

TORCH & TREFOIL

FALL 2021

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2021 FALL PLEDGE CLASS
NAMESAKE HONOREE
BROTHER MAGGIE KATZ,
GAMMA PI '80

THE QUARTERLY PUBLICATION OF





Brothers,

As another school year begins, we have reason to be optimistic that we are slowly making progress in getting back to some of the conventional ways of operating in our chapters and our lives. Our members have worked very hard, and have been doing a great job, continuing to provide service to their communities. We're looking forward to seeing all our members and chapters can accomplish this year as things continue to change. The Fraternity

has adapted along the way to do more things in a remote or virtual way, including chartering new chapters, and we will work together to make any other necessary changes based on what our chapters need most. While the Fraternity continues to work to rebuild and replenish, we thank our members who keep improving their community each day.

This is the time of the year to be actively helping grow our Fraternity and striving to make it a more welcoming and inclusive place than ever before. Each year, we select a Fall Pledge Class Namesake Honoree to give us inspiration and challenge us to improve and grow. Past National President Maggie Katz has long set the example of giving back to Alpha Phi Omega. As I have volunteered alongside Brother Katz for more than 25 years, she has always been committed to our principles and wanted us to grow and thrive. Her challenge to the fall pledge class is one of welcoming others and making APO and our communities accessible to all.

As we had to have a Virtual Legislative Session last year, I am excited to be planning for our in-person Convention in Phoenix in December 2021. Phoenix, as well as the resort-style hotel, provides exciting opportunities for new and unique activities. This will be our first national gathering in three years, and I am going to be thrilled to see everyone. I hope that you can join us or look to support active members who will be joining us. Every brother should get to go to at least one National Convention. The memories and friendships leave a strong and lasting impact on all who attend.

This fall is one of optimism and excitement. The Fraternity is looking forward to seeing the progress our chapters will make in spreading APO throughout their campuses, and we are looking forward to rejoining as a national fraternity and celebrating how far the Fraternity has come this December in Phoenix.

In Leadership, Friendship and Service,

Robert M. Coop, P.E.
National President



NATIONAL OFFICE

1441 E. 104th Street
Kansas City, MO 64131
Telephone: 816-373-8667
Website: www.apo.org
Email: director.communications@apo.org

EDITOR-IN-CHIEF:
Robert J. London, CAE

WRITER/EDITOR:
Hannah Pinson

GRAPHIC DESIGNER:
Dana Allison-Hill

NATIONAL PRESIDENT
Robert M. Coop, P.E.
Westfield, IN

NATIONAL VICE PRESIDENT
Melody A. Martin
Grand Rapids, OH

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Kansas City, MO

TORCH & TREFOIL

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APO DATELINE

SEPTEMBER

09/06: Labor Day

NOVEMBER

11/7-13: National Service Week

11/10: Early bird deadline for National Convention registration

11/11: Veteran's Day

11/15: Fall charter reaffirmation due

11/15: Active Membership Dues (AMD) due

11/15: National Service Week Participation Reports due

11/15: Annual Chapter Evaluation due

11/25-26: National Office closed

Visit www.apo.org/calendar for a complete list of deadlines and events.

NATIONWIDE FRATERNITY NEWS

NOTES FROM THE JUNE BOARD MEETING

The following notes were taken at the Alpha Phi Omega Board of Directors meeting on June 19, 2021:

The Board adopted the consent agenda which included the approval of the minutes of the April 29, 2021, meeting.

STRATEGIC DISCUSSION

The Board approved the report on evaluating the Fraternity's Vision and Mission Statements, including the stakeholder engagement plans.

ACTION ITEMS

Budget

The Board approved the proposed budget for fiscal year 2022.

Approval of the 2021 Fall Pledge Class Namesake Honoree

The Board unanimously passed naming Brother Maggie Katz, Gamma Pi '81, as the 2021 Fall Pledge Class Namesake Honoree.

Recharter Approval

The Board approved the rechartering of Tau Beta Chapter at Appalachian State University.

Declaration of Inactive Chapters

On the recommendation of the appropriate regional chairs and the Membership Program Chair, and pursuant to Article IX, Section 7 of the National Bylaws, the President declared the following chapters' charters null and void:

- Kappa Rho, Seattle University, Region A-1
- Alpha Eta Kappa, California State University Stanislaus, Region A-2
- Alpha Theta Gamma, University of Colorado at Colorado Springs, Region C-1
- Delta Iota, Mercer University, Region J-3
- Alpha Theta Delta, University of South Florida St. Petersburg, Region K-2

- Omicron Nu, University of Puerto Rico/Rio Piedras, Region K-4
- Pi Omicron, Emory & Henry College, Region M-1
- Iota Xi, Edinboro University of Pennsylvania, Region O-1
- Alpha Delta Omega, Saint Vincent College, Region O-3
- Kappa Epsilon, Wagner College, Region P-4
- Iota Omega, SUNY The College at Brockport, Region Q-1
- Alpha Eta Mu, SUNY Canton, Region Q-3
- Alpha Chi, Massachusetts Institute of Technology, Region R-3

In-Person Conferences

The Board lifted the restrictions on in-person meetings, effective July 1, 2021, and meetings must follow the guidelines as presented by the regional chairs.

Convention Legislation

The Board approved tabling action on proposing changes to the National Convention on Article V, Sections V-1, V-6, V-10, VI-2 and VI-4 to the August Board meeting.

