1121 East 49th Street
Chicago, IL 60615-1907
(773) 536-6700
fnumeh@ameritech.net

Institute for Agulu Development

Immediate to Medium Term Priorities

Salisbury, MD
February 25, 2006

Prologue

The Institute for Agulu Development was founded in 1990. In the first fifteen years of its existence, its bylaws have been reviewed and updated twice, but its mission statement has not been reviewed. Further, during these fifteen years, Agulu has undergone political turmoil which adversely affected the operation of the Institute. During the political disputes in Agulu, the IAD was unable to sustain any long range efforts because of the inter-relationships between its membership and the polity in Nigeria.

It is against this backdrop that the Executive Committee decided that a Strategic Planning Meeting should be convened to explore and develop:

1. The Mission/Vision of the organization. This would be an examination of the immediate to medium term needs of the IAD as an entity operating in the United States with strong focus on philanthropic efforts in Nigeria.

2. Goals and Aspirations of the organization in the short to medium term. This will include clear identification of where resources should be invested for the betterment of Agulu as well as where the organization should place its focus to achieve these goals and aspirations.

3. A Program of Work for the IAD. This includes a prioritized set of projects with attendant timelines. The collection of these projects becomes the Program of Work upon which the IAD will embark over the short to medium term.

The conference date was set up and members were invited to volunteer to attend. Thirteen members volunteered to attend the conference of which ten actually made it. The conferees were:

1. Kenneth C. Alaedu
2. Dorothy Aneto
3. Josephat Muomegha
4. Benjamin Obi
5. Isaac Obi
6. Oliver Obi
7. Peter Okemmuo
8. Emmanuel Onyeozili
9. Emilia Ugwoh-Muomegha
10. Fidelis N. Umeh

The conference started with preliminaries on Friday evening, February 24, 2006 and lasted a full day on Saturday, February 25, 2005.

The conferees departed for their various destinations on Sunday.

IAD Mission/Vision

The IAD is a socio-economic organization. Thus, it will focus on:

1. Socio-economic advancement of Agulu – The IAD will be a catalyst for economic development of Agulu indigenes at home. This includes providing planning expertise, management expertise, as well as material assistance towards the accomplishment of this goal. The IAD will also provide intellectual and experiential guidance towards improving the sociological infrastructure of Agulu and its people.

2. Socio-economic advancement of IAD members – In the United States, the IAD will enable the socio-economic advancement of its members by:
   a. Sharing and disseminating enabling information for the attainment of higher level of socio-economic empowerment in their individual lives.
   b. Assisting in the development of chapter activities that will increase networking opportunities amongst its membership.
   c. Enable full integration of IAD members into the American society by aiding its members in being apprised of, and availing themselves of the various opportunities available to American citizens and residents.
   d. Promoting the betterment of IAD members' children by encouraging their advancements whenever possible including celebrating their achievements and accomplishments.

3. Strategic direction of Agulu – The IAD will use its good offices to help guide the strategic direction of Agulu. Ostensibly, the IAD members are exposed to a broader world experience than the average Agulu indigene. The IAD will apply this wider vista towards helping to craft an accelerated strategy to propel Agulu forward to a brighter future.

4. Evangelization of IAD's Vision of Agulu's direction – The IAD will bring the message of its vision to all and sundry in order to garner optimal momentum for its accomplishment. In addition, the IAD will promote and propagate the direction of Agulu into the future. The audience for this evangelization will include Agulu indigenes in Nigeria, Agulu indigenes in the United States, Agulu indigenes around the world and all persons of good will around the Agulu indigenes.

In specific terms, the IAD will invest in:

1. Educational Progress of Agulu indigenes – The IAD will invent and sustain programs that will foster educational progress amongst Agulu indigenes back home. It will pick the programs carefully, emphasizing sustainability over program scope.

2. Children's Progress and Advancement – IAD will invest heavily in the progress and advancement of her children. This multiphase effort includes educational advancement, athletic advancement, and overall good citizenry.

The IAD will at all times sustain and enhance:

1. Its own Succession Management – IAD's longevity is intrinsically tied to how well it executes on its Succession Management. To accomplish this goal, the IAD will:

       a. Groom and train interested members in the art of organization dynamics and leadership.

       b. Delegate duties and responsibilities to a diverse set of its membership

       c. Inculcate the junior members into fuller participation in the operations of the organization.

2. Its operation as a Conscientious Corporate Citizen in the United States – For the IAD to be successful, it has to be part of the US philanthropic community. Thus the IAD will contribute to charities and emergency relief efforts which come up from time to time in this country and abroad. In addition, IAD representatives will attend and participate in philanthropic organizations which share similar objectives with the IAD.

3. Economic Cooperation and Networking amongst its Members and Sponsors – The IAD will foster economic cooperation amongst its members and supporters. This broad-based campaign will benefit all IAD members and well-wishers and help move all persons closer to their aspirations.

IAD Priorities List

The IAD identified several priority items that it will address over time:

1. Explore helping to launch Peter Obi's 2007 gubernatorial candidacy for Anambra state
2. Re-launch the *Agulu Convention/Civic Center*
3. Develop full demographics of IAD members' children to enable recognitions of the various milestones they achieve in the course of development
4. Initiate the *Agulu Library* Project
5. Evaluate the state of Elementary Schools in Agulu with an eye toward some ***one-time*** renovation projects
6. Continue to work with officials at home on the *Security Issues* in Agulu
7. Undertake the feasibility study of *Self-sustaining Livestock Promotion* Program
8. Undertake the feasibility study of *Healthcare Delivery Equipment* project
9. Start investigative exploration of Micro Finance as a vehicle for socio-economic improvement of Agulu indigenes.

