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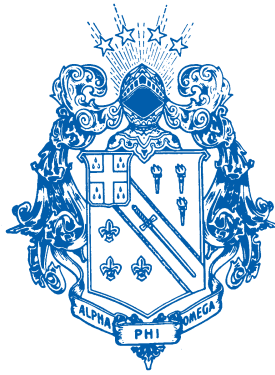
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**This issue of Torch & Trefoil
serves as an annual
national program review.**

www.apo.org



TORCH & TREFOIL

THE QUARTERLY PUBLICATION OF ALPHA PHI OMEGA
NATIONAL SERVICE FRATERNITY
Summer 2009

Alpha Phi Omega and the Girls Scouts of the USA:

A Relationship Worth Building

Barb Anderson, former Scouting and Youth Services Director

Since the start of my involvement with Alpha Phi Omega in the early 1980s, there have been numerous occasions when I have been asked why the Fraternity did not have a formal relationship with the Girl Scouts of the United States of America (GSUSA). Today, though, I am pleased to say that after a number of years and through the efforts of several brothers, a formal relationship of cooperation has been put into place.

While you may ask why forging a relationship with the Girl Scouts took so long, the more pressing question now must be how we, as a fraternity of individual brothers, diverse chapters and widespread national presence, will work to build and develop the partnership. As we look to determine ways to build and strengthen our relationship with GSUSA, we should first look to the basis on which it is built.

Since its founding in 1912, GSUSA has provided girls an opportunity to discover new things, build lasting friendships and gain personal skills. Whether through working on activities together within a troop setting, experiencing nature through a troop camping trip or working on a service project in their community, girls who participate in Girl Scouts have an opportunity to develop skills and abilities that support their growth into involved, caring and engaged adults.



(Continued to Page 3)

TORCH & TREFOIL

Summer 2009 Vol. 85 No. 3

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PRESIDENT'S MESSAGE

BY MAGGIE KATZ, NATIONAL PRESIDENT



What a year it has been. We continue to hit new heights, thanks to the efforts of our student, advisory and alumni members. For example, we had record numbers of members each of the past three years, topping 18,000 for the first time in our history. We had 30 chapters receive Chapters of Excellence recognition (the largest number yet) and 16 receive our inaugural Pledge Programs of Excellence recognition at National Convention in December. We have conducted more hours of service and raised more money for good causes as part of National Service Week and Spring Youth Service Day than ever before. Three years of increasingly ambitious budgets allowed the creation and development of numerous new programs intended to put more tools in the hands of our students and local volunteers, helping them achieve our common goal of more healthy chapters. Those budgets included stretch goals for fundraising designed to ensure we have ample resources to better serve our chapters.

One of the programs proving to be both beneficial and practical for our chapters is APO IMPACT. Both the APO IMPACT Guides and APO IMPACT Live webinar sessions were launched for chapter use this past year and have received high marks from their users for providing remote access to important resources and information in order to help maintain healthy chapters. Thousands of chapter members across the nation are logging in to APO IMPACT to continue their quest to provide our nation's schools with the best, most well-trained servant leaders on campus.

This year was also a big year for our relationship with the Scouting movement. We signed a Memorandum of Understanding with the Girl Scouts of the United States of America (GSUSA) and reaffirmed our ties to the Boy Scouts of America, meeting with the new chief scout executive this summer. For more information on the newfound relationship between APO and the GSUSA, check out the article on the cover!

What an exciting year! However, we aren't done yet! Even as we bask in the glow of what we have done as the nation's largest Greek-letter organization, we look ahead to what remains to be done. And, as proud as I am of all that has been accomplished and all the individual and group efforts that made it possible, I am focused on the future and what it will take to tap our unlimited potential.

In brotherhood,

Maggie

Correction: In the spring 2009 issue of *Torch & Trefoil* (Volume 85, Number 2), Kappa Chi Chapter at Creighton University was inadvertently left off the list of the Pledge Program of Excellence recipients.

A Relationship Worth Building (Continued from Page 1)

While the focus and purpose of the Girl Scout program has remained unchanged throughout its nearly 100-year history, recent organizational changes and a new program approach are structuring the movement to continue and expand its support for girls. Over the past year, GSUSA has unveiled its new program model to define what girls do in Girl Scouts, how they do it, and how they individually and collectively benefit from those activities. Termed the new Girl Scout Leadership Experience, a model has been structured around three keys: Discover, Connect and Take Action. This model allows girls to develop leadership skills while experiencing the fun and friendship that have always been integral to the Girl Scouts.

From our first moment of involvement with Alpha Phi Omega, we, as brothers, acknowledged and committed ourselves to providing service and, as part of that, service specifically directed toward youth within our communities. With that commitment and the strong foundation that our well-established traditions of youth service provide, we have the necessary tools to build a strong partnership with GSUSA. However, the question of how to go about doing this remains unanswered. Perhaps we can best proceed in our efforts by borrowing from their new leadership model: by discovering, connecting and taking action on all levels within the Fraternity to expand our interaction with and knowledge of GSUSA.

Within the new Girl Scout Leadership Experience, the first step on a successful journey is to understand yourself, your values, and what knowl-

edge and skills you have available to explore the world. This investigation, or Discovery, is applicable as well to Alpha Phi Omega as we look to develop the partnership with GSUSA. Whether a chapter has had extensive interaction with Girl Scouts or is working to plan its very first Girl Scout project, it



Photo from PhotoDisc Volume 24



Photo from isaackphoto.com

first needs to understand where its interests lie. Of course, to provide service is a given goal for the project. But within that project, is the chapter interested in a behind-the-scenes role, interaction with the adult Girl Scout volunteers in the area or direct interaction with girls? Is the chapter seeking a one-time event for the semester that might develop into an annual service project or a continuing project throughout the term?

