

inside:

President's Message 2

*Wilfred M. Krenak
Thoughts on the Fraternity
and the National
Convention*

Letters to the Editor 3

Chapter News 4 - 7

LF&S 8

Alumni 9

An Idea for Your Future

Annual Finance Report . . 10 & 11

*Review of the Fraternity
Audit*

Guest Column 12

*Leadership Development
is Not Just for Officers*

A Page in History 13

A Look at our Past

Questions & Answers 14

Who Works for Us

Words from the Vice

President 15

*When the Spirit
Makes a Motion*

Who, What, When

& Where 16

*Check out the latest
Calendar of Events*

NEXT ISSUE:

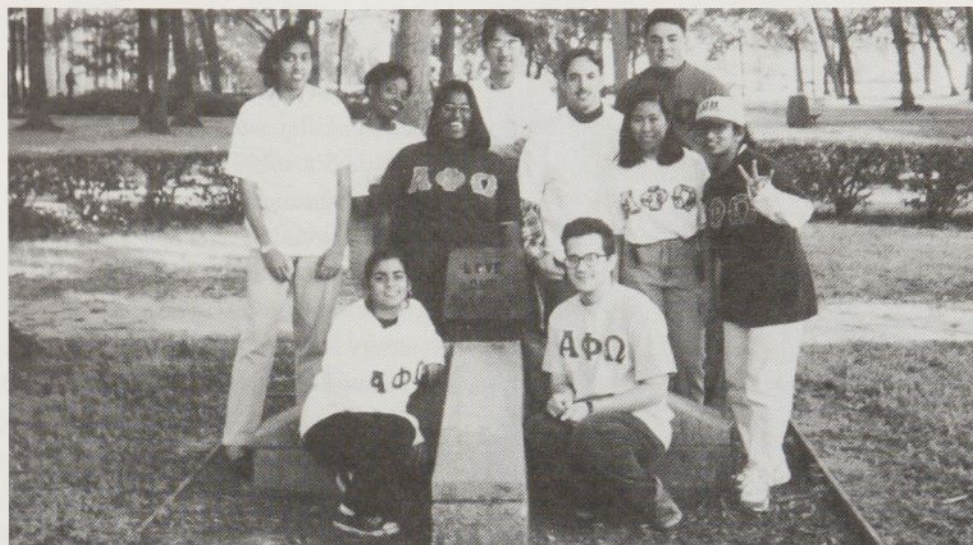
- *National Service Day Results*
- *Convention Highlights*
- *Convention Minutes*
- *Alumni Reflections*
- *Chapter Anniversaries 1925-1970*



TORCH & TREFOIL

THE QUARTERLY PUBLICATION OF ALPHA PHI OMEGA
NATIONAL SERVICE FRATERNITY

Winter 1996



Brothers of Delta Omega, University of Houston, gather around the Eternal Flame monument on their campus in Houston, Texas.

Eternal Flame In Houston

At midnight on December 30, 1970, following the close of the 1970 National Convention in Houston, Texas, a Fraternity tradition was begun. On the campus of the University of Houston the "Chief," Past National President Dr. H. Roe Bartle, lit the "Eternal Flame of Service" for the first time. The inscription on the monument reads: "Dedicated to all organizations and individuals in and around the campus of the University of Houston who have shouldered the responsibility of daily helping their Fellowman."

As always the "Chief" on that night had the right words for the occasion. Dr. Bartle said, "To me the Eternal Light which will be burning henceforth

indicating the spirit of Friendship, Leadership, and Service on the campus of the University of Houston is a marvelous, constructive gesture of the highest order. To think in terms of others and to dedicate our time, thoughts, energy, and talents to the things that are constructive in dealing with the human equation are the most important jobs that man has before him."

Since that time at each and every National Convention the Brothers of Delta Omega at the University of Houston have faithfully brought the "Eternal Flame." It has been an integral part of the solemnity of the opening ceremony of the National Convention for over 25 years.

TORCH & TREFOIL

Winter 1996 Vol. 72 No. 2

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Neal Farmer, Houston, TX
Bobby Hainline, Livonia, MI
M. Tomusiak, Medford, MA
Allen Wong, D.D.S., Roseville, CA

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Alpha Phi Omega
NATIONAL SERVICE FRATERNITY

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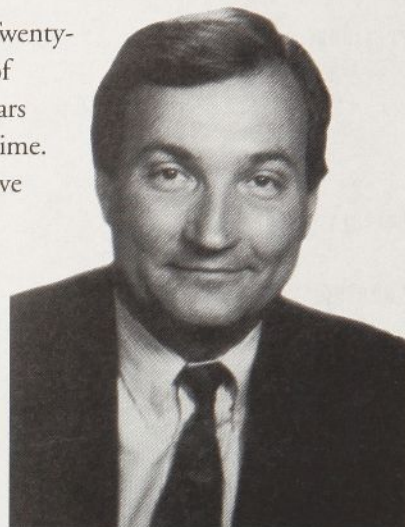


PRESIDENT'S MESSAGE

BY WILFRED M. KRENEK, NATIONAL PRESIDENT

December, 1996, is my anniversary. Twenty-five years ago I was initiated as a member of Alpha Phi Omega. To many of you, 25 years may seem, or even be, more than your lifetime. And over my 25 years of membership, I have seen many changes in our Fraternity.

Over that period, the Fraternity has had three different National Offices. Two of these were rented spaces while the current facility is our permanently-owned National headquarters in Independence, Missouri. Since 1973 the Fraternity has had three National Executive Directors: Roger Sherwood, Darrel Spoon, and



Patrick Burke — each assisting our organization with his own special talents. Through our Long Range Plan, the Fraternity has set a goal to grow the Endowment Fund to \$3,000,000, an amount that seemed unreachable in 1971, but today is very attainable.

