only in small matters, but also in large ones. She will be concerned with what is kind, what is helpful, and what is just. She will be expected to fulfill her commitment to Ceres without regard to personal convenience. A member in the close fellowship of the Fraternity would not presume that her sisters would carry her part of the load, whether it is spiritual, moral, social, scholastic, or financial. Chapter members are expected to set the pace and the climate for the pledge class. There is no lesson better taught than by example. As a participating member of Ceres, each member will have a chance to put life, meaning and purpose into the Ceres motto-**Commitment to Build.**

Friendships made in the chapter will be a part of you always. Working together on fraternity projects and problems as undergraduates will be carried over and strengthened through the years, through chance meetings, planned reunions, or working side by side in industry, research, or in our communities. Fraternity life should be very rewarding, now and in the future.

**THE ALUMNAE MEMBER:**

Once a Ceres member--always a Ceres member.

Upon the completion of sufficient credits to qualify for graduation, the chapter member moves from undergraduate to alumnae status within Ceres Fraternity.

Alumnae membership may also be granted to members in a number of unique situations. On action by the chapter (two-thirds majority) with the unanimous approval of the Faculty Advisory Committee, the Executive Director may grant alumnae status to a chapter member who has not graduated. See Bylaws, Article II, Section 2b.

Alumnae have much to contribute to the life of the Fraternity. The rights and privileges of alumnae remain the same, as do her responsibilities to Ceres, except that she is no longer required to pay individual international dues. She is encouraged to continue her activities with other alumnae in the workings of the association for the benefit of the active chapter.

**THE ASSOCIATE MEMBER:**

Associate membership may be conferred by the local chapter upon any person who has attained a baccalaureate, (or higher) degree, or is engaged in an occupation other than that of a student, who has demonstrated the qualities of character, scholarship, and professional excellence to which Ceres aspires and has shown interest in Ceres Fraternity.

Many women serve the university as members of the faculty or serve within the community or state in significant leadership positions. Among them are persons whose standards and values can be equated with those of Ceres. Chapters are encouraged to seek out these women, become their friends, and to consider them for associate membership. It is recommended that an associate-elect be given every opportunity to become acquainted with the members of the chapter. She should also be aware that her questions concerning membership are welcome. Giving the prospective associate member a copy of the membership manual may be helpful.

Approval by a two-thirds vote by the chapter, as well as approval by both the Ceres Chapter Advisory Committee and the Ceres Association Board of Directors is required to grant associate membership. It entitles the person to the same rights and privileges accorded other alumnae members. The associate member is brought into membership through formal initiation.

**THE HONORARY MEMBER:**

Only the Ceres International Executive Board, usually at a Biennial Conclave confers honorary membership. Candidates for honorary membership may be nominated by any chapter, association, or by a special committee appointed by the international president. Regardless of how they are nominated, candidates must be unanimously elected by the international board before honorary membership can be conferred.

It is bestowed upon women who are outstanding in their profession, whose lives fulfill the objectives and high standards of Ceres Fraternity and who are an inspiration to Ceres members.

Nomination for honorary membership may be made by any member through her chapter or association. Biographical data, supporting letters from the chapter, the association, and outside sources accompany the nomination. This material is sent to the Executive Director, who refers all nominations to the honorary membership committee. The committee makes its recommendations to the Ceres International Executive Board, which then makes the final selection.

Honorary members are entitled to all of the rights and privileges, as well as the responsibilities, of all Ceres members.

**THE AFFILIATE MEMBER:**

Affiliate member status may be conferred upon individuals who will be in residence at the chapter's respective campus for less than one year. This category is applicable to foreign students, national exchange students, and visitors to the campus for sabbaticals or internships. They should be individuals that the chapter wishes to recognize for significant contributions to the chapter.

Candidates for affiliate membership must receive the unanimous vote of the active chapter, with concurrence of the chapter advisory committee. Affiliate members are required to pay the one time initiation fee, but not the annual international membership dues.