Once you understand your chapter's interests and availability, it's time to take the second step on your journey by Connecting with Girl Scouting in your area. A number of resources have been developed by our National Scouting and Youth Services Committee to aid chapters in identifying local Girl Scout councils, structuring projects, etc. These resources are available at www.apo.org. In addition to these prepared resources, be sure to contact your chapter's scout-

ing or community advisor for assistance and suggestions in identifying project ideas. Lastly, explore Internet resources to learn more about your local Girl Scout council. Most councils maintain a Web site that provides information on their council service area, structure and activities.

Combining these resources should provide your chapter with an excellent basis to make initial contact with Girl Scouting in your area. Or, if you have an established interaction, they might provide information to help you to further develop and expand this area of your chapter's service program.

After undertaking the Discovery and Connect steps of your journey comes the all-important step of Taking Action. Within the new Girl Scout Leadership Experience model, this final step is summarized as "girls act to make the world a better place," providing girls the opportunity to put into action their leadership skills and to realize that through their actions they can affect change in their lives and in their world. For Alpha Phi Omega, taking this final step is important as we develop and expand our new partnership with GSUSA. Each service project and activity, no matter the size or complexity, completed by our chapters strengthens the partnership and supports the continuing interaction between Alpha Phi Omega and GSUSA.

I wish every chapter the best as you embark on your journey to expand your interaction with Girl Scouting in your community. Know that as you plan and carry out your projects, you are building upon the Fraternity's strong foundation of providing youth service and helping strengthen our newest partnership with the Girl Scouts of the United States of America. ■

FY2007-08 Financial Summary

Keith D. Roots, Finance & Operations Director, finance.director@apo.org

Alpha Phi Omega ended FY2007-2008 in very good financial health. Our fiscal year ended July 31, 2008. Membership gains and improved, cost-effective programming are among the year's financial highlights.

Our revenue continues to exceed budgeted projections due to the outstanding recruitment and retention work of our students and volunteers. These membership records allow the Fraternity to build a stronger reserve fund — a potentially important tool given today's economy.

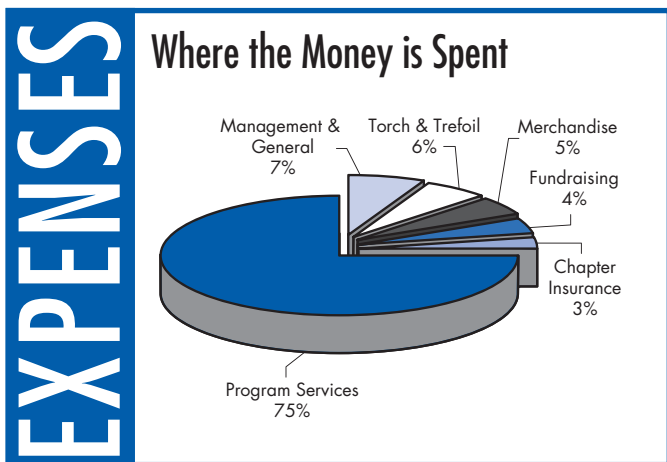
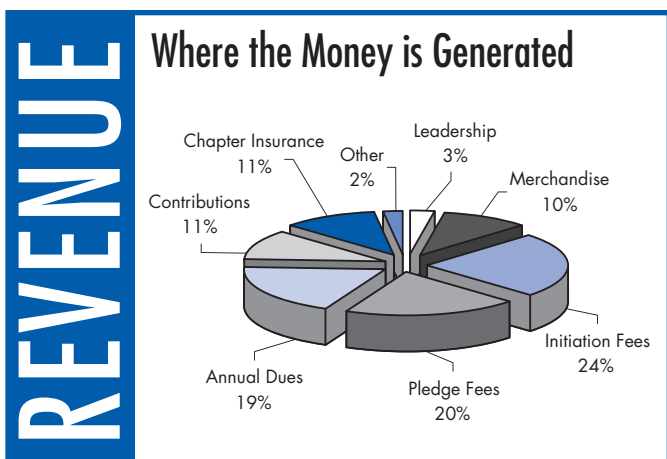
The charts to the right provide a picture of the Fraternity's revenue sources and expenses. Note that our membership revenue makes up the largest portion of our income. Program services (services to chapters, petitioning groups and interest groups) commands a larger relative proportion of our expenses. APO continues to add support for our chapters and their programs. You also will notice a new category for insurance. The 2006 National Convention approved charging members for liability insurance, and revenue from the new fees provides insurance and risk management education, including the new online Hazing Education Program.

APO must work diligently to ensure that our chapters are healthy. Well-rounded programming, timely reporting, and a commitment to strong recruitment and retention activities are keys to the success of each chapter and the Fraternity as a whole. Increasing revenues from non-student fee sources

is a component of our commitment to the overall health of APO. We continue to determine cost-effective ways to reach our annual fund goals, as this is essential in our efforts to expand programming while keeping our costs to students low.

Support for the Alpha Phi Omega Endowment continues to grow through planned and major gifts. Endowment gifts generate interest income to support scholarships and other programs.

As membership fees make up 63 percent of our total revenue, the Fraternity's financial ability to provide expanded programming and services is directly related to the strength of our chapters. Membership recruitment and retention at the chapter level is significant for many reasons, including the exceptional service we provide in our communities, the many individuals who benefit from our leadership and service programs, the long-term growth of the Fraternity, and the increased revenue needed to provide quality assistance to our chapters and members.



