

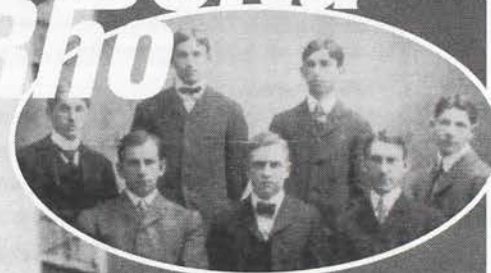
THE MAGAZINE OF KAPPA DELTA RHO

Quill & Scroll

SPRING
1996

convention 1996

*Kappa
Delta
Rho*



**The RUSH
Challenge**

**Internet
Employment**

**UC Berkeley
Returns**

Letter from the President and Executive Director

"Building KDR...Ensuring Our Future"

This bold statement is the focal point of the upcoming Williams Leadership Academy and National Convention in August. We think it sets the tone for our briefing on the status of our fraternity. The Rush recession prevalent over the past five years continues to take its toll. In many cases, our undergraduate members face tough

challenges as their membership numbers drop. The National Fraternity is responding to the calls for help, by sending National Staff and volunteers to make presentations on recruitment. NIC recruitment consultants were retained to make additional on-site presentations and appear at various regional conclaves. Additionally, several chapters including: Psi at Lycoming; Mu Alpha at West Virginia; Nu at Indiana; and Omicron Beta at William Patterson are being reorganized by the National Staff along with significant support from volunteer alumni.

On page two there is a discussion about the Rush Recession and what you as a dedicated and interested alumnus can do to help. You have a valuable opportunity to provide assistance.

In spite of the decline in Rush numbers, the fraternity's financial condition continues to improve. At the end of the first quarter, the fraternity showed a positive net worth, the first in over five years. We continue to reduce outstanding obligations and seek ways to maximize revenue without unduly increasing fees. The fraternity continues, however, to have a significant need for additional staff. Discussions are underway with the Foundation to secure additional support for this needed increase.

We recognize that for the fraternity to remain competitive we must continue to build our membership through an increase in chapter size as well as the number of our chapters. A fact not readily appreciated is that providing competitive services requires resources available only through adequate membership. In addition to re-building the chapters listed earlier, we chartered a chapter at East Stroudsburg University on April 27th. We also plan to pledge a new provi-

sional chapter at UNC Asheville on May 3rd. Plans are underway for a fall semester effort at Oregon State to bring back the Sigma chapter. As other opportunities become available we will examine them closely.

The Foundation is topping last year's record performance and has had a strong showing so far this fiscal year. The strong performance shown by the Foundation over the past two years allows us to permit greater support of the educational programs sponsored by the fraternity. This, in turn, is freeing up resources to

respond to the Rush Recession.

At their August meeting the Board of Directors approved a settlement of pending litigation brought by Don Stohl, former Executive Director of the National Fraternity (See page four). We were disheartened that this matter came to litigation but are pleased that the matter is now resolved. The settlement check was issued

"We recognize that for the fraternity to remain competitive, we must continue to build our membership through chapter size as well as the number of chapters."

Convention 1996 *KDR in Valley Forge*

This year, take a break from your usual summer routine. Join other KDR alumni and undergraduates for an exciting learning experience. It is not too late for you to mark the dates on your calendar and make plans to attend the 1996 Williams Leadership Academy and National Convention at the Sheraton

on October 31, 1995, permitting the fraternity to focus on our future.

With regard to other legal matters, the National Fraternity was named as a defendant in a wrongful death suit brought by the parents of a young man who died in 1994 on the campus of Virginia Commonwealth University. The young man died the same evening he allegedly attended a social function hosted by our chapter on that campus. The National Fraternity denies any liability on the claim. It is unclear what, if any, repercussion this suit will have on the National Fraternity's risk management assessment in the future. This year the assessment was \$80 per man which was still below the industry average of \$85 per man.

Throughout this edition of the *Quill and Scroll* you will find reports reflecting the vitality of KDR today. From alumni dinners to committee meetings, our fraternity is alive with activity. As we look to the future KDR will soon be "on-line" with e-mail and a homepage on the World Wide Web. The future is full of exciting opportunities. By working together we can face adversity, respond to change, and continue to provide a solid fraternal experience for those undergraduates yet to come.

Join the many alumni taking advantage of the lifetime fraternal experience available in KDR. Attend an alumni dinner or visit a nearby chapter to offer advice and fellowship. Only we, the brothers of KDR, can keep our fraternity strong.

Faternally,

James F. Edgeworth, Sr. William J. Paris

Psi '56

Eta '87

National President

Executive Director

Conference Center in Valley Forge, Pennsylvania. The Leadership Academy begins on Thursday, August 8th. The Convention, Annual Awards Luncheon, and Ordo Honorium Banquet take place on Saturday,

August 10th. The Foundation Trustees plan to hold their annual meeting on Sunday morning, August 11.

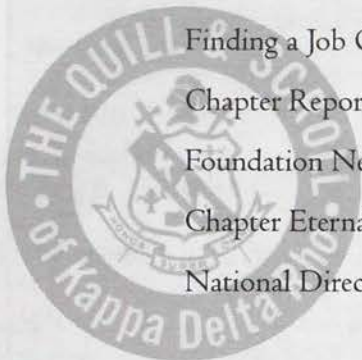
It is an exciting time to be a KDR alumnus. You are a vital link in the success of KDR today and in the future.



Quill & Scroll

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The Future of the Fraternity

THE LONG RANGE Planning Task Force appointed by the Board of Directors at the August convention has met twice so far this year. Once in October on the campus of Robert Morris College and again in January in Philadelphia.



The Task Force at work preparing their report

The Committee is making strong progress on developing a sound plan for the future of our fraternity. A preliminary report was presented at the mid-year meeting of the Board of Directors on March 2nd. The Task Force will meet again the weekend of May 18th in Cleveland to finalize a preliminary report for presentation at the August Convention in Valley Forge, Pennsylvania.

Members of the Task Force include: **Doug Rammel**, Chairman, Pi Alpha Chapter, University of Toledo '91; **Bob Lynd**, Iota Chapter, Bucknell University '64; **Ed Dadez**, Iota Chapter honorary, Bucknell University '91; **Mark West**, Upsilon Alpha Chapter, St. Louis University '88; **Mark Lundgren**, Nu Chapter, Indiana University '70; **Chris Miller**, Tau Alpha Chapter, Radford University '97; **John Ginsberg**, Tau Chapter, Carnegie Mellon University '89; **Paul Downes**, Gamma Chapter, SUNY Albany '68; **John Bier**, Beta Chapter, Cornell University '74; **Ray Strong**, Alpha Chapter, Middlebury College '90.

Make sure you have an alumni delegate representing your Chapter at the convention. Then join us in Valley Forge with your delegate to help us forge better, long-lasting relationships with undergraduates and other alumni so that we may create a dynamic environment for our fraternity in the Twenty-First Century. You can make all the difference in the world of KDR. Further details, including registration packets, will be available in May. If you have questions, please call (412) 838-7100.

The Sheraton offers an outdoor pool and fitness center



EXPANDING ACROSS THE COUNTRY

University of North Carolina at Asheville

A Group of Intent has formed on the campus of UNC Asheville under the guidance of Kappa Delta Rho. The group was formed by Manzo Tiya, a transfer brother from our Sigma Beta Chapter at the University of North Carolina at Greensboro.

Currently, the group has 15 members and they are working toward a goal of 25 members before the end of the semester. They are also in the process of gaining campus recognition, pending the approval of the Student Government Association.

East Stroudsburg

The Psi Beta Provisional Chapter is preparing for their chartering ceremony on April 26-27, 1996. Provisionalized on February 27, 1995, the group has grown to 46 chartering members and has placed quite an emphasis on community service. The group averages eight hours of community service a week assisting such groups as the American Cancer Society, Salvation Army, North Hampton County SPCA, Bushkill Out Reach Program, and Safe Rides Program.

JOHN YOUNGMAN NAMED TO INVESTMENT COMMITTEE

THE FOUNDATION TRUSTEES are pleased to welcome, John Youngman, Alpha '64 as a Non-Trustee member of the Foundation Investment Committee. John is a principal with Hovey, Youngman and Associates in New York. John's son is also a member of the Alpha Chapter.

The Investment Committee of the Foundation manages the Foundation endowment. The endowment of the Kappa Delta Rho Foundation is presently slightly more than \$300,000 and exists to generate income for scholarships and educational grants.

William Paterson College

The Omicron Beta Chapter recently conducted a successful reorganization effort. Following an internal membership review, the group started the semester with 11 members. Since then, the group has grown to 32 men, who were formally pledged on March 6, 1996.

West Virginia University

The National Fraternity reorganized the Mu Alpha Chapter this semester. Following a membership review, 6 members were retained. Since then, the group has grown to 15 members and was formally pledged on February 29, 1996.

Solidifying their commitment and developing new contacts are the main focuses of an intensive two-week recruitment period planned following the University's spring break.

Oregon State University

The National Fraternity is preparing to return to the campus of Oregon State in the Fall. Shawn Hoke, Director of Expansion for the National Fraternity, will meet with campus IFC representatives in May to prepare for the recolonization effort. This will coincide with the Sigma Alumni Founder's Day celebration. All Sigma alumni are encouraged to attend.

