

## inside:

### President's Message . . . . . 2

*A Call to Service*  
by Bobby M. Hainline

### Fall Pledge Class Namesake Honoree cont'd . . 3

### Chapters . . . . . 4-7

*Chapters in Action*  
*New Charters*

### National Service Week 2004 – You're Invited! . . . . . 8-9

by Carla Moran

### Sell Your APO Skills to Employers . . . . . 10-11

### National Volunteer Conference Highlights . . . 12

### Opportunities at the 2005 Boy Scout National Jamboree . . . . . 13

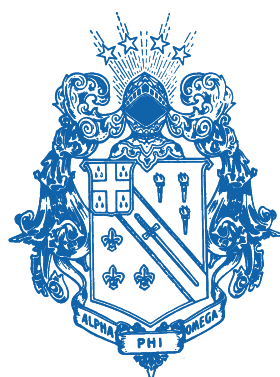
### Summer Board Action . . . . 14

### National Convention Registration Info . . . . . 15

### Who, What, When & Where . . . . . 16

## NEXT ISSUE:

- *Chapter Anniversaries*
- *National Convention Preview*

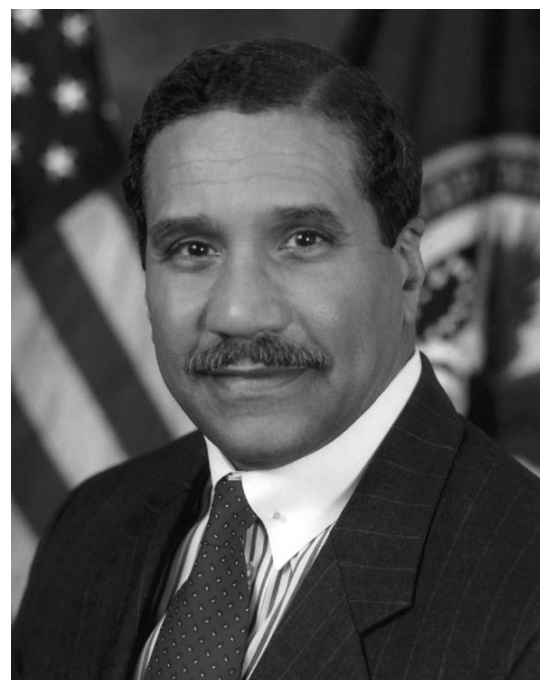


# TORCH & TREFOIL

THE QUARTERLY PUBLICATION OF ALPHA PHI OMEGA  
NATIONAL SERVICE FRATERNITY

Fall 2004

## Secretary Togo West 2004 Fall Pledge Class Namesake Honoree



In 1961, Togo Dennis West Jr. became a Brother of the Zeta Phi Chapter at Howard University in Washington, D.C. Brother West has consistently exemplified APO's Cardinal Principles of Leadership and Friendship, as well as extraordinary Service in each of the four fields.

Secretary West received the Bachelor of Science degree in electrical engineering from Howard University in 1965 and the Juris Doctor degree from the same university in 1968. He was Managing Editor of the *Howard Law Journal*, graduating *cum laude* and first in his class. Secretary West began his military career upon graduation from college when he was commissioned a Second Lieutenant in the U.S. Army Field Artillery Corps. He subsequently practiced law and served as a senior official in three presidential administrations.

Under President Clinton, he served as Secretary of the Army and then as Secretary of Veterans Affairs. While Secretary of the Army, he also served as Chairman of the Board of Directors of the Panama Canal Commission, a Presidentially appointed body with a binational board confirmed by the Senate that was responsible for the policies and operation of the Panama Canal. Under President Carter, he was General Counsel of the Department of Defense; Special Assistant to the Secretary and Deputy Secretary of Defense; and General Counsel of the Navy. In the administration of President Ford, he served as Associate Deputy Attorney General in the U.S. Department of Justice.

*continued on page 3*

## TORCH & TREFOIL

Fall 2004 Vol. 81 No. 1

### NATIONAL PRESIDENT

Bobby M. Hainline, Dearborn, MI

### NATIONAL VICE PRESIDENT

Maggie Katz, Livonia, MI

### PROGRAM DIRECTORS

Lisa M. Covi, Ph.D., Highland Park, NJ  
Julie A. Moore, Ph.D., Athens, GA  
Carla Moran, Quincy, MA  
Ed Richter, Franklin, OH  
Keith D. Roots, Charlottesville, VA  
Elizabeth Tom, M.D., Elko, NV

### REGIONAL DIRECTORS

I Marilyn Mims Dow, Peabody, MA  
II Craig Muckle, Syracuse, NY  
III Jamie L. Conover, Richmond, VA  
IV Kimberlie H. Francis, Atlanta, GA  
V Thomas W. Strong, Bethel Park, PA  
VI Michael Leahy, Holland, MI  
VII Belton Lim, Houston, TX  
VIII W. Brant Warrick, Fayetteville, AR  
IX Erica Roberts, Milwaukee, WI  
X Kevin S. Simpson, Oakland, CA  
XI David B. Corning, Olympia, WA

