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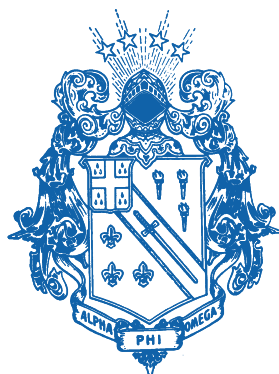
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# TORCH & TREFOIL

THE QUARTERLY PUBLICATION OF ALPHA PHI OMEGA  
 NATIONAL SERVICE FRATERNITY

Spring 2006

## SPRING YOUTH SERVICE DAY:

*Service With Youth & Service For Youth*  
*April 21-23, 2006\**

By Carla Moran, Service & Communication Program Director



*On April 16, 2005, Brothers from Rho Pi Chapter ([www.acs.ucsd.edu/~aphiol/](http://www.acs.ucsd.edu/~aphiol/)) at the University of California at San Diego and Chi Chapter ([www.apo-x.org/](http://www.apo-x.org/)) at the University of California at Los Angeles participated in the "Explorers of the Future" carnival for local disadvantaged youth.*

*Spring Youth Service Day (SYSD) is APO's national spring service effort where Brothers complete service projects with youth and/or projects that benefit youth. The suggested weekend connects SYSD to the largest service event in the world – National & Global Youth Service Day, sponsored by our national partner, Youth Service America. Please refer to the SYSD handbook for more details. \*Brothers may choose another project date as long as projects are reported by May 1, 2006, at [www.apo.org](http://www.apo.org).*

Each of us can recall someone who helped us become the person we are today – someone devoted to Leadership, Friendship and Service. That someone who touched your life may not have been a Brother, but someone who was familiar with our Cardinal Principles. As a dedicated member of APO, you can take steps to become one of those people who youngsters look up to today and will positively remember tomorrow. By completing a project for Spring Youth Service Day (SYSD), you have the rewarding opportunity to provide service that leaves a positive and lasting impression on youth. Full participation in SYSD is an important part of what being in a national service fraternity is all about. During SYSD 2005, APO completed more than 43,000 hours of service and reached more than 52,000 young people!

There are unlimited ways to participate in SYSD. In the spring of 2005, 74 Brothers from Rho Pi Chapter at the University of California at San Diego, along with 10 Brothers

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## TORCH & TREFOIL

Spring 2006 Vol. 82 No. 3

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## PRESIDENT'S MESSAGE

BY DR. FRED C. HEISMEYER III, NATIONAL PRESIDENT

# Is Alpha Phi Omega Strong?

- *Strong Chapters are constantly changing – weak Chapters have no desire for change.*
- *Strong Chapters have many excited pledges – weak Chapters are fairly quiet.*
- *Strong Chapters are intense and earnest about service – weak Chapters go through the motions.*
- *Strong Chapters reach out to others – weak Chapters stay to themselves.*
- *Strong Chapters support their campus and community – weak Chapters offer no support.*
- *Strong Chapters have a positive vocabulary – weak Chapters display negativity.*
- *Strong Chapters communicate fresh ideas about leadership – weak Chapters engage in bickering.*
- *Strong Chapters are always making plans for the future – weak Chapters focus on the past.*
- *Strong Chapters have great dreams for accomplishing their goals – weak Chapters have nightmares.*
- *Strong Chapters make the Cardinal Principles a way of life – weak Chapters operate by old traditions.*



These descriptions could also describe regions, sections, alumni associations, members, or even our Fraternity as a whole. Is Alpha Phi Omega strong? I wholeheartedly answer, "YES!"

Throughout the upcoming months, you'll continue to hear more about the strength of our Fraternity. There are suggested changes in the composition of our Board of Directors and National Leadership structure to help the Fraternity become more successful. There are changes in the commitment of opening our membership to a wider audience, which would increase our diversity and thus lead to increased community service to better our society. There are changes in how we deliver services and how we support our active membership and alumni, leading to stronger Chapters. There are continued changes in the leadership opportunities for our Brotherhood, enabling our leadership to reach further into the community. And finally, there are changes in how we use synergy to help our great Fraternity become the nation's premier collegiate servant-leader organization.

Let us take a moment and recognize that with change comes fear, uncertainty, a sense of loss and even resistance. Also with change comes excitement, anticipation, renewed energy and a greater sense of direction. Each is a common feeling and reaction, both positive and negative. Each of us experiences change differently. Sometimes these feelings are a result of our personal experiences in the Fraternity. Chapters have a unique culture, and regions and sections have special characteristics. The decade in which we individually pledged has resulted in different experiences for each of us. No one Brother has had the same experi-

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# IF YOU WANT TO LEAD . . . SERVE!

By Elizabeth “Beth” Tom, M.D., Leadership Development Program Director

What is Alpha Phi Omega? The quick, obvious answer is “The National Service Fraternity.” What do these words tell others about us? Quite a lot! As a fraternity, we have a history and traditions, and we value developing the kind of relationships that go beyond those of clubs or societies. Service tells others that helping people and our communities is our focus. Friendship and service – these words describe who we are and what we do.

But where is the leadership? After all, we have three Cardinal Principles. Yet leadership is not explicit in the most common description of Alpha Phi Omega. We sometimes assume that leadership is inherent in Alpha Phi Omega simply because it is an organization. After all, Chapters have presidents to run the Chapter meetings, and service projects have chairs to organize and implement them. It could be said that Alpha Phi Omega provides on-the-job training for leadership skills, that learning these skills is a valuable byproduct of what we do.

