
NEIGHBORS *FOR* BETTER NEIGHBORHOODS

ORGANIZATIONAL HISTORY

1990:

NBN was started as a program of The Winston-Salem Foundation modeled after the Charles MOTT Foundation grant and governed by an Advisory Committee.

1994:

Neighborhood Leaders School / workshops. Staff Technical Assistance Provider from the East Winston CDC.

1998:

Incorporated 501c3 supporting organization of the Winston-Salem Foundation – governed by its own board.

1999:

Hired First: Exec. Director, Lavastian Glenn.

2000:

Start of the Neighborhood Institute for Community Leadership Program (NICL) created to support the development of grassroots Leaders in Forsyth County. NBN hired Tamiaka White as Program Officer to coordinate this program.

2001:

Started the Organizational Development Process funded through the Mary R. Babcock Foundation and facilitated by Consultant Kenneth Jones.

NICL structure changes from nine-month program to three-day bi-annual conference. The NICL program becomes an official program of NBN.

Start of Community Organizing program. Two part-time organizers were, funded from the Warner Foundation.

2003:

Development of the Community Organizing Program-staffed by two-contract community organizers and included a focus on Latino Communities in W-S. NBN's Board and staff learns and acknowledges Community Organizing Program and building connections among grassroots leaders is the foundation for all of our program work.

NICL was held in November 6-8, 2003 resulting in our largest attendance for the training program since its inception.

NBN began to work more closely with Communities Helping All Neighbors Gain Empowerment (CHANGE) the local IAF organization.

2004:

The Foundation funds a collaborative proposal from NBN, CHANGE, and the Latino Community Development Corporation for a full-time Latino community organizer. At the time, NBN had a part-time Latino community organizer, which was originally funded by the Warner Foundation and then the Z. Smith Reynolds Foundation. NBN used the Foundation's grant to make it a full-time position.

The Foundation makes a \$10,000 grant for NBN's small grants program as part of its annual operating grant for a total of \$46,000.

2006:

The Foundation makes a separate \$10,000 grant for NBN's small grants program rather than as a part of the operating grant in order to give NBN more time to spend down the small grants' funds.

2007

Tamieka White, NBN's staff person in charge of NICL, becomes the Executive Director for the organization.

2008:

NBN hires Dee Washington to serve as program officer; Dee begins managing NICL and small grants program providing technical assistance to neighborhood groups and community leaders.

Leading up to this year, NBN's operating grants were typically allocated for specific programs and positions. In June 2008, the Foundation starts to make annual operating grants with no specific allocations.

2010:

NBN hires Naomi Folami Randolph to serve as Interim Executive Director after the departure of Ms. Tamieka White.

Dee Washington works with a resident team to revamp the small grants program and establishes NBN's first Small Grants Subcommittee.

NBN hires Nakida McDaniel as a community organizer to assist with the Census 2010 campaign.

NBN launches a neighborhood pilot based on the NICL conference called Seed & Lead in order to focus its efforts on place-based capacity building in target neighborhoods.

2011:

NBN hosts an orientation for the newly established Small Grants Subcommittee from national organization Grassroots Grantmakers.

NBN begins the Monday Night Interest Meeting, which increases the small grants program's visibility.

The Foundation makes a \$10,000 grant for NBN's small grants program in addition to general operating. NBN awards six grants, spending the majority of the \$10,000 within the one-year grant period.

A team comprised of NBN and Foundation staff attends *On the Ground*, a three-day conference in Atlanta, GA hosted by Grassroots Grant makers. The team comes back with new ideas for the work and the relationship between NBN and the Foundation.

2012:

The same team of NBN and Foundation staff that attended the conference in Atlanta begin meeting monthly to establish a healthy dialogue and work on strategic direction together.

NBN provides educational opportunities about ABCD and grassroots grant making to the Foundation's Grant making Subcommittee at the beginning of each of their meetings.

After the success of the Seed & Lead pilot program NBN launches a full version of the program renamed as Neighbors in Action.

2013:

NBN ends its fiscal year having awarded \$9717 in neighborhood grants and begins its second term with a Small Grants committee trained by Grassroots Grant makers, and Co-Founder of the grassroots grant making strategy, Ms. Janis Foster-Richardson.

In August 2013, NBN hires Paula McCoy as interim Executive Director. McCoy was no stranger to NBN, having been on the founding board and serving as a former board chair when it was first created as a program of The Winston Salem Foundation in 1990.

