

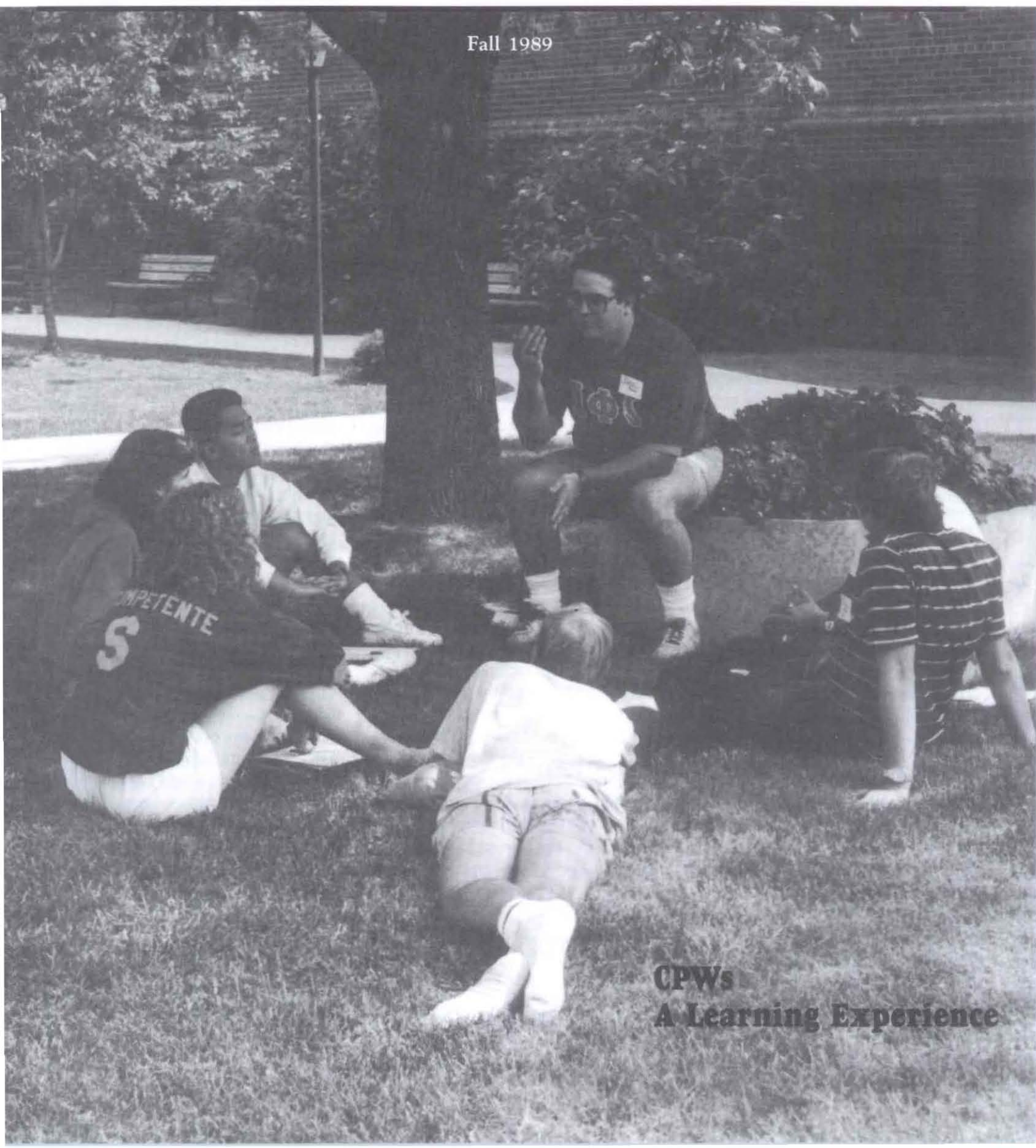


T O R C H & T R E F O I L



A Quarterly Publication of Alpha Phi Omega National Service Fraternity

Fall 1989



CPWs
A Learning Experience

T O R C H & T R E F O I L

Alpha Phi Omega
National Service Fraternity

Volume 65, No. 1
Fall 1989

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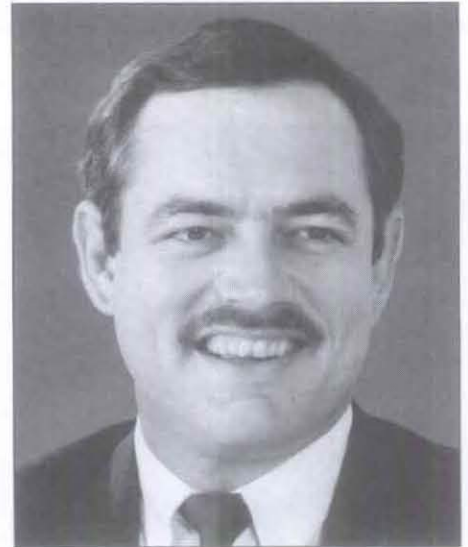
NATIONAL PRESIDENT'S MESSAGE

One of the greatest things about our beloved Brotherhood is that we frequently get a new beginning. Every Fall, we get the chance to start fresh, to correct past mistakes, to literally and figuratively clean the slate.