The Fraternity must continue to push forward with generous giving, dedication to chapter membership recruitment and retention programs, accurate and timely reporting, and prompt submission of membership dues. I want to thank everyone who played a role in the Fraternity's success during FY2007-2008 and say thank you to those who donated to APO. Your efforts and hard work on so many levels help ensure the Fraternity's solid financial position. ■

STATEMENT OF FINANCIAL POSITION

			7/31/2008	7/31/2007	2008	2008
ASSETS	2008	2007	Actual	Actual	Budget	Over/(Under) Budget
ASSETS						
Current Assets						
Cash & Interest Bearing Deposits	775,580	583,167				
Accounts Receivable	10,981	17,452				
Merchandise for Sale	49,859	46,335				
Printed Materials	24,339	34,546				
Prepaid Expenses	14,848	10,076				
Total Current Assets	875,607	691,576				
Investments	273,066	294,265				
Property & Equipment						
Land	93,000	93,000				
Building and Improvements	261,699	256,175				
Equipment	180,621	183,213				
Furniture & Fixtures	45,055	38,740				
	580,375	571,128				
Less Accumulated Depreciation	352,672	338,892				
Total Property & Equipment	227,703	232,236				
TOTAL ASSETS	1,376,376	1,218,077				
LIABILITIES & NET ASSETS						
Current Liabilities						
Accounts Payable-Chapters	36,763	34,150				
Accounts Payable-Vendors	39,997	87,942				
Accrued Expenses	17,537	18,730				
Due to Endowment	1,650	3,180				
Total Current Liabilities	95,947	144,002				
Other Liabilities						
Funds Held for Chapters	9,564	5,785				
Deferred Revenue (Convention)	16,100	0				
Total Other Liabilities	25,664	5,785				
TOTAL LIABILITIES	121,611	149,787				
Net Assets						
Unrestricted	518,180	526,097				
Operating Reserve	500,000	300,000				
Temporarily Restricted	236,585	242,193				
Total Net Assets	1,254,765	1,068,290				
TOTAL LIABILITIES & NET ASSETS	1,376,376	1,218,077				
REVENUES						
Pledge Fees			249,690	199,520	230,075	19,615
Initiation Fees			303,870	292,705	268,380	35,490
AAMD			235,585	134,955	221,425	14,160
Subtotal			789,145	627,180	719,880	69,265
Sale of Merchandise			131,231	169,558	146,025	(14,794)
Annual Fund			142,532	157,967	170,000	(27,468)
Leadership Services			40,792	33,708	61,005	(20,213)
Liability insurance-members			134,750	0	126,420	8,330
Other Revenue			26,463	45,543	21,000	5,463
Restricted Revenue			51,602	51,760	37,464	14,138
National Convention			0	192,601	0	0
Subtotal			527,370	651,137	561,914	(34,544)
TOTAL REVENUE			1,316,515	1,278,317	1,281,794	34,721
Program Activities						
Salaries & Health Ins			500,502	451,634	523,068	(22,566)
Payroll Taxes			35,350	31,773	33,567	1,783
Printing			35,320	27,085	44,290	(8,970)
Telephone			5,589	3,164	6,400	(811)
E-mail/Internet			8,871	1,748	9,500	(629)
Postage			48,711	50,318	47,000	1,711
Copier			11,293	12,318	17,350	(6,057)
Insurance - chapter			31,015	0	58,405	(27,390)
Staff Visitation			45,603	20,217	69,570	(23,967)
NW Support			10,809	4,474	5,000	5,809
Cert & Awards			4,095	5,146	7,357	(3,262)
Alumni Services			10,380	21,703	21,515	(11,135)
Leadership Development			35,612	27,753	38,765	(3,153)
Board Meeting			8,056	8,523	8,000	56
Public Relations/Advertising			39,808	3,663	22,000	17,808
BANC Program			1,005	1,169	2,500	(1,495)
Scouting Relations			10,464	10,210	10,730	(266)
J B Fund Distributions			0	0	12,000	(12,000)
Mack Scholarship			17,674	11,000	16,469	1,205
Youth Service Grants			5,811	6,108	2,700	3,111
Service			10,505	10,505	10,470	35
Total Program Activities			876,473	708,511	966,656	(90,183)
Other Services						
National Convention			0	157,189	0	0
Purchase of Merchandise			59,188	80,785	62,393	(3,205)
Torch & Trefoil			65,361	40,408	71,000	(5,639)
Total Other Services			124,549	278,382	133,393	(8,844)
Support Services						
Management & General			78,350	80,948	79,920	(1,570)
Fundraising			50,668	46,841	48,950	1,718
Total Support Services			129,018	127,789	128,870	148
TOTAL EXPENSES			1,130,040	1,114,682	1,228,919	(98,879)
Change in Net Assets			186,475	163,635		
FUND BALANCE, BEG OF YR			1,068,290	904,655		
FUND BALANCE, END OF YR			1,254,765	1,068,290		

Alpha Phi Omega

FY2008 MEMBERSHIP STATISTICS

(August 1, 2007 - July 31, 2008)

Active Chapters: 363

Pledges: 10,011

Initiates: 8,682

AAMD: 9,427

Increasing Involvement in 2008-09

Jeff Cantor, Alumni & Internal Volunteer Development Director, alumni.director@apo.org

Membership in Alpha Phi Omega is for life. While the focus of fraternity activity is at the chapter level, our alumni volunteers play a crucial role. Alumni involvement falls into three categories: volunteering to support a chapter, involvement in an alumni association and financial support. We have more than 1,500 volunteers who help our chapters as chapter advisors.

This year the Fraternity supported its advisors by providing officer development opportunities through APO IMPACT guides and webinars, providing dedicated and experienced sectional and regional volunteer staff members as resources, and much more. We

have between 300 and 400 volunteers who work with chapters through service on a sectional or regional staff, serve on a national committee or serve on a task force. This past year the Fraternity supported these volunteers through the addition of available resources, including sectional chair mentoring, the addition of a volunteer coordinator and through the National Volunteer Conference (NVC).

