



EXECUTIVE SUMMARY

MISSISSIPPI STATE CONSTITUTION & BY-LAWS REVIEW AND AMENDMENT INITIATIVE
PHI BETA SIGMA FRATERNITY, INC. – MISSISSIPPI STATE CONFERENCE

Purpose and Context

The Mississippi State Executive Board undertook a comprehensive review of the State Constitution and By-Laws to ensure full alignment with the National Constitution and By-Laws and the Southern Regional Constitution, while also strengthening the clarity, accountability, and durability of our state governance framework.

A guiding principle was to leave a stronger footing for future generations of Sigma men across the State of Mississippi—one that honors our legacy while equipping the Conference to meet the demands of today and tomorrow.

Scope of the Review

This initiative involved a three-layer analysis:

1. **National governing documents** (controlling authority)
2. **Southern Regional governing documents** (intermediate authority)
3. **Mississippi State Constitution and By-Laws** (subject of review)

The review assessed:

- Compliance and alignment
- Structural clarity and authority
- Fiscal stewardship and accountability
- Election integrity and officer preparedness
- Collegiate inclusion and leadership development

Key Findings

The review identified areas where the State Constitution:

- Contained conflicts or ambiguities relative to National and Regional authority;
- Required modernization to reflect current operational realities; and
- Presented opportunities for strategic enhancement to strengthen governance.



None of these findings reflect failure; rather, they reflect growth. As organizations evolve, so too must the frameworks that govern them.

Core Outcomes

The resulting body of work seeks to accomplish the following:

- **Ensure Compliance:**
Resolves conflicts related to disciplinary authority, Executive Board composition, voting rights, and officer eligibility—protecting the State Conference from procedural challenge and reputational risk.
- **Strengthen Accountability:**
Clarifies expectations for officers, reinforces financial controls, and establishes clear verification processes for elections.
- **Improve Fiscal Stewardship:**
Introduces clearer head tax structures, reporting requirements, and safeguards around conference support—ensuring responsible management of resources entrusted to the State.
- **Modernize Operations:**
Aligns the State Constitution with National and Regional provisions regarding electronic meetings and voting, increasing accessibility and efficiency.
- **Support Leadership Development:**
Raises qualification standards while preserving fairness and access, ensuring that those who lead are prepared to do so effectively.

Brotherhood and Legacy

At its core, this effort is not about rules—it is about responsibility.

Responsibility to:

- Brothers currently serving in leadership,
- Collegiate brothers preparing to step forward, and
- Future brothers who will inherit the systems we leave behind.

By strengthening our Constitution and By-Laws, we are reinforcing the bonds of brotherhood through clarity, consistency, and shared expectations. We are ensuring that Mississippi Sigma stands on firm ground—governed not by personalities, but by principles.



Recommendation

The Executive Board is encouraged to:

- Consider each proposed amendments for endorsement, and
- Recommend adoption to the State Conference those deemed vote ready; via **Law & Revisions Committee**.

Closing

This body of work reflects our commitment to excellence, order, and progress. It honors the past, stabilizes the present, and prepares the future.

In doing so, we fulfill our obligation not only to manage the Fraternity, but to steward its legacy—so that those who come after us may stand taller because we built wisely. (*Note: Not all matters reviewed for enhancement were approved by the Board for consideration during the 2026 State Conference. Several items evaluated were documented and tabled by the Board for future, further deliberations.)

Fraternally submitted,

Lorenzo L. Grimes
State Director, Mississippi
Phi Beta Sigma Fraternity, Inc.



PROPOSED AMENDMENT 1: SECTION VII – STATE HEAD TAX (Bylaws - New Section)

A. Purpose

To maintain the fiscal health of the State Organization and ensure equitable support for alumni and collegiate programming, each chapter shall contribute annually to the State Treasury through a per-member State Head Tax.

B. Assessment

Each chapter shall remit an annual State Head Tax based on its total number of financially active members as of **December 31** of each year.

- **Alumni Chapters:** \$5 per active financial member
- **Collegiate Chapters:** \$5 per active financial member

The State Treasurer shall issue invoices no later than **January 1** of each year.

C. Payment Deadline

Payment of the State Head Tax shall be due no later than **February 1** of each year.

D. Delinquency and State Standing

Chapters that fail to remit the State Head Tax by February 1 shall be deemed **not in good standing with the Mississippi State Conference** and shall forfeit **State Conference voting privileges and delegate seating** until all obligations are satisfied.

This enforcement applies solely to State Conference participation and does not affect National or Regional standing.

E. Hardship Exceptions

A chapter may submit a written request for an extension or temporary hardship relief. The Executive Board may grant such relief on a case-by-case basis.

F. Adjustment Authority

Any future modification to the State Head Tax rate must be:

1. Agreed upon by a majority vote of the Executive Board,
2. Referred to the Conference Budget Committee for review, and
3. Presented to the State Conference for vote of acceptance.



G. Collection and Reporting

The State Treasurer shall collect and record all State Head Tax payments and report any delinquencies to the **1st Vice-State Director** within five (5) business days following the close of the State Conference. All State Head Tax revenues shall be reflected in the Treasurer's regular financial reports.

ANALYSIS

- Establishes **predictable revenue** for state and collegiate programming.
- Creates **restricted funds** for collegiate affairs (best practice).
- Aligns with Regional and National expectations for fiscal responsibility.
- Centralizes fiscal accountability.
- Strengthens compliance tracking.

Pros

- Equitable alumni vs. collegiate assessment.
- Clear deadlines and enforcement mechanisms.
- Executive Board hardship discretion prevents undue harm.
- Clear reporting timeline.

Cons / Risks

- Loss of voting privileges as enforcement must be applied **consistently** to avoid credential disputes.
- Rate-setting authority should be clarified to avoid frequent changes.
- Treasurer workload increase (manageable).

Placement

- **By-Laws**, under **Finance / Assessments** section (not Constitution).
- **By-Laws**, Officers → Treasurer Duties.

RECOMMENDATION

✅ Adopt.



PROPOSED AMENDMENT 2: ARTICLE VI - OFFICERS, ELECTIONS, AND QUALIFICATION (CONSTITUTION)

SECTION 1. State Director: Must have served a full term as Chapter President.

SECTION 2. 1st Vice State Director: Must have Executive Board or comparable leadership experience.

SECTION 3. Collegiate Affairs Director: Must currently serve or have served as Lead Chapter Advisor.

SECTION 4. 2nd Vice State Director: Full-time collegiate member with minimum 2.75 GPA.

SECTION 5. Treasurer: Prior experience as Chapter Treasurer and evidence of strong money-management skills.

SECTION 6. All Other Officers: Must have documented leadership or committee experience.

ANALYSIS

- Raises leadership competency and preparedness.
- Aligns with **Regional officer eligibility rigor**.
- Prevents unqualified candidates from advancing.

Pros

- Tailors qualifications to the *function* of each office.
- Strengthens fiduciary and governance integrity.
- Collegiate GPA requirement mirrors Regional standards.

Cons / Risks

- Could unintentionally limit candidate pool in smaller chapters.
- “Comparable leadership experience” should be defined to prevent ambiguity.

Placement

- **Constitution, Article on Officers & Elections.**

Recommendation

Adopt.

RED-LINE GUIDANCE (SUMMARY)

Amendment	Document	Section
Head Tax	By-Laws	Finance
Qualifications	Constitution	Officers/Elections
Treasurer Duty	By-Laws	Officers