But how freshly do we let ourselves start? I am beginning this year with a new family, a new title, a new house, and "new" children, but I am still the same old guy. How do I keep from being hemmed in by history? Can I avoid old mistakes and bad decisions enough to really take advantage of my opportunities?

When I was about 11, we had an evaporative air conditioner in New Mexico. These old monsters required a small drainage ditch, and we delighted in pretending that ours was a river. When our parents weren't looking, we would dam up the ditch to build lakes or other channels to service our tiny towns or imaginary ranches. The interesting thing about these impromptu civil engineering feats was that they were not very predictable. We never quite knew where the weak point of any dike would be or where the low point of the new ditch would be. Consequently, we would have to be on the alert to shore up our creations in order to get the desired effect. Still, as long as the water kept coming, we could correct our projects until they flowed properly or until we lost interest.

Chapters of Alpha Phi Omega are much the same as these drainage channels. The chapter has a past course, and without any changes, will tend to simply flow on. Any attempt to change, to redirect the flow or to travel in new directions, will cause stress with often



Dr. Stan Carpenter
National President

unpredictable results. In other words, all systems have inertia and new beginnings are not easy and are not accomplished without work. Just ask any physics or engineering major.

However, without added effort, without new beginnings and fresh ideas, past events happen over and over again until some "natural" object changes things in possibly devastating ways. As we start fresh in our chapters and our lives this Fall, let's resolve to step back and size up where we are. Is it time for a change? Maybe "it ain't broke" and hence does not need fixing. But just maybe a dam or a channel shift or an adjustment would help us serve better. Let's look with new eyes this Fall and not let fear of work or fear of change hold back a new beginning.

About the Cover . . .

Chris Nelms, Section 49 Chairman and LDW Staff member, conducts a study session "under the trees" at the LDW held in Kansas City, Missouri this past summer. More photos on page four.

FALL PLEDGE CLASS HONOR 60 YEARS OF SERVICE

On April 29, 1929, a young collegian, Carl J. Long, founded Kappa Chapter of Alpha Phi Omega at Carnegie-Mellon University. At the recent Summer 1989 National Board of Directors Meeting in St. Louis, Missouri, Carl J. Long was selected by the Board of Directors to have the Fall 1989 Pledge Class named in his honor.

Carl came to "Carnegie Tech", as it was known in those days, in 1928. He already had extensive involvement with the Boy Scouts from the influence of his father who was known as "Pop Long", a Scoutmaster of Scoutmasters, having had over 6,000 young men work their way through his scout troop over the years. While beginning his class work at "Carnegie Tech", Carl began to hear from the Pittsburgh, Pennsylvania Scout Executive about a club for scouts that Frank Reed Horton had started at Lafayette College. Carl's interests in Alpha Phi Omega were soon sparked.

Carl himself relates the trials and tribulations that he and his friends went through in establishing Alpha Phi Omega at "Carnegie Tech". At that time the administration was trying to phase out fraternities, and truly thought the "service" theme was just a cover up. However, Carl and his friends decided to let actions speak louder than words and quietly ran a coat check at the school theater and then set up tables at the end of freshman lines to kindly provide the mandatory black socks and beanies to all incoming men.

Eventually the interfraternity council was persuaded by the University of Pittsburgh's Beta Chapter to recognize the group at "Carnegie Tech". The unbroken service program of Kappa Chapter had begun, April 29, 1929. As Kappa's first president, Carl worked on many of the original traditions of the fraternity. Later he served as Deputy Supreme Grand Master, second only to



Carl J. Long

the Supreme Grand Master, was our founder, Frank Reed Horton.

By 1938 Carl's career in electrical engineering was beginning to expand and even though he devoted his time to other interests, he never abandoned Alpha Phi Omega. He very actively continued to be one of Kappa Chapter's advisors. His name is still well known among the faculty administrators of Carnegie-Mellon, because of his active involvement in the Andrew Carnegie Society, a group of particularly generous alumni donors to the school. In addition he eagerly helped to found the Greater Pittsburgh Alpha Phi Omega Alumni Association this past school year. As a charter member he also aided in the planning of some of the association's activities.

