

QUESTIONS AND ANSWERS

Why am I running for the 37th General President and why now?

I love Alpha Phi Alpha Fraternity, Inc. and all the Brothers that comprise our great organization! Since my initiation (1978) into the Theta Rho Chapter (seated at Virginia Commonwealth University), the Fraternity has shaped my leadership style and abilities by providing numerous opportunities to gain new experiences and serve in various capacities - both inside and outside of the Fraternity. Considering my love for Alpha Phi Alpha Fraternity, Inc., I seek to leverage my leadership skills and abilities, professional and personal experiences, and extensive fraternal networks to create the B.E.S.T Alpha as our 37th General President. I have also had the privilege and honor of serving as the 25th Eastern Regional Vice President and served two terms from 2005 to 2009. Following a successful leadership tenure, I encountered unexpected tragedy and personal loss that required some time to properly process and navigate the grief cycle. Prioritizing my well-being has restored my leadership bandwidth and now positions me to fully embark upon this quest to become the 37th General President of Alpha Phi Alpha Fraternity, Inc.

What are the personal experiences and strengths that I can bring to the Office of General President?

It is my belief that a **PROVEN TRANSFORMATIONAL LEADER** is one who uses their experiences, wisdom, and education to address challenges and produce effective results. I am such leader and remain grateful for the many, valuable experiences that I have embarked upon in fraternal, professional, and community settings, including the selected experiences below:

- **Fraternal Leadership Experience:** I am a Life Member with forty-five years of membership in Alpha Phi Alpha Fraternity, Inc. I have had the privilege and honor of serving in many fraternal capacities, including Chapter Chaplain, Chapter Director of Educational Activities, Chapter Vice President, Chapter President, Area Director, College Advisor, Associate Director of Conventions (Regional), Executive Director (Regional), and the 25th Eastern Regional Vice President.
- **Professional Leadership Experience:** I am a certified Project Management Professional (PMP) with more than twenty-five years of experience in business process improvement and information technology in both private and public sectors.
- **Community Leadership Experience:** I am an active member of The People's Community Baptist Church, former Chair of the Trustee Board, and a Sunday School Teacher. I am the Chair of the Alpha Foundation of Howard County, Inc., for which I am a charter member and former treasurer. I am also on the advisory board of the Center for Infant and Child Loss and a member of the Baltimore chapter of the Project Management Institute (PMI).

In addition, I recently had the opportunity to take the CliftonStrengths assessment that sorts the unique set of one's talents and strengths into key themes. My assessment highlights are listed below, and I believe that the themes underscore the strengths that I would bring to such crucial leadership role:

- **Relational** – I enjoy close relationships with others and find deep satisfaction in working hard with others to achieve goals. I am often sought by others for counsel and guidance

and find much satisfaction in imparting knowledge and sharing experiences. Typically, I use sound reasoning to identify basic components of a complicated situation, process, event, or decision and intricately describe things in formats that can be easily understood.

- **Contextual** – I invoke the Sankofa principle derived from the Akan people of Ghana that it is important to understand and remember the past in efforts to make positive progress in the future. Or to put it more simply, to know history and heritage is to know your current self, the world around you, and how to better both. I believe that this concept is especially important in group settings and highlights the importance of continually expanding one's knowledge base to broaden one's expertise.
- **Analytical** – I am a rational thinker that seeks to understand all factors that may affect a situation. I believe in the strategic use of data to guide thinking and make data-informed decisions. I am a rational thinker that seeks to examine facts, data, and event sequencing to understand why something happened.
- **Harmonious** – In the words of Brother Martin Luther King, Jr., a genuine leader is not a searcher for consensus but a molder of consensus. I believe that a PROVEN LEADER brings a matter-of-fact awareness to situations, does the arduous work in developing ideas and convincing others regarding merit. I avoid displays of boastful self-importance and do not prioritize the infringement of my reputation over doing what was right and in the best interest of the group.
- **Adaptive** – While I appreciate schedules and plans, I am quite comfortable dealing with change, surprises, and unexpected problems. I have an ability to accept and deal with each day as it unfolds, handling unexpected discoveries and situations. I have learned to experience life in the moment and not be restricted by predetermined plans or standardized systems.

The preceding strengths, coupled with my professional, community, and fraternal experiences, make me the BEST candidate to move Alpha forward.

What distinguishes me from other General Presidential candidates?

I believe that I am a PROVEN LEADER and that EXPERIENCE MATTERS! Throughout the past thirty (30) years, I have served in numerous roles within the fraternity, attained a wealth of information, and built numerous relationships with Brothers throughout the world. I believe that my skills and experiences make me uniquely qualified to immediately lead, if elected.

