

Quill & Scroll

SUMMER 1998

THE MAGAZINE OF KAPPA DELTA RHO

Convention 1998

Pittsburgh

ALSO INSIDE:

A New Executive Director

A New President

Risk Management

KDR Financial Industry Network

Career Networking Meeting in October

Foundation Sets Record

Letter From the President

Passing the Torch

The writer-philosopher-storyteller Mark Twain once observed "the difference between a taxidermist and a tax collector is that the taxidermist takes only your skin." After ten years as President of our Fraternity, I still have all of my skin.

In August, I will hand over the reins of leadership of our great Fraternity to Robert Swinney, Sigma '58, and I will remain as Past President. I am extremely confident Brother Swinney will take those reins and lead the Fraternity to many more successes in the next century. I ask you to give him your steadfast support and encouragement.

The past ten years have been very rewarding for me. There have been successes and disappointments, but the successes, I am sure you will agree, far outnumber the latter. I cannot tell you the number of friends and acquaintances I have made among our KDRs nationwide, over this time period, who have sustained my daily life and made me a more productive leader. But, I can tell you, each one of them is a true KDR!

There are many memories I will treasure, and the joy I have had upholding and perpetuating the ideals of KDR is intense and indescribable. Every alumnus and undergraduate is important to me, and the potential they have to offer the Fraternity and the world is overwhelming. Every year I have seen the spirit of KDR in the faces of our young undergraduates at the Williams Leadership Academy and National Convention, and I admire, sometimes with great envy, all the intellect, talent, and maturity they have to lead productive lives.

Although our experiences in life are different, we all have something in common - KDR. You and I have the ability, and the awesome responsibility, to open the doors of opportunity for all KDRs. It is our ingenuity and creativity that will continue to set fire to our imaginations and to show us the opportunities that wait for us past those doors. One thing I have learned, however, from being President is that listening intently to our undergraduates and alumni, who need to be heard, is an investment in their well-being.

KDR is a much stronger organization now than ever before, because of the commitment of the national board of directors and national office staff, former

Executive Director William Paris, Eta '87, and Shawn Hoke, Phi Alpha '95, the current Executive Director. And, the strength of the Fraternity has been enhanced also by the Kappa Delta Rho Foundation under the presidency of Paul Downes, Gamma '68. One person, above all, who has been a friend and counsel to me over the years is Robert Corrie, Beta '53, and I owe him my deepest gratitude.

From the bottom of my heart, I want to thank each of you for helping me foster and promote a NEW KDR of distinguished men, who value honor and integrity. My wife Mary and I have appreciated your thoughtful support. We will keep in close touch with each of you!

Fraternally,
James F. Edgeworth, Sr., Psi '56
President

Message From The President-Elect

Introductions

As President-Elect, it is appropriate that I introduce myself by providing you with some personal background and my views toward the future.

I am a native of Oregon and attended Oregon State University, where I joined the Sigma Chapter in 1955. I graduated in 1958 with a degree in mechanical engineering and moved from Oregon to begin a career in California. This, along with family priorities, moved Kappa Delta Rho to a "back burner."

During my business life, I spent more than 30 years with the Colgate Palmolive Company in various management aspects of manufacturing and technical areas. Currently, my wife Ruth and I divide our time between our home in Leonia, New Jersey, and our farm in Virginia.

So, why my increased involvement in KDR? As with most of you, my chapter experiences were significant and the memories are great . . . and with age (mine) these memories have gotten better and my desire for KDR involvement has increased. I am interested in putting something back into an organization that has a solid mission and cause.

As your next president, I look forward to working with all of you to continue strengthening KDR. Bill Paris has "raised the bar," and now it's necessary for the board of directors and national staff to

move quickly to take advantage of the momentum he created.

In order to meet the challenges of today, and the demands of the future, our Fraternity needs to develop a systematic, disciplined plan with clear goals and objectives for Chapters, Alumni, and the National Office.

Then, we will follow an action plan which will be in motion in mid-1999. In my view, building health and strength in the Fraternity should have priority over size.

It is critical that in the overall plan we include specific measures to improve collaboration and respect between chapters,

alumni, and the national office. It is imperative that the Fraternity increase its outreach efforts towards you, the alumni. Without your increased support, our strength will continue to be less than desired. We must constantly challenge ourselves for new ideas, to accept and implement them for positive change, and to make sure that the importance of tradition has a balance with the needs and

opportunities of the future. We must not permit outdated and/or unnecessary policies to restrict our goals.

We will achieve our plan only by focused team effort put together by our board of directors and national staff. This must be done, however, within the context of limited resources.

I look forward to hearing your comments and suggestions directly, or through *The Quill & Scroll*.

Fraternally,
Robert L. Swinney, Sigma '58
President-Elect

"...building health and strength in the Fraternity should have priority over size."

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Quill and Scroll (USPS 605-402), an educational journal, is published two times a year by Kappa Delta Rho, Inc., 331 South Main Street, Greensburg, PA 15601. Forward all correspondence, manuscripts, and changes to the National Headquarters.



DESIGN • Adam Logan Fulrath • OA '94 EXECUTIVE DIRECTOR • Shawn Hoke • PHI ALPHA '95

EDITOR Paul A. Downes, GAMMA '68

CONTRIBUTING EDITOR David Tsang-Hau, Omicron Alpha '95

Convention 1998

Pittsburgh, Pennsylvania

As this issue of the Quill and Scroll goes to press, final preparations are underway by the National Staff and volunteers for this year's Williams Leadership Academy and National Convention. This year, the event will take place at the Pittsburgh Airport Marriott in Pittsburgh, Pennsylvania. Alumni and undergraduates from chapters all over the country will meet in Pittsburgh. This is a unique opportunity for KDR's from various campuses and cities to meet and talk as they learn and exchange new ideas about our Fraternity.

A complete write-up on the convention will appear in the next issue of the Quill and Scroll due out in early December.



Miller Appointed Executive Director

The Search Committee and the board of directors of the National Fraternity are pleased to announce that Christopher Miller, Tau Alpha '97, Radford University, has been appointed the new executive director of the National Fraternity.

Earlier this spring, Shawn Hoke, the current executive director, advised the board of directors of his intention to pursue other opportunities at the conclusion of this year's leadership school and convention in August. The board of directors met in conference call to appoint a search committee to locate candidates for the position.

The board appointed past national president Robert D. Lynd, Iota '64, as chairman of the Search Committee, as well as directors, Doug Rammel, Pi Alpha '90, Mark West, Upsilon Alpha '88, President-elect Robert Swinney, Sigma '58, and Director Emeritus and Foundation Trustee Robert Corrie, Beta '53. The board and committee deter-

mined to conduct a limited search of known and recommended candidates.

The search began with a field of fourteen candidates. Those interested submitted resume and other information for the committee's consideration. The committee narrowed the field to three top candidates and arranged interviews at the Baltimore Airport. Following the interviews, the committee met in conference call with the entire board of directors to discuss the recommendation for the new executive director. After discussion, the board unanimously approved the selection of Christopher Miller as the new executive director.