Both professional and governmental organizations have added to Carl's many honors and recognitions. They include his election to his being named "Man of the Year" by the Air Force Association in 1959 for outstanding contributions in the field of aerospace education, and "Man of the Year" by the Electric League of Western Pennsylvania in 1982. He has served as National President of the Illuminating Engineering Society of North America and President of the Pittsburgh Chapter

of the Pennsylvania Society of Engineers. Carl's devotion to service has been seen in his dedication both in time and money to the Shriners. This service organization funds and runs 22 hospitals for crippled children including three sophisticated burn centers, free to all children whose parents cannot pay for treatment, regardless of race, creed, or color. A severely burned child's chances of recovery are absolutely dependent on the speed in which he is transferred to a burn center. Carl helped to form the Pennsylvania Flying Fezzes, a group that flies children to treatment centers in other cities.

A life with a long list of awards and accomplishments does little to convey Carl's lively spirit and untiring friendship as he continues to assist the chapter in its quest for continued Leadership, Friendship and Service. This past academic year was a special one for Brother Long as he turned eighty years old and the chapter he founded celebrated its sixtieth anniversary in April.

He holds a special place in the hearts of all brothers of Kappa Chapter who look to him as proof that Leadership in the form of his own overwhelming professional success, Friendship in his outgoing approachable manner, and Service in his devotion of time and money to both Alpha Phi Omega and the outside world are the same inspiration he has provided us. It is a pleasure to recognize Carl J. Long as the namesake of the 1989 Fall Pledge Class!

CHAPTER PRESIDENTS' WORKSHOPS

Chapter Presidents' Workshops were alive and well this past summer as the Fraternity held four conferences in Valparaiso, Indiana; San Antonio, Texas; Kansas City, Missouri; and Washington, DC. Over one hundred brothers were able to attend.

The Chapter Presidents' Workshop is an important part of the Leadership program in Alpha Phi Omega. It is a great experience for those brothers seeking a leadership position in their chapter.



Kansas City group grin . . .



San Antonio attendees learned something extra and they wanted to share . . .



Washington D.C. included group planning and action . . .

CHAPTER CHARTERS

ALPHA GAMMA ALPHA

This past spring the petitioning group at Dickinson College became the 649th chapter of Alpha Phi Omega was recognized as Alpha Gamma Alpha. Present at the chartering ceremony was Warren C. Weidman, Region II Director. Address all correspondence to Alpha Phi Omega, Alpha Gamma Alpha Chapter, c/o Dan Bechtel-Dept. of Religion, Dickinson College, Carlisle, Pennsylvania 17013-2896.



ALPHA GAMMA BETA

On April 15, 1989, Alpha Gamma Beta, the 650th chapter of Alpha Phi Omega was chartered at Clark University, Worcester, Massachusetts. Omicron Iota Chapter initiated the 25 new brothers and mrn Tomusiak, Region I Director, presented the charter. Several chapters and staff members attended the ceremonies. Correspondence may be addressed to Alpha Phi Omega, Alpha Gamma Beta Chapter, Clark University, P.O. Box B2, Worcester, Massachusetts 01610-1477.

ALPHA GAMMA GAMMA

Alpha Gamma Gamma at Hunter College in New York City became the 651st chapter of Alpha Phi Omega on May 13, 1989. Brothers from Kappa Beta conducted the ceremonies. The charter was presented by Fred L. Pollack, National Membership and Extension Chairman, and mrn Tomusiak, Region I Director. Address correspondence to Alpha Phi Omega, Alpha Gamma Gamma Chapter, Box 262 DSSG-Hunter College (CUNY), 695 Park Avenue, New York, New York 10021.



PLEDGING: A WINDOW OF OPPORTUNITY



by Jerry Schroeder,
National Vice President

Everyone even remotely associated with Alpha Phi Omega knows that our Fraternity has prohibited hazing in any form since our founding in 1925. Those more familiar with our principles and policies understand that this prohibition is both genuine and uniformly enforced.

Likewise, it is a simple task for all of us to unanimously conclude that paddling, beating and other physical mistreatment constitute hazing and, therefore, must not occur in our membership programs. As we all know, however, the question of hazing is not that simple in the real world because occasionally activities will take place or be contemplated that fall far short of physical mistreatment but that, nevertheless, raise the issue of hazing. It is this "grey" area that unanimity becomes more difficult to achieve.

Yet, it is in this murky realm that many pitfalls exist with the potential to harm our Fraternity and its principles and programs. Thus, although the questions are complex, they must be confronted if every chapter is to have a membership program that in fact reflects and furthers our ideals.

Some commentators suggest that the way to eliminate hazing is to remove the window of opportunity for hazing, pledging itself. Depending on what mechanism replaces the pledging process, that is one way to avoid difficult issues and, at the same time, totally eliminate even the potential for hazing.

In fact, the director of alumni for one social fraternity that recently voted to eliminate pledging stated that the decision was reached after realizing that

"hazing will be difficult to prevent in any system in which one group of members is subservient". He is absolutely correct, and that is precisely why Alpha Phi Omega's membership policies require that pledge members be treated as nothing less than full members due the same degree of respect as active members.

