

CROSS & C&C CRESCENT

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LETTER FROM THE CEO



When I was young, I dreamed of becoming a hero, of living a life of consequence. I wanted others to be better off because I existed. As I got older, my conception of a hero became confused as I would mistake fame for significance. My heroes became the men that caught the last-minute touchdown pass that sold out 100,000-seat stadiums. I began to see accumulated wealth and worldly success as signs of a life well lived. As a result, I drifted far from the idealized life I dreamed of living. It was not until mid-life that I began to understand what a truly heroic life looks like.

Unlike me, you lack such confusion, as made evident by the heroic way in which you have responded to the COVID-19 pandemic. Although your businesses, your careers, and your college experiences have been disrupted in unprecedented ways, you have responded by staying calm, looking out for your Brothers, and giving yourself away on behalf of others.

To illustrate the good work being done, our Brothers at Florida Southern and Spring Hill College are raising money for Feeding America by completing match challenges designed to drive donations. They are initiating a challenge to the entire Zeta designed to maximize the good we do together on behalf of the most vulnerable. The chapter at Millersville University is also actively working to help Feeding America provide meals and has raised hundreds of dollars to contribute. The Brothers at Miami University rallied to unload 21,000 meals for senior citizens when there was not enough coverage at a local warehouse. The men at Huntingdon College reallocated their social event budget for the Spring term to purchase gift cards for first responders. Each of these selfless acts makes the world a better place and demonstrates the true merit of our Collegiate Brothers.

Our Alumni Brothers have also banded together to help those in need by contributing to the Anchor Fund. The Anchor Fund is designed to provide financial aid directly to Brothers with demonstrated financial hardships created by a natural disaster or pandemic. The genesis for the fund came when two High Alphas challenged me on a call to do more for our Brothers in need. Chastened, I asked Dan Hartman, President and CEO of the Lambda Chi Alpha Educational Foundation if it could do anything to help. Within a week, the Anchor Fund was established and within two over \$50,000 raised. By contributing, you are helping our Collegiate Brothers that have lost jobs due to the economic shutdown to pay their rent, buy their groceries, and put gas in their car. Thank you for showing our Collegiate Brothers that they are part of a vast expended family that loves them, wants the best for them, and is willing to invest in their bright future.

Lambda Chi Alpha has taught me so many things, but the most important lesson I am still learning from you is the sum value of our lives is not what we build up and accumulate. Rather, it is what we freely give away to those that cannot help themselves. I believe this is because when we freely give to another, the person we are, and the person we were designed to be, intertwine. In this moment of generosity, we are our most powerful, our most authentic selves. In this moment, we experience love in its most visceral form. This moment is awesome; it changes us from the inside out and provides us the ability to change the world.

By your example, I now know that a hero is someone that gives what he has to help someone else, even when it's inconvenient. Most acts of heroism go unnoticed as most heroes do not seek attention for their good works. Please know that your Brothers see your selfless acts of service and thank you. Your example personifies what it means to be a man. It provides me with hope for the future and a deep admiration and respect for the men of Lambda Chi Alpha.

In ZAX,

A handwritten signature in black ink, appearing to read "Troy Medley".

Troy Medley



AXA

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THE ANCHOR FUND

PROVIDING HOPE WHEN IT'S NEEDED MOST

In response to COVID-19, as well as the tornado which ripped through Jonesboro, Arkansas, home to our Arkansas State chapter, the Lambda Chi Alpha Educational Foundation has created the Anchor Fund, an area of support dedicated to disaster and international emergency relief.

This fund will provide hope and financial aid for our brothers in a time of stress and uncertainty. While we don't know what the future holds, we are confident that our brotherhood will grow stronger and we are resilient in the face of adversity.

Brothers with demonstrated financial need may receive direct checks for essentials such as food, shelter, medical needs, and employment-critical transportation. The emergency grants will be up to \$500 based on the unique situation. Grants may exceed \$500 in special circumstances and pending resource availability. We will look at individual needs and available resources on a weekly basis until the impacts of COVID-19 end.