Following the announcement of the appointment of Brother Miller, the board expressed their best wishes to Brother Hoke, the outgoing executive on his recent marriage and his pursuit of graduate studies at Kent State University.

Chris is 26 years old and graduated

in May 1997 from Radford University. Since graduation he worked briefly as a mortgage consultant with PNC Mortgage. Until his recent appointment, he served as director of operations for a multimillion dollar high-rise maintenance organization in Chicago.

During his time at Radford, Chris served his chapter as consul, senior tribune and quaestor. He also served as IFC President and Rush Chairman. For the past four years Chris served as a member of the Tau Alpha Alumni Corporation board of directors and currently serves as its treasurer.

Chris has been a member of the board of directors for the National Fraternity for the past two years. At various times he served as a member of the Long-range Planning Task Force, the Alpha Task Force and the Consuls Advisory Board.

Chris will relocate to Greensburg, Pennsylvania, where the National Headquarters is located.

National News

NATIONAL OFFICE GETS NEW AREA CODE

In February of this year, the National Office's area code was changed from 412 to 724. As a result of this change, the National Office's phone number is now 724-838-7100 and the Fax Number is now 724-838-7101. Please make a note of it.

ZIMMERMAN STEPS DOWN

After serving fifteen years as the director of alumni affairs/foundation manager, Peg Zimmerman has decided to step down. Peg joined the National Staff in 1983, during the formative stages of the National Office.

During her tenure, she has been primarily responsible for the development of her current position and has been a valuable asset to both the

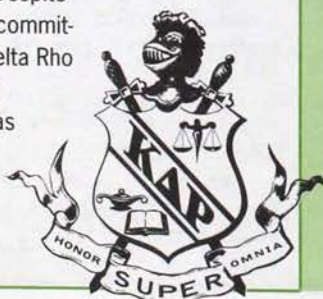


Fraternity and the Foundation. "I'm just at a point in my life where I want more free time to spend with my grandchildren and devote to volunteer work," she said.

Peg's fifteen years of employment is the longest tenure of any member of the National Staff since the establishment of the National Office. She and her husband Terry will continue to reside in North Huntingdon, Pennsylvania.

GOOD LUCK DOUG!

In November of 1997, Douglas T. Vogel, director of chapter services, left the National Staff to pursue employment opportunities in his home state of Virginia. Doug is a very caring and committed brother, whose presence will be missed at the National Office. Despite leaving staff, his commitment to Kappa Delta Rho remains, as Doug currently serves as the alumni corporation president of the Tau Alpha Chapter.



The New National Staff

All that KDR has to offer

New Director of Chapter Services Scott Johnson



Lately, when you think about the Kappa Delta Rho National Staff one word springs to mind: Change. During the past school year, the National Staff has undergone a number of staffing changes and I am another one of the "new faces" at the National Office. My name is Scott Johnson and I am your new Director of Chapter Services. I joined the Kappa Delta Rho brotherhood when I pledged the Phi Alpha Chapter at Clarion University in the fall of 1992. During my time with the Phi Alpha Chapter I was exposed to all that KDR has to offer. People often wonder why some men feel compelled to serve their fraternity, either in a professional or volunteer capacity once their undergraduate experience has ended. For me, the answer is quite simple. I want to give something back to the organization that was so influential on my life. Historically speaking, who volunteers their time to run the chapter Alumni Corporations? Who volunteers their time to serve as chapter advisors? who composes the National Board of Directors, the Foundation trustees, and the bulk of the National Staff? Who donates their resources to the Kappa Delta Rho Foundation? Alumni. It therefore becomes the responsibility of each and every one of us, in our own individual way, to support the Fraternity. In the coming months I will be working with and visiting many of our undergraduate chapters as member of the National Staff and it is my hope that we are able to help ensure that this generation of KDRs has an undergraduate experience that is as meaningful to them as ours was to us.

New Educational Leadership Consultant Hired

Jesse A. Foreman, Beta Beta '96

Today, one of the greatest challenges facing our chapter members is low recruitment numbers. Kappa Delta Rho is not the only national fraternity affected by the "rush recession," every national fraternity and sorority chapter across the country has been affected by this national trend. To help our chapters combat this problem, we need the aid of each and every KDR alumnus. I ask two things of each of you: First, when you know the name of a relative or the son of a friend or co-worker who will be attending an institution with a chapter, pass that individuals name on. Second, I ask you to give of your time and expertise. It may have been years since you last participated in recruitment efforts of your chapter, but meeting with potential members can help boost the morale of the chapter and serve as an illustration that Kappa Delta Rho truly is

a life long commitment.

I graduated from Ball State University in 1996 with a Bachelor of General Studies degree. I pledged Beta Beta chapter in the spring of 1993. Upon graduation, I continued to serve my chapter as their alumni advisor. Now, as an Educational Leadership Consultant, I have the opportunity to aid not only my own chapter, but all the chapters. By the end of the spring I will have visited nearly half of our chapters. In the shuffle of everyday life, it is easy to forget about Kappa Delta Rho. However, as alumni of Kappa Delta Rho,



we are obligated to uphold the oath we swore to when we were initiated and to do everything in our power to ensure that the organization that we have all benefitted from continues to be a driving force in the development of future generations of young men.

Continuation of Brotherhood

From the Vice President of Alumni Affairs Mark S. West, Upsilon Alpha '88

Is your idea of alumni relations receiving an occasional phone call or card from one of your chapter brothers? Today, because of various obligations in our lives, we don't get to keep up with our brothers as often as we would like. Brotherhood, however, should extend beyond your chapter. Have you ever wondered how many KDR alumni live in your local area?

As the newly appointed Vice President of Alumni Affairs, I want to develop a successful Alumni Relations Program. Regardless of when you graduated or what you are doing today, our common bond is the Fraternity. We are not talking about reliving our college days or ways to get financial commitment from you. What we are talking about is the continuation of brotherhood.

I have attended various alumni dinners around the country, and I am always surprised at the low turnout. We can change this situation for the future. How do we get alumni and their



families together for alumni dinners, sports outings, an evening on the town, or any other event? These are questions I am trying to answer, and I need your help!

I am in the early stages of gathering information on how to hold a successful event (simple with lots of fun) for KDR alumni. I am contacting other national fraternities and some of our own alumni corporations and clubs for ideas. If you have any ideas or suggestions on how to improve alumni relations, I want to hear about them! Please contact me in any of the following ways: E-mail mshebyw@aol.com, home phone (314) 441-8066, or mail your comments and suggestions to me at the national office. I am looking forward to your critical input, and I will let you know in future articles the progress we are making.

Trends and Issues in the Greek World

Risk Management: It Applies to Us All

As most of you are aware, during the last eight to ten years, risk management has become an extremely important part of the life of all fraternity members, including those of Kappa Delta Rho. Risk management rules, regulations, policies, and procedures have become a daily worry for chapter leaders. What many KDR alumni and members forget is that when we are hosting a fraternity event, KDR's risk management rules apply. All too often, we, the alumni, place our undergraduate members in an uncomfortable situation when we show up to the chapter house and ask them to break the risk management policy, under which KDR expects them to operate. Not only does KDR expect its chapters and alumni corporations to abide by risk management rules and policies, but so do most colleges and universities.

