Gamma Iota Sigma
Leadership Symposium
2019-2020 Academic Year

August 23-25, 2019 | Columbus, Ohio
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# Agenda

**Gamma Iota Sigma Leadership Symposium**  ❖  August 22-25, 2019  ❖  Columbus, Ohio

## Thursday, August 22

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Varying times</td>
<td>Arrival at the Hotel</td>
<td>Hilton Downtown Columbus, 401 N. High Street, Columbus, OH 43215</td>
</tr>
<tr>
<td>9:00pm-10:00pm</td>
<td>Milk &amp; Cookie Welcome Reception</td>
<td>Edward Parker Hayden Room (On Lobby Floor of Hotel)</td>
</tr>
</tbody>
</table>

## Friday, August 23

**Dress:** Business Professional

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00am-8:30am</td>
<td>Breakfast &amp; Registration</td>
<td>All meeting events will take place in the Elijah Pierce Rooms A and B unless otherwise noted.</td>
</tr>
<tr>
<td>8:45am-9:30am</td>
<td>Welcome and Opening of Conference</td>
<td>Opening Remarks: Wes Griffiths, GIS Board of Trustees President</td>
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<tr>
<td></td>
<td>Keynote: Kurt Bock, Chief Executive Officer, Retired, COUNTRY Financial</td>
<td></td>
</tr>
<tr>
<td>9:30am-11:30am</td>
<td>Leadership Training: Emotional Intelligence in Leadership</td>
<td>Presented by Assurex Global</td>
</tr>
<tr>
<td></td>
<td>Presented by Assurex Global</td>
<td>Executive Vice President, Assurex Global</td>
</tr>
<tr>
<td>11:30am-12:15pm</td>
<td>Networking Lunch with GIS Sustaining Partners</td>
<td></td>
</tr>
<tr>
<td>12:15pm-1:30pm</td>
<td>Career Reception with GIS Sustaining Partners</td>
<td>Edna Boies Hopkins Room</td>
</tr>
<tr>
<td>1:30pm-3:00pm</td>
<td>GammaSAID (Solutions for Authenticity Inclusion &amp; Diversity)</td>
<td>Interactive Team Exercises</td>
</tr>
<tr>
<td>3:00pm-3:15pm</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>3:15pm-4:30pm</td>
<td>Discussion Topics – “What Can Gamma Iota Sigma Do For You?”</td>
<td></td>
</tr>
<tr>
<td>4:30pm-7:00pm</td>
<td>Dinner on Your Own</td>
<td>Dinner to be covered by student</td>
</tr>
<tr>
<td>7:00pm</td>
<td>Meet at Columbus Clippers Game</td>
<td>330 Huntington Park Lane, Columbus, OH (Sections 23 &amp; 24)</td>
</tr>
</tbody>
</table>
Saturday, August 24
Dress: Casual
9:00am-9:30am  Breakfast and Roll Call
  Hilton Downtown, Elijah Pierce Rooms A & B
9:30am-12:00pm Breakout Discussion Topics
  Training Officers & Succession Planning, PR & Social Media,
  Recruiting & Managing Members
12:00pm-1:30pm  Lunch on Your Own
  Lunch to be covered by student
1:30pm-3:00pm  Breakout Discussion Topics
  Fundraising 101, Engaging the Industry, Membership Events
3:00pm-3:15pm  Break
3:15pm-4:00pm  Breakout Discussion Topics
  Fundraising 101, Engaging the Industry, Membership Events, continued
4:00pm-6:00pm  Free Time
6:00pm-7:30pm  Dinner
  Pizza Party, Hilton Downtown, Elijah Pierce Rooms A&B
7:30pm  Free Time

Sunday, August 25
Dress: Casual
8:00am-8:30am  Breakfast
  Hilton Downtown, Elijah Pierce Rooms A & B
8:30am-8:45am  ISR Speeches & Voting
8:45am-10:45am Annual Conference Overview, Grand Chapter Operations
10:45am-11:00am Conclusion
11:00 am  Departures
Attendee Best Practices

➔ Plan Ahead:
  ● Know what you hope to get out of the conference by setting goals.
  ● Consider how you plan to bring information back to share with your chapter.
  ● Always wear your conference name tag and bring it back each day.
  ● Bring your conference Manual to every meeting session.

➔ Network:
  ● Talk to as many people as possible, learn about other chapters, and leave with ideas of how to
    better your chapter.
  ● Have an elevator speech prepared!
    o This includes: your name, school, graduation date, major, minor, leadership positions
      held, internships and career aspirations
  ● Connect with everyone you meet at the symposium via LinkedIn.

➔ Be Respectful:
  ● Treat the hotel, hotel staff, and all offsite venues and employees with respect. Be courteous;
    you are representing your university as well as GIS.
  ● Be on time!
  ● Pay attention to the speakers. They took time to be here to teach you about leadership.

➔ Be Helpful:
  ● Contribute to the discussions. Be engaged and eager to learn from the Grand Chapter and other
    chapters.
  ● Consider finding other chapter presidents who may be able to help your chapter in various
    areas, depending on the needs of your chapter.

➔ Be Safe:
  ● Do not travel/explore alone. Please always travel with other symposium participants.
  ● Enjoy yourself and have fun; some of the best networking and learning often comes naturally!
What Can Gamma Iota Sigma Do For You?

"I am thankful for GIS because #GammaHasGivenMe the opportunity to develop my professional career as well as give back to students within my program and the organization."
– Larry Lewis (2018-2019 ISR and Alumnus of Temple University, Sigma Chapter)

More Than A Club:
- Utilize the Grand Chapter
- 5,000+ members
- 85 chapters chartered to date and growing!
- Professional Associations (The National Alliance, SOA, CAS, WSIA, RIMS, PLUS, IAIP, IABA, IRMI, CPCU Society, etc.)
- 22 Alumni Chapters
- Scholarships (Spencer Foundation, WSIA, RIMS, etc.)
- Professional and personal development opportunities
- Annual International Conference
- Regional Conference Series
- Inter-Chapter Events
- Virtual Career Fair
- Lifelong friendships
- Internship and career opportunities
- Partner of the Insurance Careers Movement

MEMBER BENEFITS

Professional Development
- Resume workshops and reviews
- Mock interviews
- Interview skills workshops
- Etiquette workshops (introductory, golf, wine, etc.)
- Online Professional Development learning platform

Annual International Conference
- Networking events
- Educational workshops
- Career Fair
- Chapter management workshops

