



Kappa Alpha Psi Fraternity, Inc.®



NORTHEASTERN PROVINCE
“Restoration, Reclamation and Rededication”

Polemarchs’ Roundtable

August 17th, 2024

**Teaneck Marriott at Glenpointe
100 Frank W Burr Blvd
Teaneck, NJ 07666**

**Brother Ted Sanchious Province Polemarch
Brother Pierre Oscar Senior Province Vice Polemarch
Brother Miles McMikle Junior Province Vice Polemarch**



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Call to Order
Invocation
Welcome
Response
Roll Call



Kappa Alpha Psi Fraternity, Inc.®

Restoration, Reclamation and Rededication



2024-2025 Goals and Updates

**Ted Sanchious
Province Polemarch**

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Leadership thoughts to ponder this weekend.....

- ❖ A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be – Rosalynn Carter
- ❖ I start with the premise that the function of leadership is to produce more leaders, not more followers – Ralph Nader
- ❖ You gain strength, courage, and confidence by every experience in which you really stop to look fear in the face. You must do the thing you think you cannot do – Eleanor Roosevelt
- ❖ The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires. – William Arthur Ward
- ❖ The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails. – John Maxwell

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Leadership thoughts to ponder this weekend.....

- ❖ A leader is best when people barely know he exists. When his work is done, his aim fulfilled, they will say: we did it ourselves – Lao Tzu
- ❖ A leader...is like a shepherd. He stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along they are being directed from behind. – Nelson Mandela
- ❖ You don't have to be a "natural" to become a great leader; you simply need a heart for God and a teachable spirit. – John Maxwell.
- ❖ Faith is the substance of things hoped for, the evidence of things not seen. - Hebrews 11:1

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THANK YOU TO THE 29TH NORTHEASTERN
PROVINCE ADMINISTRATION FOR
OUTSTANDING LEADERSHIP IN OUR FIRST
YEAR AS A TEAM!

YOU DEMONSTRATED FIDELITY,
BROTHERHOOD, COMPETENCE,
COMMITMENT AND CHARACTER WHILE
DELIVERING ON OUR TEN FOUNDER'S
PROMISE OF ACHIEVEMENT AND TRAINING
FOR LEADERSHIP

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OUR MISSION

Ensure that the Northeastern Province Leadership Team is Viewed as the “Most trusted source of Fraternal insight” so our Brothers can Drive the Mandates and Programs of Kappa Alpha Psi !

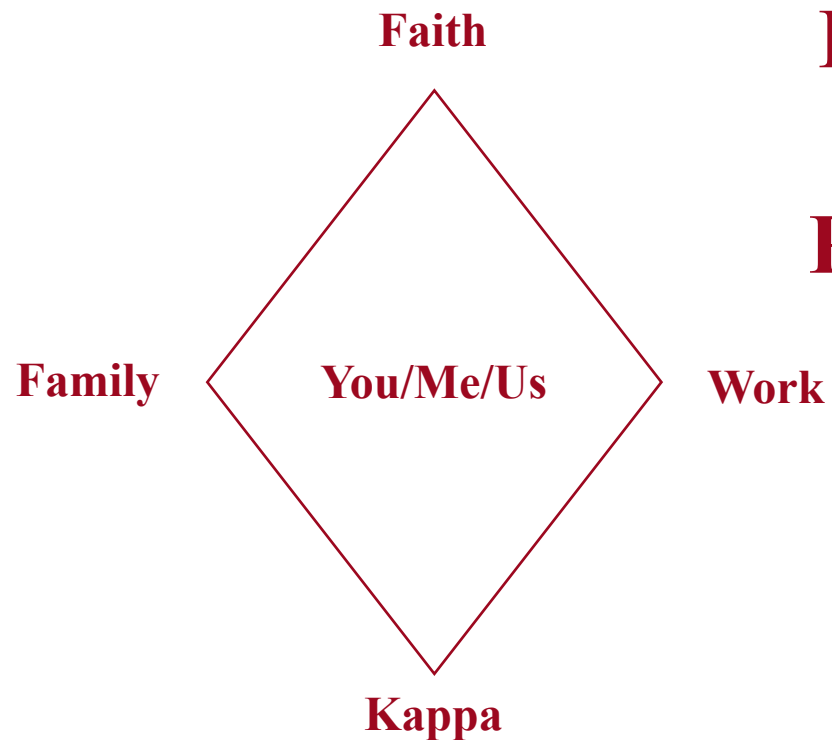
THE NEP WAY.....

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29th Administration Areas of Focus and Theme

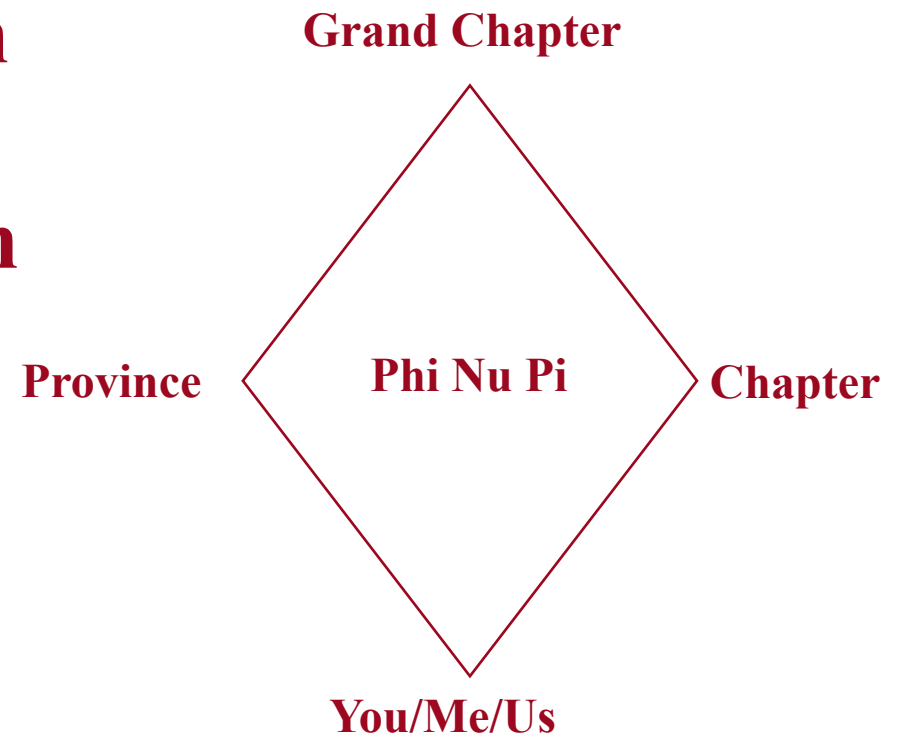
Restoration

TWO DIAMONDS.....



Reclamation

Rededication



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RESTORATION

- ❖ Restore Undergraduate presence and brand on college/university campuses
- ❖ Responsible Chapter Growth; Undergraduate and Alumni
- ❖ Increase Undergraduate participation in Achievement Academy
- ❖ Restart GLAD Program
- ❖ Increase and Improve Province Communication
 - ❖ Monthly Polemarch/Vice Polemarch Meetings – Alumni
 - ❖ Monthly Polemarch/Vice Polemarch Meetings – Undergraduate
 - ❖ Monthly Committee Chairmen Meetings
 - ❖ Committee Chairmen Retreat
 - ❖ Regional Cluster Meetings

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- ❖ Crimson Chronicle Newsletter
- ❖ Improve Polemarch's Roundtable and CRWLC Training and Member experience
- ❖ NEP Website Refresh
- ❖ Undergraduate Participation on Dream Builders Foundation Board of Directors
 - ❖ At least two
- ❖ Increase and Improve Social Media Presence for Province
- ❖ Preserving our history (Sr. Kappa Affairs)
- ❖ Support Dream Builders Foundation Giving Campaigns
- ❖ Member Development
 - ❖ Undergraduate
 - ❖ Alumni

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RECLAMATION

- ❖ Leverage Chapter Best Practices Across the Province to bring brothers home to Kappa
- ❖ Increase Undergraduate involvement and engagement on Reclamation Committee and reclamation efforts
- ❖ Raise awareness and communicate reclamation events across the Province
- ❖ Evaluate Province sponsored reclamation event
- ❖ Work with IHQ to confirm number of inactive members at the Grand Chapter level specifically residing in the NEP
- ❖ Reclamation “Telethon”
- ❖ Leverage Social Media for Reclamation Efforts

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REDEDICATION

- ❖ Commit to do One thing for Kappa
- ❖ Support Your Undergraduate Chapter and Alumni Chapter
- ❖ Stay Financial at ALL three levels
- ❖ Attend CRWLC
- ❖ Attend Province Council
- ❖ Attend Regional Founders Day Events
- ❖ Attend Grand Chapter Meetings
- ❖ Live the Rituals
- ❖ Continue strong Guide Right & Kappa League Leadership

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REDEDICATION

- ❖ Practice Phi Nu Pi
- ❖ Mentor an Undergraduate Brother
- ❖ Continue to Fund Building Bridges Grant
- ❖ Fulfill St. Jude Annual \$60K commitment
- ❖ Support Mental Health and Wellness Initiatives (Are You Ok?)
- ❖ Support our Undergraduate Brothers
- ❖ Regional Board Members, Province Polemarch and Senior Province Vice Polemarch Chapter Visits
- ❖ Be Informed, Get Involved and Get Invested!
- ❖ UNWAVERING SUPPORT OF THE 35th Grand Polemarch, his vision and his team

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Upcoming Important Meeting Dates

- ❖ CRWLC: November 7-9, 2024
- ❖ NEP Annual Guide Right Conference: February 22, 2025 (Farmingdale State College)
- ❖ 95th Northeastern Province Council: April 9th – 13th, 2025
- ❖ 87th Grand Chapter Meeting: July 1st - 6th, 2025, Phoenix, AZ



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Restoration, Reclamation and Rededication



Committee Chair Review

Stefan Roberts, Chief of Staff
Derick Griffith, Deputy Chief of Staff

NEP Committee Chairmen



Achievement Awards

Curtis H. Johnson Jr

By-Laws

Julian Bobb, Esq.

Chaplain

Dr. Eric D. Garnes

Chapter Advisors

Earl F. Merritt

Council of Past Polemarchs

Christopher J. Tompkins

CRWLC

Roland Williams

Crimson Chronicle

Ali Burke

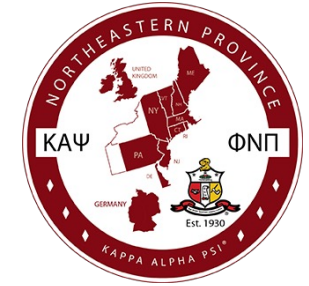
Foundation

Colin Edey

Guide Right

<https://kapsinep.org/> Kevin E. Boston-Hill

NEP Committee Chairmen



Health & Wellness

Peter Conroy

Information & Technology

Parmenus A. Bowler

Investigations

Jerome Dean/Tierry Boubert

Kappa Academy

Koreem Bell

Membership Intake

Arthur Farquharson

Military Veterans Affairs

Warren Judge

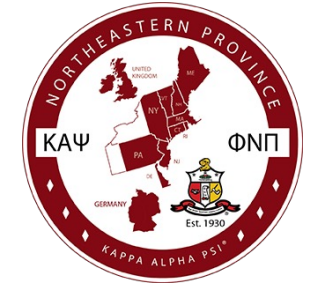
NEP Life Membership

Gregory Thomas

NEP NPHC

Stephen White

NEP Committee Chairmen



Parliamentarian

Daniel Brown

Political Awareness

Jason Richberg

Reclamation

Todd Bolden/Trevor John

Risk Avoidance

Darryl Parson, Esq.

Senior Kappa Affairs

Andrew Love

Social Action

Christopher McDowell/Desmond Gordon

Time & Place

Gary Gray/G. Hayward Simpson

Audio & Video

NEW

Upcoming Committee Chair Meetings

- ❖ October 14, 2024 7pm
- ❖ December 9, 2024 7pm
- ❖ February 10, 2025 7pm
- ❖ May 12, 2025 7pm

Note- We will supply the deck for you to populate your info

Sign Up





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Organizational Effectiveness

Brother Lee Smith

Director of Organizational Effectiveness

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Data-Driven Decision Making:

Through surveys and forms, establish metrics and key performance indicators (KPIs) to assess the success of programs and initiatives, providing data-driven insights and recommendations to the Executive Leadership Team.

Cross-Chapter Collaboration & Resource Sharing:

Foster collaboration and resource sharing between chapters within the Province, ensuring that best practices, tools, and successful strategies are communicated with suggested adopted across the Province.

Strategic Planning & Performance Optimization:

Suggest initiatives to improve the overall efficiency and effectiveness of the Northeastern Province's operations by identifying areas for improvement, drafting strategic plans, and suggesting best practices across all chapters.

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Program Evaluation & Continuous Improvement:

Regularly evaluate the impact and effectiveness of existing programs and initiatives, offering recommendations for continuous improvement and alignment with the fraternity's goals and mission to the Executive Board and Province Chairmen.

Member Engagement & Feedback Systems:

Develop systems to capture feedback from chapter members and leadership to ensure that the Province's programs and initiatives are meeting the needs of the Brotherhood, leading to higher engagement and ultimately reclamation.



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The Information WE need

**Brother Jermaine Myrie
Northeastern Province Keeper of Records**

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- Fonteva
- Certification
- Communication

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2322-24 N Broad St, Philadelphia, Pennsylvania, 19132 (215) 228-7184

BROTHERS LOGIN

KAPPA ALPHA PSI® FRATERNITY, INC.

