

inside:

President's Message 2

Free Time
by Jack A. McKenzie

Chapters. 36

New Charters
Chapters in Action
Chapter Anniversaries

IF&S 7

Partnerships 89

by Ed Richter

Fiscal Year Review. 1011

by Bobby M. Hainline

Goodbye to
a Good Citizen 12

A tribute to the late
Donald L. Terwilliger

Tactical Growth Plan. 13

by John Wetherington

Convention Highlights . . . 1415

Who, What, When
& Where 16

NEXT ISSUE:

- *Convention Recap*
- *Minutes of the Convention*
- *New Board of Directors*



TORCH & TREFOIL

THE QUARTERLY PUBLICATION OF ALPHA PHI OMEGA
NATIONAL SERVICE FRATERNITY *Winter 2002*

Opportunities and Obligations ~ New Orleans ~

As members of Alpha Phi Omega, we have many opportunities and obligations. It can be argued that there are none greater than participating in a National Convention. By attending the 37th National Convention in New Orleans this December, you will have the opportunity to impact the future of our Fraternity.

As a voting delegate, you will have the opportunity to shape the laws, policies and ceremonies of the Fraternity. Each Brother can positively affect his or her chapter by attending the workshops and seminars, learning new ideas and incorporating them into their chapter. If you are an alumnus, you have the opportunity to mentor, guide and lead the active members as they set goals to meet the many challenges of our future. We all have the opportunity to enjoy New Orleans – the food, music, culture, history and so much more.

We have an obligation to those members that came before us and to those members who will come after us – an obligation to maintain the brotherly dialogue that will result in our Fraternity expanding and thriving throughout the 21st Century. We have an obligation to make a positive impression on each and every individual, both near and far, who will admire us as we convene.

We have an obligation to celebrate 77 years of Leadership, Friendship and Service... something special that you don't want to miss!



The Convention Planning Committee (at left) has worked very hard to plan a great program for our 37th National Convention.

**NATIONAL PRESIDENT**

Jack A. McKenzie, Clemson, SC

NATIONAL VICE PRESIDENT

John Wetherington, Englewood, CO

PROGRAM DIRECTORS

Lisa Covi, Ph.D., Highland Park, NJ
 Bobby M. Hainline, Dearborn, MI
 Maggie Katz, Livonia, MI
 Keith D. Roots, Charlottesville, VA
 Ed Richter, Franklin, OH
 Teri Sheets, Sacramento, CA

REGIONAL DIRECTORS

I Ellen Kranzer, Arlington, MA
 II Craig Muckle, Syracuse, NY
 III Jamie L. Conover, Mechanicsville, VA
 IV Michael C. Nathan, Tallahassee, FL
 V Troy E. Timbrook, Columbus, OH
 VI Michael Leahy, Holland, MI
 VII Belton Lim, Houston, TX
 VIII W. Brant Warrick, Fayetteville, AR
 IX Erica Roberts, Menomonie Falls, WI
 X Elizabeth Tom, M.D., Elko, NV
 XI David B. Corning, Olympia, WA

NATIONAL EXECUTIVE DIRECTOR

Robert J. London, Independence, MO

NATIONAL LEGAL COUNSEL

Richard F. Schmidt, Kansas City, MO

NATIONAL ARCHIVIST

Robert C. Barkhurst, W. Dundee, IL

INTERNATIONAL RELATIONS DIRECTOR

Allen Wong, D.D.S., San Francisco, CA

PAST PRESIDENTS

Dr. Stan Carpenter, Bastrop, TX
 E. Ross Forman, Blue Bell, PA
 Tom T. Galt, Drayton, SC
 Lawrence L. Hirsch, M.D., Northbrook, IL
 Lorin A. Jurvis, Rockville, MD
 Wilfred M. Krenek, Houston, TX
 Dr. Glen T. Nygreen, Scarsdale, NY
 William S. Roth, Birmingham, AL
 Gerald A. Schroeder, McLean, VA
 Lucius E. Young, LTC, Ret., Spring Hill, FL
 Dr. C.P. Zlatkovich, El Paso, TX

LIFE MEMBERS

George F. Cahill, Pittsburgh, PA
 Irwin H. Gerst, Palos Verdes Peninsula, CA
 Roger A. Sherwood, Kansas City, MO
 Warren C. Weidman, Reading, PA

EX-OFFICIO MEMBER

James L. Chandler, Irving, TX

Alpha Phi Omega
 NATIONAL SERVICE FRATERNITY

14901 E. 42nd Street South • Independence, MO 64055
 816 • 373 • 8667
 Fax: 816 • 373 • 5975 Email: executive.director@apo.org
 Web Site: www.apo.org

Free Time

“So what are you going to do with all that free time?” As my service as a hook for the Presidential Dumaflachee* draws to a close, people keep asking me that. And I keep trying to remember what I did back when I had free time.

Trouble is, best I can recall, the last time I had free time was when I was a freshman in college. And even then, my time wasn't really free. I just chose to spend it freely with no particular goal or purpose in mind except to relax, have fun and improve my card game.

That was the year before I pledged Alpha Phi Omega. Before I made a lifetime commitment to be a leader, be a friend and be of service. I haven't had much free time since I made that promise. And crazy as it seems, I've still had a good time - no, I've had a great time - I've had the time of my life, and I think the best is yet to come.

Being President was never one of my driving ambitions. Sure, I thought about it some once I got involved at the national level, but I never really set my sights on the office. The job found me more so than I sought it. I'm glad it did. I am truly honored and humbled to have had the opportunity to serve the Fraternity in this way. And in the spirit of leadership development, I gladly will step aside to let someone else experience the honor and the humility.

Being one of the best APO Brothers ever to light a candle, however, IS one of my driving ambitions. At this point in my life, that means being a supportive alumnus, a willing volunteer, a financial donor, and an active Chapter advisor.

It also means being a good steward of Alpha Phi Omega. In my “real job,” I am director of stewardship for Clemson University. I work to make sure Clemson uses wisely the gifts that people entrust to us for scholarships, professorships and other programs and that we say thank you often to those donors.

