



Pantheon Perspective Community Impact Plan *2026*

Rooted By Responsibility

Pantheon Perspective LLC
2035 West Road, Leyden, New York 13309
Adult-Use Micro Business License
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Preface

Pantheon Perspective's Community Impact Plan (CIP) is both a compliance document and a public promise. It is submitted as part of our adult-use license renewal and is intended to demonstrate our commitment to New York's social and economic equity goals under the Cannabis Law and OCM regulations (including 9 NYCRR §§ 120.11 and 121.4).

We wrote this plan for two audiences: regulators and the community. Some sections are necessarily technical because the renewal process is technical. But transparency means more than filing paperwork. We want community members, partners, and peer operators to be able to read this plan, understand it, and use it as practical guidance for what responsible cannabis business can look like.

A reality up front: we are not actively open yet.

Pantheon Perspective has been in active development since 2019. Since adult-use licenses began being awarded in New York, capital conditions and timelines have been unstable, and raising compliant launch financing has been unusually difficult. We will not pretend otherwise.

Because of that, portions of this plan are contingent on opening and achieving stable operations. We separate commitments into two tracks:

- Pre-opening commitments (active now): community education and engagement, relationship-building and partnerships, sponsorships, referrals and navigation support delivered through qualified partners, and local volunteer participation.
- Post-opening commitments (scale with operations): workforce opportunities, paid training and internships, supplier and vendor spend, structured community investment, and performance reporting tied to a formal budget and staffing plan.

Some elements of this plan are required by regulation. Our intent is to meet the minimum requirements—and then raise the standard toward what should be expected of any business benefiting from a newly legal industry.

This is a living plan. We will revise it as we learn, as needs evolve, and as our operational reality becomes clearer. We will also document what we do—because impact that cannot be verified is not impact.

Snapshot (2026–2028)

Pantheon Perspective is a New York adult-use cannabis microbusiness being developed at 2035 West Road, Boonville, NY 13309 (Town of Leyden, Lewis County). Our primary service area for this plan focuses on communities within a 30-mile radius, with emphasis on municipalities and counties where indicators show elevated vulnerability and need.

Priority geographies (data-backed)

We prioritize locations where need is strongest and easiest to document. Indicators that stand out in the service area include:

- High vulnerability (SVI): Oneida County (SVI 0.8197), Lowville (SVI 0.7130), Boonville (SVI 0.5569)
- Economic hardship flags: Leyden poverty 18.1% (site town), Rome poverty 18.1%, Ava poverty 21.1%, Osceola median household income \$44,063
- Digital divide (requires offline engagement options): Lyonsdale broadband 63.3%, Leyden broadband 67.9%
- Accessibility pressure: Lyonsdale disability 25.8%, Rome disability 21.2%; 75+ populations as high as 12.9% in parts of the region

Priority communities (who we intend to benefit)

This plan focuses benefits toward communities and individuals disproportionately harmed by prohibition and toward locally demonstrated need. Priority community categories include BIPOC, LGBTQ+, distressed farmers, veterans, differently abled persons, and low-income families, with geographic focus centered on Leyden/Boonville/Rome/Lowville/Lyonsdale.

Program portfolio (what we will do)

Each program follows one structure: who benefits → why needed → activities/frequency → budget/resources → metrics/documentation.

Initial portfolio (refined as partnerships finalize):

- Workforce pathways: local hiring, paid training seats, internships tied to impacted communities
- Community-based partnerships: formal agreements, shared programming, partner-defined outcomes

- Access + inclusion: offline engagement options (paper, in-person, phone) and accessibility-forward delivery
- Community reinvestment: local vendor/supplier spend, sponsorships, direct support programs
- Justice-impacted supports: navigation supports delivered with qualified partners, within legal scope

Measurement, proof, and reporting

We will track qualitative and quantitative outcomes on a defined cadence and retain documentation that can withstand inspection.

Core proof set (per program): agreements/MOUs (where applicable), invoices/receipts, sign-in sheets, participation logs, payroll records (where relevant), and photos where appropriate.

Pre-opening vs post-opening execution

Because Pantheon Perspective is still fundraising and not yet operating, this plan separates:

- Pre-opening: relationship building, listening sessions, pipeline development, partner commitments, small-scale initiatives
- Post-opening: scaled programs funded by operations and tied to documented budgets and staffing

Public feedback + “living plan” commitment

We provide online and offline ways for the public to submit feedback, publish a response timeline, and document how feedback results in plan updates.

Introduction

Purpose

The purpose of this Community Impact Plan (CIP) is to describe how Pantheon Perspective will benefit communities and individuals disproportionately harmed by cannabis prohibition enforcement—and how we will research, implement, document, and evaluate those benefits during the renewal period.

Regulatory alignment (short form)

This plan is structured to align with OCM’s renewal expectations for a Community Impact Plan, including: identification of impacted communities; defined benefits and engagement cadence; demonstrated need; resources and partnerships; measurement and recordkeeping; a nexus between outcomes, strategy, and ability; and inspection readiness.

Note: A full compliance crosswalk (citations + exact regulatory text + where addressed) is provided in immediately following this section

What this plan includes

This plan is organized to be both usable and auditable. It includes:

- A service area and targeting methodology (including data sources and definitions)
- Priority communities and the rationale for focus
- Program commitments (pre-opening and post-opening)
- Budget/resource assumptions (as available)
- Measurement, documentation, and reporting methods
- Safeguards: privacy, data minimization, and what we will not collect
- A community feedback/grievance process and continuous improvement loop

How to read this plan

Each program section is written to make the required “nexus” explicit:

- Who benefits (targeted communities/individuals)
- Why this is needed (data + engagement findings)
- What we will do (activities + frequency)
- What it costs (budget + resources)
- How we’ll prove it worked (metrics + documentation)

Compliance Crosswalk

Regulatory Citation	Excerpt	Quoted Regulatory Text	Plain-English requirement	Where Addressed In This CIP	Evidence Retention
9 NYCRR § 120.11	“evaluate a licensee’s commitment”	“...evaluate a licensee’s commitment... through... Community Impact Plan... renewal application”	OCM uses your CIP as part of renewal review.	Introduction → Purpose and regulatory basis	Final CIP PDF; renewal submission packet; version log
9 NYCRR § 120.11(c)(1)	“contributions to communities and individuals”	“the licensee’s contributions to communities and individuals disproportionately harmed...”	You must show what you actually did for impacted communities/people	Our Program (all activities) + Outcomes to Date + Auditing & Recording	Activity logs; partner letters; invoices/receipts; photos where appropriate; volunteer logs
9 NYCRR § 120.11(a)	“not more than... 120... nor less than... 60... days”	“filed... not more than... 120... nor less than... 60... days”	Renewal timing has a filing window; late filings can be treated as untimely.	Admin → Renewal readiness / Submission controls	Submission calendar; proof of filing; internal renewal checklist; version log
9 NYCRR § 121.4(a)	“commitment ... may be demonstrated”	“...demonstrated by... design and implementation of a community impact plan”	A CIP is one way you demonstrate equity commitment under the Cannabis Law.	Introduction → Purpose and regulatory basis	CIP document; crosswalk; internal governance notes
9 NYCRR § 121.4(a)(1)	“plan for how... will benefit”	“plan for how... will benefit... communities... disproportionately impacted...”	Explain clearly HOW your actions benefit impacted communities/people	Introduction → What this plan includes + How to read this plan	Program one-pagers; logic models; crosswalk table; tracker exports
9 NYCRR § 121.4(a)(1)(i)	“identification of the community...”	“identification... communities and individuals... plans to benefit”	Name who/where you’re focusing on (people + geography).	Our Communities → People + Our Communities → Geography	Service-area definition; SVI/DAC/other datasets; community listening notes; justification memo
9 NYCRR § 121.4(a)(1)(ii)(a)	“workforce opportunities ... education”	“benefits... including... workforce opportunities... education...”	Describe the benefits you’ll provide (jobs/training/resources/education/etc.).	Our Program → Workforce pathways (or equivalent program section)	Hiring pipeline materials; job postings; training rosters; payroll records
9 NYCRR § 121.4(a)(1)(ii)(b)	“scale or size”	“the scale or size...”	Quantify reach: how many people / how big the target group.	Each program page: Scale/Size field (standard template	Targets table; seat counts; hours; distribution counts;

Regulatory Citation	Excerpt	Quoted Regulatory Text	Plain-English requirement	Where Addressed In This CIP	Evidence Retention
				per activity)	budget line items
9 NYCRR § 121.4(a)(1)(ii)(c)	“plan for implementation... frequency”	“plan for implementation... actions... frequency of engagement...”	State what you’ll do and how often you’ll do it.	Activity Action Plan (Purpose / Frequency / KPIs / Cost)	Calendar; sign-in sheets; agendas; event summaries; outreach logs
9 NYCRR § 121.4(a)(1)(iii)	“demonstrated need... economic and social impact”	“demonstrated need... economic and social impact”	Prove the need with data + engagement findings.	Our Perspective (SVI, poverty, broadband, disability/aging, etc.)	Master tracker; source links; screenshots/PDF exports; analysis notes (method + assumptions)
9 NYCRR § 121.4(a)(1)(iv)(a)-(d)	“identifiable resources... including”	“identifiable resources... including... (a)-(d)”	Show you have the resources + proof to execute credibly.	Ability (People/Financial) + Partnership Profiles + per-program Cost/Resources	MOUs/LOIs; vendor quotes; budget tables; resumes/staffing plan; meeting notes
9 NYCRR § 121.4(a)(1)(iv)	“identifiable resources... execute”	“identifiable resources... execute the community impact plan”	Show what resources you’ll use (staff, time, budget, tools).	Ability → Resources (people/time/money /tools)	Org chart; role assignments; draft budgets; operational assumptions
9 NYCRR § 121.4(a)(1)(iv)(a)	“by written agreement”	“by written agreement... partnership... community-based organization...”	If you claim partners, show paperwork.	Partnership Profiles + Appendices (MOUs/LOIs)	Signed MOUs/LOIs; partner letters; meeting minutes
9 NYCRR § 121.4(a)(1)(iv)(b)	“estimated expenses”	“estimated expenses... to execute... and its activities”	Include estimated cost (even if small).	Program pages + Budget section	Budget table; invoices/quotes; internal approvals
9 NYCRR § 121.4(a)(1)(iv)(c)	“demonstrated ability... expertise”	“demonstrated ability, knowledge, expertise or experience”	Explain why you can deliver (capability, track record).	Ability section + Team qualifications	Resumes; bios; prior work samples; governance roles
9 NYCRR § 121.4(a)(1)(iv)(d)	“documentation... evidencing community engagement”	“documentation... evidencing community engagement”	Prove you engaged people/partners (not just planned).	Our Process → Community engagement + Program proofs	Sign-ins; outreach logs; notes; surveys; partner emails
9 NYCRR § 121.4(a)(1)(v)	“measure, track, and record”	“strategy to measure, track, and record... qualitative and quantitative metrics... frequency...”	Define metrics + tracking method + how often you’ll evaluate.	Auditing & Recording + per-program KPIs + reporting cadence section	KPI dashboard; attendance logs; partner outcome reporting; quarterly/annual

Regulatory Citation	Excerpt	Quoted Regulatory Text	Plain-English requirement	Where Addressed In This CIP	Evidence Retention
					review memos
9 NYCRR § 121.4(a)(1)(vi)	“supporting its ability... nexus”	“supporting its ability... and the nexus... desired outcome... strategy... demonstrated ability...”	Tie outcome ↔ strategy ↔ capability (no hand-waving).	Ability + Our Process (method) + program templates that force the nexus	“Nexus” paragraph per program; capability proof; budget/staff tie-out
9 NYCRR § 121.4(a)(1)(vi)	“any other requirements ... determined by the Board”	“any other requirements... determined by the Board”	Be ready for extra requirements beyond the list.	Appendix / Reserved section: “Board-Directed Additions”	Versioned addenda; correspondence log; updated forms
9 NYCRR § 120.9(j)(1)-(2)	“random or scheduled inspections”	“may conduct... inspections... determine... plans... meet... minimum requirements”	OCM can inspect/verify your plans; build audit-ready evidence now.	Auditing & Recording + Documentation standards	Central evidence folder; naming conventions; retention schedule; “what we will not collect” policy
OCM Adult-Use Renewal CIP Guidance (Last updated 1/2026)	“must show a licensee’s plan”	“must show... plan... must detail... research and planned activities... include... partnerships, budget, evaluation metrics”	OCM guidance restates what a complete CIP must contain.	Introduction → What this plan includes + Our Process → Method + Program templates	Completed OCM prompt responses; partner list; budget; evaluation plan; tracker exports
OCM Adult-Use Renewal CIP Guidance (Last updated 1/2026)	“review... ensure completeness”	“OCM will review... ensure completeness... contact... corrections needed... provide... activities... steps taken... in next renewal”	OCM checks completeness and expects continuity over renewals (prove execution next cycle).	Auditing & Recording + Versioning + Next-renewal readiness	Corrections log; executed activity proofs; renewal-to-renewal KPI continuity report
OCM Adult-Use Renewal CIP Guidance (Last updated 1/2026)	“measurable benefit”	“Any activity that provides a measurable benefit... disproportionately harmed...”	Impact must be measurable and for impacted communities/people	Our Process → Definitions + Program design rules	Metric definitions; KPI logs; beneficiary counts; partner attestations
OCM Adult-Use Renewal CIP Guidance (Last updated 1/2026)	“external to your business”	“All activities should be... outside of a licensee’s business”	No “impact-washing”: activities must benefit the community, not your sales funnel.	Our Process → Program eligibility rules + Anti-marketing guardrails	Program screening checklist; approvals; documentation showing external beneficiaries

Our Pantheon

Pantheon Perspective is a New York adult-use cannabis microbusiness being developed in the Town of Leyden (Boonville area), Lewis County. We are building toward a model where cannabis is not only legal and compliant, but locally rooted, measurably beneficial, and transparent enough to be audited without drama.