ABOUT US LEADERSHIP PROGRAMS MEDIA MEMBER SERVICES PHILANTHROPY CALENDAR CONTACT US

members.kappaalphapsi1911.com/s/

2322-24 N Broad St, Philadelphia, Pennsylvania, 19132 (215) 228-7184

KAPPA ALPHA PSI® FRATERNITY, INC.

Home Pay Dues & Insurance Chapter Locator Chapter Fees Member Directory Member Support Province Administration

Province Administration

My Province

Province Chapters

TO PURCHASE STORE ITEMS PLEASE CALL THE INTERNATIONAL HEADQUARTERS
Not seeing a "renew" link? Please click "inactive membership" link below
If you are still facing issues please email issues@kappaalphapsi1911.com

My Info

Update your Educational Background Here

Membership Information

Full Name	Jermaine G. Myrie
First Name	Jermaine
Middle Name	

My Info

My Dues

<https://www.kappaalphapsi1911.com/>

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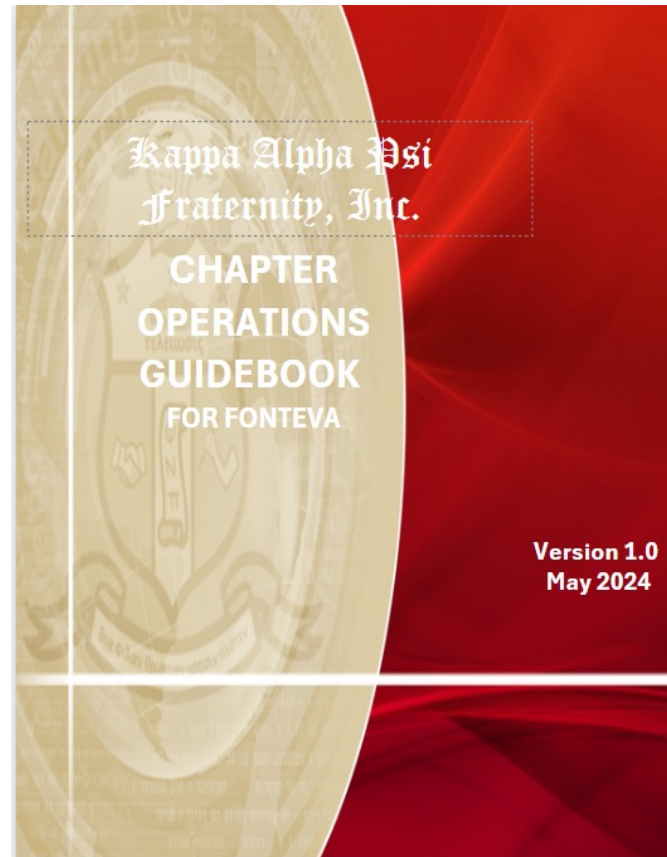


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2024 Northeastern Province

Polemarchs' Roundtable

Risk Prevention & Education

Committee

Darryl A. Parson, Esq., Risk Manager

“A Brother’s Guide to Risk Management”

Kappa Alpha Psi Fraternity, Inc.®

Risk Prevention & Education Committee

Jason A. Hall, Sr.

Director of Risk Prevention & Education

Pontiac (MI) Alumni

jhall@KappaAlphaPsi1911.com



Co-Chairmen

Darryl A. Parson, Esq.,

Risk Manager

Northeastern Province

Wilmington (DE) Alumni

dparson87@gmail.com

Michael J. Myers, PMP

Risk Manager

Southeastern Province

Kingstree (SC) Alumni

myersmj2@gmail.com

Risk Prevention and Education is the largest committee in the Fraternity because it includes all of you!!!

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New Day! New Policies! New Process!

Goal: Do what we can to mitigate and minimize Fraternal risk.

Focus: After hazing, social events are the driver of Fraternal liability.

Download the Chapter Operations Guidebook for Fonteva, Version 1.0 May 2024

(Pages 13-35, see July 25, 2024, email)

Risk Management Policies for Alumni and Undergraduate Chapters (3 pages)

Event Insurance Checklists **MUST** be submitted through the Fraternity Website.

<https://www.kappaalphapsi1911.com/>

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New Day! New Policies! New Process!

Core Group



A Core Group must sign Event Insurance Checklists:

- Polemarch, Vice Polemarch, Keeper of Records, Keeper of Exchequer, MTA Chair, and Undergraduate Advisor may submit checklists.
 - ❖ Event and Committee Chairmen cannot submit checklists.
- The Chapter Officers should review the checklist to ensure accuracy and completeness.
- **The Checklist is NOT submitted until all required Chapter Officers add their signatures.**
 - **Please contact the other signatories when Checklist is uploaded.**
- The Undergraduate Advisor must approve all collegiate events. Please tell him when the UG Chapter submits its Event Insurance Checklist.

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Event Insurance Checklist is required for events sponsored by the Fraternity (Chapter).

Requirements: Who, What, Where, When & Why/How

- Website has all the fields on the former paper checklist
- One submission for all Chapter meetings
 - Board and Committee Meetings do NOT require an Event Insurance Checklist.
- Branding & Marketing - Proper Names

The University X, the (Greek Letter Designation) Chapter of Kappa Alpha Psi Fraternity, Inc.

- The Lincoln University Chapter, the Epsilon of Kappa Alpha Psi Fraternity, Inc.

The City (State) Alumni Chapter of Kappa Alpha Psi Fraternity, Inc.

- The Philadelphia (PA) Alumni Chapter of Kappa Alpha Psi Fraternity, Inc.

Chapter Logos – if Appropriate – (After the Official Name – not a substitute)

- No Violent or Hazing Images / No Overtly Sexual Images / No Inappropriate Language

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Contract 101



- All contracts must be in the Official Name of the Chapter – not Kappa Alpha Psi
- Please review the contract(s).
 - What is venue capacity? That determines how many tickets you plan to offer.
 - What is cancellation policy? Who is responsible for property or personal damages?
- Contracts must be executed with all vendors or service providers for an event.
 - The vendors or service providers need an event insurance policy.
 - Vendors providing complimentary services need contracts and insurance.
 - Kappas and D9 Members providing complimentary services need contracts and insurance.
- All Event Insurance Checklists must include applicable contracts, the event flyer, and any other promotional material.

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Coverage

\$1 million (\$1,000,000) per occurrence for Bodily Injury and Property Damage

\$1 million (\$1,000,000) per occurrence for Personal and Advertising Injury

\$1 million (\$1,000,000) per occurrence for Products/Completed Operations

\$2 million (\$2,000,000) annual aggregate including contractual liability.

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Event Insurance Checklist Timing: **Please submit 30 days or more before your event.**

- You may start the Checklist a year in advance, but **all signatures are required at least 21 days in advance of the event.**
- Fonteva won't accept a checklist with a date less than 21 days from its upload.
- If the Checklist is “pending” more than 21 days out, but a Chapter Officer does not execute it, then it has NOT been submitted on time.
- A Chapter can see the “status” of its submitted checklists.
- No Flyers or Ads will be approved without the basis information: date, time, & place plus the base contracts, e.g., location and band/DJ with Proof of Liability insurance documents.
- Chapters should obtain all the information, contracts, and certificates of insurance before they start the process.
 - Yes, a Chapter may add documentation to its submission.

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Communications:

The Risk Prevention and Education Committee (Risk Manager) will communicate through ONE Brother per event – the Brother who submits the checklist. The preference is one Brother per chapter.

Once the Checklist is preliminarily submitted, the Risk Prevention and Education Committee will receive an email notification.

Risk Committee Chair has three options:

- ❖ Approve – Event Insurance Checklist moves on to IHQ / Bro. Hall
- ❖ Deny – less than 21 days – this is Fraternal policy- I don't have override
- ❖ Deny w/ Comments – add notes – Chapter may amend its submission.

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Areas of Potential Risk



- Change – The Biggest Driver of ALL Risks
- Membership Training Academy
- Give extra attention and intention in written communications – monitor your Audience, Slang, and Profanity use – Beware: “Reply All”
- Technology – Zoom, Teams – Who is in or has access to the meeting?
- Hosting of Social & Athletic Events – Athletic Event Participation Waiver
- Monitor Non-Grand Board Approved Entities
 - Formal Undergrad Chapter Alumni Associations require Fraternity approval*
- Cell Phones & Social Media Posts!!!
 - ❖ Why would you record illegal or embarrassing behavior?
 - ❖ Delete the illegal embarrassing images **TODAY.**

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**HAZING
PREVENTION.ORG™**
Institute
FOR HAZING PREVENTION

- **Kappa Alpha Psi Fraternity, Inc. is a non-hazing fraternity.**
- **Kappa Alpha Psi Fraternity, Inc. is a member and sponsor organization,**
- **We encourage chapters to hold a hazing awareness event possibly in collaboration with other Divine 9 or collegiate Panhellenic members**

Kappa Alpha Psi Fraternity, Inc.®

Brand Management

U.S. Patent & Trademarks

Official Colors: Crimson and Cream

Pantone Matching System Color 207 Crimson and Color 7499
Cream

KAΨ

Ψ

Nupe

Kappa League Guide Right

Kappa has protectable interests in the colors crimson, red, cream and white, when used in connection with our trademarks and other indicia of Kappa Alpha Psi, including, but not limited to, Diamonds, striped canes, and “1911.”

Please patronize the Fraternity’s official vendors.

USE OF THE PLAYBOY BUNNY/LOGO IS PROHIBITED



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A Brother's Role



- ❖ Work with chapter/university officials to ensure the Fraternity's MTA policies are adhered to and reinforced through documentation and procedure.
- ❖ Ensure that chapter events meet Grand Chapter guidelines including the timely submission of complete Event Insurance Checklists to IHQ.
- ❖ Act as one of the “go-to” Brothers regarding risk-related issues and aid in developing Risk Response Plans and documentation as needed.
 - ❖ Ask the Brother who works in the field!!!
 - ❖ Ask the Brother with experience!!!
 - ❖ Brothers, please share your time and talent
- ❖ Maintain a record of identified risks for chapter records (opportunities and threats)

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Recap

Focus on opportunities for positive results and branding, publicity for our audience, our chapters, and our members

Build Risk Education INTO THE PROCESS, not as a last resort!

We have policies in place, and they need to be followed with no excuses or delay. We are an organization with standards to protect our Noble Klan and the chapters under its auspices!

Be Timely – Father Time is Undefeated – the Checklist is NOT submitted until all required Chapter Officers add their signatures

All Event Insurance Checklists must include applicable contracts, the event flyer, and any other promotional material.

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Q&A



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Relevance, Brotherhood, Community



95th Northeastern Province Council

Hosted by

Jersey City (NJ) Alumni Chapter

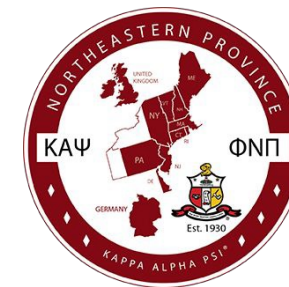
Brother Mark Handy - NEP Council Chairman

Brother Troy Wilson - NEP Council Co-Chairman

<https://kapsinep.org/>



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Location

❖ Location/Venue:

- ❖ ***Newark Liberty International Airport Marriott*** - Newark Liberty International Airport, 1 Hotel Road, Newark NJ
- ❖ Only 10 minutes from Newark Penn Station (PATH, AMTRAK, and NJ Transit)
- ❖ Located directly off the Route 1 highway

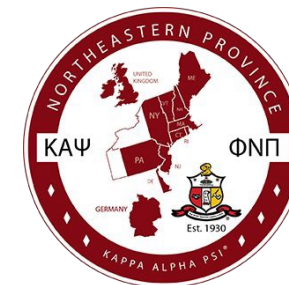
❖ Local Attractions:

- ❖ Newark Museum of Art
- ❖ Weequahic Golf Course
- ❖ The American Dream Mall (20 Min Uber ride)
- ❖ The Mills at Jersey Garden Mall (20 Min Uber ride)
- ❖ The Temple of Hip Hop
- ❖ All Points West Distillery





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❖ Local Eateries:

- ❖ The Lobby
- ❖ LIT 21
- ❖ TOPS Diner
- ❖ Buddy's JC
- ❖ Swahili Village
- ❖ Just Fish
- ❖ Cityrub Steak & Smokehouse

❖ Chilltown Kickback:

- ❖ Bar Vanquish
- ❖ The Cave Cigar Lounge
- ❖ The Green Room Cigar Lounge
- ❖ Envy Bar & Grille
- ❖ American Whiskey Newark
- ❖ 143 Social





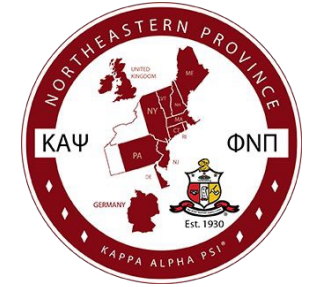
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Social Events



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Kane Kompetition

Big Smoke on the Hudson

3 Parties & 2 DJ's

- ❖ Hip-Hop vs RnB vs DanceHall Party
- ❖ R&B Kickback
- ❖ Red Dress Affair Gala





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95th Northeastern Province Council Logo



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Restoration, Reclamation and Rededication



CFRIS

**Brother Kelvin L. Sims, Sr.
Province Keeper of Exchequer**



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In April 2023, Kappa Alpha Psi launched The **Centralized Financial Reporting and Information System (CFRIS)**. This initiative, affectionately referred to as “The River Jordan Project,” is a technological upgrade to our financial operations and a revolutionary step towards streamlining our accounting processes, enhancing transparency, and ensuring the financial health of our chapters, provinces, and IHQ.

