



FALL 1991



Delta Omicron



Zeta Omega



Eta Epsilon

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Epsilon Zeta



Phi Xi



Alpha Alpha Pi

**Alpha Phi Omega
National Service Fraternity**

**Volume 67, No. 1
Fall 1991**

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TRYING SOMETHING NEW

by Jerry Schroeder
National President



If our chapter membership has remained stable, is it not time to see what could be accomplished with ten or twenty additional members?

If we have had little or no contact with faculty advisors, relying in-

stead on dedicated alumni for advice, is it not time to see how our "education" and our service could be enriched by including "professionals" in the process?

If the chapter has never visited with the school's president, would not now be an excellent time to ask how Alpha Phi Omega can be of more service to the institution?

The point is that tradition can be an excuse for a lack of innovation. Chapters that are defined exclusively by past routine and the failure to think boldly do not get better and, because nothing in the world stands still, are in reality getting worse—and their members are missing an exquisite opportunity to better prepare themselves for tomorrow's employment challenges.

To those who think that real originality and imagination are beyond reach, I offer the following thought from Bernice Fitzgibbon in *Macy's, Gimbels, and Me*: "Creativity often consists of merely turning up what is already there. Did you know that right and left shoes were thought up only a little more than a century ago?"

To those who see peril in innovation, I say progress always involves risk but, ultimately, less risk than inaction. To those who fear disapproval from others, I say that when two leaders always agree, one of them is unnecessary.

True leadership is not following the path—it's going instead where there is no path and leaving a trail. Therein lies the true challenge of this school year: trying something new.

Tradition, it has been said, is what we do when we can't think of anything new. As the new school year begins, the challenge for Alpha Phi Omega chapters is to approach old obstacles with new creativity.

How can new members be recruited? How can more students become involved in our service programs? How can more leadership opportunities be shared? How can the school administration and faculty be more involved in guiding our progress?

These questions are important to the success of Alpha Phi Omega on every campus because truly innovative answers will directly affect our Fraternity's ultimate and enduring mission of serving others. But there is another, more selfish reason for creativity in our chapter programs.

A recent report by the Department of Labor outlined what American students must learn in school to compete in the workplace of the future. In addition to acquisition of the technical skills taught in the classroom, students must also know how to allocate time, money, materials and staff as well as develop the ability to work in teams, teach others and negotiate.

Proficiency in these "extracurricular" skills can be mastered through participation in vibrant and imaginative chapter programs. Tackling the difficult issues facing the chapter, thinking of new ways to expand the impact of the chapter on other persons, develops individual potential and personal skills that will be necessary to future success in the workplace—and, in the process, means more service to others.

As we return from summer vacation to begin a new school year, a new "APO" year begins as well. That ought to mean not simply continuing past traditions but, rather, thinking of new ways to do things better.

If we've always recruited students with interests similar to ours, is it not time to expand our universe to other students in different courses and with different backgrounds? Further, is it not time that each chapter's membership better reflects the student body as a whole through more ethnic and racial diversity?

ABOUT THE COVER...

For the facts behind the cover photos see page 8

FALL PLEDGE CLASS NAMESAKE

"You Serve Because You're Interested"

The 1991 Fall Pledge Class is dedicated to Kenneth E. McDiffett. Dr. McDiffett has indeed lived a life of service to his country, his university, and to his community.

Shortly after his high school graduation, Ken enlisted in the Civilian Conservation Corps (CCC). At the close of his tour of duty, he was honorably discharged in December 1939. On August 31, 1942, in his hometown of Uniontown, Pennsylvania, Ken enlisted in the U.S. Navy. His tour of 46 months included time in the Atlantic Fleet and the Pacific Fleet with the USS Honolulu, flagship of the ninth cruiser division, which accompanied General Douglas MacArthur on his return to the Philippines at Leyte Gulf in October 1944.