The Lambda Chi Alpha Educational Foundation manages the Anchor Fund, and the Educational Foundation will make the emergency grants to members who qualify for emergency aid. All gifts made to the Anchor Fund are tax-deductible. The Educational Foundation will manage the process to determine which applicants will receive grants based on their individual situations.

While this global pandemic inspired us to create support for unthinkable situations, we're making the Anchor Fund a permanent initiative of our Foundation to proactively mitigate future crises.



THE ANCHOR FUND —

**Provide hope
when it's needed
most.**

**Become an
anchor for
brothers in need.**

 **#BETHEANCHOR**

HOW CAN I RECEIVE A GRANT?

If you are facing financial hardship during COVID-19, please apply for emergency aid through the Anchor Fund by completing an application. The Lambda Chi Alpha Educational Foundation has established a committee to review all applications and award grants on an individual basis based on the situation of the applicant. Applications for aid can be found at lambdachi.org/anchorfund.

Please note the following requirements in order to be eligible for funding through The Anchor Fund Program:

- You must be a current Member (Associate Member, Collegiate Brother, or Alumnus) in good standing who has an immediate and verifiable financial hardship resulting from an emergency, accident, or other unexpected critical incident.
- Your financial hardship must arise from an unexpected and unforeseen event or circumstance, and the urgent nature is unavoidable.
- You must have demonstrated good faith to explore other funding options (insurance, free or low-cost services, other student aid, etc.).
- Priority will go to current students (Associate Members and Collegiate Brothers) and alumni who have graduated within the past ten years who have never received an Anchor Fund award.

HOW CAN I HELP THE ANCHOR FUND?

Donate to the Fund.

We rely on passionate leaders who give generously and believe in the future of our men. Our Brothers need us more than ever. Information regarding donations can be found at lambdachi.org/anchorfund.

Spread the Word.

If you're not able to contribute financially, you can still help us by promoting the fund on social media and among your network. Any donation, large or small, helps a brother in need.

HOW CAN I HELP LAMBDA CHI BROTHERS IN OTHER WAYS?

Support their businesses.

COVID-19 has caused small businesses to shut down their physical spaces and think creatively about how they can deliver their products and services to their faithful customers.

Thank them for their hard work.

Many of our Brothers are on the front lines of this pandemic. Whether they're treating patients, responding to emergency calls, or making sure your essential stores are stocked and cleaned, we appreciate every single one of our brothers for what they're doing.

Check on them.

For some Brothers, they've lost a job. For others, they are facing COVID-19 themselves. And many of us are staying at home to help flatten the curve. No matter what we're all doing, lean on each other during this time of potential fear and loneliness.

Hire them for your business.

If you're looking for essential or remote employees, use our job board to find a brother for the position. Many brothers are eager to gain employment after layoffs and closures.





Kyle in his bed wearing an #OsbourneStrong bracelet.