Sigma Chapter at Oregon State has been inactive since the spring of 1992. Any alumnus having knowledge of a son, brother, friend or other contact on the Oregon State Campus should contact Shawn Hoke at the National Headquarters.

Rush Recession Continues

FOR THE PAST five years a rush recession has impacted all national fraternities. Kappa Delta Rho is no exception.

The chapter statistics reflect the challenge many of our chapters are facing. In response, the National Fraternity hired two consultant interns to help work with chapters this spring. In addition, the fraternity arranged for six chapter rush presentations by NIC Rush Consultants. Finally, at each regional conclave this spring, a large segment of time was

allocated to recruitment training.

How can you help? Do you have a son, brother, cousin or friend who will be attending a college where there is a KDR chapter? Talk to him about your KDR experience, then forward his information on the attached recruitment recommendation form. Our Director of Expansion will coordinate with the local chapter to contact the recruit. Your input can make the competitive difference for some of our chapters.

NAME	RETURNING FALL ROSTER				PLEDGE TOTALS			
	1992	1993	1994	1995	92/93	93/94	94/95	FALL 95
Beta	34	31	29	36	9	16	17	2
Delta	55	70	49	28	21	10	3	17
Epsilon	17	13	15	12	2	14	2	7
Zeta	--	--	44	32	--	--	8	18
Eta	--	23	25	33	--	26	16	8
Theta	42	35	30	17	15	6	4	12
Iota	42	49	53	52	23	29	29	22
Lambda	25	8	14	14	3	6	5	4
Nu	33	30	17	21	12	4	14	4
Rho	35	48	57	55	22	24	13	11
Tau	30	33	23	23	19	12	14	9
Psi	32	32	18	25	14	4	13	4
Omega	23	25	22	27	6	9	8	2
Alpha Alpha	25	37	27	29	17	8	14	7
Eta Alpha	24	24	31	32	10	15	16	4
Theta Alpha	41	25	20	25	14	13	11	5
Iota Alpha	39	38	20	21	15	5	11	6
Lambda Alpha	39	20	22	15	12	10	6	1
Mu Alpha	14	22	23	24	11	10	6	3
Nu Alpha	41	37	33	24	20	14	3	7
Xi Alpha	31	16	10	10	5	6	8	4
Omicron Alpha	31	25	28	24	12	12	8	--
Pi Alpha	28	37	36	37	22	15	17	10
Sigma Alpha	20	23	20	12	18	6	--	1
Tau Alpha	32	25	18	19	7	10	6	7
Upsilon Alpha	29	28	23	24	17	8	11	--
Phi Alpha	36	28	31	26	11	14	9	9
Psi Alpha	22	26	21	23	18	16	13	4
Omega Alpha	26	20	20	17	8	12	7	11
Alpha Beta	32	33	24	25	14	10	16	7
Beta Beta	20	17	18	15	5	8	9	8
Delta Beta	28	20	11	15	5	--	12	3
Epsilon Beta	45	31	19	17	12	9	12	9
Zeta Beta	25	21	11	16	11	4	8	12
Eta Beta	36	38	37	37	16	16	16	9
Theta Beta	23	20	16	17	3	6	7	3
Iota Beta	30	26	19	22	9	11	22	4
Kappa Beta	32	21	20	21	6	15	7	7
Lambda Beta	31	33	34	24	8	10	8	15
Mu Beta	37	23	16	20	9	11	8	2
Omicron Beta	30	27	12	13	7	3	10	--
Pi Beta	32	18	20	21	3	6	11	5
Rho Beta	43	54	29	25	22	20	22	2
Sigma Beta	29	35	29	12	12	11	8	8
Tau Beta	31	6	19	22	7	25	14	3
Upsilon Beta	--	33	30	31	--	18	9	3
Phi Beta	--	26	24	18	35	9	5	6
Chi Beta	--	13	15	19	16	11	13	12
Psi Beta	--	--	--	26	--	--	30	8
Totals	1,381	1,323	1,182	1,153	570	537	539	325

CHAPTER SPOTLIGHT

The Re-Chartering of Lambda at Berkeley

THE WEEKEND OF December 8th and 9th was the culmination of two years spent rebuilding the Lambda Chapter at the University of California at Berkeley. The weekend commenced with the initiation of twenty five men on Friday. Saturday night the newly initiated actives joined a group of alumni for a chartering banquet where the re-charter document was presented.

The roots of the University of California go back to the gold rush days of 1849 when the drafters of the State Constitution required the legislature to "encourage by all suitable means the promotion of intellectual, scientific, moral and agricultural improvement".

The University that was born nearly twenty years later was the product of a merger between



Many new departments were added under President Wheeler, and existing departments expanded. The University grew along with the rapidly expanding population of California, responding to the educational needs of a developing state.

In 1921 four students, Edward Stoley, John Thum, Merrill Tower, and Henry Green, collected enough money to rent a house on Warring Street. Their hope was to start a fraternal organization comprised of the most outstanding members of the University of California at Berkeley. The Delphic Club was recognized on April 21, 1921 as the result of their early efforts and soon the club gained prestige on campus.

At the same time the National Fraternity of Kappa Delta Rho was interested in expanding along the Pacific coast. It found the Delphic Club to be of such fine character, that it accepted the Berkeley fraternity's petition for chartering. On February 22, 1924, the Delphic Club, with all of her alumni, was installed as the Lambda Chapter.

The fraternity has faced some hard times in its 71 years of existence but it has always managed to pull through. During World War II, Merle Garing and Duane Deakins kept the fraternity alive. Garing was able to single-handedly publish the *Lambda Lyre*, which currently is one of the finest chapter publications in the National Fraternity. Meanwhile Deakins was the only active member at the time. In 1983 the fraternity faced possible termination when a highly publicized event nearly ensured that the University would place harsh sanctions on the house. Current anti-Greek feelings have worn away at pledge numbers throughout the Greek system. Yet, the Lambda Chapter of Kappa Delta Rho has managed to build back up in sufficient numbers to recharter.

In 1966 Berkeley was recognized by the American Council on Education as "the best balanced distinguished university in the country." Berkeley's Lambda Chapter has a rich history of tradition. After over 70 years on campus the KDR's can look back with pride.

A special thanks for alumni that helped with the initiation ceremony: **Hugh Penman '53; Hugh Ewing '54; Tom Reilly '84; Chris Harley '74; Dick Hickman, '46; and Jim Huseby, '60.**

Transition and Planning

House occupancy, recruitment, balanced budgets, unity and brotherhood, alumni relations, and advanced planning. These are just a few of the urgent topics you hear discussed at our fraternity chapters nationwide. Today there is a litany of issues confronting our chapters that were not present when the majority of us joined the fraternity twenty, thirty, forty or even fifty years ago. These very real issues are of great concern to our chapters trying to counter a growing tide of negativity toward Greek communities.

How do our chapters meet these challenges? They begin with the basics—to strengthening the chapter structure: meeting with the brotherhood and alumni, critically analyzing the current programs, and forging new and innovative plans.

That is exactly what happened at the Iota Beta Chapter Officers' Retreat in February of this year. It was a time to carefully review the past, enthusiastically plan for the future, and to provide a smooth Executive Board transition.

This retreat offered an unhurried time for discussion and planning, interspersed with ritual, presentations, round-table discussions, socializing, athletic activity, and dining, ending with a basketball game on Sunday evening. There were discussions about how strong chapters can be the key to KDR's successes; chapter growth; identifying the top five chapter weaknesses; the importance of active involvement in the alumni corporation; and how that involvement affects undergraduate members. Dorothy Brown, director of Greek Affairs at RIT, ended the presentations with a discussion about IFC and chapter advisors.



TOP The lambda chapter with Bill Paris at their chartering.
ABOVE The campus of UC Berkeley.

the College of California (a private institution) and the Agricultural, Mining, and Mechanical Arts College (a land grant institution). With the purchase of 160 acres of land four miles north, they named the site Berkeley in 1866.

While the College of California was in its infancy, the boards of trustees of the College of California and the Agricultural, Mining, and Mechanical Arts College decided to merge the two schools to their mutual advantage — one had land but insufficient funds while the other had ample public funds but no land — on the condition that the curricula of both schools be blended to form "a complete university."

Fiscal problems plagued the new University, and it was not until the 20-year presidency of Benjamin Ide Wheeler beginning in 1899 that finances stabilized, allowing the University to grow in size and distinction.

Its reputation grew, particularly in the fields of agriculture, the humanities, and engineering.

National Fraternity Named in Liability Suit

IN JANUARY of this year, the National Fraternity was served with papers naming it as a defendant in a wrongful death suit arising out of the death of an individual following a social function hosted

by the Omega Alpha Chapter at Virginia Commonwealth University in August, 1994. The National Fraternity denies any liability for the incident. The matter is presently in the hands of counsel for the Fraternity.

Also named in the suit was an individual undergraduate member of the

Fraternity and other unnamed and unidentified members of the fraternity.

It is unclear what, if any, impact the lawsuit will have on the National Fraternity's risk management program. Risk Management costs have been rising steadily over the past several years and were \$80 per man for 1995/1996.