In 1947, Brother McDiffett enrolled at Indiana University in Bloomington, Indiana, where in the spring of 1948 he affiliated with the Mu Chapter of Alpha Phi Omega as one of several advisors. Ken has been aware of, related to, or directly involved in Alpha Phi Omega functions and programs for over 43 years.

Shortly after his arrival at Miami University in 1953, Ken became aware that Miami's Zeta Delta Chapter had been activated the very same week in 1948 that he had affiliated with Mu Chapter at Indiana University. During the elapsed time of 38 years Brother McDiffett has served as an advisor to Zeta Delta, he has seen the chapter grow from eight actives in the early 1960s to over 400 brothers to become one of the largest chapters in the nation. In addition to his Miami service, he has been instrumental in activating or re-activating five Alpha Phi Omega chapters in Ohio.

Over his long tenure of service Dr. McDiffett has participated in and contributed to numerous sectional, state, and regional conferences. In May 1973,



namesake...
Dr. Kenneth E. McDiffett

Ken was honored with an engraved watch in appreciation of his 20 years of care and concern for the Zeta Delta Chapter. In 1984, upon his official retirement from teaching responsibilities at Miami University, the Zeta Delta Chapter, with the help of many Miami graduates, again honored Ken. In 1988, at Zeta Delta's 40th reunion conference, Ken was instrumental in having Zeta Delta alumni, including Wesley Smith, first president of Zeta Delta Chapter in 1947-48, return for the program. In 1990, Brother McDiffett was again honored when the Section 57 Distinguished Service Key was bestowed upon him. In reality, "Dr. Mac" as he is fondly referred to by Miami students, has not retired. He indeed remains very active in the Oxford community and in particular on the Miami University campus and at Zeta Delta meetings and programs.

In addition to his continued service to Alpha Phi Omega, Ken has for many years been active in the Oxford community life and in several volunteer programs. He and his wife, Ruth, and their daughter, Amy, a Nu Rho Chapter treasurer and a College of William and Mary 1984 graduate, have been very active in the United Methodist Church in Oxford. From 1973-1990, Ken served

on the Board of Directors of a recovering-alcoholics program in Hamilton, Ohio. Since 1978, he has been a Life Member of the NAACP. In 1985, Brother McDiffett was recognized for his extensive community service by being named Oxford Citizen of the Year.

Brother Ken McDiffett, a leader, a friend to generations of students, a servant on his campus and in his community, we are pleased to honor you as the 1991 Fall Pledge Class Namesake.

1991 FALL PLEDGE CLASS

In keeping with a Fraternity tradition, Brother McDiffett has the privilege of suggesting an area of emphasis for the 1991 Fall Pledge Class concerning service projects.

Since "Literacy" is our theme for Service Day 1991, Brother McDiffett felt the Fall 1991 Pledge Class might consider one of the following:

- Contact local school districts to assist their Literacy projects.
- Tutor elementary and secondary students at schools near your campus.
- Contact the Literacy Volunteers of America (315-445-8000) for other specific projects in communities within your state.
- Other service project ideas can be found in the National Service Day 1991 Packet mailed to your chapter.

(This article was compiled by John Clover, Advisory Chairman, Zeta Delta Chapter.)

ATTENTION! ALL CHAPTERS!

*It's not too late for you to insure that your chapter is properly represented in the APO History Book. **Gamma Theta**, University of Colorado, Boulder, Colorado, sent what you see on this page. Your submission can vary to suit the personality of your chapter. A list of the chapters who have sent photos and history were attached to the first "back to school" National Chapter Bulletin—mailed August 30, 1991. We want all chapters represented in our official History Book!*

GAMMA THETA

On May 11, 1941, a group of 34 men signed the charter to form Gamma Theta Chapter on the University of Colorado campus.

During this period of World War II, the campus had just a few thousand students—most of them military men and women. Among other projects, Gamma Theta sponsored numerous dances for the student body, including a "Friday afternoon tea dance" in the old Student Union.

In the post-war years, too many projects and a general lack of interest caused the chapter to fold. Gamma Theta was reactivated January 18, 1953, and has been steadily growing in service and campus prestige ever since.

