



Sigma Pi Phi Fraternity 2018-24 Strategic Plan

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Mission

The mission of the Grand Boulé of Sigma Pi Phi Fraternity is to maintain an organization for the purpose of binding men of like qualities into a close, sacred, fraternal union, that they may know the best of one another, and that each in his life may to his full ability aid the other, and by concerted action bring about those things that seem best for all that cannot be accomplished by individual effort.

Vision

The Grand Boulé of the 21st Century will continue to serve as the preeminent fraternity for black men of achievement. The Boulé also will continue to aid the community by encouraging Archons to become better informed about and to take appropriate action on issues of concern to the community, and by supporting and providing initiatives that benefit black youth, families and communities.

Simply put, strategic planning determines exactly where our organization should be going over the next few years and how it's going to get there. A strategic plan is a coordinated and systematic way to develop a course and direction for our fraternity. Not having a sound strategic plan is akin to navigating unknown territory without a map. And without a map, we are lost in a highly competitive environment that will inevitably throw challenges our way and threaten our very existence. The uncertainty on our fraternal horizon dictates that we have a clear strategic plan.

The work of the current biennium's Grand Strategic Planning Committee continuously led us to focus back to the significant questions about who we are, who we want to be, who should we be, and where should we be going. The fraternity-wide feedback we have received creates 'critical mass' in three areas to pursue for the future:

The Fraternal Bond – reinforce who we are

Our Programs – to support who we are

The Boulé Foundation – to resource our vision for the future

The Fraternal Bond speaks to our traditions, what we value, our protocols, and how well we communicate. It speaks to the inherent value we create for our members and the unique benefits we offer to the world because we exist.

We want to continue emphasizing our fraternal foundation and our strong adherence to the policies, procedures, practices, systems, and processes that ensures consistency and alignment in the future.

In addition, it is important to recognize globally the seed and shared strength of the African Diaspora. Our roots reinforced the development and advancement of the Black community in America. That need for collectivism now spans the globe and no other organization is uniquely positioned for this calling than The Boulé.

In 1904, when our founder Henry M. Minton dreamed of an organization that brought like-minded men together to get to know the best of one another, he did not and perhaps could not appreciate the 21st Century and all its challenges and opportunities. Our fraternal bond was our glue...and the emphasis of

our organization was primarily social. It was necessary for sure. It was at some later point in our history did we began to realize and consciously pursue a more significant SOCIAL ACTION agenda for the organization. Today, and our foreseeable future, demands that we share our considerable time, tithes, and talents with the world!

More and more our Archons, member boulés, and even our Grand Executive Committee are realizing that we have an obligation and a calling to ensure the healthy future of the Black community across the globe. Consequently, we want to advance our work in the U.S. and even in other countries where it makes sense, in a deliberate, thoughtful and manageable way without sacrificing the values and standards that have brought us thus far. This includes economic empowerment individually and communally.

The Boulé Foundation is the primary way in which we secure resources to advance the significant initiatives of the fraternity; education, mentoring, scholarship, community-building. Thus, it stands to reason that the fraternity aggressively pursue ways to support and strengthen our resource vehicle for supporting important causes in the future. This means marshalling the individual intellectual and financial support of EVERY member of the fraternity.

The strategic goals support the foregoing themes and provide the clear path forward to keeping our fraternity alive and well for many years to come but is opportunity for refinement of our agenda as we press towards the future. The three themes represent the larger vision of where we need to go. The goals and actions are the tactics to get us there.

Approved Goals and Objectives

The Fraternal Bond

GOAL 1 Ensure Effectiveness and Awareness of the Policies, Functions, Activities and Benefits of the Grand, Regional and Member Boulés

Objective 1a Conduct orientations for proposed members and their sponsors prior to induction and include a current description of the organization, functions and activities of the Grand, Regional and Member Boulés.

Objective 1b Increase utilization of the website to inform Archons of policy changes, activities and plans of the Fraternity.