Our alumni volunteers play a crucial role in supporting chapter activities. Therefore, the Alumni Relations Committee (ARC) and the

Internal Volunteer Development Committee (IVDC) have large responsibilities. The IVDC works to meet the training needs of our alumni volunteer staff as they work at the local, sectional, regional and national levels to keep APO running smoothly. All programs that support alumni associations, the management of alumni benefits (corporate discount programs) and

The IVDC will soon shift from an annual to a biennial NVC. Over the last couple of years, the committee discussed such a reorganization and decided it would not only relieve the schedules of sectional, regional and national volunteer staff, but might also play a significant role in increasing attendance at NVC. In 2008, the NVC had a little more than 110

volunteers in attendance. While a significant number, the committee determined that attendance might increase if the conference was held biennially. This would also allow committee members to step away from planning NVC and put sig-

nificantly more time into traveling and conducting sectional training seminars to reach out to those volunteers who are unable to travel to NVC.

Just as companies look to fill important positions within their ranks, our sectional, regional and national volunteer leaders are frequently in need of additional alumni volunteers to handle specific tasks. In turn, our alumni volunteers are often looking for new opportunities to serve the Fraternity due to changes in their schedule, location or interests. To better serve these needs, former Section 81 Chair and member of the ARC

A key segment of our **alumni volunteers** is the 65 sectional chairs who are the first level of Fraternity administration above the individual chapters

representation at the Fraternity's National Convention are overseen by the ARC.

The IVDC functions as the NVC Planning Committee. The committee is chaired by Chris Meschuk, Gamma Theta, and includes four to six other committee members with specific responsibilities, as well as regional representatives from many of our 11 regions. The National Office staff assists the IVDC with a number of administrative functions, including but not limited to online registration for NVC, alumni association tracking and managing volunteer staff contact lists.

Sarah Pauline Finch joined the IVDC as our Volunteer Coordinator to develop a more extensive system to better serve the Fraternity. It is the intention of the committee that Brother Finch will help create a process to introduce those who need volunteers and those interested in volunteering.

A key segment of our alumni volunteers is the 65 sectional chairs who are the first level of fraternity administration above the individual chapters. In an effort to better support these volunteers, the IVDC welcomes outgoing Section 31 Chair Lisa Coop as the Section Chair Mentoring Coordinator.

Brother Coop will work in conjunction with several other program areas, as well as the National Office, to provide introductory information to new sectional chairs, match new and experienced chairs for mentoring purposes, and develop additional materials and communications venues. A major revision of the Sectional Chair Orientation and Sectional Chair Roundtable at the 2009 National Volunteer Conference will be among Brother Coop's first projects.

Jennifer "Blondie" Barnes continues to chair ARC, working with several members-at-large, as well as regional representatives from our 11

regions. The committee also receives substantial administrative support and assistance from our paid staff at the National Office who manage the alumni portion of our Web site, handle most mailings and communi-

cations with alumni, and negotiate the various discounts available to alumni (see the link under Alumni Resources at www.apo.org). Continuing the work of last year, the committee will finalize the Chapter Anniversary Kit this summer, develop the How to Maintain an Alumni Association manual, and conduct an alumni survey to record the level of volunteer work and charitable giving done by our nearly 350,000

alumni. To find out more about each of these new documents, see the sidebar to the right.

Finally, a note on the actions of the 2008 National Convention in Boston: The Convention voted in favor of creating the Local Alumni Association Distinguished Service Key to be bestowed by members of a recognized alumni association upon a brother who has demonstrated exceptional service in support of the association. This is similar to the Chapter Distinguished Service Key and fills the final void by allowing all elements within the Fraternity to recognize outstanding service. ■



**national 2009
volunteer
CONFERENCE**

July 30 - August 2

**Sheraton Sports Center
Kansas City, MO**

**See page 16
for more information!**

Chapter Anniversary Kit

Designed to guide chapters in planning an event to celebrate a significant anniversary, with particular focus on inviting and involving alumni from every generation. Being rolled out on a test basis to select chapters in Regions II, III and V.

How to Maintain an Alumni Association Manual

Written for alumni association officers and others interested in keeping their group running smoothly and effectively. Will include suggestions for service and fellowship activities, as well as ways to keep members connected and informed.

Alumni Survey

It's easy to find figures on the amount of volunteer work and charitable giving of the average American, but how do Alpha Phi Omega alumni compare? Right now, we don't know; this survey will answer that question. We expect to find that our alumni far exceed the figures for the average American, allowing us to use this information to further our extension and recruiting efforts.

For more information about AR&IVD Programs, visit www.apo.org.

Leadership Training Stretches Far and Wide Through New APO Programs

Ed Richter, Leadership Development Director, leadership.director@apo.org

Like death and taxes, change is one of those constants in life. And being flexible and adapting to our changing world in the classroom or at work are keys to surviving and thriving in life. If you've participated in an APO LEADS course, you know about change: if we embrace it, we increase the possibility of being more successful in whatever we do.

Alpha Phi Omega's Leadership Development Committee (LDC) continues to embrace change to improve the leadership development of our brotherhood. Work started in 2000 to update and add to the National Leadership Program. This effort resulted in the creation of the

APO LEADS program, which uses servant leadership and the servant chapter model as a foundation. This program continues to be very popular among active and alumni brothers.

Since 2002, more than 1,180 courses (including presenter and content training courses) have been completed, and more than 8,100 brothers have participated in one or more courses. Over the past 18 months, approximately 250 courses have been completed and 3,100 brothers participated — including more than 2,000 LAUNCH participants. At the 2008 National Convention in December, approximately 48 APO LEADS courses were presented to

more than 320 participants.