DEFYING THE ODDS

How the Lambda Chi Alpha community is helping their Brother heal

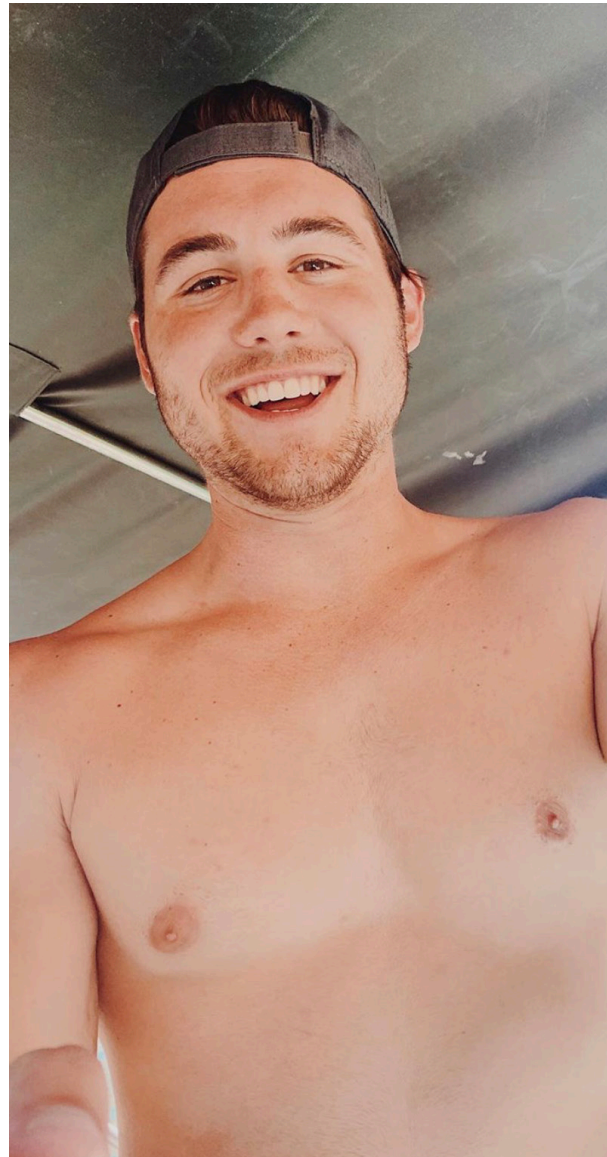
Just before Thanksgiving Day 2019, our undergraduate members were driving across the country to return home to their families. The first night home was spent telling their loved ones about the new men they'd initiated just weeks before. Night faded into day as they reconnected with friends who chose different paths after high school. Kyle Osborne (Washington State, Tau, '19), like so many, followed the same routine. The only difference is that he didn't wake up in his childhood bedroom the following morning.

His Brothers woke up in their childhood bedrooms shocked and confused for their friend. Osborne was rushed into emergency surgery to remove a part of his skull after a car accident. He suffered two strokes, a hemorrhage and internal and external bleeding. His roommate, Quinten Fedor (Washington State, Tau, '19) drove as quickly as possible to be at his bedside.

"Kyles accident had a great affect on each and every one of us, our chapter and the Greek community here at Washington State University. We have been humbled by this journey and it taught us to appreciate every second of life and to not take anything for granted" says Will St. Mary (Washington State, Tau, '19), High Alpha at Washington State University and friend of Osborne.

Fedor left the hospital to return to school knowing that the hardest part was yet to come, packing up Osborne's side of the bedroom. His key opened the door to an eerie bedroom filled with the belongings of a man who could no longer communicate with his loved ones. Just weeks before, the boys celebrated the holidays by putting up a small Christmas tree and decorating it with lights and ornaments. Now, the holiday spirit that Osborne was known for seemed to leave with his boxes.

St. Mary explains, "Being able to see his positive presence and unique laugh echo throughout the hallways is something that everybody loved to see and hear. Not being able to have that now is tough. Moving out all of his stuff was really tough



Kyle always carried a positive presence with him.

too, knowing that he is probably not going to be coming back."

Now, Osborne has undergone countless CT Scans (computed tomography scan), MRI's (magnetic resonance imaging) and short-term diagnoses to put a name to his changing state. It was days of sitting in his silent room, waiting for the doctors to

give the family a shred of good news. Doctors needed time to reduce his seizures and get accurate answers in order to move forward. His Brothers at the house were feeling that same silence and fear in a different way. Each of them refreshed their Facebook and Instagram pages in hopes a new update had been posted on the family's pages.

It was no surprise the medical bills were piling high while the fluid in his brain was doing the same. After getting permission from the family, Osborne's Brothers created a GoFundMe page that raised over \$130,000 to go directly toward his medical expenses. Two months in the ICU (Intensive Care Unit) took that amount of money in a matter of days. It was a good thing his chapter wasn't finished making a difference.

December 8th, 2019, Brothers hosted a breakfast for community and university members to attend in Osborne's honor. While offering pancakes and bacon, the chapter sold wristbands with "#OsborneStrong" printed on the front. Those wristbands were their daily reminder of Osborne's expected recovery through the prayers his family held onto so desperately.

