

# TORCH & TREFOIL

SUMMER 2022

*Celebrating 90 years of*

## **EXECUTIVE LEADERSHIP**

*and Transformative Change*

**INSIDE:**

**EXECUTIVE LEADERSHIP  
BOB LONDON, FASAE, CAE**

**MISSION AND VISION  
REIMAGINED**

**FISCAL YEAR  
IN REVIEW**

THE QUARTERLY PUBLICATION OF





Brothers,

Welcome to summer, a time of rest and relaxation mixed with transitions and growth from old to new. Summer celebrates adventure, trying new things and reconnecting with old friends. I love this season but everything seems to move so quickly. My family's summer is filled with ball games, camps, picnics, ice cream and amusement parks. We travel and spend time with friends and family that we don't get to see during the rest of the year. Sometimes it is exhausting and I wouldn't have it any other way. Summer allows me to rest, rejuvenate and get excited about the future.

The world is changing fast, and many days it feels like a roller coaster ride that has no end. The building anticipation, exhilaration, uncertainty, fear and joy followed by twists and turns and the occasional sinking feeling in your stomach. All to end with cheers (or a sigh of relief) and the thought of doing it all over again. We are on a journey with positives and negatives racing one after the next. There are ups and downs and excitement along the way. Some days I wonder if I am going to survive the emotional ride, and then I remind myself that the journey is what I should be focusing on and not the end of the ride.

Alpha Phi Omega's history has similarly been filled with vast amounts of emotions and changes. The chaos of our current world is a spotlight on the needs our founders addressed almost one hundred years ago – the need for purposeful Leadership, Friendship and Service to make the world a better place. Our organization is changing and evolving to meet the needs of our communities today and in the future. Our direction is guided by the vision, mission and Cardinal Principles. It is exciting to see where we have been and proud to see how we will use our collective experiences to move forward through the twists and turns of life.

This summer's APO Leader's Summit provides us with a unique opportunity to have conversations and dialogue with students, alumni and volunteers at all levels of the organization about our how we continue to grow as an organization, and how we support the communities that our members serve. The Board of Directors and Fraternity leaders will tackle the questions of what is ahead for Alpha Phi Omega.

I challenge all members to use this season to rest, reflect and be rejuvenated about Alpha Phi Omega and what the future holds. Consider how you will take on the needs of the communities you are in and serve those around you to improve their journey. Can you be a leader, be a friend and be of service to others so that together we can work to change the world we live in? Absolutely. Alpha Phi Omega members make this roller coaster of a world we live in an exciting adventure. I am so glad to be along on the ride with you.

In Leadership, Friendship and Service,

Melody A. Martin, National President



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# TORCH & TREFOIL

SUMMER 2022 • VOLUME 98 • NUMBER 2

## COVER STORY



**6 Executive Leadership**  
A deep dive to celebrate Executive Director Bob London, FASAE, CAE, being named an ASAE Fellow and the predecessors who helped pave the way for outstanding executive leadership of Alpha Phi Omega.

## FEATURES



**12 Mission and Vision Reimagined**  
We have worked hard to rework our mission and vision to better align with today's world. See how we got here.

**14 Fiscal Year in Review**  
An overview of Alpha Phi Omega's financial summary for Fiscal Year 2020-2021.

## DEPARTMENTS

**4 Torch Talk**  
Board meeting minutes, member and chapter achievements and other updates regarding Fraternity operations and events.

**16 Chapter Notes**  
Chapters share social media posts that showcase Leadership, Friendship and Service.

## APO DATELINE

### JULY

**7/14-16:** Leader's Summit – Phoenix, AZ

**7/31:** End of Fiscal Year

**7/31:** Chapter/Pledge Program of Excellence Application Deadline

**7/31:** Chapter Assessment and Planning Session Form Due

**7/31:** Annual Chapter Evaluation Due

**7/31:** H. Roe Bartle Award Application Deadline

### AUGUST

**8/1:** Beginning of Fiscal Year

Visit [www.apo.org/calendar](http://www.apo.org/calendar) for a complete list of deadlines and events.

## DIGITAL ONLY ISSUE

In an effort to save on costs while being good stewards with existing funds, this issue of the *Torch & Trefoil* is available digitally, and no printed copies will be distributed. This issue, as well as all previous issues of the *Torch & Trefoil*, is available at [www.apoarchive.org](http://www.apoarchive.org).

# NATIONWIDE FRATERNITY NEWS

## NOTES FROM THE APRIL BOARD MEETING

The following recaps are from the Alpha Phi Omega Board of Directors meeting on April 30, 2022:

The Board approved the agenda and adopted a consent agenda which included:

- The approval of the minutes of the February 17, 2022, meeting.
- Declaration of Omega Gamma Chapter at Angelo State University and Alpha Gamma Sigma Chapter at New Jersey City University charters' null and void.
- Presidential Appointments:
  - o Membership Chair  
*Brandon Douglas, Alpha Gamma Lambda '11*
  - o Diversity, Equity and Inclusion Chair  
*James Sims, Jr., Zeta Phi '09*
  - o Fall Pledge Class Namesake Honoree Committee  
*Jéri Ogden, Zeta Phi '07*  
*Paul Galuskin, Alpha Gamma Mu '06*  
*Kent Lee, Rho Pi '05*  
*Matt Cross, Psi Omega '95*  
*Kim Francis, Alpha Rho '87*  
*Ava Raddatz, Delta Kappa '15*
  - o Centennial Planning Committee Chair  
*Rick Bragga, Epsilon Pi '66*

### STRATEGIC DISCUSSION

The Board approved adopting a new mission and vision statement.

### ACTION ITEMS

The Board approved the rechartering of Eta Eta Chapter at Arizona State University.