Delivering these courses is a team of nearly 150 volunteer presenters trained in presentation and facilitation skills. These team members give unselfishly of their time, talent and treasure to travel across town, the state and, many times, the nation to provide service to our fraternity. We could not deliver APO LEADS without their dedication, and we're grateful to all of them for making this commitment to APO.

Sadly, however, low participant numbers and lack of available presenters resulted in the cancellation of 80 courses in the past 18 months. To reduce the number of canceled courses, we continue to set realistic expectations, enhance the course request system and work on communicating more effectively with brothers who request courses. In addition, we're expanding the number of presenter training courses, observers and trainers.

If you're interested in becoming a presenter, contact our training coordinator, Kathy Habel, training.coordinator@apo.org, or our regional leadership development chairs for more information. In addition, summer training opportunities will be held at the 2009 National Volunteer Conference in Kansas City, Missouri, and at some of this fall's regional conferences.



Attendees of the 2008 National Convention in Boston work through a team challenge during one of the 48 total APO LEADS courses presented to more than 320 brothers over the course of the four-day convention.

APO LEADS Testimonials

The personal odyssey of leadership development is an ongoing experience. The possibilities truly are endless! The following brothers share with us their own accounts and stories of how they have used the various techniques and skills learned through the APO LEADS program in their own chapters or leadership experiences.



I went to SERVE this past weekend in Philadelphia. I was amazed at all the amazing skills I learned for project management, like how I could delegate better and communicate with others on the project. I already put these skills to use for project planning, and I even created a Gantt chart!

The SERVE experience is more than worthwhile. You will have a wonderful time, meet amazing people, and learn valuable skills that will help you before you expect them. I fully endorse this program!

— Alle Marron, Chapter President, Alpha Delta Phi, Seton Hall University

This was one of the most amazing APO experiences I'll ever have! SERVE was an adventure. The level of personal development was immeasurable. I know that the skills I took away from it are relevant not just in what I do for APO, but in my professional life as well. I feel as though I am a much more confident leader because of what I learned.

I also met a wonderful group of brothers that taught me a thing or two as well. It was inspiring to work with them in the projects and activities throughout the weekend. The friendships built will last a lifetime. I urge every brother to take this course. It was outstanding!!

— Lillian Mondaro, Section 99 Staff, Alpha Delta Phi, Seton Hall University

Former LD programs, such as the Chapter Presidents (Program) Workshop, Leadership Development Workshop, Chapter Program Planning Conference, Team Development Workshop and Leadership Series, have evolved into several new programs: the APO LEADS program, APO IMPACT, APO IMPACT Live, and the Chapter Assessment and Planning Session (CAPS).

In order to increase the number of members able to attend APO LEADS and other leadership development workshops, the Fraternity developed a number of webinar and online formatted workshops under the title APO IMPACT. APO IMPACT Live is a series of webinars on various aspects of chapter operations presented in real time. Since the first APO IMPACT Live webinar in April 2008, more than 600 brothers, primarily actives, from nearly 170 chapters have participated

in 20 webinars. Topics for the webinars are suggested by actives. During 2008-2009, the top sessions focused on pledges, chapter presidents, retention, recruiting and finance. Webinar technology has also helped the Fraternity train new presenters and review courses before course content training sessions.

The LDC is working to combine the forces of APO LEADS and APO IMPACT Live for an online LAUNCH course. The course is currently being tested for use this fall. This new delivery system will allow the course to be presented to brothers and chapters where presenters are not available.

Another project that occupied the LDC over the last year was organizing and changing from the Chapter Program Planning Conference (CPPC) to the new Chapter Assessment and Planning Session (CAPS). The program's structure was revamped to foster chapter independence. Instead of chapters deter-

mining specific goals for service, membership, etc., as they did in CPPC, goals are determined by whatever the chapter feels it needs/wants to work on. The goals are more qualitative than quantitative in nature.

CAPS allows chapters to evaluate their programs and determine where they've been, where they are and where they want to go, based on SMARTER goals. All chapters and petitioning groups are strongly encouraged to evaluate their programs and operations and let their sectional chairs know when they have completed this process.

The Leadership Development Committee continues to build on the past and move into the future by assessing the needs of our membership, finding innovative ways to address those needs and evaluating if those needs are being met. More information about these programs and services is available through at www.apo.org. ■

Strengthening our Chapters and Setting New Membership Records!

Hon. John K. Ottenad, J.D., Membership & Extension Director, membership.director@apo.org

There is no denying that Alpha Phi Omega is enjoying a period of growth in membership, the likes of which we have never before seen. After setting a record in 2006-2007 for the highest overall membership in our Fraternity's history — 17,360 brothers — we broke that record in 2007-2008 with an overall membership of 18,109 brothers. We also reached a milestone in 2007-2008 by recruiting more than 10,000 pledges for the first time in APO history!

Although we will not have final numbers until after July 31, we know we have already smashed last year's active brother reporting by 400 brothers; we're also tracking ahead of last year's pledge and initiate reporting.

This type of growth, however, does not happen by accident. I would sincerely like to thank the Membership Committee, especially the regional representatives of that committee, as well as the regional directors

and sectional chairs. Their efforts in working with our chapters, promoting growth, providing leadership and guidance on recruitment and retention issues, and encouraging the timely filing of forms and fees made a dramatic difference. Without their continued and extensive efforts, we would not be successful in continuing our mission of creating more healthy chapters, on more campuses, providing more opportunities for more students to do more service. Additionally, since our active brothers are the ones who build and strengthen our chapters through their hard work and recruiting, it is important to recognize and thank them for their continued efforts in helping grow their chapters and the Fraternity.

Our growth, though, is not confined to our increasing membership numbers. Due to the hard work of our Extension Committee and Charter Review Team, we've also added eight

new chapters this school year, and there's a possibility of having one or two more before the end of FY2008-2009 on July 31.