Pantheon is part of a broader platform vision: a community-centered ecosystem that ties adult-use cannabis to education, community experience, and locally sourced agricultural inputs. Our public-facing “why” is simple: build a company that shapes a community, shows the world a better way, and gives stakeholders a better life.

This Community Impact Plan (CIP) sits inside that philosophy—but it is not treated as branding. It is treated as an operating commitment: impact with documentation.

Mission, vision, and purpose

Pantheon’s published foundations are explicit:

- **Mission:** Cultivate a company that shapes a community, shows the world a better way, and gives our stakeholders a better life.
- **Vision:** Revive Northern New York main streets, create jobs, and set a new standard for the cannabis industry while cultivating conscious capitalism.
- **Purpose:** Promote responsible adult-use experiences, foster community engagement, and drive innovation in agriculture with positive local economic impact.

These statements matter in this plan because they explain why we emphasize: a defined service area, accessibility beyond broadband-only engagement, partnership-first delivery, measurable outcomes, and a “living plan” revision loop.

Core values (translated into CIP behavior)

Pantheon’s core values (the “Pillars of Pantheon”) are: **Courage, Discipline, Fidelity, Honor, Hospitality, Industriousness, Perseverance, Self Reliance, and Truth.**

In this plan, those values become operating behavior:

- **Truth:** We document results, constraints, and changes. We retain evidence and version our plan so performance is verifiable.
- **Discipline:** We use standardized program templates, measurable metrics, and repeatable cadence so impact isn’t dependent on personality or mood.

- **Hospitality:** We design engagement for real rural conditions—using in-person, paper, and phone options—not “internet access assumed.”
- **Honor:** We prioritize partner-led and community-informed programs and avoid extractive engagement.
- **Perseverance:** We build continuity across renewal cycles and treat improvement as part of the work, not a one-time announcement.

Ability to Deliver (People + Financial)

Pre-opening status and contingency (read once, then referenced as needed):

At the time of this report, Pantheon Perspective is **not yet open** and is still securing launch funding. As a result, certain commitments in this plan are **contingent on opening and achieving stable operations**. This is not a hedge—it is transparent planning. We separate pre-opening actions from post-opening scaled programs so that we do not claim operational outputs we cannot yet produce.

People ability (experience + roles that make execution credible)

Pantheon’s team is intentionally built around three things that regulators and communities both care about: **regulated-industry discipline, execution capability, and public accountability**.

- **Tyme Ferris (Founder & CEO):** Brings nearly two decades in cannabis across multiple state markets, with experience spanning operations, licensing, acquisitions, advocacy, and community-oriented work—positioning Pantheon to execute a compliant, accountable launch and to sustain long-term community commitments.
- **John LeRoy (Chief Information Officer):** Brings deep IT leadership and systems implementation experience—critical for building auditable tracking, documentation, and process reliability (the “boring stuff” that keeps a plan defensible). This capability directly supports the data stewardship, evidence retention, and reporting systems required to prove impact over time.
- **Samantha Nobile (Chief Compliance Officer):** Compliance-systems oriented with experience in highly regulated environments, including designing efficient compliance controls—directly aligned with renewal readiness, inspection-proof recordkeeping, and continuous improvement when requirements or operating realities change.
- **Heather Allman (Director of Media Engagement):** Leads stakeholder communications and public-facing engagement design—supporting the core CIP requirement that benefits be community-understood, accessible, and verifiable. Heather’s role strengthens how Pantheon conducts listening sessions, communicates opportunities and resources, documents participation, and maintains a transparent feedback loop with the public and partner organizations.

Operationally, execution roles for this CIP are assigned in the Governance/Safeguards section (Plan Owner, Data Steward, Partnership Lead, etc.), with a defined internal review cadence and revision control.

Inclusion Controls That Make Execution Credible

Pantheon's ability to execute this Community Impact Plan credibly is not only a function of mission alignment; it is supported by internal operating controls designed to reduce bias, increase consistency, and protect community-facing work from becoming performative or unsafe.

Pantheon's P.R.I.D.E. framework (Plan for Real Inclusion, Diversity, and Equity) establishes an internal structure for inclusive leadership expectations, employee engagement mechanisms, and measurable progress. This includes ongoing listening forums, an Inclusion & Diversity Advisory Council, and a resource library intended to keep inclusion practices consistent as staffing grows.

Pantheon's DEI baseline also includes an explicit equal opportunity and non-discrimination posture that applies to employment, activities, and sales, with complaint routing and non-retaliation expectations aligned to the CIP's Community Feedback & Grievance system.

These controls matter to CIP delivery because community trust is operational: programs are delivered by staff, engagement is shaped by training and supervision, and "do no harm" depends on consistent handling of concerns, accessibility needs, and misconduct risks.

Financial ability (baseline commitments we can anchor in this plan)

Outside of specific projects and partnerships described in later sections, Pantheon's baseline financial commitments are structured to create **predictable impact capacity** once operational:

- **Minimum 5% of profits** reinvested into the community annually (projected: **2027 \$0; 2028 \$33,367; 2029 \$105,879; 2030 \$164,896; 2031 \$380,062**).
- **Volunteer Time Off (VTO):** Paid volunteer time for employees—**4 hours per quarter** at hourly rate.
 - 2027 (≈67 employees): **1,072 hours** and **~\$28,000** in payroll
 - 2029 (≈100 employees): **1,600 hours** and **~\$44,000** in payroll
- **Annual partner donations:** **~\$5,000 per partner** (**~\$75,000 annually**, based on current partner targets).
- **Agriculture & Art Scholarships:** **\$10,000 each (\$20,000 total) per school**, across three schools (**Adirondack Central School, South Lewis School, Rome Free Academy**) (**~\$60,000 annually**).

- **Baseline annual commitment (non-program-specific): ~\$179,000 annually** (as currently modeled).

These commitments scale with operations. Until opening, we emphasize relationship-building, community engagement, partnership formation, and small-scale actions that do not require operational revenue. Post-opening, commitments shift from intent to funded delivery, tied to documented budgets, staffing, and recurring cadence.

Public Transparency Plan

The Public Transparency Plan documents what Pantheon will publish, where, and on what cadence, including items that are pre-opening (available now) and post-opening (activated upon operations). It is a binding implementation roadmap for transparency, with target dates and assigned owners.

Commitment Area	Purpose
Public update location	Provide a single, public, easy-to-find source of truth for Pantheon’s Community Impact commitments, updates, and version history so community members and regulators can verify what was promised and what was delivered.
Program inventory	Ensure the public can see what programs exist, who they are designed to benefit, and which partners are involved, reducing confusion and increasing accountability over time.
Spend transparency	Demonstrate responsible stewardship of community-impact resources by summarizing how funds and in-kind contributions are allocated across priority categories without exposing sensitive financial details.
KPI reporting	Show measurable progress toward Community Impact objectives using consistent metrics, enabling year-over-year comparison and making outcomes legible to the public and regulators.
“You said / we did” feedback loop	Close the loop between community input and operational decisions by documenting themes of feedback and the actions taken in response, reinforcing trust and continuous improvement.
Grievances and resolutions	Provide transparent, aggregated reporting on grievances and resolutions to demonstrate that concerns are taken seriously, handled timely, and tracked for patterns—without disclosing case details.
Contact channels for public input	Ensure community members have accessible, reliable channels to submit input and grievances and receive acknowledgement within a defined timeframe.
Version history and archive	Preserve continuity and auditability by documenting changes to the CIP and retaining historical records of commitments and reported outcomes across reporting periods.
Inspection-ready evidence retention (public-facing note)	Maintain internal, inspection-ready documentation while publicly sharing only safe, aggregated summaries—balancing transparency with privacy, security, and operational integrity.

Commitment Area	Purpose
Emergency correction policy	Reduce harm and maintain credibility by ensuring errors or unintended sensitive disclosures are corrected quickly and logged transparently without repeating the sensitive content.
Privacy & redaction rules	Protect participants, partners, and operational security by preventing release of personally identifiable or re-identifiable information while still enabling meaningful public reporting.

Our Process

Service Area, Targeting Logic, and How We Decide Priorities

This Community Impact Plan is designed for measurable benefit in the communities most affected by cannabis prohibition and most demonstrably burdened today. Our primary service area for engagement, partnerships, and reporting is the municipalities and counties within a 30-mile radius of our licensed site. Within that geography, we prioritize locations and populations where need is strongest, most documentable, and most actionable.

Our targeting is evidence-based. We use publicly available government datasets to identify outliers (vulnerability, poverty, disability/aging, broadband access, housing instability, and related indicators) and translate those findings into program design decisions—especially where the data changes what “accessible” engagement means (for example, the need for paper, phone, and in-person options in lower-broadband areas, or elevated accessibility standards in higher-disability and older-age communities).

This section explains how we (1) choose who and where to focus, (2) determine what qualifies as a CIP activity, and (3) prove delivery with documentation that can withstand renewal review or inspection.

Data sources used (summary for readability)

Pantheon’s need case and targeting are built from public, citable datasets. We primarily rely on:

- U.S. Census Bureau products (especially ACS 5-Year Estimates) for demographic and socioeconomic indicators
- CDC/ATSDR Social Vulnerability Index (SVI) for tract-level vulnerability comparisons
- New York State environmental justice/disadvantaged community layers where relevant to cumulative burden and equity context
- OCM materials where relevant to equity expectations, renewal requirements, and enforcement burden analysis

These sources are used to define the service area, identify priority geographies and populations, justify program design choices, and establish baseline measures for year-over-year tracking. A detailed inventory (dataset names, vintages, extraction notes, and links) is maintained in the Master Community Impact Tracker and Appendix materials.

Operational Definitions

The terms below are working definitions used to keep program design, reporting, and evidence retention consistent. They are intended for operational clarity rather than academic completeness.

- **Service area:** Communities within 30 miles of the licensed site address, used as the primary geography for engagement, partnerships, and reporting.
- **Impacted communities / individuals:** Communities and individuals disproportionately harmed by cannabis prohibition enforcement, including those facing compounding socioeconomic vulnerability.
- **Benefit:** A measurable, community-facing outcome that is external to Pantheon's business operations (not marketing, sales promotion, or customer acquisition).
- **Community-based organization (CBO):** A mission-driven organization rooted in the service area or serving impacted populations, with the ability to co-design or deliver programming.
- **Program evidence ("proof set"):** Documentation retained to demonstrate delivery and outcomes (see Safeguards and Evidence Standards).

Eligibility and prioritization rules (how we decide what qualifies)

To maintain compliance integrity, Pantheon applies eligibility rules to all CIP activities:

1. **External benefit requirement:** Activities must provide community benefit **outside** Pantheon's business operations.
2. **Target alignment requirement:** Activities must align to at least one priority impacted community category and/or priority geography identified in this plan.
3. **Measurability requirement:** Each activity must have defined outputs and outcomes (quantitative and/or qualitative) and a stated reporting cadence.
4. **Documentation requirement:** Each activity must be supported by an evidence plan (what will be retained, by whom, and where).
5. **Partner requirement (where applicable):** Activities delivered with or through partners must have written documentation (MOU/LOI/partner letter) describing scope and roles.

Activities that primarily function as advertising, customer acquisition, or promotional campaigns do not qualify as CIP impact activities.

Safeguards, Governance, and Continuous Improvement

Pantheon operates this plan as a controlled compliance document with defined governance and safeguards.

Privacy and data minimization

Pantheon applies a “minimum necessary” approach to personal information. We collect only what is needed to administer programs, measure outcomes, and demonstrate compliance.