The Board approved recognizing the Diversity, Equity and Inclusion Committee and the Membership Committee with the Board of Director's Volunteer of the Year Award for their efforts in moving the Fraternity forward over the past year.

The Board approved hiring Hartsook to conduct a Capital Campaign feasibility study.

The Board approved updating the Fraternity's Operations and Policy Manual, Category V, Sub-Category 1, Policy VI. Underground Activities.

### DISCUSSION AND INFORMATION ITEMS

#### **Membership Updates**

Brother Robinson provided an update on the semester's membership numbers.

#### **President's Updates**

President Martin provided an update on the APO Endowment meeting, online learning platform, member engagement tracking, work being conducted with the Operations Council members, spring conferences and regional fall conferences.

#### **Leader's Summit**

Brother London provided an update on the APO Leader's Summit which takes place July 14-16, 2022, in Phoenix, Arizona.

#### **Finance and Insurance Updates**

Brother London discussed the Fraternity's current cash flow, a progress update on the budget preparation for next fiscal year and the annual insurance renewal.

#### **Program Updates**

President Martin provided a program committee update, including an overview of the process for appointing and/or re-appointing program chairs.

#### **Regional Chair Updates**

Vice President Smith updated the Board on the work being done with regional chairs including goal setting.

# IN MEMORIAM

## LEAVING BEHIND A LEGACY PAST NATIONAL PRESIDENT LORIN A. JURVIS



It is with great sadness and profound respect that Alpha Phi Omega recognizes the passing of Past National President Lorin A. Jurvis. Brother Jurvis passed away April 16, 2022, at the age of 87.

Brother Jurvis pledged Delta Nu Chapter at Yale University in 1953. He went on to serve as chapter president. Upon graduation, he continued

his involvement with APO and eventually served as sectional chair, Region III Director, and National Vice President before being elected National President by the 1978 National Convention.

During his term as National President, Brother Jurvis strengthened the Fraternity's relationships with Scouting and college administrators. He provided increased awareness of the Fraternity through a strong public relations program and developed a solid administration through the National Board of Directors.

His care for the Fraternity was exhibited in his leadership and continued volunteerism, even after completing his term as National President. He continued his involvement through services as a Trustee to the Alpha Phi Omega Endowment from 1987 to 1998. In addition to his time and talent, Brother Jurvis gave back to APO as a donor.

He was a Diamond Torchbearer, a member of the Society of Life Members and a contributor to the Leader's in Service Campaign.

Brother Jurvis was recognized for his contributions by the Fraternity as a recipient of some of APO's highest designations. In 1976 he was named a National Distinguished Service Award recipient, the highest award recognition in APO. In 1990, he was named the Fall Pledge Class Namesake Honoree and in 2004 he was awarded the Herbert G. Horton Service to Youth Award.

Professionally, he devoted 28 years in service to his nation as an Army officer at the United States Information Agency, and finally with the U.S. Department of State. In his last position as Associate Comptroller for Budget and Planning, he managed the budget process for the conduct of U.S. foreign affairs. After retiring from State, Brother Jurvis served as a consultant for various private and governmental agencies.

In addition to Alpha Phi Omega, Brother Jurvis was a member of the National Flag Foundation, American Legion, Military Order of World Wars and Knights of Columbus. In January 1988, he became President of Patriotic Education Incorporated, a non-profit national volunteer membership organization that publishes books and designs programs to develop constructive citizenship through education. He held the position for over ten years.

Brother Jurvis led a life of service to others and his impact will be felt for decades to come. Rest easy, brother.

### Program Chairs

**Congratulations to our newly appointed program chairs!**

**Advisor Development and Engagement Chair**  
Teresa Dinh, Kappa Sigma '16

**Alumni Relations Chair**  
Conner L. Brandford, Zeta Lambda '15

**Diversity, Equity and Inclusion Chair**  
James E. Sims, Zeta Phi '09

**Extension Chair**  
Melissa A. Donndelinger, Nu Pi '03

**International Relations Chair**  
Daniel Tilkin, Kappa '96

**Leadership Development Chair**  
Matthew C. Rom, PhD, Delta Beta '04

**Membership Chair**  
Brandon Douglas, Alpha Gamma Lambda '11



*Celebrating 90 years of*  
**EXECUTIVE LEADERSHIP**  
*and Transformative Change*

**A**lpha Phi Omega has been changing the lives of students and creating positive change in the world since its founding in 1925. From a single chapter on the Lafayette College campus, to more than 525,000 members spanning the United States and Canada, the history of Alpha Phi Omega has been one of growth and perseverance.

An organization does not happen upon 100 years. This century achievement is a result of hard work, resilience, flexibility and keen business decisions that steady the course when change creates challenges. For Alpha Phi Omega, which will celebrate 100 years in December of 2025, one decision made to professionalize the business side of a rapidly growing collegiate organization both paved the way for stability and success and created future association leaders who would impact Alpha Phi Omega and the nonprofit association management sector.

After Alpha Phi Omega's founding at Lafayette College, it became apparent to the brothers of APO and the leaders who support the Fraternity, that the future of the organization they helped build looked bright. With that, Sidney B. North was hired as National Executive Secretary, the first paid professional staff member for APO. He was hand selected by then National President H. Roe Bartle to lead the professional side of the Fraternity.