The Board approved proposing changes to Article IV, Section 7 as amended to the National Convention.

The Board approved proposing changes to Article VI, Section 5 to the National Convention.

BANC Grant Renaming

The Board approved renaming the BANC Grant Program to the Jamie Conover Stewart Chapter Growth Grants.

Centennial Celebration Plan

The Board approved the report as presented on the Centennial Celebration.

Convention Site Recommendations

The Board reviewed and accepted the report of the Convention Site Selection Committee for the 2023 and 2025 National Conventions.



Summer T&T Corrections

In the previous issue, there was a discrepancy between the end of fiscal year 2019 balance and the beginning of fiscal year 2020 balance. Both numbers should be \$2,421,385. Additionally, the end of year fund balance for 2020 should be \$2,258,535. We apologize for these errors.

WELCOME ALPHA THETA NU CHAPTER!

Alpha Theta Nu Chapter at Kettering University chartered on June 25, 2021, in a virtual ceremony with brothers of the chapter and leaders of the Fraternity present. The chapter has already hit the ground running, serving the community on and off campus through several service projects, welcoming new members and living by the Cardinal Principles. As a result, the chapter chartered with 35 new members who will pave the way for this new chapter and future generations of brothers. There is no doubt that through Kettering University and APO, members will be supported in their work to serve their community and grow as individuals in leadership!



Alpha Theta Nu Chapter at Kettering University

its students with a quality education within the STEM and business fields, but also a strong foundation based on leadership and service. With its population of approximately 2,221 students, Kettering University has rooted service into campus life through service projects including Service Saturdays, which allow students to serve the Flint community. Leaders at Kettering believe that “Kettering only succeeds fully if the city of Flint succeeds as well.” With such a strong focus on leadership and service, Kettering students already have a strong foundation in servant leadership that can blossom in APO.

As one of the country’s premier STEM institutions, Kettering University in Flint, Michigan, is not only providing

Congratulations Alpha Theta Nu Chapter, the Fraternity can’t wait to see the amazing things you will do in the future!

LEARNING FROM THE PAST AND LOOKING TO THE FUTURE

The past year has been one full of learning and growth opportunities as APO chapters and members used their creativity and resilience to keep the Fraternity going strong. As the world saw major changes in social interactions, virtual gatherings became the new normal in order to still bring people together safely. From virtual meetings to initiations and even the Virtual Legislative Session, APO saw its members come together in very challenging times to uphold the Cardinal Principles of Leadership, Friendship and Service.

The world is continuing to evolve every day, with some areas of the country slowly regaining the ability to return to in-person social interaction practices, and with this constant evolution, we must look to the future. In the coming months, members have a variety of ways to hold exciting new programs and make meaningful connections with brothers, prospective brothers and community members.



Zeta Gamma Chapter at Valparaiso University

With a new school year underway, there is much to look forward to like:

- Recruiting and welcoming new brothers into the Fraternity
- Learning opportunities virtually: for example, Launch and Discover On-Demand, as well as the possibility for some in-person APO LEADS courses in the spring (TBD!)
- Serving and continuing the tradition of National Service Week by helping the environment, with even more opportunities for outdoor or socially distant projects
- Gathering with our brothers and celebrating the Fraternity this December at the National Convention in Phoenix, Arizona (see page 5!)

Moving forward, it is important that this past year and a half be used as an opportunity to grow. Looking back at the many things we have learned, we can use them to better ourselves and grow in the future. The coming year will provide opportunities to both strengthen the bonds between brothers and reinvigorate our members’ love for APO and the support it provides for its members and the community. While this is an exciting new time, it can also be overwhelming. We thank all of our members, both collegiate and alum, that have supported APO through the challenges of the past year, and we hope that as all of us continue to work together, we can support our brothers so we can all navigate into a future where APO is even better and stronger than ever before.

MAKING MEMORIES



A recruitment event where a lifelong friendship started... A service project that forever instilled a sense of purpose and drive to serve others... A ceremony that moved and motivated a member to do more and be more... A conference that flickered a lightbulb and shaped a future leader... Each brother of Alpha Phi Omega creates memories at the milestones along their journey with our great organization.

Come together with your Alpha Phi Omega family to celebrate the past 96 years of memories and milestones at the 2021 National Convention, December 27-30, in Phoenix! Together, the brothers of APO will proudly celebrate all of the things that have brought us to where we are today, and learn and prepare for the work yet to be done to improve our communities.



And what better location than a beautiful resort surrounded by serene desert gardens, one-of-a-kind museums, award-winning dining and more! Learn, socialize (maybe in one of the five pools or the lazy river!), network and have fun at the exciting JW Marriott Phoenix Desert Ridge Resort & Spa, and enjoy Phoenix in the wintertime.

Not only will you be able to reminisce on your Fraternity memories while surrounded by your brothers, but you'll also get to make new memories with both old and new friends in the picturesque desert surroundings. A National Convention experience is without a doubt one of the best member experiences for those who have attended before. Don't miss your chance to experience APO on this scale!

This reunion of brotherhood will be a celebration of the many years of Leadership, Friendship and Service we've shared and all of the exciting new opportunities in the years to come. You won't want to miss this one-of-a-kind event.