CFRIS will enable us to **manage our resources more efficiently, comply with our Constitution and Status on financial reporting, and provide consistent, complete and accurate financial information** for informed decision making. CFRIS is a progressive and transformational upgrade to our financial operations.

Project River Jordan phase of CFRIS will conclude on February 29, 2024, is the deadline for onboarding. We will commence the CFRIS Operating Model (under development) on March 1, 2024.

This update will cover the entire program and it is for informational purposes only.

Rhen C. Bass, Sr., CPA
Grand Keeper of Exchequer
GKOE@kappaalphapsi1911.com
Mobile (805) 341-3811



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Since Then

- Mr. Burton's last day May 31, 2024
- He shut down all Kappa accounts
- Brother Greg Williams is selected to be the provider
- Brother Williams has created over 500 new accounts



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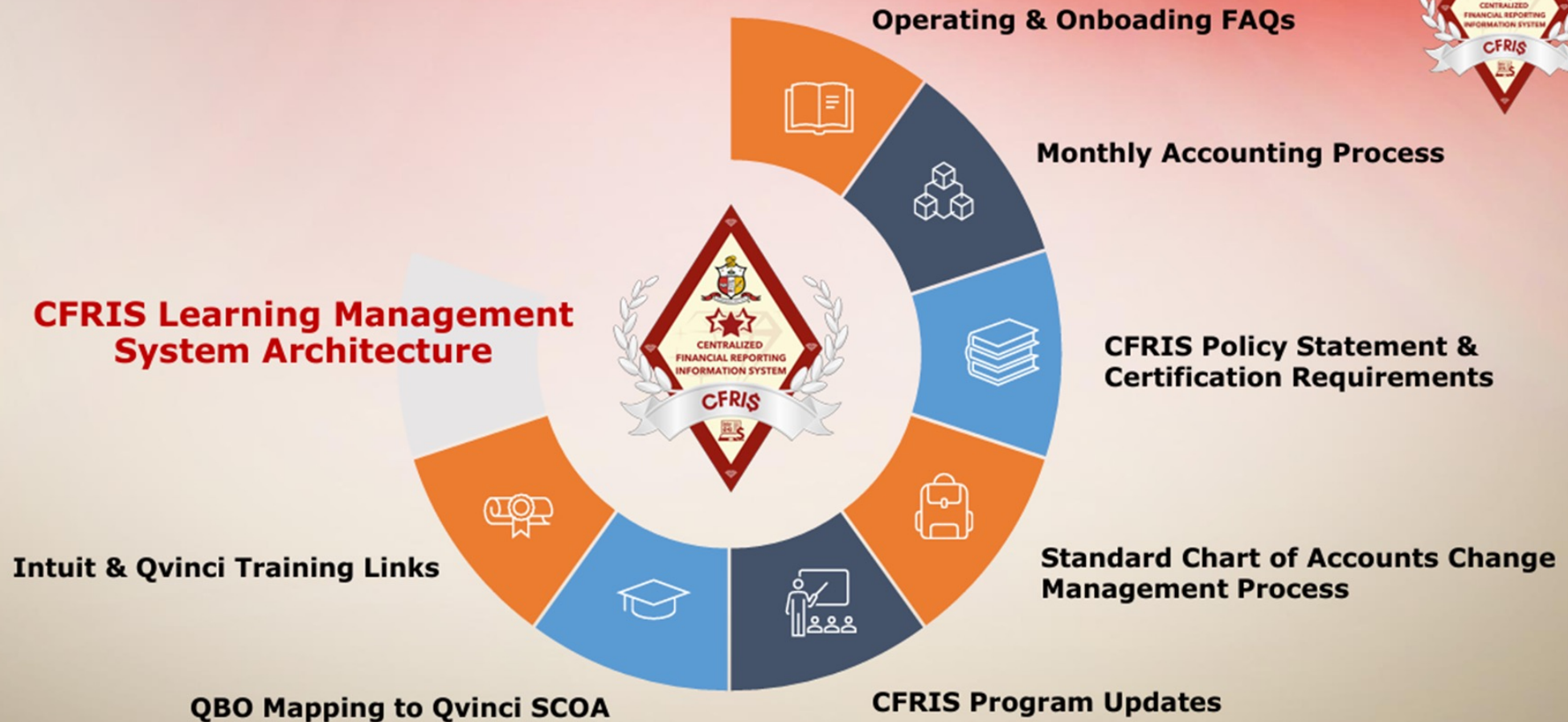
Next Step

- Chapter to fill out Google form to show status in the process
 - <https://docs.google.com/forms/d/1RdDiMHFtNyr0bVZGR7GefbzSrv-6HN-loq13IEvA-wg/edit>
- KOE / Asst KOE to do 8-hours of Zoom training or use Reference Guide on Kappa University
 - Restore Chapter account
 - Transfer data to new Chapter account
- Make sure chapter accounts are mapped in Qvinci

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CFRIS Kappa University Training

CFRIS Learning Management System Architecture





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Essential Items

- Assistant KOE as a user on the Chapter account
- UG Advisors as a user on the UG Chapter account
- Supervising Alumni Chapter KOE as a user on the UG Chapter account
- Use standard chart of accounts



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Brother Greg Williams
QuickBooks Administrator
greg@williamsincometax.com
(248) 981-8282



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Q & A



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MTA Overview

Arthur Farquharson, Province MTA Chairman



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Information Technology Committee

Brother Parmenus A. Bowler, Chairman

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Vision Statement

The Northeastern Province Information Technology Committee strives to keep the Northeastern Province at the forefront of using current and emerging technologies to improve business processes at the Province and Chapter levels, empower Chapters to use technology effectively, and to find innovative ways to enhance the electronic media presence of the Province to the public at large.

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Committee Members



- Cheyney Sparks, Vice-Chairman
- Brian Lewis
- Ben Jackson
- Stefan Roberts
- Marcos Lindley
- Chapter Webmasters

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2024 – 2025 Committee Purpose



The Northeastern Province Information Technology Committee was formed to serve the Province membership by implementing and maintaining technologies that improve fraternity business processes (e.g. Chapter Certification) and provide effective communications between the Province and Chapters through the management of the Province Website and other social media outlets. The NEP Information Technology Committee will also work closely with the Grand Chapter Information Technology Team to align Province and Grand Chapter initiatives that

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2024 – 2025 Committee Goals



- Redesign the NEP Website
- Increase the awareness of the Fraternity and Province programs through the Province website and social media outlets to Chapters and the Public at large
- Create NEP Technology Forum

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2024 – 2025 Committee Objectives



- Launch New NEP website
- Maintain the current Province Website to ensure functionality and that all information is updated in a timely fashion
- Ensure NEP Technology Resources are available
 - Chapter Certification available on BOX
 - NEP Achievement Award Certification on BOX

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Past Committee Accomplishments



- 2019 Ronald R. Young Website Award Winner Best Province Website
(also won in 2011, and 2013)
- Completed the 10th Program Year of Chapter Online Certification Process
- Timely content updates for Province and National programs
- Maintained Dream Builders Foundation Website
- Updated Scholarship Opportunities for Deserving Students



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Crimson Chronicle Update

Ali Burke, Crimson Chronicle Editor



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**VOTER
REGISTRATION
DRIVE**

Brother Marcus Williams

Kappa Alpha Psi Fraternity, Inc.®



Voter registration drive dates

Thursday September 12...universal UG drives

Thursday September 19...universal GR/KL initiative

Saturday September 28...Universal Alumni drives

We will try to coordinate universal media coverage

We will have a zoom voter registration class prior to these dates

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Voter Education Drives

All In Campus Democracy challenge (allinchallenge.org)

D9 voter registration calendar

Schedule Debate Watch Parties

(contact local RNC & DNC for equality)

Schedule DNC Watch Parties (vote411.org)

(maybe tie in with local politicians)

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Remember The Rules

Kappa Alpha Psi can not participate in any **ELECTIONEERING**; which is the act of persuading voters to vote for a political party or candidate.

Kappa Alpha Psi is a **non-partisan** organization

Kappa Alpha Psi **CANNOT** support any political candidate

Brothers can support whomever they like, but...

NOT in your letters, **NOT** with The Shield, **NOR** any other fraternal insignias

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Strategy meetings will resume next week

QUESTIONS

COMMENTS

CRITICISMS



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LUNCH



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2nd Roll Call

Jermaine Myrie, Province Keeper of Records



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Mock Chapter Meeting

**Brother Daniel Brown, PRP
NEP Parliamentarian**

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SAMPLE AGENDA

The Staten Island (NY) Alumni Chapter (NE)

Kappa Alpha Psi Fraternity, Incorporated

Meeting Agenda

August 17, 2024

- Call to order [Ritual]
- Adoption of the agenda
- Reading and approval of Minutes
- Required Meeting Minutes Passage Statement
- Reports of Officers
 - Polemarch's Report
 - KOR Report
 - KOE Report
- Report of the Board
- Reports of Committees
 - Guide Right
 - Reclamation
 - Social Action
- Unfinished Business
- New Business
- Announcements
- For The Good of Kappa

Adjournment [Ritual]

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Resources used today:

[Bit.ly/ChapterMeetingResources](https://bit.ly/ChapterMeetingResources)

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Questions?

Daniel Brown, PRP
DBrownPRP@gmail.com
(917) 808-8664



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**“Your Chapter, Your Vision”
Training For Leadership**

**Brother Pierre Oscar
Senior Province Vice Polemarch**



LEADERSHIP





Cohorts

Cohorts



Group 1

Chapter Cohort 1: The Achievers

1. New Rochelle-White Plains (NY) Alumni
2. Hartford (CT) Alumni
3. Jersey City (NJ) Alumni
4. Norristown (PA) Alumni
5. Atlantic City (NJ) Alumni
6. Burlington-Camden (NJ) Alumni



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Chapter Cohorts

Cohort 5: The Innovators – Break out room 5 Effective Communication – Information flow

1. Wilmington (DE) Alumni
2. New Brunswick (NJ) Alumni
3. Queens (NY) Alumni
4. Poughkeepsie (NY) Alumni
5. Harrisburg (PA) Alumni
6. Asbury Park-Neptune (NJ) Alumni

23

Group 2

Chapter Cohort 2: The Pioneers

1. Philadelphia (PA) Alumni
2. Englewood/Teaneck (NJ) Alumni
3. Dover (DE) Alumni
4. Nassau-Suffolk (NY) Alumni
5. Springfield (MA) Alumni
6. New York (NY) Alumni
7. Newark (NJ) Alumni

Group 3

Chapter Cohort 3: The Visionaries

1. Trenton (NJ) Alumni
2. Brooklyn-Long Island (NY) Alumni
3. West Chester-Coatesville (PA) Alumni
4. Stamford (CT) Alumni
5. Boston (MA) Alumni
6. Maplewood-Oranges (NJ) Alumni
7. Chester (PA) Alumni

Group 4

Chapter Cohort 4: The Trailblazers

1. Willingboro-Ft Dix-McGuire AFB (NJ) Alumni
2. Germany Alumni
3. Bronx (NY) Alumni
4. Abington-Ambler (PA) Alumni
5. Plainfield (NJ) Alumni
6. Albany (NY) Alumni
7. Montclair (NJ) Alumni

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3 Powerful confessions

Please stand and REPEAT AFTER ME

1. "I am a visionary leader!"
2. "I am driven by purpose!"
3. "I am ready to lead!"



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Welcome & Overview

Pierre Oscar
Senior Province Vice Polemarch

Kappa Alpha Psi Fraternity, Inc.®



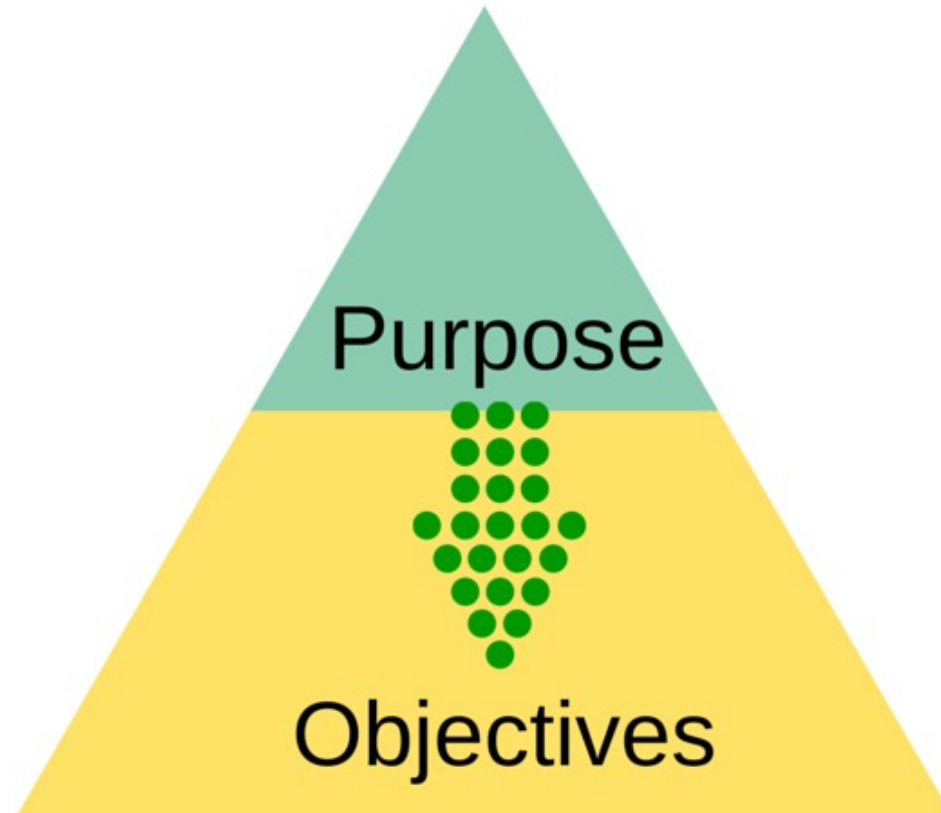
Brothers, Your commitment to our Fraternity's mission and your chapters' success is truly inspiring.