APO is a gift that has been entrusted to each of us for a short time. We each have an obligation to be a good steward of this precious gift. It is not ours to keep. It is ours to share and to make stronger every day.

I am reminded of an interview question that one of my Little Brothers was fond of asking pledges way back before the turn of the century: Is APO for you or are you for APO? Back then APO was for me. As a student, I was a direct beneficiary of the Fraternity's programs and services. Now, I am for APO. As an alumnus, my role is to help the Fraternity provide programs and services for today's and tomorrow's students.

APO helped me grow up. Now, it's up to me to help APO grow.

And so, my Friends and Brothers, I don't foresee having a lot of free time as a member of the AARP (that would be the Alphaphiomega Association of Retro Presidents). I still have a tremendous debt I have to work off - a debt to Frank and Roe and Earle and thousands of others who made sure APO would be there for me when I needed it - a debt to the thousands of young men and women who will need APO in the future.

Finally, a note to National Archivist Bob Barkhurst: Let the record show that I was the President who figured out how to spell “Dumaflachee”!

All the best in LF&S,

Jack

* *The “Dumaflachee” is the pendant worn by the President on official and ceremonial occasions.*

NEW CHARTERS



ALPHA EPSILON OMICRON
Siena Heights University

On April 13, 2002, Alpha Phi Omega chartered its 711th chapter - Alpha Epsilon Omicron at Siena Heights University. The sponsor chapter was Lambda Phi at Eastern Michigan University. The group completed over 20 service projects in the past year, including volunteering at a soup kitchen, assisting Habitat for Humanity, raising money for the Crop Walk, and working a Bowl-A-Thon for Big Brothers & Big Sisters. The chapter also attended sectional and regional conferences on a regular basis.

The Zeta Nu chapter at Southern Illinois University - Carbondale celebrated its rechartering on April 21, 2002. The group performed many service projects during their chartering effort. Some of the more interesting projects included acting as race officials and manning check stations on the River-to-River relay race and providing overnight guard protection for the equipment and set-up of the Lion's Club pancake breakfast.



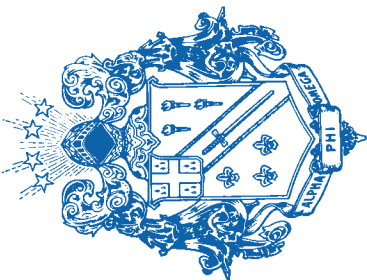
ZETA NU
Southern Illinois University - Carbondale



OMICRON TAU
Alma College

The Omicron Tau chapter at Alma College was rechartered on October 13, 2002, by the Epsilon Beta chapter of Central Michigan University. James Chandler, a chartering advisor and current representative of the Boy Scouts of America on the APO National Board of Directors, helped to present the charter. The chapter is currently collecting clothing and supplies for orphanages in the Ukraine and Russia, as well as planning to help renovate an old community center in Alma, Michigan.

CHAPTERS



MU PI CHAPTER
Colorado School of Mines
Golden, Colorado

Mu Pi Brothers work together and volunteer their time at the "Race for the Cure." This event was successful in helping to raise money and promote further awareness for breast cancer.



TAU OMICRON CHAPTER
Indiana University Purdue University-Indianapolis
Indianapolis, Indiana

Brothers of the Tau Omicron chapter showed their dedication in working to revitalize the Damar Center group homes during the United Way Youth Day of Caring in Indianapolis.

ETA PHI CHAPTER
American University
Washington, District of Columbia

Members of the Dacy Iota Pledge Class of the Eta Phi chapter pose in front of the construction of the World War II Memorial at the National Mall as a tribute to their pledge class namesake honoree, George L. Dacy, who fought for our country during that period. Earlier on September 28, the pledges dedicated their time and service to beautify the National Mall on “National Public Lands Day” along with thousands of other volunteers from across the country.



ALPHA EPSILON ZETA
University of Texas at Dallas
Richardson, Texas

On October 12, Brothers of the Alpha Epsilon Zeta chapter held its 3rd Annual Math and Science Camp for Kids at the University of Texas at Dallas. This one-day camp offered a series of fun and educational workshops taught by UTD professors, volunteers from the community and members of the organization. This event helped to benefit those third through sixth grade students who were selected by their

teachers to attend. In addition to participating in several activities, students received a special T-shirt, breakfast, and lunch, and were then honored at an awards ceremony. A National Service Grant, awarded to the Chapter by the Fraternity earlier this year, covered a portion of the expenses from this event.

75th Anniversary Celebration for Delta Chapter

Delta chapter at Auburn University celebrated its 75th Anniversary the weekend of October 5, 2002. Over 150 people gathered for the celebration, including Alumni from the class of 1949. During the banquet, the chapter presented National President Jack McKenzie with a framed original print of the War Eagle, the school's mascot. The chapter has a long history of caring for the Eagle and its Aviary and sponsored the legislation at the 1976 National Convention that made the Eagle one of the living symbols of Alpha Phi Omega.

Alpha Beta Celebrates 70th Anniversary at Penn State University

(REPRINTED WITH PERMISSION FROM THE PENN STATE *NEWSWIRE*)
Did you know...Alpha Phi Omega is celebrating its 70th Anniversary at Pennsylvania State University/University Park Campus and its 77th Anniversary nationally this year? The international, co-ed service Fraternity came to Penn State in May of 1932 and was founded on the ideals and principles of the Boy Scouts of America, with which it still promotes service activities. The Brothers of the Alpha Beta chapter commit about 9,000 hours per academic year to serving the University, the State College community, and the nation through work with the Second Mile, United Way, Salvation Army, American Red Cross, Penn Roosevelt State Park, the Brookline Elder Care Home, and Penn State's Promise, an America's Promise organization.