We will not collect sensitive personal data unless it is essential to program administration and there is a clear, documented justification. As a baseline, we avoid collecting:

- Social Security numbers
- immigration status
- medical diagnoses or detailed health records
- criminal record details beyond what is necessary for referrals or partner-led services
- any data that is not directly tied to a documented program purpose and evidence plan

Where demographic information is collected for measurement purposes, it is collected at the minimal level needed, and whenever feasible, tracked in aggregated form.

Evidence and documentation standards (audit-ready)

Each program maintains a standard “proof set,” which may include:

- MOUs/LOIs/partner letters (where applicable)
- invoices/receipts and budget/spend documentation
- sign-in sheets, participation logs, attendance counts
- agendas, flyers, outreach logs, screenshots (when relevant)
- anonymized outcome summaries (e.g., referrals made, training seats filled)
- payroll/HR documentation for workforce pathways (where relevant and lawful)

Evidence is retained using consistent naming conventions and stored in a controlled location with restricted access based on role.

Governance and accountability (who owns what)

Execution roles for the CIP are assigned as follows:

- **Plan Owner:** accountable for overall delivery, integrity of commitments, and sign-off on updates

- **Data Steward:** responsible for dataset sourcing, tracker accuracy, metric definitions, and evidence retention standards
- **Partnership Lead:** responsible for partner outreach, MOUs/LOIs, and partner reporting inputs
- **Program Owners (by program area):** responsible for delivery, documentation, and KPI reporting for assigned activities

Role assignments are documented and updated as staffing evolves.

Review cadence (how often we check ourselves)

Pantheon uses a defined review cadence to prevent “set it and forget it” planning:

- **Quarterly internal review:** progress against targets, evidence completeness check, corrective actions logged
- **Annual public update:** high-level summary of activities delivered, spend buckets, and outcome metrics (format finalized in the Transparency Commitments section)
- **Version control:** tracked updates with approvals, change summaries, and effective dates.

Approval workflow and version control (how changes are made official)

To keep this plan defensible and consistent:

- **Minor updates** (typos, formatting, non-material clarifications): logged and versioned without program redesign
- **Material updates** (changes to targeting, program scope, cadence, measurement, budgets, or partner commitments): require Plan Owner approval and are recorded in a change log including:
 - what changed
 - why it changed
 - when it takes effect
 - what evidence standards apply after the change

Each plan version includes a version number, effective date, and a summary of material changes.

Community Feedback and Grievance Process

Pantheon Perspective maintains a public feedback and grievance process so community members can raise concerns, suggest improvements, and report potential harm related to our operations or CIP programs.

How to submit feedback (online and offline)

Because broadband constraints are a documented issue in our service area, feedback will be accepted through multiple channels:

- Online web form and dedicated email inbox
- Mailed/printed form distribution
- Phone intake option with routing rules
- In-person intake at community events or partner locations

What can be submitted

- Program feedback (what's working / what isn't)
- Accessibility concerns
- Complaints regarding conduct, discrimination, harassment, or retaliation (zero-tolerance posture)
- Reports of unmet commitments (missed events, unfulfilled deliverables, etc.)

Response timeline and escalation

- **Initial acknowledgment:** within **5 business days**
- **Initial review and disposition:** within **30 calendar days**
- **Escalation:** issues involving safety, discrimination/harassment/retaliation, or credible legal risk are escalated immediately to executive review and counsel as appropriate

Non-retaliation

Pantheon prohibits retaliation against any person who submits feedback or files a complaint in good faith.

Documentation and audit trail

Each submission is logged with:

- date received

- channel (online/offline)
- category
- resolution status
- actions taken
- any related program linkage (as applicable)

Where relevant, logs are tied back to program documentation (MOUs, invoices, sign-ins, etc.) to demonstrate corrective action and continuous improvement.

Living Plan Mechanism

Substantive feedback that changes program design, targeting, cadence, budgeting assumptions, or measurement triggers a **versioned plan update**. Each update records what changed, why it changed, and when it takes effect.

Our Perspective

Need Case and Design Implications

Our Community Impact Plan priorities are shaped by a simple discipline: **we look for local outliers** within our 30-mile service area and then design programs that respond to what the data is telling us. The goal is not to “rank towns,” but to identify where community benefit is easiest to justify, most needed, and most measurable.

Below are the indicators that stood out most clearly in our service area, followed by what they **require** of us in program design.

1) Community vulnerability (SVI)

High Social Vulnerability Index (SVI) scores indicate communities more likely to experience harm during disruptions and more likely to face compounding socioeconomic barriers. In our service area, the highest vulnerability signals included:

- **Oneida County — SVI 0.8197 (High)**
- **Lowville (Town, Lewis) — SVI 0.7130 (Medium-High)**
- **Boonville (Town, Oneida) — SVI 0.5569 (Medium-High)**
- **Annsville (Town, Oneida) — SVI 0.5320 (Medium-High)**
- **Florence (Town, Oneida) — SVI 0.5320 (Medium-High)**

Implication for this plan: These locations form the backbone of our “priority geographies” because the justification for targeted benefit is strongest and easiest to document.

2) Economic hardship (poverty and household income)

Where poverty is elevated or income is unusually low, workforce supports and financial stability programs have clearer demonstrated-need logic.

Highest poverty rates (service area):

- **Ava (Town, Oneida) — 21.1%**
- **Leyden (Town, Lewis) — 18.1%**
- **Rome (City, Oneida) — 18.1%**
- **Oneida County — 17.4%**
- **Lyonsdale (Town, Lewis) — 16.2%**

Lowest median household incomes (service area):

- Osceola (Town, Lewis) — **\$44,063**
- Lyonsdale (Town, Lewis) — **\$52,292**
- Leyden (Town, Lewis) — **\$56,641**
- Rome (City, Oneida) — **\$58,857**
- Greig (Town, Lewis) — **\$59,167**

Implication for this plan: Our strongest economic-need concentration is centered on **Leyden and Rome**, with additional high-need pockets in Lewis County including **Osceola, Lyonsdale, and Greig**.

3) Digital divide (broadband access)

Broadband constraints are not a footnote here—they change what “accessible engagement” means.

Lowest broadband rates (service area):

- Lyonsdale (Town, Lewis) — **63.3%**
- Leyden (Town, Lewis) — **67.9%**
- Florence (Town, Oneida) — **73.5%**
- Annsville (Town, Oneida) — **75.0%**
- Ohio (Town, Herkimer) — **75.7%**

Implication for this plan: We cannot run a broadband-only CIP. Programs must include **offline pathways** (paper, in-person, phone) and may include digital support components (partner-location access points, device help, or guided form completion where appropriate).

4) Disability and Aging (Accessibility Reality)

A plan that ignores accessibility in this region would be misaligned with demographic reality. Higher disability rates and older age concentrations change what equitable access requires.

Highest disability rates (service area):

- Lyonsdale (Town, Lewis) — **25.8%**
- Rome (City, Oneida) — **21.2%**
- Ohio (Town, Herkimer) — **18.9%**
- Trenton (Town, Oneida) — **17.7%**
- Turin (Town, Lewis) — **17.6%**

Highest age 75+ (service area):

- Osceola (Town, Lewis) — **12.9%**

- Ohio (Town, Herkimer) — **12.9%**
- Lowville (Town, Lewis) — **12.5%**
- Steuben (Town, Oneida) — **11.3%**
- Greig (Town, Lewis) — **10.5%**

Implication for this plan: Accessibility is not optional. Program delivery must account for transportation barriers, caregiver needs, and practical access (format, location, and timing).

5) Housing instability context (vacancy + ownership)

Housing conditions affect program access, workforce stability, and who is reachable year-round. Vacancy rates are highly uneven and in some areas likely reflect seasonal/second-home dynamics.

Highest vacant home rates (service area):

- Osceola (Town, Lewis) — **78.7%**
- Forestport (Town, Oneida) — **63.1%**
- Greig (Town, Lewis) — **56.4%**
- Ohio (Town, Herkimer) — **52.9%**
- Watson (Town, Lewis) — **42.7%**

Lowest home ownership rates (service area, excluding NYS/US benchmarks):

- Rome (City, Oneida) — **55.4%**
- Lowville (Town, Lewis) — **65.9%**
- Martinsburg (Town, Lewis) — **68.7%**
- Boonville (Town, Oneida) — **68.9%**

Implication for this plan: We will design outreach that reaches **renters** and year-round residents, and we will not assume stable housing or consistent seasonal presence in every town.

6) Education / workforce development need

Lower postsecondary attainment supports the case for training, credentialing partnerships, and entry-level pathways that build economic mobility without requiring existing privilege..

Lowest BA+ rates (service area):

- Ava (Town, Oneida) — **7.5%**
- Lyonsdale (Town, Lewis) — **8.2%**
- Osceola (Town, Lewis) — **8.5%**

- Annsville (Town, Oneida) — **10.2%**
- Leyden (Town, Lewis) — **13.1%**

Implication for this plan: Workforce pathways in this region should emphasize **practical training, entry-to-middle skill building**, and partnerships with workforce and education institutions.

7) Justice impact / enforcement disparity (county-level)

Enforcement disparity provides a strong equity anchor and supports justice-impacted programming—delivered through qualified partners. Where enforcement burden and disparity are evident, “repair” programs have clearer rationale.

- Oneida County: BIPOC arrest rate is **2.17x** White
- Herkimer County: BIPOC arrest rate is **1.63x** White
- New York State: BIPOC arrest rate is **5.50x** White

Implication for this plan: Justice-impacted supports (e.g., record-relief navigation, re-entry support, targeted hiring pathways) are warranted, and will be delivered within legal scope through appropriate partners.

8) Agriculture Concentration (local economic identity)

Agriculture remains a meaningful part of the regional identity and employment base.

Highest agriculture employment concentrations (service area):

- Martinsburg (Town, Lewis) — **16.9%**
- Harrisburg (Town, Lewis) — **10.4%**
- Lewis (Town, Lewis) — **9.8%**
- Leyden (Town, Lewis) — **7.9%**
- New Bremen (Town, Lewis) — **7.5%**

Implication for this plan: Partnerships with agricultural and community institutions (extension, co-ops, conservation councils, farmer networks) align with employment reality and support locally relevant impact.

Priority targets (based on multi-indicator outliers)

Based on the strongest multi-indicator signals, our initial priority targets include:

- **Leyden (Town, Lewis):** high poverty (**18.1%**), low broadband (**67.9%**), low BA+ (**13.1%**), low median income (**\$56,641**)

- **Boonville (Town, Oneida):** elevated vulnerability (**SVI 0.5569**) and close proximity to the licensed site
- **Rome (City, Oneida):** DAC-flagged area (state layer), high poverty (**18.1%**), high disability (**21.2%**), low ownership (**55.4%**)
- **Lowville (Town, Lewis):** elevated vulnerability (**SVI 0.7130**)
- **Lyonsdale / Osceola / Greig / Forestport:** extreme outliers in broadband, disability, vacancy, and/or income depending on the town

This prioritization will be revisited on a defined cadence as we add engagement findings, finalize partnerships, and (post-opening) begin producing audited program outputs.

Our Communities

Pantheon defines “community” in two ways to avoid vague or performative claims:

1. **People-based priority populations** (who we intend to benefit)
2. **Geographic priority areas** (where need is demonstrable and benefits are most defensible and useful)

This approach aligns with OCM’s expectation that a CIP identifies impacted communities and individuals, demonstrates need, defines benefits and cadence, and documents resources, evaluation methods, and proof of engagement.

Population

BIPOC (Black, Indigenous, and People of Color)

Even in a predominantly rural region with smaller BIPOC population counts, the equity case is not weaker—it’s often stronger, because smaller communities can be easier to overlook and harder to resource. Pantheon prioritizes intentional support for BIPOC residents because New York’s equity framework is rooted in repairing disproportionate harms from cannabis prohibition, and because enforcement disparity persists in the region.

Local BIPOC snapshot (priority geographies):

- **City of Rome:** 32,127 population; **20.9% BIPOC** (6,713 residents)
- **Town of Lowville:** 4,888 population; **7.1% BIPOC** (345 residents)
- **Town of Boonville:** 4,518 population; **5.8% BIPOC** (264 residents)
- **Town of Leyden (site town):** 1,572 population; **4.8% BIPOC** (75 residents)
- **Town of Osceola:** 243 population; **12.3% BIPOC** (30 residents)

Why targeted support is justified here:

- **Disproportionate enforcement impact:** Our county-level enforcement analysis shows BIPOC arrest rates exceed white arrest rates (e.g., **Oneida County 2.17x**, **Herkimer County 1.63x**, and statewide **5.50x**).
- **Small population ≠ small need:** Where BIPOC communities are smaller, access to culturally competent services, legal navigation, and workforce pathways can be more limited—so targeted support prevents invisibility.

- **Industry reality:** Cannabis culture and commerce existed for decades through informal markets and community networks; legalization should not erase the people most targeted while the industry was criminalized.