Founders Society Welcomes New Members

The Kappa Delta Rho Foundation is pleased to welcome two new members into the Founders Society. Membership in the Founder's Society is possible through an unrestricted gift of at least \$1,000 towards the Kappa Delta Rho Foundation Annual Fund.



RAY C. HUNT, JR. RHO '53

Ray graduated from Lafayette College in 1953. He is presently a part-time professor of accounting in the MacIntyre School of Commerce at the University of Virginia. He has long been involved with KDR. He has served as a Director and later as Vice President of Finance for the National Fraternity. Ray presently serves as a Trustee and Vice President of Investments for the Kappa Delta Rho Foundation and chairs its Investment Committee.



JAMES KOWALSKI EPSILON '57

Jim graduated from Franklin College in 1957. He is presently retired as chairman of Maxi-Blast, Inc. which he founded nearly fifteen years ago. Maxi-Blast is the world's largest producer of plastic blasting particles. Jim has been a long supporter of the fraternity having served on the Epsilon alumni corporation board as well as providing assistance to the chapter.

A Brother's Musical Retrospective

In commemoration of the 80th birthday of Gordon Binkerd, an eminent American Composer and Kappa Delta Rho brother, (Epsilon chapter, Class of 1937, Franklin College, Indiana), a week of special musical observances were held from April 20th through the 27th. The musical tributes took place at Brown University,

Walnut Hill School for the Arts, and the University of Rhode Island.

The tributes included vocal recitals, piano performances, and large choral, orchestral, and wind ensembles.

URI's retrospective concert of major works was held at the Fine Arts Recital Hall on April 25th, 1996.

Stohl Settlement

As reported at the two previous conventions, following the decision of the board of directors not to renew the contract of the former executive director of the National Fraternity, Don Stohl, Mr. Stohl began asserting legal claims against the Fraternity and its Board of Directors.

Within a month of the decision, Mr. Stohl, through his attorney submitted a claim in excess of \$100,000. No valid basis was given for the claim and no litigation was at that time commenced. After the 1993 Convention a Complaint was filed with the Pennsylvania Department of Labor and Industries. The fraternity responded and nothing further came of the complaint.

Subsequently, a Complaint was filed with the Pennsylvania Human Relations Commission, alleging age discrimination and seeking damages of \$166,841.77 from our fraternity. Officers of the fraternity, with counsel, attended a hearing before the Investigator for the Commission in Pittsburgh in June of 1994. At that time the Fraternity presented a thick packet of documentation which set forth in detail the basis for the non-renewal of Mr. Stohl's contract. In

April of 1995, the investigator issued his recommendation to the Pennsylvania Human Relations Commission advising that in his view there was no foundation for Mr. Stohl's claim.

On or about December 29, 1994, Mr. Stohl, through a new attorney, filed what is known as a "Writ of Summons"—a legal document which starts a legal proceeding. However, while it does not disclose the nature of the claim, it does place the fraternity in the position of having to defend the suit. Fraternity counsel requested that a formal complaint be filed which would disclose the details of the case. A complaint was eventually filed in civil court. The fraternity retained counsel and the process of litigation proceeded.

Prior to the Board of Directors meeting in August 1995, counsel for the fraternity had negotiated a possible resolution to the matter. The Board considered and approved a settlement at their August meeting.

On October 31, 1995, all legal matters pending between the National Fraternity, the Foundation and Mr. Stohl were settled. As of that date, the Fraternity issued a settlement check in the amount of \$27,941.07 to Mr. Stohl and his attorney.

Stock Gifts Keep Giving

The rapid rise in the value of the stock market is creating an exciting opportunity for many of our members.

This opportunity to make a gift of appreciated stock. Appreciated assets can often create a variety of estate and other tax problems. By making a gift of these appreciated securities to the Kappa Delta Rho Foundation you receive many rewards.

First, you avoid paying capital gains tax on the appreciated value of your stock.

Second, you receive a present charitable income tax deduction for the full value of your stock. Third, you have the benefit of knowing you are helping the many young men who benefit each year from the programs supported by the Kappa Delta Rho Foundation.

You may make this type of gift to support the annual fund, restrict the gift to endow a specific scholarship or restrict the gift to build the general endowment of the Kappa Delta Rho Foundation.

So far this year, brothers Jim Buterbaugh (Zeta '55), Greg Carl (Theta '80), and William Steinfeldt (Theta '38) have used this exciting opportunity to their advantage. If you would like to explore the opportunities available to you, please contact William J. Paris, Executive Director, The Kappa Delta Rho Foundation, 331 South Main Street, Greensburg, PA 15601, (412) 838-7100.

DOUBLE YOUR GIFT! TAKE ADVANTAGE OF YOUR COMPANIES MATCHING PROGRAM

Many companies offer programs whereby they will match the charitable contributions of their employees. This is a pain-

less way to double your gift to your favorite charities. In most cases, all you need to do is speak to your personnel department about completing a matching gift form. You complete the form and send it to the Foundation along with your contribution. We do the rest.

These matching gifts add up. This year, matched gifts represent \$1,203.73 in additional gifts to the Foundation. If your

company has a matching gifts program, you may still be able to take advantage of this opportunity to double the impact of your generous support of Kappa Delta Rho!

If you are uncertain whether your company has a matching gifts program, a quick call to your personnel department will provide you with an answer.

Several Companies Offering Matching Gift Programs

Abbott Laboratories Fund
Airco, Inc.
Allendale Insurance Foundation
Allied Foundation
Allied-Signal Foundation, Inc.
Alza Corporation
Amax Foundation, Inc.

BASF Corporation
Bassett-Walker, Inc.
Batus, Inc.
Beatrice Foods
The Beefeater Foundation
L.M. Berry and Company
Best Products Company
B.G.M.C., Inc.
The Black & Decker Corporation

The Blount Foundation
The BOC Group, Inc.
The Boeing Company
The Boston Edison Foundation

B.P. America, Inc.
Bundy Corporation
Burlington Co. Combined Federal Campaign
Leo Burnett Company, Inc.

CPC International, Inc.
The Calloway Bank
Carter Wallace, Inc.
Centel Corp.
Chase Manhattan Corporation

Circuit City Foundation
Citicorp/Citibank
Cooper/Industries Foundation

Coca-Cola Company
Computer Associates International, Inc.
Connecticut National Bank
Container Corporation of America

Crestar Financial Corporation
Frederic W. Cook & Company, Inc.
Cooper Industries

CPC North America
CPC International
Cray Research Foundation
CSX Corporation

Dameron Alloy Foundation
The Dexter Corporation
Digital Equipment Corporation
Dow Corning

Eaton Corporation
Eli Lilly
Emerson Electric Company
Emhart Corporation
Enron Foundation

Ensign-Bickford Foundation
Equitable Financial Companies
Equitable Life Assurance Society
Equitable Insurance Company

Equitable Real Estate Investment Mgt., Inc.
American Brands, Ltd.
American Express Foundation
American President Companies, Ltd.
The Andersons
Archer Daniels Foundation
ARCO Foundation
Arthur Young Foundation
ASARCO Foundation
Ashland Chemicals
Atlantic Richfield
Avon Products, Inc.
Ayres Foundation, Inc.
Bank of Boston Corporation
Bankers Trust Company
Banner Life Insurance Company

Ernst & Whinney Foundation
Exotic Rubber & Plastic Farm Credit Services
First Bank System Foundation
First Interstate Investment Service

First National Bank of Minneapolis
FMC Foundation
Ford Matching Gift Program
Freeport-McMoran, Inc.
Fundreburke & Associates, Inc.

Gary Energy Corporation
GATX Corporation
Gen Corp. Foundation, Inc.
Gen-Rad, Inc.
General Cinema Corporation

General Re Corporation
George A. Hormel, & Co.
Gilman Paper Company
Glaxo

GMAC Residential Funding Corporation
Gulf & Western Industries, Inc.
John Hancock Mutual Life Insurance Co.

Hallmark Cards
The Hartline Company
Hewlett-Packard
Hormel, Inc.

Hoechst Celanese Corporation
Household International
Illinois Bell
Illinois Tool Works Foundation

Indes Technology
Ingersoll-Rand company
International Data Group
International Minerals & Chemical Corp.

Investors Diversified Services, Inc.
ITW Foundation
IU International
Jefferies & Company

Jewel companies, Inc.
John Hancock Mutual Life Insurance
John Wiley & Sons
Johnson Controls

Johnson & Johnson
Josten's Inc.
Kansas City Southern Industries, Inc.
Keebler Company
W.K. Kellogg Foundation
Kemper Group
Kimberly-Clark Foundation
Kirk Paper Corporation

Kmart Corporation
Kraft, Inc. Foundation
Leo Burnett Company, Inc.
Levi Strauss & Company
Life of Virginia
Thomas J. Lipton

Lyondell Petrochemical company
MMI Companies, Inc.
John & Catherine
MacArthur Foundation
Marathon Oil Company

McCormick & Company, Inc.
The McGraw-Hill Foundation, Inc.
The Mead Corporation
The Mead Corporation

Merck Company Foundation
Merit Oil Company
Microsoft Corporation
Middle South Services

Millipore Foundation
Mobil Foundation, Inc.
Montgomery Ward Foundation
Morrison-Knudsen

Company, Inc.
Mutual of New York
National Health & Welfare Mutual Life
New England Business Services, Inc.