HISTORY OF FARMHOUSE FRATERNITY

In the fall of 1904, 35 men were enrolled in the College of Agriculture at the University of Missouri. A uniquely close fellowship developed within this group of men. In the spring of 1905, three men, D. Howard Doane, Henry P. Rusk, and Earl Rusk, conceived the idea of forming an agricultural club as a means to extend their fellowship and friendships that they had formed.

They decided to rent a house and live together. In the fall of 1905, seven of the original eleven men returned and turned the house into a boarding house. By 1907, all of the residents of the house were considered members of the "FarmHouse Club". The distinction between members and boarders, even though all were agriculture majors, had faded.

Early in 1911, a group of students in the College of Agriculture at the University of Nebraska decided that they wanted to organize an agricultural fraternity. The conduct and ideals of the six-year-old Missouri FarmHouse appealed to them. So they organized their groups along the same lines.

In 1915, a group at the University of Illinois was deliberately organized as a chapter of FarmHouse under the leadership of H.P. Rusk, who was one of the founding members of the Missouri chapter. FarmHouse became a national organization in 1921 when the constitution and by-laws were approved by each of the active houses. They gave up part of their individuality and became chapters of the "greater" FarmHouse.

By 1916, FarmHouse was classified as a professional fraternity and in 1924; FarmHouse was recognized as a fraternity of the university campus. It became a member of the Pan-Hellenic Council, evidence that FarmHouse was growing. FarmHouse continued to expand and finally it became an International Fraternity in 1974 when the FarmHouse Colony at the University of Alberta, Edmonton, AB, Canada chartered.

No one, until the founding of the first chapter in Missouri, had even considered establishing a fraternity. C.B. Hutchison, one of the founders, said, "The basic point in our minds was to find a place where we could live and work together to promote our mutual interest 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-fraternal name. It was to exemplify agriculture and rural living despite the fact that out of necessity, it had to have an urban locale."

In the late 1960's and early 1970's many FarmHouse chapters organized "Sisters" groups as an auxiliary to chapter programs and activities. It is in these FarmHouse Sisters groups that Ceres has its earliest roots.

DEVELOPMENT OF CERES FRATERNITY

It is important to review the many years of work that went into making Ceres Fraternity a reality. It is also important to recognize that Ceres was developing at two levels, at a local level and at an international level.

The establishment of a women's chapter of the fraternity was first proposed to the International Board of FarmHouse in the spring of 1978. This proposal was brought to the International Executive Board by Board Member Roy Wilson, PU '71, and former Assistant Executive Director, David Morford, IA '73.

At the 1978 Conclave, a "Blue Ribbon" role of Women's Study Committee was authorized by the International Executive Board. This committee was made up of Roy Wilson Chairman; Donna Long, member of Oklahoma State FarmHouse Chapter Sisters Group; Steve Thomas, Kentucky FarmHouse '76; Dick Naskali, Idaho FarmHouse '70; Bob Off and Mike Goolsby, ex-officio members. After two years of study, this committee proposed that two to three chapters be piloted on a trial basis for the 1980-82 biennium. The proposal made by the committee was approved at the 1980 Conclave.

At a local level, Andy Grant, Colorado State FarmHouse alumnus, began working on the concept of an agriculture-based sorority in 1976. During the 1978 Conclave, held in Brookings, SD, he met with the International Board of FarmHouse. A FarmHouse Women's Club was formed at Colorado State University in 1978 primarily through the efforts of Andy Grant and Melissa Miller. On February 18, 1980, eighteen women signed a document that officially founded the FarmHouse Women's Club as an organization that was dedicated to the formation of an agriculturally orientated sorority based on the ideals of FarmHouse Fraternity. This first group of members was assisted by Andy Grant and William Thomas, who was not only a FarmHouse alumnus, but also the Associate Dean of the College of Agriculture Sciences at Colorado State University.