Let's ensure today's session is both productive and engaging.

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“Your Chapter, Your Vision”



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Purpose:

- "Today, our focus is on inspiring and empowering each chapter to articulate and achieve its unique vision. We aim to provide you with the tools and strategies necessary to lead effectively and inspire your Chapter members."

Objectives:

- To assist in defining clear, actionable goals for each chapter.
- Foster collaboration and sharing of best practices.
- Help with strategic plans that align with our Fraternity's values and mission.
- "By the end of this session, each of you should leave with a renewed sense of purpose, actionable strategies, and a clearer vision for your chapter's success."



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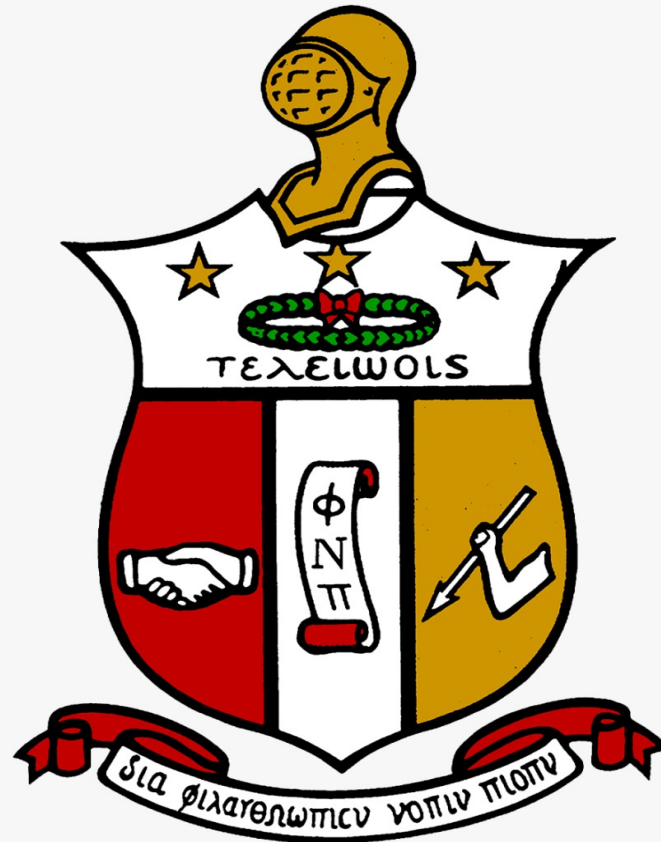


”Setting the Leadership Tone”

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“Your Chapter, Your Vision”





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*Setting the tone
— through our actions, words and energy —
shapes what's possible.*

**The Importance
of Tone in
Leadership**

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Introduction:

Brothers, as leaders within Kappa Alpha Psi,

- ❖ You are the torchbearers of our Fraternity's legacy
- ❖ You are entrusted with the responsibility of guiding our chapters towards excellence."

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Historical Context: Reflecting on the Leadership of Our Founders

- ❖ Let's reflect on the legacy of the ten visionary Founders of Kappa Alpha Psi, who laid the groundwork for what has become a Brotherhood of Distinction. In 1911, on the campus of Indiana University, these men faced the harsh realities of racial discrimination, yet they chose to lead with courage and conviction.
- ❖ Their vision was not just to create a Fraternity but to build an institution dedicated to the highest ideals of achievement, in every field of human endeavor. This leadership model, born out of necessity and resilience, has shaped the very essence of our Fraternity.

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Reflecting on the Leadership of Our Founders (Cont'd)

- ❖ Our Founders demonstrated foresight by establishing a Fraternity that would serve as a beacon of leadership and excellence for generations to come.
- ❖ They understood that the strength of Kappa Alpha Psi would lie not only in its traditions but also in its ability to adapt, innovate, and lead in the face of challenges. Their leadership was characterized by a deep commitment to service, excellence, and brotherhood—values that continue to guide us today.

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Current Relevance: The Impact of Leadership on Our Chapters and Province

- ❖ Today, the principles our Founders championed are more relevant than ever. Strong leadership within our chapters and Province is the lifeblood of Kappa Alpha Psi.
- ❖ It is the engine that drives our initiatives, fosters growth, and ensures that we remain true to our mission.
- ❖ When we, as leaders, embody the values of our Fraternity, we create a ripple effect that empowers our brothers, strengthens our chapters, and enhances our influence within the community.

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Current Relevance: The Impact of Leadership on Our Chapters and Province

- ❖ **Leadership** - is not just about holding a title; it is about taking responsibility for the collective success of our Fraternity. The decisions we make, the strategies we implement, and the way we inspire our brothers all contribute to the overall health and vibrancy of Kappa Alpha Psi.
- ❖ **Effective leadership** at the chapter and Province levels ensures that we continue to attract and develop men of achievement, uphold our standards, and expand our impact.

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21 Qualities of a Good Leader

- ✓ Accountability
- ✓ Agility
- ✓ Collaborative
- ✓ Communication
- ✓ Confidence
- ✓ Courageous
- ✓ Creativity
- ✓ Delegation
- ✓ Empathy
- ✓ Empowerment
- ✓ Honesty
- ✓ Humility
- ✓ Influence
- ✓ Growth Mindset
- ✓ Passion
- ✓ Problem-solving
- ✓ Resilience
- ✓ Respect
- ✓ Self-awareness
- ✓ Trust
- ✓ Vulnerability

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Leadership Qualities:

Integrity, Vision, Accountability, and Empathy

To lead effectively in Kappa Alpha Psi, we must embody these certain key qualities.

Integrity is the cornerstone of leadership; it requires us to act with honesty, fairness, and consistency in all our dealings. A leader with integrity earns the trust and respect of his brothers, which is essential for fostering unity and cooperation.

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Leadership Qualities:

Integrity, Vision, Accountability, and Empathy

Vision is what sets great leaders apart. It is the ability to see beyond the present and imagine what the future could be. Leaders with vision inspire others to strive for excellence and to work towards common goals. They are the architects of change, guiding their chapters and the Province towards new heights.

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Leadership Qualities:

Integrity, Vision, Accountability, and Empathy

Accountability is about taking ownership of our actions and their outcomes. As leaders, we must hold ourselves and our brothers to the highest standards. This means being transparent in our decisions, admitting when we are wrong, and being willing to make tough choices for the greater good of the Fraternity.

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Leadership Qualities:

Integrity, Vision, Accountability, and Empathy

Finally, **empathy** is a crucial but often overlooked quality of leadership. Understanding and relating to the experiences and emotions of others allows us to build strong, supportive relationships within our chapters. Empathetic Kappa leaders are better equipped to resolve conflicts, motivate their brothers, and create an environment where everyone feels valued and included.

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10 Bad Leadership Qualities

- 1 Lack of Expertise
- 2 Poor Communication
- 3 Poor Observational Skills
- 4 Procrastination
- 5 Poor Time Management
- 6 No Empathy
- 7 Favoritism
- 8 Boasting
- 9 Ignoring Team Engagement
- 10 Perfectionism

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"Effective leadership is the cornerstone of our Fraternity's success. By embodying these qualities, we can inspire our brothers, foster unity, and drive positive change within our communities."

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**It's time for a
discussion.**



Brief Discussion on the Role of Leadership in Achieving the Fraternity's Mission and Values (5 minutes)

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◦ 3 Discussion Points:

- **Mission Alignment:** How can we, as leaders, ensure that our chapter activities and initiatives align with Kappa Alpha Psi's mission and values?
- **Engagement and Inspiration:** What strategies can we employ to engage our members and inspire them to contribute actively to the Fraternity's goals?
- **Overcoming Challenges:** What are some common leadership challenges we face, and how can we address them effectively?



The Ongoing Practice of Mission Alignment



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Mission Alignment:

- **Discussion 1:** "How can we, as leaders, ensure that our chapter activities and initiatives align with Kappa Alpha Psi's mission and values?"
- **Example:**
 - **Imagine a chapter that consistently incorporates the Fraternity's motto,** "Achievement in Every Field of Human Endeavor," into their programming. By hosting educational workshops, mentorship initiatives, community service projects, effective fundraising and leadership seminars, the chapter not only aligns with the Fraternity's mission but also fosters an environment where members are encouraged to strive for excellence in all aspects of life.
 - **Outcome:** Higher member retention, increased community impact, etc. and possible recognition from both the Province and National levels



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Engagement and Inspiration:

- **Discussion 2:** "What strategies can we employ to engage our members and inspire them to contribute actively to the Fraternity's goals?"
- **Example:** A chapter that implemented a mentorship program saw a significant increase in member engagement. By pairing new members with seasoned brothers, the chapter created a strong support system that motivated members to get involved in chapter activities. The mentorship program not only strengthened brotherhood but also provided a platform for personal and professional growth, inspiring members to take on leadership roles and contribute meaningfully to the chapter's success.



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Overcoming Challenges:

- **Discussion 3:** "What are some common leadership challenges we face, and how can we address them effectively?"
- **Example:** A chapter struggling with internal conflicts adopted a conflict resolution framework that emphasized open communication and mutual respect. The leadership team facilitated workshops on conflict management and provided members with tools to address disagreements constructively. As a result, the chapter experienced a reduction in conflicts, improved collaboration, and a stronger sense of unity, allowing them to focus on their shared goals and achieve greater success together.

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- As we move forward, let's commit to being the leaders who not only envision the future but also take actionable steps to realize it.
- Together, we can uphold the legacy of Kappa Alpha Psi and propel our Fraternity to greater heights.



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Leadership Roles and Responsibilities

**Brother Kelvin L. Sims, Sr.
Province Keeper of Exchequer**

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2024 – 2025 Certification Fees

	UG	Alumni
CRWLC Registration	\$ 200.00	\$ 475.00
Kappa Foundation	\$ 50.00	\$ 100.00
NEP Scholarship	\$ 50.00	\$ 50.00
Province Council Registration	\$ 260.00	\$ 320.00
Subtotal	\$ 560.00	\$ 945.00
Province Dues	None	\$40 per Bro.

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2024 – 2025 MTA Fees

	IHQ	Total NEP	Total
Freshman	1,250.00	950.00	2,200.00
Sophomore	1,175.00	940.00	2,115.00
Junior	1,070.00	930.00	2,000.00
Senior	1,070.00	930.00	2,000.00
Alumni	1,420.00	1,050.00	2,470.00
		Chapter Fee	150.00

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Section 2. The Polemarch shall be the official head of a chapter. He shall:

- A. **Preside** at its meetings and have general supervision of its affairs
- B. **Appoint all committees** not otherwise provided for by law
- C. Have the **power to call special or extra meetings** when he considers it necessary, provided, each member of the chapter shall be notified in writing at least five days in advance of such meetings
- D. See that the officers of a chapter discharge their duties faithfully, impartially, accurately, and promptly
- E. **Enforce strict observance** of the laws and policies of the Fraternity
- F. **Sign all warrants** for the payment of money authorized by a chapter
- G. **Perform such other duties** imposed upon him by law

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- CEO of the Chapter
 - Sets the vision and goals
 - Appoints the Committee Chairmen
 - Signs legal documents
 - Conflict management
- Member of The Board of Directors
- Represents the chapter in public
- Mentors the Vice Polemarch
- Perform other duties authorized by the Polemarch

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Section 3. The Vice Polemarch shall **perform the duties of the Polemarch** when the Polemarch is absent or otherwise unable to serve and perform such other duties as may be required of him.

