



**2022 RNeighbors Work Plan**

Tactics to Achieving Organizational Goals	RNeighbors Driving Strategies*	Responsible Entity	Indicator
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**Goal 1: Develop a 1 - 2 Year Strategic Plan with Metrics**

Wrote and awarded Racial Justice Micro Grant from the United Way to invest in racial equity training	Cultivate the organization's internal capacity and leverage resources needed to grow as a dynamic resource in an increasingly diverse city	Staff	\$2,000 grant awarded
Contract with professional strategist to embed equity practices in planning focused on neighborhood connections, DEI, and community engagement		Staff & Exec. Board	Contract signed
Organize focus groups and survey to create strategies, metrics, and actions		Staff & Strategist	Sessions completed
Create Strategic plan with metrics		Staff, Board & Strategist	Plan completed
Data development for metrics		Staff, Board & Strategist	
Create a training module for neighborhood leaders		Staff & Strategist	Number of neighborhood leaders who attend
Plan approved by RNeighbors Board		Staff & Board	
United Way grant completion form submitted		Staff	
Communicate Finalized Strategic Plan to stakeholders		Staff	

**Goal 2: Neighborhood Project Grants**

Release 2022 Neighborhood Project Grants Online	Expand awareness and access to neighborhood-related resources, specifically underrepresented populations	Staff	Number of project grants and \$ amount
Organize judges for grant applications and approve applications		Staff	Representatives from Park & Rec, Public Health, RNeighbors Board member, and a past grant winner
Pay reimbursements as grants are completed		Staff	
Contract with videographer to capture neighborhood activity around grants		Staff	
Communicate grant successes through photos and video		Staff	
Post 2022 grant outcomes on website and social media		Staff	Number of volunteer hours and projects completed

**Goal 3: Neighborhood Tree Grants and Community Tree Plantings**

Meet with RNeighborWoods committee to discuss spring events	Expand awareness and access to neighborhood-related resources, specifically underrepresented populations, through expanded collaboration with city departments	Staff & Forestry team	
Determine dates (application deadline, location deadline, and planting date) for Neighborhood Tree Grant		RNeighborWoods committee	
Post and publicize grant application		Staff	
Review applications with committee and determine winner		RNeighborWoods committee	
Communicate with grant winning neighborhood		Staff	
Tree locates from neighborhood communicated to Forestry Dept		NA Rep and Forestry Staff	
Planting of 25 boulevard trees		RNeighborWoods committee & neighbors	Number of volunteers and trees planted
Determine dates (application deadline, location deadline, and planting date) for Community Tree Planting		RNeighborWoods committee	
Post and publicize Community Tree Planting		Staff	Planting poster created, door knocking, facebook event, and media release
Door-knocking		RNeighborWoods Committee	
Determine celebration of 8,000th tree planted with RNeighborWoods program		RNeighborWoods Committee	
Planting of 200 boulevard trees		RNeighborWoods Committee & volunteers	Number of volunteers and trees planted
Post photos and event on social media		Staff	Number of interactions
Committee recap of spring events		RNeighborWoods Committee	
Plan for fall tree planting events (repeat above steps)	RNeighborWoods Committee		

Goal 4: Part-time Staff and/or Intern Addition			
Board discussion of next steps	Cultivate the organization's internal capacity and leverage resources needed to grow as a dynamic resource in an increasingly diverse city	RNeighbors Board	
Board members determined to lead hiring effort		RNeighbors Board	
Job (and/or internship) description created and HR types of issues planned for		RNeighbors Board & Staff	
Job (and/or internship) posted		RNeighbors Board	
Interviews		RNeighbors Board & Staff	
Hiring		RNeighbors Board	
Intern to lead Chalk the Walk event		RNeighbors Board	
Goal 5: Continued Work on Neighborhood Initiatives with City Departments and Mayor			
Nurture neighborhood relations	Expand awareness and access to neighborhood-related resources, specifically underrepresented populations, through expanded collaboration with city departments	Staff	Check-in with each NA leader in addition to usual communication
Update registered neighborhood association (NA) map (online and digital)		Staff and County rep	NA Map updated - 27 registered associations
Update NA Contacts		Staff & Strategist	NA Contacts updated
Council on Neighborhood meetings		Staff, Mayor, and city staff	Quarterly meetings (4/year)
Provide letters of support for city grants when requested		Staff	Number of letters submitted
Reestablish community presence at city office		Staff	
Email newsletter distribution		Staff	Monthly distribution (12/year)
City-wide Litter Bit Better effort		LBB Committee	Number of volunteers and pounds of litter picked up
Building Blocks Party Trailer		Staff and Park & Rec staff	Number of reservations
Neighborhood Meeting Signs (publicize and order)		Staff	Number of NA signs printed
Movie in a Box		Staff and RNeighbors Board members	Number of reservations
RColorful Corners		Staff and neighbors	Existing murals and crosswalks repainted
Have discussion about possible annual Chalk the Walk event		Staff and Mayor	
Determine permanent location for Front Door Project portraits		Staff and project partners	Public display
Ordinance Highlight distribution (online and hard copies)		Staff and city staff	1,000 booklets distributed and digital file posted
<b>*Each goal supports the City's Vision: Rochester is characterized by its safe and friendly neighborhoods.</b>			