Alpha Phi Omega does much more than provide opportunities to practice leadership skills. Our Fraternity provides resources, written and human, organized and informal, national and local, to help our members learn and use leadership skills.

The Fraternity website, [www.apo.org](http://www.apo.org) contains numerous publications, such as the leadership series (undergoing revisions and updating) that contain information for Chapter officers. Guides for planning rush and conferences are also available. Referring to the National Bylaws, membership policies and pledging standards can answer questions concerning Chapter operations. Pledge Manuals are mailed to each Chapter – another valuable resource that’s updated every two years. The manual is also available on our website.

Chapters have their own written leadership resources in the form of meeting minutes, Chapter bylaws, project evaluations, Chapter Program Planning Conference (CPPC) notes and officer transition notes. Make these documents informative and easily accessed; your Chapter will know its history and be able to build on its experience.

Another valuable leadership resource is our membership. Past Chapter officers can provide perspective and support. Advisors provide continuity in the face of rapid turnover of Chapter membership. And alumni volunteers who serve our Chapters at the sectional, regional and national levels have insight into Alpha Phi Omega beyond the Chapter level and have an understanding of the available resources.

Don’t forget our national office staff. Your annual dues provide the funding for the various publications they produce,

including rush brochures, membership applications, the pledge manual and the advisor’s guide.

Volunteers at the national level serve on the National Leadership Development Committee, chaired by the Leadership Development Program Director. The Leadership Development Program Director is an alumni volunteer elected to serve on the National Board of Directors by the National Convention and appointed to the Leadership Development position by the National President. The members of this committee have developed courses and trained volunteers to teach leadership skills such as time and stress management, goal setting, conflict management, team building and project management. And these are just a handful of the topics covered in the APO LEADS curriculum. Currently under development are an introduction to leadership course for pledges and a major revision to the CPPC, which will be called ACORNS (Annual Chapter Operations Review & Next Steps).

We even offer a summer weekend leadership course called Serve, one of the APO LEADS courses. This is the only APO LEADS course that requires a fee, which helps pay for the room and meals during the weekend. Participants learn Chapter management strategies including delegation and project management. Completion of the Launch course is a required prerequisite. For more information, visit [www.leadership.apo.org/serve\\_desc.php](http://www.leadership.apo.org/serve_desc.php).

Updates and revisions to other Fraternity documents and resources are currently being undertaken by a team consisting of members of all the Fraternity’s program areas, including leadership development, to ensure consistency and avoid duplication.

What are the responsibilities of the members of the National Leadership Development Committee? Some manage and develop leadership courses and special projects such as APO LEADS courses, training presenters and revising leadership resources. More importantly, every region is represented on the National Leadership Development Committee. These 11 regional leadership development chairs are responsible, in their roles as members of this national committee, for sharing the successes and challenges in leadership development in their respective regions, and for suggesting topics and workshops to be developed by the national committee.

At the regional level, the regional leadership development chairs are resources for Chapters, advisors and alumni volunteers for information such as how to schedule APO LEADS

*continued on page 11*



# CHAPTERS in Action



## OMICRON ZETA CHAPTER California State University, East Bay Hayward, CA

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This past October, Omicron Zeta Chapter participated in “Rebuilding Together Oakland” a community service effort also referred to as “block-building,” to assist local residents with general household repairs. At one home, APO Brothers worked together to clean out the basement, haul away trash, scrape and paint front porch steps, and complete several minor repairs both inside and out. Local residents were grateful for the service that was provided by our members.

## BETA RHO CHAPTER University of Arkansas – Fayetteville Fayetteville, AR

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During National Service Week 2005, Beta Rho Chapter sponsored a “Gingerbread House-Making” project on campus at the Student Union. Students donated funds to make gingerbread houses for the holiday season and all proceeds benefited Habitat for Humanity. For more information, visit [www.uark.edu/studorg/alphiom/public\\_html/](http://www.uark.edu/studorg/alphiom/public_html/).



## ALPHA SIGMA CHAPTER University of Nebraska – Lincoln Lincoln, NE

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On November 19, 2005, Alpha Sigma Brothers and other volunteers joined together to offer service to one well-deserving community member. Estelen, a sweet elderly woman from Valley, Nebraska, had not seen fresh paint on the inside of her home for more than 50 years. With a dedicated group effort to move household belongings, paint walls, reassemble items and clean, Estelen was very grateful for work well done. Visit [www.alphasigma.apo26.org/](http://www.alphasigma.apo26.org/) to learn more about Alpha Sigma Chapter.





## APO SECTION 1

On October 16, 2005, volunteers from Section 1 joined more than 26,000 walkers for the annual AIDS Walk – Los Angeles event. Donation collection efforts by APO members totaled well above \$1,500. Six local Chapters participated, including Chi (University of California at Los Angeles), Alpha Kappa (University of Southern California), Zeta Omicron (California Polytechnic State University), Lambda Mu (California State University, Los Angeles), Rho Gamma (California State University, Long Beach) and Alpha Delta Theta (University of California at Riverside) making this the largest combined-Chapter service event of the year. To learn more about AIDS Walk LA, visit [www.aidswalk.net/losangeles/](http://www.aidswalk.net/losangeles/).