But the changes that are the most impressive in our great Fraternity are the changes that have occurred during our National Conventions. Changes which are initiated and approved by the members in attendance. From the opening of our membership to women in 1976, to the definition of our pledging standards in 1980, to the clarification of our relationship with the Boy Scouts of America at the 1994 National Convention, the future of Alpha Phi Omega has been shaped during this legislative process. The same will be true at the 32nd National Convention in Phoenix this December.

The delegates in attendance will be asked to evaluate the specific proposals and programs which have been referred to each of the fourteen different reference committees. These reference committees will deliberate over the legislation, discussing the pros and cons of each matter. They will report their recommendations during the legislative sessions where the voting delegates from each chapter in attendance will vote on these proposals and programs.

The issues before this National Convention are diverse. From deciding the area of emphasis of the National Service Program for the next two years to the election of new National Officers. From suggested changes to the Toast Song to selection of a location for the next convention. These will all be responded to at the National Convention in Phoenix.

Over the years, Alpha Phi Omega has adapted to the changes in society and altered its programs to meet the needs of our members. Who knows what the Fraternity will be like 25 years from now. One thing is for sure — you have the opportunity by participating in our National Convention, to shape the future of our beloved Fraternity into the twenty-first century and beyond. See you in Phoenix.

Wilfred

L^Etters to the E^Ditor

Patrick Burke, Alpha Phi Omega National Executive Director and Torch & Trefoil Editor, welcomes your thoughts and comments.

MAIL TO: T&T Editor,
14901 E. 42nd St., Independence, MO 64055,
FAX: (816)373-5975, E-MAIL: APONED@aol.com

Dear E^Ditor:

When the Alpha Phi Omega (Philippines) Alumni Association of Montreal was founded two years ago, my main objective was not just to form an APO Association composed of Filipino Alumni Brothers (although, at that time, that idea was the only logical object for the organization). The fact is, my ultimate goal was to use this association as a mechanism to attract college and university students into forming their own APhiO chapters in Montreal and, eventually, a Canadian National Council that will work and function independently from its U.S. and Philippines counterparts.

Vic Aquino

Montreal, Canada

Editor's Note: As this issue of T&T goes to press, the first Canadian APO petitioning group will become a reality (November 30, 1996) at McGill University in Montreal, Canada. Much credit for this effort goes to Vic Aquino and his brothers of the A.P.O. (Philippines) Alumni Association of Montreal.

Dear E^Ditor:

Just received a copy of the latest T&T. I love the new format. Keep up the great work!

Paul Meleedy

Lambda Tau Alumnus

Lakeville, Massachusetts

Dear E^Ditor:

I became a life member of APO in the Iota Kappa Chapter at Bucknell University in the mid 80's. After graduating, I moved several times and never sent a change of address to you. I wish I had because I always enjoyed getting news of the Fraternity. But life was crazy and APO got put on hold for a while. I was a new teacher with new responsibilities trying to figure out where I fit into this world. I often considered contacting a local chapter to join in service activities, but can't pinpoint why I never did.

Now that I am an experienced teacher of deaf and hard-of-hearing children, and life has calmed down a little, I am an active member of my community working as a leader in two non-profit associations, offering leadership, fellowship and service to families with deaf children. As I reflect on how good it feels to be involved and be of help to others in a variety of ways, I think of APO and how much I learned as a Brother. The skills I use

every day and the value that service and leadership activities hold for me were molded and formed by involvement in APO! What a wonderful group to be a part of.

I have maintained my close friendship with my APO son, Eric Moore and have urged my students to think of joining APO when they go off to college. I am ready to renew my ties to APO. Please put me back on the mailing list.

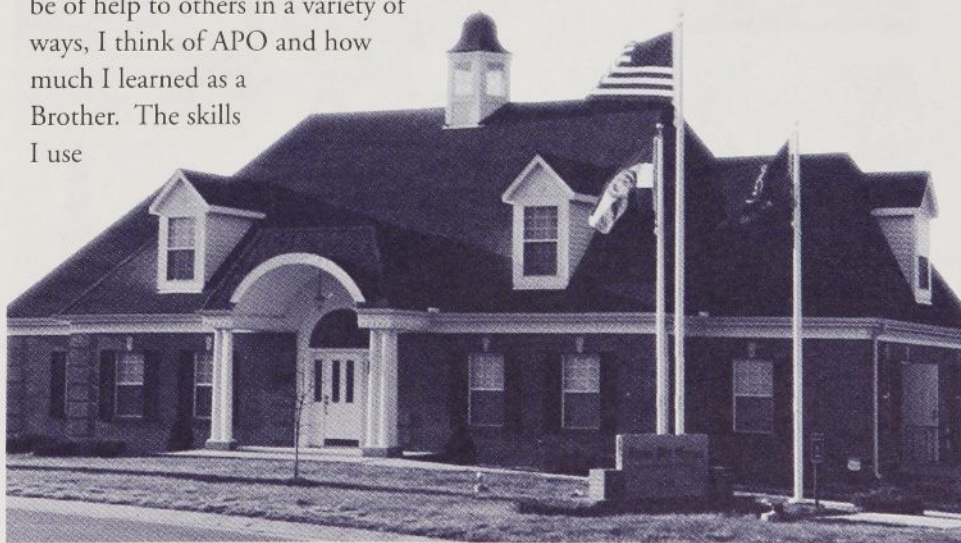
Amy Rollinson Ruberl

Life Member

Bethesda, Maryland

WE'RE LISTENING

We love to hear from our readers. Send us your comments and suggestions, your ideas for continuing the mission and furthering the goals of Alpha Phi Omega.