IAD Active Projects

From the Priorities List, the IAD has chosen the following projects for immediate consideration. The other priorities list entries will be activated and placed on Active Projects List as resources permit.

1. Agulu Convention/Civic Center

2. Agulu Library Project

3. Healthcare Delivery Equipment Project

4. Self-Sustaining Livestock Promotion Project

Appendix

This appendix contains background and supporting materials that contributed towards evolving the Mission/Vision of the IAD. Use of this material will help gain a deeper understanding of the rationale behind the findings and decisions made during the conference.

A. Issues for Discussion - Submitted in Advance:

1. From Chike Aniukwu

    a. Restructuring IAD Operations
    * That the constitution be changed to create the office of Chairman of the Board of Directors.
    * That the President/CEO (responsible for the day-to-day activities of the IAD) shall be a separate officer from the Chairman BOD.
    * That the BOD retains it's role as the manager of the affairs of the IAD.

    Rationale:
    Separation of powers will enhance checks and balances, and make for a more efficient executive, subordinate to the BOD.

    b. Re-inventing the IAD – A return to core values

    That the BOD and the executive try to reach back to the core values expressed in the 1991 constitution

    * The Financial Secretary and the Treasurer shall submit their records for audit at the end of each financial year
    * The General Secretary must send out the minutes of the annual general meeting to the members no more than 30 day after the annual meeting.
    * That the IAD shall aspire to be brothers to all Agulu citizens whether they are members of the IAD or not.

    c. Adherence to the dictates of the Bylaws

    More importance should be attached to the office of the Parliamentarian who must read and understand the constitution in order to enforce it. As an example, Dozie, a new member (he signed up that day), was nominated for Vice President at the 2005 meeting.

    d. Miscellaneous Issues – Transparency, Source of Funds, etc.

    1.   The $500.00 levy was intended for an education endowment. If we cannot do the endowment anymore, the BOD must present the issue to the general meeting to agree on the BOD's new intentions for the already collected money.

2. These structural enhancements and any others like them, if acted upon, are what we can base our future plans on, long or short term.
3. The IAD was formed with corporate contributions in mind. We are now matured enough as a 501(C) (3) organization to pursue that goal. We can start by following the lead of other towns and individuals and organize medical trips to Agulu.
4. We cannot build hospitals or even drill for water but we can furnish libraries with books and hospitals with medicines, equipment and supplies.

These may sound like modest, baby steps but they will give us much needed credibility. Moreover, most of our members are still low in the Maslow's hierarchy of needs and therefore don't respond well to costly ideas.

2. From Isaac Obi

- I know that Agulu has a running government through APU. I will like to know more:
- How the town gets its revenue
- Does the town have annual budget,
- Does the APU president have executive powers,
- Is the town run by the executives
- Does the town have Board of Directors and what is their duty?

Some of these questions may be asked in order to help IAD in its position to advice APU.

3. From Emmanuel Onyeozili

After careful thought and analysis of our prior discussions, I have decided to formally suggest three items I would want us to deliberate on over the weekend meeting.

1. Concrete arrangement to launch the Convention Center project. Time is of essence before we lose leadership initiative on this. The new APU president will be a good ally in selling this project to the community now.
2. Construction of a permanent Agulu Police station at Ezinano. This project is important because the Convention Center project, and the Agulu Resort Project at Agulu Lake needs police presence to secure our investment and encourage target consumers on the use of the facilities.
3. Agulu as a whole need to strategize for 2007 governorship project. We need to meet with Peter Obi to re-launch him. I believe that an accelerated progress in Agulu will be enhanced with capturing the governorship.
4. Agulu Lake Resort which is dependent on item #3.

4. From Fidelis N. Umeh

Economic Empowerment and Growth can be significantly catalyzed through:

1. Self sustaining Livestock Donation Program
2. A growth-directed Microfinance Program

B. Conference Agenda

1. **Networking & Introductions**

2. **Administrative Matters**

3. **B R E A K**

4. **Developing the IAD Mission/Vision Statement**
   a. For Nigeria
   b. For USA

5. **B R E A K**

6. **Applying the Mission Statements**

   a. To Nigeria

   b. To the USA

7. **L U N C H**

8. **Developing A Program of Work**

9. **Adjournment**

C. Preliminary Agenda

Strategic Planning Conference
Salisbury, MD
February 25, 2006
Preliminary Agenda

1. **Introductions, Networking, Agenda Adjustments**

2. **Unit I – Mission/Vision Statement**

   (Articulate the mission and vision of the IAD. There are two parts to the mission/vision statement – the IAD mission in the US and the IAD mission in Nigeria. By keeping them separate, we can better remain focused on our true mission(s)).

   a. Mission/Vision in Nigeria

   b. Mission/Vision in the US

3. **Unit II – IAD Mission in Nigeria**

(To determine how we can execute our mission in Nigeria, we start by looking out the situation back home. Then we shall derive from it, the needs in the town. We shall then look at the needs to determine which of them are in synch with our mission/vision for Nigeria. The needs that are in synch with our mission/vision are then selected as *"actionable items"* – i.e. those that *we* can act upon.)

  a. Situation Analysis

  b. Needs Analysis

  c. Intersection of Needs with IAD Mission in Nigeria

  d. Actionable Items

4. **Unit III – IAD Mission in the US**

(This unit follows a similar pattern to Unit II with the exception that most of the needs we discern should be in synch with our mission/vision. This claim may be debated as needed.)

  a. Situation Analysis

  b. Needs Analysis

  c. Actionable Items

5. **Unit IV – Developing the Program of Work, Communiqué**

(Armed with two sets of actionable items, we merge them, then rank them in a priority sequence in terms of urgency, do-ability, etc. We then schedule these programs of work well into the medium term. Some actionable items may be too generically defined to be readily convertible into projects. Unit IV includes these conversions.)