New Jersey Bell
Norman & Company
North Carolina Power Company
Outboard Marine Corporation

Owens-Illinois, Inc.
PQ Corporation
Pacific Lighting Corporation
Parkside Pharmacy

J.C. Penney Company, Inc.
Penn Central Corporation
Penn Virginia Corporation
PepsiCo Foundation

Petro Lewis Corporation
Pfizer, Inc.
Phillip Morris Companies, Inc.
Pitman-Moore

Pitney Bowes
Pitney, Inc.
Playboy Enterprises, Inc.
PNC Bank Foundation
Projections Unlimited
Prospect Hill Foundation
Quaker Chemical Corporation

Quaker Oats Foundation
Quantum Chemical Corp.
Rainier National Bank
Arthur D. Raybin Associates

Reader's Digest Foundation, Inc.
Rockefeller Center, Inc.
Rockwell International Corporation Trust
Ross, Johnson & Ketersing, Inc.

SAFECO Insurance Companies
The St. Paul Companies, Inc.
Salomon Foundation, Inc.
Schering-Plough, Inc.

Scott Paper Company
Seaboard Surety Company
Joseph E. Seagram & Sons, Inc.
Sealand

G.D. Searle & Company
Sea-Land Employees Good Government Fund
Security Pacific Foundation
Shaklee U.S., Inc.

Slocum
J.M. Smucker Company
South Central Bell
The Southland Corporation

Spargus Tech, Inc.
Spiegel, Inc.
Square D. Foundation
Stone & Webster, Inc.

Sun Company
Sunstrand Corporation Foundation
Temple-Inland Foundation
Tessoro Petroleum Corporation

Thiokol Corporation
Towers Perrin
Transamerica Foundation
Travelers Express Company, Inc.

Tribune Properties, Inc.
20th Century Insurance Co.
U.S. West Foundation
Union Pacific Corporation

Union Bank of Colorado, Inc.
United States Fidelity & Guaranty Co.
United Technologies
United Way of Dayton

Upjohn Company
The UPS Foundation
USF&G Insurance Company
Virginia Power Company

Warren-King Companies
The Washington Post Company
Waste Management, Inc.
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Heritage Society Spotlight

Reverend and Brother, from Colby to Hawaii

Harold Lemoine was undecided about his choice of profession right up to the end of his final year in college. The decision was between “teacher, career diplomat, or priest.” When looking back on his dedicated religious career, it is obvious that he chose correctly, and some part of that decision—as well as, some of his fondest memories—lies with Kappa Delta Rho.

Brother Lemoine served in the ministry for 43 years and as dean of the Cathedral of the Incarnation on Long Island, for twenty-one of those years.

So how did he get involved with Kappa Delta Rho? “In 1928, I attended the annual speaking contest for high school students at Colby College [in Waterville, Maine],” says the Reverend. “When my train arrived at the railroad station directly across from the Colby campus, a college student asked me, ‘Are you one of the high school speakers?’ I told him that I was and he offered me a ride towards the center of campus. We drove along Elm Street in Waterville where he showed me a lovely house. He explained that this was the Xi chapter house of Kappa Delta Rho. I noticed it was so nicely kept. It was during that visit that I met several members, was invited to eat dinner and then taken to a movie later that night.” [At the speaking contest the following day, Brother Lemoine won first prize and \$100. Another “chap”—Linwood Lagerson—also won.

Although already enrolled elsewhere, Lemoine was convinced that it was Colby College he wanted to attend. One decision sparked another and it was then that the brothers proposed that Lemoine pledge Kappa Delta Rho. “This little button would look fine in your lapel,” he recalls a brother saying.

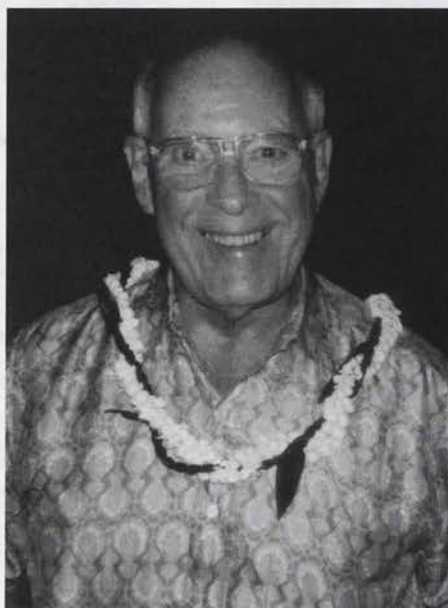
Linwood Lagerson—his competition at the speaking contest—eventually became a pledge brother and friend. Their brotherhood encouraged a healthy competition in college speaking contests and on the debating team.

After several memorable college years, Lemoine graduated in the spring of 1932. “I was the last person to leave the [chapter] house,” he remembers. “I walked through the house, went into every room, and then got into my parent’s car and shut the door,

crying. Kappa Delta Rho and Xi chapter had given me four wonderful years at Colby College.”

The decision to enter the religious life certainly didn’t come from out of the blue. Lemoine led an active religious and spiritual existence while attending college. “I always went to church,” he says. “I took part in services, attended weekend YMCA conferences, and enrolled in bible classes and religious courses every year.”

After graduation from Colby, Lemoine



TOP Brother Lemoine. **ABOVE** Colby College.

attended the General Theological Seminary in New York City. While in New York, he worked at the “Little-Church-around-the-Corner” (Church of the Transfiguration) on Manhattan’s East side. It was there that he began his involvement with students, conducting services and speaking on week-nights.

In 1942, Lemoine became the rector of St. Josephs Church in Queens Village, New York, where he remained for 15 years. But Reverend Lemoine has taken his religious work far beyond the borders of New York. He has preached at Episcopalian cathedrals in Fiji, Perth, and Mauritius, and in parish churches in England and as far away as Australia, and Pretoria, South Africa.

Lemoine states, “A lifetime brother begins in the chapter house.” For 3 years he was the house custodian, and through this role managed to strengthen his commitment to Kappa Delta Rho. Lemoine believes strongly that loyalty, interest, helpfulness, and kindness are the keys to lifetime fellowship. He recalls that KDR fostered these virtues in an environment of respect. “When our house mother lived with us, no one sat until she was seated, and then a brother helped her,” he remembers. “Grace was said, and we all ate together. If a brother had to leave, he spoke to the house mother.”

One of Reverend Lemoine’s more illustrative recollections is “visiting Mrs. Runnells—who was the Dean of Women at Colby—and asking her if she would kindly attend our Spring Dance. She replied, ‘Mr. Lemoine, I will gladly come. It is a joy for me to attend KDR affairs. You are all gentlemen.’” The brothers saw to it that a taxi called for her, a corsage was delivered, and that she was *never* left without someone to talk with.”

At 87, Lemoine looks back fondly at his years with Kappa Delta Rho. “As I write this,” he says, “I look up and there it hangs—my KDR membership plaque. It was given to me on February 22, 1929, sixty-seven years ago.” Alongside Lemoine’s membership plaque still hang a KDR half-century card and his Founders Club membership dated June 2, 1995.

Brother Harold Lemoine retired in 1978, just prior to his 70th birthday. He currently resides in Hawaii.

Kappa Delta Rho doesn't just happen

People are funny. I think we all have two personalities. One which just accepts things without asking Why? The other has to have an explanation. For instance, most people don't ask, "why do birds fly south?" They just do.

On the other hand, there are times when we need an explanation for certain events in our lives. Have you ever tripped going up a flight of stairs? I have. Every time it happens, it seems we stand up looking around to see who pushed us. Another one of my favorites are the racket sports. Anytime we're playing racquetball or tennis or some other racket sport and completely miss the ball, we invariably examine the racket closely to see where the hole is. We simply can't accept the fact we missed.

Kappa Delta Rho is one area where I think both of our personalities come into play at different times. On an average day most of us don't stop to think of how the fraternity came to be; or where it's going; or where the materials come from that make it GO. We don't ask questions like, "Where did the chapter house come from?" It was always there, so we assume it always will. We don't stop to wonder, "where did our *PATHFINDER* or plaque come from?" they just arrived. The same is true for the *QUILL & SCROLL*. Where does that come from anyway?

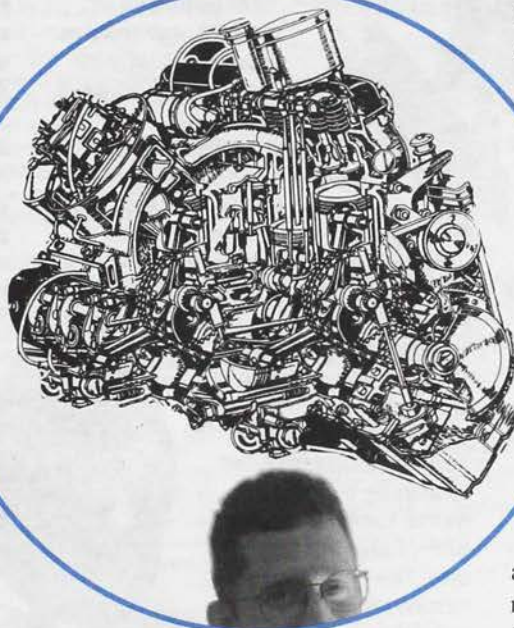
That's an interesting thing about our national organization. We join when we are young and belong for life. We treat it like the Energizer Bunny, and assume it keeps going and going.