As Fedor says, "Hearing bad news sucks and it can be disheartening, sometimes. I think it's important that this family never gives up. It can make the impossible come true." Fedor, family and friends were watching the impossible happen each day Osborne was alive. Doctors had little to no

hope for Osborne's recovery, but he continues to defy odds and recover despite the negativity in the beginning.

With the generous donations from family, friends and strangers, Osbornes family felt a weight lift off their shoulders. Although their plea for prayers was materializing in a mighty way, the financial contributions made the road to recovery clearer. The dedication and support the chapter showed in Osborne's time of need eventually turned into a \$160,000 collection for the family. This staggering kindness was a perfect reminder that their #OsborneStrong supporters are along for the long haul. Although Osbornes journey in the hospital will end, his journey recovering will take a lifetime.

"He's got the type of personality where he feels like your best friend after spending a short time knowing him. He has always wanted to live a great life, he looked forward to having a family and how excited he was to be a dad. He was always talking about how excited he was to have a future home" says James.

The thought of a white picket fence and kids running in the yard was the kind of life that Osborne longed for. It was the American dream that circled in his head when the going got tough. In these moments, when the going is tougher than it has ever been, that white picket fence is the hope we hold onto during Osborne's recovery.



The men of Tau Zeta outside the chapter house.



Kyle enjoying the lake.

BILL CIMINO

Brother prepares to row across the Atlantic Ocean in 2021



Bill Cimino participating in a Triathlon.

The Department of Defense estimates that veterans accounted for 13.5% of all deaths by suicide in 2017. Bill Cimino (Edinboro, Beta-Delta, '83), retired Army veteran, nearly collapsed as he thought about his fellow veteran brothers and sisters suffering in such a grim way. The calls to protect veterans with Post Traumatic Stress Disorder (PTSD) and suicidal thoughts began to roll around in his head like a pinball machine. Cimino's dedication to this cause began to take shape in a way that nobody was prepared for: rowing across the Atlantic Ocean.

Through the Talisker Whiskey Atlantic Challenge, also known as the World's Toughest Row, begins in La Gomera, Canary Islands, Spain and end at English Harbour, Antigua and Barbuda. Cimino will be raising money to support not only the row but to build awareness for his cause. He won't be alone on his journey, Cimino recruited fellow veterans Paul Lore, Hupp Huppmann and Cameron Hansen to take the open ocean in a 28-foot boat. Each of the men represent the four branches of the military: Army, Navy, Air Force and Marines. Together, they're veterans doing their civil duty for other veterans. They are, "Foar from Home".

At no point have the men thought to themselves, "What are we doing here? What did we just agree to?" Each of them knew the journey ahead would only get harder as the training became more intense. Thankfully, this crew wasn't starting from square one.

Cimino explains, "We have mandatory training that we have to do, like ocean first aid and navigation. Though, our team is well-versed: Huppmann is a retired U.S. Navy Senior Chief Petty Officer, Lore is a retired Marine Air Traffic Controller, I (Cimino) am a boat captain and Hansen is an Air Force guy, so we have some experience when it comes to that."



Bill Cimino serving for the United States Army.

In order to complete the row within their goal of 40 days, the men will alternate from sleeping to rowing in two-hour shifts. Based on the tales from past competitors, the seasickness during the first five days of the row is unlike anything they've encountered before. If the weather becomes bleak; they must continue to stay the course as the emergency boat is about two days ahead of the race.

While on the open sea, each oar stroke represents another veteran living with PTSD and suicidal thoughts. While rowing across the Atlantic Ocean is challenging, it does not compare to the challenge that living with these mental illnesses can lead too. Each day they wake up on that 28-foot boat is another day they can advocate for those who've sacrificed their lives for the good of their country.

"None of us think this is going to be easy. We all know we are going to suffer for 40-60 days but it is going to be worth it in the end. The statistics for veterans committing suicide is ridiculous and the numbers haven't decreased. We are trying to bring that to people's attention and do what we can to change that number."

The FOAR from Home team.



PREPARING FOR THE INTERVIEW

Making the Transition from College to Career

Whether you're about to graduate and hoping to land your first post-college job or looking for an internship for next semester, you have a lot to think about. To help you prepare, each month, we'll be talking about a different issue related to the next phase of your life — from how you prepare for an interview to avoiding rookie job mistakes.

