









Map and Plan Area:Mount Washington Community Development Corporation - Strategic PlanningMap and Plan Area ID:ZP9KF8PNMap Title:MWCDC Main OperationsList Title:Map Parts over Evaluations + Action Plan FormatDate/Time:2022/07/26 08:34:27 PM

Flow codes: ==>[] : to Central Process; <==[] : from Central Process; <==> : to/from Central Process

Action	Who	When	Progress/Status/Notes
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			1

Change Idea Present project list to community meeting		
Issue Community feedback is more reactions to MWCDC actions than		
interests and ideas		
Note Community input to date: "More and better outreach", "More free		
community events", "Beautification of Grandview Avenue"		
Note Approximately 6000 homes in the MWCDC territory		
Program / Project Design, Development, Initiation P9		
Change Idea Create a formal process for Program / Project Design		
Note Differentiate external resource intensive projects vs community		
intensive (volunteer) projects		
Goal On-going discussion with the community on ongoing potential (new)		
programs, projects and services		
Goal More thought partnership on Program / Project ideas and development		
Note e.g. from Board		
Note Community input for Program Development is important		
Program / Project Operations Management P2		
Goal Greater participation from local contractors		
Note Requires better identification of local contractors and their services		
ware negatives better identification of local contractors and their services		
Coordination with Groups re Programs and Projects P5		
Goal Better collaboration with external groups		
Note Need for balance of views (fairness and equity) in coordination with		
Groups	 	
Goal Identify opportunities for and enable synergy among groups and their		
activities	 	
Goal Ensure all participants get the recognition they feel they deserve		
Note Newsletter? => mixed results		
Community Outreach P10		
<i>Change Idea</i> Create a comprehensive outreach and marketing plan for the		
organization		
Note Basic resource constraint		
Note "eBlast": email to the general mailing list, via MailChimp		
Marketing P11		
Issue Currently very little marketing (as defined in the note below)		
Goal Create more recognition of successes, for marketing		
Goal Create multiple types of communication to support marketing		
Note MWCDC "who we are" brochure		
Note Brochures for each major program and project		
Change Idea Create a "sticker" and offer/provide/sell it to local businesses to		
put in their windows		
Change Idea Create / update a "tag line" for the logo		
Note Focus is on promoting the =organization= vs promoting programs,		
project and services		
Note Marketing is more "broadcast" than Community Outreach, which is		
more interactive		
Finance and Administration P3		
Change Idea 3rd party assessment (for general purposes)		
Note Compliance with government regulations at all levels		
Board Management P8		
Goal Ongoing improvement in Board operations and Board/Staff coordination		
Volunteer Management P4		
Goal Need for full-time, continuous volunteer manager (even if serial people)		
Goal Better volunteer recruitment program (including for different kinds of		
people and volunteer roles)		

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Goal Better convey the benefits of volunteerism			
Note Some success with college students, need better connection with			
community			
Note "Volunteerism creates a better neighborhood"			
Goal Better recording of volunteer time (helps with funding)			
Goal Create a culture of volunteerism			
Response to Requests for Info P6			
Change Idea Ongoing collection of information about social services being			
delivered in the neighborhood			
Change Idea References to ongoing social services delivery on the website			
Issue MWCDC is often asked why it does not deliver more social services;			
answer: MWCDS only arranges for social services programs			
answer. www.ebs.only analiges for social services programs			
Note Need budget, need specialized and credentialed people, and need			
critical mass of service needs: none of these apply to the neighborhood			
chica mass of service needs. None of these apply to the heighborhood			
Change Idea "Frequently Asked Questions" page; "reference sheets" for			
responding to common requests (issue: maintenance)			
Note From community, other organizations and the Board			
Note Very large consumer of time			
Grants & Proposals (Fund Raising) P7			
Issue Probably the largest single organizational challenge			
Goal Must reflect the interest of funders			
Goal More experienced resources dedicated to proposal writing			
Issue Few funders provide long-term support, so funding must be constantly			
renewed			
Issue Funding sources can change over time (affecting relationships,			
procedures, focus of interest)			
Note Most funding requires detailed statements of work			
Left Side Column			
General External Entities (for general interactions) B29			
Goal More quality, timely, complete communication			
Note All interaction is currently through telephone, email or in-person			
Note An interdetion is currently through telephone, entities in person			
<==[] Awareness of Activities and Projects			
==>[] Provide input, ideas, feedback			
<==> Questions, inquiries			
<pre><=> Questions, inquines<=> Information, Answers</pre>			
=>[] Request for assistance			
<pre><=> Assistance</pre>			
Goal Improved complete and timely assistance from external entities			
<==[] "eBlasts" email updates			
Change Idea Research and redesign formats of eBlasts			
Note Update visual aspects			
Individual Community Members B1			
<pre><pre><pre><pre><pre><pre><pre><pre></pre></pre></pre></pre></pre></pre></pre></pre>			
Non-Business Community Groups B2			
Issue Selective participation based on perception of values			
Goal More engagement by religious centers and their members			
Goal Create a more complete understanding of NB Community Groups			
our create a more complete anacistanting of the community of oups			
Note e.g. Lions, Social clubs, service organizations			
<=> See general interaction			
Pittsburgh Parks Conservancy B5			
Issue Competition for park funding and services			
Note Resident expectations about service levels may not be met			
note resident expectations about service revels may not be met		1	

