

MEMBERSHIP COMMITTEE REPORT, FALL SEMESTER, 1963-64

by

Donald A. Kawash

Kappa Omicron
Alpha Phi Omega
University of Massachusetts

PREFACE

Because Alpha Phi Omega is a fraternity and not an organization, and hence places the emphasis of its activities on individuals rather than on niceties and efficiencies per se, the following Membership Committee Report shall be somewhat informal and rather personal.

I. A REPORT OF ACTIVITIES

The Membership Committee for the fall semester, 1963, consisted of the following people:

Don Kawash 2nd. Vice-President, Chairman
John Goodrich Pledgemaster
Marty Rosenberg Extension Chairman
Dick Strecker
Bob Coffin
Dennie Spinner
Dave Haracz
Carl Inacio
George Cusson
Dave Greenstein
Dave Mathieson
Ben Barclay
Mike Farrell

The budget of \$75 was exceeded by \$5.

The first of two smokers was held on Monday, Sept. 24, at 7:00p.m. in the Hampshire, Essex, and Bristol rooms of the Student Union. The guest speaker was Bill Burkhardt, Asst. Dean of Meh. Seventeen perspective pledges and 30 brothers attended. The second smoker was highly publicized, with leaflets going out to all the Men's dorms. Thirty perspective pledges

attended this smoker which was held on Wednesday, October 3, at 7:00 p.m. in the Commonwealth Room of the Student Union. Dean Hopkins was the scheduled speaker but came down with laringitis, and brother Paul Nowill, who is presently an area director, filled in until Dean Field arrived, having been asked to speak on very short notice.

Twenty-five pledges were initiated Saturday evening., Oct. 6, in So. Deerfield under Mt. Sugar Loaf in the out doors. The ceremony was followed by a party at the nearby apartment of brothers Bob Johnson, Lorin Johnson, Don Kawash, and Dave Mathieson. A second initiation of ten people was held Monday, Oct. 8, and three more initiations were subsequently held within the following week in which a total of five persons were pledged.

A ritual revision committee consisting of Don Kawash (chairman), Bob Johnson, Lorin Johnson, John Goodrich, and Dick Strecker reached compromise solutions on certain changes. The changes ultimately approved by the brotherhood are attached to this report on a separate page.

Pledge meetings were held every Monday night. The officers elected at the 2nd. of these meetings were as follows:

Steve Pretanik: President
 Wendell Nooth: Vice-President
 Richard Foote: Secretary
 Richard Knopf: Historian

The position of Historian is new and worked out very well, largely due to the fine efforts of the office holder who made the position a valuable one.

These meetings were held every week at 7:00 p. m. in the Student Union. Pledge executive board meetings were held on Sunday evenings at 7:30 in the Hatch.

The pledges were subjected to the following requirements:

- 15 hours of service time.
- Attendance at all meetings but two.
- Wearing of pledge pins at all times.
- Quizzes.
- 40 Brothers' signatures.
- A 500 word essay.

For every meeting missed, the pledge was required to attain an extra hour of service time. A pledge caught without his pin was subject to as many as 3 hours of added service time.

The pledges worked on the regular brotherhood projects and initiated two projects of their own - a sheet with over 1000 signatures for Sandy Olsen and work camps at the Hillside School in Malborough. The chairman and originator of both projects was Tom Christensen.

The boards of Review were held on Tuesday, Dec. 10 and Wednesday, Dec. 11. The following brothers served on the boards of Dec. 10.

BOARD X: Don Kawash Chairman
 Dick Strecker
 Mike Farrell
 Ross Jones
 Bob Morgan
 Marty Rosenberg
 John Murphy

BOARD Y: Bob Johnson Chairman
 Charlie Hadley
 John Kucharski
 Dan Malloy
 Mark Cheren
 Joe Kielec

BOARD Z: John Goodrich Chairman (1st Half)
 Dave Greenstein Chairman (2nd Half)
 Lorin Johnson
 George Cuswon
 Don Haynes
 John Childer
 Mike Faro

The board of Dec. 11th was comprised of the following:

Don Kawash Chairman
 John Goodrich
 Bob Johnson
 Dick Strecker
 John Murphy
 Marty Rosenberg
 Ed Pelletier
 Mike Farrell

The pledges were voted on Monday, Dec 16. An opaque projector was used to flash their pictures on to a screen so that the brothers could better associate names and faces. Seven people were granted extensions. An extension must accumulate 20 hours of service time, 50 brotherhood signatures and all the signatures of their fellow pledges. The following people were granted extensions:

Ronald Vacarro	Art Dutra
John Desmond	Walt Malcolm
Steven MacDonald	Richard Harris
Bob Fleming	Buzz Greenquist

The initiation was held on Wednesday, December 18 at 8:00 p.m. at the Methodist Church in Amherst. The following people were initiated into the brotherhood at that time:

Dave Arlen	Robert Mitchell
Robert Bass	Howard Nelles
Larry Benedict	Tom Panke
Mike Berrini	Roy Pinto
Dave Caird	Frank Poitras
Tom Christensen	Steve Pretanik
Joe Colburn	Dennie Rivet
Ray Cryan	Bob Stewart
Brian Douillette	Paul Twohig
Mike Duggan	Harry Gibley
Richard Foote	Pete Heinrich
Richard Kobayashi	Dana Hirst
Richard Maxcy	Norm Holcolmb
Dick Knopf	

It was followed by a horror show party at the Amherst apt. of four brothers who prefer to remain anonymous having done their duty to Russell's and to their Fraternity. The sight of so many newly initiated brothers, most of them freshmen and sophomores partaking in the true spirit of the fraternity was truly warming to us all.

II A PERSONAL CRITIQUE AND SUGGESTIONS

EXTENSION: It flopped, largely because the 2nd. V. P. took no initiative.

RITUAL REVISION: Here was one of Membership's prouder achievements. We took the attitude that the ritual must be truly symbolic of what the fraternity as a whole stands for. We realized that the nature of our chapter has evolved in its unique way, and it is felt that the changes lent greater meaning and concision to the ritual. The most significant change was the deletion of that portion of the oath which reads as follows: "I renew my faith in God." there was a de-emphasis on scouting and a new emphasis on the international aspect of our service program. The changes were, admittedly, slight, but nonetheless represented the most significant changes in the chapter's history.

PLEDGE PROGRAM: My critique is made in light of a large pledge class and any suggestions in this section are geared for a large class.

(a) Smokers: The first was a bit of a flop. The second went extremely well. The switch to the Commonwealth Room helped as did the increased publicity (leaflets). The fact that

Dean Field willingly substituted as guest speaker for Dean Hopkins, despite the fact that he was asked after the smoker had already begun, made a real impression on the thirty perspectives attending. This is reflected by the fact that 28 of the thirty perspectives ultimately pledged.

(b)Pledge Initiation: Holding it outside and following it up with a social gathering was a good idea and it worked out very well. It is recommended that the semi-formal nature of this ceremony be maintained and that it be held off campus and out of doors if possible. This not only helps them in meeting one another, but the common experience imparts a necessary group cohesion. Granted, there was no need for five ceremonies. But it should be noted that of the five people initiated at small ceremonies, four of them were outstanding pledges and are now brothers, while the fifth is an extension who has shown a lot of enthusiasm. The only axiom to be deduced from this experience is that the Membership V.P. must use his own discretion on such matters and be willing to hold a special pledging ceremony for anyone who seems sufficiently anxious to join.

(c)Pledge Meetings: They were far too chaotic. A brother should act as parliamentarian and the better part of the meeting should be instructional. The system of allowing the pledges to run their own meetings should be maintained as it is good leadership training.

(d)Requirements: We did not adhere too rigidly to the rules, it being my personal feeling that we perhaps expected

too much from a pledge class of which one-half were freshmen. The basic requirements are solid enough, however, and as we continue to grow, it is becoming imperative that a new emphasis on fellowship be placed. If we are to maintain our status as a fraternity, it is essential that we know one another. If there was one aspect in which the brothers as a whole failed it was in getting to know the pledges. This is not to say it was the fault of the brothers alone. But nevertheless, it is the obligation of a fraternity to extend its friendship, not to hide it in waiting for outsiders to eventually tug at it. Friendship implies extending one's hand first, it means taking the initiative. In fairness to all it should be remembered that there are many reasons for this failure, several of them beyond the control of brothers or pledges. Success in this regard can best be attained only by pledges and brothers working together on service projects. This points out in striking fashion that the success of any membership program is ultimately dependent upon an active service program.

(e)Pledge Project: The major pledge project at the Hillside School was extremely successful and the school seems like fertile territory for some school year weekend work camps.

(f)Boards of Review: The Boards of Review went very well indeed. The board members were carefully selected for their proposed ability to ask good questions and analyze responses. In this respect, the board members surpassed my expectations. It was also hoped that they would infuse a wee bit of humility and fright into even the best pledges. By properly filling them with apprehension, it was hoped that the pledges would be appropriately relieved and pleased upon receiving their

invitations to the initiation. This was precisely what happened and I strongly urge that the boards be handled in the same manner in the future.