Leadership Symposium
- “How to” lead your chapter
- Industry speakers and exposure to industry
- Industry Meet & Greet
- Career Reception
- Inter-chapter collaboration and networking
- Breakout Sessions & Case Studies
- Creates resources that can be utilized throughout the year

Career Center
- Virtual Career Fair
- Internship and full-time postings
- Nationwide scope
- Online resume database
- Value-added features

Industry Partners
- Internships and full-time job opportunities
- Scholarships
- Speakers and Networking
- Conference sponsors

➔ LEVERAGING THE GRAND CHAPTER
● Staff (Noelle Codispoti, Grace Grant, Sharla Floyd, Alyssa Bouchard, Tandeka Nomvete, Devin Li)
● Board of Trustees
● Executive Committee
● Alumni Council and Alumni Chapters
● Industry Connections
● Video Tutorials
● GIS website

➔ INTERCHAPTER RELATIONS
● Experience (oldest active chapter chartered in 1966)
● “Been there, done that” – learn from other chapters
● Camaraderie and support
● Regional and national collaboration
● Meet peers that you may work with in the future
● Inter-chapter activities (i.e. Drake Symposium by Chi, WSIA Symposium by Alpha Kappa, Philadelphia Excursion by Sigma, NYC Summer Events by Alpha Iota, Detroit Showcase by Nu, etc...)

➔ ALUMNI NETWORK
● 25,000+ alumni nationwide and internationally, support network
● Creating chapters throughout the country to connect students and alumni of all ages
● Currently 22 active alumni chapters

➔ INCREASING YOUR VALUE
● “More than a Club”
● Holistic collegiate experience
● Preparation for the industry
● Connection to the industry and alumni; create a network for the future

➔ OPPORTUNITY TO GET INVOLVED AT THE NATIONAL LEVEL
● International Student Representative (ISR)*
  o Student member on the GIS Executive Committee & Board of Trustees
  o Additional link between the Grand Chapter and individual chapters
  o Elected by peers at the Leadership Symposium for a 1-year term
    *See Appendix A for 2019-2020 ISR Overview & Application
● Student Advisory Council
  o Representatives from the prior academic year’s Superior and Excellent Chapters
  o Lead regional initiatives and collaboration between chapters
  o Opportunities to be involved with the Annual Conference Chapter Management sessions, Leadership Symposium planning committee, and much more
● Student Planning Committees
  o Whether formal or informal, the Grand Chapter always welcomes your help planning conferences and supporting chapter initiatives
● GIS Alumni Council
  o Opportunity to get involved post-graduation
Gamma Solutions for Authenticity, Inclusion & Diversity (GammaSAID)

- Student-focused, student- and young alumni-led group promoting diversity and inclusion (D&I) at the student level within chapters, on campus, and throughout the industry
- 15 chapters have created a dedicated or hybrid GammaSAID/D&I Officer role!
- Access a growing core of comprehensive and creative resources, action items, and event ideas for ALL chapters and students to use (see https://www.gammaiotasigma.org/gammasaid)
- Council members conceive and present interactive programming at events such as the Annual Conference and the Leadership Symposium and develop additional content, including webinars and feature articles
- The Council is open to all! By participating, YOU can help to develop and deliver program content and promote Council resources and engagement.
- Opportunity for interaction with and exposure to Chief Diversity Officers from GIS’s Sustaining Partners as well as industry affinity groups
- Exciting upcoming initiatives
- To learn more about GammaSAID and how to get involved, please contact:
  o Sharla Floyd, SVP, Strategic Initiatives Sharla.Floyd@gammaiotasigma.org
  o Cameron Alford, Alumni Chair cameron.alford@evonik.com
  o Katherine Ross katherine.ross16@my.stjohns.edu
Defining Your Leadership Team

“A noble leader answers not to the trumpet calls of self-promotion, but to the hushed whispers of necessity.” — Mollie Marti

INTRODUCTION AND STRUCTURE

- Primary contributing factor to a chapter’s success
- Grand Chapter does not determine how each individual chapter organizes its leadership team as each chapter is different (i.e. some need 30 officers, some need only 5)
- Officer roles are not an exclusive position; can be from any major, graduating class, etc...
- Structure options:
  - Flat structure (team oriented and collaborative decision making)
  - Hierarchical structure (decisions are ultimately made by a select few)
  - Somewhere in the middle, it is the discretion of the chapter
- To-Do List for Defining the Leadership Team:
  - Beginning of the semester - have all officers selected
  - Assign responsibilities – write them down and hold each other accountable
  - Set goals for each officer at first officer meeting/officer retreat
  - Notify the Grand Chapter. Provide list of officers in the online Chapter Update Form (new as of 2019-2020 academic year), along with the August & January online Monthly Chapter Reports (MCR) (due in September and February)
  - This will improve communication with the Grand Chapter and add points to your MCR

DEFINING THE PRESIDENT’S ROLE

- The president is ultimately responsible for the actions of the chapter and the events it holds
- President’s duties:
  - Leader of the executive/officer team
  - Focuses on the best interest of the local and national chapters of GIS
  - Facilitates communication and cooperation between students and university staff
  - Helps to foster an environment of trust, accountability and collaboration
  - Sees his/herself as a servant leader for the chapter
  - Delegates additional responsibilities as needed

ESTABLISHING THE LEADERSHIP TEAM*

Responsibilities:
- Managing the chapter’s leadership team
- Administration
  - Membership Dues, General Finances, and Fundraising
  - Monthly Chapter Reporting
  - Meeting Minutes note-taking
  - Public Relations/Historian
- Communication
  - Internal – informing members of upcoming events and special opportunities
  - External – speaking with advisor, professors/career development, Grand Chapter, public relations, industry professionals, and the university
● Alumni Relations
● Recruitment
● Event Planning
  ○ Professional, Social, Community Service, Professional Development
● Webmaster – social media and chapter website
*See Appendix B for a sample list of officers and officer roles

➔ COMMITTEES
● Delegation, delegation, delegation! It is GOOD and NECESSARY!
● Avoid getting overwhelmed by:
  ○ Trusting your officers
  ○ Getting members involved
  ○ Reaching out to underclassmen who want to be active
● Forming committees
  ○ Reduces workload of some officers
  ○ Can be created on an as-needed basis for certain tasks and events
  ○ Examples: Community Service, Alumni Relations, and Career Fair Committees
START EARLY