The same risk management program covers both our undergraduate chapters and each of our alumni corporations. As a result, if your alumni corporation sponsors an alumni event, such as homecoming, founder's day, a golf outing, or some other event, they must abide by the KDR risk management rules and guidelines pertaining to all formal events. In short, if the fraternity organizes and sponsors a national event, the local chapter or local alumni corporation must comply with KDR risk management policies, because it is a KDR event.

As alumni, this can strike each of us as very frustrating. In many cases, the risk management rules and policies in place now did not exist when many of us were in college. It is difficult for many alumni to imagine an undergraduate experience constrained by the risk management rules and policies in place today. We must, however, acknowledge and accept the fact that times are different today than they were when we were in college. Today, the undergraduates must comply with different rules and policies. Therefore, KDR, and all of its chapters and alumni corporations must vigilantly try to limit the exposure to risks of an accident occurring, which may lead to a lawsuit resulting in financial loss for the organization.

What is Risk Management?

Many alumni and undergraduates ask, "What exactly is risk management?" There is a common misperception that risk management means that a chapter

or alumni corporation cannot have any social functions, or any functions at all, without risk of a loss for KDR. This is not true! Risk management is a set of rules and policies put in place to allow KDR and its members, chapters, and alumni corporations to manage risk. By following these rules and procedures, chapters, alumni corporations, and members reduce the likelihood of an accident happening that results in personal injury. It also reduces the likelihood of a serious injury to a person or persons.

Remember, no amount of risk management can ever eliminate the possibility of an accident occurring. Accidents can and do happen. That is a part of life! If we manage our risks effectively, we limit the likelihood of an accident, and we limit the likelihood that if an accident occurs, someone will be injured and/or injured seriously.

The following are the KDR risk management policies set forth by FIPG, Inc. We urge each member to review the policies thoroughly. These policies may pertain to your chapter or your alumni corporation and the events they hold. Remember, have fun, but be safe!

FIPG, Inc. Risk Management Policy

The Risk Management Policy of FIPG, Inc. includes the provisions which follow and shall apply to all fraternity entities and all levels of fraternity membership.

Alcohol and Drugs

The possession, sale, use, or consumption of alcoholic beverages, while on chapter premises, during a fraternity event, in any situation sponsored or endorsed by the chapter, or in any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city, and institution of higher education, and must comply with either the BYOB or Third Part Vendor Guidelines.

- No alcoholic beverages may be purchased through chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of the chapter. The purchase of bulk quantities or common sources of such alcoholic beverages, e.g. kegs or cases, is prohibited.

CONTINUED ON PAGE 12

AN APOLOGY. We apologize to our readers for the lateness of the fall and summer issues of *The Quill & Scroll*. Several editorial and production matters arose that were beyond our immediate control, resulting in the page layouts not reaching the printer on time. The fall 1998 issue will arrive in your mail in December. Look for it then!

CORRECTION. In the fall issue of the *Quill and Scroll*, the tenth chapter was erroneously omitted from the list of Top Ten Chapters by Contributions. The tenth chapter was the Eta Chapter (University of Illinois), whose alumni donated \$5,372.76. We would like to apologize for this oversight and thank Brother Fritz Radford for bringing it to our attention. We would also like to thank the Eta alumni for their continued support.

Kappa Delta Rho Foundation

Letter from The President

Almost five years have passed since I was elected President of the Kappa Delta Rho Foundation. KDR is very fortunate to have outstanding and perceptive trustees working on behalf of the membership. As I look back, sometimes the Foundation took one step forward, and two steps backward. Our monumental task to build a strong Foundation was like changing a blank canvas into a masterpiece or a block of stone into a priceless sculpture. It took a lot of imagination and creativity by many KDR alumni.

The trustees, who have done a superb job, took some very bold steps to turn what we

"We can attribute the growth of our endowment to our alumni, undergraduates, and friends, who have made contributions of their treasure, time, and talent to make the KDR journey successful."

imagined into reality. We envisioned a brotherhood where all KDRs help and support each other. In times of great need, we saw, firsthand, the value of teamwork that goes on to this day, in our chapters, alumni corporations, national board of directors, and national staff.

The Foundation has experienced phenomenal growth over these past five years. We can attribute the growth of our General Fund Campaign and our endowment to our alumni, undergraduates, and friends, who have made contributions of their treasure, time, and talent to make the KDR journey successful.

For the 1997-98 fiscal year that concluded on June 30, 1998, gifts to the Foundation totaled

\$422,696.20. Restricted gifts made up \$138,740.29 of the total, while unrestricted gifts accounted for \$283,955.91. That is amazing progress by anyone's standards! Currently, the Foundation assets stand at nearly \$700,000. These assets, however, place our Foundation in the lower quartile among other fraternities, according to a recent report from the National Interfraternity Conference. This report states that the average assets for fraternity foundations are around \$4.2 million. The Foundation, consequently, has a long way to go to reach this average, but it is within our grasp.

Let us reflect for a moment on the future. It is not what we do, as KDRs, that defines us, but who we are. Wanting to do well may motivate us temporarily, but believing in the ideals of Kappa Delta Rho gives all of us the constant reassurance that we need to excel in our personal and professional lives.

At the same time, the KDR brotherhood needs to provide our undergraduate KDRs with leadership and scholarship programs. Ultimately, the richest reward we have in giving back to KDR is to experience joy in doing it.

Where do we go from here? As we approach the year 2000, let us make a commitment to share our lives and resources with others in our brotherhood. Let this be a very special time to acknowledge the spirit of Kappa Delta Rho that unites us, one with another, in a very sacred bond.

Fraternally,
Paul A. Downes, Gamma '68
President



Planned Gifts . . . A Legacy for the Future of KDR

The Heritage Society is the planned giving recognition society for the Foundation. Those members who have notified the Foundation (and not requested to remain anonymous) are on the roster of members. The planned gifts of these individuals are a vital part of the long-range plan for the future of KDR!

Like many of us, you probably have a long list of items "to do." One of these may be getting your estate plans in order. Don't delay! None of us likes to contemplate our mortality. But, you owe it to yourself and your family to have things in order. Very often, there are special items you want to take care of in the event something happens to you. The only way to be certain is to have a current will or trust.

When planning your estate, consider a gift provision for the Kappa Delta Rho Foundation. Planned gifts, such as bequests, charitable remainder trusts, life insurance policies, or other estate gifts can benefit you and the Foundation.

For you, an estate gift to the KDR Foundation creates a charitable estate tax deduction. It also allows you to provide for future generations of KDRs. For the Foundation, planned gifts allow for growth in the endowment. These endowed funds generate income, in perpetuity, for scholarships and educational programs, which will affect the lives of generations of future KDRs.