**“Bartle and the Board made a prudent choice in North. Not only did he help Bartle establish the 91 chapters of the Chief’s reign as President but stayed on in the position for almost 15 years after Bartle retired.” - Alpha Phi Omega National Service Fraternity 1925-1993 History Book, page 18.**

For 27 years, North supported the Fraternity and helped create an environment for growth and opportunity for members. He had a business mindset to set him and APO apart from the rest. A physical National



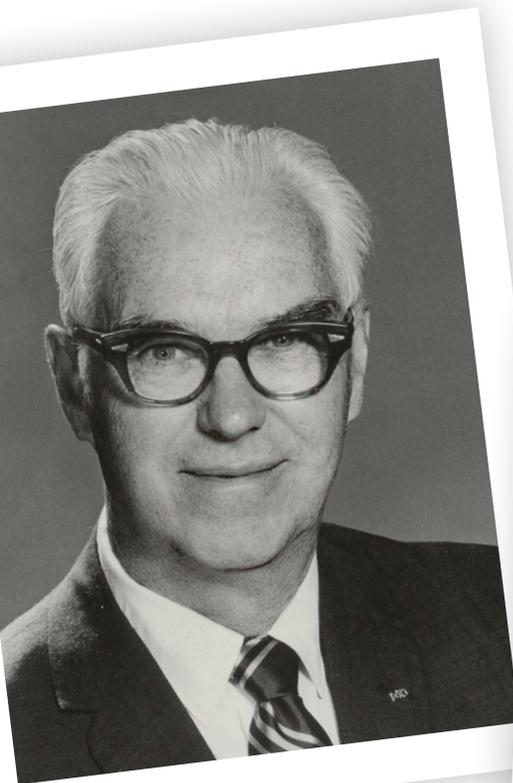
*Sidney B. North*

## Celebrating 90 years

Headquarters site was established with the help of North. Bartle and North worked very closely together during much of his time as National Executive Secretary, North's business-driven mind helped keep the Fraternity afloat when membership dropped by more than 70 percent due to World War II. Together, they helped the Fraternity wade this tumultuous time. Financial stability and eventually the Alpha Phi Omega Endowment were created during this partnership between Bartle and North. This shift in mindset helped the Fraternity to have a larger impact and make a difference in the way associations are run.

After North retired from Alpha Phi Omega in 1960, Joseph Scanlon took his place as National Executive Secretary. Scanlon spent many years volunteering as a Scouting Advisor. Before coming to APO, Scanlon was a member of the executive staff of the Kansas City Area Scout Council. He also served the Fraternity with extension efforts as well as being involved on the Board until he was selected as National Executive Secretary. He led the Fraternity for 12 years, during which time his title shifted to National Executive Director. While leading APO, there was a downturn in membership numbers. Once membership was trending back up, Scanlon pushed for more professional staff members to build up the National Office to support our students and chapters. He hired APO's first National Service Representatives who traveled the country visiting and providing support to chapters.

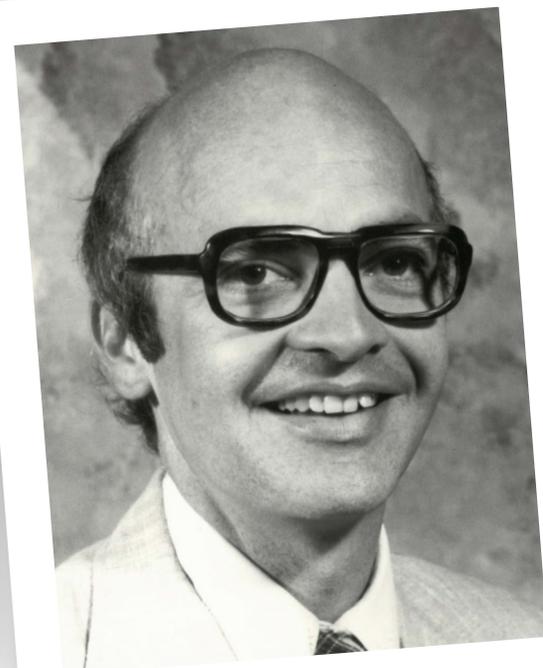
Roger Sherwood was added to the APO National Staff in 1964 as a traveling National Service Representative under Scanlon. He left the National Office staff to



Joseph Scanlon



Roger Sherwood, FASAE, CAE



Darrell Spoon

serve the U.S. Army for about five years, Sherwood returned to APO in 1972 and stepped into the National Executive Director position where he would stay for 10 years. During his time with APO, Sherwood was heavily involved in the Mid-America Society of Association Executives, now the Kansas City Society of Association Executives, serving as the president of the board from 1979-1981. This engagement with the association community helped to evolve APO's business and professional standards by instilling industry-wide best practices to support growth. He was the first National Office staff member to earn the Certified Association Executive credential (CAE). Sherwood stepped out of the National Executive Director position with APO in 1982 to join the Society of Teacher's in Family Medicine (STFM) as their executive director.

Darrell Spoon took over as National Executive Director once Sherwood retired. He served the Fraternity for about two years before deciding to pursue a different career path, which prompted the hiring of Patrick Burke in November 1985. Burke remained in that position until 2002. Like Scanlon and Sherwood, Burke had experience in nonprofit work. Burke helped support the Fraternity through its first capital campaign to fund and build its first permanent home. Burke was the leading force in modernizing the APO National Office. He brought in networked PCs, laser printers, fax machines and more. This was the push the Fraternity needed to streamline operations and enabled more administrative support for APO chapters. These innovations helped the professional team keep up with the growing needs of the membership and volunteers.

After almost 17 years as Alpha Phi Omega's Executive Director, Pat Burke announced his retirement and a search to find the next executive leader of the Fraternity began.

After a nationwide search, Bob London, the former chief operating officer of Lambda Chi Alpha was hired in 2002. London brought with him extensive experience in



Pat Burke, CAE



Bob London, FASAE, CAE

fraternal membership, fundraising, business development and a commitment to servant leadership that has served the Fraternity well for what is now 20 years, the second longest tenure of any APO National Executive Director.