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- COO of the Chapter
 - Carry out the duties of the Polemarch in his absent
 - Drives the vision and goals
 - Oversee the Committee Chairmen
 - Polemarch “Right Hand Man”
- Member of The Board of Directors
- Absorb knowledge from the Polemarch
- Perform other duties authorized by the Polemarch

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Section 4. The Keeper of Records shall:

- A. Keep an accurate and complete account** of all records and transactions of a chapter
- B. Conduct correspondence**
- C. Maintain dated records** of deaths and other separations
- D. Submit promptly and accurately all reports** required of him by the Grand Board, the Executive Committee, the Grand Polemarch, and the Province Polemarch of jurisdiction
- E. Maintain file copies** of Confidential Bulletins and of such other releases issued from the International Headquarters office
- F. Keep his records and accounts in a permanent retrieval system** in such form as may be prescribed by law
- G. Sign all warrants** authorizing payments by his chapter
- H. Perform such other duties** as his chapter, the delegates to a Council, or the members of the Grand Chapter may impose upon him

Constitution and Statues Article XXX – Chapter Officers

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The books of the Keeper of Records shall be available for inspection at all times by:

- I. The chapter with which he is identified
- J. The undergraduate chapter alumni advisors
- K. The Province Polemarch of jurisdiction
- L. The Grand Polemarch
- M. The Executive Committee or its duly appointed representative
- N. Such persons as the members of the Grand Chapter or the Grand Board may designate

Constitution and Statues Article XXX – Chapter Officers

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- Secretary of the Chapter
 - Sends meeting notices and information
 - Record minutes of meetings
 - Manage the retention of official Chapter documents
 - Submits all Chapter Officers Report
 - Submits Chapter Insurance Checklist
 - Manages the PO Box
 - Responsible for any Roll Calls
 - Trains the Assistant Keeper of Records
 - Member of The Board of Directors
 - Perform other duties authorized by the Polemarch

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Section 6. The Keeper of Exchequer shall have the **care and custody of all money** of a chapter. He shall **pay out money only upon warrants** authorized by a chapter and signed by the Polemarch and the Keeper of Records. He shall keep a **true and accurate account of all receipts and disbursements** of his office in a permanent retrieval system suitable for the purpose. His books and records shall be **open for inspection at all times** by:

- A. The chapter with which he is identified
- B. The undergraduate chapter alumni advisors
- C. The Province Polemarch of jurisdiction
- D. The Grand Polemarch
- E. The Executive Committee or its duly appointed representative
- F. Such persons as the members of the Grand Chapter or the Grand Board may designate

He shall perform such other duties as may be required of him.

Constitution and Statues Article XXX – Chapter Officers

Kappa Alpha Psi Fraternity, Inc.®



- Treasurer of the Chapter
 - Responsible for the financial records of the Chapter
 - Receives and deposit all monies for the Chapter
 - Pay out all monies for the Chapter
 - Manage the annual budgets
 - Trains the Assistant Keeper of Exchequer
 - Member of The Board of Directors
 - Perform other duties authorized by the Polemarch

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Section 11. The Board of Directors of each chapter shall be composed of at **least seven members but no more than nine members, four of whom shall be the Polemarch, Vice Polemarch, Keeper of Records and Keeper of Exchequer**, provided that the offices of Keeper of Records and Keeper of Exchequer may be combined at the discretion of the chapter. The **other members who hold no other office** shall be elected from the floor. The Board of Directors shall **represent the chapter in all legal matters** when authorized by the chapter and shall perform such other related duties as may be required of them.

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Board of Directors

- Eyes and Ears of the Chapter
 - The Wisemen for the Polemarch
 - Mentor the Polemarch when needed
 - Middleman between the Polemarch and members
 - Know and understand your chapters needs
 - Mentor when needed
 - Member of The Board of Directors
 - Represent the chapter in all legal matters when authorized
 - Perform other duties authorized by the Polemarch

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Q & A

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Backup

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Section 7. The Historian shall **collect, compile, and preserve historical and biographical data** for his chapter and shall **submit such data** when requested of him to the Grand Historian. He shall maintain file copies of all Kappa Alpha Psi Journals and evidence of individual or chapter achievements. He shall **prepare a chapter history**.

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Historian

- Knowledge of the Chapter
- Writes the history of the Chapter
- Communication skills
 - Where everyone knows your name...
- Research skills
- Perform other duties authorized by the Polemarch

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Section 8. The Strategus shall have **charge of approaches to the meeting room** when the chapter is in session. He shall **preserve order and decorum**, taking care that only members enter or retire without permission, and perform such other related duties as may be required of him.

Section 9. The Lieutenant Strategus shall **assist the Strategus** in the performance of his duty; act for him in his absence; and perform such other related duties as may be required of him.

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- Sergeant at Arms (similar) of the Chapter
 - Man the doors
 - No one enters or leaves during ceremonies
 - Collects rituals and medallions
 - “Brother Polemarch, all is now ready for the adjournment of our clan.”
 - Trains the Lt. Strategus
- Perform other duties authorized by the Polemarch

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Section 10. The Reporter shall **forward to the Kappa Alpha Psi Journal** news items and other items for publishing in such form and at such times as indicated. He shall be elected because of his peculiar fitness to perform the duties of his office.

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Reporter

- Writes articles for the Kappa Alpha Psi Journal
- Attend Chapter and none chapter events
- Communication (writing) skills
- Perform other duties authorized by the Polemarch



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Vision & Goal Setting

**GOAL SETTING
WITH VISION**



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SWOT ANALYSIS





A SWOT analysis is a tried-and-true method businesses use to identify internal strengths and weaknesses and external opportunities and threats. The assessment is included in any business or marketing plan worth its salt because it provides critical information needed to create a strategic plan for growth.

A SWOT can help you better understand how to play to your strengths and manage your weaknesses, as well as uncover opportunities for growth and eliminate threats that could keep you from moving forward.

Brief overview of the four components of the SWOT analysis:

- ❖ **Strengths:** Internal attributes and resources that support successful outcomes.
- ❖ **Weaknesses:** Internal factors that could hinder progress or performance.
- ❖ **Opportunities:** External factors that the Fraternity can capitalize on for growth and success.
- ❖ **Threats:** External challenges or risks that could impact the province's goals.

A SWOT analysis diagram with four quadrants. The top-left quadrant is green and labeled 'S' for Strengths. The top-right quadrant is blue and labeled 'O' for Opportunities. The bottom-left quadrant is yellow and labeled 'W' for Weaknesses. The bottom-right quadrant is red and labeled 'T' for Threats. In the center, there is a red circle with a white swirl icon. Each quadrant contains a definition and a question.

S

Strengths are what your company does well and that you should build upon.

What do you want to build on?

O

Opportunities are external forces your organization is well positioned to act and benefit upon.

What do you want to capitalize on?



Weaknesses are internal barriers that limit or interfere with reaching your desired future state.

What do you need to shore up?

W

Threats are external forces or barriers that may prevent you from reaching your objectives.

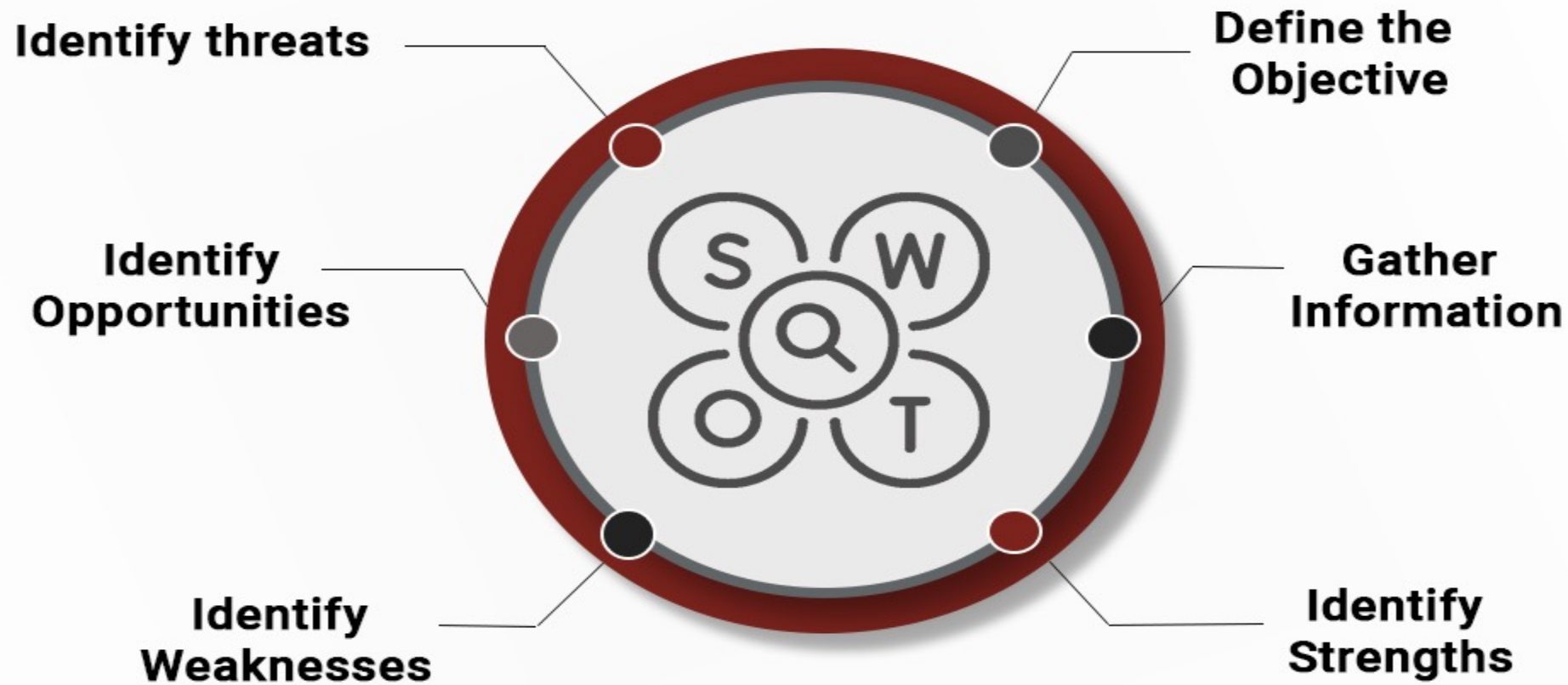
What do you need to mitigate?

T

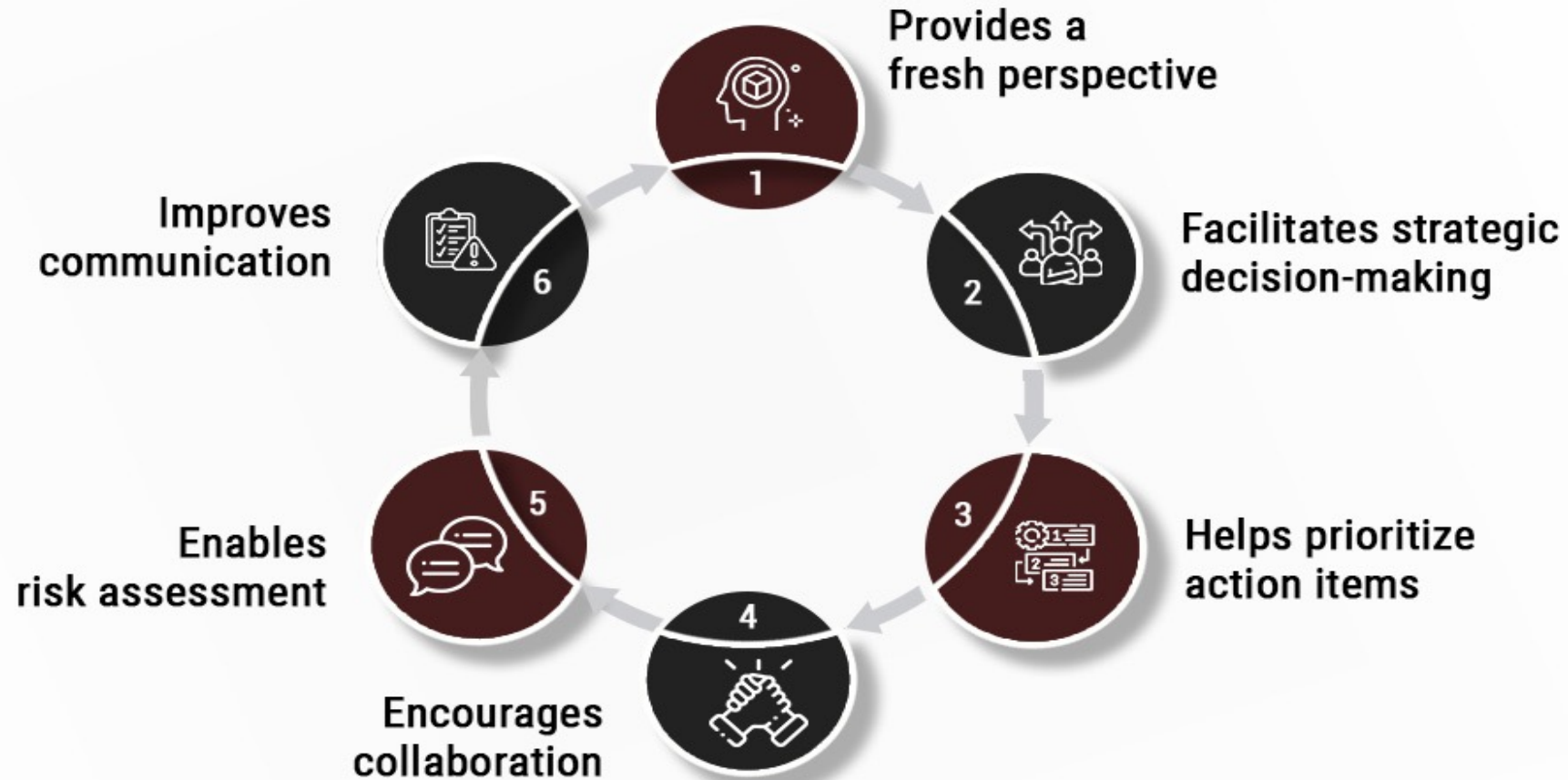
WHY IS A SWOT ANALYSIS IMPORTANT



HOW TO CONDUCT A SWOT ANALYSIS?