Pantheon will design BIPOC-benefit programming to be **measurable, external to our business, and documented**, including participation counts, partner attestations, budget line items, and outcomes tracking.

LGBTQ+

Pantheon includes LGBTQ+ communities as a priority group because prohibition and enforcement intersect with long-standing disparities in healthcare access, housing stability, employment stability, and criminalization—especially for LGBTQ+ residents who are also BIPOC, low-income, or justice-impacted. Pantheon also maintains a policy position that the lack of explicit LGBTQ+ naming in formal equity categories is a major justice gap and should not result in invisibility in practice.

Important note on data: Most standard municipal datasets do **not** provide a clean “% LGBTQ+” population at the town level comparable to ACS poverty/disability measures. Rather than guessing, Pantheon will treat LGBTQ+ support as a **program eligibility and access design commitment**, and will measure outcomes through **program participation, partner referrals, and qualitative feedback**.

Why targeted LGBTQ+ support is justified (even without a single perfect population metric):

- LGBTQ+ communities have historically relied on cannabis as harm reduction and symptom support—especially during periods of medical discrimination.
- The modern legal cannabis movement was shaped by public health and patient-access crises, and LGBTQ+ communities were central to early organizing and policy evolution.
- Pantheon’s position is explicit: **not naming LGBTQ+ communities directly in formal equity categories is a gap** in justice framing, and we will not treat them as invisible in practice.

How we will document LGBTQ+ impact (audit-ready):

- Participation counts by voluntary self-identification (opt-in only; privacy-first)
- Partner letters/referral logs (non-medical, non-sensitive)
- Accessibility + non-discrimination training logs
- Anonymous feedback summaries and corrective-action records

Distressed Farmers

Our region has a strong agricultural identity and a long history of small and mid-sized farms operating under pressure from consolidation, low commodity margins, and labor volatility. Pantheon prioritizes support for distressed farmers because resilient local agriculture is not just economic—it's community stability, food security, and cultural continuity.

Agriculture employment signal (priority geographies):

- **Town of Leyden: 7.9%** employed in agriculture
- **Town of Osceola: 7.0%** employed in agriculture
- **Town of Greig: 6.3%** employed in agriculture
- **Town of Boonville: 4.7%** employed in agriculture
- **Town of Lowville: 4.4%** employed in agriculture

Why targeted support is justified:

- Prohibition-era policy removed a historically viable cash crop from legitimate agriculture, shaping generational farm economics.
- Small farms are structurally disadvantaged versus large corporate operators; supporting diversified farm economics strengthens regional resilience.
- Cannabis and hemp supply chains can create legitimate rural jobs and value-added processing opportunities—but only if local systems are built to include farmers, not bypass them.

Pantheon will prioritize farmer-facing partnerships, workforce pathways, and procurement practices that reinforce **local agricultural continuity**.

Veterans

Veterans are a priority community in our service area because the region includes a meaningful concentration of veterans and older residents, and because veterans have historically faced barriers to cannabis access as medicine while experiencing high rates of pain, disability, and PTSD-related challenges.

Veteran concentration (priority geographies):

- **Town of Osceola: 21.7%** veterans (notable outlier)
- **Town of Lyonsdale: 11.2%** veterans
- **Town of Boonville: 10.1%** veterans
- **City of Rome: 9.1%** veterans
- **Town of Forestport: 9.1%** veterans

- **Town of Leyden: 6.8%** veterans
- **Town of Lowville: 5.7%** veterans
- **Town of Greig: 5.6%** veterans

Pantheon’s approach will include veteran-inclusive workforce pathways, partner-led navigation supports, and accessibility-first program design, documented through participation logs, partner coordination records, and outcomes tracking.

Disability and Accessibility Inclusion

Disability and aging-related service needs are not theoretical in this region—they show up directly in the data. Pantheon treats accessibility as a core CIP requirement because participation cannot exist without access.

Disability prevalence (priority geographies):

- **Town of Lyonsdale: 25.8%** (extremely high)
- **City of Rome: 21.2%**
- **Town of Lowville: 16.4%**
- **Town of Greig: 14.4%**
- **Town of Forestport: 13.9%**
- **Town of Leyden: 12.8%**
- **Town of Osceola: 12.1%**
- **Town of Boonville: 10.9%**

What this means for CIP design:

- Accessibility accommodations must be built into every program (physical access, communication, scheduling, transportation-aware delivery).
- Certain job categories in cannabis can be structured as meaningful, supportive employment for people with disabilities when done intentionally and safely.

Pantheon will document accessibility commitments via written standards, partner feedback, accommodations logs (non-sensitive), and corrective-action records.

Families Experiencing Economic Hardship

Low-income households are a priority focus because economic pressure is a consistent theme across the service area and directly affects health outcomes, legal vulnerability, mobility, and workforce access.

Poverty rate flags (priority geographies):

- **Town of Leyden (site town): 18.1%**
- **City of Rome: 18.1%**
- **Town of Lyonsdale: 16.2%**
- **Town of Lowville: 14.3%**
- **Town of Greig: 11.6%**
- **Town of Boonville: 10.3%**
- **Town of Osceola: 10.0%**
- **Town of Forestport: 4.7%**

Median household income (priority geographies):

- **Town of Osceola: \$44,063** (lowest in the priority list)
- **Town of Lyonsdale: \$52,292**
- **Town of Leyden: \$56,641**
- **City of Rome: \$58,857**
- **Town of Greig: \$59,167**
- **Town of Forestport: \$66,250**
- **Town of Boonville: \$66,446**
- **Town of Lowville: \$72,871**

Pantheon will focus low-income impact on workforce pathways, paid training seats (post-opening), offline engagement options, and partner-based navigation supports, all measured and documented.

Geography

Below are brief profiles of priority geographies for this CIP. Each profile summarizes: population context, key indicators, primary challenges, local strengths, and how Pantheon will focus measurable benefit.

Town of Leyden (Lewis County) — *Site Town*

- **Population:** 1,572
- **Key indicators:** Poverty **18.1%**; Broadband **67.9%**; BA+ **13.1%**; Median HH income **\$56,641**; SVI **0.3699**
- **What this tells us:** Leyden has a strong “need case” across poverty, education attainment, and broadband access—meaning engagement cannot be online-only and workforce pathways must be locally realistic.
- **How Pantheon will help:** Offline engagement options, local hiring pipelines, partner-led supports, and measurable community reinvestment once operating.

Town of Boonville (Oneida County) — Site Town

- **Population:** 4,518
- **Key indicators:** SVI **0.5569 (Medium-High)**; BIPOC **5.8%**; Veterans **10.1%**
- **Local context emphasis:** Boonville is close to the site and central to the plan's practical community access.
- **How Pantheon will help:** Community partnerships, workforce access, education-forward engagement, and documented measurable benefit.

City of Rome (Oneida County) — Highest-Need Urban Anchor

- **Population:** 32,127
- **Key indicators:** DAC = **Yes**; Poverty **18.1%**; Disability **21.2%**; Home ownership **55.4%**; BIPOC **20.9%**; SVI **0.4393 (High)**
- **What this tells us:** Rome is the clearest place to justify targeted benefit: DAC status, higher poverty, renter-heavy reality, and higher disability prevalence.
- **How Pantheon will help:** Program delivery with documented outcomes, partner-led navigation supports, workforce pathways tied to need, and accessibility-first delivery.

Town of Lowville (Lewis County) — High Vulnerability Signal

- **Population:** 4,888
- **Key indicators:** SVI **0.7130 (Medium-High)**; Poverty **14.3%**; Disability **16.4%**
- **How Pantheon will help:** Measurable program delivery through partners and workforce pipeline development, with audit-ready proof.

Town of Lyonsdale (Lewis County) — Digital Divide + Disability Outlier

- **Population:** 1,170
- **Key indicators:** Broadband **63.3% (lowest)**; Disability **25.8% (highest)**; Poverty **16.2%**; Median HH income **\$52,292**
- **How Pantheon will help:** Offline-first engagement, accessibility-forward program design, and targeted outreach with documented participation.

Town of Osceola (Lewis County) — Income + Vacancy Extremes

- **Population:** 243
- **Key indicators:** Median HH income **\$44,063**; Vacant homes **78.7%**; Veterans **21.7%**
- **What this tells us:** Osceola's extreme vacancy suggests seasonal/second-home dynamics and potentially reduced year-round service availability.

- **How Pantheon will help:** Community benefit efforts focused on year-round residents and veteran-inclusive supports, documented and measured.

Town of Greig (Lewis County) — Vacancy Pressure + Agriculture Identity

- **Population:** 1,179
- **Key indicators:** Vacant homes **56.4%**; Agriculture employment **6.3%**; Median HH income **\$59,167**
- **How Pantheon will help:** Partnering with regional institutions, farmer-aligned initiatives, and documented benefit delivery.

Town of Forestport (Oneida County) — Vacancy Outlier

- **Population:** 1,477
Key indicators: Vacant homes **63.1%**; Home ownership **92.4%**; SVI **0.3290**
- **What this tells us:** Forestport's vacancy is high despite strong home ownership, again suggesting seasonal dynamics.
- **How Pantheon will help:** Engagement designed to reach year-round residents, not just peak-season visibility, and outcomes tracked by participation and local partnership work.

Our Program

Overview

Pantheon Perspective's Community Impact Plan is delivered through a portfolio of programs designed to produce measurable benefits external to our business, with priority toward communities and individuals disproportionately harmed by cannabis prohibition and toward locally demonstrated need in our service area.

Because Pantheon Perspective is not yet open, our program portfolio is structured in two execution tracks:

Pre-opening (active now): relationship building, listening and co-design, offline engagement, referrals to qualified providers, modest sponsorships/donations as feasible, and volunteer engagement through partner organizations.

Post-opening (scales with operations): workforce pathways (hiring, paid training, internships), structured community reinvestment (including profit-based commitments), expanded partner programming with predictable cadence, and standardized performance reporting tied to formal budgets and staffing.

Every program is written and managed using the same required "nexus" structure: **who benefits** → **why needed** → **what we will do** → **frequency** → **cost/resources** → **KPIs** → **evidence retained**. Documentation is built in from the start so activities can be verified during renewal review or inspection.

Partnership Profiles & Planned Engagement

Pantheon Perspective prioritizes partnerships because community-based organizations and regional institutions often have deeper trust, lived expertise, and delivery infrastructure than a new operator. We use partnerships to ensure benefits are **real, measurable, and appropriately scoped** (e.g., legal support provided only by qualified legal providers; clinical support provided only by licensed clinical providers). Each partnership is documented via an MOU/LOI/partner letter (as applicable), defined deliverables, and audit-ready evidence.

Adirondack Central School District (ACSD)

Adirondack Central School District (PK–12) serving Boonville-area communities. Partner supports Pantheon's Community Impact Plan through school-approved channels for

scholarship access, workforce exposure, age-appropriate community education (non-sales), and structured community feedback collection.

Primary CIP populations supported: Students and families in rural Boonville/Forestport, with emphasis on low-income households, disabled students, and other CIP priority populations as applicable (BIPOC, LGBTQ+, veterans, distressed farm families) through district-wide access pathways.

Evidence emphasis: Scholarship rubric + selection documentation, award/payment proof, donation letters/receipts, approved outreach materials, attendance/rosters for any school-based sessions, referral logs (aggregate, non-identifying where required), copies of feedback forms distributed + summary of responses (aggregate).

Planned Engagement (CIP Deliverables)

Purpose: Reduce barriers to opportunity for local youth and families by (1) providing direct financial support through scholarships, (2) creating early awareness and access to workforce pathways, (3) improving safety and literacy around regulated-market realities through district-approved education, and (4) giving the community an offline, accessible channel to provide input into Pantheon's operations and CIP execution.

Activities:

- Agriculture & Art Scholarships (ACS) — administer annual scholarship awards via district-approved process (selection committee/rubric, application distribution, award documentation).
- Workforce Pathways — career awareness touchpoints (career day participation, classroom talk if invited, guidance-office resource handouts), and referral pathways for internships/apprenticeships once post-opening hiring begins (subject to district rules and labor/age requirements).
- Community Education (non-sales) — age-appropriate, district-approved informational programming on regulated-market basics, safety, and compliance realities (no product promotion; follow district policies).
- Community Feedback (offline-first) — distribute paper feedback forms (or approved equivalents) through district channels; collect and summarize feedback in aggregate for CIP documentation and program improvement.