CHAPTERS



KAPPA BETA

Polytechnic University, Brooklyn, New York

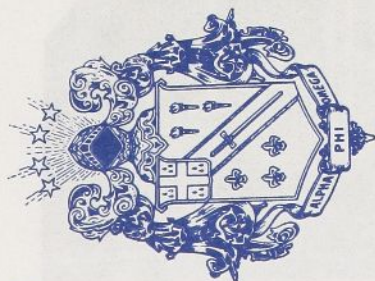
In March 1996, the Kappa Beta Chapter hosted the Section 97 Conference at Polytechnic University. Many workshops were held, ranging in topics from dealing with technology and its effect on APO, to new ways of attracting pledges. The participating Chapters were Beta Iota and Alpha Gamma Gamma. Following the workshops and the business meetings, all of the Brothers and Pledges gathered to have some fun in a fellowship event. The Section 97 banner was completed and the group gathered for a photograph.



IOTA CHI

Northern Michigan University, Marquette

On April 18, 1996, Iota Chi Brothers at Northern Michigan University in Marquette, Michigan, were awarded the Program/Project of the Year Award at the campus Leadership Recognition Banquet. They were recognized for their tutoring efforts with children of Lake Superior Village and for putting on a fun-filled Easter Egg Hunt. Last year the brothers were honored with the highest campus award, "Organization of the Year."





LAMBDA OMICRON & BETA

West Virginia University & University of Pittsburgh

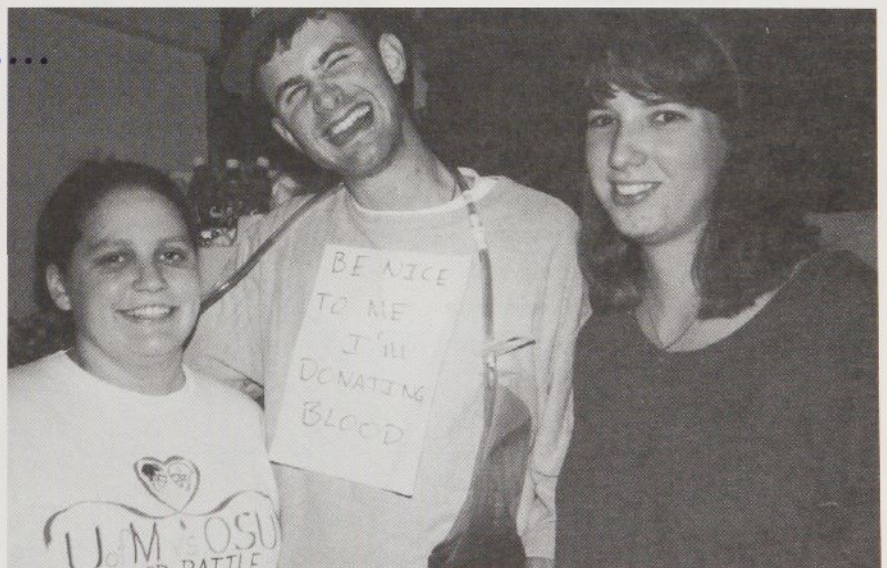
Brothers from Lambda Omicron and Beta Chapters gathered on August 30, 1996, to participate in their 26th annual "Run to Pitt" with this year's theme as "United We Run - Divided We Brawl!" The slogan was printed on t-shirts that were purchased and worn during the run with a \$20 sponsorship. West Virginia University head football coach, Don Nehlen, handed the game ball off to spotlight the chapter's efforts in raising awareness and support for the fight

against autism, an incapacitating and lifelong developmental disability. As an honorary runner, Morgantown Mayor, Charlene Marshall, joined hands with Chapter members to run the first leg. The final hand-off of the game ball was given to Panther head coach, Johnny Majors, during the pre-game ceremony which featured members of both Chapters. The annual event was covered by ESPN which was broadcast nationwide prior to kickoff.

GAMMA PI & ALPHA IOTA

University of Michigan & Ohio State University

Each year, Brothers from Gamma Pi and Alpha Iota Chapters work together to collect over 4,600 units of blood in the annual UMich vs. OSU Blood Battle. The competition (the first of its kind) pits the two schools against each other in a contest of wills and arms in this 15-year-old tradition. As is the case in many regions across the country, both areas are running dangerously low on blood supplies. This two week long drive supplies blood for Southeastern Michigan and Central Ohio, filling their needs for at least a short time. Tension will be high in this year's contest, as the score is tied 7-7. Who knows what will happen this year?





ALPHA TAU

Butler University, Indianapolis

Two years ago, the Alpha Tau Chapter had an active membership of four. Now they have a very strong membership of 37 and a new fall pledge class of 25! With their increased membership, they are able to perform larger service projects and volunteer with many more organizations. Last semester, Brothers performed well over 1,200 hours of service. Many answered telephones until after midnight for the Easter Seals Telethon and at the same time made their exciting television debut! They also received an Indiana Campus Compact grant to help with the costs of another big service project with Pleasant Run Children's Home by planting small trees, flowers and bushes in front of the home with the help of the children. Afterwards, they enjoyed a fun evening with the children at Chuck E. Cheese.

THETA ZETA

University of New Hampshire

Theta Zeta members spent time helping creatures great and small at the Cocheco Valley Humane Society this fall. Once a month in this ongoing project, members walk and play with the dogs and kittens and help clean up the building in preparation for Open House. Among the participants: Shyam Yadati, Nicole Piche, and Amy Bergeron with "furry friends."



EPSILON XI

Colorado State University

At Epsilon Xi, the current pledge class of nineteen outnumberers actives—so things are booming with the chapter.. At the beginning of semester, actives attended a Leadership Retreat in Denver, brainstorming on new ways to further the APO success in this chapter. Involvement in projects like Housing Helpers where members help build houses, and joining with the Boys and Girls Club of Fort Collins in a combined effort to clean up Dixon Reservoir keeps members busy.