Objective 1c Develop a 'business case' for membership (benefits) with supporting communications strategy and action plan

Objective 1d Evaluate and recommend enterprise-wide infrastructure changes that increase our ability to function (update structure to include an Executive Director, conduct roles and responsibility reviews, update Grand Officer roles, etc.)

Objective 1e Actively pursue the power and strength of our fraternity through initiatives designed for maximum collective success (e.g. – establish Black Economic Empowerment standing committee, continue HBCUs and Access to Postsecondary Education initiative, etc.)

GOAL 2 Increase the Fraternity's Membership Through New Archons and Member Retention with the Intent to Ensure the Long-Term Viability of Sigma Pi Phi Fraternity and Strengthen its Traditions

Objective 2a Charter new, sustainable member boulés in geographical areas where none exist.

Objective 2b Increase member boulés' current membership through induction of qualified men. Target 3% growth year on year.

Objective 2c Make affirmative effort to sponsor new members under age 50. At least 50% of new members should be age 50 or younger.

Objective 2d Follow a post induction standardized member orientation procedure approved by the Office of the Grand Boulé and conduct at least one history review and/or protocols briefing a year.

Objective 2e Encourage New Archons to attend at least one Grand Boulé or Regional Boulé within three years after their induction into the fraternity.

Objective 2f Convert inactive and delinquent Archons to active status.

GOAL 3 Enhance the International Presence of Sigma Pi Phi Fraternity

Objective 3a Investigate and recommend for approval by the Executive Committee opportunities to enhance the international prominence of the Fraternity. This could include communications that focus on our education and mentoring programs such as the Boulé Scholars Program (BSP), partner with appropriate organizations with parallel missions (e.g. Room to Read), and where manageable (and with minimal organizational risk) the setting apart new member boulés in international communities.

Objective 3b Recommend to the Executive Committee initiatives designed to have a positive impact in selected African Diaspora countries consistent with the expertise and interest of member boulés and groups. This could include cultural and educational endeavors and exchange of social action program ideas.

Our Programs

GOAL 4 Develop and Implement a Public Policy Agenda That Is Responsive to the Needs of Black Youth, Families and Communities

Objective 4a Continue to examine and inform all Archons of public policy issues that are responsive to the needs of Black youth, families and communities.

Objective 4b Create strategic partnerships and collaborations with other organizations to accomplish the goals within our Public Policy Agenda.

GOAL 5 Cultivate and Celebrate the Academic Excellence of Black Students Particularly Black Males, Through the Implementation of Boulé Scholars Programs (BSP) and Other Academic and Educational Programs

Objective 5a Implement the BSP consistent with Grand Boulé Social Action Committee guidelines and standards at levels from elementary school to graduate/ professional school.

Objective 5b Emphasize one or more of the following areas of specialization: math and science; arts and humanities; financial literacy/wealth acquisition; health careers/health promotion.

Objective 5c Recognize the academic excellence of students designated as Boulé Scholars at the school site and at public programs.

Objective 5d Recognize the role of teachers at the school site and publicly.

Objective 5e Support parents and the important role they play in helping encourage their children's efforts to achieve at high levels academically.

GOAL 6 Actively Pursue Local, Regional, National, and International Social Action initiatives that are consistent with the Vision and Mission of the Fraternity

Objective 6a Continue member boulé programs (and identify new ones) that are not part of the BSP, but that benefit students and the community.

Objective 6b Leverage our influence and impact through strategic partnerships in social action (e.g. – HBCUs, CBC, Base 11, ELC, NAACP, etc.)

The Boulé Foundation

GOAL 7 Bolster Alignment with the Boulé Foundation

Objective 7a Encourage Archons to support and contribute to the Boulé Foundation at the Minton Fellow level or above and to support other Foundation programs.

Objective 7b Encourage member boules to achieve 100% Minton Fellow status. It is suggested that all new inductees be strongly encouraged to contribute at the Minton Fellow level or above as part of their induction process.

Objective 7c Increase internal and external awareness of Boulé Foundation programs.