Frequency:

- Scholarships: Annually (when funded/post-opening or when funds are available)
- Workforce Pathways: Quarterly touchpoints (or aligned to school calendar events) post-opening
- Community Education: 1–2x per school year (district-approved)

- Community Feedback: 2x per year (mid-year + end-of-year), or tied to major program milestones

KPIs:

- Scholarships: # applicants, # awards, total \$ awarded, demographic distribution (aggregate where allowed), # schools/programs reached
- Workforce: # career awareness sessions, # students reached, # referrals made, # placements (if applicable), retention/continuation (aggregate)
- Education: # sessions delivered, attendance counts, pre/post knowledge check (simple, optional), # materials distributed
- Feedback: # forms distributed, # returned, response themes, # changes made based on feedback (the “you said / we did” metric)

Cost:

- \$20,000/year — Agriculture & Art Scholarships (ACS) (when funded)
- Workforce Pathways / Community Education / Feedback distribution: \$0–\$1,500/year (mostly in-kind / printing / materials) unless expanded programming is approved (TBD based on district scope)

Adirondack North Country Association (ANCA)

ANCA is a regional economic and workforce development organization serving the North Country/Adirondack region. For Pantheon’s CIP, ANCA is a high-leverage “multiplier partner” — they already do entrepreneur support, rural workforce initiatives, and community development work that maps cleanly onto vendor readiness, workforce pathway referrals, and practical community education (the boring-but-important stuff like “how procurement works,” “what compliance means,” and “how to not get eaten alive by paperwork”).

Primary CIP populations supported: Distressed farmers, low-income families, veterans, disabled community members, and rural entrepreneurs/small businesses in the North Country service area.

Evidence emphasis: Event agendas + sign-in/attendance, workshop materials, referral logs (aggregate), partner pipeline map documentation, vendor onboarding resources distributed, post-event surveys, and “vendor outcomes” tracking (e.g., # vendors onboarded, # bids submitted, # contracts awarded—aggregate). Donation letters/receipts if scholarship support occurs.

Planned Engagement (CIP Deliverables)

Purpose: Build durable economic access in a rural region by strengthening (1) local vendor readiness and onboarding, (2) workforce pathways and referral networks, and (3)

community understanding of regulated-market realities and procurement processes — so local people can actually participate (not just watch from the bleachers).

Activities:

- Entrepreneur/Vendor Readiness Clinic Day (local): one-day clinic helping local businesses/farmers understand basic requirements to become Pantheon-ready vendors (insurance, invoicing, compliance expectations, timelines, scopes of work).
- Workforce Pipeline Partner Map + Referral Pathways: co-develop a map of regional workforce partners (schools, training orgs, support services) and a simple referral workflow to connect CIP populations to training/jobs as Pantheon ramps hiring.
- Local Vendor Onboarding (“How to do business with Pantheon”): lightweight onboarding session + handout toolkit (vendor packet, required docs checklist, points of contact, and a “how we buy things” explainer).
- Agriculture & Art Scholarship support (as feasible): help amplify scholarship awareness regionally and/or support applicant readiness (non-school portion), aligned with the ACS scholarship program.

Frequency:

- Vendor readiness clinic: 1x per year (or 2x/year during ramp-up years if demand is high)
- Workforce pipeline map + referral workflow: Initial build + quarterly updates
- Vendor onboarding sessions/toolkit: 2x per year (spring/fall)
- Scholarship support: Annual, aligned to scholarship cycle (as feasible)

KPIs:

- Vendor readiness: # attendees, # businesses represented, # who complete vendor packet, # who enter Pantheon vendor database, # who submit bids/quotes (aggregate)
- Workforce: # partners mapped, # referral pathways formalized, # referrals made, # training enrollments, # hires attributable to referral partners (aggregate)
- Vendor onboarding: # vendors onboarded, # resource kits distributed, # follow-up consults, vendor satisfaction (simple post-session survey)
- Scholarships (if applicable): # applicants supported, # applications completed, # awards influenced by outreach (aggregate)

Cost:

- Vendor clinic day: \$500–\$2,500 (space, printing, refreshments, facilitation) — can be reduced via in-kind space/support
- Workforce mapping + referral workflow: \$0–\$1,500 (staff time mostly in-kind; design/printing if needed)
- Vendor onboarding toolkit + sessions: \$250–\$1,000/year
- Scholarship support: \$0–\$500/year (communications/printing) + no change to scholarship award amount (that stays under ACS line item when funded)

The Arc, Oneida-Lewis Chapter (ARCOLC)

The Arc Oneida-Lewis supports people with intellectual and developmental disabilities (I/DD) and their families across Oneida and Lewis Counties through advocacy, services, and community programming. For Pantheon's CIP, ARCOLC is a cornerstone Access + Inclusion partner: they help make sure CIP benefits (workforce pathways, community engagement, and support services) are actually reachable by disabled community members—not just theoretically “open to all.”

Primary CIP populations supported: Disabled community members (especially I/DD), their families/caregivers, and—where ARCOLC programming overlaps—low-income households and rural residents facing service-access barriers.

Evidence emphasis: Referral workflow documentation (aggregate), workshop/event materials, attendance logs (where appropriate/allowed), accessibility checklists applied (communications + event accessibility), participant satisfaction surveys (aggregate), “barriers removed” documentation (e.g., transportation supports provided, accommodations delivered), and outcome summaries (aggregate, non-identifying).

Planned Engagement (CIP Deliverables)

Purpose: Reduce disability-based barriers to participation in Pantheon's community benefits by (1) improving accessibility of engagement and communications, (2) establishing a clear referral pathway to supports, and (3) creating practical on-ramps into workforce readiness and community programming for disabled residents and their caregivers.

Activities:

- Access + Inclusion Review (CIP accessibility audit): ARCOLC reviews Pantheon-facing community materials and engagement practices for accessibility (plain language options, readable formatting, ADA considerations, accommodation workflow).
- Referral Pathway for Supports: establish a simple “warm handoff” process between Pantheon and ARCOLC for people who need disability supports to access programs/jobs (with privacy-respecting, consent-based procedures).
- Workforce Pathways Support: coordinate disability-inclusive job readiness supports (resource handouts, coaching referrals, benefits counseling referrals where relevant, and supported-employment connections if appropriate).
- Community Education + Navigation: host or co-host a community-facing info session focused on “how to access Pantheon's community benefits,” rights/accommodations, and how to request supports (explicitly non-sales; compliance-safe).

- Accessibility at Events: ensure at least one Pantheon community event per year has a documented accessibility plan (physical access, sensory considerations, communication supports, accommodation contact).

Frequency:

- Accessibility audit + updates: Initial setup + semiannual review
- Referral pathway: Ongoing, with quarterly check-ins to troubleshoot issues
- Workforce support touchpoints: Quarterly (or aligned with hiring/training cycles post-opening)
- Community navigation session: 1–2x per year
- Accessible event planning support: At least 1x per year (more if programming expands)

KPIs:

- Access: # materials reviewed/updated, # accessibility improvements implemented, # accommodations requested vs fulfilled (aggregate)
- Referral pathway: # referrals made, average response time, # successful connections to services (aggregate)
- Workforce: # disability-inclusive workforce touchpoints, # participants supported, # job applications supported, # placements (if applicable), retention proxy (aggregate)
- Community engagement: # sessions held, attendance, satisfaction scores, and “barriers reduced” examples (documented qualitatively, de-identified)

Cost:

- Baseline partnership execution: \$1,000–\$7,500/year depending on scope (materials, facilitation, accessibility supports, small sponsorships)
- Accessibility improvements (as needed): TBD (this is the real cost driver—ramps, signage, comms redesign, sensory supports, etc. live here if we choose to fund them)
- Most work can be structured as in-kind + modest direct support, scaling up only if demand/impact proves it's worth it.

Boonville Environmental Conservation Council (BECC)

BECC is a local nonprofit focused on environmental stewardship, community education, and practical sustainability projects in and around the Village of Boonville. For Pantheon’s CIP, BECC functions as the local implementation backbone for visible, measurable community reinvestment: cleanups, compost/food-scrap diversion, conservation education, and community events that are easy for residents to participate in (including people without broadband, transportation, or time for long meetings).

Primary CIP populations supported: Rural residents of Boonville/Black River Valley—especially low-income households, families, disabled residents, and community

members facing access barriers (transportation, broadband, time). Secondary overlap with distressed farmers and youth through school/community programming.

Evidence emphasis: Photo logs + volunteer sign-ins, disposal/tonnage receipts (waste diversion), event flyers + attendance counts, donation receipts, partner letters, before/after documentation of cleanup sites, simple impact summaries (“what happened / who showed up / what changed”), and “you said / we did” community feedback notes.

Planned Engagement (CIP Deliverables)

Purpose: Deliver tangible, local, community-visible benefits by improving environmental conditions and civic resilience through (1) waste diversion and composting infrastructure, (2) stewardship events and education, (3) community reinvestment through fundraising and direct support for local needs, and (4) consistent two-way engagement with residents.

Activities:

- Food Scraps Diversion + Compost Program Support: planning + pilot implementation support (community education, household participation drives, site coordination, program documentation).
- Community Cleanups + Stewardship Days: Earth Day cleanup(s), seasonal litter pickups, invasive species pull events, and/or stream/park stewardship days (co-hosted where appropriate).
- Environmental Education + Community Outreach: workshops or “tabling” on recycling, composting, energy reduction, water quality basics, and practical climate resilience behaviors (non-sales, public-benefit framing).
- Community Reinvestment Events (local fundraising): support or co-host community events (e.g., bingo/fundraisers) where proceeds are reinvested locally (fire company support, community projects, scholarships, etc., as determined by BECC priorities and compliance constraints).
- Community Feedback Channel: distribute paper feedback forms at BECC events (and/or partner locations) to capture local needs and track CIP responsiveness.

Frequency:

- Waste diversion/compost support: Monthly during active program phases; quarterly outside ramp-up
- Cleanups/stewardship: 3–6x per year (seasonal cadence)
- Education/outreach: Quarterly (or aligned to major events)
- Fundraising/reinvestment events: 2–6x per year depending on calendar and capacity
- Feedback collection: 2x per year minimum (mid-year + end-of-year), plus event-based collection

KPIs:

- Waste diversion: # participating households, # outreach contacts, lbs/tons diverted, # drop-off events, contamination rate (if tracked)

- Stewardship: # events, # volunteers, # volunteer hours, # bags/volume removed, # sites improved
- Education: # sessions/outreach touchpoints, attendance, materials distributed, basic pre/post knowledge check (optional)
- Reinvestment: \$ raised, \$ reinvested locally, # beneficiaries/uses (aggregate), partner acknowledgments
- Feedback: # responses collected, top needs/themes, # program changes made (“you said / we did”)

Cost:

- Program support (printing, supplies, event materials, disposal fees, refreshments): \$2,500–\$15,000/year depending on scope
- Compost/waste diversion pilot contributions (bins, signage, hauling support, coordination): TBD (likely the largest cost driver if we choose to fund infrastructure)
- Many items can be structured as in-kind + small sponsorships, scaling with participation and measurable diversion/impact.

Black River Valley Business and Community Alliance (BRVBCA)

BRVBCA is a local business-and-community network focused on strengthening the Black River Valley’s economy, events, and community cohesion. For Pantheon’s CIP, BRVBCA is the “town square partner” — a practical channel for community reinvestment, local vendor access, and offline engagement that reaches people who don’t live on email newsletters and perfectly curated Zoom calls.

Primary CIP populations supported: Rural residents and small businesses in the Black River Valley, with strong overlap for low-income households, working families, rural entrepreneurs, and community members facing access barriers (transportation/broadband). Secondary overlap with veterans and disabled residents through community events.

Evidence emphasis: Event flyers, receipts and fundraising accounting summaries, vendor lists/participation logs, donation acknowledgments, sign-in sheets or headcounts, photo documentation, meeting notes showing community needs/themes, and “you said / we did” notes tied to reinvestment decisions.

Planned Engagement (CIP Deliverables)

Purpose: Strengthen the local economy and social fabric by (1) expanding access to community events and reinvestment efforts, (2) increasing visibility and participation opportunities for local small businesses/vendors, (3) creating reliable offline engagement channels, and (4) supporting community response capacity during local hardships.

Activities:

- Community Reinvestment Fundraisers: co-host or support fundraising events where proceeds are directed to local community needs (e.g., emergency response partners, community projects, scholarships) using transparent accounting and documentation.
- Local Vendor Pathways + Market Access: provide a channel for local vendors and microbusinesses to learn about Pantheon vendor opportunities and/or participate in community markets and events that build readiness and visibility.
- Community Events + Cohesion Programming: sponsor or co-produce community gatherings that build connection and reduce rural isolation (family-friendly events, seasonal events, community nights).
- Community Feedback + Needs Channel: use BRVBCA touchpoints (events/meetings) to collect community input on needs and barriers; share aggregate themes to improve CIP programming.
- Emergency/Hardship Mobilization (as needed): coordinate support drives or donation channels during major local incidents (with clear documentation).