BETA LAMBDA

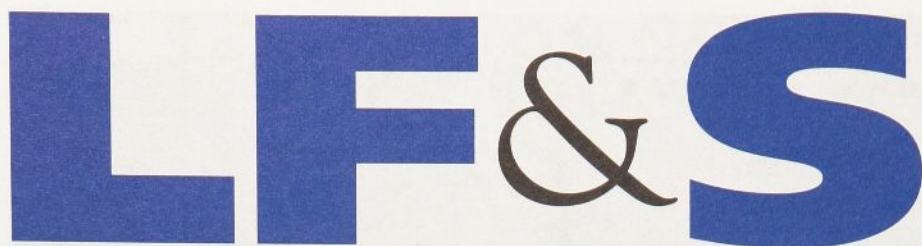
Indiana State University

Indiana's largest student run parade got rolling with the combined teamwork of Beta Lambda supporters. This year's annual Homecoming Parade, October 19, 1996, represented the planning and work of many Beta Lambda actives. Three pledges, two advisors, and even a couple guests were also recruited to make the parade a success. Pictured are some of the brothers who rolled up their sleeves and helped make the parade a success.



HISTORY FACT

Members of the Phi Zeta Chapter, at Fort Valley State College, Fort Valley, in Georgia, sponsored Farm-City Day on November 17, 1985, to improve communications with local farmers in the area. Brothers set up displays and exhibits, and served food for guests. Then on Valentines Day 1986, Phi Zeta held a Valentine party for kindergarten children attending the school at State College.



WHAT'S
GOING ON
WITH

LEADERSHIP, FRIENDSHIP & SERVICE

CHAPTER MANAGEMENT — RISKY MANAGEMENT

by Patrick Burke, National Executive Director

I recently received a copy of a “cc,” e-mail message from a Regional Director who was answering the concerns of an Active Brother. The Brother was concerned about drinking at Chapter parties, serving alcohol to Pledges, and the general uncaring attitude of the membership.

The Regional Director gave straightforward answers, pointing out the “risk” the Chapter was taking in everything it did or didn’t do. It was a long answer. The best I can do here is paraphrase the Regional Director’s thoughts as they are appropriate for the entire Fraternity.

We have a National alcohol policy. It specifically states that Chapters, Interest Groups and Petitioning Groups shall not use or condone the use of alcoholic beverages as part of their membership recruitment or “rush” or pledge education programs. The Regional Director noted, rightfully, that whether the Chapter designates or does not designate the event as “official,” the fact is that when the participants, for the most part, are members of the Chapter, the event is inherently official. And, should there

be any accidents or problems arising from the party leading to legal action, the prosecuting attorney would definitely so argue.

The Regional Director went on to address the issue of community service and how it directly relates to the reason of our existence, and how our fourfold service program is ultimately the responsibility of each of us. If a Chapter is failing to live up to this principle it is failing in its basic purpose.

It appears that in recent years advisors have lost their place of importance and recognition within the Fraternity. Statistically over 75% of our Chapters have fewer than three advisors. Many have only one, and that one may not be particularly involved in Chapter activities. Is it because some advisors don’t know what is going on and don’t participate in Chapter activities? Is it because the Chapter doesn’t encourage them or involve them in Chapter processes? Advisors are important and they can be beneficial to the Chapter’s very being. If a Chapter doesn’t have active advisors fulfilling their role, then the

Chapter is not doing its job in seeking the right kind of advisors. The conversation between the Regional Director and the Active Brother ended on a positive note, with one another promising to be in touch if things didn’t improve.

We are the largest National Service Fraternity, in the United States. Over 260,000 men and women are alumni of our Fraternity. Our yearly active membership averages about 17,000. We are growing at a rate of 5,000 alumni each year. We have 330 active Chapters on as many college and university campuses. We would not be where we are today if we did not have structure and purpose. Our members provide the structure and purpose. As we have done for almost 72 years we must continue. Our Chapters must be careful in their activities, they must be prudent. Chapters should use and involve their Chapter Advisors. If an advisor is not doing the right job then the advisor should be replaced. Our principles must be followed — actively. We must continue in the right direction. We must continue to be the greatest service organization ever. P.B.



ALUMNI

An Idea for Your Future

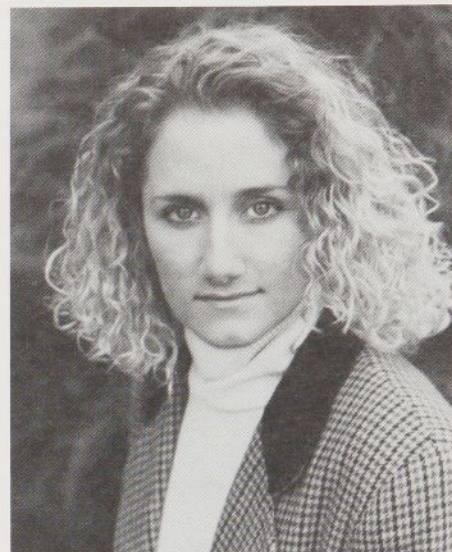
APO Alumna Nicole Karlson of Philadelphia, Pennsylvania, has found the way to extend and continue the humanitarian and leadership goals of Alpha Phi Omega. As a member of Omicron Upsilon at West Chester University, she served as Historian, Pledge Educator, and VP of Social Activities. While pursuing her academic goal of becoming a certified teacher, majoring in literature, she was also defining her desire to pursue professional work that would be a carryover of APO's commitment to Leadership, Friendship, and particularly to Service. "My life had to be directed toward service," Nicole says. She was also up for some exciting adventures, having spent her junior year studying in Wales, and then back home, working for a time in Harlem and the boroughs in New York City. After graduation, she discovered that a national service organization called AmeriCorps*VISTA offered a program that was very exciting. It was an excellent opportunity to continue living the APO principles of Leadership, Friendship, and Service.

