



Strategic Plan for AELF Success

2026 – 2028

Alpha Educational & Leadership Foundation, Inc.
A 501(c)(3) Nonprofit Organization
Tallahassee, Florida

Prepared by the Board of Directors
Gregory J. Harris, Executive Director · Al Dennis, Chairman

1. Institutional Governance and Operational Framework

The strategic efficacy of the Alpha Educational & Leadership Foundation (AELF), Inc. is anchored in the meticulous synchronization between the Foundation and the Gamma Mu Lambda (GML) Chapter. This collaborative governance model is not merely administrative; it is a structural safeguard that ensures long-term fiscal sustainability and operational agility. By aligning the Foundation's educational mandates with the Chapter's professional resources, AELF creates a unified front that can navigate shifting donor expectations and municipal requirements with precision.

Institutionalization of the Strategic Planning Cycle

To mitigate vendor-related risks and stabilize the organizational roadmap, AELF has institutionalized rigorous planning cycles. Key sessions conducted on December 17, 2025, and February 12, 2026, established the current programmatic baseline. These sessions allow the Board — led by Executive Director Gregory J. Harris and Chairman Al Dennis — to perform peer-reviewed evaluations of operational moves, ensuring that every expenditure and curriculum adjustment is backed by strategic consensus.

Leadership Succession and Capacity Building

A primary strategic directive for the 2027–2028 period is the proactive integration of "College Brothers" from the Beta Nu and Iota Delta chapters. By embedding Neophyte and College Brothers into the 2026 logistical and data-management frameworks, the Foundation is cultivating a leadership pipeline. This ensures that by 2027, a new generation of leaders is fully prepared to maintain mission continuity and organizational memory.

Operational Directives and Accountability

Operational Domain	Action Item	Lead Personnel	Status
Recruitment	Outreach to Godby High, Sable Palm, Bond Elementary	Gregory J. Harris	Completed
Marketing	Digital distribution of Parent/Student YouTube testimonials	G. Harris / All Brothers	Ongoing
Financial Oversight	Secure corporate table sponsorships & Digital Journal ads	Dr. W. Hudson / De'Garryan Andrews / O. Goolsby	Completed
Logistics	Venue procurement (FAMU/FSU) and meal logistics	John Wilson / D. Debose / B. Bornelus	Completed
Programmatic Dev.	Integration of Neophytes into 2027 leadership roles	Dr. Louis Dilbert / All Brothers	In Progress

This robust governance framework provides the institutional stability necessary to transition from administrative planning to the high-stakes execution of our tiered educational programs.

2. Tiered Educational Programmatic Excellence

The Foundation's "Longitudinal Mentorship" model is the strategic cornerstone of our student development efforts. This model provides age-appropriate, sequential guidance that supports young males from third grade through high school graduation. By maintaining this consistent presence, AELF prevents the "mentorship gap" often seen in standard youth programs, ensuring that scholars are supported during every critical developmental milestone.

The Academy Tiers

- **Alpha Rise Academy (ARA):** Foundation building for scholars in Grades 3–5.
- **Alpha Leadership Program for Higher Achievement (ALPHA):** Transitional leadership for Grades 6–8.
- **Alpha Millennium Academy (AMA):** Collegiate and professional preparation for Grades 9–12.

Curriculum Efficacy and Scholar Growth

The 2026 Phase 1 curriculum focused on high-impact sectors, including Cyber-Security & Safety, STEM Day at Florida A&M University (FAMU), and community ethics via N.O.B.L.E. (National Organization of Black Law Enforcement Executives).

Academic Rigor as a Differentiator

While feedback surveys (100% response rate) highlighted a "substantial writing workload," this rigor is a deliberate strategic choice. The correlation between this academic demand and the reported growth in scholar confidence and public speaking skills is clear. This intensity prepares scholars for high-stakes collegiate environments, moving beyond basic engagement to true readiness for competitive academic standards.

Enrollment and Attendance Metrics

The model's efficacy is validated by a peak engagement of 26 students and a consistent average attendance of 23 scholars per session. Notably, the Alpha Millennium Academy achieved record-high enrollment during this cycle, confirming the success of the Foundation's specialized high school retention strategies.