Under the executive leadership of London, the Fraternity has seen immense change and growth that has ultimately strengthened the organization and steadied operations in the most recent times of upheaval caused by the pandemic.

At the time of his hiring in 2002, the total student membership in the Fraternity was at 15,672 and the Fraternity did not have financial reserves to support any significant shifts in the economy or APO. London's aggressive financial strategy helped strengthen the books of APO, ultimately establishing a strong financial reserve for the Fraternity and growing the assets of the Alpha Phi Omega Endowment.

In addition to the financial stability brought by London, APO's membership experienced significant growth, with a total student membership of 28,430 by 2015. This membership increase was a substantial accomplishment for the Fraternity and helped bring about much needed discussions about change to better support the students and their chapters.

In 2014, London helped the Fraternity launch the largest capital campaign in APO's history in order to better support future chapter programming and purchase a new headquarters that better meets the needs of an organization with more than 500,000 members. This campaign was a success, raising more than 4 million dollars.

Additionally, that same year, the Fraternity began looking at an organizational structure that better supported true governance by the Board and less operationalized leadership, leaving operations to paid professional staff and appointed volunteers. London used his experience in association management best practices to help guide and support APO during this restructuring, which is ultimately improving the governance and strategy of the organization to this day.

London has helped the Fraternity take great strides forward and evolved the business practices of APO over the past 20 years. He is a lifelong learner, teacher, advocate and thought leader in the association management industry, never accepting that his learning is complete or his duty to develop leaders is through.

"...We have to continue to work to advance the association industry as I believe that associations and nonprofits are the only way we improve our communities and the world in which we live," says London.



***[London] is a lifelong learner, teacher, advocate and thought leader in the association management industry, never accepting that his learning is complete or his duty to develop leaders is through.***

With that, he has dedicated his career to developing his own skills as an association management executive, and the skills of future leaders in association management. London is helping pave the way for future association professionals who will help improve not only their organizations but the communities as a whole.

Within the Fraternity, London takes an active role in team development, hiring candidates for their potential, desire to learn and grow, and willingness to add to the team culture. As a result, the National Office team is comprised of individuals driven to achieve in their chosen field. London wants to create leaders in the National Office as well as in our chapters. When someone reaches their peak at APO, London is the first one to help guide and mentor them to achieve optimal

growth and leadership potential in a new community.

London is an active member of the Kansas City Society of Association Executives, providing board service from 2005 to 2011. In 2011, he served KCSAE as president. He remains involved to this day as a presenter and study group facilitator for those seeking their Certified Association Executive credential, which he earned himself in 2008.

“I believe in addition to making your organization a leading association using best practices, one must work to continually develop the association community through mentoring and education others on the value [of] being an association executive,” says London.

In addition to KCSAE, London is a member of the American Society of Association Executives (ASAE), a membership organization of more than 44,000 association executives and industry partners. Since it was established 100 years ago, its members have and continue to lead, manage and work in or partner with organizations in more than a dozen association management disciplines, from executive management to finance to technology.

In 2019, London, with a few association colleagues, earned a Certificate in Strategic Foresight from the University of Houston and became a member of the Association of Professional Futurists. Soon after earning this certificate, he began serving on ASAE’s ForesightWorks Advisory Group, helping change the way associations plan for, and anticipate, change. The work of this task force has had a wide-reaching impact on associations nationwide and the way boards strategically govern. Looked to as a thought leader in association foresight, London was asked in 2021 to co-author a chapter in the book, *Principles and Practices in Association Management*. London and a co-author wrote about managing with foresight to help chief staff executives further develop their understanding of how to

apply foresight in their own associations.

As a result of his commitment to contributing leadership and service to the association community, London was recently named by ASAE to their 2022 Class of Fellows, a rare and significant accomplishment for both London and the Fraternity. This is a prestigious designation conferred annually by the ASAE Fellows Program and is among ASAE’s highest honors, recognizing individuals who have made a significant impact on the association community through exemplary volunteer service and leadership, extraordinary accomplishments, or other major contributions to ASAE and the profession of association management.

The individuals named as Fellows are thought leaders in the association management industry and their contributions help develop associations, and also the professionals who support them. The ASAE Fellows designation has been bestowed upon less than 300 of ASAE’s membership in its 100-year history. London was named alongside 12 other association leaders across the country and is only the fourth ever to be named from the Kansas City Metro Area.

This designation for APO’s Executive Director, as well as the naming of Alpha Phi Omega as one of the Top 100 Associations That Will Change the World in 2020 by ASAE, helps bring attention to the impact our organization is having in our communities and in the industry of association management. It highlights the best practices deployed through APO’s business practices and builds brand identity for APO that will help in our pursuit of stronger service and business partnerships.

Thank you to Brother London for 20 years of dedication to Alpha Phi Omega and the profession of association management!

# CREATING A VISION FOR THE NEXT CENTURY



Alpha  
Phi  
Omega

WE CREATE INCLUSIVE COMMUNITIES FOR A MORE PEACEFUL WORLD  
IN WHICH TO MAKE A LIFE, BY DEVELOPING LEADERS, UNITING MEMBERS  
THROUGH FRIENDSHIP AND RENDERING SERVICE TO ALL.

The vision of any organization is its long-term desire – what does it hope to accomplish through its mission? For Alpha Phi Omega, just as our founders stated, we want a more peaceful world. The only way we have a chance of getting there is through our development of service-minded leaders. It is what we measure everything we do against.

For the past 15 years, the vision of Alpha Phi Omega has been to be the premier, inclusive, campus-based, leadership development organization through the provision of service to others and the creation of community. It was our mission to achieve this by preparing campus and community leaders through service. While, for a time, these statements guided us in our pursuits, we live in an ever-changing world with ever-changing needs and the time came to review if these statements remained relevant.

