



Warrior's Words

VOLUME 1, ISSUE 1

JULY 26, 2008

Words From Our President

From the Desk of the Chief President:

On behalf of the National Chief Council, it gives me great pleasure to launch the first *Warrior Words* newsletter. The newsletter will be published bi-annually and will aim to keep members regularly informed of news, developments concerning the fraternity, and issues that impact the lives of American Indian peoples. Our sincere appreciation goes to Chief Communications Director, Andrew Bullard, for the creation and design of *Warrior Words* and his tireless efforts to make it a reality.

Can it be Convention time again? As I sit down to write this message, I am amazed at how quickly the seasons have passed. The fraternity is another year older, and so am I. And so, the inevitable question: What have we learned these two years? Although it would be impossible to boil two years of experience down into one brief column, here are a few of the many lessons about organizations in general and about Phi Sigma Nu in particular, from my perspective, have been most important:

Direction come both from the top down and from the bottom up.

As I began my tenure as President, I immediately realized that Phi Sigma Nu needed a plan of action – a plan of development – a plan, a strategic plan. Understanding the importance and the need for structure and organization, I began formalizing goals, plans, direction, and action that would need to occur for the fraternity to be mobile and fluid. Phi Sigma Nu is still quite young and the national organization is still in its infancy stages. With this, it is evident that restructuring was and is largely a work in progress. My great concern, however, was how the Council and I would work collectively to insure that the plan I had created, though thoughtfully conceptualized and formulated, would translate into action. In thinking about this, it was crucial to remember that the plan had not been arbitrarily created by individuals in leadership positions, but rather was based on the desires that the convention delegates had conveyed and charged us to implement and carry out. Similarly, I came to realize that although the Council had a key role in guiding the organization, the success, failure, or redirection of the plan would ultimately rest within its members.

During the Council's "monthly" meetings during my two year tenure, we have witnessed a number of changes both internally and externally within our structure. Some of those changes and plans were anticipated and some quite unanticipated. Certain of the directions and guidance afforded to us by the membership – the focus of expansion, governance, and prominence – continued to feel very right, maybe even more so than they had at the time. I think this was because these directions resonated strongly with the thinking and the priorities of the membership. Progress indeed has been made on these fronts. From the establishment of a newly created judicial process, *The Tribunal*, to the

formation of the *Nu Warrior Foundation*, our vision for prominence and stellar ethics have embodied the work we have done.

I am hoping that, in the years to come, Phi Sigma Nu can develop a more local presence within tribal communities with its local university chapters, that can both serve the more specialized needs of its membership and its community while affecting the organization as whole in new and exciting ways.

Act locally, think globally; globalization is a global effort.

As much as Phi Sigma Nu's strategic plan emphasizes globalization, it is clear this can only happen with the collaboration of members and allied organizations across the nation. I am pleased to report that FSN has made significant strides to becoming more inclusive of all its membership, providing chapters the opportunity to explore, expound, and create new and exciting partnerships that nurture and build upon our seven guiding philosophies. The efforts to work locally and impact nationally have sustained the fraternity into achieving national prominence in addressing the needs of American Indian males in higher education, males within the family, youth to actualize their dreams, and communities to work outside of their traditional parameters.

This would not happen, however, without the vision and the support of membership. The input into our strategic plan, the challenge of identifying our priorities, the focus of where our energies should be placed have all guided where, what, how and when FSN acts and responds. Likewise, the membership has opened new doors for us to explore different approaches to dealing with issues that plague our communities, our families, and our brotherhood. Those networks resonate with the mission of FSN's needs and interest locally, but also nationwide and internationally. As we continue to examine our service to society, know that we need everyone to be thinking about opportunities that we may be missing, and ways that we can do better.

For instance, the partnership that Zeta Colony is doing within the local schools and the Navajo Tribe to help tutor and mentor American Indian youth to be successful scholars, as well as guiding them to be responsible and accountable for their decisions, could be modeled and replicated within our local tribal districts. These types of ideas and opportunities, not initiated by the Council, but by members across the country, allow us to transform into a truly global organization.

We can do better.

