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The Eight

THE THOROUGHLY IMMERSED MAGAZINE



A legacy of service lives on.

BROTHERHOOD / PURPOSE / UPLIFT

CREATED AND DEVELOPED BY
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INTRODUCTION / LEGACY AND PURPOSE

A legacy of service lives on.

Welcome to The Eight, the Thoroughly Immersed magazine. The name reflects a conviction that depth of commitment matters: men who are thoroughly immersed in service can carry an influence far beyond their number. This magazine invites brothers to read, reflect, exchange ideas, and strengthen the communities they serve.

In honor of the Omega Men of old

This issue of The Eight is dedicated to the Omega Men of old who worked faithfully, served generously, and carried the spirit of Omega into the lives of others. We honor the brothers whose labor strengthened chapters, whose wisdom guided younger men, and whose example gave substance to brotherhood, scholarship, perseverance, and uplift. Much of their service was offered without applause, yet its influence endures in the people they encouraged and the communities they helped sustain. May we remember their sacrifices with gratitude and honor their legacy through the quality of our own work and service.

Created and developed by Brother Dr. Jehoshaphat K. Jones

The Eight was created and developed by Brother Dr. Jehoshaphat K. Jones as a Thoroughly Immersed magazine devoted to purposeful brotherhood and community uplift. The magazine brings eight areas of engagement into a shared editorial space, connecting research, reflection, and practical chapter conversations. Its purpose is to encourage readers to think deeply about service and to translate conviction into sustained involvement.

In this inaugural issue, we explore VREM; FAME, Fatherhood and Mentoring Engagement; Political Action; Economic Empowerment; Networking; Health and Wellness; Reclamation and Retention of Brothers; and Social Action. The articles draw on published research and offer ideas for discussion and practice. Let these pages become an invitation to bring knowledge, care, and dependable action to the work of Omega.

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Move from voter registration to lasting participation.

Civic readiness grows through accurate information, practical planning, and dependable follow-through.

Voter Registration, Education, and Mobilization is a continuing relationship with the community. A completed registration form is an important beginning, but the work also includes helping people understand their choices and navigate the practical steps of voting. For a chapter, the strongest starting point is a clear promise: provide accurate information, respect individual decisions, and remain available when questions arise.

Research supports paying attention to follow-through. In a 2010 field experiment published in *Psychological Science*, David Nickerson and Todd Rogers found that prompting people to form concrete voting plans increased turnout among those contacted. Effects differed by household circumstances, so the study does not establish a universal turnout increase for every campaign. It does show why planning deserves attention alongside encouragement. [1]

A chapter can apply that lesson by offering a voluntary planning conversation after registration assistance. Ask whether a voter knows where to find official voting information, which available voting option fits their circumstances, and what practical obstacle might prevent participation. These are proposed chapter practices, not a replication of the experiment. Keep assistance respectful and avoid collecting personal information that the chapter does not need.

Accuracy requires checking the right authority. USA.gov provides links to registration guidance and state and local election offices; those offices should be the source for applicable deadlines, eligibility questions, voting locations, and requirements. Information should be dated and reviewed before it is shared. A flyer that was correct in a previous election should never substitute for a current official source. [2]

The chapter can assess its effort by recording activities rather than assuming impact: how many people received official resources, how many requested follow-up, and which recurring questions remain unanswered. Participation should stay voluntary, and evaluation should not require disclosing a ballot choice. VREM becomes sustainable when brothers treat civic readiness as a service relationship that continues after an event ends.

[1] [Nickerson & Rogers \(2010\), *Psychological Science*: Do you have a voting plan?](#)

[2] [USA.gov: State and local election offices](#)

Engage ten fathers and ten youth through FAME.

Ten fathers and ten youth form the starting point for relationships built on consistency and care.

FAME stands for Fatherhood and Mentoring Engagement. Its 10/10 initiative calls on every local chapter to engage 10 fathers and 10 youth. That participation goal, supplied by Thoroughly Immersed, gives each chapter a concrete starting point. Its deeper purpose should be the relationships built around it: fathers who feel supported, young people who are heard, and brothers who remain dependable over time.