The past two years have significantly shifted the landscape of higher education, social justice, what community means and what the future holds for student organizations like our beloved Alpha Phi Omega. The students who join APO and live the Cardinal Principles of Leadership, Friendship and Service are different today. They are reshaped through the lens of a post-pandemic youth. They seek equitable access, more support and are looking for improved community. The communities we serve and engage with through our programming have also shifted significantly.

As the Fraternity grappled with the impact of the pandemic and the fight for social justice and equity, the Alpha Phi Omega Board of Directors naturally began exploring what the Fraternity experience looks like now and whether our programming and structure fit the changed world we seek to serve. This led to the question of whether we are truly focused on why our organization

exists and if the vision and mission that guide us fully reflect what we seek for the world. Do these statements stand the test of time and are they relevant to our current and future members? Do they ignite passion to stand behind Alpha Phi Omega in our pursuit of a better world in which to make a living and a life?

After many strategic and passionate discussions as a board, they ultimately asked if the vision and mission statements that guide the governance and operations of our organization remain relevant for our members and the communities we serve, both today and beyond.

It became clear that a review of the Fraternity's mission and vision was needed. A Board task force was created to lead the Board through this process. Their charge was to review, gather input and make suggestions if necessary for the Board to deliberate.

The task force took to the students and alumni of the Fraternity and began holding listening sessions. They held discussions and asked questions regarding how the vision and mission statements resonate. They explored whether these guiding statements properly reflected the "why" of our members. Are they aspirational, reflective of our purpose and a way to unite and create a common goal amongst chapters?

After numerous sessions and receiving feedback from hundreds of alumni and students, ultimately, the task force began working on a vision that better reflected the guiding focus of our organization in today's world, and a mission statement that supported the vision with a call to action. Synthesizing all of the feedback and discussions the Board unanimously approved a new vision and mission statement to unify and support the desire of Alpha Phi Omega.

The following will guide Alpha Phi Omega into the next century as our vision and mission statement: **We create inclusive communities for a more peaceful world in which to make a life, by developing leaders, uniting members through friendship and rendering service to all.**

Throughout the listening sessions held earlier in the year

regarding the updated vision and mission statements, the Board task force was asked about the absence of the word "campus" in the proposed examples. The Board has no intention in moving away from the chapter model and the support and expansion of chapters. The Board does, however, believe there are additional opportunities to create inclusive communities for a more peaceful world beyond the college campus. With that in mind, the vision and mission is absent of campus to broaden the possibility of how APO creates a more peaceful world.

This statement is the North Star for everything we do. Our students, volunteers, elected leaders, professional staff and partners are asked to unite under this vision and seek ways to support its achievement. What can we do to create inclusive communities for a more peaceful world? We develop leaders. We unite members through friendship. We render service to ALL.

In the coming months, the Board and its elected leaders will engage further in their work to set a strategic map that supports the achievement of our updated vision and mission statement. Together, they will establish goals and supporting strategies that will align programming and support the growth of the organization and the needs of alumni, students and future members.

At the upcoming 2022 APO Leader's Summit, the participants will hear more about the new vision and mission, and together will gather to discuss what the future of higher education might look like and its impact on Alpha Phi Omega. The shared vision and mission statement will help unite these conversations and encourage thought and discussion.

This type of strategy and foresight work is essential to the longevity, impact and effectiveness of Alpha Phi Omega. Re-examining our purpose, values and how we engage future leaders and provide service, as well as examining what the future might hold for our organization and its members, is critical to continue sharing the Cardinal Principles into the next 100 years.

Thank you to those brothers who lent their thoughts, expertise and vision to this work.

# FISCAL YEAR 2020-21 FINANCIAL SUMMARY

The Fraternity was successful in ending Fiscal Year 2020-21 with revenue greater than expenses by \$279,000. The Fraternity was able to secure a total of \$305,000 through the Paycheck Protection Program. Coupled with strategic planning and program reorganizing by the Fraternity's leadership team, we were able to maintain payroll and cushion the economic blow of the pandemic. We also experienced a strong recovery in market valuations from the lows of the beginning of the pandemic throughout 2021. The portfolio's strategic market exposure performed well, helping Alpha Phi Omega finish with a strong year. This was a commendable success given the decline in membership.

Although membership numbers were in a decline, the Fraternity continued to deliver on our commitment to leadership learning experiences, service and friendship opportunities for members and alumni as in years past. As we move forward into the recovery phase of the pandemic, membership numbers are on a slow yet steady rise.

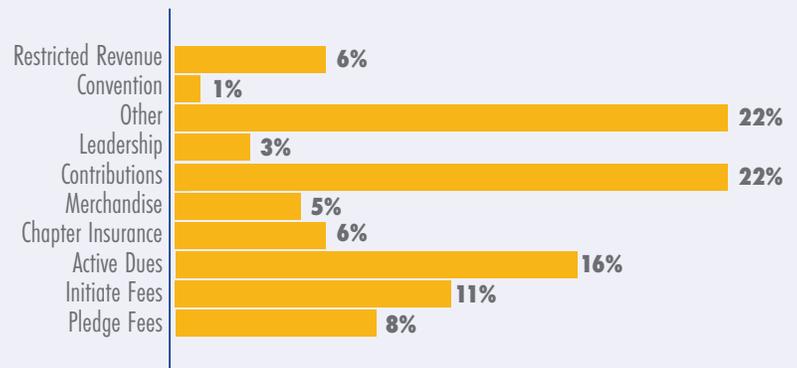
Also, attributable to the Fraternity's financial success was the generous support of our donors, the Fraternity exceeded the Torchbearer Fund goal and closed the year at \$255,587 donations which is the highest amount to date. The continued support of APO donors is key as the Fraternity continues to adjust from the global pandemic. This vital revenue stream ensures program continuity and development during membership fluctuations.