CHAPTER *Anniversaries*

75 Beta, University of Pittsburgh at Pittsburgh
Gamma, Cornell University
Delta, Auburn University
Epsilon, Truman State University

70 Alpha Alpha, University of Illinois at Urbana-Champaign
Alpha Gamma, Purdue University
Alpha Beta, Pennsylvania State University/University Park Campus
Alpha Epsilon, Louisiana State University & Agricultural and Mechanical College

65 Beta Beta, Michigan State University
Beta Delta, Texas A&M University at Commerce

60 Gamma Psi, University of Minnesota, Twin Cities
Gamma Rho, University of North Texas
Delta Beta, University of Oklahoma
Delta Alpha, University of Cincinnati
Delta Gamma, Ohio University

55 Delta Sigma, University of Connecticut
Delta Xi, Ball State University
Delta Upsilon, East Stroudsburg University of Pennsylvania
Delta Pi, Trinity University
Delta Tau, University of New Mexico
Delta Omicron, Wabash College
Delta Psi, Eastern Illinois University
Delta Omega, University of Houston
Delta Rho, Rutgers, The State University of New Jersey
Epsilon Beta, Central Michigan University
Epsilon Gamma, Alfred University
Epsilon Theta, University of North Dakota
Epsilon Kappa, Willamette University

Epsilon Mu, University of Maryland/College Park
Epsilon Eta, State University of West Georgia
Epsilon Zeta, Rensselaer Polytechnic Institute
Epsilon Lambda, Michigan Technological University
Epsilon Nu, SUNY - College at Oswego
Epsilon Xi, Colorado State University

50 Kappa Delta, Florida Agricultural & Mechanical University
Kappa Theta, Wake Forest University
Kappa Mu, Johns Hopkins University
Kappa Omicron, University of Massachusetts
Kappa Rho, Seattle University
Kappa Sigma, California State University, Sacramento

45 Mu Eta, Albright College
Mu Theta, Luther College

40 Xi Alpha, Muhlenberg College
Nu Psi, Montclair State University
Xi Beta, University of Nebraska at Kearney
Xi Delta, Texas A&M University

35 Rho Pi, University of California at San Diego
Rho Sigma, Point Park College
Rho Chi, Gannon University
Sigma Eta, Villanova University

35 Sigma Nu, Delaware Valley College
Sigma Xi, University of Maine
Tau Alpha, Davis & Elkins College
Sigma Pi, Prairie View A&M University
Sigma Rho, Elon University
Sigma Sigma, University of Illinois at Chicago
Sigma Upsilon, University of North Carolina at Charlotte

Tau Beta, Appalachian State University
Tau Epsilon, Tennessee Technological University

30 Chi Omega, McKendree College
Psi Gamma, Wentworth Military Academy
Psi Delta, University of Maine at Machias

25 Omega Mu, Clarion University of Pennsylvania
Omega Xi, Cornell College

20 Alpha Alpha Chi, Fairmont State College

15 Alpha Beta Rho, University of Pittsburgh at Bradford
Alpha Beta Sigma, Robert Morris College
Alpha Beta Tau, Washington and Lee University
Alpha Beta Chi, SUNY/College at Plattsburgh

10 Alpha Gamma Rho, Florida Institute of Technology
Alpha Gamma Sigma, New Jersey City University
Alpha Gamma Upsilon, Carlow College
Alpha Gamma Phi, Northern Kentucky University

5 Alpha Delta Sigma, Lindenwood University
Alpha Delta Tau, Nova Southeastern University
Alpha Delta Upsilon, Saginaw Valley State University
Alpha Delta Phi, Seton Hall University

LEADERSHIP, FRIENDSHIP & SERVICE



Section-wide Service Project Raises Funds for AIDS Research

Active Brothers representing the Epsilon Mu chapter at the University of Maryland/College Park, along with Section 84 staff and alumni participated in the AIDS Walk Washington 2002 on October 5. By taking this walk with hundreds of volunteers, money was raised and donated to the Whitman-Walker Clinic, a major contributor of funds for AIDS research. Alpha Phi Omega raised nearly \$500 to benefit this important cause! Behind the scenes, more students helped to show their support by cheering, including the Fraternity's petitioning group from Howard University.

Region IX: APO Work Weekend at Camp C.S. Klaus

During October 18-20, over 65 actives, alumni, and volunteers took part in the "Camp C.S. Klaus APO Work Weekend." Held every spring and fall at the Northeast Iowa Council Boy Scout Summer Camp, this fall's event boasted a record number in attendance as well as a representation from six chapters within Region IX.

Some of the projects included trail building and restoring, continued progress on a new nature center, clearing trees to make way for a new maintenance center, and removing piles of scrap metal and debris that had accumulated.

The President of the Camp Properties Committee commented at the conclusion of the weekend, "APO is a great group that has given this camp a tremendous amount of help over the past several years. We can't possibly thank you (APO) enough and we hope to see all of you back next spring."



PARTNERSHIPS

For the past four years,

Alpha Phi Omega, through the National Service/Communication Committee and the National Scouting and Youth Service Committee, has been working to develop partnerships with a number of national service organizations on both an informal and formal basis.

These partnerships are a key component of the Fraternity's National Goal #2 as directed by the 2000 National Convention: Basically, to raise awareness of APO at various levels, as well as to provide service opportunities for the active chapters. To this end, by working in a collaborative manner, APO receives publicity of our national service efforts from our partner organizations through various avenues such as publications and websites. Additionally, partnerships allow new ways of dealing with constant issues such as membership extension, recruiting, and retention; recruiting and managing of volunteers; and internal and external communication.

Since July 1999, APO has developed partnerships or affiliations with the President's Student Service Awards Program, Youth Service America, America's Promise, USA Freedom Corps, and the Points of Light Foundation. In addition, a partnership with Camp Fire is being established and efforts have increased to build a stronger relationship with the Girl Scouts of the USA. While our Fraternity continues to reach out to other national service organizations, our historic relationship with the Boy Scouts of America continues to be as strong as ever.