Additionally,

- I have direct experience and knowledge in working with the Fraternity's Board of Directors.
- I know how to solicit input and buy-in from various stakeholders.
- I have served at every level of the fraternity, including nearly every position at the chapter level.
- I can leave my ego at the door and work towards solutions from a project manager's perspective.
- I have more than 25 years of experience in business management and process improvement.

- I have a documented record of leadership accomplishment – I invite you to read my 2005-2009 Quadrennium Report: https://www.kemp4gp.com/files/ugd/f1016f_fde94b7c33f648bf8c65599c6bbbfa49.pdf
- And finally, my zeal and zest for the Brotherhood is unmatched.

History shows that proven leadership and experience matters – what are some of the accomplishments that I have led or championed in the fraternity?

- I was elected as the 25th Eastern Regional Vice President and served two terms from 2005 to 2009. During my tenure on the Fraternity's Board of Directors, I served on the Budget and Finance committee.
- I was the presiding officer at the opening session of the Centennial Convention in 2006.
- I was a member of the Director of General President Transition Team for 34th General President, Brother Mark Tillman.
- I spearheaded the Eastern Regional's first staff meeting in Bermuda, which led the way for Bermuda to host an Eastern Regional Convention.
- I was instrumental in the reinstatement of Alpha Chapter at Cornell University.
- At the 2007 Regional staff meeting in Trenton, New Jersey, I championed a proposal from the Zeta Lambda Chapter to have an advisory team for the college advisor function rather than a single individual brother. This change was readily accepted by the body.
- Prior to being elected Eastern Regional Vice President, I have served as the Executive Director, Eastern Region District VI Area Director, Local Martin Luther King, Jr. Memorial Fundraising Co-Chair, Lecturer for the Intake Membership Development Program (IMDP), Mid-Atlantic Association of Alpha Chapters (MAAC) Advisory Board Member, and Associate Director of Conventions.
- At the chapter level, I served as Kappa Phi Lambda (KPL) Chapter President and Vice President-KPL. Under my leadership, KPL won Regional Chapter of the Year. I have also been recognized as a KPL Brother of the Year and Alpha Man of Merit.
- He is the Founding Member and Current Chair of the Alpha Foundation of Howard County Maryland.
- I have over 25 years of experience in federal contracting with a concentration in Information Technology (IT) program and project management. I earned my Project Management Professional certification (PMP) in 2009, and currently work for SAIC Inc. as a Project Manager concentrating on U.S. Department of Veteran Affairs IT projects.

What is the B.E.S.T Alpha Platform?

My B.E.S.T Alpha platform builds upon the vision of our founders and continues the faithful work of great Alpha men whose shoulders we stand upon. At the same time, my vision acknowledges the need to address relevant and contextual issues which challenge our fraternity and our communities. Below provides a high-level overview of the four (4) platform pillars:

- **Brotherhood Engagement - Simply put, we are a brotherhood and must know each other, love each other, and display brotherhood. While I believe that the objectives of Alpha Phi Alpha continue to address critical needs facing our communities, it can only be fully accomplished by having more Brothers active and engaged.**

- Promote opportunities that enable brothers to fellowship, developing new and nurturing existing fraternal bonds.
- Enhance Brothers' knowledge, skills, and abilities through timely and effective professional development.
- Promote opportunities to strengthen intergenerational relationships, especially between college and alumni Brothers.
- **Energized Membership - Brothers must be excited about being an active member, be reminded of their "why," receive an ROI, and experience good customer service. College and Alumni Brothers must also work collaboratively to address identified needs through elevated service and advocacy efforts at all levels.**
 - Launch a continuous improvement strategy that positively enhances the fraternity's recruitment, retention, and reclamation strategies.
 - Develop training expectations and opportunities for Alpha leaders, at all levels, to bolster efficiency and effectiveness.
 - Analyze current membership benefits and execute strategies to maximize satisfaction.
- **Societal Impact - Alpha has always been and must remain at the forefront in fights for justice and equality. The reality is that these fights still exist, are intensifying, and require the intellect, leadership, and efforts of Brothers to overcome the evils and injustices that are plaguing the communities in which we live, work, and play.**
 - Elevate the fraternity's service and advocacy efforts at all levels, especially the fight against systemic and structural racism, economic and social injustice, and education and health disparities.
 - Review the fraternity's national programs, special projects, and other partnerships to ensure alignment with current realities and best practices.
 - Promote greater collaboration with other professional and civic organizations that serve in our communities, especially the National Pan-Hellenic Council, NAACP, National Urban League, and Poor People's Campaign
- **Transparent Operations - As time evolves, we must also demonstrate a commitment to the continuous improvement of our internal systems and processes. Continued focus upon these areas will result in increased satisfaction from Brothers and a greater willingness to dedicate time, talents, and resources towards the manifestation of our mission.**
 - Increase opportunities for Brothers to share their thoughts and concerns with Alpha leadership.
 - Implement a Strategic Process Improvement strategy for the fraternity's operations/programs, including updates to fraternal documents to align with current implementation.
 - Provide timely updates regarding the actions and decisions of the fraternity's Board of Directors, and the subsequent implications for chapters and Brothers.

