

North Carolina Rural Fund for Development, Inc.

Strategic Work Plan

Goal: Develop, implement, coordinate and sponsor programs, services and opportunities that improve the economic status, quality of life and living conditions for residents of the coastal plain region of North Carolina.

<u>Strategy</u>	<u>Major Activities</u>	<u>Outcome</u>	<u>Assessment Method</u>
1. Improve job readiness and job retention for residents of the coastal plain region of North Carolina through educational and vocational training.	<ul style="list-style-type: none"> a. Collaborate with educational institutions and other community-based organizations to develop and implement job readiness programs that target 30 unemployed and underemployed residents of targeted communities. b. Coordinate with colleges and universities to provide one basic education class per year for at least ten adults seeking their general equivalency diploma (GED). c. Collaborate with new and expanding businesses to facilitate job retention for seven (7) residents, job creation for five (5) unemployed residents and job advancement for three (3) underemployed residents in the service area. 	<ul style="list-style-type: none"> a. All participants successfully complete programs. b. At least 80% (8) of participants successfully complete class. c. At least 80% (12) participants retained, advanced or obtained new jobs. 	<ul style="list-style-type: none"> a. Class attendance roster and post assessment form. b. Class exam. c. Review documents verifying employment
2. Ensure that youth in the service area are prepared to successfully make the transition to post-secondary education or the world of work.	<ul style="list-style-type: none"> a. Coordinate with educational institutions and other community-based organizations to develop and implement a tutorial program for 12 youth ages 11 thru 17. b. Develop and implement a mentoring program that will link 10 girls and boys ages 11 thru 17 with trained mentors from the community. 	<ul style="list-style-type: none"> a. All participants pass end of grade test. b. Ten (10) girls and boys are paired with mentors in controlled settings. 	<ul style="list-style-type: none"> a. Student test results. b. Program enrollment roster.

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Goal: Ensure the long-term sustainability of NC-RFD by targeting multiple funding sources for continued organizational growth and capacity building.

<u>Strategy</u>	<u>Activities</u>	<u>Outcome</u>	<u>Assessment Method</u>
1. Increase the number of funding sources through governmental grants, public and private foundations, and income or revenue generating projects.	<ul style="list-style-type: none"> a. Target at least three (3) governmental grants per year. b. Solicit funding from at least three (3) public and private foundations. c. Reactivate the Intermediary Re-lending Program 	a. Increase in funding sources by 50%.	Review budget and other financial records.
2. Develop and implement a process for establishing and maintaining an effective board.	<ul style="list-style-type: none"> a. Develop and implement an evaluation tool to evaluate board performance. b. Conduct board training and development at least annually. 	<ul style="list-style-type: none"> a. Board evaluation tool is developed and implemented. b. Training is conducted at least annually. 	Review tools and minutes of board meetings.

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Goal: Enhance the revitalization of the coastal plain region of North Carolina by improving housing conditions and increasing home ownership for low-income residents.

<u>Strategy</u>	<u>Activities</u>	<u>Outcome</u>	<u>Assessment Method</u>
1. Increase assessed value of homes through rehabilitation projects.	a. Identify and sponsor the rehabilitation of at least three (3) homes of low income or elderly residents annually.	a. At least three homes are rehabilitated and meet local and state housing code.	Inspect homes and document increased assessed value.
2. Sponsor or co-sponsor workshops and seminars that focus on homeownership.	a. Coordinate with financial institutions, governmental agencies and other community organization to offer workshops/seminars on homeownership for twelve (12) residents.	a. Workshops/seminars conducted and at least ten (10) community residents will complete training.	Review registration list.
3. Develop and implement projects, programs and services that advance homeownership of low-income residents.	<p>a. Collaborate with governmental agencies and community organizations to determine the level of need and resources available to undertake a home building project in targeted communities.</p> <p>b. Partnership with governmental agencies and community organizations to develop and sponsor programs and services that assist with qualifying residents in acquiring loans to purchase existing homes.</p> <p>c. Market homeownership programs to residents of targeted communities.</p>	<p>a. Needs assessment completed; communities identified; operational plan developed; target building at least two houses per year.</p> <p>b. Programs developed.</p> <p>c. Homeownership programs are marketed.</p>	<p>Review organization and board documents.</p> <p>Review minutes of board meetings.</p>

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Goal: Strengthen the economy of the coastal plain region of North Carolina through collaborative partnerships.

<u>Strategy</u>	<u>Activities</u>	<u>Outcome</u>	<u>Assessment Method</u>
1. Partner with financial and educational institutions to identify and promote programs that encourage business ownership and business expansion.	a. Assist five (5) new and expanding businesses with planning and strategic development to include education on qualifying for business loans. b. Identify resources and support systems that can provide technical assistance to small start-up businesses.	a. Five (5) new or improved businesses. b. Technical assistance provided to small start-up businesses.	On-site visits
2. Work collaboratively with local officials, community leaders and businesses to identify, promote and implement programs and initiatives that improve the economy and create jobs throughout the coastal plain region of North Carolina.	a. Collaborate with colleges, universities and city and county managers to collect information on resources and training available to start-up businesses and provide assistance in distributing information.	Resource material available for distribution	Review collected material