6 BENEFITS OF CONDUCTING A SWOT ANALYSIS



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Examples of Effective Goals

- ❖ **Increase chapter membership by 30% within the next year.**
- ❖ **Implement 1 community service project per month.**
- ❖ **Achieve an 80% attendance rate at chapter meetings.**
- ❖ **Raise \$25K in Fundraising at our Annual Gala**

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Interactive Goal-Setting Exercise

- ❖ **Activity:** Polemarchs to write down **3** goals they have for their chapter. (1 minute)
- ❖ **Sharing:** Few volunteers share their goals with the group. (**5 minutes**)
- ❖ **Feedback:** Provide constructive feedback and suggestions for refining the goals.



Brainstorming



**Set a time
limit**



**Target a
problem/goal**



**No judgment
or criticism**



**Encourage
all ideas**



**Aim for
quantity**



**Build on
ideas**



Stay visual



**Allow one
conversation
at a time**

Breakout Groups to Brainstorm and Outline Specific, Achievable Goals









- **Formation of Breakout Groups (2 minutes):**
 - Divide the participants into 5 Cohort groups
 - Assign a facilitator, recorder, timekeeper and a presenter to each group to guide the discussion.
- **Brainstorming Session (3 minutes):**
 - **Task:** Each group brainstorms specific, achievable one BIG goal for their chapters.
 - **Focus Areas Examples:**
 - Membership growth
 - Community service
 - Academic excellence – UG (Advisors)
 - Fundraising initiatives
 - **Documentation:** Groups document their goals on provided worksheets.



KAPPA ALPHA PSI FRATERNITY, INC.

2021-2025 Strategic Plan

2021-2025 Strategic Plan Focus Areas

 <p>UNDERGRADUATE GROWTH & DEVELOPMENT</p>	<p>Coordinated strategic effort to support Kappa Alpha Psi's collegiate demographic by empowering academic achievement; expanding the fraternity's college footprint; providing training opportunities and creating pipelines for effective professional transition.</p>
 <p>BRAND MANAGEMENT</p>	<p>Create a well-defined brand identity and effective brand strategy that creates consistency across various touchpoints, elevating the brand and increasing the value of Kappa Alpha Psi.</p>
 <p>FINANCES</p>	<p>The development of strategies that increase the financial viability; implementation of policies and procedures that ensure fiscal responsibility and integrity in operation and the identification of additional streams of revenue generation.</p>
 <p>GUIDE RIGHT</p>	<p>Enhance the current set and diversify the variety of program offerings under the fraternity's youth training umbrella for maximum and desired generational impact.</p>
 <p>INFRASTRUCTURE & OPERATIONS</p>	<p>Address the needs that support the mission, objectives and goals that lead to organizational success, including IHQ; institutional sustainability; organizational effectiveness; operational excellence and continuous improvement.</p>
 <p>MEMBERSHIP SERVICES</p>	<p>Increase the offerings and improve the systems, processes and services that facilitate a great member experience; increase membership engagement and retention and strengthens the bond of fraternity.</p>
 <p>ORGANIZATIONAL CULTURE</p>	<p>Clearly define the shared set of organizational beliefs, ideologies, and values (supported by structure and strategy) that guide the thought, action, morale, commitment and behavior of the fraternity membership.</p>
 <p>TRAINING FOR LEADERSHIP</p>	<p>To develop, enhance and or expand opportunities for personal growth, professional development and life readiness whether for the purposes of an internal, external, youth or adult audience.</p>

Top 10 Challenges

1. Membership- 3R's: Retention, Reclamation, Recruitment (MTA)
2. Fundraising, Financial Management & Sustainability
3. Leadership mentorship, training & Succession Planning
4. Engagement and Participation
5. Effective Communication – Information flow
6. Aligning Chapter Goals with IHQ & Province Objectives
7. Branding, Promotions & Marketing
8. Balancing Tradition and Innovation
9. Utilizing Technology for Chapter Growth – CRM, LMS/CMS, Autopay, Mailchimp, invoicing
10. Sustaining Engagement Beyond Graduation

Part 2 (7 minutes):

❖ **Develop Action Steps:** Groups outline specific actions needed to achieve their assigned strategic goal.

Each action should include:

- ❖ Description of the action.
- ❖ Assigned responsible parties.
- ❖ Required resources.
- ❖ Potential challenges and solutions.

❖ **Set Milestones:** Groups determine key milestones for each action, specifying what needs to be achieved by when. Milestones should be:

- ❖ Specific
- ❖ Measurable
- ❖ Achievable
- ❖ Relevant
- ❖ Time-bound (SMART)

- **NEP Executive team will circulate** among the groups to provide guidance, answer questions, and encourage active participation.
- **Each group stays focused on task**, and that all members contribute to the discussion.
- **Groups should write their ideas** on the flip charts and use sticky notes for additional thoughts or examples.

Group 1

Chapter Cohort 1: The Achievers

1. New Rochelle-White Plains (NY) Alumni
2. Hartford (CT) Alumni
3. Jersey City (NJ) Alumni
4. Norristown (PA) Alumni
5. Atlantic City (NJ) Alumni
6. Burlington-Camden (NJ) Alumni

Group 3

Chapter Cohort 3: The Visionaries

1. Trenton (NJ) Alumni
2. Brooklyn-Long Island (NY) Alumni
3. West Chester-Coatesville (PA) Alumni
4. Stamford (CT) Alumni
5. Boston (MA) Alumni
6. Maplewood-Oranges (NJ) Alumni
7. Chester (PA) Alumni

Group 5

Chapter Cohort 3: The Pioneers

1. Trenton (NJ) Alumni
2. Brooklyn-Long Island (NY) Alumni
3. West Chester-Coatesville (PA) Alumni
4. Stamford (CT) Alumni
5. Boston (MA) Alumni
6. Maplewood-Oranges (NJ) Alumni
7. Chester (PA) Alumni

Group 2

Chapter Cohort 2: The Pioneers

1. Philadelphia (PA) Alumni
2. Englewood/Teaneck (NJ) Alumni
3. Dover (DE) Alumni
4. Nassau-Suffolk (NY) Alumni
5. Springfield (MA) Alumni
6. New York (NY) Alumni
7. Newark (NJ) Alumni

Group 4

Chapter Cohort 4: The Trailblazers

1. Willingboro-Ft Dix-McGuire AFB (NJ) Alumni
2. Germany Alumni
3. Bronx (NY) Alumni
4. Abington-Ambler (PA) Alumni
5. Plainfield (NJ) Alumni
6. Albany (NY) Alumni
7. Montclair (NJ) Alumni



- **Each group to present their findings to the entire assembly, allowing 1 minute (Elevator Pitch) per group.**

- ❖ Exercise is all about overcoming challenges and leveraging strengths.
- ❖ Collective efforts will be required to turn the SWOT analysis into a roadmap for success.
- ❖ Stay committed to continuous improvement and innovation.

"To improve is to change; to be perfect is to change often." This analysis is not just an exercise but a pathway to transformation.

- ❖ **By identifying our strengths, we gain clarity on what empowers us. Our weaknesses reveal areas for growth, urging us to embrace change. Opportunities beckon us to innovate and expand, while threats highlight what we must overcome.**
- ❖ **Turn these insights into actionable goals. Collaboratively, we can build a strategic roadmap that propels us towards success. Stay committed to continuous improvement and innovation, for together, our potential is limitless.**
- ❖ **Leverage the collective efforts to transform shared vision of progress and excellence**



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STRATEGIC PLANNING





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Why Strategic Planning



Strategic Plan Hierarchy

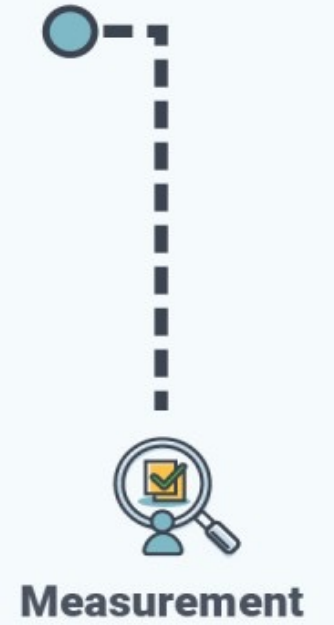
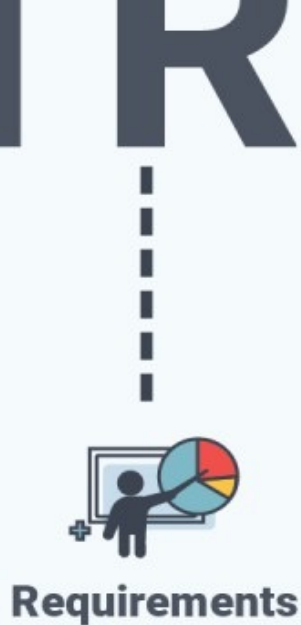
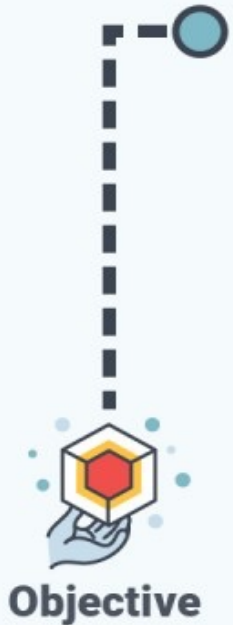




WHAT IS STRATEGY?



STRATEGY





Strategic Planning Process









- Internal data collection
- External data collection
- Board of Directors/Officers Pre- Planning meeting
- Grand Polemarch's Strategic Plan Overview
- Province Polemarch's Goals & Objectives in alignment with Strategic Plan
- Province, and Committee Operations
- Chapter Plans developed are aligned with Grand Polemarch's Strategic Plan
- Road to Kappa Conclave begins – 7/2025 Phoenix, AZ



KAPPA ALPHA PSI FRATERNITY, INC.

2021-2025 Strategic Plan

2021-2025 Strategic Plan Focus Areas

 UNDERGRADUATE GROWTH & DEVELOPMENT	Coordinated strategic effort to support Kappa Alpha Psi's collegiate demographic by empowering academic achievement; expanding the fraternity's college footprint; providing training opportunities and creating pipelines for effective professional transition.
 BRAND MANAGEMENT	Create a well-defined brand identity and effective brand strategy that creates consistency across various touchpoints, elevating the brand and increasing the value of Kappa Alpha Psi.
 FINANCES	The development of strategies that increase the financial viability; implementation of policies and procedures that ensure fiscal responsibility and integrity in operation and the identification of additional streams of revenue generation.
 GUIDE RIGHT	Enhance the current set and diversify the variety of program offerings under the fraternity's youth training umbrella for maximum and desired generational impact.
 INFRASTRUCTURE & OPERATIONS	Address the needs that support the mission, objectives and goals that lead to organizational success, including IHQ; institutional sustainability; organizational effectiveness; operational excellence and continuous improvement.
 MEMBERSHIP SERVICES	Increase the offerings and improve the systems, processes and services that facilitate a great member experience; increase membership engagement and retention and strengthens the bond of fraternity.
 ORGANIZATIONAL CULTURE	Clearly define the shared set of organizational beliefs, ideologies, and values (supported by structure and strategy) that guide the thought, action, morale, commitment and behavior of the fraternity membership.
 TRAINING FOR LEADERSHIP	To develop, enhance and or expand opportunities for personal growth, professional development and life readiness whether for the purposes of an internal, external, youth or adult audience.

Objective:

To collaboratively develop strategic goals and objectives that aligns with the Province's vision and goals, ensuring a successful, innovative, and effective fraternal year that is aligned with the Grand Polemarch's Strategic Plans

S

SPECIFIC



Make goals clear and **specific**.

M

MEASURABLE



Define **measurable** assets.

A

ATTAINABLE



Confirm your goals are **attainable**.

R

RELEVANT



Verify your goals are **relevant**.

T

TIME-BASED



Set up a **time-based** plan.



