



Mission

We create opportunities for the Lakes Region to thrive by developing healthy homes, creating vibrant community assets, and engaging residents.

Vision

A Lakes Region where everyone lives in a home that supports good physical, mental, and financial health and is empowered to reach their full potential.

Goals & Objectives

- 1. Create a healthier housing ecosystem in the Lakes Region.**
 - Create new housing opportunities for essential workers.
 - Expand supportive housing options to reduce homelessness.
 - Protect & invest in our portfolio.
 - Advocate for zoning & local incentives to facilitate more housing development.
- 2. Empower residents to achieve economic security.**
 - Strengthen factors that improve the health and well-being of our residents on an individual, family, and community basis.
 - Create an effective system of engagement & support to help residents build their own pathway to economic independence.

Values

- Our most important asset is people. We believe that everyone can play a positive role in their community when they feel a sense of belonging.
- We are committed to using trauma-informed practices in all aspects of our work.
- We are committed to dismantling systems that perpetuate racial and other inequities in our community.
- We are committed to building climate resilient communities.
- We value honesty, excellence, accountability, and respect.
- Strategic partnerships and collective impact are powerful and critical to our work.

More Details On Our Goals & Objectives

1. Create a healthier housing ecosystem in the Lakes Region.

- **Create new housing opportunities for essential workers.**
 - Develop and pursue a sustainable, yet ambitious, pipeline of residential projects. Have at least 2 residential projects in pre-development at any given time.
- **Expand supportive housing options to reduce homelessness.**
 - We have a preference to incorporate supportive units into our Low Income Housing Tax Credit projects if a partner can provide services at that location.
 - Continue developing partnerships with service providers who need supportive housing, especially outside Laconia.
 - For free-standing supportive housing projects, plan to raise funds separately to help pay for staff time not covered by the lower developer fees earned on this type of project.
- **Protect and invest in our portfolio.**
 - Do energy audits on all scattered site properties to create a prioritized list of projects ready for funders.
 - Our annual operating plan will include projects in all of the following categories:
 - Lead testing & abatement
 - Energy efficiency improvements
 - Curb appeal improvements
 - Amenities to be added
 - Maintain strong financial performance of our properties
- **Advocate for zoning & local incentives to facilitate more housing development for essential workers.**
 - Don't shy away from seeking zoning variances strategically. Budget for higher pre-development & legal costs to accommodate this.
 - Partner with local employers & stakeholders to educate planning & zoning boards about workforce housing.



2. Empower residents to achieve economic security.

- Strengthen factors that improve the health and well-being of our residents on an individual, family, and community basis.
 - Tailor programming for each LRCD property based on its assets and the specific needs of residents who live there (using the CORES framework from Stewards of Affordable Housing for the Future).
 - Continue using resident input to design interventions that promote health & wellness (e.g., eviction prevention, dental program, Take the Wheel, camperships, social events, etc.).
 - Train board, staff, and partners about trauma and protective factors to deepen understanding and promote the use of trauma-informed practices.
- Create an effective system of engagement and support to help residents build their own pathway to economic independence.
 - Use EMPath's Mobility Mentoring & Bridge to Self-Sufficiency tools, and assess their long-term fit with our goals.
 - Determine if we want to create a larger mentoring program using volunteers.