COVID-19

No matter what, the health and safety of all of our members is, and always will be, our top priority. The Fraternity's leadership will continue to monitor CDC recommendations and the impact of COVID-19 in order to host a safe Convention experience for our attendees. As more information becomes available closer to December, the Fraternity will communicate with registrants and post on our website about the plans for this event.



AT EVERY MILESTONE

CHECK OUT ALL OF THE EXCITING THINGS TO DO AT THE 2021 NATIONAL CONVENTION

Throughout the four days of the 2021 National Convention, there will be events and activities to fuel your APO spirit, educate and challenge you as a servant leader, share your knowledge with others and expand your network with your fellow brothers! As more information about this schedule becomes finalized, it will be posted at www.apo.org/national-convention and will also be shared with registrants so they can stay up-to-date with all APO has to offer!

DECEMBER 27, 2021

- 8:00 am – 4:00 pm Registration
- 10:00 am – 1:00 pm APO LEADS
- 2:00 pm – 3:30 pm Learning Labs
- 4:00 pm – 5:30 pm Keynote Speaker & Kickoff
- 7:00 pm – 8:00 pm Region Meetings

DECEMBER 28, 2021

- 7:00 am – 8:00 am Delegate Breakfast
- 8:00 am Legislative Session
- 9:00 am – Noon Learning Labs
- 1:00 pm – 3:00 pm Learning Labs
- 5:30 pm – 6:30 pm Delegate Dinner
- 7:00 pm Open Night
- 10:00 pm – Midnight Fellowship Event

DECEMBER 29, 2021

- 8:00 am – 9:00 am Breakfast
- 8:30 am – 9:30 am Region Meetings
- 9:30 am Legislative Session
- 1:00 pm – 4:00 pm Region Games
- 5:00 pm – 7:00 pm Alumni Event and Reception
- 7:00 pm – 8:00 pm General Receptions
- 10:00 pm – Midnight Fellowship Event

DECEMBER 30, 2021

- 8:00 am – 9:30 am Breakfast
- 10:00 am – 11:00 am Region Meetings
- 1:00 pm – 4:00 pm Learning Labs
- 4:30 pm – 5:30 pm Board of Directors Meeting
- 5:30 pm – 7:00 pm VIP Reception
- 7:00 pm – 10:00 pm Celebration Banquet
- 10:00 pm – Midnight Entertainment

REGISTRATION & PRICING

Early bird registration is available until 5 p.m. CST on November 10! Reserve your spot TODAY by visiting [https://bit.ly/3y4rGsA!](https://bit.ly/3y4rGsA)

Note: Hotel reservations are not included in the registration cost and must be made separately by visiting <https://book.passkey.com/go/2ef1e227>. Room rates are \$120 per night which INCLUDES the resort fee so that in their free time, our members can enjoy all the JW Marriot Phoenix Desert Ridge Resort & Spa has to offer!

	CONVENTION REGISTRATION	WITH BREAKFAST
Student Voting Delegate	\$185.00	\$210.00
Student Non-Voting Delegate	\$200.00	\$225.00
Alumni - Society LM	\$240.00	\$265.00
Alumni	\$260.00	\$285.00
ADDITIONAL REGISTRATION OPTIONS		
Child Guest (under 12)		\$45
Adult Non-Member Guest		\$55
Alumni Reception		TBD
Banquet Only (Alumni Only)		\$55

CULTIVATING COMMUNITY THROUGH DIVERSITY, EQUITY AND INCLUSION

“Diversity is having a seat at the table. Inclusion is having a voice.
And belonging is having that voice be heard.” – Liz Fosslein

Since the 1970s, Alpha Phi Omega has taken steps to strive to be an inclusive place for all to join and serve. Unlike the organization at the time of our founding, we are an organization that is stronger because of our open membership, willingness to support diverse leaders from different backgrounds and ability to welcome members to service via our collegiate campuses.

Although the Fraternity has worked hard over the years to offset inequity and encourage inclusivity, the systemic racism and sexism in higher education and in society as a whole has not left APO unaffected. With the effects of these structures weighing heavily on Alpha Phi Omega, we need to work harder to make the Fraternity a place where all brothers feel welcomed, seen and fully included.

Changing global dynamics prompted the realization that APO had not yet become an inclusive and equitable organization at all levels. In truth, our brothers of marginalized groups, especially if they are initiates of a chapter at an Historically Black College and University (HBCU) or a chapter that is predominately members of color at a Predominately White Institution (PWI), very often do not feel included nor seen beyond their local chapter.

As one of the world’s largest Greek-letter organizations, Alpha Phi Omega must do more to better educate and empower college students, our volunteers and our leaders to be stronger, more inclusive community leaders who set the example for others to pursue. Our membership must set forth together to seek equity and further inclusivity for all on our campuses and in our communities to ensure a better, more peaceful world stripped of racism, sexism and inequality.

Alpha Phi Omega will strive to do the work to create an equitable future for all.

WHAT’S BEEN DONE

The Board elevated the Diversity, Equity and Inclusion (DEI) Task Force to a program area equivalent with Leadership, Service, Membership and Extension with the goal of facilitating continuous collaboration with the existing programs and ensure their work aligns with and encourages equitable practices. Once established, the DEI Program Committee was charged with facilitating access to diversity resources, leading and fostering collaborations that substantively increase inclusivity in the Fraternity and advocating for chapters as needed. Additionally, the Board established a task force to review extension on HBCUs’ campuses with a charge of developing a plan to increase APO’s presence, members and chapters. Once these two work groups became organized, they set out their work and made reports to the Board this past spring and summer.