## APO SECTION 86 [www.serviceusa.org/section86/](http://www.serviceusa.org/section86/)

More than 70 volunteers from Section 86 gathered at Garden Harvest for a day of community service on October 23, 2005. Participating Chapters included Iota Gamma (Towson University), Kappa Mu (Johns Hopkins University), Alpha Gamma Chi (Frostburg State University), Alpha Delta Gamma (Loyola College in Maryland) and Alpha Epsilon Lambda (McDaniel College). Garden Harvest is a non-profit farm run strictly by volunteers in northern Baltimore County, Maryland. The farm's mission is to alleviate hunger and improve nutrition for the economically disadvantaged throughout the world. Volunteers teach organic farming and animal husbandry skills to the poor so they can grow their own food and cultivate their own land. All crops produced at Garden Harvest are donated to the poor. APO Brothers spent the afternoon working in the tomato patch picking all remaining tomatoes and dismantling the vines in preparation for the springtime gardening season. For more information about Garden Harvest, visit [www.gardenharvest.org](http://www.gardenharvest.org).



# REGIONAL CONFERENCE



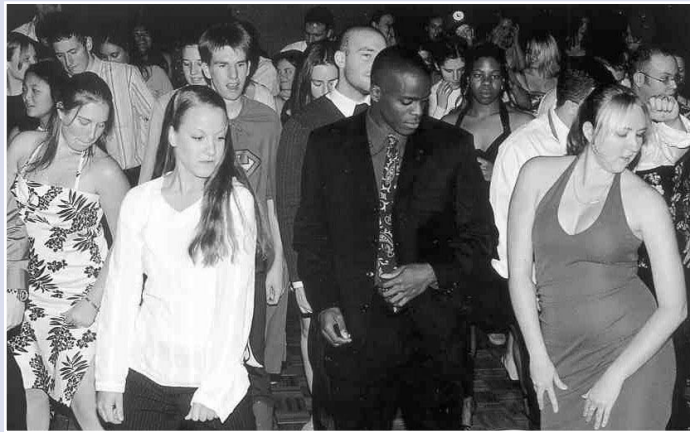
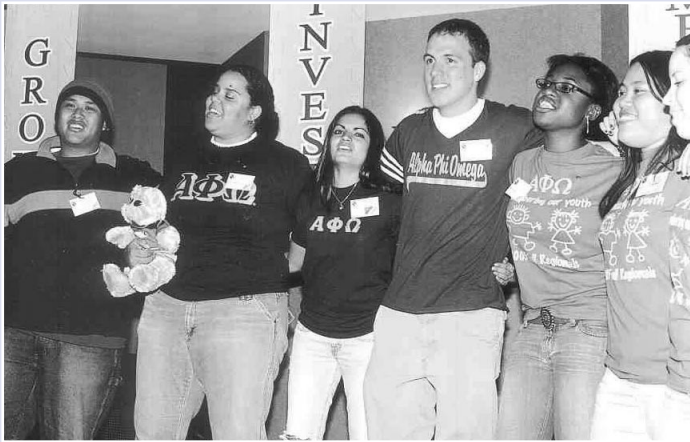
Beta Sigma Chapter at Texas Tech University in Lubbock, Texas, welcomed more than 200 Brothers from New Mexico, Louisiana, Mississippi and Texas to the **2005 Region VII Conference** during the weekend of October 21-23. The theme was "Service is a Breeze". Several seminars were organized and conducted by APO alumni and local Texas Tech staff, including topics such as "How to Plan a Work Weekend" and "Business Etiquette." Fraternity members participated in several important service projects related to Hurricane Katrina relief efforts. Supplies were restocked, more than 20 units of blood were donated to United Blood Services, and food was collected and packaged to help the South Plains Food Bank.



The Nu Omega Petitioning Group at the University of Alaska Fairbanks in Fairbanks, Alaska welcomed 80 Brothers from across the country to the **2005 Region XI Conference** – "Alpha Phi Omega: The Best Bet" in late October. Special alumni guests and members of the National Board of Directors also attended this memorable event. Activities featured APO LEADS (Launch and Achieve) workshops, as well as fellowship fun, including a UAF volleyball game, a visit to the fascinating Aurora Ice Museum, and a trip to Chena Hot Springs Resort for a relaxing dip in the hot springs water, known to locals as one of the best ways to relax the body during the long cold winters in Alaska. Additional highlights included the re-chartering ceremony of Nu Omega Chapter and a Petitioning ceremony for the University of Alaska Southeast Interest Group in Juneau, Alaska.



# highlights



The **2005 Region VI Conference**, hosted by Gamma Phi Chapter at Western Michigan University in Kalamazoo, Michigan, successfully brought together more than 300 Brothers (including APO members from Regions I, V, VIII and IX). The weekend of October 28-30 included informative workshops, including topics such as “Seeing the Big Picture of APO,” Chapter audits and the ever-entertaining APO Trivia! Several members worked with Big Brothers/Big Sisters to offer community service by organizing a Halloween party for local children. During the closing banquet, Immediate Past Region VI Director Michael Leahy received a well-deserved Regional DSK.