- Strive for sustainable chapter growth
- Decide what legacy you want to leave
  - Determine your mission as a leadership team
  - Have clear and attainable leadership-specific goals
- Focus on befriending & mentoring underclassmen and building future leaders
- Promote and hold elections
  - By member vote
  - Appointment by Advisor & President
  - Selection process by outgoing leadership team based on applications and interviews
- Example timeline for a successful succession plan (Assuming winter break begins in the middle of December and classes resume in the middle of January)
  - Early November - Advertise leadership opportunities
    - Have current officers reach out to members. Sometimes a person just needs encouragement from their peers
    - Late November – conduct interviews and elect incoming officers
      - At this time, outgoing officers should create documentation
  - Early December – outgoing and incoming officers should meet 1:1 to review documentation and answer any questions the incoming officer has
    - The president could meet with incoming officers to discuss winter break goals
    - The incoming officers could also meet as a group and discuss any decisions that need to happen to help the following semester run smoothly (i.e. pick dates for events for the semester)
    - Outgoing officer retreat, see below
  - Early January - Attend a Regional Conference, if available in your area
  - Mid-January – Office retreat, see below
  - April – repeat early November and late November notes
  - May – repeat Early December notes
  - Summer – Schedule a call or meeting with those who are in the same area. This can help facilitate connections between your officers
  - Late August – Attend the Leadership Symposium and repeat Mid-January
  - Late September/Early October – Attend the International Conference!
  - Ongoing – Attend and participate in New Chapter Chartering Ceremonies

DOCUMENTATION

- Documentation is crucial to a smooth transition and a sustainable organization. Set up a Google Drive, or online file sharing system that can be shared amongst officers, and from one year to the next
- These documents are completed by every officer
- The information can include: How to book rooms, how to run events, what the schedule of the semester is typically like, how to pay invoices from Grand Chapter, how to fill out the MCR, how to update alumni information, how to order gifts for new members or speakers, etc.
SAMPLE TRANSITION DOCUMENT

Transition Preparation

Position:        Name:
Email:          Phone:

- Summarize the overall goals of your position:
- Summarize the responsibilities for your position this past year:
- Some aspects of your position that can be improved in the future are:
- Ideas to implement in the future are:
- What resources did you utilize in your position, including internal and external contacts? Which ones do you wish you would have utilized better?
- What do you wish you would have known going into this position? Are there any responsibilities you did not expect when you took this position?
- What is the best method to communicate amongst the members of your organization?
- What problems did you run into in the past year? How did you deal with these?
- What did you do that specifically addressed your organization’s vision?
- What is your best advice for the next person in this position?
- What contacts did you use that were useful for this position?

TRAINING YOUR OFFICERS

- Training
  - The earlier you select/train your officers, the better equipped they will be
  - There is not a “one-size fits all” approach
    - Understand the unique dynamics of your chapter
      - What are your chapter’s needs?
      - What will/has changed? How will you address it?
  - Find a succession plan feasible for your chapter’s needs

- Ideas for ways to train incoming officers
  - Explain the functions and deadlines of each role
  - Work as a team - let them shadow outgoing officers as they work
  - Test run - delegate some of the work to incoming officers before the transition
  - Be available - once roles have officially exchanged, outgoing officers should remain available for questions and mentoring
  - Be accessible and check in occasionally in case they have questions
  - Keep documents organized and pass along all pertinent information, such as expense reports, bylaws, membership databases, alumni databases, login information, contact information, etc.
OFFICER RETREATS

- Benefits of officer retreats
  o Celebrate the end of a successful year with something fun!
  o Plan for the next year
    o Spend a significant amount of time planning your chapter’s calendar of events; including community service, industry events, chapter events, officer meetings, and attendance at National GIS events.
    o Be sure to also consider things like how are you going to approach recruiting? Who will be your guest speakers? How will you reach out to the industry? How will you work to promote the GIS brand at the national level? What will be the best way for your officers/members to communicate throughout the school year?
  o Team-building and rapport building for your officers
  o Facilitates planning, bonding, and a lot of fun
  o Sets the tone for the upcoming school year – include a strong social aspect!
    o Do something fun together to encourage comradery
  o Allows President to set goals and communicate objectives
  o Examples of officer retreats
    o Weekend road-trip, On-Campus Retreat, etc.

HOW TO RUN MEETINGS

- Hold officer meetings regularly – weekly, bi-weekly or monthly, depending on chapter need
- Measured by quality, NOT quantity
- Set an agenda in advance – improves efficiency & effectiveness
  o Create a dropbox document or Google drive where everyone can edit the agenda before
  o Include old items that you didn’t get to last time
  o Include new items and allow each officer to have a section where they talk about things they need to voice to the officers (i.e. events coming up, issues with an event, voting on awards, asking officers to bring in receipts for reimbursement).
  o Always end with ACTION ITEMS. That way everyone knows their tasks and then you can hold people accountable
- Define action items with clear deadlines
  o Ensures that officers know what is expected of them after every meeting

STAY ORGANIZED

- Communicate with Grand Chapter often. The Monthly Chapter Report is the best way to do this. Read the Officer & Advisor Newsletter and the Student Newsletter so you know what information to relay to your officers
- Discuss and prepare a Calendar of Events early in the school year
- Create an officer handbook with clearly defined functions, expectations, and goals for each officer position on your executive board
  o Make a list of SMART goals (specific, measurable, achievable, relevant, time bound) for each officer to achieve during his or her time in this role. Start your future leadership team down the right path
- Create some type of deliverable that can be physically or electronically handed down to new officers and includes:
  o Usernames & Passwords
  o Company/Alumni contact information
• Email/Newsletter Templates
• “How to” tutorials for updating the website or planning an event
• PowerPoint Presentations used within the last year

● Utilize the Chapter Portal through SharePoint, a resource provided by the Grand Chapter for viewing of invoices, Monthly Chapter Reports, membership lists, and other important chapter documentation

➔ TRANSITION DINNER
  ● Benefits of a transition dinner:
    o Symbolically hand down the reigns of your chapter
    o Celebrate a job well done
  ● Consider including members in this celebration of a successful year!
    o Allow them to become familiar with the new group of leaders
    o Inspire members to be more active and be future leaders

➔ ASK YOURSELF
  ● Does your chapter allow a sufficient amount of time to transition new officers into their roles?
  ● What challenges did you face during the first portion of your term as an officer?
  ● Does your chapter do enough to promote succession planning?
  ● Is your chapter in a place to be better next year than it is right now?
  ● Is your chapter recruiting underclassmen to maintain a strong chapter year after year?
  ● Will your officers be able to sustain the mission of your chapter?
Recruiting and Managing Members