From their work, the Board has adopted the following commitment to diversity, equity and inclusion upon which to base all future work: Alpha Phi Omega is committed to cultivating a community where we welcome, celebrate and respect everyone.

While a statement is fine, action is better.

“Institutional change requires institutional action. The committee began our work from the foundational acknowledgment that systemic sexism and racism exist in Alpha Phi Omega within our practices, processes, culture and structure. We have the responsibility to take the intentional actions necessary to address these historical inequities,” said DEI Chair Candice Solomon-Strutz, Alpha Alpha ‘01.

In order to work based on feedback from our members rather than assumptions, the Fraternity launched two surveys this past spring at the request of the DEI Program and HBCU Task Force. The first survey sought

to better understand the relationship between APO and HBCU chapters and extension groups. The information provided will help the HBCU Task Force supplement recommendations the task force has come up with that will go before the Board of Directors. The second was the Chapter Climate Survey, which will now be an annual survey of our student membership that lets us know how accepted members feel within their chapter, section, region and the national organization.

WHAT'S TO COME

With this data and our members' feedback, the Fraternity is working to create educational materials and policies that support an equitable organization for all members.

The principles of diversity, equity and inclusion must be present in all facets of our organization – inclusive of policies, programs, leadership appointments and committee makeup.

Over the next year, the DEI Program Committee will work with all of our other programs to review practices and procedures

through the lens of diversity, equity and inclusion. Both the DEI Program and the HBCU Task Force are actively working with the other eight national program committees to review membership and extension policies as they relate to DEI and helping these committees evaluate and adjust the programming offered to support a more equitable APO. This work will continue into the fall of 2021 and spring of 2022.

In addition to our own efforts, the Fraternity recently partnered with The Professional Fraternity Association in the PFA Diversity, Equity and Inclusion Initiative. This initiative is a multi-phase program that invites members of

professional fraternities and sororities of all industries and fields across the nation to affect positive change within our chapters, communities and professions. The first of the three DEI initiatives launches this fall on www.apo.org and the APO Mobile Resource App for members. Phase I consists of Exploring Unconscious/Implicit Bias through the Harvard Implicit Bias Assessments. In this phase, we ask our members to start with themselves on this journey to create more equitable and inclusive communities.

In order to make this information easily accessed by our members, a new area has been added to www.apo.org that is dedicated to diversity, equity and inclusion.

This page features a glossary of terms developed by the

DEI Committee, the PFA Exploring Unconscious/Implicit Bias Course and materials, recommended reading and more. As the Fraternity continues to develop resources and support for improving APO through the lens of equity, this page will grow.