Under your leadership, how do you envision the fraternity working with college campuses to better support and strengthen our collegiate chapters and brothers?

Our collegiate brothers are the lifeline of our Fraternity and efforts to support and sustain our collegiate chapters and brothers must be prioritized. Under a Kemp administration, I would hire a Director of College Affairs at the Corporate Headquarters level to assist our college advisors and provide direct support to our college brothers as they progress through college and transition to alumni chapters. This requires a focus on wide-array of issues such as academic success, socio-emotional well-being, career exploration and preparation, and other areas of college life. Another area of concern regarding college chapters is the financial demand that is placed upon the chapters which results in a lot of pressure on them to produce the financial resources to remain in compliance with fraternal mandates. Lastly, we know that the numbers of our African-American males are diminishing on college chapters, resulting in a decrease in our college brothers' numbers – these two numbers work together. We need more African American males attending colleges everywhere, so that once in college they can learn of and possibly become members of our organization. We cannot address our number issues without addressing the number of African Americans attending college. Our visibility through our programs and activities, community engagement, and maintaining our profile and brand are part of the solution.

What are my thoughts about IMDP?

Our Initial Membership Development Process (IMDP) should be addressed through the legislative process and eventually the supreme governing body rather than the General President legislating such through an executive order. Regardless of one's perception of IMDP – which has its pros and cons – the one good thing is that it was the will of the Brotherhood to adopt the current process. Therefore, the Brotherhood should be the body to revise and/or replace IMDP. If elected General President, I would strongly support efforts to re-energize the Commission – which, still exists. Brothers that have questions/concerns/comments, are still able to submit such for consideration to imdp@apa1906.net

What are my thoughts on “rogue” Brothers that violate the rules of the Fraternity and still pursue “underground” and/or illegal activities outside of IMDP?

Brothers must hold brothers accountable – regardless of active or inactive membership status. All brothers must be encouraged to have open and honest dialogue with those inside and outside of the House about the repercussions that the Fraternity as whole may face due to such brothers believing that they need to hold on to the old ways in the name of tradition or feelings of superiority. We need to put the message out there that if we continue to endanger the very organization we claim to love so much, the Fraternity will not condone nor support their actions, and will be placed in a position to act against them. Eliminating threats to the existence of our organization remains a hurdle but protecting the brand must be a focus that must continue and prioritized.

What are you going to do about “brothers” who wish the Fraternity to recognize their life styles which their states and/or the federal government may recognize and/or grant as a right?

Men interested in Alpha and Brothers in Alpha should first be reminded that this Fraternity is also a legal entity which is sanctioned and given life by the federal government and states. This is a private organization. Moreover, the Fraternity is given the right to set its criteria as to who may be granted membership. Such provisions granted by the federal and state governments allow the Fraternity to make these legal distinctions without being subject to discrimination laws. There is no mandate that everyone must be in our organization. It is a choice, based on an individual meeting certain criterion. The Fraternity is not mandated to change because of any person's choice of lifestyle. We can and should respect the lifestyle choices of all without compromising our standards and criteria for membership.

Brotherhood engagement is one of my pillars – what is my belief regarding reclamation and retention?

First, I am not a fan of the word of reclamation – I prefer brotherhood engagement. This effort to create high-quality engagement experiences amongst brothers is a responsibility that belongs to all of us and should be done consistently. I was once a reclaimed brother and the various engagement efforts of multiple brothers are what led me back home, where I have remained for over 30 years without interrupted status. I think we must try different tactics and strategies at all levels of the fraternity, especially at the chapter level. Additionally, I believe AlphaMX can be configured and leveraged to help brothers that are transitioning from one area to another area.

The financial health of our fraternity is paramount to our survival and ability to carry out our mission in the communities that we serve. Currently, the fraternity's revenue depends heavily on IMDP. What are my thoughts on alternative ways to boost our financial standing without relying on intake?

First and foremost, I want fiscal accountability and financial stability for the organization. Again, eliminating threats to the existence of the organization remains a challenge and perpetuates the dependence upon IMDP. We know that the fraternity is a 501(c)(7) organization which means that 65% of our funds must come from our membership. I believe that we must utilize our brotherhood engagement efforts to enhance reclamation and retention efforts, which will ultimately result in more revenue for the Fraternity. We also need to look at how we work with our corporate partners to boost related revenue opportunities. Lastly, we may need to revise our life membership process which will also maximize our revenue efforts. Simply put, if we can get more brothers actively engaged in Alpha Phi Alpha business, we can better position our financial standing.

How do I feel about conventions offering time to facilitators that result in professional credits and/or certificates?