As an example, a very common form of planned gift is a bequest in your will. Bequests can take many forms, such as a specific dollar amount, a percentage of your total estate, or perhaps, a gift of a specific piece of property. *If you are considering a gift, consult your attorney or financial advisor.* We suggest the following wording: "I hereby give to the Kappa Delta Rho Foundation, a Pennsylvania Corporation, the sum of \$ ____ to be used for the general educational purposes of the Foundation as the Trustees may direct."

If you have remembered the KDR Foundation in your will or through another kind of planned gift, please let us know. You may write, call, or E-mail the planned giving staff at 331 South Main Street, Greensburg, PA 15601; (888) 243-6357; kdrfound@aol.com. We would be happy to acknowledge your thoughtful generosity and welcome you as a member of the Heritage Society.

Heritage Society Members

Ferd B. Ensinger, *Alpha '44*
Paul A. Downes, *Gamma '68*
Mrs. Alvah Borah, *Eta '32*
Arthur S. Nelson, *Eta '32*
William J. Paris, *Eta '87*
John C. Carl, *Theta '51*
J. Gregory Carl, *Theta '80**
Daniel R. Johnsen, *Theta '62*
Michael P. Pumilia, *Theta '71*
John D. Winters, Jr., *Theta '55*
Lee H. Idleman, *Iota '54*

Allan Shumard, *K '30**
Christopher Harley, *Lambda '74*
Max H. Schulze, *Nu '61*
Harold F. Lemoine, *Xi '32*
James F. Edgeworth, *Psi '56*
Thomas B. Delac, *Pi Alpha '94*
Dean B. Rissolo, *Rho Alpha '89*
James D. Carroll, *Alpha Beta '93**
Joseph W. Rejuney, II,
Epsilon Beta '90

*new

Stock Gifts Keep Giving

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

If you would like to explore the opportunities available to you, please contact Bill Paris, Director of Gift Planning and Development, The Kappa Delta Rho Foundation, 331 South Main Street, Greensburg, PA 15601, or call (888) 243-6357.

DOUBLE YOUR GIFT!

Many companies offer matching programs to double the charitable contributions of their employees. This is a painless 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. If your company has a matching gifts program, take advantage of this opportunity to double the impact of your generous support of Kappa Delta Rho!

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

Appreciated Securities ... The Biggest "Bang" for Your Gift!

Long-term appreciated securities are often an excellent choice for an outright gift. You can use this kind of gift for the Annual Fund or as a contribution to the endowment. The gift offers you, the donor, many rewards.

First, you avoid paying capital gains tax on the appreciated value of your stock or mutual fund shares. Second, you receive a charitable income tax deduction for the full market value of your securities.

For example, Joe and his wife Linda are loyal supporters of the Kappa Delta Rho Foundation and plan to make a \$1,000 contribution this year. They have some highly appreciated stock worth \$30 a share. They bought it for \$3 a share many years ago. By contributing \$1,000 worth of their shares, they receive a charitable tax deduction for the full market value of the shares donated and avoid paying capital gains taxes on the appreciation in their stock.

If you would like to explore the opportunities available to you, please contact William Paris, Director of Gift Planning and Development by phone, mail, or E-mail at 331 South Main Street, Greensburg, PA 15601; (888) 243-6357; kdrfound@aol.com.

ORDER OF THE PEREGRINE FALCON

The Order of the Peregrine Falcon is a public and visible means by which the Foundation can acknowledge and thank dedicated undergraduate members of the Fraternity for contributing 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 a numbered certificate.



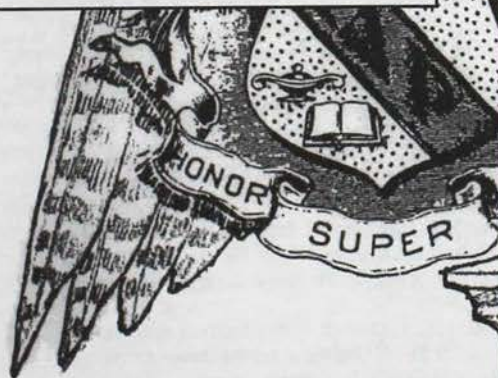
NEW PEREGRINE FALCON MEMBERS SEPTEMBER 10, 1997 THROUGH MAY 26, 1998

Elliot J. Bernstein, *Beta*
Sam N. Solovey, *Delta*
Joseph A. Stefanski, *Eta*
Lance J. Heal, *Nu*
Seth M. Marlatt, *Rho*
Matthew V. McGowan, *Rho*
Brad M. Shirey, *Alpha Alpha*
G. Michael Giacometti, III, *Alpha Beta*
Jaimie A. Smith, *Alpha Beta*
Frank Puchino, *Alpha Beta*
Charles M. Kelso III, *Mu Beta*

Jeff E. Brown, *Upsilon Alpha*
Jeffrey J. Kahn, *Upsilon Alpha*

PEREGRINE FALCON RENEWALS 1997-1998 FISCAL YEAR

Michael J. Higley, *Beta*
Ryan B. Hall, *Eta*
Chad T. Peck, *Theta*
Lachlan W. McLean, *Rho*
Wing Loong Cheung, *Tau*
Allen D. Schutz, *Lambda Beta*
Jonathon H. Lay, *Mu Beta*
Michael J. Ostermueller, *Omicron Beta*



Kappa Delta Rho Foundation (continued)

Our Challenge to Become . . .

By William J. Paris, Eta '87, Director of Gift Planning and Development

When I made the very difficult decision to resign as Executive Director of the Fraternity and the Foundation, my brother-in-law asked, "What would you do if you were independently wealthy and didn't have to worry about a paycheck?" I laughed and told him I'd run the KDR Foundation, it's what I love, do well, and believe in! He said, "Why don't you?"

His simple question, "Why don't you?" gets to the heart of the challenge KDR has faced for many years. We don't have endowment income to fund the operations of the Foundation and provide vital grant support to the Fraternity. Developing these endowments is critical to the future of KDR. We are a top-rate organization, with fantastic members and chapters. We have a great history and a strong reputation. But, in today's competitive environment, we cannot get by on reputation and past glory alone!

My brother-in-law, in very simple language, raised an issue confronted by the volunteer leaders and professional staff of KDR for the past 15 years. How do we raise the funds to be competitive? When I was on the board of directors of the Fraternity in the late 1980's, I worked with people like Scott Bailey, Zeta '69, Wally Miller, Theta '59, Bob Jones, Alpha '59, John Carl, Theta '51, and many others. Our constant discussion focused on the future, and how to develop adequate funding. It came down to a classic "chicken or the egg" problem. We needed to develop funding to be competitive. We couldn't develop the funding without staff dedicated to that purpose.

And, we couldn't get staff dedicated to that purpose without the funding to hire them! If you think you're dizzy, you should have sat through those meetings.

I thought about my brother-in-law's comment and brought the idea of working for the Foundation to the board directors of the Fraternity and the trustees of the Foundation. Everyone thought, what a great idea! We've made significant progress over the last few years and want it to continue. But, are you nuts? We can't afford it!

It just can't be done!

Through a complicated series of meetings, discussions, and a momentous decision by one dedicated alumnus, funding became available to hire a Director of Gift Planning and Development for the Foundation.