(g)Projector: An opaque projector was used on the voting and its presence was of dubious benefit.

(h)Extensions: The policy on extensions has already been outlined. The reason for intensifying the requirements was that to be given an extension, in our opinion, was to be given a "second Chance".

(g)Initiation: ~~It~~ was recommended at the regional conclave that the brotherhood initiation be formal and be held in a place unfamiliar to most. It was in conjunction with this recommendation that we held it in the Methodist Church. It seemed to go pretty well.

III MORE SUGGESTIONS

My suggestions heretofore have been pertinent to a large pledge class. It is my opinion however that for next semester, at least, our pledge class should be small and our program revamped. Though it shaped up very well by comparison with other New England chapters at the regional conclave, it has the makings to be outstanding. One of the reasons I feel the next class should be small is because we need some time to lick the wounds we have endured from growing pains. We must not be blind to the warnings we have received to the dangers of a rapid and rampant growth. It is fully as dangerous as a lack of growth. It also seems to me that the only way to innovate and hence improve our program is to start small. This innovation was impossible for our committee, for it found itself swamped with 44 pledges. We can keep the pledge class small by holding unpublicized open business meetings and bringing down perspectives through personal contact. Pledges should be required to attend brotherhood meetings, preceding these meetings with their own weekly meetings. The pledge meetings should be primarily instructional in nature. Such a program would make for closer relations between brothers and pledges and would better familiarize pledges with chapter procedures. A good way for brothers and pledges to meet each other is to have supervised study hours for the pledges. This would also keep the pledges in constant contact with one another, hence relieving the usual communication problem.

IV THE POSITION OF THE MEMBERSHIP V.P.

I personally felt that we should keep the 2nd. V.P. and the pledgemastership separate. There is simply too much work and too much responsibility for one person to handle. Much depends on the ability of these two people to work together in building a program with a definite goal in mind. In this respect I was fortunate in having such an able partner - one with whom I could easily work. The 2nd. V.P. should take into account all the requirements of the pledgemastership and whether or not he can work together with the person he is considering before making a final appointment. The pledgemaster's primary responsibility is in instruction, and in building pledge class unity and spirit. The mem. V.P. is responsible for the bulk of paper work, but more importantly, in providing his program with a definite orientation and building a program which will be fully in the spirit of fair play of the fraternity. He's got to enjoy talking about and "selling" APO to others. It is his job to build the chapter's image on campus. In short, the Membership V.P. has to be "gung ho" and idealistic about the fraternity. Both he and the pledgemaster should keep in constant touch with the pledges on individual levels. It is their responsibility to be fair to both the brotherhood and to the pledges. This could very well mean the Membership V.P. should be paternal, and this, I submit, is a very healthy frame of mind. There is a belief among certain brothers that it is the pledges who must bend backwards to satisfy the brothers.

While I strongly feel there is considerable truth in this statement I do think it's a 50-50 affair. It's as much up to the brothers to take an interest in the welfare of the pledges as vice-versa. Our entrance requirements are the stiffest of any chapter in New England. There is no need for stiffening them. To expect the pledges to do any more for the fraternity is to threaten our ideal of fellowship. There is a feeling amongst some that our goal in all things should be efficiency. I submit that while efficiency is a necessary element in any service program, it is not in a membership program. Efficiency is a tool of a greater and higher goal, not an end in itself.

The primary thing to remember is that a pledge is an individual with his own set of attitudes and feelings towards APO, as well as ~~his own~~ having his own personal problems. If we stiffen our requirements and continue the trend towards emphasizing organizational niceties, we will in effect be trying to cast our pledges into a kind of mold. Molding and "character-building" is for social fraternities, not for APO. There must always be room in our fraternity for human understanding, for a willingness to expect more of ourselves than we do of others, for accepting into the brotherhood people for whom we can do more than they can offer us. The moment the concept of giving leaves the membership program, it leaves the fraternity. We must give to every pledge his chance to join our brotherhood. If we do not, we will be betraying our very reason for existing as a fraternity instead

of as a club. I say these things because I feel that this attitude is essential to being a Membership V.P. The position is one which calls for giving up not only a part of one's time and energy, but also a part of one's self. Many are the times when some unenthusiastic pledge will embarrass and irritate the Mem. V.P. who has, and should always go out on a limb for. But its all part of the game. When all is said and done, he has the knowledge that he has done his part in strengthening the fraternity's ideals of service and friendship. It is this thought which has made the Membership Vice-Presidency a very rewarding and enjoyable experience for me.

