

The Landing at Hickory Grove

Board Retreat

Hosted by the City of Charlotte at UNC Charlotte Uptown Campus



2014

The Landing at Hickory Grove

2014 Board Retreat

Background

On Saturday, February 15, 2014, the board members of the **The Landing at Hickory Grove** participated in a board retreat facilitated by the City of Charlotte at the UNC Charlotte Uptown Campus. The following board members participated in the retreat:

- Annette Goodman
- Ann Marie Obrikat
- Roy Williams



The City of Charlotte values citizen leadership and its ability to make an impact in the communities in which we all live, work, play and shop.

With this in mind, the board retreat process was initiated to help neighborhood based organizations develop strategic plans to improve the quality of life in their communities.

Purpose

The purpose of the board retreat was to:

- Generate meaningful conversations around improving quality of life in our community
- Set clear goals and priorities for the upcoming year(s)
- Develop a vision and strategic priorities for our community

By participating in the retreat, our board can earn a \$1,500 Neighborhood Matching Grant credit to help execute one of the projects we identified. The credit will be available when we complete and return the Vision to Action Plan workbook.

Process

Our board retreat was conducted by trained facilitators tasked to keep our conversations on-task, productive, and focused on achievable objectives. The process was designed to help capture the best of the past, the best of the present, and how we can add to our strengths to build a better future. The focus was:

- Developing a vision to guide our decision making and activities
- Developing strategic priorities that aligned with our vision
- Developing project ideas

The agenda for the day was as follows:

- Introductions
- Where Have We Been? Where Are We Going? (Arrow Activity)

- Where We Want to Be: Vision Statement Exercise
- Seeing the Forest through the Trees: Developing Strategic Priorities
- Working Lunch – The Year Ahead
- Idea Development – Time for participants for develop an action plan for goal achievement.

Where Are We Going, Where Have We Been?

We began our day with paired interviews, using the “Where Are We Going, Where Have We Been?” activity. The activity was intended to help us reflect on:

- What we value
- What are the best things about our community and the people who live here
- What are our past successes
- Where are the potentials and possibilities

After interviewing our partners we shared our discussion with the group, finding commonalities in our conversations.

Where We Were: Reflecting on our past, what were some of the best/worst moments?	Where We Are: Why/why not would a person/business want to move into our community?	Where We Want to Be: If you could make 3 wishes to make our community flourish, what would they be?
<ul style="list-style-type: none"> • During its early years the Landing was a safe neighborhood with strong leadership and a strong sense of community. Events such as the annual cookout and gatherings at the pool helped create a sense of family. • Over time the Board capacity declined and finances dwindled. • Maintenance and curb appeal began to decline 	<ul style="list-style-type: none"> • The location of The Landing affords good vehicular access to uptown as well as access to transit. • Great diversity. • The new, energized Board and Management Company is a sign of good things to come. • General maintenance and curb appeal are still a challenge. • Concerns about crime and safety, including drug activity. 	<ul style="list-style-type: none"> • Increased sense of community: <ul style="list-style-type: none"> ○ Volunteerism ○ Increased home ownership (vs. rentals) ○ Host events that bring neighbors together ○ Community pride • Have strong Board leadership (including debt management and a good management company). • Improve communications with residents & surrounding community. • Develop relationship with City of Charlotte (resources; services; grant programs, etc.). • Improve ability to undertake general maintenance and improve curb appeal.

Our Vision

Our vision is the unifying statement for our community that will guide our decision making and reminds us of what we are trying to reach. It is based on our shared values and preferences for our community's future. It combines the best of what was, what is, and what could be.

OUR VISION:

The Landing at Hickory Grove desires to preserve qualities people value most by providing a safe, attractive community where residents are engaged.

Strategic Priorities

After committing to a shared vision, the board began to brainstorm on strategic priorities. This is where we began to define what is most important to us in order to achieve our vision. Strategic priorities are initiatives that will help us move closer to our vision of our community. The idea is to focus on a few things and do them very well as opposed to many things and missing the mark.

We started out thinking big and then narrowed down our focus using the Affinity Mapping Process, detailed below:

- Grab some sticky notes from the table. Keeping the vision statement in mind, write down as many of the following as you can think of, one per sticky note:
 - Current action items getting you closer to our vision.
 - Possible priorities/actions items to get us closer to our vision.
- Place the sticky notes on the wall.



- Organize the ideas by natural categories, once everyone agrees on the groups, give each one a name.