In the fall of 1980, the International Board selected three women's clubs to be in the pilot program. Those clubs were located at Colorado State University, West Virginia University, and at the University of Wisconsin-Madison. The Role of Women Committee was continued at the 1980-82 Biennium with specific consideration of the women's chapter concept assigned to the Women's Club sub-committee. Those serving on the committee were: Roy Wilson, chairman; Margaret Hazeleus, Widow of the Founder of the Colorado State Chapter of FarmHouse and Assistant Dean of Home Economics, CSU; Joan Blackwelder, CSU FarmHouse Women’s Club; Dorothy Farrell, Associated Women of Agriculture, University of Wisconsin-Madison; Renee Johnson Hinkle, West Virginia University FarmHouse Society; J. David Corry, Alberta FarmHouse ‘82, (previously a member of FarmHouse Colony at Guelph University); Chris Lembcke, CSU FarmHouse ‘67; Dick Naskali; Randy Weaver, Oklahoma State FarmHouse ‘72; and Bob Off and C.J. Gauger, ex-officio.

This sub-committee was responsible for considering how the women's clubs as chapters would relate to FarmHouse's organization, governance, and programs on both the local and international level; what the women's programs club and chapters' relationship might be with local and national Pan-Hellenic; and what name or designation that the women's club and chapters might carry. This committee was also responsible for evaluating the progress of the three pilot women's clubs, so that the subcommittee could report to the 1982 Conclave. Advance copies of the subcommittee’s report and recommendations were sent to the International Executive Board and all chapter and association presidents in January of 1982. Additional copies were sent again in April of 1982, this time including all official Conclave delegates, also including extensive written reports submitted by the three pilot women's clubs.

The subcommittee concluded and reported that:

1. "The majority of FarmHouse Fraternity's present programs and materials are adaptable to women's chapters with modification."

2. That "at its origin, a women's FarmHouse club or chapter could be guided by current FarmHouse By-Laws”

3. That the women's chapters be known as "The Ceres Chapters of FarmHouse Fraternity"

4. That women's clubs or chapters and FarmHouse Sisters groups can co-exist.

During the 1982 Conclave, an open forum was held by the Issues of Special Concerns Committee for all those attending the Conclave wishing to express his or her concerns and thoughts on the subject. At the final business session, the Issues of Special Concerns Committee recommended to the 1982 Conclave, that the report and recommendations of the subcommittee be accepted with the exception of determining a special name for the women's club/chapters. "Each new organization will meet the revised by-laws as determined by the 1984 conclave by-laws committee up until which time these chapters will follow the present by-laws without regard to gender". This passed on a vote of 43 in favor and 17 against.

At the 1984 Conclave a "Proposal for the Establishment of an Agricultural Sorority" was passed unanimously. Three of the women's groups which had been affiliated with FarmHouse as clubs or colonies (Colorado State, Alberta, Cal Poly-Pomona) for at least the previous two years indicated that they wanted to be a part of forming the proposed ag-related women's fraternity or sorority.

John Bard, 1984-86 FarmHouse President, appointed a special task force to begin implementing the proposal. Members of the task force included:

Roy Wilson, Chairman

Don Stenberg, Board Member

C.J. Gauger, former Director of Expansion

Joan Blackwelder, Colorado State Women's Group alumnus

Karen Whipple, Colorado State member

Brenda Lea Rumohr, Alberta member

Nora Hirons, Cal Poly-Pomona member

John Bard

Bob Off, ex-officio

This group chose the name Ceres International Fraternity and developed its by-laws and rituals, all of which was subsequently ratified by what were to be the three founding chapters and by the FarmHouse International Executive Board.

On October 12, 1985, Ceres International Fraternity became a reality. On that date, nineteen women were initiated as chartering members of the Colorado State Chapter. They were the first members of the new agriculture related women’s fraternity. This chartering culminated years of discussion and work by the members of FarmHouse International Fraternity and of women in agriculture. Together these two groups attempted to sort out what role or relationship these women would have with FarmHouse Fraternity.

The first Biennial Conclave of Ceres International Fraternity was held August 4-7, 1986 at the University of Alberta, Edmonton, Alberta, Canada, in conjunction with the FarmHouse Conclave. Joan Blackwelder was elected as the first woman president of the International Board of Ceres. Linda Hawk, Alumna of the Alberta Chapter, was elected vice president. Other board members included Kathy Pogge, Cal Poly-Pomona; Brenda Lea Rumohr, Alberta; Chris Lembcke; Kenneth Overhults; Dwane Miller, and Don Stenberg. Ex-officio board members included Tom Kopacek, president of FarmHouse Executive Board and Bob Off, Executive Director of Ceres and FarmHouse International Fraternities. The agreement between Ceres and FarmHouse Fraternities was to continue until the 1988 Conclave.