Recruiting Members

➔ ESTABLISH A SEMESTER OR YEARLY GOAL
● The lifeblood of each chapter is its members
● Develop a strategy conducive to your environment
● A successful chapter is NOT determined by the number of student members
● Remember, it’s about QUALITY, not quantity
● Membership in GIS is open to ALL majors; it cannot be exclusive for any reason

➔ RECRUITING IDEAS
● Classroom Visits
● Incorporate GIS events into class curriculums
● Make presentations to freshmen in business intro courses
● Participate in any student organization fairs during the year
● Set up a table and hand out flyers to the students coming and going
● Collaborate with business fraternities
● Utilize school TVs to raise awareness of Gamma and your events
● Schedule an information meeting and give out pizza and/or ice cream

➔ REACHING HIGH SCHOOL STUDENTS – AMBASSADOR PROGRAM
● Teach high school students about insurance
  o Discuss the many roles involved (actuarial, UW, sales, claims, brokering, consulting, IT, HR)
  o Host an “Insurance Day” where different individuals within the industry can speak about their careers and experiences
  o Vast career opportunity for new professionals – age gap creates demand
● Promote your school and your chapter of GIS
● Reach out to other chapters to help you get started

Managing Members

➔ MANAGING YOUR MEMBERS THROUGH LEADERSHIP
● Learn to communicate effectively!
  o How to share your thoughts and feelings with your team members
  o Includes enhancing your listening skills
● Inspire action, demand accountability, and earn loyalty. Be a leader you would want to follow
● Realize that your organization is always bigger than any one individual
● Believe in your cause and be willing to sacrifice for that cause
● Recognize the driving force behind officers and their decision to join the executive team
  o Social or professional
  o To fulfill an emotional or ego-related need
  o To be a "resume builder"
  o May or may not be known to the individual
● Each officer should have duties that ADD VALUE and make sure to recognize their hard work
● Evaluate your leadership skills. Periodically ask yourself:
  o Do I give praise/encouragement when it’s due?
Do I keep everyone informed?
Have I recognized the strengths of each officer?
Do I keep officers aware of the projects I'm responsible for and seek their input/advice?

→ GOOD LEADERSHIP TIPS
● Be consistent in your relationships with others
● Think from their perspective
● Be enthusiastic, fair, and loyal
● Always maintain a POSITIVE attitude

→ MOTIVATING THE MIDDLE
● Chapters are typically comprised of three distinct levels of involvement: The top third, the middle third, and the bottom third. In order to be successful, a chapter must:
  o Establish guidelines for motivating the middle
  o Create a clear list of minimum expectations for membership
  o Develop and encourage a basic set of membership goals (i.e. pay dues in a timely fashion, attend at least 50% of chapter meetings, participate in at least one chapter event, etc.)

→ ENERGIZING YOUR CHAPTER AND SUSTAINING MOMENTUM
● Create a master schedule at the beginning of the semester
● Engage members on a regular basis and keep them accountable
● Establish a rewards program that recognizes membership excellence
● Solicit regular feedback from members
● Understand what motivates your members
● Assign goals and a timeline for completion
● Understand your membership demographics and the stage of their life/college career

→ TIPS FOR MEETINGS
● Don’t hold a meeting unless you have an important discussion, a speaker, or an event to plan
● Always present an agenda for each meeting
Fundraising

→ **BUDGET**
  - Create a budget documenting cash inflows and outflows. See example below:

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Fees</td>
<td>Food / Beverage for Meetings</td>
</tr>
<tr>
<td>Alumni Donations</td>
<td>GIS Apparel / Pins / Graduation Stoles</td>
</tr>
<tr>
<td>Corporate Contributions</td>
<td>Grand Chapter Dues</td>
</tr>
<tr>
<td>University Funds for Clubs</td>
<td>Resume Book</td>
</tr>
<tr>
<td>Last Year’s Savings</td>
<td>Community Service</td>
</tr>
<tr>
<td>Travel / Accommodations</td>
<td>Industry Events</td>
</tr>
</tbody>
</table>

→ **SOLICITING YOUR ALUMNI**
  - By Mail, Phone, Email
  - Don’t forget a handwritten thank you note

→ **SOLICITING THE INDUSTRY**
  - Contact local chapters of RIMS, CPCU, CAS, SOA, PLUS, IABA, etc. These groups may have reserve funds for this
  - Leverage company sponsorships
  - Reach out to alumni in the industry

→ **FUNDRAISING IDEAS**
  - Used book sales, 50/50 raffles at meetings, golf outing, gala dinners, t-shirt sales, bake sale, Lady Luck Lottery Tickets, Valentine’s Day candy-grams, t-shirt designing/sport competitions, restaurant fundraising nights
Membership Events

➔ PROFESSIONAL DEVELOPMENT EVENTS
- Allow your members to grow and mature as a professional
- Consider the following professional development events for your members:
  - Interview Skills Workshop, Etiquette Workshop, Keggers to Cocktails Workshop, Golf Etiquette, Mock Interviews, Resume Workshop, Career Fair, Workplace Habits Workshop, Networking Events, Meetings with Other Business Societies on Campus

➔ SPEAKER EVENTS
- Allow members to hear from and network with alumni and professionals in the industry.
- Consider the following speaker events for your members:
  - Industry panel, Alumni panel, Guest Speaker, Research Presentation by Faculty, Student Presentation about internship
  - Actuarial-Focused Events - Exam preparation, Coding, CAS vs SOA

➔ SOCIAL EVENTS
- Allow members and officers to get to know each other better
- Think about including your advisors, professors, alumni, and nearby professionals
- Consider the following social events for your members:
  - Happy Hours, Bowling/Movie Night, Sporting Events, Gamma Olympics, BBQ/Potluck, Pizza/Ice Cream Social, Local Attractions, Family Dinners, Holiday Parties
  - Promote other club events and go as a group

➔ COMMUNITY SERVICE
- Allow members to become well-rounded individuals while positively affecting the community
  - Examples: Clean-up projects, Boys & Girls Clubs, Habitat for Humanity, Food Shelters, Help Local Schools, Clothing/Food Drives, Relay for Life, Cards for Veterans, Animal Shelters
- Participate in the Annual Week of Giving, taking place October 12-19, 2019, in partnership with the Insurance Industry Charitable Foundation
- Invite Alumni to join

➔ INTER-CHAPTER EVENTS
- Connect with other chapters to expand your Gamma network.
- Get to know members from other schools and share ideas.
- Consider the following Grand Chapter and inter-chapter events for your members:
  - GIS Regional Conferences (January 2020), GIS Annual International Conference (September 2019), Drake Symposium (April 2020), Philly Excursion (TBD), RIMS Annual Conference (Denver, May 2020), Inter-Chapter Competitions, etc.