### NATIONAL EXECUTIVE DIRECTOR

Robert J. London, Independence, MO

### NATIONAL LEGAL COUNSEL

Richard F. Schmidt, J.D., Kansas City, MO

### NATIONAL ARCHIVIST

Robert C. Barkhurst, W. Dundee, IL

### INTERNATIONAL RELATIONS DIRECTOR

David A. Emery, Vancouver, BC

### PAST PRESIDENTS

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

### LIFE MEMBERS

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

### EX-OFFICIO MEMBER

James L. Chandler, Irving, TX

**Alpha Phi Omega**  
NATIONAL SERVICE FRATERNITY

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



# PRESIDENT'S MESSAGE

BY BOBBY M. HAINLINE, NATIONAL PRESIDENT

## A Call to Service

The first article which I wrote in January 2003 drew attention to a number of unsung heroes from our 2002 National Convention. As we approach another National Convention it is time to recognize another group of individuals who play a pivotal role in the success of our Fraternity – you (and I don't mean in just your attendance). I want to recognize the Brothers who serve on our Reference Committees.

For those of you who are unfamiliar with our processes, let me give you the nickel tour. Brothers submit legislation and the legislation is divided into respective committees (Alumni, Awards, Chapter Operations, National Organization, Nominations, Rituals, etc. – approximately 13 various committees). The committees, over the course of the Convention, consider the feasibility of each legislative proposal, select the proposals which are in the best interest of the Fraternity, and present this legislation to the legislative body for consideration on the final days of the Convention for a floor debate, possible amendment and vote. This legislation governs our Fraternity until our next National Convention.

The Reference Committees are made up of three distinct categories of people: the members of the committee, the chair of the committee and the advisors to the committee.

**Reference Committee Members:** Each Regional Director will submit a name of one voting delegate from their represented chapters for each committee. There are eleven regions and each committee will consist of 11 members, one representing each region.

**Reference Committee Chair:** At the recommendation of the Regional Director, a chair person will be selected to head each committee (i.e., if we have 13 committees, we will assign 13 committee chairs).

**Reference Committee Advisors:** Each committee will have a set of Advisors to assist in establishing and implementing the review process for legislation. These advisors are generally Brothers who have served in this capacity before, who have a working knowledge of committees, and/or who come highly recommended by their peers. There will be a Lead Advisor designated for each committee.

So why the great explanation about the Reference Committee team? The team is made up of you – Brothers of Alpha Phi Omega. Within this team, each Brother is a voting delegate and a member who has a passionate desire to move our Fraternity forward. These select individuals will be the team that charts the course of our Fraternity for the next two or more years and who eventually will be the future leaders of our Fraternity. We may have more than 500 Brothers on the legislative floor, but the handful of Brothers in the Reference Committees will determine the best path to move Alpha Phi Omega forward. They will endure the hours to present, before the delegation, the best proposal to match our Vision and Mission statement. They may be just a small band of Brothers who propose the fate of our Fraternity, but the strength of our Fraternity lies in the total Brotherhood.



*continued on page 13*

## 2004 Fall Pledge Class Namesake Honoree

*continued from page 1*

Currently of counsel at Covington & Burling in Washington, D.C., his practice includes corporate responsibility, government contracts, government relations, national and homeland security, counseling and assistance to defense-related industries, and general litigation matters. He is presently admitted to the bars of the District of Columbia, the state of New York, various Federal District and Appellate Courts, and the U.S. Supreme Court. He served as law clerk to Judge Harold R. Tyler, Jr., of the U.S. District Court for the Southern District of New York. He has served in several capacities in organizations related to the legal profession and is a frequent commentator on national and homeland security issues on cable and network news programs and in other national media.

Secretary West is past Chairman of the National Capital Area Council of the Boy Scouts of America. He is proud of the fact that he is an Eagle Scout, which is part of what drew him to APO in college. BSA has honored Secretary West at the highest level as Distinguished Eagle Scout and with the Silver Buffalo Award for his "national contributions to America's youth." The Secretary's other community involvement is vast; it includes serving on the District of Columbia's Committee on Public Education, and current chairmanships of the Board of Directors of both the Greater Washington Board of Trade and the Washington Hospital Center. He served as Senior Warden of Saint John's Church, Lafayette Square and has served on the Standing Committee and the Finance Committee of the Episcopal Diocese of Washington, and of the Cathedral Chapter of the Washington National Cathedral.

Secretary West has received many awards and honors during his career, including the Legion of Merit and the Meritorious Service Medal for his service in the U.S. military and the Medal of Merit from the Federal Republic of Brazil. For his public service, he has twice received the Department of Defense Medal for Distinguished Public Service; he also

received the Department of the Army Decoration for Distinguished Civilian Service, the Department of the Navy Award for Distinguished Public Service, and the Department of the Air Force Decoration for Exceptional Civilian Service.

Despite his many obligations, Secretary West has not forgotten his campus or this Fraternity. He quietly participated in the rechartering of the Zeta Phi Chapter in April 2003. He slipped in the door, donned his old APO sweater, which he had lovingly kept over the years, and was one of many proud alumni to attend this wonderful event. He called no attention to himself, but the students knew who he was and flocked to him; they were glad he was there, as were his fellow Zeta Phi alumni. He graciously stood for dozens of pictures, warmly answered questions and exemplified all that a Brother should be in word and in deed. He personally thanked APO students and Board members for what they do to advance the goals of our Fraternity.