While the one year commitment to becoming an AmeriCorps*VISTA member is not a "paid" working position, it offers real benefits. No matter what your major is, there is a program in service to build your skills, networking connections, and above all, the sense that you are making a

worthwhile contribution to individuals and community. AmeriCorps*VISTA members receive a modest living allowance and after a year's service, a \$4,725 educational award to help pay off student loans. This award is renewable after another year's service.

APO activities prepared Nicole for the kinds of programs she initiated in her first year with AmeriCorps*VISTA. "It was the best year of my life," she enthuses. She went into school districts and created service programs that helped students serve as they learned. Everything from walking dogs for the Humane Society to selling daffodils for the American Cancer Society and preparing food baskets for the needy. "We have a saying in VISTA that you work yourself out of a job" Karlson says, by which she means that the programs put in place by members are designed to continue on their own. "This empowers the community members to help themselves, and the flow of energy keeps going into the community."

Nicole is presently working for the Corporation for National Service, Pennsylvania state office, located outside Philadelphia, with responsibilities for the National Senior Service Corps and the VISTA programs in Pennsylvania. She recommends those interested in learning more about the rewarding



Alpha Phi Omega Alumna Nicole Karlson

programs available with AmeriCorps*VISTA to call 1-800-942-2677, or contact the state office for Vista in your area.

AS AN AmeriCorps MEMBER, YOU MIGHT HELP. . .

- Tutor teens or lead elementary school children in community service activities
- Assist crime victims or walk the beat with community police officers
- Recruit and train volunteers
- Renovate low-income housing
- Help homebound seniors and people with disabilities
- Restore national parks and coastlines
- Develop community health care programs

ALPHA PHI OMEGA
1996 NATIONAL CONVENTION
SYNOPSIS
Phoenix, Arizona

Friday, December 27

- 8:00 a.m. Registration Opens
- 1:00 p.m. Orientation Workshop
for all Voting Delegates,
Reference Committee
Chairs/Advisors
- 3:00 p.m. Meeting for Reference
Committee
Chairs/Advisors
- 6:00 p.m. Opening Session & Roll
Call
- 9:00 p.m. Reference Committees
Meet & Organize

Saturday, December 28

- 7:30 a.m. Registration Continues
- 10:00 a.m. Reference Committees
Meet
- 10:00 a.m. Workshops/Seminars
Begin
- 12:00 p.m. Sectional Chair/Chapter
Advisor Luncheon
- 5:00 p.m. Alumni Reception
- 6:00 p.m. Fellowship Banquet and
Dance

Sunday, December 29

- 8:30 a.m. Workshops/Seminars
Continue
- 9:30 a.m. Legislative Session
Begins
- 7:00 p.m. Fun and Fellowship
Events
- 11:30 p.m. Regional Meetings -
Candidate Visitations

Monday, December 30

- ... Legislative Session
Continues
- ... Workshops/
Seminars Continue
- 3:30 p.m. Regional Meetings -
Elections
- 5:00 p.m. Board of Directors
Meeting
- 6:30 p.m. Awards Banquet and
Dance

1995-1996 A FISCAL REVIEW

by Bobby M. Hainline, National Finance Chair

The annual report for the fiscal year ending August 31, 1996, is presented for your review. The financial statements and charts shown on these two pages provide a view of the allocation of revenues and expenses, and how they are dispersed to support the national programs and services to our members.

Overall the expenses for the year exceeded the projected budget established by the finance committee and the Board of Directors. The audit shows that our Fraternity budgeted for a deficit of \$8,800. The deficit was actually \$23,817.

While we were able to exceed our budgeted revenues for AAMD and Initiation registrations, we fell short in Pledge registrations, leaving us with a shortfall of \$5,217 (this reflects a 98.3% achievement of our budget). Another item where we fell well short of our projections was in the area of Merchandise Sales. We only realized 80% of our budget for the year.

Last year we had a dismal report on our fund raising efforts. I don't have to say that this year. The Finance and Fund Raising Committee initiated new processes to monitor giving, and changed the style in which we asked for donations. Our efforts were rewarded by achieving 137% of our budget. A very good success story.

On the expense side, we had a number of items that were well over budget. As many of you may know, four members of our staff left and had to be replaced. Personnel salaries were over budget due to higher entrance rates for the new staff. Telephone costs exceeded budget due to rate increases and the introduction of e-mail services to the National Office in the middle of the year.

Directions from the last National Convention to improve the

presentation of the Torch & Trefoil periodical resulted in expenses far exceeding original estimates. We are attempting to replace some of the necessary design features with a more economical operation.

In the determination of our bottom line, caution should be taken not to include the revenues listed for the APO Youth Program, the John Mack Scholarship Fund, or the R/R Program. These are designated funds and cannot be considered in the operating funds of the National Office.

We have huge steps to take in securing our future. We are taking steps to endow our National Office and grow the Fraternity. We have programs that the Finance Committee has had to deny because of a lack of revenue. We need to concentrate on growing our operating fund so that you, the chapters, can reap a larger return on your investment. We have come a long way, and we have a great deal of opportunity before us. We need your continued support to make the dreams of Frank Reed Horton materialize. Thanks to all of you who have helped make this a success thus far, and thanks in advance for your future support.

The financial statements reported herein are a summary of the Fraternities' position as of August 31, 1996. Complete financial statements are on file at the National Office and have been audited by a national CPA firm.