Frequency:

- Fundraisers/community reinvestment events: 2–6x per year (seasonal cadence)
- Vendor access touchpoints: Quarterly (or aligned to events/markets)
- Community events: Quarterly minimum (more if calendar supports)
- Feedback collection: 2x per year minimum + event-based collection
- Emergency mobilization: As needed

KPIs:

- Reinvestment: \$ raised, \$ distributed/reinvested, # beneficiary orgs/uses (aggregate), time from event → distribution
- Vendor access: # vendors engaged, # vendor info packets distributed, # vendors referred into Pantheon vendor pipeline (aggregate)
- Events/cohesion: # events, attendance, # partner orgs involved, participant satisfaction (simple survey or qualitative feedback)
- Feedback: # responses collected, top themes, # improvements implemented (“you said / we did”)
- Emergency support: \$/goods collected, # donors, # recipients/beneficiary orgs (aggregate)

Cost:

- Community events + fundraisers (space, supplies, printing, basic operations): \$1,500–\$10,000/year depending on scale and number of events
- Vendor outreach materials/toolkits: \$250–\$1,000/year
- Emergency drives: TBD (incident-dependent; can be pass-through donations with minimal overhead)

Cannabis Association of New York (CANY)

CANY is a statewide cannabis trade association focused on building a compliant, equitable, and sustainable adult-use industry in New York. For Pantheon's CIP, CANY is the "policy + standards + network" partner: they help connect Pantheon to credible statewide education, workforce, and small business ecosystems—while keeping everything aligned with evolving OCM rules and best practices (because nothing says "fun" like compliance).

Primary CIP populations supported: Industry entrants from CIP priority populations—especially justice-impacted individuals, low-income households, veterans, women-owned and minority-owned businesses, and rural operators who need access to statewide networks and regulatory education.

Evidence emphasis: Membership documentation, event/webinar attendance records, training materials shared, referral logs (aggregate), partner letters, proof of sponsorship/support, policy participation notes (nonpartisan), and summaries of workforce/vendor outcomes attributable to CANY programming (aggregate).

Planned Engagement (CIP Deliverables)

Purpose: Increase access and success for CIP priority populations in the regulated cannabis economy by (1) expanding education about compliance and business readiness, (2) strengthening workforce pathways and employer connections, (3) supporting vendor and small business participation through networks and resources, and (4) reinforcing a responsible, community-first industry culture.

Activities:

- Compliance + Industry Education Access: sponsor or co-promote CANY webinars/trainings relevant to communities and workforce entrants (compliance basics, responsible operations, safety culture, NY market rules).
- Workforce Pathways Network Support: connect Pantheon's hiring/training needs to CANY's workforce ecosystem; participate in workforce events/job fairs (when appropriate) and share opportunities through association channels.
- Small Business / Vendor Connectivity: use CANY network to expand access for MWBE/SDVOB/local vendors into vendor-readiness resources and potential contract pathways (where relevant and compliant).
- Community Education (non-sales): support neutral, public-benefit education content that helps communities understand the regulated market vs. illicit market, safety, and consumer protection—without marketing products.
- Policy & Best Practice Alignment: participate in association working groups or public comment coordination where appropriate (documented, nonpartisan), focused on safety, equity, and rural access.

Frequency:

- Education/webinars: Monthly or quarterly (depending on CANY calendar)
- Workforce network touchpoints: Quarterly (in ramp-up and post-opening)
- Vendor connectivity: Quarterly (or aligned to procurement cycles)
- Policy/best-practice participation: As opportunities arise, reviewed semiannually

KPIs:

- Education: # trainings/webinars promoted or sponsored, # attendees reached (aggregate), # resources distributed
- Workforce: # workforce events participated in, # referrals/applicants sourced via CANY channels, # placements (aggregate)
- Vendor: # vendors connected, # vendor-readiness resources distributed, # vendors entering Pantheon pipeline (aggregate)
- Community education: # content pieces/events delivered, reach/attendance, basic satisfaction/knowledge lift (optional)
- Policy: # working group engagements/public comments supported, # best-practice updates implemented internally

Cost:

- Membership + sponsorship support: \$1,000–\$10,000/year (range depends on tier, sponsorships, and event participation)
- Workforce/vendor participation costs (printing, travel, materials): \$250–\$2,500/year
- Optional: targeted sponsorship for equity/workforce programming: TBD based on impact and budget year

Connected Community Schools (CCS)

Connected Community Schools (CCS) is a community-school model partner focused on strengthening student and family outcomes through wraparound supports, resource coordination, and barrier reduction (food security, basic needs, attendance supports, navigation to services, and community engagement). For Pantheon’s CIP, CCS is the “access infrastructure” partner: they help CIP benefits reach families who are stretched thin, offline, transportation-limited, or navigating crisis.

Primary CIP populations supported: Low-income households, rural families, students experiencing instability, disabled students/families, and households impacted by the digital divide (limited broadband, devices, transportation, or flexible work schedules).

Evidence emphasis: Aggregate referral logs (non-identifying), support distribution records (gift cards/supplies where applicable), program flyers/materials, attendance counts for events, partner letters, needs assessment summaries, and “barriers reduced” documentation (e.g., transportation support provided, resource connections completed).

Planned Engagement (CIP Deliverables)

Purpose: Reduce real-world barriers to opportunity by (1) supporting students and families with practical resources, (2) creating a clear referral pathway into Pantheon-supported community benefits (scholarships, workforce exposure, support services), and (3) providing an offline, trusted channel for community feedback and engagement.

Activities:

- Resource Navigation + Referrals: establish a warm-handoff process for families to access supports (food security resources, disability supports, transportation resources, counseling referrals, etc.) and—where appropriate—Pantheon CIP benefits.
- Scholarship Access Support: help distribute scholarship information through trusted school/family channels; support application readiness resources (non-school portion if needed and compliant).
- Workforce Pathways Bridge (family-centered): connect older students/guardians to job readiness resources and referral partners (training programs, coaching, resume support, benefits navigation).
- Digital Divide + Access Support: coordinate low-tech access strategies (paper forms, phone-based support, device/broadband resource referrals) so families aren't excluded from CIP programs.
- Community Feedback Channel: distribute/collect paper feedback forms at CCS touchpoints and summarize themes (aggregate) to improve CIP execution (“you said / we did”).

Frequency:

- Referral/navigation workflow: Ongoing, with monthly operational check-ins during active phases
- Scholarship outreach: Annual, aligned to award cycle
- Workforce bridge: Quarterly touchpoints (or aligned to hiring/training cycles post-opening)
- Digital access support: Ongoing, reviewed quarterly
- Feedback collection: 2x per year minimum + event-based collection

KPIs:

- Navigation: # families served (aggregate), # referrals made, # successful service connections, average time-to-connection
- Scholarship access: # households reached, # applications supported/completed, # awards (aggregate)
- Workforce: # participants supported, # referrals to training, # job applications supported, # placements (aggregate, post-opening)
- Digital access: # households supported with offline access, # resource connections for broadband/devices

- Feedback: # responses collected, top themes, # program changes implemented (“you said / we did”)

Cost:

- Baseline support (printing, materials, small event costs): \$500–\$3,000/year
- Direct family support (gift cards, supplies, transportation supports): \$2,500–\$15,000/year (scales with need and available CIP budget)
- Larger-scale digital divide supports (devices/hotspots): TBD (only if we choose to fund hardware directly)

Empire State Green Standard Alliance (ESGSA)

ESGSA is a New York–focused sustainability/green-standards partner that supports organizations in aligning facilities and operations with credible environmental practices (energy, waste, materials, indoor environmental quality, and reporting). For Pantheon’s CIP, ESGSA is the “keep us honest” partner: they help translate sustainability intent into measurable standards, documentation, and continuous improvement—so we’re not just vibing about the climate.

Primary CIP populations supported: Indirect-but-real impact for rural residents, low-income households, and public health–sensitive populations through improved environmental quality, reduced waste, and stronger local resilience. Secondary support for workforce entrants via green-skills exposure and training pathways.

Evidence emphasis: Sustainability baseline assessments, standards checklists, audit summaries, policy/procedure documentation (waste, energy, procurement), training records, waste diversion logs, energy/water tracking reports, and “improvement actions completed” documentation with dates.

Planned Engagement (CIP Deliverables)

Purpose: Deliver measurable sustainability outcomes that benefit the broader community by (1) establishing credible green standards and operating practices, (2) improving waste diversion and resource efficiency, (3) strengthening transparency through tracking and reporting, and (4) creating green-skills learning touchpoints for workforce pathways.

Activities:

- Sustainability Baseline + Roadmap: complete a baseline review and produce a practical roadmap (quick wins + longer-term actions) across energy, waste, water, materials/procurement, and indoor environmental quality.

- Waste Diversion Standards + Documentation: implement standardized diversion practices (recycling/compost coordination, signage standards, contamination reduction, vendor alignment) and set up documentation workflows for CIP evidence.
- Green Procurement Guidance: build a simple purchasing guidance framework (preferred materials, low-toxicity options, durable/reusable supplies, vendor requirements where feasible).
- Staff Training + Culture: deliver brief sustainability training modules (how we sort, what we track, why it matters, who owns what) and maintain records for compliance/evidence.
- Community Education Touchpoint: co-host or support a public-facing “how we built a greener operation” session (non-sales, community benefit framing) and publish a one-page annual sustainability impact summary.

Frequency:

- Baseline + roadmap: Initial setup, then annual refresh
- Waste diversion standards: Monthly checks during rollout; quarterly thereafter
- Procurement guidance updates: Semiannual
- Staff training: Onboarding + annual refresher
- Community education + impact summary: 1x per year

KPIs:

- Waste: diversion rate, tons/lbs diverted, contamination rate (if tracked), # staff trained, # signage/standards deployed
- Energy/water: baseline vs. current usage (trendline), # efficiency actions completed, estimated reductions (where feasible)
- Procurement: % purchases aligned to guidance (sample audits), # vendors meeting requirements
- Training: # trainings delivered, attendance/completion rate
- Transparency: annual impact summary published, # roadmap actions completed on schedule

Cost:

- Baseline + roadmap + standards support: \$2,500–\$15,000/year (depends on scope, audits, and consulting intensity)
- Training + documentation materials: \$250–\$2,000/year
- Implementation upgrades (equipment/retrofits): TBD (separate from partnership costs; only if we choose to fund capital improvements)

Food Bank of Central New York (FBCNY)

Food Bank of Central New York is a regional hunger-relief organization that supplies food pantries, meal programs, and emergency food distribution across Central NY. For Pantheon’s CIP, FBCNY is the “basic-needs stability” partner: food insecurity is a silent wrecking ball for

workforce readiness, education outcomes, and community resilience. If people are choosing between dinner and gas money, your “opportunity pipeline” is basically a decorative poster.

Primary CIP populations supported: Low-income households, families with children, rural residents with limited access to services, disabled residents, veterans, and households facing acute hardship.

Evidence emphasis: Donation receipts/acknowledgments, distribution logs (aggregate), volunteer sign-in sheets/hours, event materials, partner letters, and—when available—aggregate impact summaries (households served, pounds distributed) tied to Pantheon-supported activities.

Planned Engagement (CIP Deliverables)

Purpose: Reduce food insecurity and stabilize households so residents can participate in education, employment, and community life by (1) supporting emergency food access, (2) increasing local distribution reach in rural areas, and (3) integrating basic-needs support into Pantheon’s broader workforce and community engagement pathways.

Activities:

- Direct Support (Donations/Sponsorship): annual or seasonal financial contributions and/or targeted drives to support food distribution capacity (especially during winter and back-to-school periods).
- Local Food Access Events (Rural Reach): co-support mobile pantry events or local distribution days serving rural communities near Pantheon/Boonville area (where operationally feasible with FBCNY network).
- Volunteer Engagement: organize volunteer days for Pantheon team/community volunteers at FBCNY partner sites or packing/distribution events.
- Resource Referral Integration: include FBCNY pantry locator/resources in Pantheon CIP materials and partner toolkits (CCS, ACSD, ARCOLC, etc.), so households can access food supports without stigma or friction.
- Community Education Tie-In (Optional): co-host a practical “benefits navigation + food access” info table at community events (non-sales, resource-focused).

Frequency:

- Direct support: Annual (with optional seasonal boosts 2–4x/year)
- Local access events: 1–4x per year (seasonal)
- Volunteer engagement: 2x per year minimum
- Resource referrals: Ongoing, reviewed semiannually
- Education tie-in: As events occur, typically 2–4x per year

KPIs:

- Support: \$ donated, # drives conducted, # partner sites supported (aggregate)

- Impact: pounds of food distributed attributable to supported events (aggregate), # households served (aggregate where available)
- Volunteers: # volunteer days, # volunteers, total volunteer hours
- Referrals: # resource kits distributed, # partner orgs sharing pantry resources, # referral touchpoints (aggregate)
- Access equity: # rural distribution events supported, geographic coverage (simple map/notes)

Cost:

- Annual donation/sponsorship: \$2,500–\$25,000/year (scaled to budget and desired impact)
- Drives/materials/logistics: \$250–\$2,500/year
- Volunteer days: \$0–\$500/event (mostly in-kind; small costs for supplies/transportation)

Legal Aid Society of Mid-New York (LASMNY)

Legal Aid Society of Mid-New York provides free civil legal services to eligible low-income residents across multiple counties in Central NY. For Pantheon’s CIP, LASMNY is a high-impact barrier-removal partner: civil legal problems (housing, benefits, family law, consumer debt, reentry issues, employment barriers) quietly block people from stability and workforce participation. This partnership makes “workforce pathways” real by addressing the landmines that derail people before they even get to the interview.