Alpha Phi Omega continues our commitment to serve youth by working with America's Promise. This includes the creation of the National Spring Service Day in April, in conjunction with the National Youth Service Day. Last year, we expanded our participation with the Campus Coordinator Program in which a number of APO chapters took on leadership roles to lead campus-wide service projects with at least five other student organizations. This effort will be expanded Fraternity-wide in 2003. With the help of America's Promise, APO will become a signatory of the Youth Service Compact that was originally signed in 1997 in Philadelphia during the President's Summit for Service.

America's Promise was appreciative of the support and assistance it received from the Alpha Beta chapter at Penn State when Promise rolled out its University Promise Station program, a clearinghouse of all volunteer opportunities on a college campus. Alpha Beta made a great impression and the staff of America's

by Ed Richter
National Service/
Communication
Program Director

Promise is looking forward to working with other APO chapters where this program will be expanding.

In addition, APO was approached by America's Promise in regard to developing a service project in which our chapters in the District of Columbia, Maryland and Northern Virginia area would join together to help at-risk children in inner city sections of our nation's capital.

Our external efforts are paying off as Alpha Phi Omega has been asked to consider performing a national service project with USA Freedom Corps. In addition, APO was asked to participate in the National Student Summit by Campus Compact and Pew Charitable Trusts to increase civic engagement of college students in local and national issues. Literacy Chicago, while looking for volunteers to assist with some literacy programs in the Chicago area, has contacted our chapters in Northern Illinois. Literacy Chicago heard about APO through one of our national partners and made an inquiry.

Many chapters are creating their own relationships with local service organizations. These partnerships assist chapters in developing and maintaining awesome service programs which has led to greater local awareness about APO on campus and in the community. Chapters need to continue to make a focused effort to publicize all of their service, membership, and chapter events to build awareness on campus and in their communities.

For the past 15 to 20 years, there has been an explosion of local, regional, and national service organizations with service-learning programs and opportunities for college students. Although Alpha Phi Omega has been performing service long before it became vogue and trendy (in fact, for nearly 77 years), we are the "sleeping giant" with exponential potential to really make a difference in the lives of so many people in our communities and across the nation.

The Fraternity has made great progress in the past four years, but we still have plenty of work to do to keep building these relationships. As with a chapter working within and through its local community, working together with our national partners helps to make a project more successful. And our partnerships assist Alpha Phi Omega to gain the awareness that it so richly deserves.



The Bottom Line – It’s Not Just About the Money

By Bobby M. Hainline, National Finance/Operations Director

The Annual Financial Statement for the fiscal year ending August 31, 2002, is presented for your review. The financial information and charts provide an overview of the Fraternity’s allocation of revenues and expenses and how they are dispersed in support of our National programs and service to our members. Complete financial statements and the Report of Independent Certified Public Accountants prepared by our auditors, Grant Thornton, LLP, may be found on file at the National Office.

My final report to the Board of Directors, at the close of this fiscal year, detailed our shortfalls that contributed to another poor reporting year – in short, we unfortunately failed to reach our revenue goal resulting in a deficit bottom line.

Overview of Revenues

We continue to fight the battle of non-reporting and smaller chapter size, which kept us from achieving our projected budget numbers for Pledges, New Initiates and AAMD. Merchandise sales were much lower than projected, down approximately 30% from the previous year. Earnings on investment accounts were down considerably this year, with no surprise, due to an unstable market negatively impacting our nation’s economy. Although disappointing, our Fraternity lost less than industry benchmarks.

An important highlight of our fiscal year included exceeding our Annual Fund Campaign budget by \$4500 (>4.0%). This was achieved with three aggressive mailing campaigns, replacing two previous mailings.

Details of Expenses

The hiring of our new National Executive Director this past spring created additional expenses that were unaccounted for during our previous budget-setting forum. Although we were uncertain of the impact that this search and hiring would place on the Fraternity, we were able to contain costs collectively between the actual search, transition, and salary overlaps that we experienced during the final 6 months of the year.

Office Services were over budget mainly due to the write-off of printed materials from the 75th Anniversary and the change in National Executive Director. Field and Other Services were in-line with projected numbers, and, overall, finished under budget.

It’s Not Just About the Money

During the past two years, the Fraternity has budgeted for very minimal increases in Pledges, Initiates and AAMD. You can see from the charts below how big an impact just one or two more members per chapter can have on the overall budget of the Fraternity. By rounding the num-

bers to the nearest whole number, you can see in the second chart how easily we could have surpassed our budgeted goals if every chapter would have increased by one or two new members.

Personal Thanks

I would like to take this public opportunity to extend a special thanks to our entire National Office Staff during the search and transition period for our new National Executive Director. They were instrumental in controlling the internal budget during this time; they picked up the gauntlet and managed office operations in this interim period in a manner that speaks highly of their professionalism and pride in our Fraternity.

I thank you for your time and consideration and for being my Brother. If at any time I can answer your questions about the annual audit, please contact me at my e-mail address: Finance.director@apo.org or you can write to me at: Bobby Hainline, c/o APO National Office, 14901 E. 42nd Street, Independence, MO 64055.

Pledges	Goal	Actual	Over (Under)	Short-Fall Per Chapter
2000-01	8800	8464	(336)	1
2001-02	9000	8579	(421)	2
Initiates				
2000-01	7565	7328	(237)	Less than 1
2001-02	7650	7445	(205)	Less than 1
AAMD				
2001-02	8200	8345	145	NA
2001-02	8350	8163	(187)	Less than 1

Pledges	Per Chapter (350)	What if – Total	Excess of Goal
2001-02	2	700	279
Initiates			
2001-02	1	350	145
AAMD			
2001-02	1	350	165

Brothers... We have the LARGEST Fraternity in the world - we have the BEST Fraternity in the world! With so much to offer, I'm having a difficult time trying to understand why we are not expanding this great Fraternity at a phenomenal rate. Growth charts show that we are actually losing ground and I want to know why.

