

**Most Worshipful Union Grand Lodge Foundation**

**Strategic and operational Plan**

OPM Strategic and operational Plan

Director’s Message .....1

Mission Statement .....2

Guiding Principles .....3

Strategic Objectives ..... 4

Operational Goals .....5

Program Evaluation and Implementation .....27

**Most Worshipful Union Grand Lodge Foundation, INC. (MWUGLF) INC**

Management’s Strategic and Operational Plan - The plan is designed to incorporate new goals associated with emerging issues and Program enhancement:

The Strategic and Operational Plan contains goals that are straightforward and transparent to the public, and are tied to a specific completion date. We will be held accountable for achieving these objectives. Working diligently, the MWUGLF Committee shall meet each of the 2019-2020 goals.

Incorporated in the 2018-2019 goals are improvements to the Historical or strategic plans included Electronic, Electrical Safety Systems Modernization and Improvement Project, expansion of our efforts involving youth recruitment and retention into adulthood through scholarships for college and technical trades. Finally we will improve state-wide data security, and closer coordination with the Business communities to produce human resources career ready.

The reader should view the document to the Strategic and Operational Plan. There is no deviation from the stated mission, guiding principles or strategic objectives. Goals in the original plan for decades are still operative, now joined by the contemporary leadership goals.

I invite you to visit the MWUGLF's website, [www.mwuglf.com](http://www.mwuglf.com), where goals, dates set to accomplish each one, and completion dates will be tracked by clicking on the Operational Goals Status button.

As the President's primary advisor on these capital issues, The Honorable Walter Gulley Jr remains committed to our principles, committed to our goals and committed to accomplishing our mission – to restore our Historical Landmark to the City within the city for African American pride.

Kathryn Crowell-Grate

Grant Administrator, Past Matron, Order of the Eastern Star, Retired School Principal  
Elementary School Principal

Director's Message

We accomplish our mission by

Provide leadership Training to all department heads and members who are looking to become leaders in the Craft and the Community.

Deliver human resources policies, products and services second to none in our State and throughout the country. Other states are now looking to emulate our model of educating our members and returning them to o their respective communities to holding agencies accountable for providing equal services to the African American communities focusing on the contributions of African Americans to building our State and our country.

MWUGL Foundation Strategic and operational Plan Addendum

We are committed to:

Guiding Principles of excellence

Promoting the ideals of public service

Championing the Stakeholder involvement

Achieving excellence in what we do

Advocating for innovative human resources practices for minorities

Attracting and developing the best people for employment throughout Florida

Preserving Historical sites important to the African American community and Educating the population with positive media in respect to African Americans

Encouraging professional development in our communities

Provide Opportunities for positive portrayal of African Americans in Florida

Spending taxpayer dollars to promote equity in the minority communities

Valuing our families

Being accountable for our actions positive or negative with a focus on the positive

O PM Strategic and operational Plan Addendum

Strategic Objectives

The Most Worshipful Union Grand Lodge will

Be focused on achieving agency goals

Have career opportunities, benefits and service delivery that compete successfully with other employers

MWUGL Foundation INC Lodges will

Be employers of choice

Be recognized as leaders in having exemplary human resources practices

The Foundation Management will

Be a model of performance for other Fraternal Organizations

Be a leader in the state private and professional community and have positive name recognition throughout Florida.

Have constructive and productive relationships with external stakeholders

Operational Goals\*

Strategic Objective

Foundation will be focused on achieving Fraternal and Foundational goals

Implement Results-oriented performance culture strategy by displaying our Artistic Exhibit during the 2019-2020 year.

Support Foundation requests to establish pay-for-performance demonstration projects throughout the strategic plan period.

Operational Goals

Strategic Objective

The Foundation will have career opportunities, benefits and service delivery that compete successfully with other employers and other organizations such as the United Way, Children's Coalition, etc.

MWUGL Foundation must Implement healthcare education information, technology initiatives, including price and quality transparency, and physical fitness throughout the Florida Jurisdiction.

Work with a marketing firm to develop marketing and implementation guidance for Lodges to maximize return on distance learning investments by October 1, 2020.

Produce educational video for

Leadership teams by April 1, 2020

MWUGLF will strengthen requirements for participation including making sure all stakeholders is involved in the efforts of community building and restoration of pride and commitment to the family which often cause a breakdown in the community leading to crime and violence.

Work with Workforce Connection to set targets for closing competency gaps for acquisition workforce by October 1, 2021.

Design and Implement 21st century hiring flexibility educational tools to assist hiring officials in meeting the needs of the workforce by hosting job fair/career day program to include community colleges by June 1, 2021

Obtain commitments from three additional agencies for collaboration and support of each other's objectives.

MWUGL Foundation will be a leader in social services to the minority and economically challenged neighborhoods without discrimination based on race, creed, color national origin or disability.

Finally, we would like to close the competency gaps in reading math science technology and engineering.

Conduct informational meetings with subordinate lodges department quarterly: January 2019; April 2019; July 1, 2019; and October 2019.

Use standard operating procedures for the entire Membership by August 1, 2020.

Create a Centralized Combined Campaign (CFC) database for the verification process that all CCC participating charities appear on the IRS Master File as tax-exempt, 501(c) (3) charities by July 1, 2021.

Develop method for routing and responding to general inquiry calls by June 1, 2021.

Convert current resource center to electronic web-based research capability by 2021

Develop and implement internal rotational/professional development program by Expanding the performance management of the Walter Gulley University of Instruction site by Implement Instructor The planning process was guided by the input of executives and senior leaders of the community who we tapped associates who formed an advisory group. The resultant plan is a tribute to their efforts and reflects their knowledge, expertise and dedication to the service of others

We also tapped into other resources for input, including United Way, FEMA, learning Coalitions and many other Foundations to ensure a continuation of services or an extension of services already being provided. We value our mission.