A seemingly simple act can, conceivably, alter the future course of KDR for all time. This issue, which we have struggled to address for 15 years, has been resolved through the support of a dedicated alumnus.

For me, the opportunity for involvement at such a pivotal point in the history of KDR is very satisfying. It is also a great pleasure to continue to work with so many of you who I have come to know and call friends and brothers over the past 15 years. In particular, the hundreds of you whom I have worked with over the last five years.

As we move forward, I will continue to work with each of you as we strengthen KDR for future generations. Always remember that our ability to impact the lives of young men, at a critical point in their development, is unparalleled.

Our future is truly bright!



Founder's Society

The Founder's Society of the Kappa Delta Rho Foundation is the top recognition society for benefactors to the General Fund each year. The dedicated financial support of these and all brothers and friends, who contribute to the General Fund, make our Foundation programs possible. This support allows KDR to remain strong and competitive in the Greek world!

There are several levels of giving recognition within the Founder's Society: Benefactor, \$1,000-\$2,499; Philanthropist, \$2,500-\$4,999; Patron, \$5,000-\$9,999; and Grand Patron, \$10,000 or more. The following individuals have joined or renewed their membership in the Founder's Society as of June 30, 1998.

Benefactors (\$1,000-\$2,499)

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David C. Ruberg, *Alpha* '68
Robert P. Youngman, *Alpha* '64
Thomas S. Loane, *Beta* '67
S. Carlisle Botts, *Epsilon* '30
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Wallace T. Miller, *Theta* '59

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Lee H. Idleman, *Iota* '54
Andrew F. Barth, *Nu Alpha* '83

Our New Founder's Society Members

The Founder's Society welcomes five new benefactor members:

Robert L. Gett, *Omega* '72. Brother Gett is President of Cambridge Technologies Partners (North America) in Cambridge, Massachusetts. He resides in Sudbury, Massachusetts.

Wesley Litzinger, *Zeta* '73. Brother Litzinger is principal architect with Litzinger and Associates in Corona Del Mar, California. He serves as a member of the Zeta Chapter Alumni Corporation board of directors, and is Vice President of Kappa Delta Rho Properties, Inc. He resides in Laguna Beach, California.

David C. Ruberg, *Alpha* '68. Brother Ruberg is a 1968 graduate of Alpha Chapter at Middlebury College. He lives in Tampa, Florida.

Murray G. Clay, *Rho* '30. Brother Clay is a graduate of the Rho Chapter at Lafayette College. He is a retired inventor and CEO of Clay Spring Co. He lives in Coral Gables, Florida with his wife, Ruby.

Thomas C. Lockwood, *Nu* '56. Brother Lockwood is a graduate of the Nu Chapter at Indiana University. He is Vice President of Finance for Cummins Atlantic in Charlotte, North Carolina.

Special Recognition Clubs

Diamond Club (\$750-\$999)

Gary J. Buchman, Iota '79

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Raphael E. Isaac, Iota Beta '91
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J. Hall Jones, Lambda Beta '91

Ruby Club (\$100-\$249)

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1. Theta	14.3%	1. Omicron	33.3%
2. Beta	13.0%	2. Kappa	14.5%
Nu	13.0%	Mu	14.5%
3. Rho	12.7%	3. Phi	13.9%
4. Eta	12.5%	4. Gamma Alpha	10.4%
5. Upsilon Alpha	11.9%	5. Pi	9.5%
6. Iota Beta	11.2%	6. Upsilon	7.7%
7. Mu Beta	10.3%	7. Theta Beta	6.8%
8. Lambda	9.9%	8. Sigma	6.6%
9. Epsilon Beta	9.1%	9. Chi Alpha	6.4%
10. Pi Beta	8.3%	10. Beta Alpha	5.4%

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1. IOTA (BUCKNELL UNIVERSITY)	\$129,694.60
2. RHO (LAFAYETTE COLLEGE)	71,130.10
3. THETA (PURDUE UNIVERSITY)	61,495.95
4. EPSILON (FRANKLIN COLLEGE)	23,780.00
5. NU ALPHA (COLUMBIA UNIVERSITY)	20,935.00
6. ETA (UNIVERSITY OF ILLINOIS)	17,679.00
7. BETA (CORNELL UNIVERSITY)	12,770.41
8. ZETA (PENN STATE UNIVERSITY)	10,961.43
9. NU (INDIANA UNIVERSITY)	9,611.00
10. LAMBDA (UNIVERSITY OF CALIFORNIA, BERKLEY)	8,195.00

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TOP TEN CHAPTERS BY NUMBER OF CONTRIBUTORS

1. THETA (PURDUE UNIVERSITY)	106
2. RHO (LAFAYETTE COLLEGE)	102
3. NU (INDIANA UNIVERSITY)	97
4. BETA (CORNELL UNIVERSITY)	90
5. ZETA (PENN STATE UNIVERSITY)	81
6. ETA (UNIVERSITY OF ILLINOIS)	71
7. IOTA (BUCKNELL UNIVERSITY)	65
8. ALPHA (MIDDLEBURY COLLEGE)	54
9. LAMBDA (UNIVERSITY OF CALIFORNIA, BERKLEY)	51
10. DELTA (COLGATE UNIVERSITY)	47



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1984 saw the establishment of the Kappa Delta Rho Foundation. Its purpose . . . to support educational programs and provide scholarships as an **investment** in the lives of individual undergraduate KDR's.

Your donation matters! Since 1984, generous alumni support enabled the Foundation to invest over \$500,000 in the lives of undergraduate KDR's through support of the fraternity's educational programs. In addition, the Foundation awarded nearly **\$60,000** in scholarships to deserving KDR's.

A **donation** to the Kappa Delta Rho Foundation is an **investment** in the lives of student brothers of **our** fraternity!

Please consider joining the over **thirteen hundred** brothers who make tax deductible contributions to the Foundation each year.

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The Kappa Delta Rho Foundation

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I want to make a difference! I enclose my tax-deductible contribution of:
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Grand Patron	\$10,000 and higher
Patron	\$5,000 - 9,999
Philanthropist	\$2,500 - 4,999
Benefactor	\$1,000 - 2,499

Other recognition clubs:

Silver Club	\$35.00
Gold Club	\$50.00
Ruby Club	\$100.00
Sapphire Club	\$250.00
Emerald Club	\$500.00
Diamond Club	\$750.00



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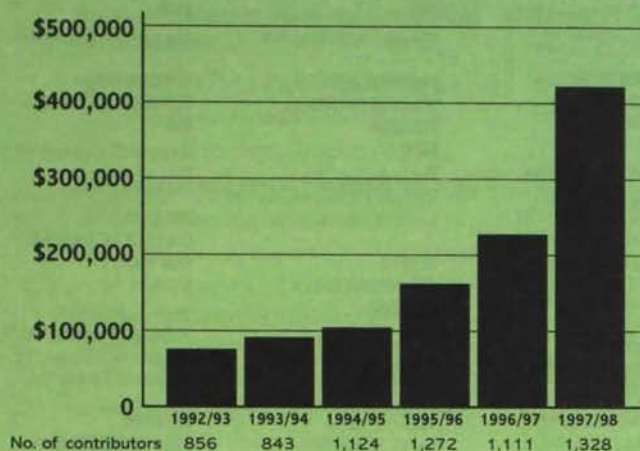
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BY GILBERT B. HAUSER, ZETA '23