He is married to Gail Berry West, a law school classmate who served as Deputy Assistant Secretary of the Air Force from 1980 to 1981, and they reside in Washington, D.C. Their daughter, Tiffany, a graduate of Yale Law School, is employed in private practice in Denver, Colorado. Their daughter, Hilary, a Connecticut College graduate, is a paralegal in a Washington, D.C., law firm.

A finer example of a Brother honing his skills, going out into the world and making a difference in a uniquely American way, is hard to find. Secretary West is deeply honored by the Fraternity's Pledge Class Namesake distinction, and we are delighted to honor a man whose life and service are a true model for all Americans. We are proud to call Secretary West a Brother of Alpha Phi Omega.

*We recognize and thank Carla Moran, National Service & Communication Program Director, for her personal time and contributions regarding this feature story.*

### By tradition, the Fall Pledge Class Namesake Honoree challenges the Fall Pledge Class. Here is Togo's challenge:

"I urge this year's Pledges to complete literacy and mentoring focused service projects to help public school students. Specifically, service projects with pre-high school students who are reading below grade level. After-school and classroom volunteer programs need your help. The young men and women of Alpha Phi Omega are wonderful people who can set positive examples for youngsters struggling in school. As college students, you have made it in their eyes and you are important role models for them. Your service sends a powerful message about the importance of literacy and the value of an education. There is no surer way to be of service to your community and your nation than helping a young person realize his or her potential."



# CHAPTERS in Action



## **THETA SIGMA CHAPTER** **Oklahoma State University** **Stillwater, OK**

Christina Johnson, founder of Project S.M.I.L.E. (Students Making It a Little Easier - Fall 2003) volunteered with other Theta Sigma Brothers to provide generous support to Skyline Elementary students. Assistance was provided in the office and supply rooms, as well as in the classrooms to read and play games while helping to boost the children's enthusiasm and creativity. Visit <http://orgs.okstate.edu/apo/> to learn more about the Theta Sigma Chapter.

## **PI ETA CHAPTER** **Loyola University - Chicago**

## **GAMMA SIGMA CHAPTER** **University of Chicago**

## **SIGMA SIGMA CHAPTER** **University of Illinois - Chicago**

Several Brothers from local campuses in Chicago, Illinois, volunteered in October 2003 to complete a festive Halloween party service project. Young children were entertained with a haunted house,

various games, coloring stations, pumpkin painting and much more! Visit the following web sites for more information about local chapters in the Chicago area: [http://www.geocities.com/apo\\_loyola/](http://www.geocities.com/apo_loyola/), <http://alpha-phi-omega.uchicago.edu/> and [http://www2.uic.edu/stud\\_orgs/apo/](http://www2.uic.edu/stud_orgs/apo/)



## **ALPHA ALPHA XI CHAPTER** **University of the Pacific** **Stockton, CA**

In November 2003, Brothers of the Alpha Alpha Xi Chapter proudly sponsored "The Kids Discovery Club." Children from the Stockton Homeless Shelter enjoyed a fun-filled day at the Children's Discovery Museum, learned important aspects of operating businesses in a local community, and were treated to a wonderful luncheon with generous contributions from local food vendors.



**GAMMA THETA CHAPTER**  
**University of Colorado - Boulder**  
**Boulder, CO**

.....

Brothers of the Gamma Theta Chapter completed some fun service projects this past spring, including working with the Boulder County AIDS Project (BCAP) to put together Safer Sex Kits to hand out on campus and throughout the local community. For more information about the Gamma Theta Chapter, visit <http://ucsub.colorado.edu/~alphio/Home.html>



**ALPHA GAMMA LAMBDA CHAPTER**  
**Albion College**  
**Albion, MI**

.....

This past spring, Brothers of the Alpha Gamma Lambda Chapter sponsored a unique “Poop on Plot” fund drive on campus, which benefited Heifer Project International. This organization provides agricultural animals to families in developing countries. A fun game of Cow Pie Bingo was played with Jennie’s help (a local cow) to raise more than \$500 —enough to give the gift of one heifer (cow). For more information about the Alpha Gamma Lambda Chapter, visit <http://www.albion.edu/apo/>.



**ZETA PSI CHAPTER**  
**University of Oregon**  
**Eugene, OR**

.....

Brothers of the Zeta Psi Chapter sponsored a successful service project this past summer called “Potluck in the Park.” With lots of hard work, early planning, and local advertising, more than 110 low-income and homeless people were served a free hot meal at the local city park picnic shelter. In addition, 90 bags of nonperishable food, which had been collected prior to this event, were handed out. Visit <http://gladstone.uoregon.edu/~apo/> for more information about the Zeta Psi Chapter.





# New Charters



## **ALPHA EPSILON UPSILON CHAPTER** **Barton College** **Wilson, NC**

Alpha Epsilon Upsilon Chapter at Barton College in Wilson, North Carolina, held its chartering ceremony on February 20, 2004. A total of 31 new members and one honorary member represent this chapter.

## **DELTA PHI CHAPTER** **Johnson C. Smith University** **Charlotte, NC**

On February 29, 2004, Delta Phi Chapter at Johnson C. Smith University in Charlotte, North Carolina, held its rechartering ceremony with a total of 18 new members and one honorary member.