By the 1988 Conclave, Ceres had successfully grown. This Conclave marked the beginning of all Ceres board positions being held by Ceres alumnae. Delegates voted to have Ceres governed by a six-member board. With the current size of Ceres, a six-member board was deemed most economical. Donna Giampoli, Fresno; Claudia Sersland, Fresno; and Yolanda Munoz, Cal Poly-Pomona joined the three remaining board members to form the new all-woman team. The president of FarmHouse and Executive Director continued to serve as ex-officio members of the board.

In 1994, Ceres celebrated their 10th anniversary at the 5th Biennial Conclave in Scottsdale, AZ. This conclave also marked the end of Ceres business being taken care of by the FarmHouse International Office. The delegation voted to create a Ceres Executive Director position for Ceres Women's Fraternity. Claudia Sersland was hired to fill the position. Ceres continues to maintain a six-member board of directors and an Executive Director.

ORGANIZATION OF THE FRATERNITY

**THE CHAPTER:**

The full benefit of fraternity living is more rewarding when the chapter has a chapter home. A purchased home, rental facility, or adjacent apartments will serve adequately as a chapter home. The group living experience is the essential item, not the type of housing structure. Perhaps the greatest privilege and advantage to be gained from fraternity life are learning to live together with understanding and patience for another's viewpoint.

In a chapter home, a member learns to respect the needs, desires, possessions, and time of other members. She seeks her own fulfillment, in part, through the interests shared with sisters. She also shares in the responsibilities of the daily life in a chapter home as she would in a family home observing neatness, cleanliness, and healthful habits. Sharing a home with your sisters makes it essential for each woman to be her best self for the group to live in an environment where honest differences are resolved and living together becomes a positive learning experience.

The fraternity offers an unequaled opportunity in self-government to its members. They select officers in accordance with the by-laws of Ceres. They establish their own rules for governing the chapter, set their own study hours, establish their own housekeeping rules, and select their own members. One or more members of the executive committee represent the chapter on the association board having full vote in the proceedings of that group and equal voice in all its deliberations.

The fraternity chapter is encouraged to be represented on the local Greek Council, together with other women's fraternities, for purposes of giving direction to fraternity activities on the local campus.

Members are encouraged to communicate with the international officers and directors of the Fraternity at any time on matters they deem important to the life of the chapter. During the chapter consultation, matters of concern may be discussed face to face. Additionally, the lines of communication through correspondence and by telephone are open between the board members and the chapters at all times. Chapters are also encouraged to communicate with other chapters and exchange ideas and programs.

The direction which the group takes as it seeks to pursue excellence in chapter development and in the process of "learning to live together well" depends on a number of factors; its unity of purpose, how it charts its course, how well its members work as a team, how well it utilizes the many aids in counseling and guidance which are available, how well it communicates its needs and its progress to its association, chapter advisory committee, alumnae, the international executive board and fraternity, and how well it relates to the life of its university campus.

**CHAPTER ADVISORY COMMITTEE:**

As stated in Article XIX, Section 1 of the by-laws, "Each will select from the alumnae, associate or honorary membership of Ceres Fraternity, at least three (3) members of which at least two (2) will be faculty members who will constitute the advisory committee. Advice from this committee may be sought and freely given to the chapter, association, and the International Executive Board on all matters pertaining to the welfare of the chapter". Advisors are to be selected to three-year terms, alternating so that a new advisory member is added as a senior member retires. The advisory committee should meet frequently to keep up on chapter activities.

The chapter advisory committee is essential to the success of the chapter's life. These people provide counsel in all areas of chapter life. Preferably one advisor would attend each chapter meeting. Because, for the most part, the advisors have experience as teachers and as members of Ceres, they are able to see facets of a situation that may not be apparent to students. They are also able to suggest sources for further counseling that go beyond their own capabilities.