➔ GENERAL LOGISTIC CONSIDERATIONS
- Timing
  - Book rooms early and create a spreadsheet to stay up to date on events
  - Survey members on availability, use a free period, utilize different times for events
  - Are there certain times in the semester where students are less busy?
- Partner with other organizations/professors
• How many/what types of events does your budget allow for?
• How will members get to events?
  o Example: start a google doc sign-up for carpools
• What do you need to set-up for the room?
  o Technology, set-up, getting the speaker to the room
Public Relations

Ensure that your chapter and GIS as a whole is portrayed positively and duly recognized by its stakeholders. Be sure to report any PR news that your chapter receives in your MCR on the PR sheet.

➔  **RECRUITING MATERIALS**
- Flyers
- Digital media in collaboration with school
- LinkedIn
- Encourage your chapter to pick a day where everyone wears their shirts on campus

➔  **GIS MERCHANDISE**
- Ordered through online merchandise store: [http://www.co-store.com/GIS](http://www.co-store.com/GIS)
- Apparels (Polo Shirts and ties, Pullover fleeces, graduation stoles etc.)
- Accessories (lapel pins, tablecloth, bags etc.)
- Banner (must be ordered by emailing grace.grant@gammaiotasigma.org).

➔  **EVENTS PROMOTION**
- Posters and flyers
- Social media posts (see below)
- Pictures, videos, and slideshows
- Ask members to participate
  - Take pictures at events
  - Post pictures & event info on social media and tag your chapter’s page
- Team up with other university organizations
  - Could your chapter benefit from appointing a “Director of Inter-Campus Relations”?
- Leverage and complement each other
  - Joint community service projects
  - Recruitment opportunities
  - Expand chapter reach/network on campus
  - Joint Social events (Alumni Happy Hour and/or mixers)

➔  **SOCIAL MEDIA**
- Free and convenient
- Follow the Grand Chapter on Facebook, LinkedIn, Twitter, and Instagram: like, share, comment and retweet. Be sure to join the 2019-2020 GIS Officer page on LinkedIn!
  - Facebook
    - Private group with your chapter
      - Reminders about events
      - Sign-ups for carpools
      - Polls about upcoming events
    - Public page to promote your chapter to external viewers
      - Post pictures and relevant articles to the industry
      - Post about member achievements
      - Keep alumnus updated about fun events
  - Twitter
    - Could be good for advertising events
Retweeting relevant articles about the industry
  o Instagram
    ▪ Great for sharing pictures from events
    ▪ Let a member take over the account for the week
    ▪ Ask members to send in pictures from events, internships, etc.
    ▪ Highlight guest speakers & members on Instagram Stories
  o Snapchat
    ▪ Post reminders about events to the story
    ▪ Have members send in snaps to that account and post the best picture of the week to FB, share at a meeting, etc.
  o LinkedIn
    ▪ Start an alumni group to have a way to contact all of your alumni
    ▪ Post relevant articles
    ▪ Highlight your members
    ▪ Share members personal posts

Tips
  o Avoid using social media solely for inter-chapter communication
  o Make sure your posts are respectful, appropriate, and a representation of your brand
  o Engage alumni and industry in your chapter events through social media
  o Tag the Grand Chapter in social media posts
  o Hashtags to use
    ▪ #GammaIS, #GISAlumni, #GammaSAID, #CareerTrifecta #talentpipeline
    ▪ Your chapter name, your school name, etc.

WEBSITE
  - See what other chapters are doing:
    o http://gisalphaiota.weebly.com/
    o http://www.sigmachapter.org/
    o http://www.gammachichapter.org/

NEWSLETTERS
  - Examples of important publications
    o Weekly updates to members
    o Alumni Newsletters
    o Getting an outside source to write about your chapter
  - Weekly Updates
    o President, Secretary, VP, Internal Affairs would lead this
    o Provide calendar of upcoming events and deadlines
  - Alumni Newsletter
    o Updates on the chapter - events, internships, awards, etc.
    o Invite them to certain events you are hosting
    o Ask if they would like to donate to your chapter
Engaging Alumni

➔ START/MAINTAIN YOUR ALUMNI DATABASE
  ● Start a google form for graduating seniors
    ○ Contact your university alumni center
    ○ Reach out to nearest Alumni Chapter
  ● Maintain Records
    ○ Stay organized and update your database annually
    ○ Keep in frequent contact so that you aren’t only reaching out when you need money

➔ HOW OFTEN SHOULD YOU CONTACT ALUMNI?
  ● Have a plan at the start of the school year - There is not a “one-size fits all approach”
  ● Once a semester in a non-solicitation manner is a good rule of thumb

➔ TIPS FOR ALUMNI EVENTS
  ● “Save-the-Date” at least two months before event
  ● Follow-up with actual invitations
  ● Plan with the goal of making traditions
  ● Collaborate with other chapters/the Alumni Council
  ● Examples: alumni panel/speakers, networking dinner, sporting events, volunteering

➔ ALUMNI NEWSLETTER
  ● Distribute quarterly or once per semester
  ● What can the newsletter include?
    ○ Recent chapter successes or schedule of events
    ○ Current and incoming Executive Board
    ○ “Where Are They Now” or “Remember When” articles
    ○ Alumni Sponsors
    ○ Alumni Update Form

➔ START EARLY – NEW ALUMNI ORIENTATION
  ● Educate seniors about the importance of engagement and updating information
  ● Alumni Update Form

➔ ALUMNI COUNCIL
  ● Stay involved after you graduate! The Alumni Council connects local alumni and industry professionals, promotes GIS in the industry, and supports GIS students. 22 Gamma Iota Sigma Alumni Council chapters across the country gather regularly for networking events, community service, social gatherings, and to mentor local college students. Join a chapter near you or start one in your city!
  ● For more information, please contact one of the Regional Chapter leaders or a member of the National Alumni Council Leadership Team:
    ○ Alumni Council President, Tracy Hastings - Traci.Hastings@markel.com
    ○ Alumni Council Vice President, Sarah Johnson - SJOHNS3@travelers.com
    ○ Alumni Council Secretary, Mike Kelly - mkelleyjr@kellycos.com
  *See “Appendix C” for additional details.
Engaging the Industry

➔ LOCAL PROFESSIONAL CHAPTERS AND ASSOCIATIONS ARE A GREAT PLACE TO START
  ● CAS – Casualty Actuarial Society*
  ● CLM – Claims and Litigation Management Alliance
  ● CPCU – Chartered Property Casualty Underwriter Society*
  ● IABA - International Association of Black Actuaries*
  ● IAIP – International Association of Insurance Professionals*
  ● IASA – Insurance Accounting and Systems Association (IASA)
  ● IRMI – International Risk Management Institute*
  ● NAAIA - National African American Insurance Association
  ● NAIFA - National Association of Personal Financial Advisors
  ● PLUS – Professional Liability Underwriting Society*
  ● RIMS – Risk and Insurance Management Society
  ● SOA – Society of Actuaries
  ● The National Alliance for Insurance Education and Research*
  ● WSIA - Wholesale & Specialty Insurance Association*
  ● Visit gammaiotasigma.org/chapters for a map of GIS Chapters and Professional Associations near you!