# REGIONAL CONFERENCE



Alpha Delta Eta Chapter at SUNY at Albany in Albany, New York, welcomed more than 200 Brothers from Rhode Island, Connecticut, New Jersey, New Hampshire, Pennsylvania, Maine, Vermont, Massachusetts and New York, as well as Petitioning Group members from the University of Hartford and The College of New Jersey to the **2005 Regions I & II Conference** – “Service on the High Seas, A Pirate Extravaganza.” National President Dr. Fred Heismeyer, National Service & Communication Program Director Carla Moran and Region VIII Director John Ottenad were welcomed as special guests during the weekend of December 27-30. Fellowship activities included a pool party with swimming, poolside games and pizza. The closing banquet featured a fun-filled costume party with a variety of creative activities. Community service projects included building homes for Habitat for Humanity, sorting food at the Regional Food Bank of Northeastern New York, selling books and eating at Uno’s Chicago Bar and Grill to raise money for the AIDS Council of Northeastern New York, and collecting more than 600 textbooks in partnership with Better World Books to help support Hurricane Katrina relief efforts and reading programs in Africa and Asia.





# highlights

continued



During the weekend of December 27-30, Gamma Zeta Chapter at the Georgia Institute of Technology in Atlanta, Georgia, hosted the **2005 Region IV Conference** – “Service Went Down to Georgia.” More than 100 Brothers attended the event, representing every section in the region. Special guests included National Board members, as well as 2005 Fall Pledge Class Namesake Honoree Jerry Schroeder. A wide range of workshops was offered, including APO LEADS, with content and presenter training for alumni volunteers. As a community service project, Fraternity members prepared 1,000 sandwiches for local Atlanta organizations that support the homeless. One extremely entertaining fellowship event included Sectional Olympics where Brothers from each section were pitted against each other in field-day-type activities. During the closing banquet, Regional DSKs were presented to Elliot Echlov and Michael Francis.



More than 300 Brothers were “Jazzing Up Service” at the **Region VIII Conference** in mid-January! Delta Delta Chapter at Saint Louis University in St. Louis, Missouri, hosted a wonderful conference that included service projects benefiting youth and the elderly, volunteering at a local food pantry and sprucing up the local community. In addition to the numerous Chapter operation workshops and APO LEADS, there were workshops aimed at having fun, such as swing dancing lessons. Brant Warrick, Immediate Past Region VIII Director, received a well-deserved Regional DSK during this time. The conference concluded with a riveting keynote address from Gilbert Tuhabonye. Gilbert was born in 1974 in the southern county of Songha in Burundi, a small mountainous country in east central Africa. In October 1993, the centuries-old war between the Tutsi and Hutu tribes erupted in horrific reality one afternoon as Gilbert and his classmates were attending school. The Hutu classmates at the Kibimba School, their parents, some teachers and other Hutu tribesmen forced hundreds of Tutsi children and teachers into a room where they beat and burned them to death. Gilbert was the sole survivor. This horrific experience and a passion for running have inspired Gilbert to become a world-class marathoner who also provides motivational speeches about never giving up hope.

# Diverse Membership Retention in APO

In Alpha Phi Omega, diversity is considered to have no boundaries. Every student on campus should have the opportunity to pledge our Fraternity. Chapters are urged to adhere to a standard of diversity that includes – and is not limited to – race, gender, ethnicity, religion, age, choice of major, sexual orientation, geographic location and socioeconomic status. A major purpose in providing diversity among a group is to foster a sense of community within that group, which is why each Alpha Phi Omega Chapter should strive to be representative of its campus's student population.

A Chapter with a diverse membership benefits all of the members, not just those considered minorities. Each of us learns from one another, and exposure to people with varied backgrounds and cultures enhances that learning experience.

The opportunity to be exposed to a diverse group during the formative college years is especially advantageous as misconceptions and assumptions about other people may be ingrained at an early age.

A diverse membership in an APO Chapter will ideally allow any preconceived notions about other cultures and races to be explored. The familiarity with and acceptance of other cultures learned from exposure to a variety of people are not merely an exercise in morality – they are life lessons. The world is full of people who represent many different walks of life. The Brother who meets each person with an open mind and heart is destined for true success.

In the winter issue of the *Torch & Trefoil*, we shared ideas about diverse membership in APO. In this issue, we would like to share some ideas on how Chapters can retain a diverse membership.

## Membership Retention

The word “retention” is used to separate these activities from those in recruiting. Of course, it is often difficult to completely separate these two concepts, since the day-to-day functions of the Chapter have a significant impact on recruitment. The following ideas are intended to help provide the template for a Chapter's continual, diversified membership.

- **Allow Service to Reflect Diversity.** Take the opportunity to make your service projects a reflection of your commitment to diversity. Include service projects that benefit diverse groups, such as volunteering at community centers with high percentages of under-represented groups. This is also an ideal way to get a project off the ground with another diverse student group. Chapters are encour-

aged to use their campus multicultural or diversity centers as a source for information, recruitment or retention ideas, and as a resource for understanding other cultures.