## **TAU MU CHAPTER** **University of South Florida** **Tampa, FL**

Tau Mu Chapter at the University of South Florida in Tampa, Florida, held its rechartering ceremony on March 27, 2004. This chapter has a total of 29 new members.

**ALPHA BETA OMICRON CHAPTER**  
**Elmhurst College**  
**Elmhurst, IL**

.....

Alpha Beta Omicron Chapter at Elmhurst College in Elmhurst, Illinois, held its rechartering ceremony on April 24, 2004. A total of 19 new members and five honorary members represent this chapter. Lawrence L. Hirsch, M.D., Past National President, joined the new Brothers for the celebration.



**IOTA GAMMA CHAPTER**  
**Towson State University**  
**Towson, MD**

.....

On May 8, 2004, Iota Gamma Chapter at Towson State University in Towson, Maryland, held its rechartering ceremony with a total of 31 new members.



**OMEGA PSI CHAPTER**  
**Jackson State University**  
**Jackson, MS**

.....

Omega Psi Chapter at Jackson State University in Jackson, Mississippi, held its rechartering ceremony on June 5, 2004. This chapter has a total of 23 new members.



# National Service Week 2004

*You're Invited!*  
By Carla Moran, National Service & Communication Program Director

*The Favour  
of Your  
Service &  
the Pleasure  
of Your  
Company are  
Requested...*



I cordially invite you and your chapter to participate in Alpha Phi Omega's 26th annual fall service effort - National Service Week (NSW), November 1-7, 2004. NSW could also be referred to as Service & Publicity Week since NSW provides a key opportunity for you to increase awareness about your chapter, as well as Alpha Phi Omega in general, through a well planned and promoted service project reflecting this year's theme, **"Building a Sound Body."** Responding to this invitation to serve is a big part of what being in a National Fraternity is all about.

NSW allows your chapter to join thousands of Brothers across the nation while "staying at home" to do what you do best – planning and performing effective service projects on your campus and in your community. That's the **national** part of **National** Service Week...we're all serving and giving others the chance to serve with us. NSW is about so much more than just your individual chapter; it's about all of us maximizing the resources throughout chapters and Alumni Associations across the country, working as a part of our National Fraternity and making a positive impact on the world through our service in **"Building a Sound Body."** During NSW, your chapter should strive to meet the following goals:

**1) Complete a project that reflects our theme during APO's National Service Week**

(November 1-7, 2004): The NSW handbook offers project ideas and [www.apo.org](http://www.apo.org) has even more. If you are unable to complete a project during the suggested week, do your best to complete one close to this time. Part of our message as a national organization is that we're ALL completing projects during this time, while making a huge impact in the area of "Building a Sound Body."

**2) Involve non-chapter members**

**in the project:** Other groups on campus, younger siblings, chapter alumni, Alumni Associations, service organizations in your community - anyone can participate. This is one of the best ways to recruit new members and people who will offer you service projects. Show them who we are and what we do!

**3) PUBLICIZE YOUR PROJECT!!!** You'll find tips in the handbook, and on [www.apo.org](http://www.apo.org) you'll find a "fill in the blanks for your chapter" press release – use it! Publicize with press releases, a web site, or a proclamation from your governor - pull out all the stops to get people talking about APO positively so they'll come back for more! Visibility is important for your chapter and for our Fraternity as a whole - each of us found out about APO somehow and then joined. Help spread the word so more people will have the great opportunities you've had. The more people who join your chapter, the more service you can provide. Who knows...someone may be inspired to start a new chapter after learning about your NSW project!

**4) Complete the NSW report form and turn this into the National office by Monday, November 15, 2004\***

(\*required due date, regardless of your project date). We



don't know what you're doing unless you tell us, and we want to share the good news! Reporting on NSW is required for your chapter to remain in good standing with the Fraternity and it's the ONLY way for your chapter to qualify for this year's special limited edition NSW photo frame (which cannot be purchased). You can report through [www.apo.org](http://www.apo.org) or use the form in the handbook.

Meeting these goals can seem daunting, but doing something challenging can be a great learning opportunity – if we don't try, then how can we succeed? As APO Brothers, you should leave college with more than your degree. You should graduate with skills you can use in your personal and professional lives. Participating in the planning and execution of your chapter's NSW project, and asking your chapter-mates to join you, is one way to develop the skills you will use to impact the world around you in the years to come. It's also a wonderful way to be of service to our Fraternity!

To help lead the way for NSW, members of your National Board of Directors, the National Service & Communication Committee, and others have made pledges

reflecting the NSW theme. For my personal NSW commitment I became certified in CPR, made a donation to Special Olympics in honor of APO/NSW, and am currently logging 79 hours on my exercise bike (in honor of APO'S 79th Birthday in December). Visit [www.apo.org](http://www.apo.org) to see what others have committed to and how I'm doing on my bike hours!

Frank Reed Horton created Alpha Phi Omega not only so we would perform service, but he also wanted to "help young people get the right start in life" and he "felt a college organization should be formed that would strengthen these ideals, and give (students) an opportunity for Leadership experiences and for Service to others." National Service Week offers you these opportunities and more. Please take advantage of this invitation, friends!

*More details and ideas are provided in the National Service Week packet that was mailed to your chapter from the National Office early this fall, included on the Chapter Resource CD and posted on [www.apo.org](http://www.apo.org). Your Regional Service Chair and others are eager to help you with this project.*

## President's Volunteer Student Service Award

This award is based on a United States Presidential recognition program for Americans of all ages, who contribute significant hours of volunteer service during a 12-month period.