Some commentators suggest that the way to eliminate hazing is to remove the window of opportunity for hazing, pledging itself.

Thus, rather than debating *ad nauseam* the virtues and vices of a particular membership practice or program, is it not easier to simply ask the question whether the activities involved have the effect of treating pledge members with less respect or dignity than active members? If the answer is no, then the system is not one in which one group of members is subservient to another. If the answer is yes, then the program is inconsistent with the principles and spirit of Alpha Phi Omega.

The inquiry must not stop here, however, because our colleague from the social fraternity was addressing the prevention of hazing. Alpha Phi Omega's membership policies are more profound than that, and their objectives more grand.

A second question must be addressed: does the activity have an articulable, positive benefit that makes it possible for pledge members to acquire the knowledge and skills necessary to function as participating citizens? The ultimate aims of pledging in Alpha Phi Omega are to teach the worth of human dignity, promote academic scholarship, develop volunteerism and public service, provide leadership development experiences, and cultivate true friendship. If one or more of these objectives—and they all translate into our three car-

dinal principles—is not advanced in a positive way, the activity in question is incompatible with those principles and, therefore, inconsistent with Alpha Phi Omega's membership policies.

These two criteria, full membership and positive benefit, form the bedrock of any membership education program whether it is called pledging or not. For that reason, pledging does indeed present a window of opportunity, an opportunity for growth in the great American tradition of service to others. But an opportunity is only a possibility, a chance that must be grasped, almost greedily, in order to be realized. It will not be fulfilled of its own accord.

As this and every academic year begins, therefore, chapters have the duty—not the option—of reviewing their membership programs to ensure full compliance with the letter and spirit of the Fraternity's membership policies if this opportunity is to be seized. And it must be seized. The cardinal principles of leadership, friendship and service demand nothing less because APO pledging is a chance to once and for all eliminate even the question of hazing and greatly enhance the quality of our programs and the skills of our members.

The only problem with calling a membership program "pledging" is the implication that chapter membership education programs cease when one becomes an active member. If that's true, I'd rather remain a pledge.

The ultimate aims of pledging in Alpha Phi Omega are to teach the worth of human dignity, promote academic scholarship, develop volunteerism and public service, provide leadership development experiences, and cultivate true friendship.

CHAPTERS IN ACTION

MU CHI

Despite the damp weather, approximately 92 students showed up to participate in "Student Service Day" sponsored by the Mu Chi chapter at the Indiana University of Pennsylvania, April 15. Activities for the day included the Cystic Fibrosis Bike-a-thon, cleaning of local roads and the college campus, and planting trees at Blue Spruce Park in Indiana. All campus organizations were invited to the event, which Service Vice President Michael Aukamp hopes will become an annual event. Close to 22 cyclists biked a total of 671 laps and over \$550 was earned for Cystic Fibrosis. Brother Larry Kish out-biked everyone with a total of 78 laps. "I would like to see Student Service Day become more and more organized and popular because it shows that we, as students, really do care", said Lisa Harmon, Mu Chi President.



IOTA PHI

Iota Phi Chapter at the University of California, Davis, took a breather from their lively service schedule and arranged "Lunch with the Chancellor". Pictured is Chancellor Ted Hullar being presented with an A Phi O t-shirt from the Warren Luzadder Pledge Class. Chancellor Hullar also happens to be a brother of Alpha Phi Omega, and fellow chapter members had an opportunity to discuss various topics with him. Issues such as better chapter access to university facilities and tools, and possible future chapter/university joint projects were negotiated. Plans for future gatherings with the Chancellor and with Vice Chancellors (some of them also A Phi O brothers) seem hopeful. For further information contact the Iota Phi Chapter, Student Activities Office, Box 123, College Station A, Davis, California 95616.

GAMMA RHO

At the spring 1989 blood drive on the University of North Texas campus the Gamma Rho chapter earned the "Service Organization Award". Not only was this the first time for Alpha Phi Omega to win the award, it was the first time for any organization besides the Air Force ROTC service group, who had won the award each year since the inception of the blood drive in 1973. The award was based on the highest percentage of an organization's members that participated in the blood drive. Gamma Rho brothers participated by donating blood as well as volunteering many hours helping the drive function and being with the donors to take their mind off the discomfort. For more information contact Danny Faught, Public Relations Chairman, Gamma Rho Chapter, 2215 Jacqueline, Denton, Texas 76205.



MEMBERSHIP GROWTH—A CHALLENGE FROM TWO CHAPTERS



by Fred L. Pollack,
National Membership and Extension Chairman

In the Winter/Spring 1989 issue, in an article I wrote entitled "How Strong the Circle We", it concluded with a challenge to chapters to grow. That final statement read, "It can be done . . . if you decide that you are going to do it". These are two of the responses to that challenge.