IN MEMORY OF KENT DYER, RHO '28
BY MURRAY G. CLAY, RHO '30

IN MEMORY OF JAMES A. O. CROWE, MU '43
BY WILLIAM A. MACLEOD, MU '43

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Kenneth G. McDaniel, Jr. '60
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Wade W. Pugh '67
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Guyton F. Giannotta '72
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John P. Rech '71
Gene E. Rexford '62
William T. Rhodes '71
Dennis L. Ritchey, Jr. '89
Kenneth H. Shaub '64
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Robert C. Higgins '66
Frank S. Ippolo, Sr. '63
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Peter B. Spangler '61
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Steven Schilson '65
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John A. Thorp '71
David M. Weseloh '82
Gregory A. Wiecezorek '73
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Ronald R. Ramer, Jr. '95
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Joseph J. Hickey '82
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NU ALPHA COLUMBIA UNIVERSITY \$20,935

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Michael A. Merbach '90
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\$138,815.39 Restricted gifts
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Chapter Eternal

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Bruce J. Curtis '52
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Richard Dempewolf '36
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Edward H. Yeomans '42
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BETA

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GAMMA

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Delafield, WI
Glenn H. Varner '31
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XI

Ralph S. Williams '35
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PI

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DeLand, FL
Joseph H. Riley '36
Gettysburg, PA
Charles A. Sloat (Hon)
Gettysburg, PA

RHO

J. Wesley McLaughlin '38
Ridgewood, NJ
George R. Muth '49
Haddonfield, NJ

SIGMA

Arnold J. Johansson '39
Medford, OR

PSI

William G. Pearson '59
Blossburg, PA



Wally Miller, Theta '59

Brother Miller died Friday, July 24 at his home in LaGrange, Indiana. He was past president of the Kappa Delta Rho Foundation and had been involved for many years as a volunteer with the national organization. He was also an active supporter of the Theta Foundation and Theta Chapter at Purdue University. Wally was CEO and COO of MMM-Invest Inc. of LaGrange, which owns about 36 Miller's Merry Manor nursing homes throughout Indiana. He was also a board member of the Indiana Chamber of Commerce and the Indiana Fiscal Policy Institute. He was a national council member for the Boy Scouts of America and president of the Anthony Wayne Council Foundation.

Legacies

Andrew C. Strocko, Rho 2000

William S. Albert, Rho '45

Andrew J. DeFalle, Zeta 2001

Harry J. Hosfield, Zeta '32 (deceased), grandfather

H. Bruce Gardner, Zeta '43, uncle
Wheats" Gardner, great uncle

Lucas A. Gergar, Zeta 2001

Stephen A. George,
Zeta '76, father

Wesley B. Furchner, Zeta 2000

Brett M. Furchner, Zeta '97, brother

Kevin M. Burns, Eta 2001

W. Scott Burns, Eta '98, brother

Brett R. Stefanski, Eta 2001

Joseph A. Stefanski, Eta '98, cousin

David J. Stefanski, Eta 2000, cousin

Ronald J. Alexander, Theta Alpha 2000

Lawrence J. Keith, Theta Alpha '98

Patrick R. McCarthy, Theta Alpha 2000

Shawn M. McCarthy, Theta Alpha '97, brother

Jeffrey A. Komoroski, Phi Alpha '99

Mark J. Komoroski, Phi Alpha '87, cousin

NEW BETA SCHOLARSHIP

**Beta Chapter Transfers
Stephen D. Hansen Memorial Scholarship
to Foundation**

The Kappa Delta Rho Foundation has the pleasure to announce that the Beta Chapter and the Beta Chapter Alumni Corporation at Cornell University recently established the Stephen D. Hansen Memorial Scholarship with the Foundation.

The purpose of the scholarship is to "honor the memory of Stephen D. Hansen and his spirit of service and compassion for others." Brother Hansen was a 1980 graduate of Beta Chapter, who died tragically at a young age.

Following his death, his chapter brothers and friends established a scholarship trust fund at the local chapter level. Each year the alumni corporation has awarded a scholarship to an undergraduate who exemplifies the spirit of service and compassion for others set by Brother Hansen.

David May, '80, one of Steve's pledge brothers and one of the trustees of the original scholarship trust established in Steve's memory, recounted that "Steve was the kind of guy everybody liked. He was very easy to talk to and a great listener. Steve believed strongly in service to others, and was an inspiration to the chapter. Steve died in 1989, just three months after his marriage to Kathleen Darling."

The transfer of the trust fund to the Foundation will enable the Hansen Scholarship funds to be managed as part of the endowment program. Alumni and friends may also make tax-deductible additions to the fund to increase the amount available for scholarships each year. Recipients of the Hansen Scholarship are undergraduate members of the Beta Chapter at Cornell University.

This endowment was created through the hard work of David May, '80, Thomas LaFalce, '94, the Beta Chapter brothers and the Beta Chapter Alumni Corporation, in conjunction with the Foundation staff.

PI ALUMNI CORPORATION ESTABLISHES SCHOLARSHIP

The Pi Alumni Corporation from Gettysburg College recently established a managed fund arrangement with the Kappa Delta Rho Foundation. According to John Parker, '68, the alumni corporation has been holding on to the proceeds from the sale of their chapter house at Gettysburg College for many years.

Brother Parker stated, "The money has been invested and slowly growing. But, it is too small an amount of money to be invested such that we have diversity with a conservative level of risk. Our management agreement with the KDR

Foundation will allow our funds to be invested as part of the overall endowment. In the future, if we need the funds for housing, when, and if, our chapter returns to Gettysburg, we will have them available."

As part of the management agreement, an annual scholarship will be available from the earnings on the Pi Alumni Funds. According to Brother Parker, "Our board members felt that some KDR undergraduate should benefit from some of our earnings."

Much of the credit for the creation of this managed fund goes to John Parker, '68, George Hartenstein, '64, and Evans Moore, '65, who are board members of the Pi Alumni Corporation.

According to William Paris, Director of Gift Planning and Development, "I am very pleased the Foundation can help the Pi Alumni Corporation in this way. Everyone benefits, which is what KDR should be about. I think it's very encouraging that there now exist ways for the KDR Foundation to help alumni and alumni corporations accomplish their goals."

If you or your alumni corporation wants to know more about the endowment or a managed fund agreement with the KDR Foundation, contact William Paris, Director of Gift Planning and Development at (888) 243-6357 or at kdrfound@aol.com.