3. Community Integration and the Teacher-Ambassador Model

AELF operates under a "Partnership Development and Expansion" model, which recognizes that institutional alliances are force multipliers for organizational impact. By leveraging the resources of municipal, academic, and law enforcement partners, the Foundation extends its reach deep into the Leon County ecosystem.

Strategic Alliances

- **Florida A&M University (FAMU):** Primary host for orientations and STEM immersion.
- **City of Tallahassee:** Provides municipal recognition via Mayoral Proclamations.
- **Law Enforcement (N.O.B.L.E. / Crime Solvers):** Professional mentorship in ethics and public safety.

The Teacher Mini-Grant Initiative (Fall 2026 Pilot)

A strategic pilot program will offer \$350 grants to 10 K–12 teachers within Leon County for classroom supplies, technology, and curriculum enhancement.

The Decentralized Recruitment Network

The strategic impact of this initiative extends beyond philanthropy. By supporting educators, AELF transforms them into "Program Ambassadors." This creates a decentralized recruitment network, effectively offloading the labor of student identification from the Foundation to the school system itself, ensuring a steady pipeline of eligible young males.

Parental Engagement

The Alpha Ambassadors Institute leverages YouTube and email testimonials to create an authentic marketing loop. These voices provide credible, third-party validation that resonates with prospective families more effectively than traditional advertising.

4. Fiscal Stewardship and Resource Development

AELF prioritizes financial transparency and the "Social Return on Investment" (SROI) model to cultivate deep donor trust. By quantifying the economic value of volunteer labor and modernizing our digital giving infrastructure, we demonstrate professional-grade fiscal management.

Economic Impact of Volunteerism

Utilizing the national volunteer rate of \$34.79 per hour, the Foundation provided a total economic value of **\$14,763.24** across the first seven sessions of 2026.

Modernized Fundraising Efficacy

The shift toward Zeffy, Apple Pay, and Google Pay has streamlined the donor experience. This was evidenced by the success of the Giving Tuesday campaign, which raised exactly **\$12,954.06**, significantly exceeding the \$10,000 target.

Strategic Asset Management: CAPEX vs. OPEX

The 80th Anniversary Scholarship Ball generated **\$24,105** in revenue against **\$26,604** in expenses. While the \$2,499 deficit appears as a loss, it represents a strategic "Long-term Asset Acquisition" (CAPEX). By purchasing reusable candelabras, high-quality signage, and Egyptian busts, the Foundation avoided high-cost one-time rentals — such as the \$2,400 quote for an ice sculpture — thereby lowering operating expenses for all future galas.

Fiscal Stability Metrics (as of April 13, 2026)

Operating Account	\$15,406.59
Savings Account	\$24,077.94
Total Combined Funds	\$39,979.53

5. Future Strategic Roadmap: 2027–2028

The momentum established in early 2026 serves as the baseline for scaling the Foundation's reach. The upcoming cycle will focus on brand rejuvenation and the institutionalization of data-driven processes.

Immediate Transitional Phases

The Foundation will progress through 2026 Phase 2 (June/July) and Phase 3 (August), centering on the annual Back-to-School Backpack Drive to maintain year-round engagement with scholars and families.

Refinement of Signature Events: "An Evening of Alpha Prestige"

The Spring 2027 Scholarship Ball will implement critical refinements based on the 80th Anniversary debrief:

- **Brand Rejuvenation:** Moving the event to a Saturday (pending final venue debate) and adopting an 8:30 PM start time.
- **Revenue Optimization:** Reducing table sizes from 10 to 8 guests to facilitate a \$600 price point.
- **Operational Excellence:** Implementing a hybrid Band/DJ model and explicitly detailing complimentary valet services in invitations.
- **Brother Engagement:** Offering payment plans for table purchases to increase individual participation.

Scaling Competitive Standards

To preserve the prestige of the Foundation's academic honors, stricter critical scoring guidelines will be institutionalized for oratorical contests. This ensures meritocratic integrity and eliminates the fiscal risk of tied scholarship awards.

Projected Expansion and Data Integrity

By 2028, the Foundation will fully institutionalize the digital sign-in and data tracking process managed by College Brothers. This ensures the integrity of impact data, supporting the planned expansion of the Teacher Mini-Grant program across a wider footprint in Leon County.

Through this combination of rigorous governance, tiered longitudinal mentorship, and sophisticated fiscal management, AELF is firmly positioned as the premier transformative force for young males in the Tallahassee region through 2028.