I have sincere love and passion for our Fraternity. I have devoted over 60% of my life to Alpha Phi Omega and I enjoy telling others about our "gang." When I started the Chi Mu chapter, we used a pledge manual with a personal contract page enclosed. Each Pledge/new Active was to make a commitment to their Fraternity, the campus, their community and their nation on what they hoped to accomplish during their new life as a Brother of Alpha Phi Omega. The first commitment was already filled in for us by the National Convention... "I will replace myself with at least one new Active each semester." Can you imagine where we would be today if each of us had that passion, that commitment? Frank Reed Horton's dream would be much further along than where we stand today.

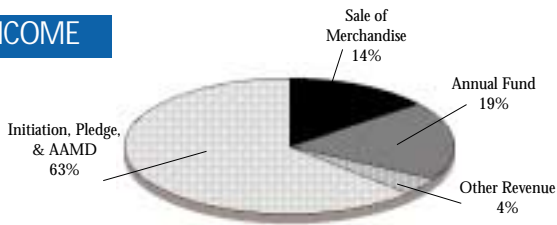
*Do you have a roommate that you should tell about APO, do you have a lab partner, a classmate or a significant other who would benefit from the Leadership, Friendship and Service generated from our organization? It is time that we tell everyone about who we are, what we do, and how we want each of them to be part of the greatest Fraternity in the world! Alpha Phi Omega is certain to grow and prosper, but only if you make the commitment to share an important part of yourself - your true dedication, your excitement, as well as your life-changing experiences. Then...just maybe, the next Finance Director will not have to write about a deficit. **Bobby***

Annual Financial Statements and Review

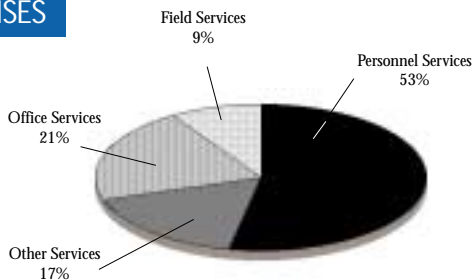
ASSETS

	2002	2001
Current Assets		
Cash & Interest Bearing Deposits	382,676	335,267
Accounts Receivable	5,601	4,799
Merchandise for Sale	42,823	57,219
Printed Materials	31,918	67,597
Prepaid Expenses	8,924	1,741
Total Current Assets	471,942	466,623
Investments	65,540	77,720
Property & Equipment		
Land	93,000	93,000
Building and Improvements	245,613	245,613
Equipment	63,988	71,043
Furniture & Fixtures	33,685	31,445
	436,286	441,101
Less Accumulated Depreciation	210,652	204,226
Total Property & Equipment	225,634	236,875
TOTAL ASSETS	763,116	781,218
LIABILITIES & NET ASSETS		
Current Liabilities		
Accounts Payable-Chapters	9,499	7,464
Accounts Payable-Vendors	9,928	4,870
Accrued Expenses	18,767	15,866
Due to Endowment	1,150	1,500
	39,344	29,700
Funds Held for Chapters	5,112	7,108
Net Assets		
Unrestricted	326,231	351,204
Temporarily Restricted	223,223	256,118
Permanently Restricted	169,206	137,088
Total Net Assets	718,660	744,410
TOTAL LIABILITIES & NET ASSETS	763,116	781,218

INCOME



EXPENSES



	Year to Date Current	2002 Budget	2002 Over (Under) Budget	2001 Actual
--	----------------------	-------------	--------------------------	-------------

REVENUES

Pledge Fees	85,790	90,000	(4,210)	84,640
Initiation Fees	186,125	191,250	(5,125)	183,185
AAMD	122,295	125,250	(2,955)	100,140
Subtotal	394,210	406,500	(12,290)	367,965
Sale of Merchandise	85,006	115,000	(29,994)	135,575
Annual Fund	117,633	113,000	4,633	70,586
Fund Raising	15,000	20,000	(5,000)	6,329
Other Revenue	21,719	9,700	12,019	20,002
Subtotal	239,358	257,700	(18,342)	232,492
National Convention	0	0	0	196,471
TOTAL REVENUE	633,568	664,200	(30,632)	796,928

EXPENSES

Personnel Services

Salaries & Health Ins	360,141	368,888	(8,747)	311,782
Executive Search/Relocation	14,494	10,000	4,494	0
Payroll Taxes	27,374	27,298	76	22,891
Total Personnel Services	402,009	406,186	(4,177)	334,673

Office Services

Data Processing	6,048	4,750	1,298	5,150
Printing	51,761	37,490	14,271	46,964
Telephone	10,544	10,250	294	10,298
E-mail/Internet	4,069	4,700	(631)	5,431
Postage	31,632	35,000	(3,368)	35,470
Office Supplies	8,496	8,000	496	8,128
Audit	6,650	6,650	0	6,400
Equip & Maint	6,919	6,400	519	6,106
Copier	12,389	12,000	389	12,082
Insurance	5,056	4,750	306	4,608
Building Utilities	5,634	6,700	(1,066)	5,500
Building Maintenance	9,272	8,000	1,272	6,925
Bank Services	3,041	4,250	(1,209)	4,616
Total Office Services	161,510	148,940	12,570	157,678

Field Services

Staff Travel	14,306	15,000	(694)	8,056
Torch & Trefoil	39,585	41,500	(1,915)	41,340
Cert & Awards	3,042	5,115	(2,073)	6,249
Alumni Services	2,973	6,500	(3,527)	1,159
Leadership Development	6,195	6,000	195	5,025
Pres. Discr. Fund	0	500	(500)	0
Board Meeting	1,810	1,000	810	4,894
Public Relations/Advertising	0	250	(250)	0
Scouting	1,486	1,500	(14)	858
Service	1,965	1,750	215	2,063
Total Field Services	71,362	79,115	(7,753)	69,644

Other Services

Merchandise sales	43,393	43,700	(307)	74,823
Prof Fees & Subs	2,344	2,500	(156)	2,421
Depreciation	22,695	21,000	1,695	23,511
Miscellaneous	1,084	1,159	(75)	2,365
Life Member Campaign	4,883	4,500	383	124
Staff Development	2,984	2,500	484	2,575
Annual Campaign	12,809	21,000	(8,191)	10,383
Fund Raising	2,224	5,600	(3,376)	3,630
75th Anniv/Blue & Gold	0	0	0	31,131
Special Designated Services	37,110	29,500	7,610	523,459
Total Other Services	129,526	131,459	(1,933)	674,423
National Convention	0	0	0	176,856
Total Expenses	764,408	765,700	(1,292)	1,413,274