The reader should note that not all programs and activities are listed. However, these programs will remain subject to high level management attention to ensure their continued and successful

operation. Further, no future resource commitments have been extended to MWUGL Foundation respect to initiatives in the outside of this plan.

Finally, a word of caution – Please don't confuse our plan's brevity for an absence of dedication.

We are committed to our principles,

We accomplish our mission by

Providing human capital advice and leadership for the President of the

United States and Federal agencies

Delivering human resources policies, products and services

We are committed to

Guiding Principles

Promoting the ideals of public service

Championing the disadvantaged

Achieving excellence in what we do

Advocating for innovative community resources for the disadvantaged

Attracting and developing the best people for community service

Preserving Foundation merit system principles

Encouraging professional development and recognition opportunities

Spending taxpayer dollars wisely

Valuing our customers

Being accountable for our actions

Focus on achieving Foundation goals

Have career opportunities, benefits and service delivery that compete successfully with other employers

Be a model of performance for other Non-Profit Foundations

Be a leader in the human resources professional community and have positive name recognition outside

The Foundation;

Have constructive and productive relationships with external stakeholders' performance,

Review and assist, where needed, other subordinate entities ensuring performance appraisal systems focus on goal achievement by October 1, 2020

Report on performance-based services to the communities

Establish performance measurement criteria by July 1, 2020, and collect data for determination that MWUGL Foundation may implement beyond the Grand Lodge Foundation Historical Building to include all Historical Sites throughout Florida

#### Operational Goals

#### Strategic Objective

#### Professional Development

Issue a comprehensive catalog of Courses offered for professional development programs by October 1, 2021

By May 1, 2020, and June 1, 2020, respectively

Work with WGUOI to roll out a more targeted (by learning institution, profession) job fair process in 2020 and expand through strategic planning period Human Resources Leadership

501 C-3 organizations will be recognized as leaders in having exemplary human resources practices and services provided without the high administrative overhead because of the volunteer services our organization provides to the community

#### Accountability

Implement a human capital accountability system, including compliance with laws, rules, and regulations in accordance with Foundation and Grand Lodge Standards. Although the Foundation is separate from the Grand Lodge, Many services will overlap.

Employee Satisfaction and Development surveys

Implement performance elements and standards for all

Implement a professional development program for all Board and Committee members by October 1, 2020

Implement an employee-volunteer recognition program at MWUGL Foundation by July 1, 2020

Develop a group employee incentive program for the for Talent Services by October 1, 2020

Develop new common services methodology by July 1, 2020; implement by October 1, 2020)

Issue new internal control guidelines by July 1, 2020 using generally accepted Accounting Principles

## **Operational Goals**

### **Communication**

Redesign the Foundation website by July 1, 2019 Redesign the Facebook Page by Jul 1, 2019

## **Operational Goals**

### **Strategic Objective**

University Instructors will be models of performance for other Fraternities private and Public

Implement a plan to increase public awareness of professional development opportunities in the University of Instruction

## **Research**

Host and lead a forum, including private sector, government sector thought leaders, for exploring innovative resources each year

## **Operational Goals**

### **Strategic Objective**

The Most Worshipful Union Grand Lodge Foundation will be servicing the needs of our communities providing resources along with the professional community and will have positive name recognition outside the Foundation walls

Acknowledge receipt of all inquiries within 24 hours by July 1, 2021

Identify at least one initiative per year to partner with and implement beginning in 2020

### **Media**

Respond to routine inquiries within two hours 95% of the time Hold Director media briefings at least twice a year)

## **Organization Structure**

Management Services Division - will have constructive and productive relationships

With external stakeholders in the form of collaborative agreements

Board of Directors for the Most Worshipful Union Grand Lodge Foundation

### **Accountability Division**

Most Worshipful Grand Master 18<sup>th</sup> Most Worshipful Grand Master- The Honorable Walter Gulley Jr.

Most Worship Union Grand Lodge Officers

Office of Communications and Public Relations- Liaison

Office of the President Gerald McKenzie

Products and Services

Leadership and policy guidance on personnel management issues for the Foundation

Completion of 100% of all background investigations on all volunteers and staff

Direction, policy guidance and technical assistance to agencies regarding the recruiting, selection, development of good stakeholders

Assessment of services, for compliance with current laws, regulations and policies

Collection and dissemination of information, including administration of human capital survey

Supervision of the Executive Boards, which liaison between The Craft and The Foundation

Our products and services include

American Citizens verses immigrants and migrants

Employment Applicants

Advocacy Groups

Media

Public Interest Groups

Vendors

State/Local/Other Governments regulations

External Customers

Our primary duty

Succession planning needs and loss of knowledge,

Competition for talent and sports and the arts in the schools

Demand for management and leadership skills

Need to attract and cultivate high performers in the Foundation workforce

Interest in periodic rather than lifetime professional development

Number of veterans and diversity in the City

Concern about safety and security issues

Virtual Trainings and workshops for the elderly and disable members

Demographic

Factors external to the Foundation impact the achievement of our goals. During this period, we anticipate an increase in membership and services

This trend will continue in the future as the pool of potential workers becomes increasingly diverse in its employment arrangement goals. With a large percentage of current population in Florida becoming more diverse, it is increasingly important that we are positioned to compete for these Floridians who seek non-traditional Career Patterns or Fraternal organizations.

Our new focus recognizes that social employer-employee relationships will increasingly vary across many dimensions. We will need to consider such determinants as:

Population and community make is changing

Mobility transportation to and from public and private schools will affect the participation of students in our programs as well as adults who will seek services

Permanence (seasonal/intermittent, long-term, revolving families such as military, migrants etc., coming in and going out