THE SECRET FORMULA—WHO KNOWS?

By Todd Camp, Rush Chairman,
Gamma Kappa, Texas Christian University

When the Gamma Kappa chapter of Alpha Phi Omega at Texas Christian University had a membership growth of about 300% in two semesters, a lot of people began to stand up and take notice. "How did you do it?", asked more than a few brothers at various conventions. "What's your secret?", asked other groups on campus seeking higher membership totals. As TCU's rush chairman for four years, including the era of phenomenal growth, I like to think it was our highly unique style of rushing but I know better than that. I also like to think it's because APO is the coolest bunch of people on campus, but I know better than that too. The fact is, there really is no secret formula. We really don't know why or how it happened because when it happened, we were too shocked to sit back and figure out how.

There were a number of factors I felt that contributed strongly to our growth, so, for the benefit of whomever may be interested out there, I'll let you in on some of the "secrets" of chapter growth that worked for us. As rush chairman, the most important thing to me was to present rush in a different way from any of the other fraternities on campus. By capitalizing on the alienation fraternity and sorority rush put people through, we focused on the fact that we had no process of screening or weeding people out. Any person, regardless of race, sex or political belief was welcome to pledge. Advertising APO's ties with scouting can be a very effective concept for picking up ex-scouts (boy or girl) who are interested in carrying on their affiliation with the organization. To make each rush a little different we developed themes each semester. One year was "APO is absolutely marvelous!", borrowing a catch phrase made popular by Billy Crystal on Saturday Night Live. One of our members even dressed up like him at our activities carnival.

Other themes ranged from "The New and Improved APO", with advertising parodies used for information distribution to "APO: We'll Get You One Way or Another", using the old Blondie song as an advertising tool. Your rush information party can be the most effective way to attract new pledges as it will be the first chance to see your chapter in action. We take our rush parties very seriously, though humor is often the

most important factor in advertising ourselves. Rather than just our officers talking to people we tried out some different approaches. We showed slide shows for a year and the next year moved on to live slide shows, where members would act out whatever was being described by the narrator. Our most ambitious endeavor was the making of two rush videos in which members exhibited their true sense of humor and creativity. Both videos proved extremely successful in garnering new members. One of the most important factors is publicity of rush itself. Posters play a very important role in this, so don't dismiss them as something to be scratched out at the last minute. Though the overwhelming majority of our membership came from word of mouth, close to 40% of other members (based on interviews after pledging) joined because they saw and were attracted by our posters.

Don't just list the essentials, be creative. If people really want to join they'll come after seeing an average poster, but if they are unsure, they need to be enticed. A witty or creative poster could be just the tool to nudge them in and when they come to the party, you know you have their interest. Though word-of-mouth remains a chapter's best membership growth tool, earning it isn't easy. It is important for you to get your chapter into the minds of students who may not be aware of what you do. Work with the school newspaper, get involved with campus activities as a group, and for gosh sakes, tell your friends about it. If everyone in the chapter brought just one friend into the group, its size would double. For TCU, our publicity boon came after a very successful homecoming. As homecoming activities were dominated by Greek groups, Gamma Kappa participated for the first time and our unique sense of humor and chapter pride earned us the most spirited group on campus and a second place in the annual homecoming show. Membership the following semester skyrocketed and hasn't stopped growing since.

A lot of growth potential comes from pledging as well. If your pledges enjoy their experience, they will bring in more members for you. They are a very valuable resource. The important thing to remember is that retention is as important as getting new members. You can rush 75 new pledges, but if you lose the same number of disinterested actives, you're right back where you started from. Don't get number hungry and forget what you're supposed to be doing in the

first place. The more the merrier . . . but just remember to keep them merry. I hope these tips can help. There really haven't been any great secrets revealed here but all I can say is this is the way we did it. I hope it works as well for you.

DELEGATION AND PARTICIPATION

By Paul Caswell,
Membership Vice President
Chi Sigma Chapter, Allegheny College

The key to membership growth, at least in our case, is a well-balanced program of delegation, follow-up and chapter participation. Last spring we decided it was time for Chi Sigma to develop an intensive rush and make a concerted effort to have a net gain of at least five Brothers. We decided to divide this effort into as many parts as possible and assign each of these parts to a different Brother. Our goal was to involve as much of the chapter as possible in our recruiting efforts. This generated a great deal of enthusiasm and personal effort.