The evidence favors quality over a simple head count. DuBois and colleagues reviewed 55 evaluations in the American Journal of Community Psychology and found modest average benefits from youth mentoring. Stronger relationships and the use of sound program practices were associated with better outcomes. The review also identified risks from poor implementation. These findings concern mentoring programs broadly; they are not an evaluation of FAME. [1]

Father engagement deserves its own attention rather than being treated as an extension of youth recruitment. A systematic review of longitudinal studies by Sarkadi and colleagues found support for beneficial associations between father involvement and child development, with direct engagement receiving particular support. Families and circumstances vary, so a chapter should ask fathers what involvement and support would be useful instead of imposing a single model of family life. [2]

For implementation, the 10 fathers and 10 youth need a clear, welcoming process. Chapters can begin with listening sessions, define realistic commitments with families, and identify a coordinator for communication and follow-up. Mentor preparation, screening, matching, support, and planned closure belong in that process. MENTOR practice guidance, catalogued by the Office of Justice Programs, offers a foundation for these operational decisions. [3]

FAME should track engagement as well as enrollment. Useful questions include whether participants return, whether families understand whom to contact, and whether fathers and youth describe the relationships as helpful. Chapters should seek permission before sharing stories or photographs and respond to concerns promptly. Ten fathers and ten youth is the invitation; reliable, accountable engagement is the work that makes the invitation meaningful.

[1] [DuBois et al. \(2002\). American Journal of Community Psychology: Youth mentoring meta-analysis](#)

[2] [Sarkadi et al. \(2008\). Acta Paediatrica: Fathers involvement and child outcomes](#)

[3] [Office of Justice Programs: Elements of Effective Practice for Mentoring](#)

05 / POLITICAL ACTION

Build civic influence through informed engagement.

Informed participation gives community concerns a place in public decisions.

Political action asks what happens between elections as well as on Election Day. Public decisions about education, neighborhoods, and community services are made through meetings, budgets, and administrative processes that deserve sustained attention. A chapter can contribute by helping people understand a decision, identify who is responsible for it, and participate in the process with clear questions and relevant evidence.

Respectful conversation matters, but research cautions against treating listening as a guaranteed persuasion technique. In a 2025 PNAS field experiment, Santoro and colleagues studied conversations about immigration policy. High-quality listening improved interpersonal perceptions and reduced defensiveness, yet did not strengthen the persuasive effect of the narrative used in the study. The finding is specific to that setting and separates relationship quality from agreement. [1]

For chapter discussions, that distinction is useful. A listening session can succeed by clarifying concerns even when participants leave with different views. Invite people to explain how a proposed decision affects them, distinguish direct experience from an unverified claim, and record questions that require further investigation. The purpose of this suggested format is understanding and accountability, rather than pressuring every participant toward a predetermined conclusion.

Before engaging officials, prepare a concise issue brief. Describe the decision under consideration, link the original proposal or public agenda, explain the community concern, and state a specific question or requested response. Avoid presenting speculation as a confirmed policy change. Assign someone to record the answer and make the follow-up available so that participants can assess what was promised and what actually occurred.

A continuing civic calendar can turn one meeting into sustained engagement. Chapters might rotate responsibility for reviewing public agendas, summarizing developments, and welcoming new participants into the conversation. Judge progress by the quality of information, participation, and follow-through rather than by the volume of political messaging. The long-term aim is a community better equipped to question, deliberate, and hold institutions accountable.

[1] [Santoro et al. \(2025\). PNAS: Listen for a change?](#)

06 / ECONOMIC EMPOWERMENT

Connect financial learning with opportunity.

Useful learning and trustworthy connections belong in the same economic agenda.

Economic empowerment includes knowledge, access, and the ability to act on useful opportunities. A chapter can create a place where brothers exchange career experience, entrepreneurs discuss practical obstacles, and families learn how to ask better financial questions. The objective should be useful learning and trustworthy connections, with activities shaped by the priorities participants identify rather than by a sales pitch by a speaker.

A 2022 meta-analysis in the *Journal of Financial Economics* offers a substantive reason to invest in education. Kaiser and colleagues examined 76 randomized experiments involving more than 160,000 participants and found positive average effects on financial knowledge and financial behaviors. Those averages do not mean every class works or that education alone removes structural barriers. Program design and the circumstances of participants still matter. [1]

Chapters can translate that evidence into focused learning sessions with clear objectives. Instead of covering every financial topic in one evening, choose a practical question and give participants time to work through examples. Invite appropriately qualified educators, disclose commercial interests, and distinguish general education from advice tailored to an individual household. Leave room for questions that participants might hesitate to ask in a large public setting.