8 Tips for Preparing for a Job Interview

So you got the call (or email) and a prospective employer wants an interview. You should feel encouraged by this. Clearly, something about your resume or cover letter made you seem like a good fit.

Still, it would feel be foolish to think you're the only candidate, illustrating the need to make a great impression. Don't worry, though. Here are eight things you should do before your interview.

1. LEARN EVERYTHING YOU CAN ABOUT THE COMPANY.

You probably did some research before you applied. Now that you have an interview lined up, you need to ask yourself how much you really know about the company, because the people conducting your interview are almost certain to ask.

Obviously, a company's website is a great place to start, but don't stop there. A company's Facebook, LinkedIn and Twitter pages can tell you a lot about their culture and personality, which can be helpful in deciding what to talk about (and how). It's also never a bad idea to find out what others are saying, including in local business journals and job review sites, like Glassdoor. Just be cautious about the occasional bad review — as with any review site, the angriest voices tend to be the loudest.

That said, a slew of negative reviews could be a red flag — making it a good idea to do some cursory research before you apply.

2. KNOW WHY YOU WANT THE JOB.

While it's possible you're interviewing for your "dream job," the reality is that your first post-college job is more likely to be a stepping-stone in your career, and that's ok. Wherever you land, the experience and skills you gain will benefit you down the road.

Despite this, you need a compelling and articulate reason for why you want the job, making it helpful to consider the following questions:

- What about the job description and company appeals to you?
- How does the job align with your long-term career goals?
- How are your skills a good match for the position?

3. HAVE AN ELEVATOR PITCH READY TO GO.

Few people like to talk about themselves, and that's what makes "Tell me a little about yourself" such a dreaded part of the interview experience. However, it's going to happen — most likely at the beginning of your interview — and you need to have a good answer.

Don't let the open-endedness of the question trip you up, though. You just have to understand what they are hoping to learn. Interviewers aren't looking for a rehash of your resume, and they're probably not that interested in your life story (unless some aspect of it is directly relevant to the job you're seeking).

What they are interested in, though, are your career ambitions, enthusiasm, qualifications and experience — including previous jobs, internships or even relevant courses — and how they align with the position. It doesn't have to be long, either, and it definitely should not exceed two minutes.

To prepare, jot down a few bullet points in a notepad and take it with you to your interview. That way you'll be sure to hit on each point without coming across overly scripted or like you decided to wing it.

4. ASSESS YOUR STRENGTHS AND WEAKNESSES.

Another area many candidates struggle with is talking about their (professional) strengths and weaknesses, the latter of which can make a lot of job seekers uncomfortable. The trick with discussing your weaknesses (reminder: never say you don't have any) is to present them as opportunities for growth.

For example, maybe you're not the most confident public speaker but you've recently started going to Toastmasters. Assuming the job you're interviewing for isn't a job that requires you to do public speaking on a daily basis, that shows you're willing to put in the time to learn and grow without disqualifying you from the job.

As for your strengths, this should you be easy. Think about what you're good at related to the job, citing examples when at all possible. Just be aware of your tone. You want to come off as confident but not arrogant.

5. PRACTICE.

As with anything, you get better at interviewing with time and experience. Unfortunately, that doesn't help you right now. What will help is practice. Look up common interview questions online and think about how you might answer them, then have a friend interview you. Be clear that you want his or her honest feedback on your performance, and don't take criticism personally.

It's also worth noting that many colleges have career centers, where you'll find a wealth of resources and may even be able to conduct practice interviews.

6. LOOK THE PART.

It goes without saying that you need to look professional for your interview; however, that doesn't necessarily mean you need to run out and put a suit and tie on your credit card. Every company is different, making it perfectly reasonable to ask the recruiter about the company's dress code. This is another area where a little social media snooping can provide valuable intel.

Keep in mind that you don't have to have the best clothes. What's important is that you look professional and presentable — meaning no wrinkles, no scuffed up shoes, etc. — like you want the job. If you don't have a suit, opt for dress pants and a button up with a tie, or a nice sweater. That being said, there's no harm in being overdressed.