- **Allow Fellowship to Reflect Diversity.** Building friendships through fellowship functions is another important aspect of APO. Take the opportunity to meet new people on campus and in other student organizations. Plan fellowship events around ethnic celebrations. (The student affairs office on campus usually keeps a list of ethnic festivals and/or holidays.)
- **Value Each Person and His/Her Ideas.** The idea behind having a diversified membership is to benefit from exposure to many different people. Take advantage of having access to a variety of Brothers by valuing their input. People from different cultures and backgrounds may not always agree on certain things and may even challenge conventional ideas. Open and friendly discussions regarding daily topics, as well as controversial issues, will provide eye-opening experiences for each person involved.
- **Foster a Welcoming, Supportive Environment.** This is perhaps the most difficult part of maintaining diversity. Obviously, nothing sends a stronger message to Chapter members than for its leaders to serve as positive role models who practice an open, inclusive standard of conduct that other members are expected to live up to. The small, daily interactions that members of Chapters experience are not something that can be planned or regulated, nor should they be. Unfortunately, fostering a sensitive, diverse membership is not always the concern of every Chapter member. Sometimes insensitive or offensive words or actions may take place, either wittingly or unwittingly. If there are members who are not sensitive to the appropriate behaviors that should be afforded all individuals, then education and intervention by the Chapter's president, membership vice president and/or advisors may be necessary.

We are fortunate to live in an era in which acceptance of and familiarity with all cultures and races are a must. The only caveat is that exposure to diverse groups is not always served on a silver platter; sometimes we have to actively seek those different from us and acquaint ourselves. However, we are better for it and should strive to make the diversification of our Chapters a priority.

*continued on page 14*



# Volunteers Needed for the National Marketing Committee

By Lisa M. Covi, Ph.D., Marketing Program Director

Do you have the desire to help make Alpha Phi Omega a household name? The National Marketing Committee is looking for volunteers to help prepare materials to better publicize our Fraternity to current college students, campus administrators, college-bound teens and the mass market. If you are a creative person, strong writer, marketing student, professional or educator and would like to help, please contact Lisa Covi, Marketing Program Director at [marketing.director@apo.org](mailto:marketing.director@apo.org) to find out how to join our volunteer marketing team. Here are some roles that need to be filled:

- **Reporters:** Do you attend a lot of APO conferences? Do you like to take pictures? We need people to tell us about the highlights of sectional, regional and national conferences for our Fraternity publications.
- **Editors:** Are you a strong writer and/or editor? We need

readers to help us proof our print and electronic text.

- **Advertising:** We would like to refresh our collection of Chapter rush and publicity materials to use with attractive and appealing posters, public service announcements, and video spots.
- **Class Projects:** We are interested in people who would like to analyze the current coverage we have received (for example, we have one years' worth of Google hits), and help us design and carry out marketing surveys and tests.

These are just a few of the opportunities we have available for volunteer participation. Please help strengthen Alpha Phi Omega by letting more people know about our Fraternity and helping us become more aware of what's going on in our Chapters.

## Lead...SERVE!

*continued from page 3*

courses or where to find workshop presenters for conferences. Other responsibilities on the regional level vary depending on the regional directors. If you have any questions, suggestions or compliments, please contact your regional leadership development chair at [regional.ldchairs@apo.org](mailto:regional.ldchairs@apo.org).

An alumnus who teaches his children to share a disputed toy is practicing the conflict resolution skills he learned when he was his Chapter's banquet chair. The alumna who arrives early for her volunteer shift at the blood drive is demonstrating respect for her fellow volunteers' time; she learned that respect when her Chapter president started meetings on time. The alumni who are described as "really great friends" practiced listening, empathy and trust while they were pledges and actives in Alpha Phi Omega.

*Where is the leadership? Leadership is everywhere, in who we are and what we do.*

## Announcing the National Marketing Committee's SHOOT TO WIN PHOTO CONTEST

To keep our new web site design fresh and begin to build a library of images for use in future publications, the National Marketing Committee is proud to announce the SHOOT TO WIN PHOTO CONTEST. We are looking for emotional photos that represent Alpha Phi Omega and our Cardinal Principles of Leadership, Friendship and Service – images that will communicate our organization to those who are unfamiliar with who we are and what we do.

### THE CONTEST

All photos must be submitted by July 1, 2006, and must meet all requirements. No more than five entries per person so be selective. The contest is open to all members of Alpha Phi Omega, including alumni. Please note that we are looking for current photography, not historical photography and this is not a scrapbook project. We are not looking for shots of whole Chapters posing with banners. To better understand what the National Marketing Committee is looking for, please refer to the "APO Photo Art Direction" PDF at [www.new.apo.org/site/site\\_files/photo\\_direction.pdf](http://www.new.apo.org/site/site_files/photo_direction.pdf). Horizontal and vertical shots will be accepted, however, we have a greater need for horizontal images on our web site.

A select panel of members of the National Marketing Committee will judge the contest and the winners will be announced on [www.apo.org](http://www.apo.org) and notified by mail before September 1, 2006. All entries become the property of Alpha Phi Omega and may be used by Alpha Phi Omega for promotional purposes.

### THE PRIZES

First Prize: A 10-karat gold Crown Pearl Badge, graciously donated by Burr Patterson & Auld, Alpha Phi Omega's Official Jeweler (retail value - \$271).

Second Prize: Free registration to the 2006 National Convention in Louisville, Kentucky.

Third Prize: A 4x6 leather picture frame with Alpha Phi Omega's Greek letters.

### THE REQUIREMENTS

A Submission Form and APO Model Release Form must be completed for each photo uploaded and entered in the contest with a maximum of five entries per person. Files must be uploaded as RGB JPEG files only. Because we hope to use some of the photos for print applications, we require that they be a minimum of 1600 pixels x 1200 pixels, or 2 mega pixels for an approximate print size of 4x6 at 300 dpi making the files approximately 6MB.