While we are incredibly proud of our membership numbers and chartering success this year, these numbers represent only a fraction of what our Membership Committee has been working on. At the 2008 National Convention, I was pleased to honor 30 chapters with the 2007-2008 Chapter of Excellence Award. This award recognizes chapters that have not only met the minimum requirements, but have well-rounded chapter programs of Leadership, Friendship and Service. Also, for the first time we presented the Pledge Program of Excellence award in 2007-2008 to 21 chapters. This award recognizes chapters that meet and surpass all National Pledging Standards, recruit for diversity, work on retention, and strive to create a fun and educational atmosphere for

Welcome to our newest brothers from the following new chapters of our Fraternity. Congratulations, and thank you for bringing Alpha Phi Omega to your campuses!

- **Alpha Zeta Sigma** *St. Anselm College (Region I, Section 94)*
- **Nu Psi** *Montclair State University (Region I, Section 99)*
- **Chi Lambda** *Elizabeth City State University (Region III, Section 80)*
- **Upsilon Kappa** *St. Augustine's College (Region III, Section 80)*
- **Alpha Alpha Delta** *Salisbury University (Region III, Section 85)*
- **Alpha Zeta Pi** *University of Maryland, Baltimore County (Region III, Section 86)*
- **Alpha Zeta Rho** *Defiance College (Region V, Section 56)*
- **Omega Sigma** *California State University, Fullerton (Region X, Section 2)*

pledges. Each award has three levels (Blue, Gold and Diamond), depending on the number of requirements completed and level of excellence achieved.

Despite all of these records and accomplishments, I am most excited about the success of our first Membership Academy in Cincinnati, Ohio, on June 20-22, 2008. This weekend-long skills training course helped educate brothers on chapter membership operations. Participants received hands-on training from volunteer staff, networked with brothers and alumni from across the country, and left the course with tangible skills, ideas, information and membership action plans they could immediately use in their home chapters. In attendance were 34 graduates from 15 different chapters in six different regions.

“Beta Pi initiated 20 new brothers this school year, which means we doubled our chapter size from the 2007-2008 academic year. Yay for Membership Academy! We’re sending our newly elected pledge trainer and vice president of membership to Kansas City this summer to learn all of the tricks,” said Brother Shannon Compton, Beta Pi Chapter at the University of Tulsa.

Because of the success of that initial Membership Academy, the committee expanded the program and is offering three Membership Academies this summer in Kansas City, Missouri; Hartford, Connecticut; and New Orleans. Participants will once again learn about a wide array of topics, including rush, recruiting, brother retention, diversity, and developing Pledge Programs of Excellence and Chapters of Excellence. Participants

Outstanding Pledge Programs

The following 15 chapters earned both the Chapter of Excellence and Pledge Program of Excellence awards at the Diamond (highest) level:

- **Mu Alpha**
Georgetown University (Region 3, Section 85)
- **Zeta Kappa**
Bowling Green State University (Region 5, Section 56)
- **Xi Upsilon**
Mount Union College (Region 5, Section 59)
- **Alpha Zeta Kappa**
Eastern Kentucky University (Region 5, Section 67)
- **Mu**
Indiana University (Region 6, Section 46)
- **Eta Sigma**
Illinois College (Region 6, Section 47)
- **Kappa Chi**
Creighton University (Region 8, Section 26)
- **Beta Rho**
University of Arkansas (Region 8, Section 33)
- **Phi Theta**
Arkansas Tech University (Region 8, Section 33)
- **Epsilon**
Truman State University (Region 8, Section 49)
- **Alpha Phi**
Washington University (Region 8, Section 49)
- **Beta Psi**
Southeast Missouri State University (Region 8, Section 49)
- **Delta Delta**
Saint Louis University (Region 8, Section 49)
- **Epsilon Pi**
Southern Illinois University at Edwardsville (Region 8, Section 49)
- **Alpha Zeta Eta**
University of Alaska Anchorage (Region 11, Section 8)

These chapters certainly distinguished themselves. The actives, advisors, alumni and staff from these chapters have a lot to be proud of. It takes a lot of hard work to achieve these awards at the highest level. Congratulations again to these and all of our recipients!

will learn about running effective interest meetings as a part of a comprehensive recruitment week and how to develop traditions, motivate brothers, deal with nonperformers, and keep pledges and new actives involved.

If membership, extension or any of the programs described in this article are of interest to you, or if you have other ideas or suggestions, please contact John Ottenad, Director of Membership & Extension, at membership.director@apo.org. ■

How Did You Find Out About APO? Program Raises Nationwide Profile

Carla Moran, External Relations Director, external.relations@apo.org

How did you find out about Alpha Phi Omega? How did you get involved? I ask these questions throughout the Fraternity: to pledges, petitioners, actives, advisors, alumni – everyone! The answers, which vary and are often intriguing, usually involve a friend or acquaintance who enthusiastically shared information about APO. For many of us, positive word of mouth played a part in us making the crucial decision to join APO.

For the next two years, we're focusing on increasing the number of people who hear about APO. Each term the Fraternity President will choose an area or program not specified in the National Bylaws that is "in the Fraternity's best interest." A Program Director will be assigned to that area. The 2009-2010 program is External Relations. The charge is to raise APO's profile with key national audiences and help chapters raise their profile within their community.

At first glance, many people see us as any other fraternity or service organization. It will take time, but bit by bit we'll set APO apart from the crowd. Won't it be great when a chapter plans

a service project or seeks donations for its event and the person on the other end of the phone line positively recognizes APO and wants to help? Other organizations have this recognition and we can too!