Interviewing by phone or video instead?

While it's not uncommon for initial interviews to be conducted over the phone, the COVID-19 pandemic is having a big impact on the way interviews are conducted, with many companies opting to conduct interviews by video chat. It's also changing accepted norms, such as shaking hands. If you have a phone interview, make sure you have a quiet place to talk and plenty of battery life. The same applies to video conferencing, only you'll want to dress for success just the same as you would for an in-person interview. You should also have a plan for where you'll video in from (for example: no alcohol bottles or posters in the background) – and if you have roommates, make it clear to them that you can't be interrupted.

7. BRING COPIES OF YOUR RESUME AND PORTFOLIO PIECES.

It never fails that the day you forget to take your resume, the office printer isn't working, another interviewer gets added at the last minute or the recruiter never passed along your resume to the interviewer, making it in your best interest to show up with copies to spare. Some interviewers might even show up without a copy just to see if you came prepared.

Depending on the line of work (say graphic design), you might also have portfolio pieces you'll want to show. Not only should you bring extra copies (when possible), you should also know what you want to highlight about each so that you can work them into the conversation naturally. You might even consider creating an accompanying piece to your portfolio summarizing each piece – the goal, the rationale and the results, among other important details.

8. PLAN FOR TRAVEL ACCORDINGLY.

Few things will throw you off your interview game like making a mad dash to get to your interview on time because you went to the wrong building or got stuck in traffic. To avoid this, be sure to map out the directions to your interview so you know how much time to allot for travel; then add some time as a buffer. In fact, you can use Google Maps to look up directions for a certain time of day, which can be especially helpful in gauging how long it will take you to get there during, say, morning traffic.

Of course, sometimes delays are inevitable, as in the case of a wreck shutting down traffic. In these instances, use your best judgment. If you think there's even the slightest chance you're going to be late, call ahead to let them know.

BREATHE. YOU'VE GOT THIS.

Hopefully these tips help you prepare. Stay tuned for next month's post, when we'll be discussing interview dos and don'ts.



A DAY IN THE LIFE

Being a Chapter Support Coach at Lambda Chi

Chapter Support Coach. It's a title that denotes development, consistency and reliability. For many years, the field staff of Lambda Chi Alpha have faithfully worked with chapters to provide guidance and fresh perspective on how to operate. Their role has transitioned to a coaching model with weekly calls focused on accomplishing more with intentional meetings. While the format of the work has changed, the content and purpose remain similar. To provide perspective to what the Chapter Support Coaches do on a typical workday, Coach Cody Saltee explains what a day in the life looks like.

MORNING:

8:55 a.m. – Daily Huddle: The Chapter Support team meets to discuss the team's individual tasks for the day. Each member of the team reads their list of tasks for the group to hear. This keeps all of us in the knowledge loop for the day's activities.

9:00 a.m. – I sit down at my desk, review my calendar, review my weekly Goal Setting & Review (GS&R) sheet, and note what I need to work on during the day. I make updates based on the previous day's activities which guide my following steps.

10:00 a.m. – I have a few GS&R calls with High Alphas in the morning. To prepare for these, I review each High Alpha's GS&R documents they have shared with me prior to the meeting. I use this information to generate questions I will ask each High Alpha to clear any confusions, push their potential further and continually develop their problem-solving skills.

On Tuesdays during this time, I have my GS&R meeting with my supervisor, Nathan Schultz. We use this time to check in on updates with chapters. I share operational wins, recruitment numbers, campus updates and conduct issues. My results often push me to maintain a level of performance or find ways to improve it. I ask Nathan for advice about improving after missing goals, coming up with new goals, and the tasks I need to do based on my monthly or annual goals.

11:30 a.m. – In between calls I use my time to organize check-in calls with my various High Pis and Fraternity and Sorority Life Advisors. I send out emails to set up calls so that I can gain a different perspective on the chapters I work with.



Cody celebrating at the end of a race.