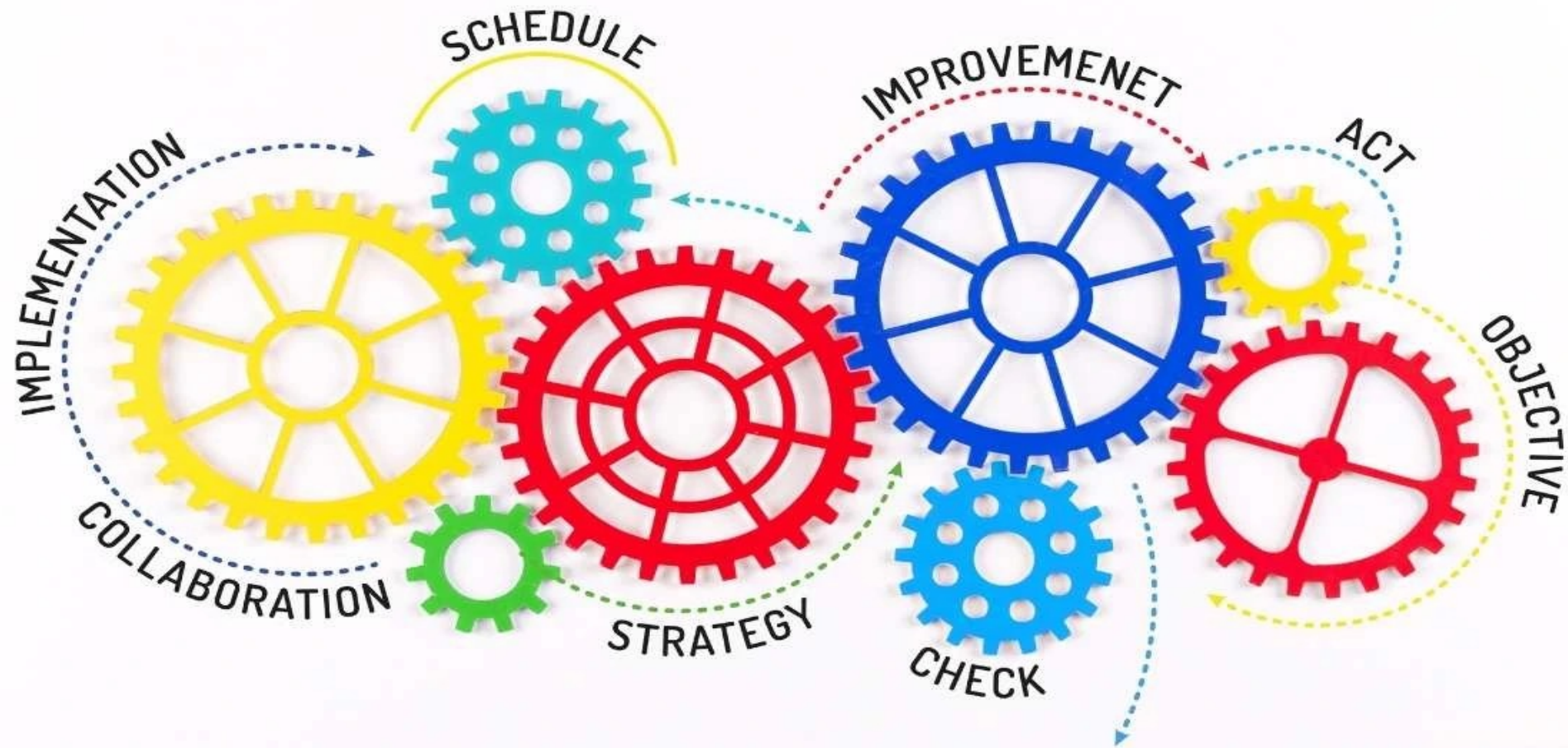
Strategic Goals and Plans

Strategic Goals

- Where the organization wants to be in the future
- Pertain to the organization as a whole

Strategic Plans

- Action Steps used to attain strategic goals
- Blueprint that defines the organizational activities and resource allocations
- Tends to be long term



Action Plan

- ❖ Further discussion on how to incorporate these insights into the strategic goals for the fraternal year.
- ❖ The importance of turning insights into actionable goals and strategies.

Prioritization and Consensus Building

- ❖ Discussion to prioritize the strategic goals and action plans presented.
- ❖ Use a voting or ranking system to determine which goals will be the primary focus for the fraternal year.
- ❖ Consensus on the most critical and impactful goals.



**ANY
QUESTIONS?**



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Effective Communication



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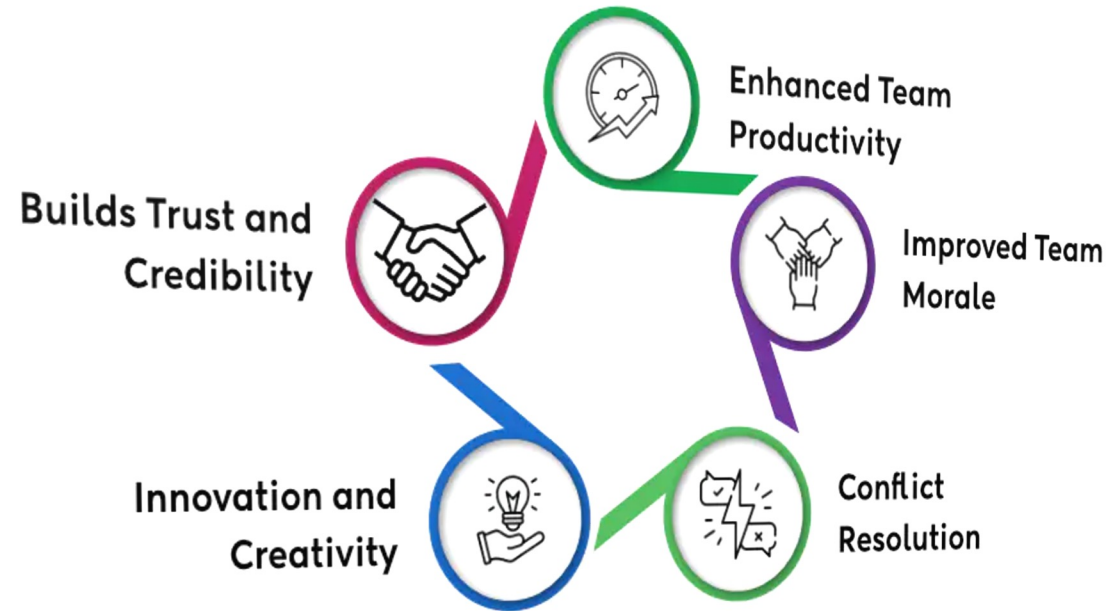
Principles of Effective Communication:

- ❖ **Active Listening:** Truly hear and understand the speaker before responding.
- ❖ **Clarity and Conciseness:** Communicate your message in a clear and straightforward manner.
- ❖ **Empathy:** Show understanding and consideration for others' perspectives.
- ❖ **Non-Verbal Communication:** Be mindful of body language, eye contact, and facial expressions.
- ❖ **Feedback:** Provide and solicit constructive feedback to enhance understanding and performance.

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Benefits of effective communication



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Strong Teams

The Foundation of our chapters' success.

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Key Dynamics of Team Building

- **Trust:** The bedrock of any successful team. Without trust, collaboration and open communication are stifled.
- **Communication:** Clear and open lines of communication ensure that everyone is on the same page and working towards common goals.
- **Diversity and Inclusion:** Embracing different perspectives and skills strengthens the team.
- **Shared Vision and Goals:** Aligning the team's efforts with clear, common objectives.
- **Accountability:** Holding each team member accountable for their contributions ensures progress and mutual respect.

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Copyrighted Material

To build a strong team, you must see someone else's strength as a complement to your weakness and not a threat to your position or authority.

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BUILD A TEAM SO STRONG THAT NO ONE CAN POINT OUT THE LEADER.

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- ❖ The strength of our Fraternity lies in the strength of our teams.
- ❖ Commit to building trust, fostering open communication, and working together towards our Fraternity's shared goals.

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“Leadership Styles and Adaptability”

**Derick Griffith
Deputy Chief of Staff**

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Are you a leader?

Do you lead people outside of the Fraternity?

What type of leadership style/s do you use?

What's the difference?

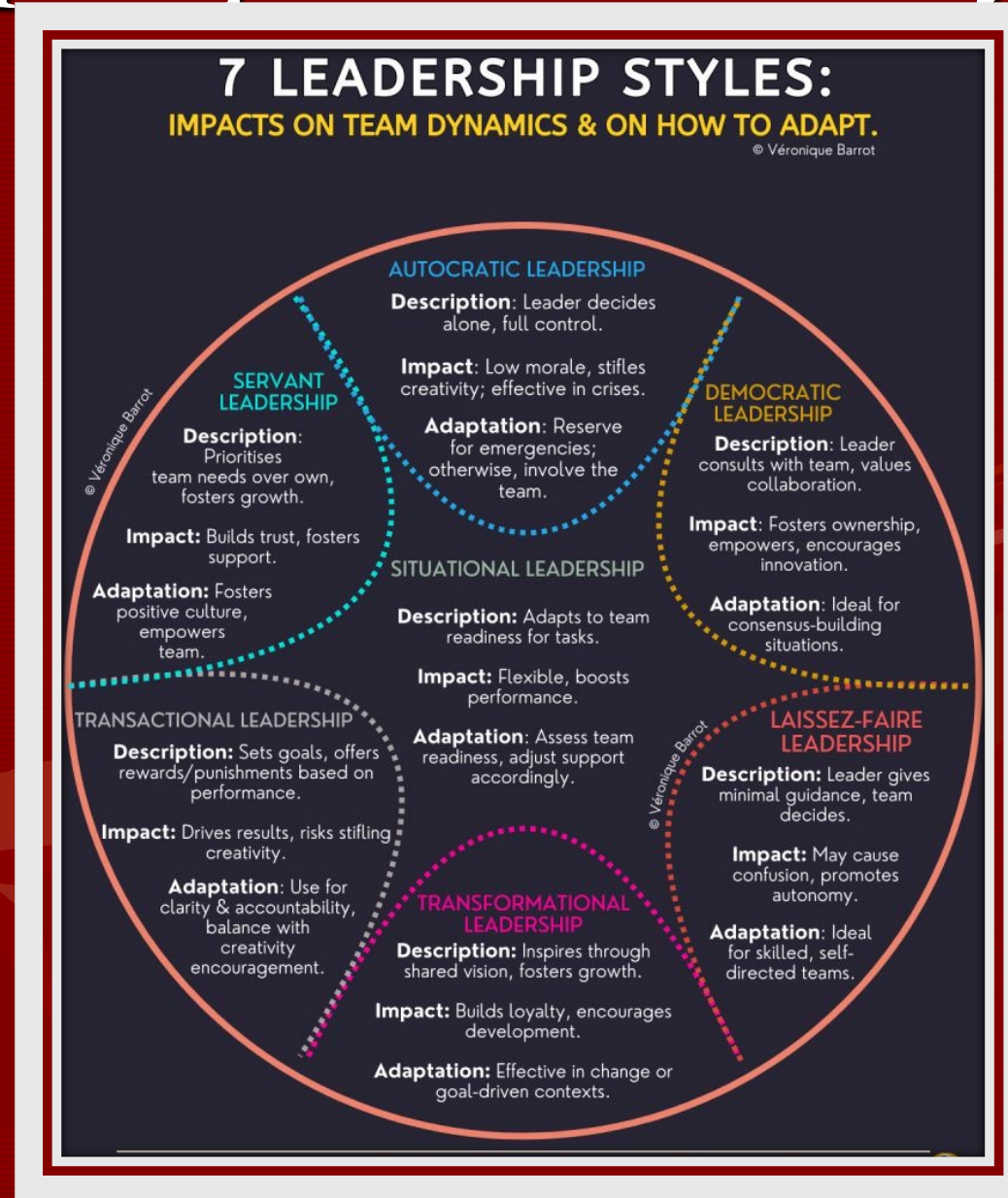
What are some of the characteristics of a successful leader?

“Great Leaders create more leaders, not followers”

Roy T. Bennett



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Leadership Styles

- The basic leadership styles: autocratic, democratic, delegative, situation, Transactional, and transformational. These leadership styles were established through research led by psychologist [Kurt Lewin](#).
- The initial three styles he encountered (authoritarian, democratic, and laissez-faire leadership) paved the way for more defined leadership theories into what we know today as the 7 basic ones above.
- **There are other Leadership style models and listing**

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- **Introduction**

- Understanding various leadership styles and knowing when to adapt them is crucial to our success. This session will explore different styles and how they impact our chapters.

- **Overview of the Session**

- We will discuss different leadership styles, their strengths and weaknesses, and how to adapt your style to different situations. We will also conduct a self-assessment to help you identify your predominant leadership style.

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Discussion on Various Leadership Styles and Their Impact (5 minutes)

- **Transformational Leadership:** Inspires and motivates followers through vision and passion.
- **Transactional Leadership:** Focuses on structure, rules, and rewards for performance.
- **Democratic Leadership:** Encourages participation and values group consensus.
- **Autocratic Leadership:** Makes decisions independently with little input from others.
- **Servant Leadership:** Prioritizes the needs of the team and helps them grow and perform.



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“Leadership Styles and adaptability”

**Pierre Oscar
Senior Province Vice Polemarch**

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- Let's discuss the leadership styles you have seen in your chapters. How do these styles impact your chapter's performance and morale?
- What are the benefits and challenges of each style?"

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○ Introduction to Self-Assessment (3 minutes)

- Now, we'll conduct a quick self-assessment to help you identify your predominant leadership style. This will give you insights into your strengths and perhaps areas for improvement.
- Later take time to reflect on your results. Understanding your leadership style is the first step towards effective leadership.

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Self-Assessment of Leadership Style Quiz



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Adapting Leadership Styles to Different Situations

- No single leadership style is effective in all situations. The best leaders know how to adapt their style based on the context and the needs of their team.
- Examples of when different leadership styles might be most effective (e.g., crisis situations may require autocratic leadership, while team-building efforts may benefit from democratic leadership).
- Understanding our leadership styles and learning to adapt them, we can lead our chapters more effectively and foster a positive, productive environment. Let's continue to develop our leadership skills and support each other in our journey.