In years past our chapter was in charge of the campus bulletin boards and the lost & found services. Gamma Theta conducted the A.S.U.C. elections and ushered at university plays and programs. The "Colorado Daily" news distribution boxes were built by our members. Each Christmas we were "Santa" to a number of orphans at our annual Christmas party. All profits from our money-raising projects, such as the "Ugly Man Contest," are contributed to worthwhile organizations—CARE and the American Cancer Society. The Scout cabin on Flagstaff Mountain was cleaned and maintained by our brothers.

As we celebrate Gamma Theta's fiftieth anniversary we can boast of 85 active members, a very diversified group, each with her or his own way of contributing.

Currently Gamma Theta conducts Professors' Night Out, a child-sitting service for the faculty of the university, and volunteer work for the university and the athletic department. We also help with freshmen orientation, the Conference of World Affairs and other special events—like various painting and clean-up projects for numerous charitable organizations in the community. During "Desert Storm" our

members wrote to service people in the armed forces. We also sponsor a blood drive each semester and volunteer service to the Humane Society. Gamma Theta is instrumental in raising money for Boulder's homeless shelter as well as doing volunteer work. We also raise money through Spirit Run, where brothers run with the football "game ball" from the opponents stadium to our own for the American Heart Association. Gamma Theta helps annually with Scouting through Klondike and the Scout Show.

Gamma Theta Chapter is proud of the projects which it conducts in striving to carry out the Alpha Phi Omega principles of Leadership, Friendship, and Service.



1941...



1991...

MU CHAPTER

This past spring in Bloomington, Indiana, on the Indiana University city campus a voice was heard saying, "Ladies and Gentlemen, start your duckies". This was not just a spoof of the Indianapolis 500 but rather the first Alpha Phi Omega-March of Dimes Rubber Duck Regatta on that campus. The race started at the Jordan River, where members of the chapter emptied a bag containing 400 rubber ducks. Brothers were stationed along the river banks with sticks and nets to help the ducks along. Eventually brothers just waded in and started pushing the ducks toward the finish line. To raise money for this event, brothers sold tickets to sponsor a duck for "just a buck" many weeks before the event. Then on race day the sponsors of the first six rubber ducks at the finish line won prizes. Prizes were donated, so the March of Dimes received every cent of the \$430 raised. Brother Amy Thornton said that she first got the idea after seeing last year's March of Dimes Regatta in South Bend, Indiana. She then contacted the March of Dimes which supplied the rubber ducks. Brothers of the chapter feel this will become an annual event. Although this year's tally of 400 ducks fell short of the original goal, the brothers feel that next year's regatta will have a goal of 2,000 rubber ducks racing down the mighty Jordan River. For further information contact Amy Thornton, Mu Chapter of Alpha Phi Omega, Room 48-K, Indiana Memorial Union, Indiana University, Bloomington, Indiana 47401.



APO HEADQUARTERS

A new address, becoming more and more familiar, is the one at our new National Headquarters. This past April during spring break, Brother Cliff Thompson of Alpha Gamma Kappa Chapter, Texas Christian University, Fort Worth, Texas, home in Kansas City for just a few days decided to visit the National Headquarters. For brothers traveling home, to school, or just "on the road," our new National Headquarters is a popular stop-off point. If you are ever in the Independence area, you are invited to visit. National Headquarters, 14901 East 42nd Street, Independence, Missouri 64055, 816-373-8667.

ALPHA BETA RHO

Members of the Alpha Beta Rho Chapter had a very busy spring term. They participated in a Special Olympics Bowling Tournament and the Cross Country Skiing Team. For further information on these activities contact Alpha Beta Rho Chapter of Alpha Phi Omega, Student Affairs Office, Campus Drive, University of Pittsburgh, Bradford, Pennsylvania 16701.