ANNUAL FINANCIAL STATEMENT AND REPORT

BALANCE SHEETS August 31, 1996 and 1995

GENERAL FUND

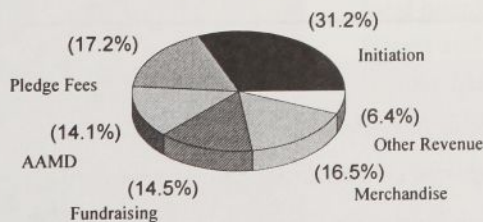
ASSETS

GENERAL FUND	1996	1995
CURRENT ASSETS:		
Cash and interest-bearing deposits	\$75,644	\$87,824
Accounts receivable	13,683	11,470
Merchandise for sale, at the lower of cost (first-in, first-out) or market	43,208	44,363
Printed materials and supplies	41,541	41,786
Prepaid convention expense	2,844	275
Prepaid postage	735	735
Total Current Assets	177,655	186,453
FIXED ASSETS:		
Land	93,000	93,000
Building and improvements	216,791	216,791
Equipment	52,624	46,778
Furniture and fixtures	16,357	15,565
	378,772	372,134
Less accumulated depreciation	110,963	89,032
Total Fixed Assets	267,809	283,102
RESTRICTED ASSETS	243,449	84,509
TOTAL ASSETS	\$688,913	\$554,064

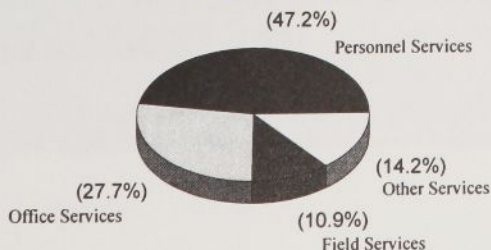
LIABILITIES AND FUND BALANCES

GENERAL FUND		
CURRENT LIABILITIES:		
Accounts payable - chapters	\$6,230	\$6,108
Accounts payable - vendors	6,950	7,780
Accrued expenses	2,928	9,938
Total Current Liabilities	16,108	23,826
OTHER LIABILITIES:		
Funds held for inactive chapters	6,304	3,832
Total Other Liabilities	6,304	3,832
TOTAL LIABILITIES	22,412	27,658
FUND BALANCES:		
General fund:		
Donor designated	136,380	2,500
Undesignated	416,770	441,897
TOTAL GENERAL FUND	553,150	444,397
Challenge Fund:	113,351	82,009
TOTAL FUND BALANCES	666,501	526,406
TOTAL LIABILITIES AND FUND BALANCES	\$688,913	\$554,064

REVENUES



EXPENSES



STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES, Years ended August 31, 1996 and 1995

With unaudited budget information for 1996

	1996 Actual	1996 Budget (unaudited)	1996 Over (Under) Budget (unaudited)	1995 Actual
OPERATING REVENUES:				
Initiation fees	\$150,770	\$150,000	\$770	\$190,565
Pledge fees	83,245	90,000	(6,755)	43,335
AAMD	68,168	67,400	768	64,389
Subtotal	302,183	307,400	(5,217)	298,289
Development campaign	69,798	50,000	19,798	40,428
Subtotal	69,798	50,000	19,798	40,428
Sale of jewelry and merchandise	79,826	100,000	(20,174)	96,590
Other revenue	30,868	20,500	10,368	25,024
Subtotal	30,868	20,500	10,368	25,024
Convention revenue				116,632
TOTAL OPERATING REVENUES	482,675	477,900	4,775	576,963
OPERATING EXPENSES:				
Personnel Services:				
Salaries	219,173	206,800	12,373	204,917
Health insurance	1,160	500	660	365
Payroll taxes	16,718	15,800	918	12,653
Disability insurance	1,793	1,800	(7)	1,762
Total Personnel Services	238,844	224,900	13,944	219,700
Office Services:				
Printing	36,042	32,500	3,542	42,067
Telephone	11,313	8,500	2,813	7,514
Postage	31,308	32,500	(1,192)	28,634
Office supplies	8,247	6,400	1,847	8,642
Audit	5,700	5,700	0	6,020
Bookkeeping	4,700	2,100	2,600	4,530
Data processing	8,164	8,000	164	2,885
Equipment maintenance	5,681	6,500	(819)	6,834
Copier expense	12,301	11,000	1,301	4,089
Insurance	4,081	4,500	(419)	8,998
Building utilities	3,817	4,000	(183)	3,489
Building maintenance	7,552	6,000	1,552	4,732
Bank services	1,485	1,000	485	1,314
Total Office Services	140,391	128,700	11,691	129,749
Field Services				
Chapter visitation - staff travel	8,758	7,000	1,758	8,076
Torch and Trefoil	38,895	33,000	5,895	32,164
Certificates and awards	2,170	3,600	(1,430)	6,047
Alumni services	446	2,400	(1,954)	2,549
Member marketing program	276		276	
President's discretionary account		2,000	(2,000)	803
Leadership development	397	3,000	(2,603)	2,324
Board meetings, net	669		669	579
APO Youth Program	2,050		2,050	
Scouting relations	383	500	(117)	1,174
Service	1,039	1,000	39	960
Public relations		500	(500)	
Total Field Services	55,083	53,000	2,083	54,676
Other Services				
Professional fees and subscriptions	1,774	600	1,174	975
Purchases Jewelry & Supplies	25,023	45,000	(19,977)	69,743
Staff Development	1,895	1,000	895	1,596
Life Member Campaign	4,814	4,500	314	3,972
Miscellaneous	7,257	1,000	6,257	1,943
Depreciation	23,496	26,000	(2,504)	23,642
Development Campaign	7,845	1,000	6,845	5,606
Challenge Fund	70	1,000	(930)	11,660
Interest expense				732
Total Other Services	72,174	80,100	(7,926)	119,869
Convention expense				101,527
TOTAL OPERATING EXPENSES	506,492	486,700	19,792	625,521
EXCESS (DEFICIT) OF OPERATING REVENUES OVER EXPENSES	(23,817)	(\$8,800)	(\$15,017)	(48,558)
RESTRICTED GIFTS				
Challenge Fund	31,412	40,000	(8,588)	56,205
Donor designated gifts	132,500		132,500	3,000
TOTAL RESTRICTED GIFTS	163,912	40,000	123,912	59,205
EXCESS (DEFICIENCY) INCLUDING RESTRICTED GIFTS	140,095	31,200	108,895	10,647
FUND BALANCES, BEGINNING OF YEAR	526,406			514,759
FUND BALANCES, END OF YEAR	\$666,501			\$525,406