Opportunity also travels through relationships. Chetty and colleagues reported in *Nature* that economic connectedness across socioeconomic groups was strongly associated with upward income mobility. That finding is an association, not proof that a chapter introduction causes a specific financial outcome. It nevertheless gives a useful reason to consider who has access to information, professional contacts, and settings where durable relationships can develop. [2]

A chapter economic agenda can therefore pair learning with connections: a skills exchange, a career conversation, or an introduction to an established business-support resource. Evaluate whether participants found the activity useful and whether introductions led to a meaningful next step, without asking for unnecessary private financial information. Sustainable empowerment builds capability and access while remaining honest about what a local program can demonstrate.

[1] [Kaiser et al. \(2022\). *Journal of Financial Economics: Financial education and downstream behaviors*](#)

[2] [Chetty et al. \(2022\). *Nature: Social capital I*](#)

Build bridges beyond the familiar circle.

Thoughtful introductions can carry opportunity beyond an existing circle.

Networking is most useful when a relationship carries trust, context, and a reason to follow through. Familiar circles provide encouragement, but they may circulate the same information repeatedly. Chapters can create opportunities for brothers to meet people across professions, generations, and local communities while preserving the personal care that makes an introduction more valuable than an exchange of contact details.

Rajkumar and colleagues tested the strength of weak ties through randomized changes to connection recommendations on LinkedIn, reporting their findings in *Science* in 2022. The study found that weaker connections could increase job transmission, with a nonlinear relationship and differences across industries. The MIT account of the research explains the experiments and their scale. Evidence from an online employment network should not be assumed to apply identically to fraternity gatherings. [1]

The practical implication is to create bridges intentionally rather than to collect the largest possible directory. A chapter gathering might bring together an experienced professional, a brother considering a career transition, and a younger member seeking perspective. Each person should know the purpose of the introduction and agree to it. Explain what each participant hopes to learn so the first conversation has a useful starting point.

Follow-up deserves as much attention as the event itself. A brief message with a relevant resource or an agreed next step can show that the conversation mattered. Chapters can offer optional small-group discussions around shared professional interests without promising employment, business, or preferred treatment. Respect confidentiality and let participants decide how much personal or professional information to share.

Assess the network by the doors it opens and the relationships people choose to sustain. Ask whether new members feel included, whether introductions reach beyond existing friendship groups, and whether participants receive something useful from the exchange. These are proposed practices, not tested effects of a chapter networking model. Their purpose is to turn access into reciprocal relationships that support both individual growth and collective service.

[1] [Raikumar et al. \(2022\). Science: A causal test of the strength of weak ties](#)

[2] [MIT \(2022\): The power of weak ties in gaining new employment](#)

08 / HEALTH AND WELLNESS INITIATIVES

Make wellness a continuing brotherhood practice.

Make room for reliable information, personal choice, and connections to qualified care.

Health and wellness should have a regular place in chapter life. A single awareness event can open a conversation, but a continuing effort can make it easier for brothers to ask questions, find reliable information, and support one another in seeking care. The chapter role is to create welcoming opportunities and connections to qualified professionals while respecting the privacy and choices of each participant.

A scoping review of health-promotion efforts targeting African American men emphasizes the value of community input and approaches that reflect the values of participants and circumstances. The authors also identify the need for stronger study designs and caution about publication bias. This supports thoughtful community involvement in planning; it does not establish that a particular chapter activity will improve a specific medical outcome. [1]

Mental well-being belongs in that planning. A systematic review by Stockwell and colleagues examined community interventions intended to improve access by Black men to mental-health support. Only five studies met its criteria, and peer discussion was a notable feature. The authors emphasized the limited evidence base. Because the review concerned the United Kingdom, its findings should be applied thoughtfully to a different local health system. [2]

Chapters can begin by asking brothers which subjects and formats would make participation useful. Possibilities include a conversation with a licensed clinician, an accessible group activity, or a session that explains how to locate local services. Keep medical questions within the competence of the professionals involved. Peer encouragement can support participation, but it should not be presented as diagnosis, treatment, or a substitute for care.