➔ BUSINESS INSURANCE
  ● Gamma Iota Sigma is pleased to provide students a complimentary membership in Business Insurance.
  ● Your membership will remain active for one year.
  ● Membership benefits include full access to content on www.businessinsurance.com, customizable email newsletters and breaking news alerts, and free registration to most Business Insurance events.*

*These organizations are partnered with GIS to offer student memberships or resources, which a student can opt into through the membership process. Be sure to take advantage of these benefits!

➔ INSURANCE CAREERS MOVEMENT (ICM)
  ● More than 850 industry organizations have come together in support of the Insurance Careers Movement. The ICM seeks to inspire young people to choose a career in insurance, share what makes the industry a great one to work in, and collaborate and share best practices.
  ● Career Trifecta - limitless, rewarding, and stable!

➔ ONE CAMPUS AT A TIME
  ● An initiative launched by GIS allowing employers to recruit on campus in a more cohesive and meaningful way through the Regional Conference Series, Security in Risk Tour at non-GIS schools, and Boots on the Ground Week.
EXAMPLE OPPORTUNITIES
- Company visits and lunch and learns
- Virtual events – webcasts & e-learns
- Student panel discussions
- Industry panel discussions
- Volunteer work with professionals
- Professional association meetings
- Career Fairs
- Local Gamma Alumni Council Chapter
- Industry Conferences (RIMS, WSIA, AAMGA, CPCU)

IDEAS FOR GETTING STARTED
- Company visits and lunch and learns
- Virtual events – webcasts & e-learn
Staying Current with the Grand Chapter

Membership
Membership and Chapter Resources can be found on the Officers & Advisors tab at https://www.gammaiotasigma.org/officers-advisors

- Paper Applications:
  - All new GIS members must fill out a paper application to be kept on file at your school for a minimum of one year. All paper applications must be submitted by an officer or advisor online.
  - You can ADD anything to the paper forms that your chapter may need to know, but you can’t remove any of the information already requested by the Grand Chapter.

- Online Membership Form Submission:
  - All new members should be entered online in a timely manner by an advisor or officer.
  - As of 2018-2019, all renewal members (a member from the previous academic year who has not graduated), will be automatically renewed by the Grand Chapter.
  - Chapters will have the opportunity to opt out of the automatic renewal process if they would rather enter their renewal members manually. In order to opt out of the process, you must notify Grace Grant by September 30th.
  - All renewal members will receive an email once they have been automatically renewed allowing them to update personal information, graduation date, professional association selections, etc...
  - If your chapter opts out of the automatic renewal process, renewal members can be entered using their Donor ID’s which can be provided by emailing Grace Grant.
  - New Members should be entered online at the following link - http://weblink.donorperfect.com/GIS_new_members
  - Please be very careful to enter all information correctly, including the appropriate school from the drop-down menu.

- Dues and Invoices
  - Membership Dues for the 2019-2020 school year will be $50 for all new members. There will be NO charge for renewal members as of August 2018.
  - All chapters will be invoiced by the Grand Chapter for membership dues once per semester.
  - Please check membership invoices for accuracy, looking at each member listed on the invoice. If you notice any errors, please email Grace.grant@gammaiotasigma.org
  - Please do NOT send checks or provide payment until you have received an invoice from the Grand Chapter.
  - All invoices can be made payable to “Gamma Iota Sigma” and sent to PO Box 356 Yardley, PA 19067, or online at the following link – http://weblink.donorperfect.com/chapterinvoice

- New Member Certificates
  - Certificates for new members will be mailed according to the following schedule:
    - All fall members must be entered by November 15th. Certificates and invoices will be mailed the following week.
▪ All spring members must be entered by March 15th. Certificates and invoices will be mailed the following week.
▪ Membership forms will be closed on June 30th for the 2019-2020 school year. Any members entered after 3/15 and before 6/30 will receive their chapter’s certificate at the 2020 Leadership Symposium in August.

→ Monthly Chapter Reporting (MCR)

▪ **NEW Process for the 2019-2020 Academic Year:** Monthly Chapter Reports will now be submitted online at the following link - https://gammaiotasigma.formstack.com/forms/monthly_chapter_report_template
▪ Each chapter should also complete the *Chapter Update Form* at the beginning of each semester (The fall semester report is due September 10th and the spring semester report is due February 10th), at the following link - https://gammaiotasigma.formstack.com/forms/monthly_chapter_report_template
▪ Your first online report is due September 10th, 2019 and should cover events and information from June, July and August
▪ You should be using the membership count from the 2018-2019 academic year
▪ Reports are due the 10th of each month and should cover all events taking place the prior month (i.e. all events taking place in October, should be reported on your October report, due November 10th).
▪ Chapters should submit a signed Chapter Affiliation Agreement and a copy of their chapter’s bylaws each academic year, along with the online Chapter Update Form.
▪ **NEW Community Service Reporting for the 2019-2020 Academic Year:**
  o Gamma Iota Sigma has partnered with the Insurance Industry Charitable Foundation (IICF) for the purpose of collecting and reporting community service events and hours from our chapters, and for providing chapters with additional community service opportunities in their area.
  o Chapters will be responsible for creating an online account with IICF where they can then report each event and the number of hours completed.
  o A complete guide for how to register your chapter online will be provided in person at the Symposium and in the Officer & Advisor Newsletter.
Applicant Chapters & New Chapter Chartering Ceremonies

➔ Applicant Chapters
- Are you aware of a school interested in joining GIS?
  - Direct them to grace.grant@gammaiotasigma.org
  - Refer them to the following link on the GIS webpage: https://www.gammaiotasigma.org/membership
  - Stay involved, offer support and advice to the applicant chapter
  - Invite them to your meetings and serve as a mentor chapter
  - Don’t forget, GIS also now offers an at large membership category for students who are attending a school where a GIS chapter currently doesn’t exist. Encourage students you come across who are attending a school without a chapter to join as an at large member!