# Alpha Phi Omega: Philippines, Canada & Around the World!

By Dave Emery, International Relations Director

**PHILIPPINES:** Alpha Phi Omega was born in the United States in 1925, but the ideals of Leadership, Friendship & Service were not meant to be kept here. It was Frank Reed Horton's dream that "as scouting is worldwide, so should Alpha Phi Omega be worldwide, gradually spreading through the nations of the world." In 1950, the idea of Alpha Phi Omega was planted in the Philippines when Dr. Librado "Bado" Ureta started the Alpha Chapter at Far Eastern University in Manila. Soon, due to the efforts of Dr. Ureta and the support of Alpha Phi Omega (APhO-USA) and others, Alpha Phi Omega of the Philippines (APhO-Phil) became a thriving, independent national organization with more than 200 Chapters throughout the country.

**ICAPO:** The 1980s brought renewed contact between APhO-USA and APhO-Phil. Leaders in both organizations, including National Presidents Earle M. Herbert (APhO-USA) and Carlos "Caloy" Caliwara (APhO-Phil), concluded there was a need for an international coordinating body to promote the ideals of the Fraternity around the world. This resulted in the birth of the International Council of Alpha Phi Omega (ICAPO) at the 1994 Dallas-Fort Worth (APhO-USA) National Convention with the signing of the charter document. The first meeting of the Council was held in Zamboanga City at the 1995 APhO-Phil National Convention. The second meeting of the

International Council was held at the 1996 Phoenix (APhO-USA) National Convention. At that time, a formal set of operating policies for the Council was signed and the first officers were elected. The current ICAPO officers are: Chair Allen Wong, DDS (APhO-USA), Vice Chair Felix "Chato" Marinas (APhO-Phil) and Secretary Mel Gonzales, Jr. (APhO-Phil & USA).

**ALPHA PHI OMEGA OF CANADA:** More than a decade ago, the National Board of Directors unanimously voted to sponsor and actively support the establishments of Alpha Phi Omega of Canada. When there are five active Chapters in Canada, APhO-USA will work with these Chapters to help them set up an independent national organization. While there has been interest in the Fraternity at several universities across Canada over the years, to date Alpha Chapter has not yet been established.

This is where we need your help! We want to work together to establish Alpha Phi Omega Chapters in Canada and we need student contacts to get potential interest groups off the ground. If you have any student contacts in Canada, please contact Allen Wong, DDS, Canadian Extension Chair at [canadaapo@yahoo.com](mailto:canadaapo@yahoo.com), or Dave Emery, International Relations Director at [international.director@apo.org](mailto:international.director@apo.org).

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## Supporting APO's Annual Fund

Your gift to the Annual Fund provides support to offer our undergraduate Brothers a better Fraternity experience!

Examples of programs and services supported by the Annual Fund include:

- Member Services – Recruitment and Expansion Materials
- Chapter Support – Training Materials and National Service Week
- Fraternity Publications
- APO's Leadership Programs – APO LEADS's Program and the annual National Volunteer Conference

Brothers who are employed by organizations that participate in United Way campaign programs can designate Alpha Phi Omega as one of their giving choices.

Likewise, Brothers who are employed by government organizations that participate in the Combined Federal Campaign can also select Alpha Phi Omega as a gift recipient.

Many employers offer a Matching Gift Program through the Human Resources department.

These are great opportunities to increase the impact of your gift to the Annual Fund!





# national **2006** volunteer CONFERENCE

## who

- ◆ All Chapter Advisors
- ◆ Alumni Interested In or Already Volunteering
- ◆ APO & Other Workshop Facilitators & Presenters
- ◆ Sectional & Regional Level Volunteers
- ◆ National Board Members
- ◆ National Committee Members

## when

Thursday, July 27, 2006, at 8:00 p.m. through Sunday, July 30, 2006, at Noon

## where

The Galt House, Louisville, Kentucky

## schedule overview

**Opening Ceremony** - Begins Thursday, July 27, at 8:00 p.m.

**Conference Activities** - Friday & Saturday, July 28 & 29

- ◆ Seminars & Focus Group Activities — *divided into personalized skill development tracks, including the NEW Advisors Track*
- ◆ Discussions & input with members of the National Board of Directors
- ◆ Regional Volunteer Staff & National Committee Meetings
- ◆ Opportunities to meet as an entire National Volunteer Corporation
- ◆ National Convention Preview

**Closing Ceremony** - Wraps up at Noon on Sunday, July 30

## cost

Registration is \$65, which includes a 3-night hotel room (triple occupancy), all meals except the Friday evening dinner, materials and speakers.

## registration

Visit [www.nvc.apo.org](http://www.nvc.apo.org) for more information about this year's conference. If you have specific questions, please e-mail [nvc@apo.org](mailto:nvc@apo.org).