As our Rush Chairman we selected a recent initiate. This combined the enthusiasm of a new Brother with close contacts within the Freshman class. While we utilized the usual publicity methods, we relied mainly on personal contact. The results were great, we wound up with eighteen actives, more than four times the number we had in each of our previous classes. Our pledge education program was designed to do more than provide the basic facts about the Fraternity's purpose, programs and history. Our goal was to motivate each of the pledges to want to have an active role within the chapter. If we succeeded in this, and we believe that we did, these Brothers will remain active as long as they are on campus. After graduation, we had a net gain of fifteen Brothers or three times the goal we set for ourselves. It really can be done!

I hope these two real experiences send a message to your chapter. A strong chapter is essential in order to have a meaningful service program combined with leadership development and Brotherhood. The Fraternity has created the Joseph Scanlon National Certificate of Merit to encourage this growth. More than 70 chapters earned this recognition for the 1988-89 year. The requirements for this National Certificate of Merit can be found in the summary "Minutes of the Summer 1989 Board Meeting" on page 9 of this issue.

MINUTES OF ... THE NATIONAL BOARD OF DIRECTORS

Winter 1989

The Winter Board Meeting of the National Board of Directors was held in Kansas City, Missouri, February 11, 1989. The following actions were taken:

—Lifted the suspension of Sigma Zeta Chapter at Mars Hill College, Mars Hill, North Carolina.

—Paid tribute to Sidney B. North, First National Secretary to Alpha Phi Omega, who passed away in January 1989.

—Lifted the suspension of Phi Phi Chapter at Florida Memorial College, Miami, Florida.

—Approved the "Ellsworth S. Dobson Certificate of Merit" to be presented to an individual or group responsible for the extension or reactivation of a chapter.

—Approved criteria for the "Joseph Scanlon National Certificate of Merit" to include:

- report 15 or more active Brothers after having reported fewer than 15 the prior fiscal year;
- report a net growth of at least 5 active Brothers after having reported a total membership of between 15 and 50 the prior year;
- report a net growth of 15%, after having reported an active membership of 51 or more the prior year.

For purposes of this Certificate, the measurement shall be the total number of AAMD paid plus the number of Initiates reported at the end of the fiscal year when compared to the prior year.

—Gave authority to the Executive Committee to make an offer to purchase property in Kansas City, Missouri, upon recommendation by the President.

—Directed that a letter be sent over the Executive Director's signature addressing the Board's discussion of the points raised in the August 3, 1988, letter from Brother Manny Miranda. The Board reaffirmed its position that the Frater-

nity's National Bylaws and Membership Policies remain an effective statement of Alpha Phi Omega's purpose, principles, and philosophy.

—Approved Deloitte, Haskins, and Sells of Kansas City, Missouri, to conduct the 1989 audit for the National Fraternity.

—Authorized the President to execute a contract with the Clarion Hotel in St. Louis for the 1990 Convention.

—Awarded certificates of recognition to Dennis Callinan, Abe Frishman, and Tim Mangan as past members of the Board of Directors.

—Approved locations and dates for future Board meetings:

Summer 1989 August 4-6, 1989 St. Louis, Missouri
Winter 1990 February 9-11, 1990

Clemson University Clemson, South Carolina
Summer 1990 July 13-15, 1990 Dallas, Texas

Summer 1989

The Summer Board meeting of the National Board of Directors was held in St. Louis, Missouri, August 5, 1989. The following actions were taken:

—Appointed Peter Corless as National Publications Chairman and Chuck Bowen as National Chairman of Scouting Relations and External Relations.

—Approved Carl J. Long, Past Deputy Grand Master of Alpha Phi Omega and advisor to Kappa Chapter, as the namesake for the 1989 Fall Pledge Class.

—Approved the petitioning group at the University of Southern California to be rechartered as the Alpha Kappa Chapter.

—The National President declared the following ten chapters inactive due to nonpayment of Annual Active Membership Dues.

Xi Pi, Lycoming College,
Williamsport, Pennsylvania

Alpha Beta Pi, Lenoir-Rhyne College,
Hickory, North Carolina

Psi Omicron, Morehouse College,
Atlanta, Georgia

Nu Iota, Bethune Cookman College,
Daytona Beach, Florida

Delta Epsilon, Illinois Institute of
Technology, Chicago, Illinois

Beta Lambda, Indiana State Univer-
sity, Terre Haute, Indiana

Omicron Lambda, Calumet College,
East Chicago, Indiana

Omega, Drake University, Des
Moines, Iowa

Theta Sigma, Oklahoma State
University, Stillwater, Oklahoma

Omega Omicron, Concordia Col-
lege, Moorhead, Minnesota

The President further emphasized that the following chapters that do not achieve good standing before the February 1990 Board meeting will be automatically declared inactive at that Board meeting. Regional Directors were directed to have at that meeting written proof of activity for any chapter that an exception will be sought. Those chapters are:

Alpha Alpha Tau, Tallahassee Com-
munity College, Tallahassee,
Florida

Alpha Alpha Chi, Fairmont State
College, Fairmont, West Virginia
Tau Omicron, Indiana University-
Purdue University at Indianapolis,
Indiana