The advisory committee brings a broad range of competence, but should strive to remember their place in history. The chapter must find its leadership and directions within its own group. The concept of "learning by doing" suggests that the chapter will become more self-sufficient when the primary leadership comes from the members themselves, especially when it is effectively using the competencies of its advisors in the appropriate counseling role.

It is essential that the chapter clearly outline the role and expectations for each advisor. It is also suggested that the statement of roles and expectations be reviewed periodically. The chapter should develop and maintain a close relationship with its advisors. They should get to know the advisor's family, as well as make them part of the larger Ceres family.

**THE CERES ASSOCIATION:**

Alumnae are valuable members of the fraternity. They should be treated as cherished sisters. The Ceres Association is an important vehicle through which alumnae can continue their service to the sisterhood.

The association, a non-profit corporation, is also a valuable resource to the chapter, providing a financial base for its operation. This includes administering housing contracts, insurance agreements and numerous other business matters.

While sometimes regarded, and referred to as the “alumnae association”, this Ceres Association is a unique combination of alumnae, associate members, and all initiated chapter members, each with co-equal voice and responsibility for working together to conduct its business.

The association and chapter share in planning for Homecoming; Founder’s Day, and the annual meetings of the association.

The association takes pride in the accomplishments of the chapter. It can provide scholarships, computers, and other material educational resources.

Members of the association also can be a significant human resource for the chapter by serving as guest speakers for chapter growth and new member education.

Alumnae share many activities with the undergraduates. They are welcome guests at the chapter house, not only on special occasions, but also on a casual basis and for business reasons. The Ceres Association provides a unique opportunity for youth and adults to work together in a group setting and on a one-to-one basis for their mutual satisfaction and benefit.

The association operation is like a small business. It is responsible for payment of rent, utilities, and upkeep and maintenance of the property, etc. All of these are self-directed and fall largely upon the association officers and house manager.

Careful budgeting is essential. Fees charged should be based on month to month operational expenses with an allowance to cover emergency situations.

**THE INTERNATIONAL BOARD:**

The international executive board meets twice a year, frequently at the time of a new chapter's installation and at Conclave. The International Executive Board is currently composed of six directors and two ex-officio members. Ceres Board Members serve four-year terms with three being filled at each Conclave.

The duties and responsibilities of the Ceres International Executive Board include:

1. To conduct themselves in an exemplary manner.

2. To attend all meetings of the Ceres International Executive Board.

3. To work closely with chapters and associations on an advisory basis.

4. To consult with such chapters as determined by the International

Board. (See chapter consultation)

5. To speak out in support of Ceres and to seek out opportunities to bring favorable publicity to Ceres.

6. To be alert to recommend young women who would make good Ceres prospects.

7. To be available to serve on special assignments as directed by the president.

The International Board is guided by the articles of incorporation and the by-laws of Ceres. 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.

All chapters have the right to appeal at Conclave from the interpretation and action of the International Board.

**THE EXECUTIVE COMMITTEE OF THE BOARD:**

The president, vice president, and executive director constitute the Ceres Executive Committee. They may transact business of Ceres between meetings of the International Board, subject to ratification by the International Board.

**THE INTERNATIONAL BOARD OF CERES FRATERNITY**

Please refer to the Ceres International website for the most current information. [www.ceresfraternity.org](http://www.ceresfraternity.org)

**THE INTERNATIONAL OFFICE**

The International Office, located in Belleville, WI is where the business of the fraternity is conducted. All payments, invoices and general correspondence will be approved by the Executive Director.

Ceres International Fraternity

Executive Director

Trina Kluever Pauli

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(608) 345-1877

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**CHAPTER CONSULTATIONS**

The purpose of the consultation with chapters and associations, conducted by a member of the International Board, Executive Director, or a designated alumna volunteer are:

1. To help the chapter and association take stock or evaluate their position at least once a year and to give thought to the development of ideas, which may lead, to solutions of their problems through careful preparation of reports in advance of the consultation visit.