Leadership Development It's Not Just For Officers. . . It's For Everyone

by Allen Wong, D.D.S., National Leadership Development Chair

No matter who you are or when you joined Alpha Phi Omega, your development as a leader is an ongoing process, a process which sometimes does not get the attention it deserves.

Alpha Phi Omega provides tremendous opportunities to sharpen your leadership skills. The process can take a blunt edge and hone it to a razor sharp edge. Whether you are a new member or a veteran of the Fraternity, these

experiences are available to you.

The habits you learn now will most likely carry into your later life and help shape your character for years to come. If you come late to chapter meetings, don't show up for events or back out of commitments, chances are that you will become an irresponsible person with many excuses. If you put down or ridicule your "Brothers" or "over react" in a meeting, chances are you will develop a reputation for being

untrustworthy and volatile.

Have you considered what type of leader you are? Do people turn to you or away from you? It is never too late to perform an honest self assessment of your own leadership style and make efforts toward a positive change.

Below are some leadership opportunities you are cordially invited to participate:

- Alpha Phi Omega is preparing for a very dynamic Leadership program, a fun-filled Fellowship program and many exciting Service projects at the 1996 National Convention in Phoenix, Arizona, December 27-30 (for actives, alumni and prospectives alike).
- Leadership Development Workshop (multi chapter, individual, interactive workshop), 1996 National Convention.
- Leadership Series (officer manuals) available from the National office and via the Internet (http://aruba.ccit.arizona.edu/-mtroth/apo_ld.html).
- Your Sectional Conferences (see your Sectional Chair or staff).
- New modular seminars on Officer Transition and Conference Planning are available at the National Office.
- Look for upcoming National Chapter Program Workshops (CPWs) (multi chapter, group, interactive workshops focused on the top elected chapter officers and others interested in chapter leadership - space is limited).

HISTORY FACT

At the 1956 National Convention, held in Long Beach, California, individual discussion groups met, discussed, and reported on a wide variety of concerns and topics, including Pledge Training, Money-Raising for Chapter, Chapter Traditions, Relations with Campus Administrators, Publicity and PR, and Service Projects.

A PAGE IN HISTORY

For over 70 years
Alpha Phi Omega
has been going
strong. Here's just a
few of the many
reasons why.

45 Years Ago

1951 November Torch & Trefoil

In this issue, it was noted that APO Brothers in the United States military, serving at home and abroad, frequently locate each other at their posts and carry on the goals of APO. One example of this connection: Army Lieutenant Wallace, Corporal Whiteford, and Lieutenant Clyde, alumni who got together at Fort Slocum, New York.



65 Years Ago

1931 Edition of the "LightBearer"

The third National Convention was slated to be held in the Jefferson Hotel in St. Louis, Missouri. Anticipated as one of the most important meetings of APO history, it hosted twenty-three delegates from nine chapters.

50 Years Ago

Torch and Trefoil, December 1946

Delegates to the National Convention were asked to devote a regular chapter meeting to their reports of convention business and happenings. They were to include highlights of the convention, and present ideas they gleaned that would be useful to the local chapter. In addition, a written report would come from the National Office to all chapters to sum up convention proceedings.

25 Years Ago

Torch and Trefoil, Winter Issue, 1971

National President Aubrey Hamilton announced the appointment of Roger Sherwood as the third National Executive Director of the Fraternity. He was replacing Johseph Scanlon who was retiring. Roger was Executive Director of the Fraternity for ten years.

15 Years Ago

1981 Winter Torch & Trefoil
Kappa chapter at Carnegie-Mellon University demonstrated the caring touch APO is known for when members provided food, clothing, and supplies to a local boarding home for elderly women. Givers and receivers enjoyed a brighter holiday because of the project. Kappa's Lisa Covi shown collecting donated items.



Q&A

Everything you ever
wanted to know about
Alpha Phi Omega
and finally got around
to asking.

Q Who works in the APO National Office and what do they do?

A The Fraternity has eight paid staff members, all of whom work in the APO National Office at 14901 East 42nd Street, Independence, Missouri 64055. They are:

- **Patrick Burke**, National Executive Director. Pat is the Fraternity's chief operating officer.
- **Judy Mitchell**, Director of Chapter Services. Judy provides support for chapters, petitioning groups and interest groups.
- **Marilyn Tischinski**, Registrar. Marilyn processes all membership applications, certificates, cards, etc.
- **Linda Secrist**, Accountant. Linda processes all payments to the Fraternity, such as pledge and initiation fees, payments for service pins and merchandise, etc. She also assists the National Executive Director in providing support for the national finance and fund-raising programs.
- **Peggy Farrell**, Administrative Assistant. Peggy assists the National Executive Director in providing support for national programs in

areas such as leadership development, service, public relations and international relations.

- **Donna Dilse**, Administrative Assistant. Donna assists the Director of Chapter Services in working with membership reports, chapter correspondence and convention registrations.
- **Anita Goddard**, Mail Clerk. Anita processes all orders for Fraternity pins, publications and merchandise.
- **Judith Weaver**, Receptionist/Secretary. Judith answers all incoming telephone calls and assists the National Executive Director with alumni projects, correspondence for fund-raising programs, as well as support for our Torch & Trefoil publication.