The Fraternity was able to award 46 John Mack Scholarships to deserving student applicants, with the highest award of \$2,500 and no awards less than \$1,000 each, with a total award amount of \$60,000. Twenty-two Youth Service Grants ranging in awards between \$100 and \$500 each were provided to chapters in support of their efforts to provide service to their communities and campuses.

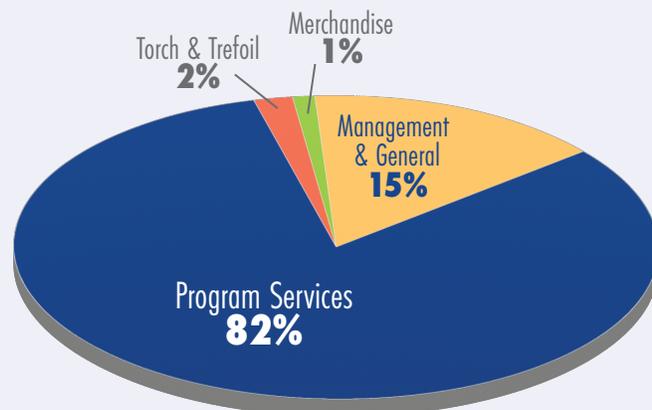
As we enter and move forward from the paradox of the pandemic, looking at the numbers, our business has been set back years. But culturally, we have been catapulted ahead to a future we could not have imagined, and strategically, our transformation has gained a momentum we could never have created on our own. The crisis revealed hidden talents and gems; unseen qualities that continue to make Alpha Phi Omega think outside of the box and strike a new balance between guiding a smooth return to normal while keeping up the pressure to renew and rethink the future and success of the organization.

The continued success of the Fraternity rests with each of you. Every alum, donor, and volunteer. Your continued support is greatly appreciated. Thank you for all that you do on behalf of Alpha Phi Omega.

## WHERE DOES THE MONEY COME FROM – \$1,784,472



## WHERE THE MONEY GOES – \$1,505,255



## Statement of Financial Position

	2021	2020
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash & Interest Bearing Deposits	540,811	434,256
Accounts Receivable	10,095	24,990
Merchandise for Sale	28,792	32,065
Printed Materials	4,860	5,530
Prepaid Expenses	<u>156,947</u>	<u>134,762</u>
<b>Total Current Assets</b>	<b>741,505</b>	<b>631,603</b>
<b>Investments</b>	<b>1,360,867</b>	<b>1,360,867</b>
<b>Property &amp; Equipment</b>		
Land	50,750	50,750
Building and Improvements	1,949,982	1,949,982
Equipment	381,447	383,321
Furniture & Fixtures	<u>138,211</u>	<u>138,211</u>
	<b>2,520,390</b>	<b>2,522,264</b>
Less Accumulated Depreciation	<u>612,598</u>	<u>604,318</u>
<b>Total Property &amp; Equipment</b>	<b>1,907,792</b>	<b>1,917,946</b>
<b>TOTAL ASSETS</b>	<b><u>4,010,164</u></b>	<b><u>3,910,416</u></b>
<b>LIABILITIES &amp; NET ASSETS</b>		
<b>Current Liabilities</b>		
Accounts Payable-Chapters/Regions/Sections	186,327	146,462
Accounts Payable-Vendors	170,563	229,749
Accrued Expenses	32,213	25,548
Due to Endowment	(4,880)	450
Annuity Obligation Payable	<u>7,594</u>	<u>8,095</u>
<b>Total Current Liabilities</b>	<b>391,817</b>	<b>410,304</b>
<b>Deferred Revenues</b>	<b>0</b>	<b>0</b>
<b>Funds Held for Chapters</b>	<b>1,559</b>	<b>1,559</b>
<b>Mortgage Payable</b>	<b><u>1,016,962</u></b>	<b><u>1,096,983</u></b>
<b>TOTAL LIABILITIES</b>	<b>1,410,338</b>	<b>1,508,846</b>
<b>Net Assets</b>		
Unrestricted	1,448,172	1,210,919
Unrestricted-Board Designated	671,740	648,453
Temporarily Restricted	421,914	452,424
Permanently Restricted	<u>58,000</u>	<u>58,000</u>
<b>Total Net Assets</b>	<b><u>2,599,826</u></b>	<b><u>2,369,796</u></b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b><u>4,010,164</u></b>	<b><u>3,878,642</u></b>

