



Cypress Hills Local Development Corporation (CHLDC) is a not-for-profit community development organization in Cypress Hills, Brooklyn, New York. CHLDC serves 8,000 individuals a year with high quality housing counseling and housing development, economic development, community organizing and youth and family services programs.

*With community residents leading the way, the mission of Cypress Hills Local Development Corporation is to build a strong, sustainable Cypress Hills/East New York, where youth and adults achieve educational and economic success, secure healthy and affordable housing and develop leadership skills to transform their lives and community.*

**From our strategic plan, 2012-2016**

<b>Strategic program areas</b>	<b>Long-term successful outcomes</b>
<b>Affordable Housing</b>	Low income families have secured quality affordable housing.
<b>Community Development</b>	Cypress Hills/East New York is a greener, healthier, more sustainable place to live.
<b>Economic Opportunity</b>	Residents have improved their standard of living through continuous employment for one year.
<b>Leadership and Advocacy</b>	Residents are leaders engaged in influencing the neighborhood's future.
<b>Youth Development</b>	Young people are graduating from college and/or securing post-secondary employment.

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**Inter-departmental Staff Advocacy Committee:**

In Fall 2009, a group of CHLDC staff members formed the organization's Advocacy Committee. The inter-departmental committee of ten includes staff from all CHLDC divisions. We promote fair funding for social services and education through education, community organizing, and policy advocacy. Our activities give staff members and neighborhood residents chances to learn about, talk about and take action about policy issues that affect us directly. They also help us see the interconnection of social problems, expose their root causes, and influence the future of our neighborhood. This work allows us to make social justice, in addition to social service, an integral part of our organization's culture and gives us empowering opportunities to fight for the value of our work, our community, and ourselves.

The advocacy committee has led staff training, coordinated budget advocacy activities, organized candidate forum for local elections, supported program participants to testify to elected officials, and helped to formalize the expectation that all staff members participate in advocacy.

FY14 Advocacy Committee members include: Director of Community Organizing and Advocacy (coordinator); Director of Career and Education Services; Director of College Success Services; Director of Community Development; Director of Housing Counseling; Director of Youth and Family Services; Director of Employment Solutions; one after-school program director; Senior Project Manager for Community Development; and Communications Associate.

**Advocacy expectation for all full-time CHLDC staff:**

Implemented in Fall 2012

**Job description addition:**

*Demonstrates commitment to leadership development, community building, and community organizing as strategies for social change*

**Evaluation addition:**

***Community Building/Advocacy:*** *Supports leadership development of community residents, encourages them to participate in campaigns to secure community resources and to fight for social justice, and represents residents' and CHLDC's concerns in coalitions and advocacy organizations*

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