Respectfully submitted,

Don Kawash
Donald A. Kawash

INTERESTED IN SERVICE?

The brothers of Alpha Phi Omega want you to learn more about our program of Leadership, Friendship, and Service.

APO is a national service fraternity, the largest fraternity in the world. Our program is service activity embodies four major fields. They are: service to campus, community, chapter and our fellow man throughout the world.

Membership in APO does not prohibit you from joining a social fraternity. Pledging consists of learning more about the organization and working with us on service projects. No hazing of pledges is allowed.

What about social life. Though APO is constitutionally prohibited from maintaining a chapter house, we do have a full program of mixes, parties, and picnics. Alpha Phi Omega is, however, not a social fraternity, and as such its primary purpose is service.

Just a few of our many projects you have probably heard of on campus are: The Book Exchange, United Nations Week, Freshman Election Forums, Homecoming Parade, UMOC, and the ride board in the Student Union.

We hope the above information will give you a very brief idea of what APO is and does. If you are interested in learning more (and we hope you are), the brothers invite you to attend a smoker to be held in the Commonwealth Room in the Student Union on Wednesday, October 2, at 7:00 p.m. Refreshments will be served.

Our very best wishes for success throughout your college life.

THE BROTHERS OF ALPHA PHI OMEGA
SERVICE FRATERNITY

MAF

As you know, the brotherhood will be voting on you Monday. John and I will have an appropriate statement prepared which will outline the requirements we have demanded of you and any excuses we deem reasonable. I shall be presenting your case for admission individually. The initiation will be Tuesday, October 17, at the Methodist Church which is only a few blocks from campus on N. Pleasant St. towards Amherst. It will be at 6:00 pm there at 7:45 if possible. I shall deliver the invitations Monday night. If you do not receive one, then I will be sure to find it. I shall make rounds between 10:00 and 12:00 pm, at which time I shall collect your \$10 active membership dues. If you do not have the money at home it will be in the PSC office Tuesday, Wednesday, and Thursday afternoon between 1:00 and 4:00. The brother who has received your application with the PSC will be officially registered as a brother with National or with this chapter.

John and I have our best wishes for your approval on Monday night. We feel it our obligation, having been closest to the situation, to defend any case or acceptance which we feel is a just one.

Don Kawash

To the pledges of Alpha Phi Omega:

Your Board of Review is on the 10th of December. The sign-up sheet is on the APO bulletin board. Sign a time under the board before which you are scheduled to appear. Dress is formal. The only details you will be responsible for are those pertaining to the organization chart in your calendar and directory. If you are going before the board for the purpose of requesting an extension (you know who are), state this intention at the beginning of your interview. There will be no pledge meeting on the 9th, though you are welcome and encouraged to attend the brotherhood elections on that day, beginning at 7:00 p.m. It will be a chance for you to get some signatures. On the 16th, the brotherhood will vote on each pledge. A 75% approval is necessary in order for you to receive an invitation to be initiated. Invitations will be sent on that very evening for the initiation on the 17th. If you fail to receive an invitation, then you have been rejected.

As in the past, acceptance into our fraternity is based on the fulfillment of the minimum obligations, and on a clearly perceived desire to actively participate in the activities of our fraternity.

Rejection is based upon the failure to fulfill one or more of the basic requirements (though said failure does not mean automatic rejection, by any means), and failure to show the brotherhood that you will be an active full-fledged brother. It has never been, and will not be, I assure you, the policy of this fraternity to reject anyone because of personal antipathy by one or more brothers toward any pledge. As we are primarily a service fraternity, our discussion on your merits shall be limited to your performance in doing service, not on attaining the esteem and affection of the brother (though this certainly is desirable).

My best wishes go forth to you for a successful interview and acceptance. I sincerely hope that you will receive the opportunity of becoming our brother in the spirit of fellowship and human understanding.