2. To evaluate the effectiveness of local programs within the chapter; within the association; on campus; within the university system; in the community; with alumnae.

3. To offer suggestions for the improvement of local programs and solutions to local problems.

4. 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.

5. 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.

6. To allow the consulting representative the opportunity of sharing programs of other chapters and associations with the local chapter.

7. To offer the local groups opportunity to become better acquainted with the broad scope of operation of Ceres and to give them greater insight into the purposes and goals of Ceres Fraternity.

8. To bring an outside point of view to bear on local issues.

9. To give the consulting representative an opportunity to become better acquainted with the staff personnel of the university so that she may be better able to understand the environment which the chapter and association operate and that she may express genuine interest in the university, its problems and its programs in relation to Ceres Fraternity.

It is important the reports be in order and an effective schedule developed for the consultation visit. All members of the chapter and association should feel free to participate in the consultation and to pose questions and seek solutions to problems. Discussions should be open and frank.

Consultations by international officers, board members, or their designee should allow sufficient time for thorough and careful discussion with members of the association board, faculty, advisory committee, and chapter officers. The consultant and the chapter establish a time for the visit through mutual agreement. Travel arrangements to the site are the responsibility of the consulting representative. The host chapter provides lodging.

**CONCLAVE:**

Conclave is a meeting of the fraternity as a whole; a time to conduct business applicable to the international organization. It is also a time for getting to know other Ceres members better and for inspirational and social activities.

Each chapter and each association selects a delegate to represent them at the business meetings. While any member of Ceres Fraternity may attend and participate during the general sessions, only the designated delegates are entitled to vote. Committee meetings, speakers, and workshops on items of current interest as well as social activities comprise other aspects of Conclave.

Among the business functions at each Conclave is the election of three directors to the Ceres International Executive Board. Nominations to the board are solicited through the nominating committee. The chairperson of this committee presents the names of a slate of executive board candidates to the Conclave business session. Nominations may also be made from the floor. Choice of candidates is based on qualifications of the woman, her availability to serve, and on geographical distribution. Each director is elected to serve for four years or until a successor is elected.

Currently Ceres holds a Biennial Conclave in conjunction with FarmHouse Fraternity. This will continue to occur until the Ceres membership decides to make a change.

 Ceres Chapters

 Past and Present

Colorado State University October 12, 1985 (Inactive)

University of Alberta February 15, 1986 (Active)

 Rechartered March 2007

California Polytechnic University-Pomona March 1, 1986 (Inactive)

California State University-Fresno November 14, 1987 (Inactive)

University of Wisconsin-Platteville April 15, 1989 (Active)

Montana State University April 22, 1989 (Inactive)

South Dakota State University November 23, 1991 (Active)

North Dakota State University March 19, 1994 (Inactive)

Illinois State University April 30, 1994 (Inactive)

New Mexico State University April 27, 1996 (Inactive)

Western Kentucky University November 23, 1996 (Inactive)

North Carolina State University April 19, 1997 (Inactive)

University of Kentucky April 26, 1997 (Inactive)

Washington State University September 16, 2000 (Inactive)

# PARLIAMENTARY PROCEDURE

To do this: Second Debate Amend Vote

Adjourn the meeting

 “I move we adjourn...” Yes No No Maj.

Call intermission

 “I move we recess for...” Yes No Yes Maj.

Suspend further consideration

 “I move we table the motion...” Yes No No Maj.

End debate

 “I move the previous question...” Yes No No 2/3

Postpone discussion

 “I move to postpone this motion

 until...” Yes Yes Yes Maj.

Refer to committee

 “I move to refer this to a committee...” Yes Yes Yes Maj.

Amend

 “I move to amend the motion...” Yes Yes Yes Maj.

Introduce business

 “I move that...” Yes Yes Yes Maj.

Protest breach of rules or conduct

 “I rise to a point of order...” No No No No vote

Suspend rules

 “I move to suspend the rules

 so that...” Yes No No 2/3

Verify voice vote

 “Division...” No No No No

 vote

Take from table

 “I move to take from the table...” Yes No No Maj.

Reconsider

“I move to reconsider...” Yes No No Maj.