### *We proudly recognize recent award recipients:*

Whitney Amyot, Delta Kappa  
 Charlie Bausinger, Alpha Gamma Rho  
 Gail Campbell, Delta Kappa  
 Xiaoyang Chen, Delta Kappa  
 CJ Colley, Alpha Gamma Rho  
 Jason Conrad, Alpha Gamma Rho  
 April Corley, Beta Zeta  
 Matt Cross, Psi Omega  
 Vishal Dhara, Beta Zeta  
 Melanie Disabb, Tau  
 Laura Doss, Alpha Alpha Eta  
 Tyler Edgerton, Beta Zeta  
 Ian George, Tau  
 Andrew Gestaldo, Alpha Gamma Rho

Amber Harris, Beta Zeta  
 Angie Harris, Tau  
 Kim Hawkins, Beta Zeta  
 Katherine Hill, Delta Kappa  
 Adam Keller, Tau  
 Mallory Lucier, Beta Zeta  
 Kedar Mankad, Delta Kappa  
 Anne Marie Berry, Beta Zeta  
 Geoff McCann, Beta Zeta  
 Kelley Napier, Mu Mu  
 Monica Owens, Beta Zeta  
 Andrew Peterson, Alpha Gamma Rho  
 Jason Planakis, Chi Gamma

Christopher Riley, Delta Kappa  
 Jennifer Rose, Beta Zeta  
 Carrie Semmler, Alpha Gamma Rho  
 Christine Shaffer, Delta Kappa  
 Briana Skelton, Beta Zeta  
 Austin Smith, Beta Zeta  
 Gina Smith, Tau  
 Adriane Steinke, Beta Zeta  
 Yuki Takahara, Beta Zeta  
 Phil Varona, Tau  
 Michelle Wu, Delta Kappa  
 Tiana Young, Tau  
 Kevin Yue, Epsilon Mu

*In an effort to recognize award recipients, the following names were e-mailed to the National Office. We realize this does not include everyone and we would be happy to acknowledge more Brothers if the appropriate information is sent to the T&T.*

# Sell Your APO Skills to Employers

## *Benefits of Membership and Participation in the*



launch | explore | achieve | discover | serve

## *Program*

***If you have ever wondered how your involvement in APO could help you land a good job or advance your career, here's some good news!***

In *Developing Management Skills* (3 ed) by David A. Whetten and Kim S. Cameron (1995), the authors cite their study of 402 highly effective managers and the 10 most frequently cited skills of those managers:

- 1) Verbal Communication  
(including listening)
- 2) Managing Time and Stress
- 3) Managing Individual Decisions
- 4) Recognizing, Defining  
and Solving Problems
- 5) Motivating and  
Influencing Others
- 6) Delegating
- 7) Setting Goals and Articulating  
a Vision
- 8) Self-Awareness
- 9) Team Building
- 10) Managing Conflict

If you are a participant in the APO LEADS program, the above skills should sound familiar.

**The tangible reward for being actively involved in Alpha Phi Omega and participating in the**

**five courses of the APO LEADS program is that you are developing a set of skills that employers are wanting, needing, and looking for in future employees.**

Leadership, teamwork, decision making, problem solving, being a Servant Leader, using Situational Leadership, utilizing the Team Achievements model, and countless other skills are all addressed in the APO LEADS courses and utilized by you through your work in the chapter. But how do you sell your new-found skills to a perspective employer? One way is to highlight the skills learned in the APO LEADS program on your resume. Many employers are not familiar with Alpha Phi Omega and our Cardinal Principles. Additionally, many employers don't have the time during an interview to ask in-depth questions of you about your role in the Fraternity. Therefore, including on your resume a detailed account of the skills you have is one way of getting the information to the employer.

All employers want employees who are team players, potential organizational leaders, project driven, self-motivated and skilled in dealing with people. In the APO LEADS program, through completion of the five individual courses, participants are exposed to theory and practical issues for professional success. General leadership principles are addressed in the introductory LAUNCH course, identifying the difference between leadership and management, giving the 10 characteristics of a Servant Leader® and the six functional areas of the Servant Chapter, exploring ways to handle conflict, and most important giving participants the key to success through the SMARTER goals setting process. The EXPLORE course takes individ-

ual leadership skills to another level by exploring the impact of morals, ethics and values on leadership, describing various leadership styles by using the Situational Leadership® model and how it can be used by all leaders, utilizing skills of decision making and problem solving through experiential exercises, and building on the LAUNCH course looking again at conflict management and goal setting as strategies for continued success.

The APO LEADS program continues skill development with the team-oriented ACHIEVE course. This interactive course provides a look at the 10 essential elements of an effective team through the use of the TEAM ACHIEVEMENTS® model. Exploring the various roles of individuals in a team and the effective operations of a team is the core of the course. The ACHIEVE course uses a series of interactive learning exercises that demonstrate the theory of effective team operations. These exercises can easily be utilized by the participants in a company environment to help demonstrate team effectiveness and develop a team environment.