➔ Chartering Ceremonies
- Plan to send officers or members from your chapter to attend new chapter chartering ceremonies throughout the year
- Participate in the chartering script as needed by the Grand Chapter
- Help to welcome the new chapter, students, advisors, etc.
- Keep your eye out for Chartering Ceremony Save the Dates and details in the Officer & Advisor Newsletter
- Offer yourself and your executive team as a resource to the new chapter president
- Be welcoming and help them quickly see what GIS is all about!

*See Appendix D for the member initiation section of a chartering script*
Appendices

Appendix A – 2019-2020 International Student Representative (ISR) Overview & Application

The International Student Representative (ISR) of Gamma Iota Sigma is the student voice and opinion on the Grand Chapter Executive Committee. The position was created in 1992 and serves a term of one year starting during the Leadership. This year’s term will run from Sunday, August 25th, 2019 through the following Leadership Symposium.

PROCESS

- Interested students must first complete the International Student Representative Application
- Candidates are then permitted to prepare a campaign for use during the Leadership Symposium
- Candidates will make a speech during the general session of the conference;
- Each chapter present at the conference will receive two votes
- The two candidates receiving the most votes will be the 2019-2020 International Student Representatives.

DUTIES AND RESPONSIBILITIES

After being elected, these two individuals are required to attend and assist in the following ways:

- Attend all Grand Chapter Executive Committee meetings — approximately four in-person meetings and monthly conference calls
  - Grand Chapter assists with travel expenses
- Attend both Board of Trustee meetings: The Annual Board Retreat held in April and the Annual Meeting held at the International Conference.
- Attend the Annual Leadership Symposium held in August 2019
- Prepare reports to be given at each Grand Chapter Executive Committee meetings
- Coordinate the Annual GIS Week of Giving project
- Communicate with all local chapter presidents on the issues discussed at the Grand Chapter Executive Meetings.
- Hold monthly conference calls with Chapter leadership, along with the Student Advisory Council
- Assist with collegiate chapter conservation and the development of new or potential chapters.
  - Be in constant communication with the Grand Chapter members and Chapter Presidents to help with chapters that are struggling with membership or program issues
  - Be in contact with representatives from schools that have insurance, risk management, or actuarial science majors in place but do not have a chapter of Gamma Iota Sigma
- Think of and present innovative ideas that will further improve Gamma Iota Sigma
- Assist with the Grand Chapter’s Social Media account
Appendix B – Officer Roles and Descriptions

Each chapter is encouraged to find the best leadership style that fits the needs of its members. The duties below can be organized/combined in any order. If your chapter is just starting, it may take time before all these actions can be fulfilled. The following provides a general guideline for suggested officer positions and roles of a successful chapter:

- **President/Vice President**
  - Ultimately responsible for all chapter operations
  - Main contact with Grand Chapter
  - Face of the chapter; Representative at Leadership Conference, primary contact to others outside the chapter, work closely with faculty advisor and department

- **Secretary**
  - Take attendance and photos at chapter events
  - Complete MCR and send to Grand Chapter by the 10th of the following month
  - Collect and submit membership applications
  - Organize meeting minutes and send to members

- **Treasurer**
  - Create semester budget and manage all chapter transactions
  - Manage bank account and report balance to President
  - Organize and manage fundraising events

- **Professional Development**
  - Contact and schedule industry speakers
  - Provide professional development sessions to members

- **Public Relations**
  - Facebook, Twitter, Instagram, Snapchat, Blogs, local website, etc.
  - Encourage the following of the Grand Chapter on Facebook/Twitter
  - Reach out to campus newsletters to request inclusion of GIS events, awards, articles, etc.

- **Alumni Relations**
  - Update alumni information as needed
  - Create a newsletter and fundraising efforts that can be sent to alumni

- **Recruitment**
  - Plan multiple events at the beginning of each semester to encourage students to join GIS
  - Facilitate participation in university’s involvement fair

- **Community Service**
  - Organize and manage all chapter volunteer events
  - Coordinate chapter’s involvement in IICF Week of Giving – October 12-19, 2019

- **Social**
  - Plan and organize professional social events to improve member relations and involvement

- **High School Outreach**
  - Organize the presentations given to high school students encouraging their study of risk management and actuarial science

- **GammaSAID (Diversity & Inclusion)**
  - Contribute to the initiatives being organized by the GammaSAID council
  - Focus on diversification of events, membership, chapter goals, etc
Appendix C – Alumni Council Overview

Gamma Iota Sigma Alumni Council

Purpose: “To engage and connect Gamma Iota Sigma (GIS) alumni in their local communities, support local GIS student chapters and further the mission & brand of GIS.”

For an up to date listing of the Regional Directors, please visit the Gamma Iota Sigma website at the following link - https://www.gammaiotasigma.org/alumni

Why should you join the Alumni Council?
● To stay connected with the GIS community
● Expand your network of local industry peers
● Facilitate and maintain relationships with student chapters
● If you do not live near one of the local Alumni Council chapters and are interested in starting an Alumni Council in your area, please contact Tracy, Sarah, or Mike (contact information located below).

What is the cost of the Alumni Council?
● There is no cost to join the Alumni Council. The Alumni Council will organize and schedule the events, but each member will be responsible for any costs associated with each event. Costs will be clearly advised prior to each event.

What types of events does the Alumni Council have?
● Social Events (Happy Hours, Sporting Events, Etc.)
● Community Service Events
● Gamma Iota Sigma student chapter interactions

What are my Membership Responsibilities?
● Network & have fun!
● There are opportunities for further GIS involvement, if interested.

How Frequent are the Events?
● Events will be held at the discretion of each individual chapter, but generally events are held once a month.

How do I join???
Contact your local regional director! If you do not live near one of the cities with an existing chapter and are interested in starting an Alumni Chapter in your area, please contact a member of the National Alumni Council leadership team.

- Alumni Council President, Tracy Hastings – Tracy.Hastings@Markel.com
- Alumni Council Vice President, Sarah Johnson - SJJJOHNS3@travelers.com
- Alumni Council Secretary, Mike Kelly - mkellyjr@kellycos.com

Please also update your contact information on the GIS Alumni Update Form.