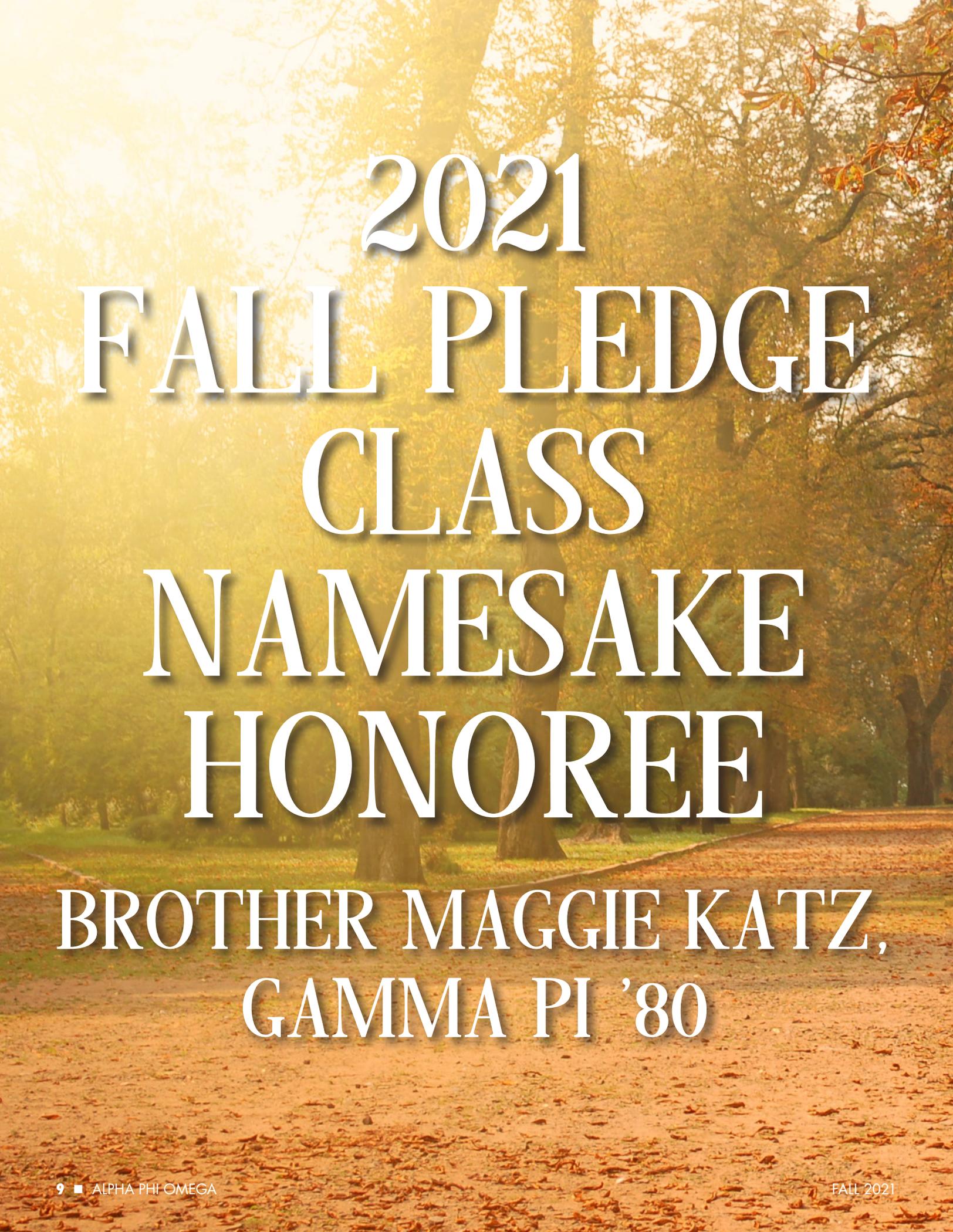


The voices of ALL of our members and

future members matter. It is essential that the Fraternity continues to work daily to improve the climate of APO and the communities we serve. It is essential that, as brothers and participating citizens, we continue to learn more and do more to create positive change that drives out hate and racism and improves the world.

Our commitment to cultivating a community where we welcome, celebrate and respect everyone is a journey, and a worthwhile one.

To stay up to date with our commitment to DEI, please visit www.apo.org/DEI ■



2021
FALL PLEDGE
CLASS
NAMESAKE
HONOREE
BROTHER MAGGIE KATZ,
GAMMA PI '80



LEADERSHIP



FRIENDSHIP



SERVICE

Being named as the Fall Pledge Class Namesake Honoree is all about exemplifying the Cardinal Principles of Leadership, Friendship and Service. Brother Maggie Katz, Gamma Pi '80, has epitomized these principles through her leadership and mentorship roles both outside and inside the Fraternity. "Every time I work with brothers, I see and feel the Cardinal Principles," said Brother Katz.

Maggie's APO experience all started with her interest in service and her connection with another Greek organization. In her freshman year of college at the University of Michigan Ann Arbor, she pledged a social sorority, Alpha Gamma Delta. Her chapter had certain requirements that were to be completed before initiation, one of which included service hours. One of her fellow Alpha Gamma Delta pledges, who was also a member of the APO Gamma Pi Chapter on campus, suggested she and Maggie volunteer at a blood drive to complete their service hours. After serving at the blood drive with the APO brothers, Maggie pledged APO as well.

Brother Katz leaned in fully during her time in the chapter. She participated in service projects — her favorite of which was a Special Olympics event; developed meaningful, lifelong friendships; and served as the chapter's pledge or new member educator. Maggie looked back at the educator role fondly, though she laughed that it was an appointed role, and that she "lost every election [she] participated in as an active." The only election she formally recalls winning was when she "[ran] for chapter mascot, not a real position, and won it, beating out a brother's car [for the position]."

The bonds of brotherhood Brother Katz made in college have stuck with her and have had a profound impact on her life in the years since her time as an active. "I am still in contact with many brothers from my days in college, [and] most of my best friends in life are people I know through the Fraternity." These friendships and her involvement in APO "help provide balance to [her] life." Another thing that APO has provided an avenue for is her never-ending commitment to service.

"I have always liked Muhammad Ali's quote, 'Service to others is the rent you pay for your room here on Earth,'" said Brother Katz. "I had a career to pay my mortgage, but Alpha Phi Omega is my primary vehicle for paying my rent."

Her strong passion for service continues into her professional life as well. For more than 30 years, she worked as a professional fundraiser for nonprofit organizations. During this time, she worked as both a front-line fundraiser and as a support for the fundraising programs at these organizations.



“I have had employers tell me that I was hired, in part, because I demonstrated a commitment to philanthropy. APO was always cited as the primary example,” Maggie said. “I learned many skills [in APO] — goal setting, project management, conflict resolution, motivation, meeting management and more — that I used in my jobs.”

Throughout her years as an alum, Brother Katz has remained deeply involved in APO and has dedicated her time, talent and treasure to the Fraternity through myriad roles. She has served as a sectional representative for Gamma Pi Chapter (1984-1986), Section 54 Treasurer (1986-1989), Section 54 Chair (1989-1994) and Region VI Director (1994-1998). She also continues to nurture a strong relationship with her initiating chapter, Gamma Pi Chapter at the University of Michigan Ann Arbor, as their chapter community advisor (2003-2015) and chapter advisory chair (2012-present).

“I HAVE ALWAYS LIKED MUHAMMAD ALI’S QUOTE, ‘SERVICE TO OTHERS IS THE RENT YOU PAY FOR YOUR ROOM HERE ON EARTH.’ I HAD A CAREER TO PAY MY MORTGAGE, BUT ALPHA PHI OMEGA IS MY PRIMARY VEHICLE FOR PAYING MY RENT.”