## Statement of Revenues, Expenses & Changes in Fund Balances

	7/31/2021 Actual	7/31/2020 Actual	2021 Budget	2021 Over/ Under Budget
<b>REVENUES</b>				
Pledge Fees	140,569	243,794	177,417	(36,848)
Initiation Fees	188,479	265,685	211,120	(22,641)
AAMD	<u>294,328</u>	<u>344,227</u>	<u>251,875</u>	<u>42,453</u>
<b>Subtotal</b>	<b>623,376</b>	<b>853,706</b>	<b>640,412</b>	<b>(17,036)</b>
Sale of Merchandise	83,807	73,386	69,374	14,433
Torchbearer Fund	255,587	231,130	215,000	40,587
Leaders in Service	134,372	120,637	110,750	23,622
Leadership Services	58,038	67,696	72,284	(14,246)
Liability Insurance-members	106,950	145,104	103,032	3,918
Other Revenue	398,743	150,544	189,285	209,458
Restricted Revenue	105,800	105,595	91,701	14,099
National Convention	<u>17,799</u>	<u>0</u>	<u>30,000</u>	<u>(12,201)</u>
<b>Subtotal</b>	<b>1,161,096</b>	<b>894,092</b>	<b>881,426</b>	<b>279,670</b>
<b>TOTAL REVENUE</b>	<b>1,784,472</b>	<b>1,747,798</b>	<b>1,521,838</b>	<b>262,634</b>
<b>Program Activities</b>				
Salaries & Health Ins	742,567	804,811	744,889	2,322
Payroll Taxes	43,921	49,870	49,888	5,967
Printing	16,335	25,899	31,653	15,318
Telephone	7,837	11,196	11,580	3,743
E-mail/Internet/Data Processing	76,380	83,368	63,000	(13,380)
Postage	15,038	17,250	19,765	4,727
Copier/Office Supplies	7,147	3,835	10,900	3,753
Insurance-chapter	129,515	121,139	122,232	(7,283)
Staff Visitation	25,681	89,213	35,035	9,354
NW Support	1,000	299	2,000	1,000
Leadership Development	12,466	229,749	6,800	(5,666)
Board Meeting	1,410	3,036	9,000	7,590
Public Relations/Advertising	61,991	39,844	23,573	(38,418)
BANC Program	973	202	1,675	702
Scouting Relations	0	0	0	0
J B Fund Distributions	0	0	0	0
Mack Scholarship	62,000	60,246	64,352	2,352
Youth Service Grants	5,550	12,650	13,099	7,549
Service	<u>(260)</u>	<u>2,673</u>	<u>1,000</u>	<u>1,260</u>
<b>Total Program Activities</b>	<b>1,209,551</b>	<b>1,555,280</b>	<b>1,210,441</b>	<b>890</b>
<b>Other Services</b>				
National Convention	3,104	0	13,650	10,546
Purchase of Merchandise	19,902	36,378	21,026	1,124
Torch & Trefoil	<u>21,851</u>	<u>43,455</u>	<u>48,695</u>	<u>26,844</u>
<b>Total Other Services</b>	<b>44,857</b>	<b>79,833</b>	<b>83,371</b>	<b>38,514</b>
<b>Support Services</b>				
Management & General	228,722	231,356	268,947	40,225
Fund-raising	<u>7,955</u>	<u>30,123</u>	<u>8,000</u>	<u>45</u>
<b>Total Support Services</b>	<b>236,677</b>	<b>261,479</b>	<b>276,947</b>	<b>40,270</b>
Transfer to Endowment	14,170	14,056		
<b>TOTAL EXPENSES</b>	<b>1,505,255</b>	<b>1,910,648</b>	<b>1,570,759</b>	<b>65,504</b>
<b>Change in Net Assets</b>	<b>279,217</b>	<b>(162,850)</b>		
<b>FUND BALANCE, BEG OF YR</b>	<b><u>2,278,145</u></b>	<b><u>2,440,995</u></b>		
<b>FUND BALANCE, END OF YR</b>	<b><u>2,557,362</u></b>	<b><u>2,278,145</u></b>		

### Alpha Phi Omega 2020-21 MEMBERSHIP STATISTICS (Aug. 1, 2020 - July 31, 2021)

Active Chapters: 340 Pledges: 5,501  
Initiates: 5,428 AAMD: 20,263



# CHAPTER NOTES



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

## REGION A



Alpha Epsilon Nu at University of San Francisco  
[@aphioust](#) happy grad to our senior brothers!  
We are SO proud of you and will miss you so much

## REGION B



Chi at University of California-Los Angeles  
[@apoudca](#) Congrats to our 2022 grads!  
We are so proud of you!

## REGION C



Delta Delta at St. Louis University  
[@apodeltadelta](#) Happy last chapter to our seniors!! We are so grateful for everything you have all done for APO over the past 4 years and wish you all luck for your futures :)

## REGION D



Alpha Epsilon Omega at Southern Arkansas University  
[@apo.aeomega1925](#) Huge congrats to our Spring '22 graduates! So so proud of you two!  
Continue to keep up the good work

## REGION E



Beta Theta at University of Wisconsin-Madison  
[@apobetatheta](#) Last night we welcomed in a new exec board & said goodbye to our class of spring 2022

## REGION F

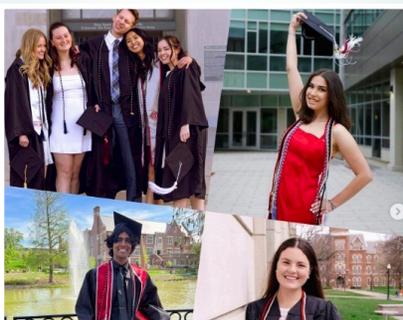


Alpha Zeta Delta at Lake Forest College  
[@apo\\_lfc](#) Mr. Swaggy Mwande here with the sunglasses!!!! He graduated with a degree in Finance & Data Science Major. He served as the VP of Membership! LETS GO!  
We are so proud of you and can't wait to watch what you do!

**WE MISSED YOU!**

Be sure to tag [@apostaff](#) to make sure your region gets featured! We know you are out there doing amazing things!

## REGION H



Alpha Iota at Ohio State University  
[@apoalphaiota](#) A handful of our brothers are officially #old2osu Congrats, Class of 2022! We're so proud of you and thank you for everything you've done for our chapter!  
We'll miss you greatly

## REGION I



Psi Phi at Tennessee State University  
[@apopsiphi](#) Congratulations to our brothers for graduating this past weekend. We are beyond proud of your accomplishments and wish you well in your future endeavors.  
#MWAB



REGION J



Alpha Eta Zeta at Clayton State University  
 @apo\_ahz2012 We would like to congratulate our Brothers on their major accomplishments! Understand that one day you will have the power to make a difference, so use it well! Congratulations to our graduated Brothers

REGION K



Iota Rho at Florida State University  
 @aphio\_fsu Congrats to our Spring 2022 graduates! We're so proud to call you our brothers!