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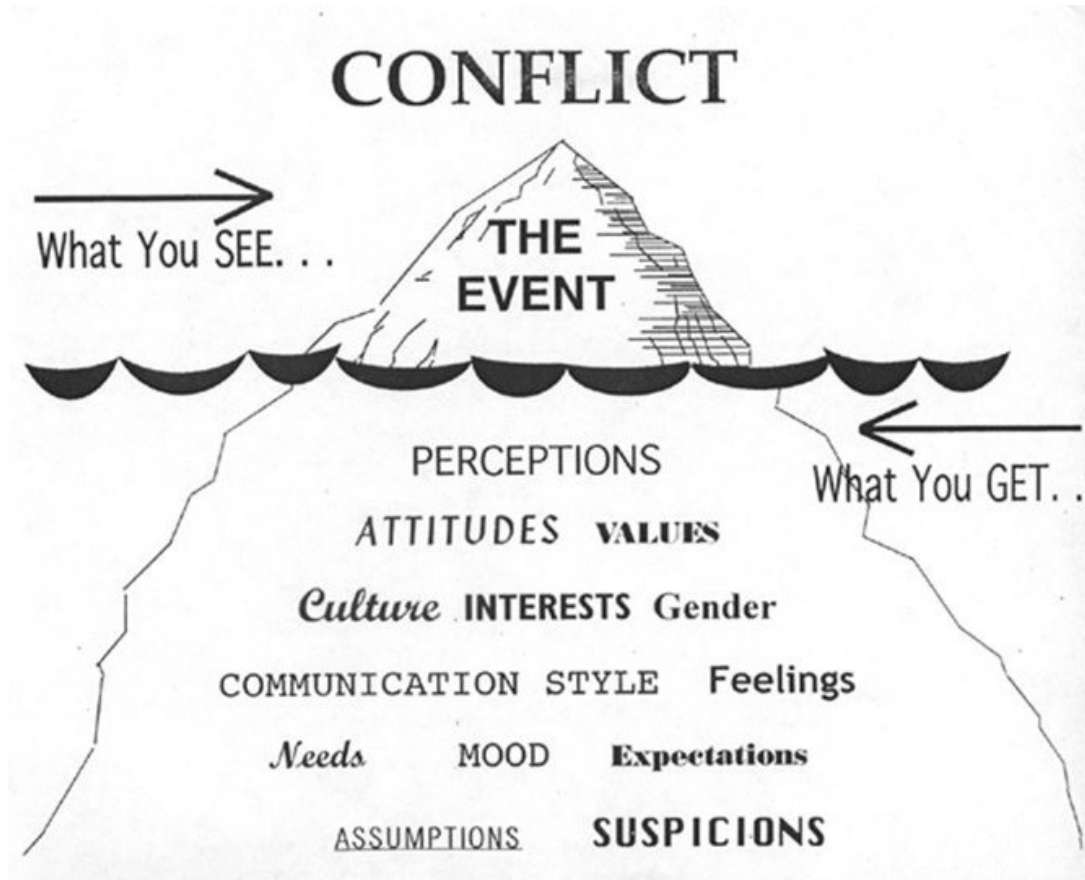
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Conflict Resolution & Decision Making

**Effective conflict resolution is important
in maintaining harmony and productivity within chapters.**

- **Additionally, effective decision-making is key to leadership.**
- **Conflict is an inevitable part of any organization. How we handle it determines our success**
- **We will explore strategies for resolving conflicts within our chapters and analyze a case study on decision-making in leadership."**

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Awareness of Interconnection

(The potential to move above and beyond the conflict,
to have genuine empathy for others.)

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Assertiveness



Mediation



Empathy

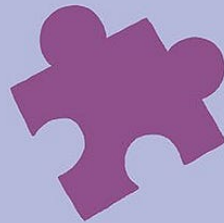


Facilitation

Conflict Resolution Skills



Interviewing & active listening



Creative problem-solving



Accountability

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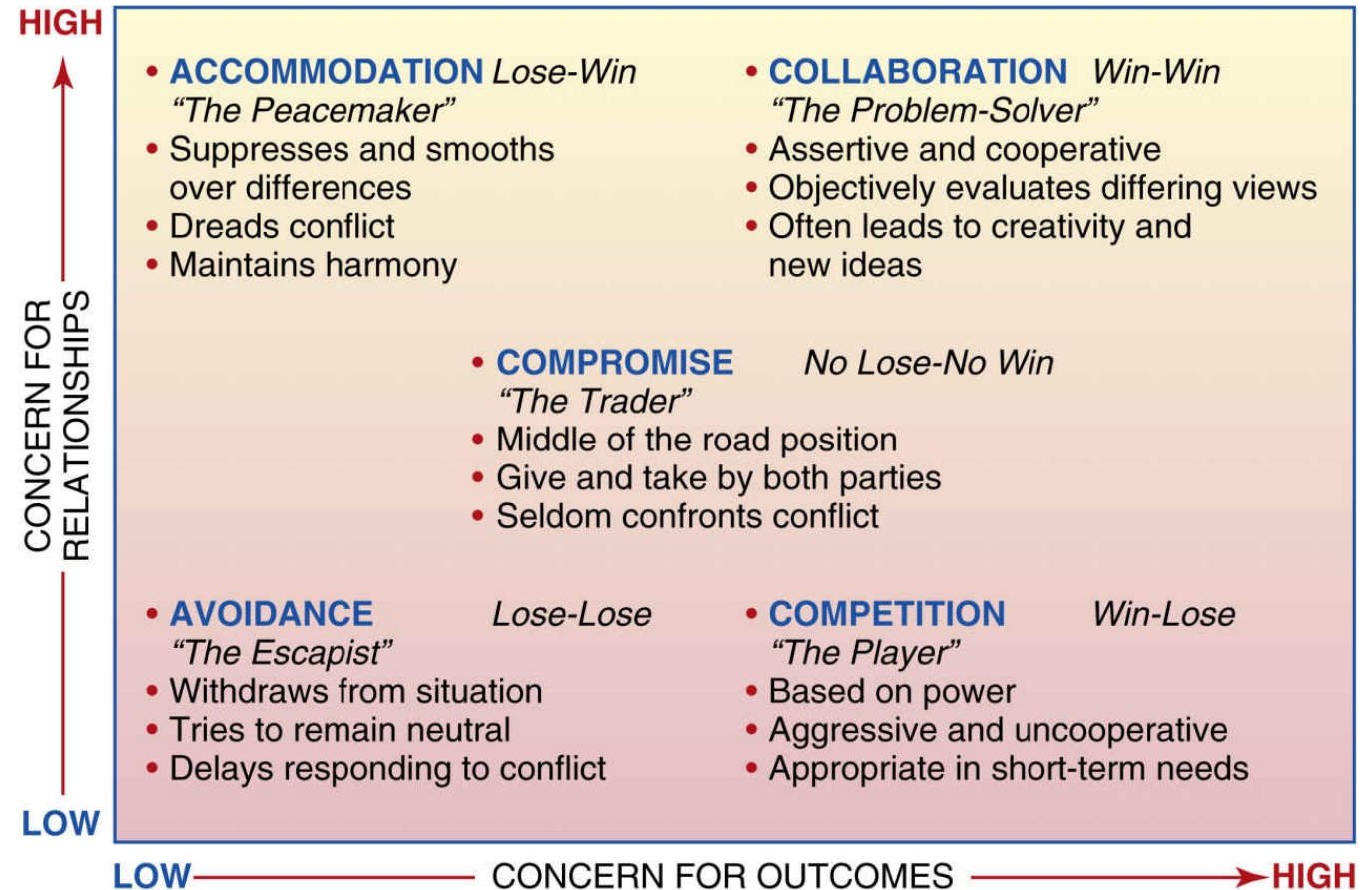
Conflict Resolution Skills (10 minutes):

- **Active Listening:** Importance of listening to understand all perspectives.
- **Empathy:** To understand the emotions and viewpoints of others.
- **Communication:** Open and honest communication to address issues directly.
- **Mediation:** Introduce mediation techniques to facilitate resolutions.
- **Finding Common Ground:** Identifying shared goals or interests that can help to bridge differences.

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Conflict Resolution Styles or approaches



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**It's time for a
discussion.**

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Interactive Discussion (5 minutes):

- Share your experiences with conflict and how you resolved them.

Role Play Interactive Exercise:

A brief role-play exercise where you practice these strategies in a hypothetical conflict scenario.

Scenario: Present a common conflict scenario within a chapter, such as disagreements over event planning or budget allocation.

Role-Play: Divide participants into small groups and assign roles (e.g., conflicting parties, mediator). Allow them to practice resolving the conflict using the discussed strategies.

Debrief: Reconvene and discuss what strategies were effective and what could be improved.



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Decision Making



Effective decision-making is at the heart of strong leadership. The decisions we make can significantly impact our chapter's success and the experiences of our members."

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7 STEPS TO EFFECTIVE DECISION MAKING

Decision making is the process of making choices by identifying a decision, gathering information, and assessing alternative resolutions.

Using a step-by-step decision-making process can help you make more deliberate, thoughtful decisions by organizing relevant information and defining alternatives. This approach increases the chances that you will choose the most satisfying alternative possible.



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Leading with
Integrity

How to lead with your head held high!

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“**INTEGRITY,**
THE CHOICE BETWEEN
WHAT'S CONVENIENT
AND WHAT'S RIGHT.”

-Tony Dungy, *Uncommon*

May I stress the need for courageous, intelligent, and dedicated leadership... Leaders of sound integrity. Leaders not in love with publicity, but in love with justice. Leaders not in love with money, but in love with humanity. Leaders who can subject their particular egos to the greatness of the cause.

— *Martin Luther King* —

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Reasons why integrity in leadership is important

Building Trust

Leaders with integrity create an atmosphere of trust within their teams and organizations.



Inspiring Confidence

Integrity in leadership inspires confidence and followership.



Driving Ethical Behavior

Leaders set the tone for ethical conduct within organizations.



Enhancing Reputation

Organizations led by leaders with integrity tend to have a positive reputation in the marketplace.



Nurturing Long-Term Success

By prioritizing ethical considerations, leaders make sound and responsible decisions that contribute to the long-term growth and viability of the organization.



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KEY COMPONENTS OF INTEGRITY IN LEADERSHIP

1. Honesty

Leaders with integrity make a conscious effort to be sincere and authentic at all times.

2. Fairness

Leaders with integrity are fair and just in their dealings with others.

3. Responsibility

Leaders with integrity take responsibility for their actions and decisions.

4. Consistency

Leaders with integrity act in a consistent manner, aligning their actions with their values and principles.

5. Courage

Leaders with integrity have the guts to do and stand up for what they believe in.





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**“Your Chapter, Your Vision”
THANK YOU**

**Brother Pierre Oscar
Senior Province Vice Polemarch**



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For the Good of the Province

Brother Miles McMikle

Junior Province Vice Polemarch

Brother Pierre Oscar

Senior Province Vice Polemarch



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SWOT Results

Stefan Roberts Chief of Staff

Derick Griffith Deputy Chief of Staff



A SWOT analysis is a tried-and-true method businesses use to identify internal strengths and weaknesses and external opportunities and threats. The assessment is included in any business or marketing plan worth its salt because it provides critical information needed to create a strategic plan for growth.

A SWOT can help you better understand how to play to your strengths and manage your weaknesses, as well as uncover opportunities for growth and eliminate threats that could keep you from moving forward.

Strengths

- ❖ Relationships/Teamwork
- ❖ Leadership
- ❖ Experience
- ❖ Clear Mission
- ❖ Selfless Behaviors
- ❖ Strong collaboration of support from leadership

Weaknesses

- ❖ Reclamation
- ❖ Succession Planning
- ❖ Undergrad Engagement*
- ❖ Communication *
- ❖ Fundraising/Grants
- ❖ Technology*
- ❖ Protocol
- ❖ Undergrad Retention*

* Multiple responses

Opportunities

- ❖ Leveraging Technology and Social Media*
- ❖ Cohorts by occupation
- ❖ Networking within membership
- ❖ Partnerships between Alumni & Undergrad*
- ❖ Leveraging available talent
- ❖ Improve Communications*

* Multiple responses

Threats

- ❖ Expensive Footprint
- ❖ Renouncing & Denouncing of D9 Organizations
- ❖ Proper Vetting
- ❖ Dissemination of info at the chapter level
- ❖ Universities requiring a statutory minimum (PWI's)
- ❖ Conversion rates of Undergrad to Alumni*

* Multiple responses

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Action Items



Virtual Mentorship (Green)

- Creating a virtual resource hub
- Make workshops ongoing and standardized
- Align topics with Grand Chapter
- Eventually reaching certification
- MTA initiates setting assigned mentor
- Financial literacy, mental health and entrepreneurship
- “Kappademics” team setting (identify mentors)

Timeline

- Announce idea at Polemarch’s Roundtable (looking for mentors)
- By CRWLC have the framework of initiative ready
- Create a link to the hub on the new website
- Host rotation (Alumni Chapters switch hosting modules)
- Developing Promo Videos

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Communication (Black)

- ❖ Create cohorts of officers to share best practices and strengths
- ❖ Multi model training (recorded, in-person etc.)
- ❖ Digital/IT Transformation (Officer guidebooks, NEP website landing page for officers, SMS and/or weekly mailer)

Key Tasks

- Work on the Value proposition
- Give brothers jobs that align with their skills and passion
- Get brothers in the door and dues come afterwards

Action Items

Retention (Black)

- Targeted engagement activities that align with skillsets and interests
- Professional Cohorts/Phased Achievement Academy
 - Pilot Program of small groups
 - Expansion to large groups

Reclamation (Black)

- Regional Socials- 2024/2025
- HBCU Classic at Met Life Stadium
- Target 20% reclamation over the course of the year

Action Items

Undergrad Engagement (Red)

- Alumni and Undergrad joint meetings
- Undergrad forum to be held prior to CRWLC

Building Bridges

Province Awards

Dream Builders

Reclamation

- At least 1 event per semester
- Homecoming
- HBCU football game

Communication

- Push Social Media
- NEP “News Anchor” YouTube Channel

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Action Items



Interactive Heritage digital Archive

(Blue)

- - Milestone Highlights
- - Maintainable Website Hub
- - Include Highlights and Features
- - Chapter Submissions

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Roundtable Survey





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Closing Remarks

Ted Sanchious, Province Polemarch



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Final Roll Call

Jermaine Myrie, Province Keeper of Records



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Benediction

Bishop Eric D. Garnes, Province Chaplain