This activity led us to the following categories and action items being identified as important within our community:

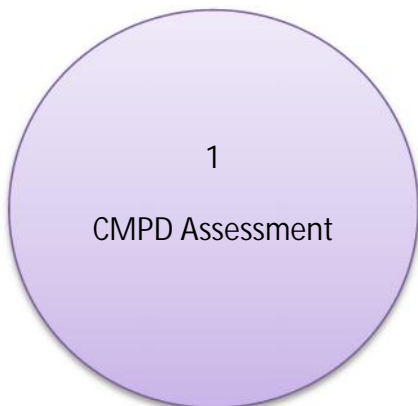
CATEGORIES			
	<u>Communication & Events</u>	<u>Resources & Relationships</u>	<u>Projects</u>
ACTION ITEMS	<ul style="list-style-type: none"> Build & install an "Information Board" in front of the pool Host a Spring "Getting-to-Know You" event so that residents can meet the new Board and Management Company Host a community yard sale Revive annual community cook out Engage volunteers Host regular homeowner meetings Host a community fair with vendors 	Create relationships with: <ul style="list-style-type: none"> City of Charlotte Neighborhood & Business Services (grant programs, training, etc.) CMPD Hickory Grove Baptist Church and other houses of worship Local businesses 	<ul style="list-style-type: none"> CMPD Security Assessment Pool Landscaping <ul style="list-style-type: none"> Tree removal Trimming trees Putting down mulch Playground (near area where trees are)

Each participant was provided three (3) stickers to be used for voting. Stickers could be placed all on one or two items or shared amongst all of the ideas identified. The three categories receiving the most votes are the strategic priorities that are most important for us to begin working on to achieve our vision, these are:



Action Items for 2014-2015

The three activities selected as most impactful toward achieving our strategic priorities in 2014-2015 are:



2014 Neighborhood Board Retreat Summary

THE LANDING at HICKORY GROVE

OUR VISION:

The Landing at Hickory Grove desires to preserve qualities people value most by providing a safe, attractive community where residents are engaged.

TO HELP US REACH OUR VISION; WE WILL FOCUS ON THREE STRATEGIC PRIORITIES:

1
Project:
Crime & Safety

2
Event:
Resident Engagement

3
Project:
Landscaping

IN 2014-2015 WE WILL WORK ON THESE ACTIVITIES GUIDED BY OUR PRIORITIES

1
CMPD Assessment

2
Spring/Summer Event
Meet the Board &
Management
Company; share CMPD
Assessment.

3
**Landscaping
Improvements**

Possible Resources:
CMPD; Quality of Life Study;
Grant Money; Board and Residents;
Partnering with adjoining neighborhood

Possible Resources:
Board; Residents; Management Company
Local Businesses (door prizes, etc.)

Possible Resources:
Board; Form resident committee;
Grant Money; Cul-de-sac Competition
(Yard of the Month); Lowes; Home Depot;
Community College Horticulture Students

Resources to Get You Started

Project	Getting Started	Resources
<p style="text-align: center;">Project #1</p> <p style="text-align: center;">Landscaping improvements</p>	<ul style="list-style-type: none"> • Canvass the neighborhood for ideas • Ask neighbors about their gardening experiences • Tour other Charlotte neighborhoods for landscaping ideas 	<p>Keep Charlotte Beautiful can provide cleanup tools and volunteers http://charmec.org/city/charlotte/nbs/kcb/pages/home.aspx</p> <p>Neighborhood Matching Grants for funding to purchase supplies and plants for landscaping improvements Contact Atalie Zimmerman at azimmerman@charlottenc.gov or 704-336-4594 http://charmec.org/city/charlotte/nbs/kcb/pages/home.aspx</p>
<p style="text-align: center;">Project #2</p> <p style="text-align: center;">Host Spring block party/meet the Board</p>	<ul style="list-style-type: none"> • Talk to your neighbors about possible dates • Engage local businesses and inform them of the event • Form a 'Celebrations' committee on the Board 	<p>Fundraising information for tips on how to raise funds http://www.afpnet.org/</p> <p>How to throw a block party https://www.roanokeva.gov/85256A8D0062AF37/CurrentBaseLink/N28X2Q5V280BCLTEN</p> <p>Your neighborhood could apply for Neighborhood Matching Grant to support the block party</p>
<p style="text-align: center;">Project #3</p> <p style="text-align: center;">Security project</p>	<ul style="list-style-type: none"> • Talk to your neighbors to determine safety concerns • Collaborate with other neighborhoods as you likely have similar concerns • Identify your current security measures 	<p>Request a Crime Prevention Through Environmental Design study through CMPD to find out where trouble areas may be in your neighborhood crimepreventionunit@cmpd.org</p> <p>CMPD Neighborhood Watch Program to learn how to organize a Neighborhood Watch http://charmec.org/city/charlotte/cmpd/safety/neighborhoodwatch/Pages/default.aspx</p>