The External Relations Committee is discussing ways to introduce APO to college administrators and staff, media outlets, other nonprofit organizations

a story with our name. We're also developing simple publicity tips for chapters to post on www.apo.org and e-mail monthly. There's information online for chapters seeking local publicity, including a sample press release and Alpha Phi Omega's style and graphics guides. We're considering ways to enhance our relationships with our host institutions by communicating

with administrators on a regular basis, sharing contributions by the local chapter and promoting APO's national successes. We're communicating with our national partners about high-visibility ways to work together. We're contemplating an essay contest for service-

The External Relations Committee is discussing ways to introduce APO to college administrators and staff, media outlets, other nonprofit organizations and, most of all, potential members and their peers.

and, most of all, potential members and their peers. We want to communicate the value an APO chapter brings to a campus, the opportunities and experiences we offer students, the contributions our service makes locally and nationally, and how to engage our services and/or members.

We're developing projects and programs in accord with our National Strategic Goals. At www.apo.org, we're gearing up to feature photographs and profiles of outstanding students and alumni in action to help put a face and

minded, college-bound high school students to raise awareness of APO. And the list goes on!

Given all that APO does and has done throughout its 83-year history of Leadership, Friendship and Service, we have much to be proud of. If we turn that pride into action and strategically get the word out, someday when we ask students how they found out about APO, they won't recall a time when they did NOT know about APO. I look forward to that day and hope you do too! ■

Alpha Phi Omega Soars in Service!

J. Adam Bolain, Service Director, service.director@apo.org

From projects at a sectional or regional conference to the National Convention to local chapter projects, Alpha Phi Omega showed that we are the premier service-based leadership development organization in the country. Our National Service Week theme in 2008 was “Serving Adults with Disabilities.” Take a look at these great results in the box below!

On September 8, 2008, Brother Carla Moran, Theta Zeta, the immediate past Service Director, represented APO in a special gathering at the White House for the President’s Remarks on Volunteering. This non-partisan event brought together Americans of many stripes and states to recognize and celebrate volunteerism. Carla spoke with “leaders of other service organizations, universities and national nonprofits who are familiar with APO. It was a gratifying reminder of how well regarded APO is by those we impact. The esteem in which APO is held is a credit to each brother who wears the pin of service.” A huge thanks Carla for representing us so well!

In March, 17 chapters were awarded a Youth Service Grant (YSG) to conduct service projects for local youth. The project ideas were wide ranging in scope and size. As results are reported, many of these great projects

may be found in the Featured Service Projects area of www.apo.org. We are extremely grateful for the continued support that allows us to fund these grant requests and the additional focus to increase participation from chapters that have not yet received a YSG.

Brother Pete Forbes, Xi Upsilon, was appointed by the Fraternity’s President, Maggie Katz, as the new Scouting and Youth Services Committee Chair. Pete brings decades of volunteer and professional experience to this position. We look forward to great things under his leadership as the Fraternity continues work with our historical partners and embraces our newest national partnership with the Girls Scouts of the United States of America.

In April, President Barak Obama signed legislation designed to strengthen national community service efforts. The Edward M. Kennedy Serve America Act will more than triple the positions in the AmeriCorps program and launches many other initiatives to encourage Americans to volunteer on their campuses and in their communities. The National Service Committee will provide guidance to our chapters on how they can help the administration on their campuses lead these efforts. We know that Alpha Phi Omega brothers (actives and alumni) will jump at this opportunity! ■

2009 Youth Service Grant Recipients

- **Tau** University of Florida in Gainesville, Florida
- **Phi** Syracuse University in Syracuse, New York
- **Beta Sigma** Texas Tech University in Lubbock, Texas
- **Epsilon Gamma** Alfred University in Alfred, New York
- **Zeta Alpha** Bradley University in Peoria, Illinois
- **Zeta Psi** University of Oregon in Eugene, Oregon
- **Eta Phi** American University in Washington, D.C.
- **Iota Chi** Northern Michigan University in Marquette, Michigan
- **Lambda M** California State University, Los Angeles
- **Lambda Nu** Duke University in Durham, North Carolina
- **Lambda Omega** California University of Pennsylvania in California, Pennsylvania
- **Nu Alpha** Quinnipiac University in Hamden, Connecticut
- **Pi Eta** Loyola University of Chicago
- **Sigma Beta** University of Redlands in Redlands, California
- **Upsilon Mu** University of Puerto Rico in Mayaguez
- **Chi Nu** Grambling State University in Grambling, Louisiana
- **Alpha Epsilon Tau** University of Dallas in Irving, Texas

Year	Service Hours	Value	Member Participants	# of Service Projects	Youth Reached	Funds Raised
2008	33,151	\$646,772.11	4,249	252	4,604	\$52,511

* The dollar value of all the service hours calculated, base on the Value of a Volunteer Hour.

Lt. Col. Lucius E. Young Passes Away at 99

It is with great sadness and respect that Alpha Phi Omega recognizes the passing of Past National President Lt. Col. Lucius Emerson Young on February 24, 2009. Brother Young served as President from 1972 to 1974.



Lt. Col. Lucius Emerson Young

Brother Young pledged Zeta Phi Chapter at Howard University in Washington, D.C., as a chapter co-founder in January 1948. After years of commitment to the Fraternity, Brother Young succeeded to the presidency upon the death of Past National President Aubrey Hamilton in March 1972. He was elected to a term in his own right by the 1972 National Convention. He traveled the country extensively, visiting many chapter and sectional conferences.

Brother Young was Catholic by faith and attended St. Joan of Arc Church. Professionally, he served as a lieutenant colonel in the U.S. Army, as a professional Scout and as a professor of military science at Howard University.