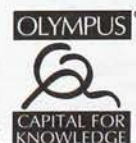
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Alumni Stories

Appalachian Encounter

by Mitchell Lanier, Lambda '96

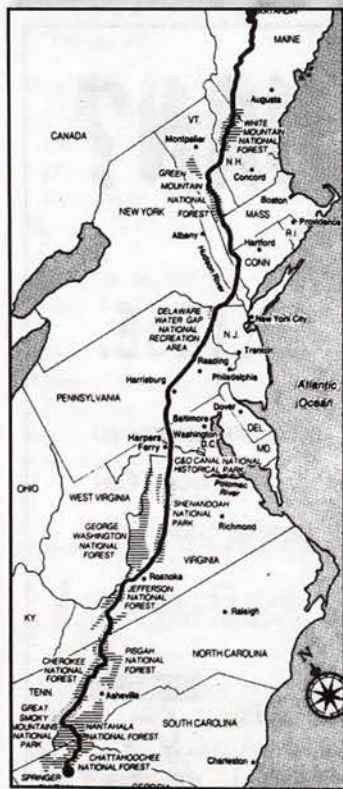
This past year has been an eventful one for Lambda Chapter alumni Gunndarr Dotter and Mitch Lanier. Graduating as members of the Class of 1996, these Berkeley brothers fulfilled the long-time dream of hiking on the Appalachian Trail during the spring months of last year. Beginning on Springer Mountain in Georgia, the Appalachian Trail winds its way to Mount Kahtadin in Maine, a distance of more than 2,000 miles. Gunndarr and Mitch hiked together nearly 400 miles through rain, snow, and even a little sunshine to near the Virginia border.

It was during the 75-mile stretch of the Appalachian Trail that passes through the Great Smoky Mountains that an unexpected event occurred. After hiking a 13-hour, 23-mile day through the rain and darkness, they arrived at the Fontana Dam Resort. This scenic lake and wilderness area marks the southern border of the Smokies, and is a vacation spot for many in the Southeast. Upon their arrival, they also found that the resort hosts many banquets and invitationals for local colleges and universities. Mitch and Gunndarr learned that the Upsilon Beta Chapter from Clemson University was to host their Red Rose Formal the following week. Cursing their timing, they continued on through the Smokies, embracing the spring season and encountering incredible wildlife, including a few black bears that had awakened recently from their hibernation.

Gatlinburg, Tennessee—a complete tourist trap—but a welcomed oasis for hungry hikers was the site of their next pit stop. It was there that they made arrangements with a local musician to ride back to Fontana Dam Resort to meet up with their brothers from Clemson. The brothers from the Upsilon Beta Chapter graciously invited them to join in the festivities, even though Gunndarr and Mitch were a little down-

dressed for a Red Rose Formal! The Clemson brothers included them in the activities and awards that took place. The dance following the banquet allowed the time to make new friends and for some cross-chapter bonding. The hikers accepted the gourmet meal, and, in return, their chauffeur/guitarist provided the entertainment during the latter half of the party.

It was certainly one of the highlights of the journey along the Appalachian Trail for Gunndarr and Mitch. The brothers from Clemson bestowed one final gesture upon them. Two mugs commemorating the occasion were presented to the hikers as souvenirs. The extra weight of the mugs was well worth it, though. Fifty miles down the trail, Gunndarr and Mitch made a toast to KDR.



Adoption: A Russian Experience

by Gerald "Jerry" Stebbins,
Phi Alpha '88

This true story is filled with joy, sorrow, excitement, trepidation, and long, long periods of exercised patience. You see, my wife and I had tried to have a child for over a year before we were told that our chances were not looking very good. We were told that our only options were to either invest tens of thousands of dollars in various methods to help us conceive, with no guarantee of a child, or we could consider adoption. Together, Karen and I decided that being someone's parent was more important than becoming a biological parent.

We began the process for adoption and international adoption in January 1997. We spoke to friends of friends who had adopted children from other countries, and we decided that international adoption seemed like the best possible route for us. I was stunned and dismayed to hear about the expense of an international adoption, but we put that aside to make our dream come true.

In February, we contacted an agency in Pittsburgh, Pennsylvania, called International Assistance Group (IAG), specializing in Russian adoptions. We had to fill out a great deal of paperwork, including questionnaires about ourselves, our family backgrounds, our lifestyle, and the greatest challenge of all (at least for me) a three to five page personal autobiography. After all the paperwork was

completed, a social worker visited us on two separate occasions to conduct a home study which was submitted to the agency for final approval. Thankfully, after all the paperwork and interviews, we were selected to continue with the adoption process.

As the month of June began, the agency required us to attend classes. These classes really opened our eyes to the many areas of trouble we could run into. I will say, however, our agency was up front and honest with us and gave us no delusions about getting a perfect child. But, we remained committed to becoming parents, and grew more and more anxious as we waited for an opportunity to select a child to become part of our family.

August came, and a package arrived from FedEx. It was a video of a child. Now, after all of the classes about developmental delays and problems these children could face, we scrutinized every second of the tape. The child on this tape seemed lovable, but just wasn't. I don't know how to describe it, but it just didn't feel right. Karen and I decided to wait for more tapes before we made our decision.

Then, on August 8, the FedEx truck pulled up outside of our house again. Our hearts stood still.

This time the videotapes showed us three boys, two-and-a-half months to eight-months old. Originally, we thought we wanted an infant. However,

after seeing one particular child, who was 15-months old, we knew he was the one! His name is Elias Timur Stebbins. Timur was his original Russian name. Finally, after all of this time and waiting, we had selected a child, and all we wanted to do was swim across the ocean to get him.

But that's not the way it works! We had to exercise great patience again. There we were in August, but we couldn't get into Russia until November 10. So, we did the only thing we could do. We waited and waited, and planned, and painted.

November arrived, and we were ready to travel to Russia to meet our son. Thankfully, all of our travel plans were arranged by the agency. In fact, they took care of every little detail. We left for St. Petersburg, Russia, via JFK Airport in New York, with a layover in Helsinki, Finland. Flying into St. Petersburg, we arrived in the middle of a slight snowstorm. The temperature, however, was unseasonably warm – in the 30's and 40's. We drove from the airport to the hotel to drop off our luggage, and then headed directly to the baby home to meet our son.

For our first few visits, we were permitted to stay with him for only two hours. Words cannot describe the feelings and emotions we experienced during that visit. We continued to go back to the baby home for the next five days in a row for our two-hour visits.

Elias lived in one of 13 baby homes in St. Petersburg. There were 150 children in his home and 11 children in his living group.

When we were not at the baby home, the agency had

arranged for a personal interpreter and driver (Svetlana and Vlad) to help us get around St. Petersburg during our stay. It is a beautiful city, full of age and grace. I bet it would have looked even more beautiful had the sun ever shown . . . but it didn't. We saw many sights, including museums and palaces, and everyone was helpful and polite. I was astonished at the Westernization that has occurred in St. Petersburg.