AFTERNOON:

12:00 p.m. – During lunch, the team usually gathers in the lunchroom to talk about upcoming weekend plans. The lunchroom is a good time to catch up with our CEO, Troy Medley, and team members I don't get to interact with on a regular basis.

1:00 p.m. – In the afternoon, I typically have a mix of High Alpha GS&R calls, High Zeta calls and Greek Advisor calls. I check in with High Zeta officers to get an idea of their plans for the current semester and to ask how I can best support them.

3:30 p.m. – I take some time to work on preparing for my visits by researching expected costs, programming needs, hotel prices, flight costs, rental car costs and mileage. I usually assess the needs of the chapter by looking at past visit reports to identify chapter trends, culture, strengths, and areas for growth. I like to facilitate conversations around diverse, meaningful education such as practical life skills, current events, values discussion experiential activities, and many others.

4:00 p.m. – Every week, the Chapter Support team meets for a wrap-up meeting to cover the events of the week. We discuss the week's other GS&Rs, wins, struggles, OmegaFi onboarding updates, weekly stats, and any updates. For the weekly stats, we track High Alpha attendance/participation for calls, primary goal completion, and secondary goal completion. This helps us understand which chapters are thriving, striving, or surviving within the new model.

AFTER HOURS:

5:00 p.m. – Wednesdays after work and Saturday mornings, I run with the Carmel Running Club where many of us are training for the Carmel Marathon/Half Marathon in hopes of qualifying for the Boston Marathon. This group has helped me meet more people in town and learn more about the area surrounding Carmel. Interacting with groups outside of my coworkers has been a valuable lesson as I adjust to life beyond college and the fraternity.



Cody and fellow Coach, Jacob, at the Stead Leadership Seminar.



One of the many places Cody visited during his travels.

7:30 p.m. – After my run, I typically call a friend or two to catch up on the day or week. We usually connect through playing video games together or discuss our running schedules. The three-hour time difference can make communicating difficult, but the contact I have keeps me grounded. I try to connect with several of my chapter Brothers and manage to speak to a few of them weekly. I have enjoyed this job because I have been able to stay in contact with the people I care about while also meeting new people to care about.



Shawn Xu.

FORBES 30 UNDER 30

Reflections on the Impact of Networking and Connections within Lambda Chi Alpha

The daily routine of waking up before dawn, sitting in traffic during the morning commute and working from 9:00 a.m. – 5:00 p.m. makes even the most optimistic person lag from time to time. It only becomes a joyful ritual when the work impacts others in a positive way. For some, it might mean working for a nonprofit organization, but it doesn't have to. For Shawn Xu (California - San Diego, Pi-Beta, '09) it means helping businesses emerge in worldwide markets.

Xu was traveling in China one week and France the next; it was the jetsetter life that his global business degree prepared him for. Joining a small startup with a few friends quickly molded into creating the data infrastructure and software for Medicare. It put him on the map for a small startup named Square; they sent him to the United Kingdom to expand into Europe. Then, it was time to switch gears.

"One of my Brothers went to the University of Chicago's Business School. When I was trying to decide, 'should I go to grad school or not', he was one of the first people I called. He gave me a ton of advice. Another one of my Brothers went to UCLA for business school and he said, 'you should totally do it.'"

That decision earned him both an MBA and Master's in International Studies, along with connections to the most powerful people in tech. His work landed him on the radar of some very important people, ones whose names turn heads at the rumor of their presence at a conference. Those individuals nominated him to become a Forbes 30 Under 30 award recipient. Time stood still just as it did from countless 15+ hour flights across the globe.

"It was not the award that was worth it, it was the journey. I'm very grateful for it, but the thing that made it exciting was meeting all these startups along the way and helping them where they needed to go. The journey is the stuff that is rewarding, it's not the award."

The journey included the advice, counsel and connections made through his Lambda Chi Alpha network. Without the recommendation from his Brothers, Xu wouldn't have expanded on his education. He would not have become a Senior Associate Venture Capitalist in his first 10 years and he surely would not have become a Forbes 30 Under 30 recipient.