I remember several conversations I've had with Founders, the Founding Class, current members and non-members about what has been accomplished by the fraternity. Sustainability (some did not think we would have still been in existence), national expansion, the creation of a national umbrella organization for chapter governance were initial goals, and all three have come into existence. But, of course, that is just the beginning. All three needed to change and grow in order to remain viable. And, everything about FSN must continue to do the same. Our web-

site, for example, has undergone a wonderful transformation (thanks, Mike Henry!), and all is an order of magnitude more sophisticated, helpful, and appropriate for our organization than ever before. The establishment of *Warrior Words* newsletter keeps membership abreast on news and events with the organization (thanks, Andrew!). The development of a comprehensive training manual that aligns with FSN goals, mission, and vision while setting the stage for proper and successful in-take activities that unifies activities, procedures, and events at all chapter (thanks, Derek!) The creation of a governance document, *The Tribunal*, which is user friendly, detailed oriented, and precise about how to carry out judicial concerns locally and nationally are in place to help facilitate difficult situations and help us keep in line with our governance documents (thanks, Earl). The vision and implementation of beginning the Annual Chief Convention that occurs the last weekend of every July (thanks, Eval!) to carry out the formal business of FSN as well as to allow brothers from across the country to meet and fellowship. There are numerous others. In every instance, as we celebrate what has been accomplished, we must be thinking about how we can improve what we are doing to move our mission forward and to approach our vision for FSN more closely. *It's the people that make it worthwhile.*

I imagine, to a large degree, those of you who have worked with me up to this point have not been entirely taken by surprise by the above thoughts. And, since all reading this have probably at one time or another been involved in team efforts, you won't be surprised by this one either. But, as I enter the final month of my term as the President of the Chief Council, I am continually struck by the creativity, insight, and dedication of those whom I have been fortunate to work with. I am grateful and indebted to the tireless efforts of the Chief Council who have brought a wealth of resources to us and whose organizational expertise and patience have enriched our experience immeasurably. I am grateful to our chapters for their efforts to continuously make FSN a prominent organization and one that embodies true American Indian philosophy. Thanks to all of you who are reading this for your support, advice, and helping along the way. And, last but not least, to my loving wife, La Tonya, who has graciously and unselfishly allowed me to follow my passion in serving my fraternity and who has supported me in all my endeavors.

As I step down as your President, I am confident in the leaders who will succeed me. The fraternity will only continue to flourish with their hard work and your continued support. Thank you for all your time and your assistance as we embark on the challenging goal of moving FSN forward.



B4L,
Brett A. Locklear, Chief
President



Above: Some Delta members & alumni
Below: Nu Alpha Members



Recent College Graduates:

A: Travin Desse Neal Fraizer Justin Carter Adonai Colon Γ: Andrew Bullard Δ: Mike Henry Doran Jackson E: Kellen Palmer NA: Chris Connor Alumni: Jody Thomas Johnson & Wales University: Lester Locklaer

Congratulations Men on your outstanding accomplishments & we wish you the best in your bright future!!!



"Seven Wonders of the Nu World"

Nu Warrior Foundation

Phi Sigma Nu is diligently working on permanently establishing the Nu Warrior Foundation, a Scholarship Fund that will be used to help American Indian males pay for college. The fund was voted on at the Chief Convention in 2007 to become the annual philanthropy for the fraternity. Currently, ten percent of all revenue generated from chief

dues will be placed in the Nu Warrior Foundation, as well as

other funds that are marked to go into this Fund. The Chief Vice President of the Chief Council will spearhead this endeavor and will work closely with the Council to maintain operations, expenditures, distribution of awards, etc. once the foundation is finalized and incorporated. Please forward all questions, comments or concerns to the Chief VP.



NC Commission of Indian Affairs Resolution to Phi Sigma Nu

Phi Sigma Nu has made history again! Resolutions Acknowledging the Contributions made by Phi Sigma Nu Fraternity to American Indian Men in Higher Education Phi Sigma Nu has made history again! The North Carolina Commission of Indian Affairs, at its quarterly meeting on June 6, 2008, acknowledged the contributions made by Phi Sigma Nu

to help American Indian men self-actualize and achieve their goals of earning higher education degrees. The resolution was presented to the 27 member body, consisting of representatives from all eight tribes in North Carolina, the four urban Indian Centers, and State Government Department liaisons for a

vote, which passed unanimously. This document cements the fraternity's endeavors and its mission to foster a brotherhood and to promote identity and prosperity amongst tribes nationally while assisting Indian men to obtain their educational pursuits. To read the resolution in its entirety, please visit our website: phisigmanu.com.

Nu Additions

During the 2007-2008 fiscal year, the fraternity experienced substantial growth in membership. Six of the seven chapters of the fraternity conducted an intake process during the fiscal year which added total of 39 newly initiated members, the most ever in fraternity history. Total Phi Sigma Nu membership now stands at 149 initiated men.