Alpha Beta Iota, St. Joseph's College,
Rensselaer, Indiana

Delta Tau, University of New Mex-
ico, Albuquerque, New Mexico

Alpha Beta Eta, College of the
Southwest, Hobbs, New Mexico
Tau Zeta, Texas Southern Univer-
sity, Houston, Texas

Iota, Park College, Parkville, Missouri

Beta Kappa, Central Missouri State
University, Warrensburg, Missouri

Theta Eta, University of Health
Sciences, Kansas City, Missouri

Phi Chi, Missouri Western College,
St. Joseph, Missouri

Psi Psi, University of Arkansas-Pine
Bluff

Mu Phi, Fort Hays State University,
Fort Hays, Kansas

Gamma Nu, University of Idaho,
Moscow, Idaho

(continued on page 10)



KAPPA SIGMA

November 4-6, 1988 were three days that the Kappa Sigma Chapter will never forget. This specific weekend was devoted to National Service, and to show support, a group of brothers from Kappa Sigma Chapter chose to be a part of "Operation Phoenix" at two separate locations.

Operation Phoenix is a project that has been put together to replenish many California forest areas that had been damaged by severe fires in 1987 and 1988. Kappa Sigma members worked in the Klamath National Forest assisting with the erosion control project and in Tahoe National Forest preparing parched soil for replanting in the Spring. Hard work and long days best describe their experience. They learned many new and exciting facts about forestry work. The forest rangers at Tahoe National Forest explained that water was unable to penetrate the top soil due to the ravaging fires. So, the brothers job was to do mulching, which is spreading straw over the damaged soil. After the straw is spread over the ground, chemicals are later sprayed on the burned areas. This mixture allows future water to penetrate through the top soil to quench the land and revive the nutrients in the soil. Mud slides, seedings, and erosion dams were all a part of a very rewarding weekend. Along with the facts that they learned pertaining to forest fires, the brothers gained new friends. The camp crew was greatly appreciative of all the A Phi O brothers who attended. The Tahoe project was joined by brothers from the neighboring Gamma Beta Chapter brothers from California State University at San Jose. The brothers are proud to say these projects were completed safely and Kappa Sigma was asked to come back to work on future projects. For a future follow-up project, Kappa Sigma is considering planting the seedlings in Tahoe National Forest. All brothers concerned did a great job and had a wonderful time. For further information contact: Debbie Sauer, Tahoe Project Chairman or Ramona Montoya, Yreka Project Chairman at Kappa Sigma Chapter, California State University-Sacramento, Box 45, Student Activities Office, 6000 J Street, Sacramento, California 95819.

(continued from page 9)

Zeta Psi, University of Oregon, Eugene, Oregon

Eta Omicron, Brigham Young University, Provo, Utah

Additionally, Regional Directors were directed to develop a plan of action to revitalize the 84 chapters with fewer than 15 members and report on this at the February 1990 Board meeting.

- Approved the 1989-90 budget.
- Reappointed Patrick W. Burke as National Executive Director.
- Approved National Certificates of

Appreciation to the group of brothers who maintained an information booth at the 1989 National Boy Scouts of America Jamboree at Fort A. P. Hill, Virginia.

—Approved personnel benefits listing for the National Office staff.

—Adopted "Focus 21, a Statement of Mission and 21 Goals to Prepare Alpha Phi Omega for the 21st Century".