Net Excess (Deficit) of Operating

Revenues Over Expenses	(130,840)	(101,500)	(29,340)	(616,346)
Unrealized Gains (Losses)	(12,181)	0	(12,181)	(129,945)
	(143,021)	(101,500)	(41,521)	(746,291)

Restricted Gifts

Leadership Fund	10,396	15,700	(5,304)	0
Donor Designated Gifts	106,876	185,000	(78,125)	322,358
Total Restricted Gifts	117,271	200,700	(83,429)	322,358

Excess (Deficiency)

Including Restricted	(25,750)	99,200	(124,950)	(423,933)
FUND BALANCE, BEG OF YR	744,410			1,168,343
FUND BALANCE, END OF YR	718,660			744,410

A Tribute to Donald L. Terwilliger



The last of our Founding Brothers, Donald L. Terwilliger, passed away in August. At the age of 18, Don became a Charter Member of our Alpha Chapter. He quietly helped create the Alpha Phi Omega that we have all come to love. While in college, Don was editor of the Lafayette College yearbook, played on the basketball team and worked numerous jobs. Professionally, Brother Terwilliger owned a printing company and resided in Florida. As a tribute to Brother Terwilliger, we are reprinting his letter that appears in the current Pledge Manual reminding all of us to do our best to be “good citizens”.

Dear Pledges:

Over three quarters of a century ago a group of fourteen undergraduates at Lafayette College, all former Boy Scouts, joined together to form a fraternity based on the principles of the Scout Law. As the only living Member of this group, I have been asked to greet our new Pledge Members and describe briefly what I can recall about those early years.

In founding Alpha Phi Omega, not only was a new fraternity formed, but also an entirely new type of fraternity was created. This was not a typical social and eating club but an organization dedicated to serving others, particularly those less fortunate or handicapped. How this small group grew into a national college fraternity now numbering thousands of alumni is a testimonial to the ideals on which it was founded. That “small group” was without exception composed of clean cut,

serious-minded, friendly and caring “good citizens”.

Starting with Frank Horton, our leader, a micro-biography would describe him as warm and kindly but very determined and a doer. Everett Probst was a hard worker and very capable. He designed our fraternity pin and drew the coat-of-arms. “Slick” Cooley, who got his nickname for his fast and elusive play as captain of our hockey team, was smart and personable. He was a Member of the All-State hockey team. He lost his life in battle in World War II. Bill Wood was neat, likeable and efficient; even in dungarees and short-sleeves, he always seemed well dressed. Gordon Looney, serious-minded, scholarly and restrained, helped write our Constitution and Bylaws. “Eph” Detwiler, a fine athlete, halfback on the college football team and captain of the lacrosse team, was conscientious, very concerned with the welfare and conduct of our under-classmen. Bill Highberger, linesman on our varsity football team, a big, friendly, likeable bear of a man was killed in action in World War II. George Olsen was a good student and a hard worker. He was manager of our college baseball team. He and I washed dishes at the SAE Fraternity house earning our meals and \$5.00 per week. (Good pay in those days.) Lew Blair, a real “nice guy”, very out-going with a keen sense of humor. “Dobbie” Dobson helped Frank Horton and Gordon Looney write our Constitution and Bylaws. “Dobbie” was friendly and scholarly. We all thought he would make a good minister. Herb Heimlich was a good student and a warm and helpful Fraternity Brother. Bob Green, seemed always cheerful, met problems with a will and a big smile and somehow always did well. Don Terwilliger, that’s me, friendly and hard working, a little young for college and always having to supplement my limited means with many outside jobs.

In retrospect, one fact sharply and vividly stands out. Every one of our Founders was a “good citizen”, honorable, helpful and friendly. As you cross the threshold of a wonderful college experience may you, too, be remembered as “good citizens”, honorable, helpful and friendly.

Fraternally,
Don Terwilliger

Tactical Growth Plan

OPPORTUNITY

by John Wetherington, National Vice President

The most fundamental service we can provide in APO is to introduce a new member to the Fraternity and give them the opportunity to experience an excellent program of leadership, friendship and service. This opportunity now occurs thousands of times per year, but we should set our sights to magnify the population of students we impact and the communities we serve.

When I joined Alpha Phi Omega in the fall of 1974, our total membership for the year was at the precarious level of 7,072, less than half of what it was six years earlier. The school year I graduated, 1976-77, the Fraternity grew 16% and has grown in 19 of the 25 years since then reaching its peak of 17,243 for the 1999 fiscal year. During the past three years, total Membership has declined about 10% to 15,608. While nothing like the drop we experienced in the early 1970s, it shows that we need to get focused.