New tribal and ethnic affiliations were added to the fraternity as well. The fraternity now represents the following tribes: Absentee Shawnee, Arapaho, Cherokee Nation of Oklahoma, Choctaw Nation of Oklahoma, Coharie, Crow, Eastern Band of the Cherokee, Haliwa Saponi, Kickapoo Tribe of Oklahoma, Loyal Shawnee, Lumbee, Mississippi Band of Choctaw, Mus-

cogee Creek, Navajo, Osage, Otoe, Pawnee, Potawatomie, Sac & Fox, Standing Rock Sioux, Seminole Nation of Oklahoma, Tuscarora, Waccamaw Siouan, and White Mountain Apache. There are also Brothers from the following nationalities: African-American, Caucasian, Chinese, Mexican, Panamanian, and Puerto Rican.

Nu Justice

*Earl Evans
Founding Father
Chief Elder Brother*

Two years ago when the Brothers of our Order bestowed the honor upon me to serve as your Chief Elder Brother, myself and the other members of our Chief Council promised you that we would accomplish certain tasks during our term in office. One of those was to establish a mechanism for dispute resolution within the Fraternity. Now, as my term draws near its close, I will present to our Convention, a proposal for a constitutional amendment to charter another branch of the governing body of our Fraternity, the "Tribunal."

All indigenous cultures have their methods of dispute resolution. Traditionally, some cultures have made their decisions collectively by all adult members, while some cultures delegated that authority to their elected or appointed leadership. Some utilized a system wherein the victim and the offender; and the family, friends, and key supporters of both are brought together to discuss how they and others have been harmed by the offense and how that harm might be repaired to bring resolution and healing. Some methods in societies of various races, ethnicities and cultures even evolved to be a blend of approaches.

When the United States was formed, Alexander Hamilton, one of the "architects" of the Constitution of the United States of America, believed that the Supreme Court, lacking both money and a militia, would be the weakest of the three branches of US government. But Hamilton also knew that the new government needed force of justice to ensure that the two elected branches, the legislature and the executive, did not overstep or, more importantly, violate the Constitution.

Should our Assembly vote in Convention to adopt the amendment to charter the Tribunal, it would create a system of justice unlike that of any other greek letter organization. It represents a blend of approaches, with a "court-like" foundation. The Tribunal would be organized into two

principle bodies, the Chapter Tribunal and the Chief Tribunal.

The Chapter Tribunal is designed to be the local judiciary in each chapter of the Fraternity for purposes of enforcement of the Constitution and laws of the chapter and Fraternity, as well as the resolution of disputes. The Chapter Tribunal would seat three individuals, which are the Chapter Elder Brother as the Justice of the Peace, and two Peacekeepers appointed by the Chapter President. Whenever a dispute or an offense occurs within the jurisdiction of a chapter, the Peacekeepers investigate the incident, attempt to contact and work with both the offender and the "victim" to resolve the dispute without a decision forced by the Tribunal. In the event this is unsuccessful, the matter would then be heard by the Chapter Tribunal, which is a panel of both Peacekeepers and the Justice of the Peace as "chair" of the proceedings. The Chapter Tribunal would settle the matter by ensuring that harm or disagreements are settled financially, morally, and fairly.

The Chief Tribunal is designed as the appeal level judiciary whereby members or chapters that feel they have been wronged by the Chapter Tribunal can have their matter heard again to determine of the Chapter Tribunal decision was fair and accurate. It is also the primary body for settling complaints against the Chief Council. The Chief Elder Brother serves as the Chief Justice along side of two Peace Chiefs appointed by the Chief President. The Peace Chiefs attempt to resolve matters between parties without a hearing being required for settlement by the Chief Tribunal. They also investigate the complaints and help the Chief Justice decide how disputes should be settled. Even the Chief Council can not overrule the Chief Tribunal. It works similar to the way the supreme court is designed for the United States, but much simpler.

Through the Tribunal, every member and chapter can be assured that they will know when they have been accused and have an opportunity to be heard. Any chapter or member making

a complaint can be assured of a fair and impartial resolution to keep the peace and right the wrong. There are also limitations on the Tribunal.

For each offense, there is a minimum and maximum penalty that a Tribunal can require, ensuring that no one is treated unfairly and that the "punishment fits the crime." If a member or chapter feels it has been treated in an unfair way, the member or chapter can appeal the issue, and anyone member ordered stripped of his letters or chapter ordered dissolved, has an automatic right of appeal to the Chief Tribunal for a three part jury to decide if the penalty is fair or should be overturned. While the Tribunal resolves disputes, the penalties they can require are limited by the laws enacted by the Chief Council.