## The Purpose of the National Volunteer Conference...

**To educate, equip and inspire an effective and productive volunteer force for Alpha Phi Omega.**

### Outcomes for YOU:

- ◆ Develop an Understanding of Current Issues Facing the Larger Fraternity
- ◆ Learn Skills Needed to be an Effective Alpha Phi Omega Volunteer
- ◆ Network with Other APO Volunteers and Discuss Best Practices

### Outcomes for the FRATERNITY:

- ◆ Improve Programs, Goals, and Priorities Through Feedback
- ◆ Unify the Pursuit of Programs, Goals and Priorities
- ◆ Communicate Consistent Messages to our Chapters
- ◆ Celebrate our Successes

# Winter Board Action

*Action taken at the February 4, 2006, National Board of Directors Meeting in Irvine, California.*

- Adopted the 2006 National Convention Budget.
- President Heismeyer appointed a committee for the 2006 Fall Pledge Class Namesake Honoree with Vice President Maggie Katz as the Chair.
- President Heismeyer presented Dr. Stan Carpenter with a plaque in recognition of his 30 years of continued participation at Board Meetings.
- Approved a new charter for the Alpha Zeta Beta Chapter at the University of Hartford, Hartford, Connecticut.
- Approved a new charter for the Alpha Zeta Gamma Chapter at The College of New Jersey, Ewing, New Jersey.
- Pursuant to Article IX, Section 7 of the National Bylaws, President Heismeyer declared the following Chapters null and void: Alpha Epsilon Sigma at Saint Francis College and Alpha Epsilon Xi at LaGrange College.
- The National Board of Directors expressed its appreciation and gratitude to the members of the Open Membership Transition Committee for the time and effort that they have given to the Fraternity in this endeavor. The National Board of Directors will implement a Transition to Open Membership Program, based in large part on the recommendations of the committee.

*The next meeting of the National Board of Directors will be July 7-9, 2006, at the Sheraton Hotel & Suites in Indianapolis, Indiana.*

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

ence of Brotherhood in the Fraternity as another. These differences are what make our Fraternity unique, yet challenging to lead. These differences are what make our personal experience in Alpha Phi Omega memorable, yet sometimes difficult to relate to others within the Fraternity.

In the months leading up to our 39th National Convention, I encourage active and alumni Brothers alike to make an effort to put aside personal experiences and view

the Fraternity from a national perspective – thinking about the 17,000 active members, appreciating more than 340,000 alumni members, recognizing the differences that are represented by 364 active Chapters and campuses, and celebrating the benefits that a true national organization brings to our individual experiences.

**Let's commit to keeping Alpha Phi Omega strong!**



## Diverse Membership Retention *continued from page 10*

Embracing diversity is a skill that can be learned in APO and will be an asset for a Brother's future career choice. It helps when managing others and getting the job done with reduced amounts of conflict. Diversity helps members of any work-team, especially in this global society. In addition, there are many lifelong benefits to interacting with a diverse population.

The ideas we shared are a good starting point, but no general guidelines are sufficient to meet the needs of every

Chapter. If your Chapter is struggling to acquire a diverse group of students, please share your concern with your sectional and/or regional leadership. They may be able to help devise a more tailored plan to meet your Chapter's needs.

*We thank Pratima Singh of the Diversity and Inclusion Subcommittee for her time and contributions to this article. National President Fred Heismeyer and Jamie Conover of the Diversity and Inclusion Subcommittee also contributed to this article.*

### **CORRECTION:**

In the Winter 2005 issue of the *Torch & Trefoil*, regarding the article on page 15, titled "Building the APO Endowment by Revitalizing the Blue and Gold Society" the Blue and Gold Society stated that "Brothers supporting the Alpha Phi Omega Endowment Trust through a gift, lifetime or deferred above \$10,000, are recognized as a member of the Blue and Gold Society." The statement should have read: **"Brothers supporting the Alpha Phi Omega Endowment Trust through a lifetime gift above \$10,000 or more, or a deferred gift above \$25,000 or more, are recognized as a member of the Blue and Gold Society."**

The article also stated "Brothers who were in the Codicil Club are now members of the Blue and Gold Society." This should have read: **"Brothers who were members of the Codicil Club who meet the giving level criterion are recognized in the Blue and Gold Society."**

Our apologies for the incorrect information in this article.



# Supporting APO's Endowment Trust Through Your IRA

Your heirs will be hit doubly with income and estate taxes if you leave them your IRA, so why not leave it to the Alpha Phi Omega Endowment Trust instead?

## Your IRAs Are Worth More as a Charitable Gift

Leave your IRAs to your children or siblings or anyone other than your spouse, and you may be leaving them almost nothing!

Individual retirement accounts are excellent vehicles for accumulating assets for your use during retirement, but they are terrible for transferring wealth to others. Whoever inherits your IRAs may find them seriously depleted by taxes – unless the recipient is a charitable entity like the Alpha Phi Omega Endowment Trust.

## Tax Rules

Like other investments and savings, IRA assets may be subject to federal estate tax. What most people don't realize is that IRA distributions carry an income tax liability, too, which carries over to your designated beneficiaries. This double bite of income and estate taxes often leaves little for your heirs.

Only a surviving spouse can defer the built-in income tax liability on

an inherited IRA, by rolling it over to a spousal IRA within 60 days. All other recipients are not eligible to roll over their proceeds and enjoy full tax deferral.

## Preserve Your Assets

IRA transfers to the Alpha Phi Omega Endowment Trust after your lifetime avoid both estate and income taxes. Estate planners often advise clients to consider a charitable bequest of IRA funds simply because an IRA is worth far more to a tax-exempt organization than it is to heirs, net of tax.

You can bequeath your surplus IRA funds to the Alpha Phi Omega

Endowment Trust, preserving 100 percent of them to support our work rather than relinquishing a huge portion to taxes. Individuals with 401k's or 403b's may also realize tax saving benefits by making APO a beneficiary in their plan.