“I love interacting with college students and volunteers, helping them reach their potential,” said Brother Katz. “Teaching them allows me to expand my horizons. I definitely learn more from them than I could possibly impart.”

On the national level, Maggie has most notably served as the National President from 2006-2010, the first female to hold this prestigious title. Additionally, she has served as the National Membership and Extension Program Director (1997-2002), a member of the Board of Directors (1994-2016) and National Vice President (2002-2006).

The Fraternity has recognized her involvement and service through many accolades and awards. At the 2016 National Convention, the Fraternity awarded Brother Katz APO’s highest award, the National Distinguished Service Key. Additionally, she has been awarded DSKs from Gamma Pi Chapter, Section 54 and Region VI. She has been honored as the Spring Pledge Class Namesake Honoree for several chapters, including

Gamma Phi Chapter at Western Michigan University, Alpha Gamma Chapter at Purdue University, Alpha Zeta Chapter at the University of Kentucky and Delta Sigma Chapter at the University of Connecticut.

Maggie is ever-mindful that she must continue to earn the honors with which she has been recognized and not become complacent in her work as a brother of Alpha Phi Omega. She recalls when Past National President Earle M. Herbert was awarded the National DSK and stopped wearing his service pin, replacing it once again for his pledge pin. His reasoning was that he needed to earn the award bestowed upon him. This sentiment stays with Maggie and she follows his example by always wearing her past president pin, knowing that she must continue to work for the honors, titles and accolades the members of APO have bestowed upon her with faith and trust.

Her dedication to service has made meaningful impacts not only on Alpha Phi Omega, but also on the many other organizations she has dutifully served. Outside of APO, she has served as the chair of the Michigan Raiser’s Edge User Group (1997-2000), chair of the Greater Detroit Chapter of the Association of Fundraising Professionals’ Grantseekers Network (2000-2005) and chair of the Professional Advancement Day (2007), secretary for the Community Scholarship Initiative (2007-2012), executive director and vice president of the Ronald L. Katz Family Foundation (2003-present) and advisor to the Alpha Beta Chapter of Alpha Gamma Delta Women’s Fraternity at the University of Michigan (2015-present).

Through all of her volunteer, professional and personal experiences, whether they are APO-related or not, Maggie keeps the Cardinal Principles in mind and lives the life of an APO brother day in and day out.

“The principles are so ingrained in me, I could not separate myself from them if I tried,” Brother Katz said. “I get a great sense of satisfaction from being of service, whether it is helping a friend, donating to a good cause or using my professional expertise to assist a worthy organization.”

With her dedication to the Cardinal Principles and to the Fraternity comes a passion for making the Fraternity as accessible and welcoming as possible. Brother Katz hopes that all students have the same access to an APO experience that she had, and she challenges this year’s pledge or new member class to join her in working towards this goal.

“More than 40 years later, pledging Alpha Phi Omega remains one of the best things I have done in my life,” said Brother Katz. “I heartily believe that everyone should have access to opportunities in life, so I want everyone to have the chance to be part of APO and get the same skills, friends, growth and fun that I have and continue to have every day.”

A CHALLENGE TO THE FALL PLEDGES AND NEW MEMBERS

Written by Brother Maggie Katz

My challenge stems from the belief that we are better together. We can all do service as individuals, and many do. By joining APO, we have chosen a more communal involvement that takes advantage of synergy. Together, we can do so much more than we can do alone. In short, we are better together, and the change starts with each one of us. By putting our energies and skills together, we make a whole that is greater than the sum of its parts. That is the beauty of APO. And, the more people we have, the more energy and skills we have so the whole is that much greater.

Narrowing things down, I am committed to focusing my efforts on three areas: accessibility, racial justice, and gender and sexuality. Each is personal and important to me. I hope everyone can find something personal and important to them, the chapter and their pledge or new member class.

Accessibility: From ensuring our meetings and projects are physically accessible to addressing mental health issues, we need to take the needs of people with disabilities into account. Some things, like being deaf or blind, are generally more outwardly recognizable. Others, like anxiety, chronic pain or eating disorders, are not. This is personal for me as I was diagnosed with multiple sclerosis in 2018. My primary symptom is fatigue, so I need to rest more often than used to be the case and need access to places to sit. I can no longer participate in labor-intensive service. Whether it is obvious or not, we should make sure there are no barriers to participation for anyone.

Sample projects related to accessibility:

- Build a wheelchair ramp and/or benches on campus or in the community.
- Ensure the chapter's online presence is e-reader friendly for people who are visually impaired.
- Help remove the stigma attached to mental health issues and increase awareness of resources with a marketing campaign.
- Participate in Special Olympics training or competitions.
- Raise money for autism awareness.
- Volunteer for groups like the National Multiple Sclerosis Society.
- Sponsor speakers on campus or in the community on accessibility issues.

Racial Justice: This has been a grave concern since the founding of America. My priority is to help ensure that everyone has access to opportunities regardless of race, ethnicity, national origin, etc. I am well aware of my privilege and hope to use it to move the needle on this critical issue. As someone who is virtually always in the majority, I welcome any opportunity to gain perspective and learn how better to benefit underserved communities, individually and for the Fraternity. I want to go beyond my participation in Black Lives Matter protests. Too often, people make assumptions about those around them based on skin color, accents or other such factors. While how you grow up certainly impacts who you are, it does not define you. People should be judged based on who they are, which can only be assessed after getting to know them. We cannot use stereotypes, unintentional biases or even prior experiences to think we know someone based on external factors. Get to know people personally, giving them the same benefit of the doubt that you want given to you. This needs to happen societally, but starts with each of us as individuals.