ALPHA GAMMA MU

On June 1, 1991, twenty-eight brothers of Alpha Gamma Mu at William Paterson College in Wayne, New Jersey, took the oath of membership into Alpha Phi Omega under the guidance and support of their Big Brother Chapter, Nu Psi at Montclair State College. Fred Pollack and mrn Tomusiak, from the National Board of Directors, were present to witness and welcome the newest chapter of Alpha Phi Omega. Many other Region I and Section 99 Staff were in attendance, including Cheryl Smith (Chairman, Section 99) and Betty Rauch (Staff Liaison to WPC). Most of the other chapters in Section 99 were well represented. After the ceremony, the newest brothers inducted 15 pledges into the chapter.



CHAPTER REACTIVATION

Iota Chi Chapter was established at Northern Michigan University in May of 1951. By 1956, Iota Chi was the largest chapter in the state of Michigan. Unfortunately, in 1972 Iota Chi went inactive for unknown reasons. Reactivation attempts were made in 1977, 1981, 1988, and finally on November 3, 1990, the chapter was reactivated just in time for the 40th anniversary. The chapter responsible for installing Iota Chi, both in 1951 and in 1990, was Epsilon Lambda of Michigan Technological University. Getting their act together for the formal ceremony, service projects were conducted and included helping the Boy Scouts with their Klondike Derby, volunteering at Norlite Nursing Home in Marquette, Michigan, ushering for the theater on campus, selling programs at the university hockey games, and helping with student elections on campus. Additional projects included helping with special olympics, Easter Seals and the local Girl Scout and Brownie troops in the area. For further information contact Jeffrey G. Gagnon, Iota Chi Chapter of Alpha Phi Omega, Box 53 University Center, Marquette, Michigan 49855.



BETA RHO

Whatever happened to the **Beta Rho** Chapter? In 1988, the chapter's membership had dwindled, the chapter had quit reporting and lost sight of its purpose of service. The outlook was bleak, and the chapter disbanded. Fortunately, good luck was just around the corner in the form of an Eagle Scout who began attending the University of Arkansas in the fall of 1989. His name was Roger Stearns, and with the help of Sectional Chairman Jim Porter eight Eagle Scouts were rounded up and formed a pledge class in the spring of 1990. Brother Stearns, with leadership skills developed through the Boy Scouts, helped pull this chapter back together by centering its goals around service. Once the first pledge class (Spring 1990) had gone through learning about the Fraternity, bringing back the almost extinct chapter fell into place. By the fall of 1990 Beta Rho had tripled its size. Service projects included remodeling nature trails at Devil's Den State Park, clothing collections for needy families during the holidays, and trash cleanups around the campus and



community. During the first year of rejuvenation, the chapter even had time to host the first Sectional Conference in six years for Sections 32 and 33. Staying close to the action, Beta Rho then bid on and won the right to host the Region VIII Conference for this fall in Fayetteville, Arkansas. Service is still very important to the chapter,

and this past spring the brothers involved themselves in various student services on campus, aiding Scout troops, the Salvation Army, United Way, and United Blood Services. For further information contact W. Brant Warwick, Beta Rho Chapter of Alpha Phi Omega, 517 Arkansas Union, Fayetteville, Arkansas 72701.



THETA XI

The brothers of **Theta Xi** Chapter have the experience of 41 years of service. This past spring, brothers volunteered an afternoon to help clean and repair cabins at the "Lion's Den," a camp located just south of St. Louis, Missouri. It is used by many groups including the Boy Scouts and handicapped groups. Additionally, the brothers participate in an annual blood drive on campus and for the past 41 years have sponsored the St. Patrick's Day Dance on campus. For further information on these activities contact Theta Xi Chapter of Alpha Phi Omega, Parks College of St. Louis University, 500 Falling Springs Road, Cahokia, Illinois 62206.

DELTA OMICRON

"If I jump into a lake in December, will you donate funds to the Boy Scouts?" It sounds wild, but **Delta Omicron** brothers calling themselves "polar bears" raised dollars for Boy Scouts this past December by leading city officials in Crawfordsville, Indiana, including the Police Chief and various National Guardsmen from Montgomery County, in a quick swim into Lake Holiday in Crawfordsville. The bone-chilling experience raised over \$1,000 for the Cross Roads of America Boy Scout Council. For further information contact Delta Omicron Chapter of Alpha Phi Omega, Wabash College, Crawfordsville, Indiana 47933.