The second side of our personality only seems to come out when we hit a bump in the road and something goes wrong. For instance in 1990, after 69 years of existence, my own chapter just ran out of people. Proof positive the Energizer Bunny doesn't go forever. Every time that occurs, people immediately begin showing up saying, "How'd that happen?" "What'd you do?" and "How could you let that happen?" Yep, hit a bump in the road and everyone wants an explanation as to WHY something happened. Success just happens — failure

needs a reason.

So how does it all happen? I thought I might review the structure and give credit where credit is due. There are a lot of parts that make this engine go.

First, you have the national fraternity organization. The national fraternity is a corporation and is governed by a board of 15 directors. These directors are alumni volunteers from different chapters and different graduation classes. They are not paid. In fact, the board of directors generally con-



tribute, in addition to their time, all of their out-of-pocket expenses to the fraternity.

As a corporation, the national fraternity has an executive staff and a headquarters office. There is an executive director, a director of chapter services, leadership consultants, an office manager/director of chapter accounts, director of alumni affairs, and a part-time secretary. These people make their living and support their families on their paycheck from the national fraternity.

There are two other organizations that run parallel with the national fraternity. The first is the Kappa Delta Rho Foundation. The foundation is a separate corporation which is a 501(c)(3) charitable foundation. The foundation is governed by a board of trustees. There are presently 6

trustees. These alumni volunteers give their time and personal financial resources to operate the foundation. The foundation does share professional staff with the fraternity. In addition, the foundation makes educational grants to the fraternity to support educational programs sponsored by the fraternity, such as the Williams Leadership School; regional conclaves; regional senators program; educational and leadership manuals; and other programs.

The third corporation at the national level is Kappa Delta Rho Properties, Inc. Kappa Delta Rho Properties is a recent addition to the national organization. KDR Properties is a separate corporation and is governed by a board of five directors.

Again, these directors are alumni volunteers who give of their time and personal resources to operate and govern KDR Properties.

As you might imagine, the foundation and fraternity each have a number of committees to fulfill the roles. These committees, again, are staffed by alumni volunteers.

Also at the national level is a network of alumni volunteers known as regional senators. These alumni volunteers are trained by the national staff to be a regional level of support. Each Regional Senator works with between one and four chapters. He is responsible for visiting and maintaining contact with each of his chapters. In addition to the national structure, you then have a series of alumni corporations assisting at the local level. If you combine these alumni corporations with the alumni advisors and faculty advisors, you have over 700 alumni volunteers helping to make each chapter successful.

Indeed, Kappa Delta Rho does not just happen. Each year it takes over 700 active volunteers, professional staff, and over \$700,000.00 to operate the national organization. Pretty amazing that something this big could be so difficult to see!

William J. Paris is the Executive Director of Kappa Delta Rho

Finding Your Next Job ON THE INTERNET

ON-LINE JOB SEARCHING and resume writing on the Internet are now replacing traditional job hunting techniques, such as browsing the newspaper classified ads, writing an individual resume and cover letter and submitting them to appropriate employers, and sched-



uling job interviews. If you are anticipating a job change, take advantage of the Internet. The Internet opens up a wealth of career information and employment possibilities by offering access to many bulletin boards, databases, and news groups. Here are just a few of the services available to you in the United States.

Job Opportunities (<http://www.pencoms.com/job.html>) is a large interactive United States map with links to a variety of regional and international job opportunities.

The On-Line Classified Ad Network & Emporium (<http://www.sundaypaper.com>) is the weekly Sunday paper classified ads.

Adams Jobbank (<http://www.adamsonline.com/>) searches categories for company profiles, career advice, job listings, and opportunities targeted to women and minorities.

Career Mosaic (<http://www.career-mosaic.com>) uses key words to search the jobs offered in news group listings. This group will save you a lot of time if you know all the key words to describe the job(s) you are looking for.

Interactive Employment Network (<http://www.espan.com/>) offers electronic advertising, a resume database, position searches by key word and

industry, resume templates, and listings of regional career fairs.

Professional Associations List (<http://www.yahoo.com/Economy/Organizations/Professional/>) lists professional organizations that you can join to network and get access to their job placement services.

Online Career Center (<http://www.occ.com/occ>) was one of the first job hunting resources on the Internet. The service allows you to search by job title and state, or browse current openings at specific companies. You can post your resume for 90 days. Online Career

Center via WWW (<http://www.iquest.net/occ/>) is a nonprofit employer association for persons looking for jobs or employers. The service lets you search resumes and get recruiting information.

The Monster Board (<http://www.monster.com>) operates from an advertising agency in New York City. You can search by company name, location, discipline, industry, and job title. You can enter your resume into the database where only companies that pay a membership fee and are searching for employees have access to it. The service has great graphics, but is slow to download.

NCS Career Magazine (<http://www.jobline.com/jobline>) posts vacancies, company information, and news articles related to job hunting and work environments.

There is a fee charged if you want to post your resume.

JobWeb (<http://www.jobweb.org>) is for college students and alumni. The service provides openings, detailed company profiles, and links to business information on public companies.

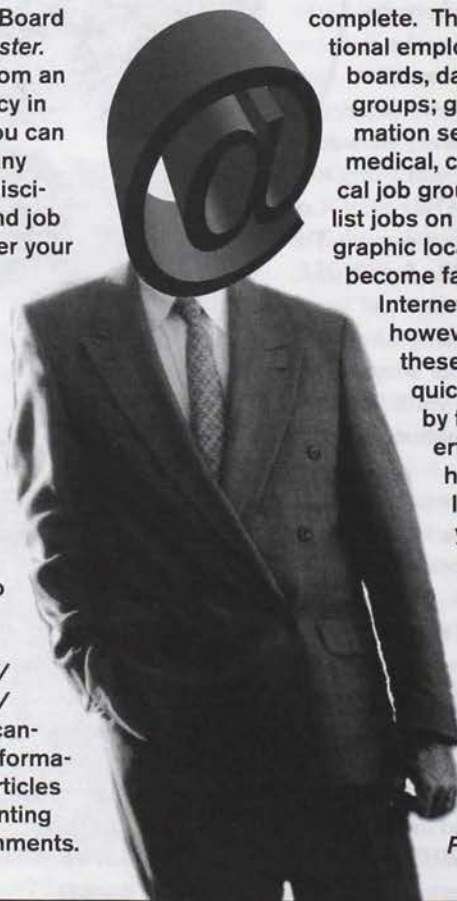
America's Job Bank (<http://www.ajb.dni.us>) has companies that post openings. It is connected to 1,800 state employment service offices.

H.E.A.R.T. - Human resources Electronic Advertising & Recruiting Tool - (<telnet://career.com> or <telnet://college.career.com>) searches for positions by geographic location or job title, and you can apply for jobs, too! When you connect to this service, you must register and select a password to create a private E-mail and profile account. Have a copy of your resume handy when you begin your search. This career opportunities system gets its support from member companies so that they can reach the most qualified candidates for their advertised positions.

Drexel Resumes (<http://CMC.www.drexel.edu>) is updated weekly and has resumes of recent graduates and experienced alumni seeking full-time, permanent positions. You may want to check out other people's resumes for ideas as you do your own resume.

This list of services is far from complete. There are many international employment bulletin boards, databases, and news groups; government job information services; scientific, medical, computer, and technical job groups; and groups that list jobs on the Internet by geographic location. Once you become familiar with the Internet job search process, however, you can access these groups and services quickly. Searching for jobs by the Internet is a powerful tool that you can have at your disposal. If you need help with your Internet job search, talk with the staff at your local public library, or the library on a college campus near you. Best wishes in your job search!

Paul Downes,
Gamma '68, is the
Foundation President



Chapter Reports

BETA CHAPTER • CORNELL UNIVERSITY

To celebrate the 90th anniversary of our fraternity, Beta chapter hosted a gala banquet on November 11. The attendance by Beta alumni and activities was outstanding. In addition, the national Executive Director, Bill Paris (Eta '87), the President of the Foundation, Paul Downes (Gamma '68), and Eric Fleischer (Mu Beta '96) came to celebrate.

If our past is any indication of our future, Kappa Delta Rho will remain strong for a long time to come. As Bob Corrie said "Kappa Delta Rho has survived and prospered during the past ninety years through war and peace; through depression and prosperity; through pro- and anti-fraternity college administrations; through good Greek environments and bad Greek environments." We will be able to meet the next century's challenges. Kappa Delta Rho is forever.

Additionally, we had two pledges in the fall semester and added sixteen more this spring. Our annual pledge/alum hockey game was a success!

DELTA • COLGATE UNIVERSITY

The chapter continues to adjust to the University mandated sophomore rush. We took seventeen outstanding pledges in the fall who are already adding greatly to the chapter. The chapter received campus and community recognition for its contribution to the IFC philanthropic program.

EPSILON CHAPTER • FRANKLIN COLLEGE

Academically, five brothers earned Dean's List honors for the fall semester. Adam Decker and Jeff Carroll both achieved perfect 4.0's. Decker has also worked extensively with the college's student congress, while Carroll also is active as sports editor of the school paper in only his second semester of his first year. Junior Andy Wilson serves as music director for the campus's student radio station as well as IFC Vice President.