Sample projects related to racial justice:

- Register voters and help make it easier to cast votes (you cannot make a difference if you cannot participate).
- Tutor students at schools with large populations of color or limited resources.
- Volunteer for an organization serving at-risk youth like Big Brothers Big Sisters.
- Raise money for scholarships for underserved populations.
- Partner with groups supporting communities of color like National Alliance for Hispanic Health or Asian Pacific Islander American Health Forum.
- Reach out to APO chapters at Historically Black Colleges and Universities (HBCUs).
- Sponsor dialogues designed to increase understanding of social justice issues.

Gender and Sexuality: While this has always been a relevant issue, awareness came slowly for many of us. Growing up, it never occurred to me that there were more than two genders. Now I know better. Who you love or how you define your gender is a personal matter and should certainly not be used as a basis to discriminate. This has

long been an essential issue to me. My niece coming out as a lesbian made it more personal. Interesting that her sister never felt the need to tell me she was heterosexual. This, among many other things, needs to change.

Sample projects related to gender and sexuality:

- Register voters and help make it easier to cast votes (help ensure those making decisions about your life share your priorities).
- Support suicide prevention groups for the LGBTQ+ community like the Trevor Project.
- Work with campus and community resources to provide education on transgender issues and how to be an effective ally.
- Promote Pride Month activities.
- Work with LGBTQ+ experts to develop and share written materials on LGBTQ+ issues relevant to your campus and community.
- Partner with organizations like GLSEN and PFLAG.
- Sponsor, support or promote attendance at a symposium on LGBTQ+ issues.

The sample projects are just that, some ideas to prime the pump. Please look at your campus and community to determine what is needed. Then, address that need. That is what APO is best at doing. And be creative.

For example, we know that food insecurity disproportionately impacts communities of color. So, consider supporting food banks in such areas. While not what many would consider a racial justice project, there cannot be education or bettering of circumstances — and therefore, true social justice — without sufficient resources like food and heat.

Review your campus policies related to diversity, equity and inclusion. Know your environment. If you are happy with what you see, great. If not, advocate for the changes

you want. This is your world, do not leave it to others. Take responsibility for creating the kind of world in which you want to live.

But before you do anything else, please look inward and be sure that you, individually and as an organization, are creating the kind of environment that promotes diversity, equity and inclusion. Does your chapter represent the diversity of your campus? Does your chapter truly welcome everyone? Do your recruitment efforts actively seek diversity? Are you ensuring that everyone in the chapter and in organizations that you serve is respected? That is my challenge to myself and to you.

Alpha Phi Omega was founded on lofty goals. We have had a relatively diverse population of members from the beginning. However, presence does not equal inclusion. I believe that we can and must do more. We need to commit to doing better now. We are Better Together: The Change Starts with Me. ■





CHAPTER NOTES

See what great Leadership, Friendship and Service projects chapters have showcased to inspire others through Instagram.

REGION A



Mu Zeta Chapter at San Francisco State University

@sfsuapo Congratulations to the Jessica Yip pledge class. Welcome to the brotherhood.

REGION B



Psi Chapter at the University of California at Santa Barbara

@ucsbapo Congratulations to our newly initiated class! It was incredible to see you all grow into amazing leaders during the pledging process and learn all about our guiding principles.

REGION C



Pi Chapter at Kansas State University

@apo_pi_chapter With summer in full swing, Pi Chapter wants to remind everyone of the amazing brotherhood we share, even if we aren't all together right now! Fall of 2021 will be here before we know it!

REGION D



Beta Sigma Chapter at Texas Tech University

@ttuapo This weekend we had our highway clean up! We got to clean up our beautiful Lubbock and the world thanked us by giving us the most perfect weather!

REGION E



Omicron Mu Chapter at Carthage College

@alphaphiomega_carthage The beach on campus is looking a little cleaner thanks to our brothers.

REGION F



Eta Epsilon Chapter at Millikin University

@millikinapo We are excited to announce that the pledge class of spring 2021 has been activated! We're so happy to have more friends we can call brothers and more people to promote our values.

REGION G



Lambda Phi Chapter at Eastern Michigan University

@apo.emu E-board had some fun last Saturday picking strawberries and stopping at a local ice cream shop for some sweet treats! We even met some furry friends along the way!

REGION H



Mu Chapter at Indiana University

@apo.mu A couple weeks ago brothers participated in the first Saturday of the month Weed Wrangle to help get rid of invasive species for Bloomington Parks and Rec!

REGION I



Iota Alpha Chapter at the University of Tennessee at Knoxville

@apo_utm We would like to thank the people of Living Lands and Waters and Tennessee Citizens for Wilderness Planning! We had a great time getting to clean up our environment!



REGION J



Alpha Eta Zeta Chapter at Clayton State University
 @apo_ahz2012 Another great collaboration with 3D Girls, Inc. We packed up toiletries such as tissues, paper towel, soap, sanitary napkins, etc. and went door to door passing out the goodie bags in the community.