ZETA OMEGA

The brothers of **Zeta Omega** are giving back some of their learned experience by providing a learning experience for those who have a desire to read and write. Zeta Omega has joined in a volunteer effort with the Seventh and James Baptist Church in Waco, Texas. The brothers come to the church to help adults who have an elementary school education and Hispanics who speak very little English. The adult students are eager to learn and want to obtain skills to earn a GED or American Citizenship. The brothers hold the sessions twice a week teaching a small group of students. The material taught includes basic math skills, vocabulary, spelling, grammar, and the English language. Pictured is Brother Sebastian Francis. His motivation for volunteering is, "If an adult has the desire and courage to learn, the least I can do is help." For further information on this project contact, Zeta Omega Chapter of Alpha Phi Omega, Baylor University, PO Box 85571, Waco, Texas 76798-5571.

ETA EPSILON

In March of 1991, brothers of **Eta Epsilon** coordinated a city-wide food drive entitled "Food for Thought." Using the local media, including Y-103 radio and WAND-TV, the chapter set out to collect nonperishable food to be donated to three area food pantries. These pantries included Catholic Charities, Salvation Army, and St. John's Northeast Community Fund. The food drive was a huge success. The brothers raised approximately \$300 as well as several large boxes of food. This project is the beginning of what is hoped to become an annual event. Thanks to the community and local merchants, the first year had outstanding results. For further information on this project, contact Eta Epsilon Chapter of Alpha Phi Omega, Milliken University, 1184 West Main Street, Decatur, Illinois 62522.

EPSILON ZETA

In December of 1990, brothers from **Epsilon Zeta** Chapter wrapped Christmas gifts and donated them to the children at the Parson's Child and Family Center in Albany, New York. The Parson's Center provides supportive services to youth who are emotionally troubled and developmentally disabled or who are in need of a home through foster care or adoption. The gifts were later distributed to the children at a holiday party. For further information contact Epsilon Zeta Chapter of Alpha Phi Omega, Student Union Room 235, Rensselaer Polytechnic Institute, Troy, New York 12180-3590.

PHI XI

The brothers of **Phi Xi** Chapter are happy because they were recently awarded the bid to host the Section 41 Sectional Conference for 1992. Phi Xi is actively involved in many service projects including baby-sitting for the Grayson County Women's Crisis Center, delivering flowers to home hospice patients and cleaning camp sites at the Haggerman Wild Life Refuge in Sherman, Texas. For further information about any of these activities contact Phi Xi Chapter of Alpha Phi Omega, Suite 60331, PO Box 1177, Sherman, Texas 75091-1177.

ALPHA ALPHA PI

Alpha Alpha Pi Chapter is celebrating 10 years of service to the campus and community. Brothers are always trying to find fun and helpful service projects as well as ones that build camaraderie among the brothers. One recent project the brothers sponsored was a trip to Butler, Pennsylvania, to participate in "A Habitat for Humanity" work camp. The "Habitat" is an organization which builds homes for people in need. They have chapters in many cities and on many campuses throughout the country. "Even though the day was cold and wet, the brothers managed to have a great time." For further information on how to get in touch with "Habitat", contact Alpha Alpha Pi Chapter of Alpha Phi Omega, Box 170, Westminster College, New Wilmington, Pennsylvania 16172.

SUMMER BOARD MEETING

The summer meeting of the National Board of Directors was held in Kansas City, Missouri, July 13, 1991. The following actions were taken:

- Approved Dr. Kenneth E. McDiffett, past sectional chairman and advisor to the Zeta Delta Chapter, Miami University, Oxford, Ohio as the 1991 Fall Pledge Class Namesake.
- Reappointed Patrick W. Burke as National Executive Director.
- Approved the budget for 1991-92.
- Confirmed Tim Mangan, former Region I Director, as 1992 Convention Coordinator.
- Appointed Wilfred M. Krenek, National Vice President, to be responsible for oversight and coordination of the Long-Range Plan of the Fraternity.
- Approved that all capital assets of \$200 or more be capitalized and depreciated as follows: In the year of acquisition, one half year depreciation will be recognized.