The fourth course in the APO LEADS program is the self-discovery course entitled DISCOVER. The course begins with a brief explanation of the Johari Window and the effect that getting to know yourself and others has on meaningful interactions. Then the course has participants learn more about themselves through a social interaction assessment that identifies preferences for communication and individual work styles. The course continues with a look at motivation and time and stress management.

SERVE is the fifth course in the APO LEADS program and is designed to teach management skills that can be utilized in the chapter and transferred to the workplace. Focusing around completing a group project, participants are exposed to the skills of project planning, meeting management, effective delegation, and public relations. Groups present their projects to others in the course so that additional skills and knowledge are shared.

Finally, each of the five courses has a SMARTER goal process component and a Personal Commitment Contract that participants complete to help the individual move the skills learned from course-oriented to chap-

ter-oriented, theory to practice, and behavior to habit. The APO LEADS program uses theory, materials and models from the best of the world of leadership and team development, in both the profit and non-profit arenas. Participants are exposed to many of the experts in these fields through the course content.

The APO LEADS program is an experience that gives participants skills useful in the Fraternity. The APO LEADS program gives participants a set of skills that can be easily marketed to prospective employers. The APO LEADS program gives participants life-long knowledge and practical experi-

ences leading to success in their future.

**SUCCESS IS UP TO YOU.** You need to attend the courses to learn the skills. You need to incorporate the skills in your participation in Alpha Phi Omega to help the skills become habits. You need to market the skills on your resume and in interviews with employers. You need to prove you can use these skills once you are employed. The APO LEADS program is a significant benefit of your membership in Alpha Phi Omega National Service Fraternity. **TAKE ADVANTAGE OF THIS EXTREMELY SUCCESSFUL AND BENEFICIAL PROGRAM.**

## Sample ways to market these skills on your resume:

Member, Alpha Phi Omega; National Service Organization, 2002-present

*Identify formal leadership positions held - include committee chair positions, etc. For example you might say:*

- Membership VP: Coordinated membership program for fall 2003 semester including overseeing pledge process and retention activities leading to an increase of 10% in membership.

*As a participant in the APO LEADS program you will want to highlight the skills you gained from the program. If you have completed the five courses you might say:*

- Leadership: Completed five courses of the APO LEADS national leadership program. The program is designed to enhance individual leadership, team development and personal management by utilizing the concepts of the servant leader model.

*If you completed one course of the APO LEADS program you might say:*

- Leadership: Participated in APO LEADS national leadership program by completing LAUNCH (or whichever course), a unique leadership course that focuses on leadership, effective communication and conflict resolution.

*Or, if you completed more than one course of the APO LEADS program you might say:*

- Leadership: Completed (two, three, four) intensive national leadership courses that focus on team building, effective communication and organizational leadership (list whichever skills you are wanting to emphasize).

## APO LEADS skills you may wish to emphasize on your resume or in an interview:

LAUNCH: Personal and organizational leadership, effective communication, conflict resolution, and goal setting.

Servant Leadership(c), Servant Organization(c)/Chapter Model

EXPLORE: Personal leadership, effective decision making, conflict resolution and problem solving. Situational Leadership(r)

ACHIEVE: Team building strategies, utilizing diversity in group settings and shared leadership. Team Achievements(c) Model

DISCOVER: Social interaction styles, time and stress management, and personal motivation. Johari Window and Social Interactions Assessment Profile

SERVE: Project management, delegation, meeting management, and marketing skills. Gantt Chart and Project Management Process (S.P.E.E.D.)

For more information on the APO LEADS program, how to participate in a course or become a presenter check [www.leadership.apo.org](http://www.leadership.apo.org), contact your Sectional Staff, or check with the National Office Staff.

*We acknowledge and thank Dr. Fred C. Heismeyer and Joanna Adler for their personal time and contributions regarding this story.*



# APO National Volunteer Conference

## *Highlights*



More than 160 Brothers participated in the first Alpha Phi Omega National Volunteer Conference, held August 12-15, 2004, at the Hilton Garden Inn & Hartman Conference Center in Independence, Missouri. Conference activities included seminars and focus groups, Regional Volunteer Staff meetings, National Committee meetings, discussions and input with members of the National Board of Directors, opportunities to visit the National Office, an evening banquet on Saturday and much more. Participants worked together and learned skills to help them become more effective Alpha Phi Omega volunteers, as well as obtained knowledge of current issues facing the larger Fraternity.





# APO Opportunities at the 2005 Boy Scout National Jamboree



## Jamboree Service Corps

The next Boy Scouts of America National Jamboree will be held July 25 through August 3, 2005. The Jamboree, held every four years at Fort A.P. Hill, near Fredericksburg, Virginia, is the largest BSA event in the country. Members of Alpha Phi Omega National Service Fraternity have a special service opportunity at this Jamboree.

Twenty-four Brothers are needed to help with initial site set-up and staff arrival (July 22-28), and 24 more are needed to help with site clean-up and tear down (July 30-August 4). Students and alumni who are interested in this opportunity are encouraged to contact Dave O'Leary at daveol@earthlink.net or (732) 572-2059 for an application form, which can also be downloaded from the APO National web page ([www.apo.org](http://www.apo.org)). Both male and female Brothers are welcome. Experience or registration with the Boy Scouts of America is not required. You can choose to participate before the Jamboree, after the Jamboree, or both.