The Forbes 30 Under 30 award reflects the hard work it took in order to receive it. The plaque sitting on the shelf holds memories of late nights with his coworkers and waking up at 4:00 a.m. to catch a plane. It's a constant reminder that his hard work was because the kindness of others cleared a path for his talent to prevail. On the tail end of his high, Xu has a message for those that will soon take his place:

"I want to pay it forward; I want to help younger Lambda Chi's do the same thing."



Shawn and Square founder and CEO, Jack Dorsey.

GHA PROSPECTUS



Dear Brothers,

There is the family that we are born to and the family that we join or build of our own free will. The former was chosen for us while the latter is of our choosing. Regardless, nurturing and preserving family is naught without labor. Together, we face a truly unprecedented situation. This global pandemic has not spared any of us. While some of us have been more severely impacted than others, each of our lives and collective families has been impacted. Please join me in recognizing and thanking those in our bond who are rising to the call by bravely enduring service and sacrifice to make a difference. We owe a special measure of gratitude to you for serving on the front-line of this health and economic crisis while modeling our values.

During challenging times and before making important decisions, I often study our Coat of Arms for inspiration and guidance. Each of us is fortunate to have inherited such a rich heraldry representing our teachings and aspirations. The green and gold tattered mantling carries special meaning during our present battle. This cloth provided knights with additional protection from the elements and lessened the effects from sword-blows to the helmet. This mantling served an important purpose on the battlefield and today it further emphasizes the protection and comfort that we provide each other, as Brothers and a family, in our pursuit of perfect brotherly love. Feelings of isolation and distress can be expected as we "shelter in place" to help protect the most vulnerable amongst us. It is important that we proactively reach out and check in on one another. Also, remember that the JED Foundation is there to help enhance emotional wellbeing and provide real-time access to clinicians who can help in a time of need. Our graduating seniors also need our support as they had their final year upended and enter a turbulent job market. With 200,000 alumni Brothers let's open all the doors we can for these fine men.

The wreath of wild olives reminds us that regardless of the current challenges we will emerge victorious. The Grand High Zeta remains committed to your success and is laser-focused on continuously improving the Lambda Chi Alpha experience. While our fraternity is in uncharted territory, we were built to handle moments like this. The goal is to emerge from this crisis stronger and better able to recruit, develop and challenge our brothers to create amazing lives. To do less is to shirk our responsibility.

To help our Brothers and Chapters achieve success in their various pursuits and stay connected, we have purchased professional Zoom licenses for each Chapter. We continue to install and will fully underwrite the cost of the Customer Relationship Manager and Learning Management System components of the Zeta Management System. Consistent with our vision that Lambda Chi Alpha will become the premier service learning and leadership development organization in North America, our plans are that by leveraging mobile technology each Brother will have access to the full capacity of Lambda Chi Alpha's programming and support in the palm of their hand by the Fall. We are also investing in an international marketing campaign designed to help chapters recruit Associate Members who share our values. In summary, we believe it important to hit the ground running when this period of social distancing ends and we are investing accordingly.

At the pinnacle of our Coat of Arms is our crest: the Cross and Crescent. You are living our values through your philanthropic efforts and support for one another. BRAVO! Your continued support of Feeding America ensures that those that have lost access to their only source of healthy food will not go hungry. Your contributions to the Anchor Fund provide your Brothers access to "just-in-time" relief needed to meet their daily expenses. Your creativity and dedication to others as witnessed on social media is truly inspiring. By continuing to serve when so much of the future is unknown, you exemplify the values of Lambda Chi Alpha and fulfill the oaths you made to yourself and your Brothers.

This moment reminds us that we are all connected no matter our age or Zeta designation. We are an extended family of over 200,000. We are one brotherhood and we are each called upon to be our best selves and to lead with patience, understanding and compassion. This crisis will end and when it does, the world will need Lambda Chi Alpha more than ever. We intend to meet the call.

Thank you, good Brothers!

In ZAX

Jeffrey A Stuermer - Grand High Alpha (GHA)





IN THE STORY OF HIS SUCCESS,



Mentorship



Leadership



Brotherhood



Community

THIS IS CHAPTER ONE





LAMBDA CHI ALPHA

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