Athletics has also been a strong point for the Epsilon chapter. Steczyk enjoyed another successful varsity basketball season earning an Indiana Intercollegiate Conference Player of the Week award. First years Ryan MacIntyre and Rob Gaylor contributed to the football team. The chapter once again this year earned first place in the Franklin College intramural football league. Unlike most fraternities, the chapter is planning on entering three teams in the Grizzly Grand Prix bicycle race. Doug Black started his first varsity baseball game this spring.

In other news, the chapter is planning a fund-raiser/philanthropy event based on the MTV show 'Singed Out.'

ZETA • PENN STATE UNIVERSITY

We initiated 18 men from our fall pledge class and have taken an additional four men for the spring. The chapter is looking forward to having

our house nearly full for next year. The brothers are hard at work this spring on THON, the campus philanthropy for the Four Diamonds Fund and the Hershey Medical Center.

ETA • UNIVERSITY OF ILLINOIS

After a successful fall where we took eight pledges we have added five more this spring. The brothers are very pleased the chapter membership is nearing fifty men and is strongest it has been since we were rechartered. The chapter had a great function with the brothers of the Upsilon Alpha chapter and Alpha Omicron Pi sorority. This was the first opportunity for the chapter to use their new DJ equipment purchased for house social functions. In addition, the chapter is grateful to the many alumni who have already given or pledged a total of \$30,000 to the capital campaign to help renovate the chapter house.

THETA • PURDUE UNIVERSITY

The chapter got off to a fast start in the fall with 13 new pledges. However, only six initiated and rush went poorly in the spring. The chapter is focused on reorganizing and really appreciates all of the support from the alumni corporation. In particular, a big thanks goes to brother Wally Miller who has helped with the cost of mailers, ads, and other ideas for rush. With hard work, we are looking forward to rebuilding the chapter over the coming semesters.

IOTA • BUCKNELL UNIVERSITY

The chapter and alumni corporation are presently replacing the upstairs ceiling, ordering new tables and chairs for the dining room and getting ready to re-landscape the front yard. We very much appreciate the support of many alumni, especially the continued support of brother Lee Idleman. The chapter is very active in community service and philanthropy where basketball reffing just ended and Adopt-A-School tutoring has just begun. The chapter will also participate in sorority powder puff football to benefit the Lewisburg Community Center.

LAMBDA • UC BERKELEY

The highlight of the year was the rechartering of the chapter in December (see p 4). Many improvements are lined up for the chapter house, with the alumni corporation having to invest in a new sprinkler system for the house as well as repairs, including the roof. We took four new men in the fall. The chapter continues to build with five men this spring. Our finances are in great shape and the chapter is bigger than it has been in several years.

RHO CHAPTER • LAFAYETTE COLLEGE

The 16th Annual Dance Marathon sponsored by KDR and Pi Phi was held on March 29-30. We are now on the World Wide Web.

Senior Toby Schilke was accepted to the graduate schools of Stanford, University of California at Berkeley, Minnesota, and MIT for Chemical Engineering. Many senior class mem-

bers have had promising offers in the job market and in graduate schools.

TAU CHAPTER • CARNEGIE MELLON

Fall rush brought us 10 pledges, all of whom initiated and are already leaving their mark on the house. Spring rush has brought us four more pledges. Currently we are ready to compete in the Greek Sing competition, as well as preparing for Spring Carnival in April.

PSI CHAPTER • LYCOMING COLLEGE

This spring, the Psi chapter underwent many changes. The past debt has nearly been depleted and the prospects for the next year are encouraging. We will be graduating a high percentage of Seniors this semester, but we have five strong pledges to help fill the void.

Many area homes and businesses were damaged by the recent flood, and the brothers of Psi chapter were quick to react to the community's

needs. We volunteered time and services to help out those affected.

OMEGA CHAPTER • INDIANA UNIVERSITY OF PENNSYLVANIA

Thanks to all who helped make the Walk-to-Pittsburgh another great success. The Omega chapter has been working hard to improve the house and relations with the University. Congratulations to Erik Conley—IVP Greek God; Robin Defelice—IVP Best Sweetheart; and Adam Purcell—Runner-up Homecoming King (who also won the IVP Most Beautiful Eyes contest).

ALPHA ALPHA • LOCK HAVEN UNIVERSITY

The chapter took seven new pledges. Kappa Delta Rho is the largest fraternity on the Lock Haven campus. Major renovations continue on our chapter house with the completion of a new heating system and a complete remodeling of our third floor.

ORDER OF THE PEREGRINE FALCON

BETA CHAPTER CONTINUES to hold a commanding lead in the number of individual members of the Order of the Peregrine Falcon, undergraduate giving society of the Kappa Delta Rho Foundation.

The Order of the Peregrine Falcon is a public and visible means whereby the Foundation can acknowledge and thank the dedicated undergraduate members of the fraternity for giving of their personal resources to support the programs of the Foundation. Any undergraduate member of the fraternity may become a member by making an unrestricted contribution of at least \$35 to the Kappa Delta Rho Foundation. Each member receives a special recognition pin and numbered certificate. The following brothers are members:

BETA CHAPTER • CORNELL UNIVERSITY

Jeffrey P. Newman '98
Stephen M. Thomas '98
Jason H. Biegelson '96
Bryan J. Cohen '97
Toby Emo '97
Matthew M. Glenn '97
Pankaj C. Gupta '97
Michael J. Higley '98
Michael T. Lambert '96
Daniel LaPlaca '96
Michael E. Van Brunt '97

ZETA CHAPTER • PENN STATE UNIVERSITY

Sean R. Marcucio '98

ETA CHAPTER • UNIVERSITY OF ILLINOIS

Walter Scott Burns '98

THETA CHAPTER • PURDUE UNIVERSITY

Scott A. Devine '97
Chad T. Peck '96

NU CHAPTER • INDIANA UNIVERSITY

Jeremy Bartfield '96
T.J. Tryon '96

RHO CHAPTER • LAFAYETTE COLLEGE

Lachlan W. McLean '98
Brian Rodowicz '96
Ronald G. Clark, Jr. '97

ALPHA ALPHA CHAPTER • LOCK HAVEN UNIVERSITY

John T. Nolan '97

OMEGA ALPHA CHAPTER • VIRGINIA COMMONWEALTH UNIVERSITY

Benjamin E. Skowysz '97
Benjamin K. Smith '97

DELTA BETA CHAPTER • WEST LIBERTY STATE COLLEGE

Steven W. Lewis '96

ZETA BETA CHAPTER • TARELTON STATE UNIVERSITY

Christopher K. Gordon '95

PI BETA CHAPTER • RICHARD STOCKTON COLLEGE

Ian O. Lauer '96

TAU BETA CHAPTER • EAST TENNESSEE STATE UNIVERSITY

Brian W. Bender '97
Thomas B. Tomlin '97

CHI BETA CHAPTER • UNIVERSITY OF CHARLESTON

Bill E. Day '97

PSI BETA CHAPTER • EAST STROUBSBURG UNIVERSITY

Ryan M. Ofcharsky '98
Brian Weida '98

THETA ALPHA • SLIPPERY ROCK

We took six new guys and continue to build our membership. The chapter is working on obtaining a new house for a strong year next fall.

IOTA ALPHA • PITT JOHNSTOWN

The chapter continues to work on building our numbers. We took six guys in the fall and six more this spring. Additionally, the brothers continue to be active on campus.

OMICRON ALPHA • RUTGERS UNIVERSITY

After two rough semesters, the Chapter House will be relocated with the intention of starting an early and aggressive rush. We have remained active on campus as well as with the Institute for Children with Cancer and Blood Disorders, which is centered in New Brunswick.

PI ALPHA • UNIVERSITY OF TOLEDO

The fall started off great with all new furnishings for the formal areas of the house. After taking 18 pledges in the fall quarter, we added 8 more this spring. The chapter was proud to see our flag football team selected to compete in the National Collegiate Intramural Championships in New Orleans over Christmas break.

The chapter has also been busy working on community service projects. The brothers volunteered their time working for a battered women's shelter.

TAU ALPHA • RADFORD UNIVERSITY

With hard work the brothers are building up the strength of our chapter on campus. We took eight pledges in the fall and five more this spring. All outstanding additions to the chapter. On campus, the chapter was proud to congratulate Chris Miller who was elected president of the IFC.

Alumni Dinners

THE FOLLOWING are a list of attendees at several area alumni dinners since late 1995. Thank you for making each of them a success.

Indianapolis area dinner was held at the Milano Inn Restaurant on Friday evening, September 15, 1995.