Participation in these experiences is available for a nominal fee of \$100 for current students or \$190 for alumni members for each service corps experience to help offset food and lodging costs, thanks to the generous contribution of an alumnus and special consideration of the BSA Jamboree committee. Participants are also responsible for travel expenses. Additional funds are available to cover expenses to encourage committed Brothers to participate in this activity.

Applications are due by January 15, 2005, but should be submitted as soon as possible. Not all applicants will necessarily be accepted for this opportunity; final selection of participants will be made by February 1, 2005.

Those who serve in the pre-Jamboree and post-Jamboree roles may also be eligible to serve on Jamboree staff; however we need to know as part of the application process if you expect to serve on Jamboree staff. Contact your local BSA council for a regular Jamboree staff application or download a copy from the BSA National Jamboree web site at <http://www.scouting.org/jam->

[boree/pdf/67-104.pdf](http://www.scouting.org/jamboree/pdf/67-104.pdf). A list of staff opportunities can be found on this web page: <http://www.scouting.org/jamboree/staff.html>

## Alpha Phi Omega Exhibit

As we usually do, Alpha Phi Omega will also be exhibiting at the National Jamboree, to educate participants about the Fraternity and to meet and gather with Brothers and alumni from across the country. Four additional undergraduate Brothers are needed for the exhibit. If you are interested in helping with the Fraternity exhibit at the Jamboree, please contact Brother Rodger Salzman at [rasalzman@att.net](mailto:rasalzman@att.net) or by phone at (309) 827-8865. This is a regular Jamboree staff assignment and requires participation in the full Jamboree, arriving on July 24 and staying through August 3. Participants are responsible for the full Jamboree staff fee, in addition to travel costs to and from the Jamboree. BSA registration is required. Some funds are available to assist undergraduate members with registration and travel costs.

*Thanks for your service to scouting through Alpha Phi Omega!*

## President's Message *continued from page 2...*

We recently toured the Adam's Mark Hotel in Denver, Colorado, which will host our National Convention. During this tour, I remarked that the ballroom looked a tad small to host our group. I was reminded that we budgeted lower for attendance because this was a West Coast Convention. I quickly responded by asking if it would accommodate 2,500 Brothers. A few people scoffed and said they hoped to get this many, but it was doubtful.

Your task, should you accept it, is to make my wish come true. I want to have the problem of accommodating 2,500+ Brothers when we meet in Denver. I want to chal-

lenge each of our Brothers (pledges, actives, and alumni) to make a commitment to our Fraternity. First is that you will be in Denver for Alpha Phi Omega's 38th Biennial National Convention. Second that you assure that your chapter, your section, and your region are fully represented. Third, each chapter will have the maximum of two voting delegates. Fourth, that you will be part of the contingent that supports our Reference Committee process. Fifth, that this will be the biggest and best National Convention our Fraternity has ever seen. See you in Denver!

*Sally*

# Summer Board Action

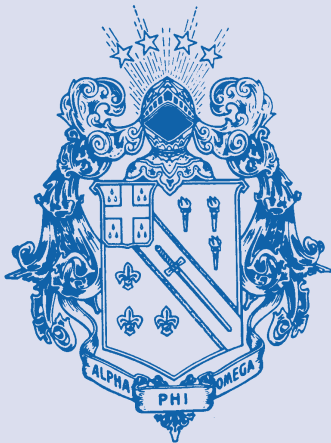
*Actions taken at the July 17, 2004, National Board of Directors Meeting in Denver, Colorado.*

- Adopted the 2004-2005 budget of the Fraternity.
- Approved transfer of the Leadership Fund from the Fraternity to the Endowment Trust.
- Approved 2004-2005 membership goals: 9,328 Pledges; 7,833 Initiates; 9,069 AAMD.
- Designated Secretary Togo D. West Jr. as 2004 Fall Pledge Class Namesake Honoree.
- Approved presenting legislation to the 2004 Convention to create a Life Member of the Board Emeritus status, which would allow Life Members of the Board to choose to have voice but not vote at Board of Directors Meetings.
- Approved presenting proposals to the 2004 Convention and various officers and committees of the Fraternity to implement recommendations from the Legislative Process Task Force.
- Approved proposing legislation to the 2004 Convention regarding Advisors serving as Voting Delegates at Conventions.
- Reaffirmed the National Convention Alcohol Policy.
- Adopted proposed Standing Rules of the Thirty-Eighth National Convention of Alpha Phi Omega for presentation at the Convention.
- Pursuant to Article IX, Section 7 of the National Bylaws, the President declared Upsilon Alpha Chapter's Charter at Austin Peay State University null and void.
- Approved presenting legislation to the 2004 Convention to adjust the requirement that the National Board of Directors submit Regional Boundaries to the Convention every six years. The Board did not approve submitting any Regional Boundary changes to the 2004 Convention.
- President Hainline appointed a committee to review the function, structure and planning efforts of the National Board of Directors.
- Approved presenting legislation to the Convention to change the Toast Song from "Men of" to "True to".
- Approved presenting legislation to the 2004 Convention to require chapters to maintain a permanent e-mail address.
- President Hainline appointed Past President Wilfred Krenek to chair the National Distinguished Service Award Selection Committee.