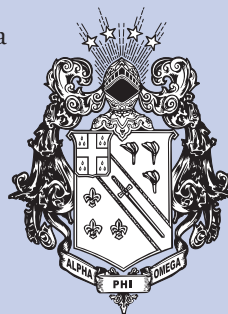
Brother Young is survived by his wife, Muriel; sisters Suzie Williams, Viola McDonald and Earline Warwick; and by nieces, nephews, and many loving family members and friends. ■



Brothers of Zeta Phi Chapter at Howard University in Washington, D.C., are reflecting upon the life and contributions of Brother Lt. Col. Lucius E. Young. Brother Young was a co-founding brother of Zeta Phi. The memorial took place on March 6, 2009.

Happy Anniversary to the following chapters!

- **Mu Chi Chapter** at Indiana University of Pennsylvania celebrated its 50th anniversary on December 6, 2009.
- **Beta Sigma Chapter** at Texas Tech University in Lubbock, Texas celebrated its 70th anniversary on April 30, 2009.
- **Beta Rho Chapter** at the University of Arkansas in Fayetteville, Arkansas, celebrated its 70th anniversary on April 2, 2009.



In Memory Of...

William E. Woods Sr.

Kappa Psi, '74

North Carolina A&T State Univ.

William E. Woods Sr. passed away in February 2009. Brother Woods was the marching band director, choir director, drama coach and tennis coach at Saint Augustine's College; he also served on the PTA. Brother Woods played for four church



Photo courtesy of Saint Augustine's College

choirs and started the instrumental music program at Louisburg College. He is survived by his wife, Geraldine, and three sons: William, Tyler and Christian.

"He never met a stranger," said his wife of 33 years. "He was a people person; very social. To know Bill Woods was to love Bill Woods." Also an educator, Mrs. Woods excelled in her own field, English, and was one of her husband's biggest fans. She shares that admiration with their three sons, who were "his pride and joy," she said.

Hon. William Strasser

Gamma Iota, '69

CUNY Brooklyn College

Hon. William Strasser passed away on June 12, 2008. Judge Strasser was an inspiration to many people both within the field of immigration law and in his community. Judge Strasser spent more than 30 years within the Department of Justice. It was, however, after his tenure that Judge Strasser truly began his most ambitious quest. After 2006, Brother Strasser began to advocate for immigrants, lending his vast knowledge and working with non-profit organizations. He leaves behind a loving wife and five children.

Reaping the Benefits of What We Sow

Kristie Wallace, Director of Annual Giving, development.director@apo.org

This year we asked you to “Plant a Seed for the Growth of Alpha Phi Omega.” Many of you answered the call and dug right in to support the financial needs of the Fraternity. Thanks to you, APO is growing and our members are reaping the benefits of our labors!

Here are some of the successes made possible by your gifts: We hit record membership numbers this year. Great efforts have been made to keep this trend going. Last year our pilot Membership Academy was so successful that this year we held three of them, all with excellent attendance and even waiting lists. We had an overwhelming response to the new Friendship and Retention Grant program (FAR), and grants were issued for various chapter events to be held this fall. And our newest additions to the National Office staff, Field Representative Teresa Radomski and Director of

Educational Programs Heather Lehman, continue to help chapters improve recruiting and retention practices.

Like our membership, Alpha Phi Omega’s brand identity is growing. Recruiting and marketing materials, the pledge manual and publications such as *Torch & Trefoil* have been, or are in the

process of, being updated to reflect our new logo. A professional photo shoot featuring student members, Boy Scouts and Girl Scouts captured the fresh face of APO. These photos are being used in national marketing and recruiting efforts to make APO more recognizable to future members, national partners and the world in which we provide Leadership, Friendship and Service.

Going into the third quarter of this year, we have already increased new Life Memberships by 126 percent over 2008. The number of members making a lifetime commitment to APO is growing. Have YOU planted a seed for the growth of Alpha Phi Omega? It’s not too late! Donate by **July 31, 2009**, and you’ll be recognized in the 2009 publication *Tribute to Alpha Phi Omega Supporters*. More importantly, you’ll sow the seeds for an amazing APO experience for our young brothers. ■



You too can pass on the legacy by donating to Alpha Phi Omega!

Our active brothers are counting on your support!

Yes! I will dig in and support APO's Annual Fund!

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

CREDIT CARD INFORMATION:

- VISA MasterCard American Express Discover

Card # _____ Exp. Date _____

Print Name _____

Signature _____ Date _____

PREAUTHORIZED SUSTAINED GIVING:

(Please select one):

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

(Please select one):

- Electronic Funds Transfer (EFT)** I have enclosed a voided check and authorize my gift to be transferred from this bank account.
 Credit Card I authorize my gift to be charged to my credit card account. (Please fill out the credit card box at the left.)

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

Signature _____ Date _____

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

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

Name: _____ National #: _____

E-Mail: _____ Home Phone: _____



national **2009** volunteer CONFERENCE

This year's conference, our sixth annual, will feature some changes in format and focus. Capitalizing on the National Staff Meeting aspect of the event, this year's NVC will allow additional time for our national program committees to meet and plan for the upcoming academic year. The remainder of the weekend will be filled with workshops to give alumni volunteers the opportunity to improve their skills in assisting the active members of our chapters.

*Don't miss your chance to register for the 2009 NVC.
Visit www.apo.org to register today!*

WHEN

July 30, 2009 -
August 2, 2009

WHERE

Sheraton Sports Center
Kansas City, MO

HOW MUCH

\$75 per person,
triple occupancy
(includes meals,
except Friday dinner)

HOW

Register at
www.apo.org
under conferences
and events.

moving?

new address

Name

Address

City

State

ZIP

()

Area Code

Phone Number

E-Mail Address

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

Alpha Phi Omega

14901 E. 42nd Street South
Independence, MO 64055

**FOR THE CURRENT CALENDAR OF EVENTS,
VISIT WWW.APO.ORG**