

# Kai Meeting

Kai is synonymous with Brotherhood, not punishment. Our kai committee should be in place to build the brotherhood of our chapter as a whole and individually. Our brothers are not brought to kai because they are bad people. They are brought to kai because they are good people (they are Betas), and they did something that they could do better. Below are 4 easy to remember steps to help guide this process.

Step 1: Identify the Problem	
Purpose	-We want to figure out what the root problem is. If our directives aren't addressing the real problem they won't truly help our brother be his best -A lot of times kai cases can get messy. Explicitly discussing the problem can help everyone get on the same page, and bring out necessary details
Things to ask	Why? (ask multiple times to get to the root cause) What lead you here? How does this affect the chapter? (now, next year, next 5 years) What were you hoping to accomplish? How are you doing? (in other aspects of life)
Notes	Kai committee should be including the brother being brought to kai in this step The more thorough this step is, the stronger your foundation will be

Step 2: Determine Goals	
Purpose	-Before we ever discuss potential solutions, we will want to decide what we hope to accomplish -This will give our committee direction and something to refer to when discussing potential solutions
Things to ask	What do we want the results of our decision to be 6 months from now? Have we addressed each of our identified problems?
Notes	Kai committee should be including the brother being brought to kai in this step.

Step 3: Brainstorm Potential Solutions	
Purpose	-The goal in this step is not to evaluate our ideas, but to simply voice all possible solutions (not just the good ones)
Things to ask	How might we achieve each of our goals?
Notes	Kai committee should empower the brother being brought to kai to lead this part. Even if an idea seems stupid, put it out on the table

Step 4: Craft a Creative Solution	
Purpose	-We want to discuss ALL solutions we brainstormed. We want to talk about why the good ideas are good, and why the bad ideas are bad -Having a discussion on each solution will prepare you to justify your final decision -Synthesizing the best parts from many possible solutions will give a more effective decision
Things to ask	What is good about each idea? What is bad about each idea? Does our solution achieve all of our goals? Does this solution help develop men of principle for a principled life? (our mission) Who needs to be aware of our solution to help hold our brother accountable?
Notes	This part of the conversation should just be members of the kai committee

\*Example on back



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Average member Joe is brought to kai because last weekend he punched a hole in the wall while he was drunk. This is not typical of Joe. He is a really good member. He pays his dues on time, he has good relationships with people in other fraternities and sororities, he has a job on campus, he helps out a lot with recruitment, and he typically does well in school.

## **Step 1: Identify the problem**

-Joe is being brought to kai because there is a hole in the wall. We need to find out what lead him to that action by asking why.

-Joe reveals that his parents are going through a divorce and he has been stressed out. He doesn't know what's going on with his parents because he isn't spending time with them. He hasn't had anyone to talk to about the situation either. This has caused a lot of distractions lately and his studying has suffered, which lead to him doing poorly on his recent mid-terms. He had too much to drink last weekend (as a way of coping), and when he got home from the bars he saw one of his tests on his desk and it reminded him of how poorly he had done, so he punched a hole in the wall.

-The real problem might be that Joe didn't know any other way to deal with his stress. This conversation moves away from property damage and becomes about emotional well-being, which in a turn will help curb the property damage.

## **Step 2: Determine Goals**

-Our number one goal in this situation will be to make sure Joe has different ways of dealing with stress.

-We also want the hole in the wall to be paid for, and for it not to happen again.

## **Step 3: Brainstorm solutions**

1. Joe pays for the hole in the wall
2. Remove Joe from the chapter
3. Joe does 10 hours of community service
4. Joe needs to talk to his big bro/pledge dad about what's stressing him out
5. Joe is suspended from the chapter

## **Step 4: Craft a Creative solution**

1. The damages in the wall need to be paid for, and Joes should pay for them.
2. Removing Joe from the chapter means he wouldn't punch any more holes in walls, but this solution doesn't help Joe, and the chapter would be losing a great member
3. Any member doing more community service is great, but this solution doesn't address any of our goals, and giving Joe more things to do might cause more stress
4. Encouraging Joe to talk with someone will be a healthier way to manage his stress, but maybe we can expand this to other people (follow up with kai, pledge bros, mentor etc...)
5. Joe is a good member and shouldn't be kicked out, even for a short time as a result of this incident, but maybe Joe does need some personal time. Maybe we could ask Joe to take a break from Beta for the next two week, excuse him from events, and encourage him to visit home on the weekends until he feels better.

**Final Solution:** Joe pays for the damages, is excused from events, encouraged to talk with his supervisor (whom he really looks up to) and he will check in with kai in 2 weeks to see how he's doing. Head of kai will inform the chapter that Joe will be paying for the damage and it is in his best interest to take a break from Beta to focus on personal things. Joe can share more details if he feels comfortable doing so.