Q What is "Nationals?"

A "Nationals" is a shorthand term that, depending on context, refers to various aspects of the National Fraternity. For example, when somebody talks about sending membership applications to Nationals, the term refers to the National Office. On the other hand, when people talk about going to Nationals, they're talking about going to the National

Convention. Whatever the context, however, it is important to keep in mind that "Nationals" is not some faceless institution. It is, rather, the collective Fraternity; each of us is as much a part of "Nationals" as we are a part of our local Chapter.



Q Regarding legislation considered by the National Convention, what is the difference between an amendment and a resolution?

A An amendment is a change to one of the Fraternity's governing documents, rituals or ceremonies or to the Toast Song. A three-fourths vote of the National Convention is required to adopt an amendment. A resolution is statement of the Convention's position, opinion, preference, appreciation, instruction or direction regarding a particular topic or issue. A resolution requires a simple majority vote to be adopted.



Send your questions for Q&A to:
Editor, 14901 East 42nd Street
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Fax: 816-373-5975
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When the Spirit Makes a Motion

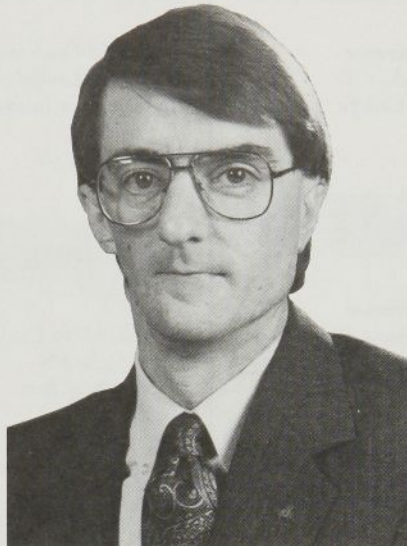
by Jack A. McKenzie, National Vice President

It is the nature of a National Convention for it to include spirited debates over fundamentally important issues within the Fraternity. The 1996 National Convention in Phoenix will be no exception.

The agenda for Phoenix includes a number of critically significant proposals about which Brothers have strongly held differences of opinion. There are sure to be many spirited debates as these proposals work their way through the legislative process. It is every participant's responsibility to ensure that these debates remain respectful, civil and Brotherly in nature, tone and content.

Here are some tips that will help:

- Keep in mind that the Brothers on the other side of a particular issue want the best for the Fraternity just as you do. Obviously they have a different opinion about what "best" is, but their desire and intent are no less valid than yours. Focus your attention and comments on the issue, not on each other.
- Keep your language, your emotions and your volume in check. You'll do



"APO has
a long
and proud
tradition of
tolerance
and
goodwill."

more harm than good for your side if you don't — plus you'll be ruled out of order and won't be allowed to continue to participate in the discussion. Don't confuse being right with being crude, passionate or loud.

- Truly keep in mind what is best for the Fraternity as a whole. Each of us tends to define the Fraternity locally, as an extension of our own individual chapter, experiences and beliefs. In reality, though, Alpha Phi Omega is much larger, much more complex, and much more dynamic than that. Each of us has the right to argue for the way we think the Fraternity should be, but we also have an obligation to accept — even if we don't agree with — what the Fraternity collectively chooses to be the right course for its future.

APO has a long and proud tradition of tolerance and goodwill. It is a tradition started by our founder, who envisioned the Fraternity as a means to help people learn to resolve their differences sensibly, honorably and justly. I know that we'll keep that tradition alive in Phoenix.

HISTORY FACT

Torch and Trefoil, Winter, 1976—The 24th National Convention was held in Atlanta, Georgia with almost 1,000 brothers in attendance. The major issues of the day were: will women be admitted as full members of the Fraternity, should there be an increase in membership fees, should Sectional Chairmen be allowed to vote at National Convention, and should there be recognition of Local Alumni Associations (the answers: yes, yes, no, and yes.)

WHO, what, WHEN & Where?

ALPHA PHI OMEGA'S CALENDAR OF EVENTS

December 27-30

1996 National Convention
Hyatt Regency - Civic Plaza
Phoenix, AZ

February 1-2

Chapter Program Workshop
Host: Seattle University
Seattle, WA

February 8

Sections 91/92 Conference
Host: Xi Alpha
Muhlenberg College
Allentown, PA

Feb. 28 - Mar. 2

Sections 79/80 Conference
Host: Kappa Upsilon
East Carolina University
Greenville, NC

March 1

Section 61 Conference
Host: Alpha Alpha Chi
Fairmont State College
Fairmont, WV

March 8

Section 67 Conference
Host: Alpha Gamma Phi
Northern Kentucky University
Highland Heights, KY

March 14-16

4th Annual Joint Sections 23/27
Conference
Host: Nu Mu
Duluth, MN

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

March 21-23

Section 52 Conference
Host: Tau Lambda
Rose-Hulman Institute of
Technology
Terre Haute, IN

April 4-6

Sections 43/44 Conference
Host: Alpha Rho
University of Texas
Austin, TX

Section 48 Conference
Host: Sigma Sigma
University of Illinois - Chicago
Chicago, IL

Sections 62/64 Conference
Host: Rho Chi
Gannon University
Erie, PA

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

Section 90 Conference
Host: Lambda Lambda
Shippensburg University
Shippensburg, PA

April 11-13

Section 41 Conference
Host: Gamma Rho
University of North Texas
Denton, TX

Sections 56/59 Conference
Host: Rho Theta
Capital University
Columbus, OH

April 18-20

Sections 88/89 Conference
Host: Epsilon Zeta
Rensselaer Polytechnic Institute
Troy, NY

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this area, please send the
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Date
Event Title
Host Chapter
Location
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