REGION K



Alpha Delta Lambda Chapter at Florida Atlantic University
 @apo_adl The Alpha Delta Lambda Chapter of Alpha Phi Omega would like to present to you our Spring 21 line. We are super proud of the both of you and can't wait to see what you all do in the chapter.

REGION L



Rho Chapter at the University of North Carolina at Chapel Hill
 @uncalphaphiomega Some of our sibs have been celebrating Earth Day early through our work with Habitat for Humanity and cleaning up Jordan Lake!

REGION M



Zeta Beta Chapter at Virginia Polytechnic Institute & State University
 @vt_apo Shout out to these brothers for shaving their heads to raise money for the St. Baldricks Foundation!

REGION N



Alpha Alpha Delta Chapter at Salisbury University
 @apo_salisbury Today some of our members & friends helped in jumpstarting the "Wicomico County Clean Up Initiative." Great job everyone!

REGION O



Nu Delta Chapter at Lebanon Valley College
 @apo.lvc Congratulations to our new brothers!

REGION P



Zeta Sigma Chapter at the University of Delaware
 @apootud We're beyond proud that our school was able to raise over 1.5 MILLION dollars for the kids!

REGION Q



Phi Chapter at Syracuse University
 @apocuse Virtual Relay for Life was so much fun! APO always brings the spirit to Syracuse Relay every year. Can't wait for the day we can do Relay in person again.

REGION R



Alpha Zeta Beta Chapter at the University of Hartford
 @apo_azb Since it was such a beautiful day today, some of our brothers participated in our "Trash pickup" event where we picked up pieces of trash at Elizabeth Park!

JOHN MACK Scholarship

The John Mack Scholarship was established in 1997 in honor of Brother John Mack, Alpha Eta '40, the majority benefactor of this program, because he wanted to give back to the Fraternity in his retirement years.

This scholarship is awarded to members of Alpha Phi Omega who exhibit leadership and participate in extracurricular activities to benefit charitable or humanitarian organizations in need. Recipients of the scholarship receive funding to put toward their educational expenses at their current college or university. We congratulate all of the 2021 recipients of the John Mack Scholarship and thank them for their diligent service in APO and beyond!



TOTAL FUNDS AWARDED IN 2021

\$60,000

2021 RECIPIENTS

46

35

\$1,000 Awards

5

\$1,500 Awards

5

\$2,500 Awards

1

\$5,000 Award

My ultimate career goal is to be a researcher in the realm of neuroscience, within the subfield of neurodegenerative diseases. Between the variety of different experiences that I have had with people affected by these diseases, I have been fueled [by] a desire to help improve the lives of these people through researching for treatments and cures for them.... This scholarship will help support me in my final year of college and help set me up for success in my graduate studies.... As I embark on the rest of my college career and into the world of research, I will always be immensely proud of my time in Alpha Phi Omega, and I will always be sure to embody the principles of Leadership, Friendship and Service.

– Ellen Frahm, Tau Mu '21, 2021 Recipient of John Mack Scholarship

Visit www.apo.org/about-us/our-story/john-mack-recipients/ for a complete list of this year's recipients!

Yes! I will support APO's Torchbearer Fund!

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Fall 2021

(Please select one):

- Monthly on the 1st Monthly on the 15th
- Quarterly on the 1st Semi-Monthly on the 1st & 15th

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- Electronic Funds Transfer (EFT)** I have enclosed a voided check and authorize my gift to be transferred from this bank account.

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(Please fill out the credit card box at the left.)

I authorize a gift amount of \$ _____ per pay period specified above to begin on _____ (date). I understand that I can SUSPEND my preauthorized giving at any time simply by notifying APO's National Office.

Signature _____ Date _____

Save the stamp! You can also donate online by visiting www.apo.org/give.

Torchbearer status is recognized for total gifts between August 1st and July 31st at the following levels:

\$5,000+ Diamond Founder's Circle • \$2,500+ Gold Founder's Circle • \$1,000+ Silver Founder's Circle • \$500+ Diamond Torchbearer
\$250+ Gold Torchbearer • \$150+ Silver Torchbearer • \$75+ Torchbearer

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THANK YOU!

As we begin our new fiscal year, we want to thank all of our donors who made continuing the work of APO possible in the last fiscal year. Your support and contributions are deeply appreciated, and the Fraternity is lucky to have so many dedicated service-minded leaders like you.

HOW TO GIVE



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Visit us at www.apo.org/give



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Yes, I am interested in receiving email updates from the Fraternity.

Fall 2021

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Kansas City, MO 64131

Follow APO online for the latest news!



DON'T MISS OUT ON THE EXCLUSIVE EARLY BIRD DISCOUNT RATE FOR THE 2021 NATIONAL CONVENTION!

REGISTER BY 5 P.M. CST ON NOVEMBER 10, 2021, TO CLAIM YOUR DISCOUNT

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	CONVENTION REGISTRATION	WITH BREAKFAST
Student Voting Delegate	\$185	\$210
Student Non-Voting Delegate	\$200	\$225
Alumni - Society LM	\$240	\$265
Alumni	\$260	\$285

ADDITIONAL REGISTRATION OPTIONS

Child Guest (under 12)	\$45
Adult Non-Member Guest	\$55
Alumni Reception	TBD
Banquet Only (Alumni Only)	\$55

VISIT WWW.APO.ORG/NATIONAL-CONVENTION TO REGISTER