We will showcase the processes of the Tribunal during our annual 2008 Convention and hope that you will find that, while not perfect, we have kept our promise to deliver to you a sound mechanism to resolve disputes in a way that recognizes the right and autonomy of each chapter to govern itself, while also ensuring checks and balances are in place to prevent abuse of authority. By incorporating this new system, we are moving closer and closer to having our chapters operate similar to tribal governments, thereby teaching our members those fundamentals imperative to the preservation of Indian sovereignty and tribal self-governance.

To our members, I thank you for the trust and confidence you all have placed in me. It has truly been an honor to serve you the last two years, as well as to serve with such a distinguished, committed and respectable Chief Council. Being in the company of individuals who hold so strongly to the principles of our Order inspires a sense of pride like I never would have imagined twelve years ago. Thank you gentlemen for your service, your dedication and most importantly, your friendship. Long Live Phi Sigma Nu!!!

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2007-2008 Highlight: Nu Alpha Chapter

After several years of research and dialogue the fraternity finally approved the process of establishing graduate chapters. The mission of Phi Sigma Nu graduate chapters are to establish professional networking platforms bound by brotherhood for the graduate, alumni, and professional brothers and to serve as a resource for the undergraduate chapters. Graduate chapters will also strive to serve the community through community service and education about American Indi-



ans. A dozen men were invited to join the fraternity through a newly established graduate chapter but only four answered the call. On December 15, 2007 Chris Conner, Steve Hunt, John Lowery, and Matt Scott were initiated as the Charter Class, taking Phi Sigma Nu to a whole new level. This is why these men are collectively known as "4 Philosophers of a NU Paradigm". For more information contact D. Oxendine

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2007-2008 Chief Council

Phi Sigma Nu Fraternity Inc.

"Men of Valor Men of Pride"

Please contact Chief of Communications:

Andrew Bullard
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"Stay strong men and fight like the true Nu warriors that you all are; never surrender or accept defeat, and always wear your scars with pride and dignity."

Andrew Bullard, Chief of Communications 2007-2008

"Your vision will become clear only when you can look into your own heart. Who looks outside, dreams; who looks inside, awakes." -- Carl Jung

Brett Locklear, Chief President 2007-2008

"After my two years in office, I would like to say thanks to every member of the chief council for their leadership skills. Also, every brother should be thankful for what the council does behind the scenes for the fraternity."

Derrick Johnson, Chief Treasurer 2007-2008

Now in the morning as he returned into the city, he hungered. And when he saw a fig tree in the way, he came to it, and found nothing thereon, but leaves only, and said unto it, Let no fruit grow on thee henceforward for ever. And presently the fig tree withered away. And when the disciples saw it, they marvelled, saying, How soon is the fig tree withered away! Jesus answered and said unto them, Verily I say unto you, If ye have faith, and doubt not, ye shall not only do this which is done to the fig tree, but also if ye shall say unto this mountain, Be thou removed, and be thou cast into the sea; it shall be done. And all things, whatsoever ye shall ask in prayer, believing, ye shall receive. Matthew 21: 18-22

Earl Evans, Chief Elder Brother 2007-2008

phisigmanu.com

Zeta Colony: Devil's 12 Rise

On November 2, 2007 the fraternity reached a new territory by expanding to the southwestern part of the United States. Twelve men successfully completed the intake process and were initiated as the Zeta Provisional Chapter, Charter Class at Arizona State University. This expansion coincided with the 2007 AISES conference in neighboring Phoenix, allowing the Nu men to meet many current brothers from Oklahoma and North Carolina.



(Devils 12 with Γ, Δ, & Ε members in Tempe Arizona)

Sigma Nu realm as the "Warriors of a Nu Horizon" they are: Cheston Bailon, Leroy Begay, Shayne Watson, Jasper Henry, Carlos Clark, Lone Wolf, Kyle Huskey, John Bailon, Derreck Wheeler, Kevin Bitsie, Zacharia Bitsuie, and Tremayne Scott.. All these young men worked very hard and in doing so have made a commitment to Phi Sigma Nu to help Phi Sigma Nu grow as a brotherhood, as well as, as a business. These young men represent a new chapter in the life of Phi Sigma Nu and represent not only our growth, but also unity between native people of all tribes and communities