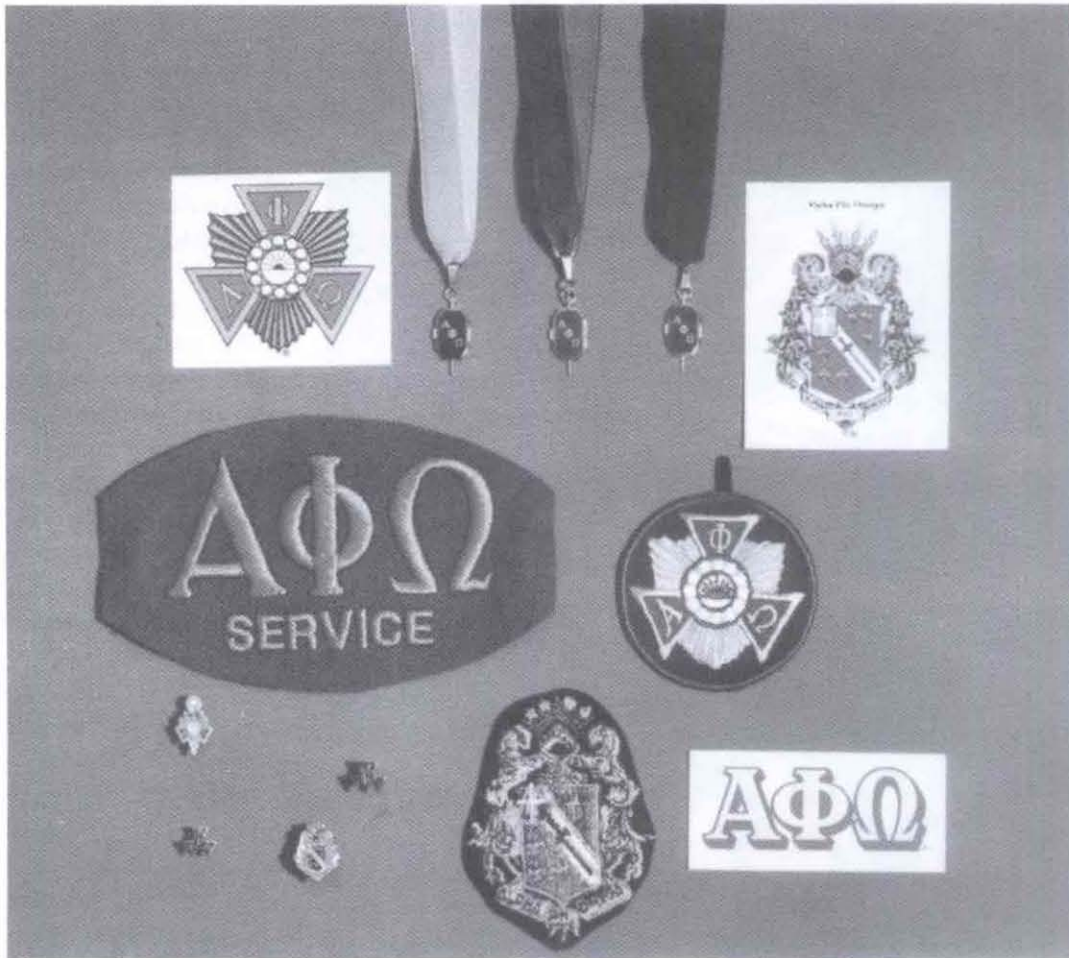
—Approved an amendment to the Board Policy Manual concerning membership goal setting.

—Approved an amendment to the

Board Policy Manual, Appendix G, concerning "Formation and Reactivation of Chapters".

—Extended greetings to all Scouts, Scouters, and guests at the 1989 National Boy Scouts of America Jamboree.

—Authorized the National President to execute the necessary contracts for the acquisition of a National Office upon the favorable recommendation of a committee appointed by him. In no event shall the total cost of such acquisition exceed \$310,000 unless authorized by the Executive Committee.



ORDER FORM

	QUANTITY	PRICE	TOTAL		QUANTITY	PRICE	TOTAL
A. Large Pin Emblem Decal (4" x 4 1/2")	_____	\$.45	_____	I. Embroidered Pin Emblem	_____	\$ 2.25	_____
B. Small Pin Emblem Decal (2 1/2" x 2 3/4")	_____	\$.35	_____	J. Key Pin	_____	\$ 3.25	_____
C. Chapter DSK	_____	\$ 40.00	_____	K. Crest Pin	_____	\$ 3.25	_____
D. Sectional DSK	_____	\$ 40.00	_____	L. Pledge Pin	_____	\$ 3.50	_____
E. Regional DSK	_____	\$ 40.00	_____	M. Service Pin	_____	\$ 3.50	_____
F. Large Coat of Arms Decal (4" x 5 1/2")	_____	\$.40	_____	N. Embroidered Blazer Crest	_____	\$ 2.25	_____
G. Small Coat of Arms Decal (2 1/2" x 3 1/2")	_____	\$.35	_____	O. APO Greek Letter Decal	_____	\$.30	_____
H. APO Arm Band	_____	\$ 2.25	_____	Name	_____		
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EPSILON

The Epsilon Chapter has proved that actions speak louder than words. All 40 Epsilon brothers at Northeast Missouri State University in Kirksville, recently completed Basic Scout Adult Leader (BSAL) Training. The training was conducted at Camp Thunderbird in northeast Missouri. Now, the brothers want to challenge other chapters to also achieve 100 percent BSAL member certification. The Epsilon Chapter, chartered in 1927, maintains an active scouting role on campus and in the community. "If we know about the scouting program, we can be more involved with scouts. We were founded as an extension of the Boy Scouts...we really should be just that," said Epsilon Chapter President Denise Arie.

On a larger scale, Epsilon brothers participated in a merit badge seminar held on the NMSU campus on National Service Day; the brothers assisted the merit badge counselors and served as campus guides.

For more information, contact Epsilon scouting adviser, Linda Caraway, at Epsilon Chapter, Northeast Missouri State University, Student Union Building, Kirksville, Missouri 63501.



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