Note An important partner for the park quality		
Note PPC is a private non-profit with an arrangement with the city to manage		
city parks		
<==> Partnering on Projects		
<==> See general interaction (both ways)		
Food Banks and Pantries B25		
Goal Find a permanent home for the Food Bank		
Goal Work with other groups and non-profits to ensure the Food Bank has		
sufficient resources		
<==> See general interaction (though less)		
<==[] People referred to them by MWCDC		
Libraries B19		
Change Idea Potential project partner		
Note important source of Pittsburgh history		
Note National Historic Landmark - important for promoting community sense		
Note Wational Historie Landmark - important for promoting community sense		
www. One of a faw convice providers for youth		
Note One of a few service providers for youth		
<==> Requests for letters of support; responses		
<==[] People referred to them by MWCDC		
<==> Requests/Advice on Neighborhood-related information		
PCRG - Pittsburgh Community Reinvestment Group B21		
Note Must be a member of PCRG to participate in Land Bank		
==>[] Information and assistance re (see note)		
<==[] Information about community needs		
Note Important resource for relationships: Banking, housing and mobility;		
also equity and equitability		
<==> AmeriCorps VISTA Program Coordination		
Foundations B6		
Note Have worked with approximately 12 Foundations		
<==[] Grant proposals, applications		
==>[] Guidance on Projects for possible funding		
==>[] Funding for grants for projects		
<==[] Services through contracts and grants		
Note E.g. grants related to Viewshed and habitat restoration; affordable		
housing		
<==[] Grant status reporting		
Local Businesses / Business Advisory Council B11		
Goal Greater and more coordinated engagement as a voice for advocacy		
Goar Greater and more coordinated engagement as a voice for advocacy		
Commercial cross susilability can be a shallonge		
Issue Commercial space availability can be a challenge		
Issue Ongoing impacts from the pandemic		
Note Critical for community economic stability		
Note Some businesses are destination businesses		
Note Restaurants and bars get disproportionate attention among local		
businesses		
<i>Note</i> Businesses in the food industry provide a large portion of entry-level		
jobs		
<==> See general interaction		
<==> Additional in-person interactions		
==>[] Outreach, publicity for program participation		
Contractors (Project Specific) B15		
Goal More stable ongoing relationships with local contractors, for more		
reliable, economical service delivery		
Issue Competition for contractor services, impacts service delivery to MWCDC		
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Note E.g. Grass cutting; (current or potential:) roofers; plumbers;		
architectural/engineering; painting		
<i>Note</i> Volunteers are preferred for some of this work		
nate volunteers are preferred for some of this work	l	L