Faternally,

Don Kawash

Alpha Phi Omega
National Service Fraternity

Statement of General Fund Recorded
Cash Receipts and Disbursements
Fiscal Year ended August 31, 1963

Cash Funds, August 31, 1962:		
In Banks		\$ 11,454.92
Petty Cash		50.00
In Savings and Loan Associations		<u>7,000.00</u>
		\$ 18,504.92
Receipts - Budgeted:		
Pledge, Initiation and Charter Fees	\$ 65,022.00	
Royalties	2,094.36	
Interest	1,332.71	
Chapter Contributions	<u>2,086.00</u>	\$ 70,535.07
		\$ 89,039.99
Receipts - Sundry Accounts:		
1962 Convention Fees	\$ 10,408.25	
Sales of Jewelry and Supplies	9,981.45	
Miscellaneous	<u>923.66</u>	\$ 21,313.36
		\$ 110,353.35
Disbursements - Budgeted:		
Salaries	\$ 25,144.24	
Torch and Trefoil	5,880.17	
Printing-Postage-Supplies	9,111.38	
Chapter Service-Conferences-Expansion	11,828.35	
Certificates-Awards-Charters	3,675.82	
Rent-Telephone-Equipment	7,231.81	
Insurance-Audit-Retirement	2,311.07	
Social Security Tax	659.64	
1962 Convention	3,950.72	
Transfer to Endowment Fund	<u>5,000.00</u>	\$ 74,793.20
Disbursements - Sundry Accounts:		
Purchases Jewelry and Supplies	\$ 8,797.70	
1962 Convention	10,408.25	
Miscellaneous	<u>53.00</u>	\$ 19,258.95
		\$ 94,052.15
Cash Funds, August 31, 1963:		
In Banks	\$ 9,251.20	
In Savings and Loan Associations	7,000.00	
Petty Cash	<u>50.00</u>	\$ 16,301.20
		\$ 110,353.35

The Fraternity has an Endowment Fund which consisted on August 31, 1963 of \$7,702.55, on deposit in the Columbia National Bank, Kansas City, Mo.; Marketable Securities, having a market value on August 31 of \$10,271.87, and a \$25,000.00 loan.

On October 10, 1955 the Endowment Fund loaned American Humanics Foundation \$25,000.00 on a 5% note receivable due October 10, 1965, secured by a first deed of trust on real estate at 421 North Gladstone Boulevard, Kansas City, Missouri. Of this amount \$14,000.00 represents the proceeds of a 5% note payable to Mercantile Bank and Trust Company.

Life Membership fees are placed in the Endowment Account. The Endowment Fund is administered by an Endowment Committee, elected by the National Convention.

L. R. Steig
National President

Manfred O. Aws, Jr.
National Treasurer

Joseph Scanlon
National Executive Secretary

Jan 6, '63

Service Committee Report

The Service Committee could give you a long winded review of the projects that where completed this semester, but we felt it was more important to give you a few thoughts on the chapter's activities as a whole and how the service program was effected by them.

The past semester has brought to the surface many problems in APO which can be classed as growing pains or apathy on the part of the brotherhood, but however it is defined we feel it hurt the service program expansion from the usual projects to projects of greater scope. The committee was hindered by lack of participation by brothers. Projects that were run this semester saw the same small core of brothers showing up to work on the projects. It must be realized that each brother has studing to do and it is unfair to ask the same brothers to give up time week after week. A project can be completed much faster if ten brothers show up at a project rather than four. The project can be completed faster and all can get back and study sooner. There are enough brothers in Apo now so that the work can be spread among us all.

It must be realized that it is a must to attend meetings to find out what projects are planned. This is the only sure way of communication between brothers. Long meetings may discourage brothers from coming to meetings and learning what the weeks activities are, but it is you and only you who make the meetings long. Until brothers put more confidence in committees, and not rehash things which have been decided in committees after full consideration. It is also up

Jan 6, '63

to the individual committees to make sure any proposal gets full consideration before coming to the floor. Under no circumstances should any proposal come to the floor without prior knowledge of the proper committee chairman of going thru Executive Committee.

The Service Committee recieved a "NO" answer time after time from brothers. We did not force these brothers to participate because we felt service is voluntary and for service to have any meaning it must remain voluntary.

There were service meetings every Wednesday night and those among you who had complaints should have brought them here instead of sitting in your room deriding those brothers who were working THEIR heart out for the fraternity. Ideas must come from the brotherhood as a whole. The Service Committee next semester will make sure that we have one project where all can participate in it. It will be a project where you can get your hands dirty and not just sit on your bhind and smile.

We hope the brotherhood does not do to Marty and the Service Committee next semester what you did this semester by lack of participation. It can only mean another semester where little can be done to expand the service program, because all their time will be spent on seeing that the regular projects are completed. It is up to each of you to do your part in this fraternity and until you do Kappa Omicron will not progress to a higher goal of Service, Friendship, and Leadership.

Respectfully Submitted
Lorin Johnson
First-Vice-President

Roger Crouse	Dick Daggett	Mike Farrell
Sid Finhirsh	John Francisco	Don Haynes
Al Howard	Bob Peters	Ed Skes
Dick Sterling		