Wayne C. Ponader, Nu '53
Michael C. Lantz, Nu '93
James L. Babb, Jr., Nu '62
James R. Hethington, Nu '53
Dirk S. Ewers, Nu '88
Thomas E. Wheeler, Nu '84
Lawrence A. Wheeler, Jr., Nu '86
Steven M. Samuels, Nu '84
Steven L. Ernest, Nu '70
Thomas E. Fritch, Nu '51
Thomas E. Brethauer, Nu '57
Martin D. Joachim, Nu '61
Carter L. Hall, Nu '54
Thomas V. McComb, Nu '59
David L. Wolfe, Nu '83
Daniel R. Johnsen, Theta '62

Legacies

David A. Berry, Delta '98

Glen L. Miller, Theta '22 (uncle)

James S. Boyd, Zeta '99

Richard J. Boyd, Zeta '95 (brother)

Chad E. Dannheim, Zeta Beta '99

Chuck M. Dannheim,
Zeta Beta '95 (brother)

David J. Dufalla, Mu Alpha '00

Kenneth M. Dufalla,
Mu Alpha '95 (brother)

Jacob T. Haser, Iota Alpha '97

Edward P. Haser,
Psi Alpha '97 (brother)

Mark A. Kopsack, Phi Alpha '98

Nathan J. Kopsack,
Phi Alpha '94 (brother)

UPSILON ALPHA • PARKS CAMPUS, SAINT LOUIS UNIVERSITY

We are still working with the transition onto the main campus of Saint Louis University. The chapter, along with our alumni are planning a huge 10th anniversary banquet in April. Socially we had a great road trip to the University of Illinois for a joint exchange with Alpha Omicron Pi Sorority and the brothers at U of I.

PHI ALPHA • CLARION UNIVERSITY

The chapter is scheduling our annual rock-a-thon for this spring. We plan to be part of the neat street program sponsored by the IFC. The chapter also won IFC recognition for support of the Clarion County Food Bank.

We owe a big thanks to alumni Bob Kinchloe who gave a generous contribution to pay off the balance of our debt to the National Fraternity.

Finally, the chapter is proud

Melvin F. Erman, Nu '58
James R. Oliver, Nu '89
Paul A. Downes, Gamma '69

Detroit area alumni dinner was held at Chuck Muer's Big Fish Too on Monday, September 25, 1995.

James A. O. Crowe, Mu '43
John E. Parker II, Pi '68
William J. Paris, Eta '87
Robert L. Boynton, Mu '37
Richard Boynton, Mu '42
Michael Droll, Pi Alpha '87

Norfolk area alumni dinner was held at the Wesely-Westminster House on Saturday, October 21, 1995.

Paul Thomas, Epsilon Beta '90
Joseph Rejuney, Epsilon Beta '90
Brian MacNeil, Epsilon Beta '87
Deane Cunningham, Gamma '58
William J. Paris, Eta '87
Jeffrey Frith, Epsilon Beta '90
Members of Epsilon Beta Undergraduate Chapter

Timothy J. Kubicki, Iota '98

Brian T. Kubicki, Iota '96 (brother)

Kenrick A. Mannion, Zeta '99

Daniel J. Mannion,
Zeta '95 (brother)

Seth M. Marlott, Rho '98

James W. Marlott, Rho '63 (father)

Alexander M. Mecum, Zeta '98

Samuel M. Mecum,
Zeta '79 (father)

Jacob B. Sandlin, Zeta Beta '00

Matthew J. Sandlin,
Zeta Beta '98 (brother)

Loren J. Will, Lambda '99

Stephen J. Will,
Lambda '98 (brother)

Benjamin J. Wood, Eta '98

Eric M. Wood, Eta '95 (brother)

to have brother Pete Talento serve as IFC President and brother Scott Schlender serve as IFC Treasurer.

PSI ALPHA • PENN STATE BEHREND

We took four pledges in the fall and added eight more this spring. The chapter continues to look for a permanent chapter house. In the fall, our chapter canned for the Institute for Children with Cancer and Blood Disorders.

ALPHA BETA • UNIVERSITY OF DELAWARE

KDR is "THE" up and coming fraternity at Delaware. After getting into our new house this fall, the brothers have worked hard on it. We added seven great guys in the fall. The chapter is looking forward to hosting the Trustees of the Kappa Delta Rho Foundation for their meeting on April 20th.

Richmond area alumni dinner was held at Mulligan's Grill and Pub on Monday, October 23, 1995.

Roger G. Bowers, Nu Alpha '88
Duncan Sheils, Omega Alpha '93
Ted Currens, Nu '94
William J. Paris, Eta '87
Hall Jones, Lambda Beta '91
Richard McCoy, Lambda Beta '92

Charlottesville area alumni dinner was held at Flynn's Restaurant on Wednesday, October 25, 1995.

James D. Jones, Beta Beta '95
Ray C. Hunt, Jr., Rho '53
William J. Paris, Eta '87

Another Detroit area alumni dinner was held at Chuck Muer's Big Fish Too, on Monday, January 15, 1996.

James A. O. Crowe, Mu '43
John E. Parker II, Pi '68
Robert Boynton, Mu '37
William J. Paris, Eta '87
William MacLeod, Mu '43

ETA BETA • WESTCHESTER UNIVERSITY

For the fourth year in a row a KDR was elected President of the IFC. We continue to be one of the dominant chapters on campus. The chapter had a great rush and continue to be involved in many service activities on campus. We were pleased to host the National Long Range Planning Task Force meeting in January.

IOTA BETA • RIT

On February 3, 1996, RIT hosted a concert for They Might Be Giants. Sajid Daudi arranged to have brothers provide security for the concert. Twenty-one brothers, associates, and rushees helped out for a total of 120 hours of community service.

KAPPA BETA • EDINBORO

As a Chapter, we are sponsoring a Walk-A-Thon April 21st. All proceeds will benefit the Pediatric AIDS Foundation.

OMEGA BETA GROUP OF INTENT, UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

Manzo Tiya, a brother at UNC-Greensboro, transferred to Asheville last fall. Over the course of a few months he informed men around the campus about KDR and asked them to help establish a local chapter. By November, interest was high and Manzo sent a letter of intent to the National Headquarters.

Not long ago, the members put together a coupon book of Asheville, from which the profits went to benefit the local chapter of Habitat for Humanity; and in the spirit of recruitment, the members invited men from around the UNCA campus to participate in activities such as rock climbing, skiing, and backpacking.

Pittsburgh area alumni dinner was held at the Palace Inn, Monroeville on Friday, March 1, 1996.

William Nichol, Zeta '59
Gerald Murray, Theta '66
Darren Tucker, Phi Beta '95
Timothy Beckes, Xi Beta '92
Don Carbaugh, Zeta '52
Donald Patridge, Zeta '68
Doug Rammel, Pi Alpha '90
Mike Bennett, Xi Beta '94
Matt Mullett, Xi Beta '95
William J. Paris, Eta '87
John E. Parker II, Pi '68
Timothy Schrag, Xi Beta '93
Gerry Stebbins, Phi Alpha '88
Bill Culp, Omega '57
Scott Walton, Iota Alpha '91
Brian Winters, Iota Alpha '88
Sam Frost, Mu Alpha '99
John Sakoian, Omega '73
Aaron Yanuzo, Mu Alpha '95
Alex McClinchie, Iota '64
Gary Howell, Theta Alpha '92
Alan Majors, Theta Alpha '93

KDR in 2001

Our life is a series of beginnings and endings, of doors opening and closing, and of the combination of new experiences and daily routines. But the most important precept for our brotherhood is for us to know that every day is a new beginning. Our foundation and our fraternity have demonstrated that we can begin again. Yesterday is in the past, all painful memories dissolved and disappointments swept away. We prepare for the 21st century with a glimpse towards new doors and new opportunities opening up to the KDR brotherhood.

We've heard the saying, 'Let's get back to basics.' The "basics" here involve our fraternity: Its perception among undergraduates and alumni, and the effects of those perceptions. We've all learned that it is very difficult to change people's perceptions, no matter how strong the effort. But understanding and respect go a long way toward our helping understand each other. Understanding becomes the essential ingredient for the KDR brother to survive into the next century.

In the year 2005, our fraternity will celebrate its Centennial Celebration. What will the fraternity be like then? How will it function? Will it survive and still be relevant? The first two questions can be speculated upon endlessly. But its survival and relevance becomes an issue in the forefront of our long-range and strategic planning. We can assume that the fraternity will survive into the future. Why? Because our undergraduate and alumni brotherhood will make it happen.

For almost three years, I have been traveling to several chapters and attending several fraternity and alumni functions in the East and Midwest. Last November, Bill Paris and I spent two days visiting with chapter members of the Mu

Beta, Beta, and Delta chapters. We've witnessed the quality of KDR undergraduates, and the commitment by the alumni to help nearby chapters. We've seen our alumni promote healthy professional attitudes and pass them on to our undergraduates. The impact is overwhelming.

In addition, our alumni have also had a dynamic influence on our undergraduates through their support of the foundation's Alumni Fund Campaign. With great pleasure, we announce that for the first time in the history of the foundation, contributions topped the \$100,000 mark only six months into the fiscal year. At the 1993 convention in Pittsburgh, an Annual Fund Campaign goal of \$130,000 was envisioned. The foundation is now within striking distance of meeting this goal. This success is the direct result of our alumni who have contributed unselfishly to the 1995-96 campaign. The number of contributions from our newer graduates is very gratifying. We are seeing many more gifts from alumni who had not previously contributed.