Contract initiation management convices				[
<==> Contract initiation, management, services				
==>[] Advice related to services				
The Brashear Association B13				
Note Coordinator for Dollar Energy program (energy expenses assistance fund)				
Note Potential Project Partner				
Note Important: only serves Mount Washington, not Duquesne Heights				
<==[] Advice on community needs				
==>[] Services not available from MWCDC				
Other Major NGO / Non-profits B22				
Goal Strengthen relationships with these entities				
Note E.g. United Way; Urban League of Greater Pittsburgh				
Note Many organizations, highly varied				
Note Can be project partners				
<==> Many types of interactions				
<==[] Registration and activity data				
==>[] Reporting on donations				
==>[] Services not available from MWCDC				
Regional Businesses (vs Local) B26				
Goal Increase engagement for services, promotion and advocacy				
==>[] Outreach, publicity for program participation				
==>[] Funding, sponsorship				
==>[] Advocacy (future)				
Note To support and push the agenda of the MWCDC				
Other CDCs and External Community Groups B31				
<==> Exchange of advice				
Note Techniques, things to try				
Utilities B32				
Note Can be sponsors for community activities				
<==[] Request for info on programs				
==>[] Info on programs (to be shared with community)				
<=> Service management and payments				
Other service providers B35				
Note Can be sponsors for community activities				
<==> Service management and payments				
Note Recurring expenses (cannot avoid)				
Note e.g. telephone (including network), water & sewer				
Social Media (FB, other) B34				
Issue May be under-utilized; requires focused volunteer staff to maintain				
Goal Make social media content and format more user-friendly				
Goal Research and make use of current trends		1		
<i>Note</i> Posts on Social Media are more current, proactive than passive				
information on the website; time-based notifications				
==>[] Public access for awareness				
<==[] Updates, Maintenance				
<==> Interaction (None)				
Trade Associations & Related Orgs B24				
Note Source of potential partners				
<=> Advice and partnering on workforce development				
Note for masonry and heavy landscaping	1			
==>[] Information on job opportunities	1			
Right Side Column				
MWCDC Major Community Programs / Projects B20				
Change Idea Add full list to the website				
Goal Need to convey to community of volume of activity				
our recuito convey to community of volume of activity		1	1	1