There are many steps we can take to rapidly

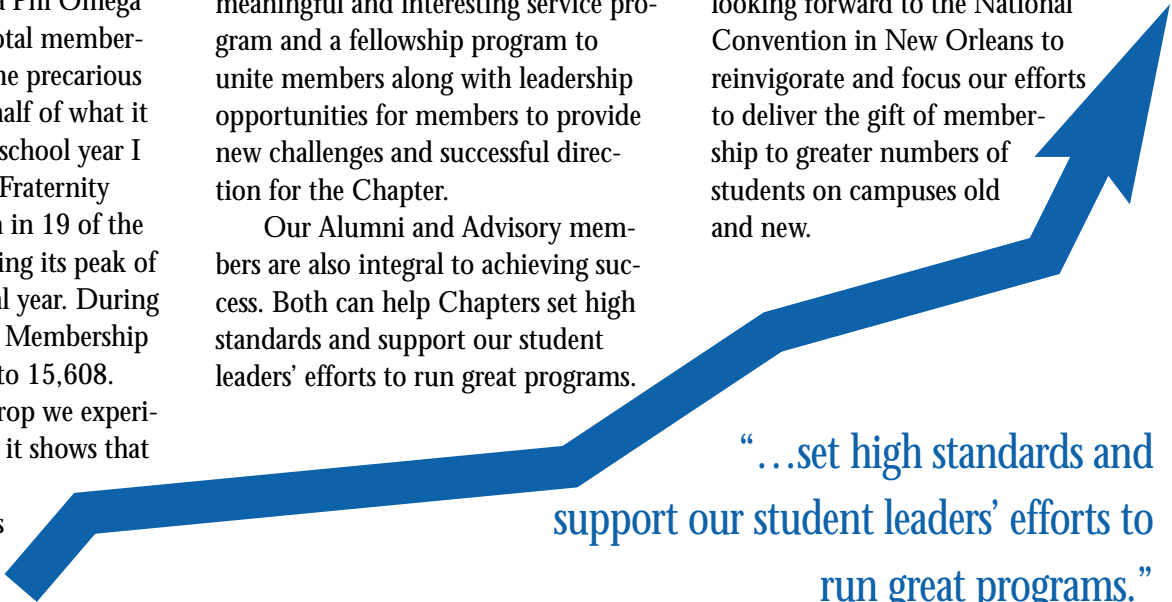
return to the long-term growth trend. Through the united efforts of student members and volunteers we can forge the resources, vision and motivations to yield increasingly significant impacts across the nation.

The first and most important step is at the Chapter level where we need programs compelling enough to keep members active and to attract new members. This includes conducting a meaningful and interesting service program and a fellowship program to unite members along with leadership opportunities for members to provide new challenges and successful direction for the Chapter.

Our Alumni and Advisory members are also integral to achieving success. Both can help Chapters set high standards and support our student leaders' efforts to run great programs.

Alumni members can also offer their time and resources to assist Fraternity leadership in organizing extension and membership support programs.

Finally, we must strive to create a team effort that better links the National Board of Directors, National office staff, volunteers and student members to develop and implement programs and provide tools that will lead to meaningful results. We are looking forward to the National Convention in New Orleans to reinvigorate and focus our efforts to deliver the gift of membership to greater numbers of students on campuses old and new.



“...set high standards and support our student leaders' efforts to run great programs.”

Special Meeting of the Board of Directors

The National Board of Directors held a special meeting by telephone on October 30, 2002 to review a report from the National Spirit and Standards Committee. After careful deliberation, the Board of Directors voted unanimously to suspend the membership of Joel Bryant for violating the Fraternity's Policies Against Hazing and for interfering with an authorized extension effort of the Fraternity. Under Article III, Section 10, of the National Bylaws, this suspension expires at the end of the next National Convention, which is December 30, 2002.

The Board also voted to give President McKenzie authority to call, if necessary, a special meeting of the Board of Directors on December 27, 2002.

It is important to note that Alpha Phi Omega encourages and supports diversity and innovation in its membership and programs. Ultimately, however, APO is one Fraternity, and all activities conducted by or in its name must be in compliance with the National Fraternity Policies. These policies are applicable to all members, actives and alumni alike, on all campuses and at all times.



2002 National Convention

☞ **December 27th** - Kicks off the National Convention with our "Launch into Leadership" focus... it's the unveiling of our new revamped national leadership programs starting with: LAUNCH!

Launching the participant on A Personal Odyssey of leadership development...

☞ **December 28th** - You can "Explore a Special Day of Service" with the Service Fair and the Panel Discussion as highlights. Meet several of our national non-profit affiliations, participate in spectacular service projects, learn about starting your own campus merit badge university, follow the reach of America's Promise across the nation, or expand your skills with the unveiling of the second national leadership program: EXPLORE!

Exploring personal leadership strengths and potential...

☞ **December 29th** - Leadership, Service, but don't forget Friendship! It's the glue that holds chapters together. So plan to attend a few sessions that will help your chapter "Achieve Brotherhood." From the fun and silly, to the intense personality tests, learn more about connecting with your fellow APO Brothers. And be sure to attend the newly revamped team development workshop now called ACHIEVE!

Achieving success through teams...

☞ **December 30th** - Now that you have all of these basic L, F and S skills, how do they apply to chapters? Immerse yourselves in the inner workings of your chapter from officer training workshops to assertive communication techniques. DISCOVER new ways to get your chapter on the ball and rolling!

Discovering management strengths and skills...

☞ **December 31st** - The National Convention has concluded, so it's time to go out and SERVE your communities! Or alumni can stick around for some intense training sessions. Either way, time to put our goals into action...New Year's resolutions look out!

Committing participants to use the skills of leadership and team development both inside and outside our Fraternity...

~ *Strategic Goal Setting*

Does your chapter set goals? Are they strategic? If you're not sure, or your chapter is constantly setting new goals every time you hold elections, come learn how to take the next step. This session will help you build a solid foundation for your chapter operations and help you actually achieve goals instead of just setting them.

~ *Service Fair*

Come join a special oriented day that begins with the Service Fair starting at 8:30 a.m. through 5:30 p.m. on Saturday, December 28, in the hall on the 4th floor! Many of APO's affiliated non-profits will have display booths with literature and representatives from each organization. The Boy Scouts, Girl Scouts, America's Promise and many more. What a great way to learn more about pursuing a career in volunteerism or simply whom to contact for your next service project! And, don't forget to stop by the service projects in this area.

~ *Service Panel Discussions*

Be sure to stop by the Service Panel Discussion on Saturday, December 28th from 1:00 p.m. -3:00 p.m. Get an in-depth look into nine of APO's affiliated non-profit organizations. From their purpose, to the future of non-profits, this is your chance to ask questions and get answers! Representatives from national and local service organizations take the hot seat to answer your questions. Gain a better understanding of service and reenergize your "Spirit of Service".