A useful evaluation can focus on accessibility and connection: who felt welcome, what prevented attendance, and whether participants found the information or referrals helpful. Avoid collecting clinical details in an ordinary chapter survey. Revisit the plan with participant feedback and professional partners. Wellness becomes a continuing brotherhood practice when asking for support is welcomed and help is connected to appropriate expertise.

[1] [Wippold et al., Scoping review: Recruitment, retention, and cultural saliency of health promotion for African American men](#)

[2] [Stockwell, Roche & Billings, Journal of Mental Health: Access to community mental health care for Black men](#)

09 / RECLAMATION AND RETENTION OF BROTHERS

Make returning and remaining meaningful.

The experience of brotherhood should make both returning and remaining worthwhile.

Reclamation is a personal invitation to reconnect, and retention is the daily experience that makes connection worthwhile. A brother who has stepped away may have concerns or responsibilities that are not visible to the chapter. Begin with a conversation rather than an assumption. Ask what has changed, what he values, and whether there is a realistic way to participate that fits his circumstances.

A 2024 systematic review and meta-analysis by Forner and colleagues in the Journal of Organizational Behavior examined 117 studies of volunteer turnover. Satisfaction, commitment, organizational support, communication, and relationships featured prominently in the findings. The research concerns volunteer settings, not Omega membership specifically, and much of the evidence is correlational. It offers useful questions for chapters without proving a fraternity retention formula. [1]

One implication is to examine the experience offered after the invitation. Does a returning brother receive clear information and a personal welcome? Is there a meaningful role that reflects his interests? Can he contribute without immediately assuming an unrealistic workload? These proposed chapter practices draw on the broader research, but their usefulness should be assessed through conversations and experience in the local chapter.

Retention also requires listening to brothers who continue to attend. Create opportunities to offer feedback before frustration becomes withdrawal. Explain how decisions are made, recognize contributions specifically, and provide pathways for different levels of availability. When someone raises a concern, respond with a clear next step and follow through. Consistency matters more than a welcome message followed by silence.

A chapter can review reconnection efforts through voluntary feedback, continuing participation, and the quality of relationships rather than treating every brother as a number to recover. Ask what helped people feel included and what remains difficult. Reclamation and retention belong together because both ask the same practical question: what does this chapter do, repeatedly, to make brotherhood worth returning to and remaining part of?

[1] [Forner et al. \(2024\), Journal of Organizational Behavior: Predictors of turnover amongst volunteers](#)

10 / SOCIAL ACTION

Build service around community priorities.

Listen first, agree on the work, and judge service by its value to the community.

Social action should begin with a community conversation before it becomes a chapter calendar entry. Local organizations and residents often understand needs, resources, and previous efforts that a visiting group does not yet see. Ask what is already working, where support would be welcome, and what a chapter can reasonably sustain. Service is strongest when partners help define both the work and the standard for success.

Research on volunteering provides encouragement with important limits. An umbrella review by Nichol and colleagues in *Voluntas* brought together 28 reviews of the social, mental, and physical well-being. It found reported benefits across those domains, but study quality was generally poor and participants were mainly older adults in the United States. Those findings do not establish benefits for every volunteer or demonstrate outcomes for the people receiving a chapter service. [1]

The distinction between volunteer experience and community benefit matters. A successful day for the chapter is not necessarily a successful intervention for a partner organization. Before an activity, agree on a modest, observable objective: completion of a requested task, delivery of materials a partner actually needs, or sustained support for an existing service. Let the partner say what would count as useful assistance.

Plan the work so that it respects local capacity. Confirm responsibilities, access needs, communication, and what happens if circumstances change. Ask permission before using participant stories or images to promote the activity. A proposed chapter practice is to designate one partner contact who remains available afterward, so feedback and unfinished needs have somewhere to go once the event is over.

Close the cycle with reflection and a shared review. What was completed, what did the partner observe, and what should be changed before another activity? Report concrete results without turning attendance or photographs into unsupported claims of impact. Social action becomes a lasting expression of uplift when brothers combine readiness to help with the discipline to listen, learn, and remain accountable to the community.

[1] [Nichol et al. \(2023\), *Voluntas: Effects of volunteering on volunteers health and well-being*](#)