As we enter a new phase for KDR, our goal is to reach out to all of our alumni. When we greet each other, the words we say are just as important as what we do—they have the power to initiate action! We have the responsibility to use our words in a positive and affirmative way. Let us greet our alumni and undergraduate brothers with a smile and with kind words. Let us also speak to them and about them, in such a way that fosters goodwill. The next time you talk with an undergraduate or alumni brother, be aware that your words affect them. Our dialogue with fraternity members and non-members alike has the power to create a rich harvest of goodwill for our brotherhood, the national organization, and the foundation. Consider it a challenge.

Paul A. Downes,
Gamma '68,
Foundation President

A Peek at a Promising Future ... Endowment and Scholarship Awards

MORE THAN OCCASIONALLY alumni ask, "What is the net worth of the endowment?", "Has it increased in value?", "How much money does the foundation award in scholarships each year?", and "Who manages the investments?" Here are the answers to these often-asked questions:

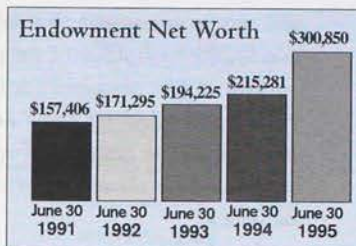
On June 30, 1995, the net worth of the foundation endowment was \$300,850, compared with \$157,406 on June 30, 1991. The size of the endowment has almost doubled in a five-year period (See top graph). The appreciation in value is largely the result of the total annual return on the securities portfolio. We can also attribute a portion of the increase to additional bequests and additions from generous fraternity brothers and friends.

From 1983-84 to 1994-95, the foundation awarded \$38,450 in scholarships to undergraduate and graduate members. In 1994-95 the total was \$5,400, compared with \$1,300 in 1983-84. That figure represents more than a 400 percent increase in scholarship funding over an 11-year period (See below).

The foundation did not award all the available funds in some years because students did not submit applications for consideration. This year we urged all chapters to tell their members about the available scholarships. The national office also sent a letter informing parents about the availability of such funds. As a result of these efforts many parents and students have called for information. Qualified members are urged to submit applications to the National Office by May 15.

The foundation has an Investment Committee to manage the endowment funds. The committee includes Chair Ray C. Hunt, Jr., Rho '53; Andrew F. Barth, Nu Alpha '83; Robert D. Corrie, Beta '53; William J. Paris, Eta '87; and Robert P. Youngman, Alpha '64. Their years of extensive experience in business, finance, and investments are an asset to KDR.

The amount of scholarship funds awarded annually is small relative to other national fraternities. We gratefully thank those alumni who have already become members of The Heritage Society through their bequests, and ask our alumni as they plan their estates to consider a gift to endow a scholarship. This will ensure more funds for future KDR members. Write or call William J. Paris, Executive Director of the foundation, for more details on endowing a scholarship or specific fraternity educational program.



Scholarships Awarded	
1983-84	\$1,300
1984-85	1,500
1985-86	1,300
1986-87	1,600
1987-88	2,300
1988-89	3,750
1989-90	4,550
1990-91	5,200
1991-92	4,300
1992-93	3,800
1993-94	3,450
1994-95	5,400
Total \$38,450	

Foundation News

Q: How Can I Make a Planned Gift to the Foundation?

A: Two common ways our brothers are making plans for the future of our fraternity involve life insurance and bequests in their wills.

You may have an old, paid up life insurance policy that you no longer need. If this is the case, you may name the Foundation as the beneficiary of the policy. Or, you can give the policy to the Foundation and receive a present charitable tax deduction for the cash value of the policy.

You might also have a life insurance policy provided by your employer. You could choose to name the Foundation as the beneficiary for all or part of the proceeds of the policy.

A very common way to plan for the

future is to have a Will. This document, generally drafted by your attorney, provides instructions on what happens to your assets should something happen to you.

You may wish to include the Foundation as a beneficiary of a gift in your Will. A bequest can take many forms such as a specific dollar amount or percentage of your total estate, or perhaps a gift of securities or real estate. If you are considering a gift, it is recommended to consult your attorney or financial advisor. The following wording is suggested; "I hereby give to the Kappa Delta Rho Foundation, a Pennsylvania Corporation, the sum of \$_____ to be used for the general purposes of the Foundation as the Trustees may direct." Gifts to the Foundation are deductible for estate tax purposes. It is an excellent way to provide for our fraternity's future.

Please direct questions and requests for any further information to William J. Paris at the National Headquarters, (412-838-7100).

A New Scholarship Fund

Thanks to a generous contribution from William M. Steinfeldt (Theta '38, Purdue University), the Kappa Delta Rho Foundation announces a new endowed scholarship fund for Theta Chapter members. The Veterans Memorial Scholarship honors those Theta brothers who sacrificed their lives to preserve and defend the principles and freedoms set forth by America's founding fathers for future generations. The foundation will announce the first scholarship winner on August 10, 1996 during the Awards Luncheon at the Annual Convention.

Steinfeldt, who lives in Rochester, New York, is a licensed professional chemical engineer. He retired from the Eastman Kodak Company where he specialized in air and water pollution control. He has a long history of public service including the Monroe County Board of Supervisors, the New York State Assembly, the Monroe County Legislature, and the New York State Senate. He took an active role in helping to charter the Iota Beta Chapter. Steinfeldt is the father of three daughters and a son, Philip, who is also a Theta Chapter alumnus. One of Steinfeldt's closest neighbors is Russell Norton, Alpha '38, the son of one of the original founders, Gideon Norton.

In setting up this endowed scholarship, Brother Steinfeldt intended to leave the fund open for other contributions from Theta Chapter alumni who may want to remember their veteran brothers who served and died in World War II and other past conflicts. Additional contributions to the fund increases the principle and allows for a higher annual scholarship award. If you wish to contribute, contact William J. Paris.

HERITAGE SOCIETY

THE HERITAGE SOCIETY, sponsored by the Kappa Delta Rho Foundation, recognizes those brothers and friends of the fraternity who have included the Foundation as part of their testamentary plans.

The brothers listed to the right have given notice that they have included the Kappa Delta Rho Foundation in their testamentary plans.

Have you already included the Foundation in your testamentary plans? If so, notify the Foundation executive

offices today so we may include your name among the list of dedicated brothers planning for the future of KDR.

James F. Edgeworth Sr.
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Paul A. Downes
Gamma '68
William J. Paris
Eta '87
Alvah Borah
Eta '32
Art Nelson
Eta '32

Daniel R. Johnsen
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RUSH RECOMMENDATION FORM

ALUMNI CAN HELP our chapters to increase their number of quality members by letting the National Fraternity know of an incoming student to a college or university who would be a good candidate for membership. If you know of anyone, please fill out this form and send it to Bill Paris, Kappa Delta Rho, Inc. National Headquarters, 331 South Main Street, Greensburg, PA 15601.

Submitted by (include chapter and year) _____



Prospective's Name _____

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ATTENTION PARENTS

Does your son have a new address?

Please help us stay up to date. Send or fax this box with any new information so that no fraternity event happens without his knowledge.

Name of Brother

School and Year of Graduation

Old Address:

New Address:



Please send responses to:
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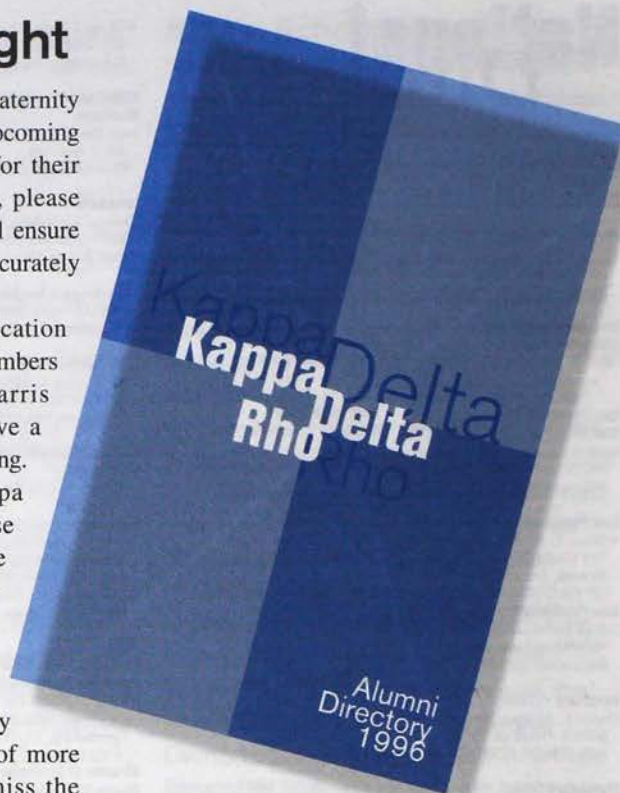
Have We Got It Right

ALL KAPPA DELTA RHO National Fraternity members were recently notified of our upcoming new Membership Directory and asked for their input. If you have not already done so, please return your questionnaire today. This will ensure that your personal information will be accurately included in this great new reference book.

Over the next few months the verification phase of this project will begin. When members receive a telephone call from Harris Publishing, please give the representative a few moments of your time to verify your listing.

To place a reservation for the Kappa Delta Rho Membership Directory, please advise the Harris representative during the conversation, since this will be the only opportunity members will have to order the book.

Scheduled for release in August/September, the Membership Directory promises to be the definitive reference of more than 16,699 of our members. Don't miss the opportunity to be a part of it.



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