



BUILDING A POST-INITIATION INCENTIVE PROGRAM (PIIP)

Get Started:

1. Set parameters for the program:
 - Is it points to maintain membership or levels to earn different incentives?
2. Consider how active your chapter is and how many events a member needs to participate in for success. While 100% participation is ideal, it is not realistic.
3. Set point values for each kind of project and position.
4. Ensure that there are enough opportunities and flexibility to be fair. If you require 1 service event out of 4 for the year, schedule them on different days. If your chapter includes multiple levels of membership or distance learners, make alternatives as available as possible for the various events (using Zoom for meetings, volunteering on own time, etc)
5. Choose your incentives and match them to the effort level. If you will need to purchase items, set a program budget to cover the expenses. (Common items include: recommendation letters, chapter-purchased honor cords/graduation regalia packs, other KDP store items, and free classroom supplies/books).
6. Decide how you will document and track and which officer position oversees these tasks. (TIP: Google sheets are a popular option)
7. Write the program into the Chapter's [bylaws](#), especially if it involves maintaining an active chapter membership.
8. Communicate the program parameters, how you will implement it, and administrate the program ongoing, and solicit feedback from your members.
9. **Celebrate your members' achievements over the year.**
10. At the end of the year, evaluate your program:
 - Did you increase participation?
 - Was the program within budget?
 - Did the incentives match the effort levels?

Considerations

- Does it match your chapter's activity level and overall goals?
- Will this encourage involvement or discourage membership?
- Is it easy to understand and implement for members and leaders?
- Is it fair and equitable (do you have to be an officer to achieve the top level or live on campus?)

Example Programs

- [Tiered System](#)
- [Tangible Rewards](#)
- [Points System](#)
- [Regalia/Bylaws](#)