Your IRA plan administrator or tax advisor can assist you in arranging to name the Alpha Phi Omega Endowment Trust as the primary, secondary or contingent beneficiary of your IRAs.

*The information in this publication is not intended as legal advice. For legal advice, please consult an attorney. Figures cited in examples are based on current rates at the time of printing and are subject to change. References to estate and income tax include federal taxes only; individual state taxes may further impact results.*

## \$100,000 IRA Bequest to Heirs Versus Alpha Phi Omega Endowment Trust

Type of Gift	\$100,000 IRA	\$100,000 IRA
Beneficiary	Heirs	Charitable Organization
Federal Estate Tax (Assumed 46 Percent Marginal Estate Tax Bracket)	(\$46,000)	\$0
Net Amount Subject to Federal Income Tax	\$54,000	\$0
Federal Income Tax (Assumed 28 Percent Marginal Tax Bracket)	(\$15,120)	\$0
Net to IRA Beneficiary	\$38,880	\$100,000

## Spring Youth Service Day *continued from page 1*

from Chi Chapter at the University of California at Los Angeles, organized an amazing community carnival where 200 disadvantaged children enjoyed fun activities and prizes that encouraged them to stay in school, while promoting a safe environment. The event included more than 20 booths with games, crafts, educational activities and scientific experiments. With effective planning and resourcefulness, each Brother took on a leadership role for some aspect of the project. Needs were identified throughout the community, and those needs were met through service.

One important resource that contributed to the success of this project was the APO Youth Service Grant (YSG) program, which allows APO Chapters to apply for grants (\$100-\$500) to help complete service projects throughout the year, benefiting pre-college-age youth. Brother Jack Jadel (Zeta Kappa, '50, Bowling Green University) founded the YSG program in 1995. These valuable grants have helped sponsor dozens of spe-

cial youth-based service projects over the years. Jack's vision – service and generosity within APO and elsewhere – has benefited countless youth and is just one example of how the Cardinal Principles we learn in college become lifelong standards.

As members of the Fraternity, we are the people our nation looks to as role models for youth – role models as participating citizens and role models through service in our communities. We also serve as role models in, what I believe to be, the two most important things in life: how we spend our time and how we treat others. People notice when you are dedicated to what you do and what you believe in. When we dedicate ourselves to youth-based service, youngsters learn the importance of service as well. Observing first-hand APO Brothers serving youth and setting positive examples during SYSD projects, and long past graduation, would make a humble man like our Founder, Frank Reed Horton, justifiably proud.

# WHO, what, WHEN & Where?

## ALPHA PHI OMEGA'S CALENDAR OF EVENTS

### MAR 31 - APR 2

*Tri-Sectional Conference*  
Sections 32/33/34  
Host: Beta Rho  
University of Arkansas -  
Fayetteville  
Fayetteville, AR

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

*Section 52 Conference*  
Host: Delta Omicron  
Wabash College  
Crawfordsville, IN

*Sections 56/59 Conference*  
Host: Delta Alpha  
University of Cincinnati  
Cincinnati, OH

*Section 74 Conference*  
Host: Tau  
University of Florida  
Gainesville, FL

*Section 83 Conference*  
Host: Alpha Delta Iota  
Virginia Commonwealth  
University  
Richmond, VA

*Sections 88/89 Conference*  
Host: Phi  
Syracuse University  
Syracuse, NY

### APRIL 1

*Section 97 Conference*  
Host: Alpha Gamma Gamma  
Hunter College  
New York, NY

### APRIL 7-9

*Tri-Sectional Conference*  
Sections 47/50/51  
Host: Sigma Sigma  
University of Illinois-Chicago  
Chicago, IL

*Section 49 Conference*  
Host: Epsilon Pi  
Southern Illinois University-  
Edwardsville  
Edwardsville, IL

*Sections 65/66 Conference*  
Host: Alpha Beta Sigma  
Robert Morris University  
Moon Township, PA

*Sections 75/76 Conference*  
Host: Mu Mu  
Oglethorpe University  
Atlanta, GA

*Sections 85/86 Conference*  
Host: Iota Gamma  
Towson State University  
Towson, MD

*Section 90 Conference*  
Host: Xi Lambda  
Bloomsburg University  
Bloomsburg, PA

*Sections 94/96 Conclave*  
Host: Alpha Gamma Eta  
University of Vermont  
Burlington, VT

### APRIL 21-22

*Sections 91/92 Conference*  
Host: Zeta Sigma  
University of Delaware  
Newark, DE

### APRIL 21-23

*Spring Youth Service Day*  
Service Projects with Youth and/or  
Benefiting Youth

*Section 8 Conference*  
Host: Kappa Rho  
Seattle University  
Seattle, WA

*Section 45 Conference*  
Host: Epsilon Omega  
University of Mississippi  
University, MS

### APRIL 22

*Section 99 Conference*  
Host: Pi Rho  
Rider University  
Lawrenceville, NJ

### MAY 1

*Spring Youth Service Day*  
Reporting Deadline

### MAY 26-29

*Section 98 Conference*  
Host: Omicron Nu  
University of Puerto Rico/  
Rio Piedras  
San Juan, PR

### JULY 7-9

*Meeting of the National*  
Board of Directors  
Indianapolis, IN

### JULY 27-30

*2006 National Volunteer*  
Conference  
Louisville, KY

### DECEMBER 27-30

*2006 National Convention*  
Louisville, KY

**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

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