Computer Hardware-Three years

Furniture and Fixtures-Five years

Building Improvements-Twenty years

- Approved policy that requires the approval of the President and the Finance Chairman for the Executive Director to exceed any budgeted line item by a variance of \$500 or 10 percent, whichever is greater.

- Declared the following chapters inactive due to nonpayment of Annual Active Membership Dues:

Nu Chi, Davidson College, Davidson, North Carolina; Nu Omicron, Troy State University, Troy, Alabama; Alpha Beta Alpha, Indiana University Southeast, New Albany, Indiana; Beta Phi, University of Southwestern Louisiana, Lafayette, Louisiana; Alpha Beta Kappa, University of New Orleans, Louisiana; Kappa Eta, University of Southern Mississippi, Hattiesburg, Mississippi; Kappa Gamma, University of Wisconsin, LaCrosse, Wisconsin.

- Directed the National Membership & Extension Committee to develop an alternative membership education program to be submitted for approval to the National Board of Directors at the February 1992 Board meeting.
- Authorized Robert C. Barkhurst, National Archivist, to proceed with the publishing of the Alpha Phi Omega History Book.
- Approved a special committee composed of members of both the Life Members of the Board and former National Presidents and others at the President's discretion to: 1) Investigate the past and present purpose, responsibilities and authority (including voting power) of Life Members and former National Presidents on the Alpha Phi Omega National Board of Directors; and 2) propose any modifications or additions to our current Bylaws and/or Board policy dealing with these groups of Board members which may be required to clarify or modernize their current purpose, responsibilities, and/or authority.
- Declared that Mu Eta Chapter, Albright College, is no longer in "good standing" with the Fraternity. In order to return to "good standing," the chapter must meet the conditions set forth by Albright College in cooperation with the Sectional Chairman.

XI PSI

Brothers of Xi Psi Chapter at Western Kentucky University celebrated their 27th Founder's Day and Chapter Reaffirmation Ceremony this past February. The event was marked by a special candlelight ceremony with brothers pledging to continue to be a leading force in service on the Western Kentucky University campus and in its surrounding community. The chapter also included a Founder's Day Banquet to which they invited Brother Donald Pierce, the founder of Xi Psi, who gave a speech and talked about how the Fraternity and the University had changed and grown. He was honored following the banquet by the brothers who named the new Spring Pledge Class in his honor. The evening was topped off with Golden Oldies music mixed with contemporary pop music. For further information contact Kenneth Brittan, Public Relations Officer, Xi Psi Chapter of Alpha Phi Omega, Box U-209, College Heights, Western Kentucky University, Bowling Green, Kentucky 42101.



SERVICE AND LITERACY: A HOT COMBINATION



By Dave Emery,
National Service Chairman

Did you know that 13% of Americans age 20 years or older are totally illiterate? Therefore, there are 25 million people in this country who cannot read or write at all. According to the Department of Education, an additional 45 million Americans are functionally illiterate. That is, they do not possess the reading and

writing skills to find a job. This staggering number is growing by more than 2 million per year!

The 1990 National Convention chose "Education: The Big Payoff" as the service area of emphasis for 1991 and 1992. Within that category, "Literacy" was chosen as the theme for National Service Day in 1991. Selecting "Literacy" as a focus for our chapters is more than appropriate considering the magnitude of the situation.

In his State of the Union message (January 1990), Honorary Brother President George Bush declared that "Every American adult must be a skilled, literate worker and citizen." Then at the National Governor's Association Meeting (February 1990) he joined with the Governors as they set as one of their goals to be the elimination of adult illiteracy. Unfortunately, during this time of budget crises, funds to accomplish this and other worthy goals are in shorter and shorter supply. More help is therefore needed from the private sector, charitable organizations and individual volunteers.