Primary CIP populations supported: Low-income households, justice-impacted individuals, disabled residents (SSI/SSDI-related issues), veterans (where LASMNY connects/refers), survivors of domestic violence, and rural residents with limited access to legal resources.

Evidence emphasis: Donation/sponsorship receipts, event materials, referral workflow documentation, counts of legal clinic appointments supported (aggregate), outreach distribution logs, and de-identified impact summaries (case types served, outcomes categories) where LASMNY can share.

Planned Engagement (CIP Deliverables)

Purpose: Increase community stability and access to opportunity by (1) expanding low-barrier access to civil legal help, (2) building a clear referral pathway for CIP populations, and (3) supporting justice-impacted and low-income residents in resolving barriers that affect housing, employment readiness, and family stability.

Activities:

- Referral Pathway (Warm Handoff): establish a consent-based referral workflow so Pantheon partners (CCS, ARCOLC, ACSD, etc.) can connect people to LASMNY efficiently and privately.

- Community Legal Access Clinics (Co-Supported): sponsor or help host periodic civil legal clinics (in-person preferred for rural access), focused on common barrier categories: housing/eviction, benefits, consumer debt, record-related civil issues, family stability, and employment-related civil matters.
- Know-Your-Rights + Resource Navigation (Non-Sales): distribute plain-language legal resource guides at community events and through partner channels; include phone/office access points and eligibility basics.
- Workforce Pathways Barrier Support (Targeted): coordinate a lightweight “legal barriers to employment” pathway (e.g., consumer debt, license reinstatement referrals, benefits counseling referrals, family court access) to prevent people from falling out of training/hiring pipelines.
- Community Feedback Loop: compile anonymized themes on recurring barriers so CIP programming can respond (e.g., transportation + court access, paperwork barriers, predatory lending patterns).

Frequency:

- Referral pathway: Ongoing, with quarterly partner check-ins
- Legal clinics: 2–6x per year (seasonal cadence; more during housing-crisis periods)
- Resource distribution: Quarterly updates + ongoing distribution
- Workforce barrier support touchpoints: Quarterly (aligned to training/hiring cycles post-opening)
- Feedback themes summary: Semiannual

KPIs:

- Access: # referrals made (aggregate), average time-to-appointment (where trackable), # clinic attendees
- Outcomes: # matters resolved/advanced (aggregate outcome categories), # households stabilized (proxy via case outcomes)
- Workforce: # participants supported with barrier removal, # who remain in pipeline after legal support (aggregate)
- Outreach: # resource guides distributed, # partner channels activated
- Learning: top barrier themes identified, # CIP adjustments made (“you said / we did”)

Cost:

- Annual support/sponsorship: \$2,500–\$20,000/year (scaled to clinic frequency and support level)
- Clinic hosting + materials: \$250–\$2,500 per clinic (space, printing, accessibility supports; can be reduced via in-kind)
- Referral workflow + resource distribution: \$0–\$1,000/year (mostly in-kind/printing)

Mohawk Valley EDGE (MVEDG)

Mohawk Valley EDGE is a regional economic development organization focused on business attraction/retention, site development, and job creation across the Mohawk Valley. For

Pantheon's CIP, MVEDG is the "regional leverage" partner: they help connect Pantheon's local community commitments to broader economic development tools—workforce pipelines, supplier networks, and investment/expansion planning—while keeping the story grounded in measurable regional benefit (jobs, contracts, training, infrastructure).

Primary CIP populations supported:Rural residents, low-income households, workforce entrants, and small/local businesses across the Mohawk Valley. Secondary support for veterans and disabled residents via workforce and employer network linkages.

Evidence emphasis: MOUs/partner letters, event agendas + attendance, vendor/supplier referral logs (aggregate), workforce program participation counts, job creation tracking (aggregate), procurement outcomes summaries (aggregate), and documentation of site/economic development initiatives tied to community benefit.

Planned Engagement (CIP Deliverables)

Purpose: Expand economic access and regional resilience by (1) strengthening workforce pathways into living-wage employment, (2) increasing local supplier participation in procurement, and (3) aligning Pantheon's growth with transparent regional economic development outcomes.

Activities:

- Workforce Pipeline Alignment: coordinate with MVEDG to connect Pantheon hiring/training needs to regional workforce programs, job boards, and partner training providers (especially for rural access).
- Supplier/Vendor Network Connectivity: expand access for local vendors (including MWBE/SDVOB where applicable) to become procurement-ready for Pantheon opportunities (referrals to vendor readiness resources; introductions to relevant networks).
- Regional Economic Development Story + Metrics: develop a simple, evidence-based "regional impact snapshot" (jobs, contracts, training touchpoints) for CIP documentation and public accountability.
- Business Support + Expansion Planning (Longer Horizon): when Pantheon is operational and scaling, use MVEDG resources to support expansion planning that preserves community benefit commitments (local hiring targets, supplier participation goals, community reinvestment structure).
- Community Education Touchpoint (Non-Sales): co-host a community-facing session on "how regional economic development connects to local opportunity" (jobs + vendor access + training), framed as public-benefit education.

Frequency:

- Workforce alignment touchpoints: Quarterly (monthly during hiring ramp-up phases)
- Supplier network connectivity: Quarterly (or aligned to procurement cycles)

- Impact snapshot: Annual (with semiannual internal check-ins)
- Expansion planning support: As needed, reviewed annually
- Community education session: 1x per year (optional, based on capacity)

KPIs:

- Workforce: # partner connections activated, # applicants/referrals sourced via MVEDG network, # hires (aggregate), retention proxy where feasible
- Vendor access: # vendors referred, # vendors onboarded, # bids/quotes submitted, # contracts awarded (aggregate)
- Regional impact: jobs created/retained (aggregate), \$ spent with local suppliers (aggregate), # training touchpoints supported
- Transparency: annual impact snapshot produced, # CIP targets met or progress documented
- Community engagement: # sessions held, attendance, satisfaction/utility feedback (simple survey)

Cost:

- Baseline partnership participation (events/materials/travel/printing): \$500–\$5,000/year
- Vendor/workforce programming sponsorships (if pursued): \$2,500–\$25,000/year depending on scope and desired reach
- Impact reporting materials: \$0–\$2,500/year (design/printing optional; can be in-kind)

Naturally Lewis (NATLW)

Naturally Lewis is a Lewis County economic development and business support organization (marketing, entrepreneurship support, tourism and “buy local” ecosystem building). For Pantheon’s CIP, NATLW is the “rural microbusiness amplifier” partner: they help local entrepreneurs, farms, and small service providers become visible, procurement-ready, and connected to opportunities—especially in a region where being great at your craft doesn’t automatically mean customers or contracts find you.

Primary CIP populations supported: Rural entrepreneurs and small businesses, distressed farmers, low-income households (through job creation and local economic strengthening), and veterans/disabled residents where they overlap with NATLW programming and local business participation.

Evidence emphasis: Event materials + attendance, vendor directories/listings updates, referral logs (aggregate), vendor onboarding resources distributed, marketing campaign documentation, business outcomes summaries (aggregate: # businesses supported, # leads/referrals), and partner letters.

Planned Engagement (CIP Deliverables)

Purpose: Increase rural economic participation by (1) strengthening local vendor pathways, (2) expanding visibility and market access for microbusinesses and farms, and (3) connecting CIP priority populations to entrepreneurship and employment opportunities tied to Pantheon's procurement and community programming.

Activities:

- Local Vendor Pathway + Directory Integration: integrate Pantheon vendor opportunity awareness into NATLW business networks; develop a simple "how to work with Pantheon" vendor readiness handout and distribute through NATLW channels.
- Microbusiness Readiness Sessions: co-host practical sessions on invoicing, insurance basics, quoting/bidding, and delivering under contract timelines (non-glamorous, highly effective).
- Market Access + Event Collaboration: collaborate on "buy local" initiatives and community events that increase foot traffic and visibility for Lewis County small businesses (and support community cohesion).
- Distressed Farmer + Rural Producer Linkages: support outreach to farmers and rural producers who may benefit from new markets (hemp fiber ecosystem, agritourism vendors, services), with clear boundaries and compliance-safe messaging.
- Workforce Pathways Bridge (Entrepreneurship + Jobs): share training and workforce resources through NATLW channels, including apprenticeship/training referrals once Pantheon is operational.

Frequency:

- Vendor pathway touchpoints: Quarterly (or aligned to procurement cycles)
- Readiness sessions: 2–4x per year
- Event/market collaborations: 2–6x per year (seasonal cadence)
- Farmer/producer outreach: Semiannual (or project-based)
- Workforce bridge updates: Quarterly (post-opening ramp-up)

KPIs:

- Vendor access: # businesses reached, # vendor packets distributed, # businesses entering vendor pipeline (aggregate)
- Readiness: # sessions held, attendance, # follow-up consults, self-reported readiness gains
- Market access: # events, attendance/foot traffic proxy, # vendors participating, satisfaction feedback
- Producer linkages: # producers contacted, # meetings held, # referrals made (aggregate)
- Workforce: # workforce/training resource touchpoints shared, # referrals/applicants sourced via NATLW channels (aggregate)

Cost:

- Vendor readiness materials + outreach: \$250–\$1,500/year
- Readiness sessions + events support: \$1,000–\$10,000/year (depends on number/scale; can be reduced via in-kind space/support)
- Optional targeted sponsorships for rural microbusiness development: \$2,500–\$25,000/year depending on scope and desired reach

New York State Association of Conservation Commissions (NYSACC)

NYSACC is the statewide network supporting local Conservation Advisory Councils/Boards and municipal environmental leaders across New York. For Pantheon’s CIP, NYSACC is the “statewide credibility + replication engine” partner: they help translate local sustainability and community-benefit work into shareable models other municipalities can actually use (instead of reinventing the wheel 900 times with 900 different spreadsheets).

Primary CIP populations supported: Rural residents and communities statewide through municipal capacity-building; strong overlap with low-income households and communities facing environmental burdens via improved local policy and program implementation. Secondary support for youth and families through local environmental education and food-scrap diversion programs.

Evidence emphasis: Conference/workshop agendas, attendance records, training materials, newsletters/email blasts, municipal partner participation lists, program/toolkit deliverables (guides, templates), documentation of pilots launched by local commissions (aggregate), and published impact summaries.

Planned Engagement (CIP Deliverables)

Purpose: Advance measurable community and environmental benefits by (1) strengthening local government capacity for sustainability programs, (2) accelerating adoption of food-scrap diversion and conservation practices, (3) improving public access to environmental education resources, and (4) documenting and sharing replicable models that can scale beyond one community.

Activities:

- Food Scraps Diversion Support (Statewide Toolkit + Local Pilot): contribute to NYSACC’s food-scraps diversion efforts by developing/maintaining practical resources (templates, outreach language, volunteer playbooks) and supporting at least one local pilot model that can be replicated.
- Municipal Training + Capacity Building: support/participate in trainings for CACs/CCs on program implementation (grant readiness, community engagement, data tracking, sustainability planning).

- Community Education Amplification: co-develop and distribute public-facing, non-sales educational materials on composting, waste reduction, conservation practices, and practical climate resilience.
- Conference/Events Participation: sponsor, present, or host a session at NYSACC's annual conference or regional events focusing on measurable impact and "how-to" implementation.
- Community Feedback + Best Practices Loop: use NYSACC's network to collect municipal feedback on barriers and best practices, then improve toolkits and CIP programming accordingly.

Frequency:

- Toolkit development/updates: Quarterly updates (or aligned to grant/season cycles)
- Trainings/webinars: Quarterly participation/support
- Education distribution: Ongoing, reviewed semiannually
- Conference/event support: Annual
- Feedback loop: Semiannual best-practices review

KPIs:

- Capacity building: # trainings supported, # attendees, # municipal commissions engaged
- Program adoption: # municipalities launching or improving diversion/conservation programs using shared resources (aggregate)
- Materials reach: # toolkits/templates distributed/downloaded, # newsletter/email reach (where trackable)
- Events: # presentations/sponsorships, session attendance, satisfaction scores
- Replication: # documented "models" published, # communities replicating key elements, # improvements made from feedback ("you said / we did")

Cost:

- Membership/sponsorship + event support: \$500–\$10,000/year (depends on sponsorship level and conference support)
- Toolkit/material production: \$250–\$2,500/year
- Training/webinar support: \$0–\$2,500/year (mostly in-kind unless we fund facilitation/materials)

Oneida County Pride Alliance (OCPA)

Oneida County Pride Alliance builds LGBTQ+ community, visibility, and support through events (including Pride), education, and partnerships across Oneida County and the Mohawk Valley. For Pantheon's CIP, OCPA is a core Access + Inclusion and Community-Based Partnerships partner: they create safe, affirming channels for LGBTQ+ residents to engage, access resources, and connect to opportunity—especially in rural regions where "community" can be scarce and stigma is still doing pushups.