*The next meetings of the National Board of Directors will be held December 30, 2004, at the Adam's Mark Hotel in Denver, Colorado, and February 3-6, 2005, at the Airport Marriott in Kansas City, Missouri.*

***Please Note:***

***All legislative proposals will be distributed to APO Chapters by October 10, 2004.***



## Online Giving is Now Available at [www.apo.org](http://www.apo.org)

Visit our National web site for a fast, easy and convenient way to make your donation to Alpha Phi Omega. Continue the legacy that you began as a student.

*Life Memberships also can be purchased online.*





# 2004 National Convention Registration Information

## when

Monday thru Thursday, December 27, 28, 29, 30, 2004

## how to register

Visit our web site at [www.convention.apo.org](http://www.convention.apo.org) and register online. To request a National Convention Registration packet, please call (816) 373-8667 x20 or e-mail [convention.admin@apo.org](mailto:convention.admin@apo.org)

## where

Adam's Mark Hotel • 1550 Court Place • Denver, CO 80202

**HOTEL RESERVATIONS:** Hotel reservations should be made directly with the hotel. Please call (303) 893-3333 and tell them you are with the Alpha Phi Omega Conference.

## who

All Pledges, Actives, Advisors, Life Members, Honorary Members, Alumni, family members and friends of Alpha Phi Omega are invited and encouraged to attend this fantastic four-day extravaganza of Leadership, Friendship and Service.

## cost

- ◆ HOTEL ROOMS - \$69 per night (*plus tax*) - single, double, triple, quad occupancy.
- ◆ EARLY BIRD REGISTRATION (*prior to 11/15/04*):
  - Active/Advisor Registration: \$65
  - Alumni Life Member: \$85
  - Alumni Non-Life Member/Guest: \$90
- ◆ LATE REGISTRATION (*after 11/15/04*):
  - Active/Advisor Registration: \$85
  - Alumni Life Member: \$105
  - Alumni Non-Life Member/Guest: \$105
- ◆ FELLOWSHIP BANQUET (12/28): \$29
- ◆ AWARDS BANQUET (12/30): \$34  
(NOTE: Banquet tickets must be purchased in advance because the Fraternity must guarantee payment for a specific number of meals well in advance of the event.)

## what to do

There will be legislative and leadership development activities that will shape the future of the Fraternity, as well as fellowship experiences ranging from casual conversations to dances, alumni events, a talent show and two great banquets. The city of Denver also offers many exciting activities.

## getting to Denver

Check with your Section or Region to see about group transportation opportunities. You can also check the Convention web site at [www.convention.apo.org](http://www.convention.apo.org) for additional transportation options.

# WHO, what, WHEN & Where?

## ALPHA PHI OMEGA'S CALENDAR OF EVENTS

### SEPTEMBER 17-19

*Section 64 Conference*  
Hosts: Iota Xi Chapter  
Rho Chi Chapter  
Dudinsky Farm  
Centerville, PA

### SEPTEMBER 30

*Deadline for Submission  
of Proposed Legislation*

### OCTOBER 1-3

*Section 7 Conference*  
Host: Alpha Xi Chapter  
Washington State University  
Pullman, WA

### OCTOBER 22-24

*Sections 94/96 Conclave*  
Host: Phi Epsilon Chapter  
Maine Maritime Academy  
Castine, ME

### OCTOBER 29-31

*Section 54 Fall Conference*  
Host: Omicron Tau Chapter  
Alma College  
Alma, MI

*Section 70 Fall Conference*  
Host: Omega Lambda Chapter  
Fisk University  
Nashville, TN

### NOVEMBER 1-7

*NATIONAL SERVICE WEEK*  
"Building a Sound Body"

### NOVEMBER 5-7

*Section 50 Fall Conference*  
Host: Zeta Alpha Chapter  
Bradley University  
Peoria, IL

*Sections 88/89 Conference*  
Host: Xi Rho Chapter  
SUNY College at Oneonta  
Oneonta, NY

*Tri-Sectional Conference and  
APO LEADS SERVE*  
Sections 32, 33, & 34  
University of Oklahoma  
Norman, OK

### NOVEMBER 6

*Sections 1/2 Conference*  
Host: Rho Pi Chapter  
University of CA at San Diego  
San Diego, CA

### NOVEMBER 12-14

*Region IX Rally*  
Host: Nu Pi Chapter  
Minnesota State Univ., Mankato  
Mankato, MN

### NOVEMBER 13

*Section 51 Fall  
Mini-Conference*  
Host: Eta Chapter  
Northern Illinois University  
De Kalb, IL

*Section 69 Leadership  
Weekend/NCPC*  
Host: Alpha Delta Pi Chapter  
University of West Alabama  
Livingston, AL

*Section 99 Conference*  
Host: Theta Alpha Chapter  
Stevens Institute of Technology  
Hoboken, NJ

### NOVEMBER 15

*Deadline for Charter  
Reaffirmation and Annual  
Active Membership Dues,  
and NSW Reports*

*Early Bird Registration Deadline  
for the 2004 National Convention*

### DECEMBER 27-30



*2004 NATIONAL  
CONVENTION  
Denver, CO*

**moving?**

**new address**

Name

Address

City State ZIP

( )

Area Code Phone Number

E-Mail Address

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

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

Non-profit Org.  
U.S. Postage

**PAID**

SHAWNEE MISSION, KS  
Permit No. 366