REGION L



Mu Xi at High Point University  
 @apomuxi We are so proud of our seniors! Tag the senior you will miss most!

REGION M



Zeta Beta at Virginia Tech  
 @vt\_apo A huge congratulations to all of our graduates!!! So excited to see what y'all do and can't wait to see you at next year's banquet

REGION N



Eta Phi at American University  
 @apoetaphi We'd like to wish a BIG congratulations to our APO grads!!! We are so sad to see you leave AU but can't wait to see what great things you accomplish! Stay in touch ☺

REGION O



Mu Eta at Albright College  
 @aphioac Our next senior is Gigi Umstead!!! The brothers of Alpha Phi Omega want to congratulate you and wish you the best of luck as you move forward to the next steps of life!!

REGION P



Alpha Delta Phi at Seton Hall University  
 @aposetonhall Senior Spotlights: Part 1; Each senior has worked incredibly hard both within and outside of APO. We cannot be more proud of them and are excited to see where this next chapter of their lives takes them. Congrats Class of 2022!!!

REGION Q



Phi at Syracuse University  
 @apocuse Graduation season is here and we are so proud of all of our seniors!! they are on to great things and we are going to miss them so much!!! in LFS forever, congratulations!!!

REGION R



Delta Sigma at University of Connecticut  
 @uconn\_apo Congratulations to our wonderful seniors who graduated this weekend. We will miss you and can't wait to see what you accomplish next #brothersforlife

# Sustained Giving Supports Members



As the world and higher education reveal what they will look like in a world that lives and copes with a pandemic, Alpha Phi Omega is fortunate to have such generous donors. Thank you to our donors, ALL our donors who give in many ways to our Fraternity. The dramatic shift in undergraduate enrollment across North America unfortunately has impacted our membership. The average chapter size is drastically smaller than it was three years ago. It is our donors' commitment to the brotherhood and this generosity that is helping us to rebuild, retrain and retool so we can continue to positively impact our communities.

Chapters continued to face challenges this past year as they transitioned back to in-person environments. In many cases our members have a very different chapter experience than most of our alumni reading this magazine. We have a generation of college students and recent graduates, who have never traveled to an APO conference, are learning how to run in-person chapter meetings and trying to revive long-standing chapter traditions that all disappeared during the chaos of the pandemic. Alumni support with their time, talent and treasure is greatly appreciated as we continue onward in our efforts to help chapters and members experience the spirit and traditions of APO.

This summer (July 14-16) the Fraternity is hosting its first-ever APO Leader's Summit to lay the foundation

for developing the Fraternity and moving us forward as a brotherhood into our second century. Higher education as we know it continues to be disrupted and this Summit will focus on the intersection of theory and practice to build a sustainable future for Alpha Phi Omega. We must stay relevant to the next generation of students.

As costs continue to soar many members are finding travel very expensive, making it difficult to attend the APO Leader's Summit. We are thankful to the Alpha Phi Omega Endowment for generously gifting money to the Fraternity for grants that are being used to help offset the cost of travel to the Leader's Summit. Additionally, we are most grateful to an alum who learned of the Endowment's grant and offered an additional matching grant that would provide additional funds to support travel expenses. This opportunity for a match ignited other donors to join in and help support this cause. We are excited to share that we had eight donors answer the call of this matching grant and are so thankful that, with the generosity of these donors, we will be able to financially assist more than 100 members with their travel to this summer's event!

No matter the amount nor the method, we are grateful for every gift and the willingness of our members to continue to support the Fraternity as we provide safe inclusive spaces for others to grow and develop and just be who they are meant to be.

Yes! I will support APO's Torchbearer Fund!

- I have enclosed my check for \$\_\_\_\_\_
- Please charge my credit card in the amount of \$\_\_\_\_\_

CREDIT CARD INFORMATION:

- VISA  MasterCard  American Express  Discover

Card # \_\_\_\_\_ CVV \_\_\_\_\_ Exp. Date \_\_\_\_\_

Print Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

PREAUTHORIZED SUSTAINED GIVING:

SUMMER 2022

(Please select one):

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

(Please select one):

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

- Credit Card I authorize my gift to be charged to my credit card account. (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](http://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

Name: \_\_\_\_\_ National #: \_\_\_\_\_

Email: \_\_\_\_\_ Home Phone: \_\_\_\_\_

# BECOME A TORCHBEARER

"I don't hesitate to volunteer and donate to Alpha Phi Omega because of the alumni who supported my active experience. APO introduces us to outrageously cool opportunities as college students. Those chances at personal growth and friendship don't happen unless our brothers ahead of us give back. Time is just as valuable as money. I'm so incredibly thankful for those who have and will continue to sacrifice for our brothers."



Brother David Amelotti

## OTHER WAYS TO GIVE



### ONLINE

Visit us at [www.apo.org/give](http://www.apo.org/give)



### MAIL

Send the above form to:  
1441 E. 104th St., Ste. 105  
Kansas City, MO 64131



### PHONE

Call the Development Department at:  
816-373-8667 x33

## MOVING? New Address

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

(Area Code) Phone Number \_\_\_\_\_

Email Address \_\_\_\_\_

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

Summer 2022

MAIL TO:

Alpha Phi Omega • 1441 E. 104th Street • Kansas City, MO 64131



1441 E. 104th St., Ste. 105  
Kansas City, MO 64131

Follow APO online for the latest news!



# Leadership

is the capacity to translate  
vision into reality.

*-Warren G Bennis*

