

Vision Statement: Every Phi Mu supported and empowered through a lifetime of giving and a shared commitment to love, honor and truth.

Mission Statement: The mission of Phi Mu Foundation is the lifetime development of women through the support of Phi Mu's leadership, scholarship, philanthropic and educational programs, and historic preservation.

MANAGE ASSETS

By 2026, the Foundation will build assets through trust, transparency and operational excellence.

1. Practice excellence in governance through inclusive, agile thought leadership.
2. Steward donor investments in unrestricted, restricted and permanent funds.
3. Achieve operational excellence using data, technology and additional human resources.

STEWARD RESOURCES

By 2026, the Foundation will steward resources to balance the needs of current members and future generations of Phi Mus.

1. Spend assets to balance current member needs and generational relevance in perpetuity.
2. Prioritize grants that support the current collegiate and alumnae member experience.
3. Account for the impact of all grants to stakeholders.
4. Evolve the mission statement to include support for the comprehensive member experience.

RAISE MONEY

By 2026, the Foundation will work with Phi Mu Fraternity to raise money by cultivating Phi Mu philanthropists.

1. Advocate for Fraternity Ends Policy to promote philanthropic alignment.
2. Leverage all Phi Mu resources to strengthen the Foundation.
3. Increase unrestricted dollars raised by 15%* annually.
4. Grow restricted funds by \$1M*.
5. Continue to build a pipeline of deferred gifts.

**To be tested in fundraising feasibility*

Diversity, Equity, Inclusion and Belonging Statement: We support the Fraternity’s Diversity, Equity and Inclusion statement and it serves as a guide for the Foundation’s own DEIB goals within our strategic plan.

MANAGE ASSETS

By 2026, the Foundation will build assets through trust, transparency and operational excellence.

DEIB GOAL: Implement an inclusive staff pipeline.

DEIB GOAL: Create a comprehensive plan to recruit a diverse pool of volunteers reflective of Phi Mu’s membership to serve at the Foundation’s highest level.

DEIB GOAL: Continue to review policies and practices that support overarching DEIB goals.

STEWARD RESOURCES

By 2026, the Foundation will steward resources to balance the needs of current members and future generations of Phi Mus.

DEIB GOAL: Prioritize grants that advance collegiate member leadership development, DEIB training and health and well-being.

DEIB GOAL: Prioritize grants that address collegiate member affordability and accessibility.

DEIB GOAL: Evaluate grant impact through overarching DEIB goals.

RAISE MONEY

By 2026, the Foundation will work with Phi Mu Fraternity to raise money by cultivating Phi Mu philanthropists.

DEIB GOAL: Collaborate with Fraternity to develop a compelling case for support of the member experience that is grounded in DEIB priorities.