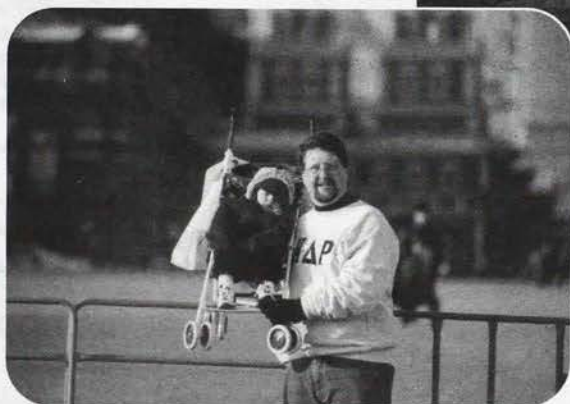
Finally, the day came for us to have the final hearing concerning the adoption with a judge, the administrator of Elias' baby home, the Director of the Department of Adoptions, and other social workers. After

not to open until we got to the Immigration Office in New York. Then, we took the opportunity to visit Red Square before coming home.

The trip now seems like a whirlwind, although in reality



ABOVE: Touring Russia
LEFT: Jerry and Elias



the hearing, Elias, Karen, and I left St. Petersburg on an overnight sleeping train to Moscow, the first leg on our journey home.

We arrived after a fresh snowfall had covered everything with a beautiful, clean, white coating. While in Moscow, we were required to take Elias to the American Medical Clinic and the U.S. Embassy to acquire a visa and passport for travel to the United States. We were also given several other official documents with instructions

it took more than ten days.

For anyone who is reading this and thinking, "What a great thing this couple did, saving this child from a Russian baby home," I have to

say that our decision to adopt was as much a selfish act as any form of altruism. Elias has brought us far greater joy than I believe we have given to him. He is a miracle of a child and we love him dearly.

I would also like to offer advice to anyone who is considering adoption. Use a reputable organization. Do background checks and ask for references. IAG took very good care to make the transition as smooth as possible. They offer support groups and educational sessions to help adoptive parents.

Also, don't believe all of the negative press and bad news. There are wonderful children out there who want to be loved and to make the best of their lives. We realize that we are still in for some very interesting days ahead. But, then again, aren't all parents?

If anyone has questions about, or has an interest in adoption information, please call us at (724) 223-6523 or E-mail us at gstebbins@washjeff.edu. My wife and I would be happy to share our experiences with you.

Finally, I would like to say that Kappa Delta Rho has touched my life in many wondrous ways. Honor Super Omnia has guided my life and the daily choices and decisions I live by. I believe the lessons I learned as a young man have helped me to become the confident, and yet nervous, new dad that I am today.

Do you have any interesting or unusual life experiences to share with the KDR brotherhood. If you do, write your article and send it to the National office, and we will print it in an upcoming issue of the *Quill & Scroll*.

CONTINUED FROM PAGE 3

- Open parties, meaning those with unrestricted access by nonmembers of the fraternity, without specific invitation, where alcohol is present, shall be prohibited.
- No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e. those under legal "drinking age").
- The possession, sale, or use of illegal drugs or controlled substances while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity, is strictly forbidden.
- No chapter may co-sponsor an event with an alcohol distributor, charitable organization, or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold, or otherwise provided to those present.
- No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups, or organizations.
- All rush activities associated with any chapter will be a dry rush function.
- No member shall permit, tolerate, encourage, or participate in "drinking games."

- No alcohol shall be present at any pledge/associate member/novice program, activity, or ritual of the chapter.

Hazing

No chapter, colony, student, or alumnus/alumna shall conduct nor condone hazing activities. Hazing is defined as: "Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include, but are not limited to, the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts of buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual, or policy or the regulations and policies of the educational institution, or applicable state law."

Sexual Abuse and Harassment

The fraternity will not tolerate or con-

done any form of sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions which are demeaning to women or men, including, but not limited to, date rape, gang rape, or verbal harassment.

Fire, Health, and Safety

All chapter houses should meet all local fire and health codes and standards.

- All chapters should have posted by common phones emergency numbers for fire, police, and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
- All chapters should comply with engineering recommendations as reported by the insurance company.
- The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house is expressly forbidden.

Education

Each fraternity shall annually instruct its students and alumni/alumnae in the Risk Management Policy of FIPG, Inc. Additionally, all student and alumni/alumnae members shall receive a copy of said Risk Management Policy.

FIPG, Inc. Membership List
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CAREER NETWORKING

KDR FINANCIAL INDUSTRY NETWORK PROVIDES NETWORKING OPPORTUNITY

On October 22, 1998 the KDR Financial Industry Network will host an informational forum for undergraduate and alumni members of the Fraternity interested in the financial industry. A panel of alumni representing various aspects of the industry will briefly discuss their area of expertise. A period of questions and answers will follow.

The event will take place at the headquarters for CS First Boston in New York City located at 11 Madison Avenue, New York, NY 10010-3629. The event will begin at 5 p.m. with an opportunity for those present to mingle. The discussion period with the panel will last approximately 1 and 1/2 hours.

Undergraduates and alumni interested in learning more about various opportunities within the financial industry are encouraged to attend.

The KDR Financial Industry Network is the first of a planned series of career networking programs offered as a benefit to the members of Kappa Delta Rho. Historically, membership in the Fraternity provided benefits to members who sought out the counsel of various alumni. Through the Financial Industry Network, and other future projects, the Fraternity seeks to organize and coordinate the information and resources available from our members for the benefit of all interested KDR's.

For more information please contact the network coordinator, David Bernstein by E-mail at dbernstein@sprint-mail.com. Or, you can contact Chris Miller, executive director at 331 South Main Street, Greensburg, PA 15601, (724) 838-7100 ext. 12, kdr@kdr.com.

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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: Shawn Hoke, Kappa Delta Rho, Inc. National Headquarters, 331 South Main Street, Greensburg, PA 15601.



Prospective's name _____
 Home address _____
 Phone number _____
 Prospective's college and local school address _____
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 Does prospective have a KDR relative? _____

Submitted by (include chapter and year) _____

ATTENTION PARENTS

Does your son have a new address?

Please help us stay up to date. Send, fax, or e-mail any new information so that no fraternity event happens without his knowledge.

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School and
Year of Graduation _____

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New Address _____

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 Greensburg, PA 15601

Fax Number: 724.838.7101, E-mail: kdr@kdr.com

Behind the Scenes At The National Office

During the past fifteen years of its existence, the National Office has been blessed with two very dedicated and hard working employees, Peg Zimmerman and Sue Balash. Both women joined the National Staff in 1983, following the establishment of the National Office. Sue is the office manager and the one that the undergraduates turn to when they have questions regarding their bill from the National Fraternity. Prior to stepping down as the director of alumni affairs/foundation manager, Peg had been the one alumni turned to when trying to contact a lost chapter



PEG



SUE

brother or put out an Alumni Corporation mailing.

As Bill Paris pointed out in the Spring 1996 issue of the *Quill & Scroll*, "Kappa Delta Rho doesn't just happen." There is a significant amount of behind the scenes work that goes into keeping this fraternity running and often times we take for

granted the efforts of those individuals who are "behind the scene."

The next time you are in touch with the National Office, make it a point to speak with Sue and Peg and let them know just how much their contributions to Kappa Delta Rho are appreciated.



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