How else can I get involved?
Each year, Gamma Iota Sigma hosts the International Conference. Alumni are HEAVILY encouraged to attend, so be sure to invite your alumni! This year’s conference is in Dallas, Texas, September 26-28, 2019.
Appendix D – Chartering Script: New Member Initiation Section

Gamma Iota Sigma has a unique membership affiliation program. This program is not necessarily an initiation ceremony, but rather an introduction to insurance history and the symbolism of Gamma Iota Sigma, its aims, its purposes.

In the following program, as members-to-be of the GAMMA ALPHA Chapter you will take an active part. As the initiation team addresses you, the individual team members will be representing a member of the crew of a ship at sea; the captain, the navigator, the first mate, the helmsman, and guard."

**INITIATION**

**Moderator (CAPTAIN)** - “Gamma Alpha Chapter Officers will conduct this Gamma Iota Sigma initiation ceremony for subsequent new members of Gamma Alpha Chapter. For today’s chartering ceremony initiation, **Student 1** will serve as Chapter Guard, **Student 2** as Navigator, **Student 3** as Helmsman, **Student 4** as First Mate, and I will serve as Captain. The initiation begins with a statement by the Chapter Guard.”

**STUDENT 1 (CHAPTER GUARD)** - "Insurance is the transfer of risk. In ancient times Chinese and Phoenician merchants lost heavily from raids made upon their caravans. When shipments were made by river and sea, cargoes and ships were lost in storms or destroyed by warring nations and pirates. No single merchant could stand repeated losses of merchandise, and some device had to be found to spread the risk. This spreading of risk among many, where losses could be distributed between several ship owners and merchants, was the beginning of insurance. Lloyds of London later became the first commercial example of professional risk bearing, insuring ships and cargo. Because the first insurance transaction appears to have had its origin in travel by sea, Gamma Iota Sigma has chosen ship officers to be members of the initiation team. You will now come with me and be introduced to these officers. "Sir, I bring before you **X** candidates interested in learning more about Gamma Iota Sigma.”

**STUDENT 2 (NAVIGATOR)** - "You have made application for membership in Gamma Iota Sigma and your request for admission to membership has been accepted by the trustees of the Grand Chapter. "Prior to advancing to full member status, you will be instructed in the symbols of Gamma Iota Sigma. "Within these symbols lie the foundations of Gamma Iota Sigma and the future of this fraternity. "In England during the early days of fire insurance, the use of fire marks came into being. The fire marks were used to identify those risks accepted and insured by the fire insurance companies. These fire marks bore the trademark of insurers. Two of the oldest of these were the 'Hand-in-Hand Fire Insurance Society' and the 'Friendly Insurance Society'. "The fire mark was molded of metal, generally iron, and secured in a prominent place on the exterior of insured buildings. The purpose of the fire mark was to identify an insured property which in case of fire would be served by a specific firefighting company. The fire mark was evidence that a 'marked' property was insured. "The Hand-in-Hand Fire and Life Insurance Society fire mark consisted of two clasped hands emblazoned upon a shield. This fire mark identified the property as that of a member of the society. The Clasped Hands, signifying a contract, was adopted by Gamma Iota Sigma as a symbol marking the beginning of friendship, the beginning of a pledge. "You, as a candidate of Gamma Iota Sigma, have expressed your interest in insurance through study and matriculation in an insurance discipline. Your desire for knowledge and your acceptance into Gamma Iota Sigma signifies friendship ... which is symbolized by: one hand knowledge -- the other friendship -- in clasped hand union.
"The Helmsman will explain to you the triangle emblem of Gamma Iota Sigma.
"I bring before you candidates for membership in Gamma Iota Sigma."

**Student 3 (HELMSMAN)** - "You have been instructed by the Navigator in the significance of the clasped hand. It is my duty to escort you further into the ritual of Gamma Iota Sigma and instruct you regarding the symbolic triangle surrounding the Greek letters Gamma Iota Sigma.
"The triangle or shield is an inverted triangle with rounded points. These three points of the triangle represent: friendship, knowledge, and integrity.
"The Greek letters Gamma Iota Sigma represent the letters C. I. S. for collegiate insurance society. Gamma Iota Sigma, however, has a more complex meaning. These letters in Greek spell earth. In as much as all life, all material things subject to insurance, have their origin in earth, Gamma Iota Sigma is well dedicated to the insurance industry.
"The triangle emblem serves as an identifying symbol for this fraternity.
"The First Mate will instruct you in the symbolism of the Fraternity Key.
"Sir, I bring before you Gamma Iota Sigma initiates."

**Student 4 (FIRST MATE)**- "It is my privilege at this time to instruct you in the badge, or key, of Gamma Iota Sigma.
"You have been instructed in the clasped hands of Knowledge and Friendship, the triangle of Knowledge, Friendship, and Integrity. I now add to these, Fidelity, which is continuing faithfulness to an obligation.
"The Union Insurance Society was organized in London, England, in the year 1714. The fire mark of this society, as well as some others, was composed of Four Clasped and Crossed Hands. Often thee fire marks portrayed crossed left hands. One of these, perhaps the oldest of all such fire marks, portrayed four clasped right hands. Gamma Iota Sigma selected its key from this fire mark of the Union Insurance Society. These four clasped hands signify the four purposes of the fraternity --- Knowledge, Friendship, Fidelity, and Integrity. The four clasped hands are molded to a golden shield and this shield signifies Protection. Being of gold, the shield signifies Durability.
You now will be introduced to the Captain who will present your certificate of Membership."
"Sir, I bring before you the charter initiates of __________ Chapter.

**Moderator (CAPTAIN)** - "Your initiation voyage is about to end. May I congratulate you on this step in your academic progress. Insurance is a social mechanism created to assist mankind in overcoming the potential losses inherent to civilization. Insurance has contributed greatly to the wellbeing of humanity and will continue to make contributions to mankind's further advancement. The significant services the industry may yet render will be born in research. The study of insurance will continue to open new avenues of thought, new assists to progress. You are encouraged by Gamma Iota Sigma to study, engage in research, and to advance in all fields of insurance endeavor. Your membership in Gamma Iota Sigma is only the beginning, and the associations you make here, and in the years to come, will contribute greatly to your progress. I now present you with your Certificate of Membership."
Thank you to our Sponsors!

A special thank you to our **Sustaining Partners** who have made a significant long-term commitment to support the future of Gamma Iota Sigma and the insurance industry. Be sure to thank these organizations for their invaluable support!

**Visionary Partners**

**Leader Partners**