To initiate this volunteer effort against illiteracy, Barbara Bush announced the formation of a new foundation to fight illiteracy in the United States. The organization is called the Barbara Bush Foundation for Family Literacy and is based in Washington, D.C. The foundation is funded by private contributions. Bush said that it would emphasize "inter-generational activities" for all kinds of families - "the big and bouncing kind, the single parent, extended families, divorced, homeless and migrant." Even before she became First Lady, Mrs. Bush had worked for many years as a volunteer fighting illiteracy.

Because we have all enjoyed the benefits of a college education, it's sometimes hard to believe that illiteracy can be such a problem in this country. I am proud to know that the delegates at the 1990 Convention recognized the problem of illiteracy and made a commitment to do something positive about it.

As you start to plan your National Service Day Project, make it one of your goals to get other groups on campus and in your community involved in a literacy project. Remember, National Service Day was not started as merely a day when all of our chapters perform a similar project on the same day. Brothers, you already know how to do service, and you do it very well and throughout the year. National Service Day was started as a day when we can share the spirit of service with those around us.

For ideas on how to select an appropriate project for National Service Day, see the National Service Day 1991 Project handbook which will arrive shortly in your chapter mail box. Or better yet, contact your campus or community library or adult education department for some specific ideas on how to meet an appropriate local need. If you are still lacking for ideas, you may want to consider sponsoring a fund-raiser for a local or national literacy program.

Once you have completed the project, make sure you fill out the Project Sharing form and send it back to the National Office by December 1. Be sure to send a photo of your chapter members working on the project.

CHALLENGE 450

By Patrick W. Burke,
National Executive Director

One year ago, the Fraternity embarked on a two-goal program. The first goal is to increase the number of chapters to 450 by August 31, 2000. A second goal is that these chapters will have 12,000 active Brothers as measured by the reporting of AAMD. These twin goals are of great importance to Alpha Phi Omega. We are able to offer our program to students and to those we serve only where we have active chapters!

In order to reach our goals, we must first strengthen our existing chapters, and to reduce the number we lose each year. Too many chapters have fewer than 15 active Brothers, and their continued survival is threatened. Alumni volunteers, especially Regional Directors and Sectional Chairmen, have worked with these chapters to develop "revitalization plans" to enhance their stability. This effort will continue and expand to other chapters as necessary.

The National Membership and Extension Committee has developed a special "operations manual" for smaller chapters. This was distributed to those chapters with fewer than 20 active Brothers. The focus of this "Survival Guide" is the development of effective chapter programs for small groups, while planning for growth. Many smaller chapters utilized the ideas in the "Guide" last year and report they were of great help.

In addition to strengthening existing chapters, we must substantially increase the number of new chapters established each year. Volunteers working with the materials developed by the National Membership and Extension Committee are already meeting with great success on many campuses. Of course, we need even more volunteers, both alumni and actives, who are willing to accept the challenge of starting new chapters.

The continued growth of Alpha Phi Omega is up to each of us. It won't happen because we'd like it to... but it will happen if we choose to make it!

If you'd like to join with those of your Brothers who are already providing leadership to this major service effort, please contact Judy Mitchell, our Director of Chapter Services, at the National Office.

Help the fraternity achieve "Challenge 450"!

DEVELOPING CHAPTER LEADERSHIP



*By Betsy Ullrich
National Leadership
Development Chairman*

Allison from Bucknell University called me last night. She wanted to know what other chapters do to promote leadership development among the brothers and pledges. So we talked for a while about Bucknell's program and what some other chapters are doing, and about the opportunities for leadership development through Alpha Phi Omega. Here are some ideas from many chapters, as described in your annual H. Roe Bartle evaluations:

Chapter Responsibility: "Our chapter develops leadership through allowing active participation in leadership positions by all members. Everyone is in charge of at least one project or another task during the semester." "In addition, brothers are encouraged to take part in committees and to become committee chairs, as well as run for office." "For those who are not as outgoing . . . we do get them involved . . . as their confidence builds, more jobs and responsibilities are given to them." "We encourage new brothers to take on small projects as soon as possible . . . Small projects might include a party or a half-day service project." "Through these positions, one can learn about delegating duties, assuming responsibilities, and communicating with others, all of which are a part of being a leader."