~ *Fellowship: Frugal, Fun & Safe for Everyone*

Do you ever wonder what other chapters do for fun and how they create such a strong feeling of Brotherhood? We'll cover the importance of fellowship in APO and how to strike the right balance so your chapter meets the diverse needs of your members. Everything from making sure you have a variety of activities to creating an environment where members with special needs (the obvious and not so obvious - we all have them) feel welcome and able to participate in activities. We'll

Highlights

discuss what your chapter does and how you do (or don't) meet these needs as well as what we've learned about other people's needs (dietary, personal, religious, etc.) as they relate to organized and informal fellowship - there's more to think of than simply having a vegetarian option at the banquet (but that's important, too!). We'll give special attention to no/low-cost fun and taking the appropriate steps to make sure that our activities don't put us at unnecessary risk. There will be time to learn from the workshop leader and each other. Come ready to tell us what your favorite fellowship activity is (or your least favorite) and prepared to walk away with a horde of new ideas and strategies.

~ Zydeco Dancing 101

Learn to move and groove to this New Orleans beat, then strut your stuff at the dance Saturday evening!

~ Voodoo Massage & Palm Reading

Come experience hands-on brotherhood in this stress-relieving demonstration of massage therapy techniques.

Instructors from local massage therapy schools will guide Brothers to learn basic techniques to relax and relieve stress. Have you ever wanted to have your fortune told? Come discover what your fellow Brothers see in your future.

~ History of New Orleans

Discover the origins of the Big Easy in this interactive glimpse of the past and present of the most diverse city in the United States. Taste local cuisine, hear the music, and share in the culture of New Orleans in this eye-opening experience.

~ Fencing for Dummies

"En garde!" Have you ever wished you could learn to fence like The Three Musketeers or Zoro? Well, here's your chance. Come learn some basic techniques in a fun and friendly environment. And, if nothing else, at least you'll learn what touché means!

~ Chapter Officer Training (COT) - Pledge Education

Rush to this dynamic orientation to all the nuts and bolts in the pledge process. Whether you're a new officer or a seasoned veteran, you can learn from your fellow Brothers who share your position. You'll leave with a fountain of new ideas to revitalize your chapter's pledge program. (Other COTs include: President, Sgt. at Arms, Parliamentarians, SVPs, Membership, Fellowship, Treasurer/Fund Raising, Communication, Secretaries, Historians, and Sectional/Regional Conference Chairs).

~ Drama Busters: Conflict Resolution 8.0

"Calling all Drama Busters... calling all Drama Busters!" We're recruiting new team members to join the Drama Busters to resolve chapter conflicts and issues that arise. You'll walk away with an understanding of how to relate to fellow Brothers.

~ Golden VIPs

Meet many of the "APO Celebrities" that you've read about in your pledge manual!

~ Building New Traditions

"Our chapter has no tradition!" is the cry that is heard throughout the nation. Enrich yourself in ideas of how to start these traditions that you've always wanted to implement in your chapter. Bring a chapter Brother to learn about all the crazy traditions that exist in APO and create new ones for future generations.

You can still Register!
Visit

www.convention.apo.org

WHO, *what*, WHEN & *Where*?

ALPHA PHI OMEGA'S CALENDAR OF EVENTS

DECEMBER 6

*Convention Registration Deadline
to receive a FREE Convention
T-Shirt!*

DECEMBER 27-30



**2002 NATIONAL
CONVENTION
NEW ORLEANS, LOUISIANA**

JAN. 31 - FEB. 2

*Section 54 LD Conference
Clare, MI*

FEBRUARY 6-8

*National Board of Directors
Meeting
Kansas City, MO
Embassy Suites, Airport*

FEBRUARY 8-10

*Section 83 Conference
Host: Theta Chapter
University of Virginia
Charlottesville, VA*

FEBRUARY 14-16

*Section 23/27 Conference
Host: Eta Lambda Chapter
University of Wisconsin-Eau
Claire
Eau Claire, WI*

*Section 40 Conference
Host: Omicron Delta Chapter
McMurry University
Abilene, TX*

FEBRUARY 21-23

*Section 21 Conference
Host: Xi Chapter
Iowa State University
Ames, IA*

*Section 35 Conference
Host: Beta Mu Chapter
Southwest Missouri State
University
Springfield, MO*

*Section 61 Conference
Host: Tau Alpha Chapter
Davis & Elkins College
Elkins, WV*

*Section 68/70 Conference
Host: Tau Epsilon Chapter
Tennessee Technological University
Cookeville, TN*

*Section 77 Conference
Host: Iota Mu Chapter
University of South Carolina
Columbia, SC*

*Section 80 Conference
Host: Kappa Upsilon Chapter
East Carolina University
Greenville, NC*

*Section 91/92 Conference
Host: Omicron Alpha Chapter
Kutztown University
Kutztown, PA*

FEB. 28 - MAR. 2

*Section 4 Conference
Host: Alpha Alpha Xi and
Iota Pi Chapters
University of California at Davis
Davis, CA*

*Section 64 Conference
Host: Alpha Alpha Pi Chapter
Westminster College
New Wilmington, PA*

*Section 90 Conference
Host: Iota Kappa Chapter
Bucknell University
Lewisburg PA*

MARCH 7-9

*Section 67 Conference
Host: Theta Theta Chapter
Centre College
Danville, KY*

*Section 69 Conference
Host: Delta Chapter
Auburn University
Auburn, AL*

*Section 99 Conference
Host: Alpha Gamma Mu Chapter
William Paterson University
Wayne, NJ*

MARCH 21-23

*Section 54 Conference
Host: Eta Pi Chapter
University of Detroit Mercy
Detroit, MI*

*Section 81 Conference
Host: Zeta Beta Chapter
Virginia Polytechnic Institute &
State University
Blacksburg, VA*

moving?

new address

Name _____

Address _____

City _____

State _____

ZIP _____

MAIL TO: Alpha Phi Omega
14901 E. 42nd Street • Independence, MO 64055

Alpha Phi Omega
14901 E. 42nd Street
Independence, MO 64055

Non-profit Org.
U.S. Postage

PAID

SHAWNEE MISSION, KS
Permit No. 366