2014:

NBN begins place-based work and contracts with the Housing Authority of Winston-Salem (HAWS) and United Way to work with them in Cleveland Avenue Homes Choice Neighborhood Initiative and in 13 neighborhoods in East/Northeast Winston-Salem.

2015:

McCoy becomes full-time Executive Director and through additional support from KBR Charitable Trust and ZSR Foundation is able to increase staff capacity from 1 FTE and 2 part-time contracted employees to 3 FTE and 5 contracted employees.

Kenneth Holly starts at NBN as a contracted community organizer working on Place Matters Initiative, HAWS Choice Neighborhood and Youth Organizers Initiatives.

NBN began exploring the start of a Youth Organizing Professional Development Program and partners with Urban League by excepting 20 teenagers during the months of June – August 2015.

The youths were trained in Organizing, Conflict Resolution, Asset Based Community Development, Understanding Community Development, and Racial Equity.

NBN celebrates 25 years of service in W-S neighborhoods using ABCD approach. 25th anniversary is launched at NBN's 4th annual "We've Got Roots" celebration.

2016:

NBN started its one-year Resident Organizer Internship Program to recruit residents from their local neighborhoods as part of NBN's efforts to increase impact in place-based community building. This program was established as flagship program to assist NBN in achieving its vision of (Safe, Just and Self-Determined Neighborhoods) and to develop inclusive, diversified and equitable leadership within low-wealth and marginalized communities.

NBN started its Youth Leadership and Professional Exploration Program to connect youths to field Community Development and Community Organizing. This program allowed six city-wide teenagers the opportunity to work during the summer with twelve Urban League Summer Interns learning the foundation of community and having an opportunity to canvass neighborhoods and perform listening conversations.

NBN assisted United Way and Winston-Salem Foundation in funding 21+ grassroots resident-led projects totaling \$65,000 through its Grassroots Grant Making Program.

2017:

Kenneth Holly becomes full-time Director of Operations/Program Manager of Neighbors for Better Neighborhoods.

NBN Resident Organizer program recruits fifteen resident organizers and provides each with ten hours a week paid internship, along with six hours of paid leadership training. Resident organizers were trained on how to build community teams of five to ten neighbors and how to work in their communities with their team. The effort of their work created future leaders and started a residual process of leadership development as civic power increased within the neighborhoods.

NBN expands its Youth Leadership and Professional Exploration Program by adding Youth Speak Out (Y-SO) to its programming. This program gives youth a platform to stay actively involved throughout the school year. The program gives youths the opportunity to advocate, lobby, organize and mobilize for issues that concern local, state or national issues that they are facing within their lives.

2018:

NBN relocated to the Saltbox in the heart of the Greenway community, on January 1, 2018. NBN served as the anchor institution for the Saltbox, which houses other community-minded organizations such as Love Out Loud, The Compass, North Winston Neighborhood Association, and The School of Love.

The BB&T Lighthouse Project Executive Team partnered with NBN to upfit new office space with breakroom, parking lot striping, and installed retractable wall for its training program.

NBN led important education on Asset Based Community Development in Winston-Salem, offering Race, Class, and Power workshops to more than 95 participants.

NBN reached record membership in its Timebanking program—which utilizes service hours as currency in place of cash—and became the sixth Timebanking effort in the US and the only active program in North Carolina.

NBN's Grassroots Grant Program was featured on The Grassroots Grantmaking Council's website. The program has assisted over 35 neighborhood groups with grants totaling more than \$44,000.

The United Way, The Winston-Salem Foundation, Kate B. Reynolds Foundation and The Z. Smith Reynolds Foundation all agree to invest in NBN's Grassroots Grant Making Program as a way of seeding grassroots resident-led projects.

2019 - PRESENT:

Neighbors for Better Neighborhoods Executive Director Paula McCoy retired Jan. 31, 2019. McCoy, led the organization for five years, is a seasoned community development advocate, who served on NBN's inaugural board over 25 years ago.

A succession planning committee of the board began working with a human resources consultant to conduct a search for its next executive director. McCoy has agreed to lead the organization on a contractual basis until a successor has been identified.

Under McCoy's leadership, NBN has increased its revenues by 500%, significantly enhanced its programs and reach, and introduced Time Banking to the Winston-Salem community. During her tenure, the organization has grown from 1.5 FTE staff members to seven. McCoy has also developed a strong partnership with the United Way of Forsyth County, which has led to more than \$2.8 million in investments in neighborhoods in east and northeast Winston-Salem through the United Way's Place Matters initiative.