I fully support this idea and would convene a committee to assess various needs and desires of the Brotherhood. I would then support moving forward accordingly so that the credentials earned will be something of value and benefit for the Brothers. Conventions should be opportunities for Brothers to conduct the business of Alpha, meet and connect with other Brothers, but also provide opportunities to enhance their personal and professional knowledge and skill.

What are my feelings about having a separate, international region?

Alpha Phi Alpha Fraternity, Inc. is an international organization – and we know that our international chapters have the same requirement to pay taxes and insurance fees, but do not always get the same attention as chapters in the 48 contiguous states. I feel that we need to convene a committee to comprehensively address the viability of a separate, international region – considering all the implications, administrative requirements, logistical realities, etc. – and then present such to the regions and supreme governing body. If elected, this effort and related matters concerning our international chapters would be prioritized. During my RVP tenure, I spearheaded our first regional staff meeting in Bermuda, which paved the way for the next administration to host a Regional Convention in Bermuda.

In reflecting on my campaign journey, would I support chapter delegates being able to vote for multiple candidates via rank voting and other changes to the voting process?

At the current time, our constitution and bylaws do not allow us to embark upon rank voting. This action would require consideration and voting at both the regional and general levels. Until then, I would only be able to discuss the pros and cons of rank voting but moving in that direction would require significant, parliamentary work.

If elected, how would I handle being General President with a full-time job?

All goals are achievable with proper planning and time management! And what does a professional, project manager do? Plan and manage time! I understand the General President is the face and spokesperson for the Fraternity, which requires him to frequently travel to various events, conventions, and other special occasions to engage in brotherhood activities. As a former Eastern Regional Vice President, I have had plenty of practice and success in managing the demands of work, travel, and fraternal leadership – my region stretched from Virginia to New England, Bermuda, and Europe. Additionally, I am a full-time, remote worker and can execute my professional responsibilities anywhere throughout the world. I also live less than thirty minutes from our General Headquarters and an international airport, enabling me to be extremely visible and accessible.

If elected, what are some of the immediate changes that the Brothers would see and experience?

It is my belief that every organization needs to make decisions based upon assessment and empirical data. Within the first 100 days, my priorities would be to finalize staff appointments with set goals and milestone dates. Additionally, I would convene a taskforce to conduct an assessment on our operations, national programs, and special projects. I would then use the assessment findings to draft a process improvement plan. To sustain ourselves, we must have goals and objectives that are grounded in data and strategic planning. This is imperative to prioritize our efforts and create the roadmap to address such issues and concerns.

We are a service organization yet some feel that we are not doing enough regarding such topics as race relations, public policy, educational inequality – how would that change under my administration?

Brothers of Alpha Phi Alpha Fraternity, Inc. have always fought and continue to fight for justice and equality in our communities at all levels – internationally, nationally, and locally. We are at a critical juncture where we must be agents of change and work through the silos and interlocking evils and injustices. Nonetheless, this work can be only accomplished by having more Brothers active and engaged, both college and alumni, working together to address all identified needs. Additionally, we must strategically partner with like-minded organizations to leverage our resources and maximize our impact. For instance, there are more than 2.5 million brothers and sisters that currently comprise the National Pan-Hellenic Council (NPHC) – we need to use this collective power to raise awareness and make our demands known regarding critical issues that are especially impacting our families and our communities. I support us having multiple strategies to effectively elevate our service and advocacy efforts at all levels of the fraternity.

Some Brothers have been accused of using fraternal positions to build their personal legacies. If elected, what will Brothers say about my tenure as General President?

As our General President, my charge would be to lead the Brotherhood and take care of Alpha business rather than creating a personal legacy. My record of accomplishment as a proven leader within Alpha extends beyond thirty years at all levels of the Fraternity. My focus has always been to serve God, my family, the Brotherhood, and the community. If I build or leave a legacy in that process, then my living has not been in vain.

Moving Alpha forward – what will it take from the brotherhood to help you accomplish your vision?

- Your continued communication. I still invite your questions through my website and your interactions through my social media pages. My team and I are monitoring all platforms to ensure that we are answering your questions and providing you with direction regarding how we can collectively work to create the B.E.S.T. Alpha. And, if there are still opportunities to connect and share with your Chapter at the General Convention, please let me know.
- Your prayers. As a person of faith, I fully understand the levity of this charge and appreciate your prayers for myself and my team as we navigate this journey.
- Your generous support. Your financial contributions have and continue to provide the resources needed to adequately communicate my message, provide interactive opportunities, and shape the B.E.S.T platform. My team and I extend our sincerest gratitude for your generous gifts.
- And finally, your vote. Delegates will cast their votes in Dallas on Friday, July 28th. I must be one of the top two candidates in terms of votes to move forward. Then, I will welcome the support of the collective body of brothers for the voting process that will commence in the fall.