Teamwork: ". . . [Our chapter has a] Mentor Program—former officers helping new officers adjust to their responsibilities. . . ." "Currently, there is an informal 'Officer Apprenticeship' program, where brothers interested in running for an office assist the current officer in his/her duties. . . our goal [is that] each officer and project chair will be paired with someone who has held that position. This mentor will serve as a guide and as a resource."

Pledge Programs: "[We] encourage leadership development in . . . leadership lectures for pledges during an early pledge meeting." "This term . . . [we] started a program to get at least one pledge to co-chair service projects with active chairs. This program has been very successful because it gets more people involved, it helps develop future leaders

from the pledge class, and it delegates work."

Chapter Leadership Programs: "This semester, we have decided to implement a workshop specifically designed to develop leadership skills." "We are bringing in speakers to our meetings to talk about organizational leadership, program planning, etc." ". . . Our chapter started leadership workshops . . . aimed at familiarizing pledges and new actives about running a chapter. Some topics covered last year were chairing projects, chapter traditions, and membership retention." "Currently, we are planning a leadership conference for our members. Such things as communication, teamwork, and organizational skills will be stressed."

Other Leadership Programs: "Our campus also offers a . . . leadership weekend. As we have in the past, our chapter will be paying for two members to attend" ". . . [We are] working with our residence life program and using their leadership development events. . . . We try to encourage our brothers to become active in other groups and organizations on campus." "We encourage all members to run for leadership positions not only in the chapter, but in student government." ". . . [We develop leadership] by encouraging members to attend the LDW and CPW. . . . Officers are asked to read the 'Leadership Series' handbooks A national/regional convention fund is set up to assist actives and pledges to attend conventions. . . ." "Our participation in Regional and National Conventions has been great. . . . [Our goal is] to increase participation in Sectional Conferences."

Finally, one chapter writes that "Everyone is made to feel needed and appreciated. Awards, recognition, and a simple 'Thank You' are often given to the chapter members to encourage the current leaders to continue their positive contribution, while other members are recognized as being an integral part of the chapter." And so, thank you, Brothers, for continuing to provide and promote leadership in the programs on your campuses.

CPW



Carnegie Mellon University in Pittsburgh, Pennsylvania, was the site of a Chapter Presidents Workshop July 26-28. A lively group of 34 brothers and petitioners from 15 chapters and petitioning groups conducted a very creative mock rush, shared chapter slogans like "Service, Service, Service!" and learned leadership skills to plan, run and evaluate their chapter programs.

The Fraternity held seven Chapter Presidents Workshops this past year literally from coast to coast. Most workshops occur during the summer months. Details for the 1992 CPWs will be coming soon!

APO VISA CARD PROGRAM UPDATE

APO's Visa card program continues to be a success. It has been two years since the program started, and in that time over 2,000 brothers have applied and received their APO Visa cards. In addition to its basic use, the card allows brothers to identify with the Fraternity wherever and whenever they use the card. Not only are brothers benefiting from the card, the Fraternity benefits as well.

The card program generates income for APO in two ways. First the issuing bank contributes \$5 to the Fraternity for every new account opened. Secondly, the Fraternity receives a percentage of every sale made with the credit card. If you would like to apply for an APO Visa card or have any questions regarding your existing card, please call our customer service representatives at 1-800-421-2273.

Moving?

NEW ADDRESS

Name _____

Address _____

City/State/Zip _____

Mail to: Alpha Phi Omega National Office
14901 E. 42nd Street
Independence, MO 64055

Alpha Phi Omega

14901 E. 42nd Street
Independence, MO 64055

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