Change Idea Online spreadsheet: title, high level description, time frame,			
monthly status update			
Issue What level of detail should go into the Strategic Plan			
Goal Improve amount and type of community oversight of Programs /			
Projects			
Note Community oversight over the course of a program would be helpful			
Note Engaging and providing constructive information			
Note Approximately 76 projects and programs that are active			
Note Examples (large); Affordable Housing (Fair Sweat Equity); Parklet			
Remediation; Sidewalk Sales; Love Your Block;			
Note Examples (large): Viewshed and Habitat Restoration; Land Bank Project			
Note Many of these projects are "not optional" and so cannot fully respond to			
community input			
Note MWCDC often uses unique and creative program designs; this is			
attractive to funders			
Note Oversight is primarily provided by Board and Funders			
Note Community provides oversight through MWCDC community			
engagement processes			
<i>Note</i> Program vs. Project vs. Service: Program is ongoing; project is transient;			
Service is delivery of value to individuals			
<==> Program Management and Oversight, Reporting			
Board of Directors B3			
Change Idea Distribution of organization management activities between			
MWCDC management and Board			
Issue Concerns by Board members about workload			
Note 10 members, up to 15			
Note President can have responsibility as voice of organization to the			
community (along with Exec Dir)			
Note Entirely volunteer (no stipend)			
Note Board responsibilities include: financial management of the			
organization; organizational sustainability			
[]==> Proposals, budgets			
[]==> Reporting			
[]<== Executive Director oversight and management			
[]<== Reviews and approvals, other ideas			
[]<== Project leadership			
[]<== Committee participation			
<==> Monthly meeting participation			
[]<== Fundraising activities and support			
Board of Director Committees B37			
Note Approximately 10 committees: Types: program committees, standing			
committees (from bylaws), and since 2022, project committees			
<==> General committee activities			
Task Forces (Project Specific) B38	<u> </u>		
Note Two types: Board and Staff originated			
second and stan originated			
Advisory Board (future) B23			
Goal Recruit Advisory Board to support Board Development			
Goal Create Advisory Board			
Note Desired actions: Guidance on funding, organizational process,			
introductions to regional organizations,			
Note High level resource for staff and board education, general consulting to			
the organization			
<==> Organizational information & consultations			
[]<== Guidance on funding			
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Volunteers and Interns B16			
Goal Need an Volunteers Manual (Program Guide)			_
<i>Note</i> The types of responsibilities, benefits, standard operation procedures			
Issue Challenge: keeping pool of skilled volunteers filled			
Note Activities: Support Special Projects;			
Note Types: #1 Skilled volunteers to work on projects (full cycle) (current 9);			
#2 direct services (weeding, demolition, yard clearing) (current 5)			
<i>Note</i> Type #3: Direct services to other people in the neighborhood (current 1-2)			
Note Some volunteers have significant responsibility and visibility to internal			
documents			
Note Current hope for 5 volunteers for another Special Project (Task Force for			
Note Current hope for 5 volunteers for another special Project (Task Force for Undergrounding Utilities)			
<==> Recruiting			
<==> Recruiting			
<==> Training <==> Assignments, Direction			
<==> Assignments, Direction Handshake B36			
Note Online service for colleges and universities for recruiting volunteers and			
Note Online service for colleges and universities for recruiting volunteers and interns			
[]==> Job descriptions			
[]==> Job descriptions []<== Applications			
[J<== Applications Colleges / Universities B17			
<pre>colleges / Universities B1/ <==> Consulting</pre>			
<==> Consulting <==> Project partnering and coordination			
<==> Volunteer and intern coordination			
<==> Volunteer and intern coordination []<== Funding requests			
IJ<== Funding requests Major Finance and Admin Projects B27			
Change Idea Add full list to the website			
Change Idea Add full list to the website Note Example: Audit; Stop tax charges; quarterly reports; payroll; 990; SAM			
registration; sales tax waiver; water bill reduction			
Note Examples: Annual committee reports			
Since examples. Annual committee reports <==> Finance and Admin Project Performance (P3)		<u> </u>	
Finance, Admin, Professional Service Support B14		<u> </u>	
Issue Annual increases in costs for professional services (e.g. accounting)			
Issue High dependence on one individual			
Note Accounting service manages "the books"			
Note Interaction is primarily with Staff, vs Board; Board may want greater			
interaction, however that may increase costs (hourly billings)			
Note Currently converting to fixed fee relationships, however extra services			
would cost extra			
Note Finance, insurance, audit			
<==> Finance, Admin, Professional Services Delivery			
[]<== Advice and guidance			
Local & Associated Schools B18			
Goal Strengthen relationships			
Change Idea Identify projects that are appropriate for engaging students (within			
constraints)			
Goal Support "pie drive" as an annual activity			
Goal Work with city and other organizations to enhance school safety			
Note MWCDC can promote and inform schools about community			
resources/organizations (such as Mount Washington Community Recreation			
Center).			
<==> Resource Donations			1
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<==> Engagement of schools & students in Projects			
Note One project currently in development			
Generic Government Entity B30			
Goal Improve relationships and modes of communication			
[]<== Funding Opportunities			
[]==> Required reporting			
<==> Project development and Coordination			
<==> Complaint management			
<==> Requests for information; responses			
City Departments B7			
Note Including: Healthy Active Living Center			
Note Major interactions: DOMI (mobility & infrastructure), Park and Rec,			
Planning, Permits etc., Office of Management & Budget, Police			
<==> See generic - government entity interactions			
Note Primarily on projects and programs; and on inquiries received from			
community			
City Government - Mayor and Council B8			
Note Interaction directly with Mayor's staff and City Council is critical to			
effective MWCDC operations (e.g. funding, advocacy, understanding of			
community needs)			
<==> See generic - government entity interactions			
Allegheny County B4			
Note County does not operate all County programs in the City			
Note E.g. (services offered in the city) Department of Health; (former service:			
Lead abatement training)			
Note Potential partner for major infrastructure projects			
Note Interaction with VisitPittsburgh to promote and manage tourism on The			
Mount			
<==> Interactions on specific County services			
State of Pennsylvania B9			
Note One primary interaction: Department of Economic and Community			
Development			
Note Secondary interactions include: PennDOT (transportation), DCNR			
(conservation & natural resources)			
Note Administrative interactions: Dept of State (registration); Dept of			
Revenue (taxes); Dept of Labor (workers' comp)			
<==> See generic - government entity interactions			
Note Complaint management - practically none			
Federal Government B28			
Note Bigger Interactions: Dept of HUD, Dept of Transportation, IRS, Dept of			
Labor, Small Biz Admin (SBA)			
<==> Funding Proposals & followups			
[]<== Funding			
<==> Specific inquiries to Fed; responses			
[]<== Information about Govt programs, services and requirements			
Quasi-Governmental Authorities B10			
Note Pittsburgh Housing Authority, Pittsburgh Regional Transit, Urban			
Redevelopment Authority, Pittsburgh Parking Authority			
<i>Note</i> Project Partners, Funding entities, Project Sponsors (funding for specific			
events)			
<==> See generic - government entity interactions			
<=>> Funding Proposals & followups			
[]<== Funding			
Website B33			
Goal More Programs, Projects and Services information on the website			
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Note Uses passive means for informing the public of events			
[]<== Public access for awareness			
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[]==> Updates, Maintenance		
Note ADA compliance is an emphasis		
<==> Interaction (None)		
The Hilltop Alliance B12		
Note Member and board representation		
Note Modest level of shared resources; potential for growth in this		
Note Liaison with adjacent neighborhood groups		
<==> Project partnership		
Note LIHTC Project - Low income housing tax credit (Allentown)		
Note Housing Opportunity Fund Management		
[]<== Services not available from MWCDC		