Primary CIP populations supported: LGBTQ+ community members (youth and adults), with overlap for low-income households, disabled residents, and rural residents experiencing isolation or barriers to services.

Evidence emphasis: Event materials, sponsorship receipts/acknowledgments, attendance counts/headcounts, volunteer logs, resource table materials distributed, referrals to support services (aggregate), and post-event feedback summaries (aggregate). If scholarships/support funds are provided: award/payment proof + de-identified beneficiary counts.

Planned Engagement (CIP Deliverables)

Purpose: Increase safety, belonging, and access to opportunity for LGBTQ+ residents by (1) supporting inclusive community events and resources, (2) expanding low-barrier access to workforce pathways and support services, (3) strengthening community education that reduces stigma and improves safety, and (4) creating consistent feedback channels so CIP programming remains responsive.

Activities:

- Pride Sponsorship + Resource Support: sponsor OCPA Pride and/or related events; support resource tables focused on safety, health, and community navigation (non-sales, public-benefit framing).
- Access + Inclusion Collaboration: co-develop an accessibility and inclusion checklist for Pantheon community engagement and events (inclusive language, accommodations workflow, safer-space guidelines).
- Workforce Pathways Outreach (Post-Opening): share job training/hiring opportunities through OCPA channels and coordinate referral pathways to workforce supports (resume help, coaching partners) with privacy-respecting practices.
- Community Education Touchpoints: participate in or sponsor educational programming on inclusion, allyship, and community safety (e.g., de-escalation basics, rights/resources navigation) where aligned with OCPA programming.
- Community Feedback Channel: distribute and collect feedback forms at OCPA events to capture needs and barriers (aggregate); use findings to adjust CIP program execution (“you said / we did”).

Frequency:

- Pride/event sponsorship + participation: Annual (with 1–3 additional events as calendar allows)
- Inclusion checklist + review: Initial build + annual refresh
- Workforce outreach: Quarterly (post-opening)
- Education touchpoints: 1–4x per year
- Feedback collection: 2x per year minimum + event-based collection

KPIs:

- Engagement: # events supported, attendance/headcount, # resources distributed

- Inclusion: # accessibility/inclusion improvements implemented, # staff/volunteers trained (if applicable)
- Workforce: # outreach touchpoints, # referrals/applicants sourced via OCPA channels, # placements (aggregate, post-opening)
- Education: # sessions supported, attendance, satisfaction scores / perceived safety increase (simple survey)
- Feedback: # responses collected, top themes, # improvements implemented (“you said / we did”)

Cost:

- Sponsorship + event support: \$1,000–\$15,000/year (depends on sponsorship tier and number of events)
- Materials/training/accessibility supports: \$250–\$5,000/year
- Workforce outreach costs: \$0–\$1,500/year (printing, travel, basic materials)

Pantheon Collective (PNTHC)

Pantheon Collective is the umbrella ecosystem coordinating Pantheon’s microenterprises, partners, and community-facing programming. In the CIP, PNTHC is the operator-of-record for delivery: it’s the entity that turns “community impact” from a document into a repeatable system—governance, documentation, partner management, reporting, and the on-the-ground execution that makes everything else credible.

Primary CIP populations supported: All CIP priority populations through direct program delivery and partner coordination, with strongest cross-cutting impact on low-income rural households, disabled residents, justice-impacted individuals, veterans, and LGBTQ+ community members via access pathways, workforce supports, community reinvestment, and low-barrier engagement.

Evidence emphasis: Master Tracker maintenance, partner agreements + proof docs, evidence folder organization, attendance logs, donation/payment receipts, program rosters (aggregate where required), KPI dashboards, annual CIP report-outs, “you said / we did” change logs, and audit-ready documentation showing continuity between commitments → activities → outcomes.

Planned Engagement (CIP Deliverables)

Purpose: Ensure the CIP is executed as a living operating system by (1) managing partnerships and deliverables, (2) funding and tracking community reinvestment, (3) running accessible engagement channels, (4) aligning workforce pathways across partners, and (5) producing clear, verifiable reporting that holds up under scrutiny.

Activities:

- IP Governance + Program Management: maintain the TRUTH Master Tracker, manage partner status, deliverable schedules, and documentation standards; run internal reviews to keep continuity tight.
- Community Reinvestment Administration: budget, approve, and document reinvestment activities (donations, scholarships, sponsorships, events) with clean evidence trails.
- Community Engagement Operations: manage low-barrier engagement channels (offline + online), host/co-host community events, and run feedback loops with documented follow-through.
- Workforce Pathways Coordination (Post-Opening): coordinate referral pathways across schools, CCS, ARCOLC, CANY, workforce orgs, and economic development partners; maintain a simple pipeline log (aggregate).
- Access + Inclusion Standards: implement accessibility and inclusion practices across Pantheon engagement (communications accessibility, accommodation workflow, safer-space practices).
- Annual Reporting + Continuous Improvement: publish an annual CIP progress summary and maintain a “you said / we did” log to show responsiveness.

Frequency:

- Tracker + partner management: Monthly updates; quarterly formal reviews
- Reinvestment administration: Ongoing, with quarterly rollups
- Engagement + feedback: Ongoing, with 2x/year formal feedback summaries
- Workforce pathways coordination: Quarterly (monthly during hiring ramp-up phases)
- Access + inclusion review: Semiannual
- Reporting: Annual CIP summary + quarterly internal KPI snapshots

KPIs:

- Execution: % deliverables completed on time, # active partners, # agreements/proofs completed, evidence completeness rate
- Reinvestment: \$ committed vs. \$ deployed, # reinvestment actions, # beneficiaries/households touched (aggregate)
- Engagement: # events, attendance/headcount, # feedback responses, # changes implemented (“you said / we did”)
- Workforce: # referral partners active, # referrals/applicants supported, # placements (post-opening), retention proxy (aggregate)
- Access + inclusion: # accessibility improvements implemented, # accommodations requested vs fulfilled (aggregate), satisfaction scores (simple)
- Transparency: annual report delivered, # KPI snapshots produced, audit-ready documentation status

Cost:

- CIP administration + documentation (tools, printing, partner coordination, reporting): \$5,000–\$35,000/year depending on scope and staffing model

- Engagement/event operations: \$2,500–\$25,000/year depending on number/scale of events
- Reinvestment funding pool: TBD by annual CIP budget (separate from admin costs; this is the actual “money to community” bucket)

Restore Forward (RFWD)

Restore Forward is a reentry-focused community organization supporting justice-impacted individuals through stabilization, advocacy, resource navigation, and pathways into employment and community reintegration. For Pantheon’s CIP, RFWD is the frontline Justice-Impacted Supports partner: they help translate “equity” into real barrier removal—housing stability, documentation, transportation, coaching, and trusted referrals—so people can actually access jobs, training, and community programs without getting bounced by bureaucracy.

Primary CIP populations supported: Justice-impacted individuals and their families/caregivers, with frequent overlap for low-income households, disabled residents, veterans, and rural residents facing access barriers.

Evidence emphasis: Referral workflow documentation (consent-based), aggregate referral counts, program participation records (aggregate), resource distribution logs (where applicable), workshop/event materials, partner letters, and de-identified outcome summaries (employment obtained, training enrollment, housing stabilization proxy, recidivism-risk reduction proxies where appropriate and available).

Planned Engagement (CIP Deliverables)

Purpose: Increase stability and access to opportunity for justice-impacted residents by (1) establishing low-friction pathways into support services, (2) connecting people to workforce readiness and employment opportunities, and (3) reducing structural barriers that block participation (documents, transportation, benefits navigation, and stigma).

Activities:

- Justice-Impacted Referral Pathway (Warm Handoff): create a clear, consent-based process connecting RFWD participants to Pantheon-supported workforce pathways and community benefits, with privacy-respecting documentation.
- Barrier Removal Navigation: coordinate resource support for common reentry barriers (ID/documentation, transportation resources, benefits navigation referrals, housing resource referrals, legal aid referrals where appropriate).
- Workforce Pathways Bridge (Post-Opening): connect RFWD participants to job readiness supports (resume help, interview prep partners, training providers) and

hiring opportunities once Pantheon is operational, including supported referral loops and follow-up.

- Community Education + Stigma Reduction (Non-Sales): co-host an education session focused on reentry realities, safety, and community reintegration supports (public benefit framing; not product-related).
- Feedback + Continuous Improvement Loop: produce a semiannual anonymized “barriers report” summarizing recurring obstacles RFWP participants face, to improve CIP program design and partner coordination.

Frequency:

- Referral pathway: Ongoing, with monthly operational check-ins during active hiring/training phases
- Barrier navigation supports: Ongoing, reviewed quarterly
- Workforce bridge touchpoints: Quarterly (monthly during ramp-up hiring phases post-opening)
- Community education session: 1–2x per year
- Barriers report + feedback loop: Semiannual

KPIs:

- Access: # referrals made, # successful connections to services, average time-to-connection (aggregate)
- Workforce: # participants supported, # training enrollments, # applications submitted, # interviews, # placements (aggregate, post-opening)
- Stability proxies: # participants with resolved ID/doc barriers, transportation connections made, housing/legal referrals completed (aggregate)
- Engagement: # sessions/events held, attendance, satisfaction/utility feedback
- Learning: top barrier themes identified, # program/process changes implemented (“you said / we did”)

Cost:

- Baseline partnership support (materials, coordination, small event costs): \$1,000–\$10,000/year
- Direct participant supports (transportation vouchers, document fees, basic needs support as allowed): \$2,500–\$25,000/year (scales with need and CIP budget)
- Workforce programming sponsorships (if pursued): TBD based on scope and measurable outcomes

Rescue Mission of Utica (RMOU)

Rescue Mission of Utica provides emergency shelter, supportive housing, and wraparound services for people experiencing homelessness and extreme housing insecurity in the Mohawk Valley region. For Pantheon’s CIP, RMOU is a core stability + barrier-removal partner: housing instability is one of the strongest predictors of poor health, unemployment,

and disengagement. Supporting RMOU means CIP benefits aren't built on the fantasy that everyone starts from the same baseline.

Primary CIP populations supported: Low-income households, people experiencing homelessness or housing instability, justice-impacted individuals, veterans, disabled residents, and individuals in crisis who need stabilization before workforce pathways are even possible.

Evidence emphasis: Donation receipts/acknowledgments, volunteer logs/hours, material drive documentation, aggregate service impact summaries (beds nights, meals served, households served), event materials, and partner letters. If specific program sponsorship occurs: program deliverables + aggregate participation counts.

Planned Engagement (CIP Deliverables)

Purpose: Increase community stability by (1) supporting emergency shelter and basic needs services, (2) strengthening pathways from crisis → stabilization → opportunity, and (3) integrating basic-needs support into Pantheon's broader workforce and community engagement ecosystem.

Activities:

- Direct Support (Donations/Sponsorship): annual or seasonal contributions supporting shelter operations, meals, and supportive services (especially winter-season stability).
- Resource Drives: coordinate seasonal drives for high-need items (winter gear, hygiene kits, socks/underwear, bedding) with clear documentation and delivery confirmation.
- Volunteer Engagement: organize volunteer days (meal service, sorting donations, facility support) for Pantheon team/community volunteers where RMOU allows.
- Workforce Pathways Bridge (Post-Opening): coordinate referral pathways for RMOU clients who are ready for job readiness support and employment; connect to training partners and employment opportunities with privacy-respecting procedures.
- Community Education + Awareness (Non-Sales): support a community-facing educational touchpoint about housing instability and local resources (resource table at events; informational materials), framed as public benefit.

Frequency:

- Direct support: Annual, with 2–4x/year seasonal boosts (winter, back-to-school, holidays)
- Drives: 2–4x per year
- Volunteer days: 1–4x per year
- Workforce bridge: Quarterly (post-opening; monthly during hiring ramp-up if feasible)
- Education/awareness touchpoints: 2–6x per year (aligned to community events)

KPIs:

- Support: \$ donated, # drives completed, \$/goods delivered (valued), # partner programs supported (aggregate)
- Volunteer: # volunteer days, # volunteers, total volunteer hours
- Service impact (aggregate, where available): meals served, nights of shelter supported, households served
- Workforce: # referrals to job readiness, # applications supported, # placements (aggregate, post-opening)
- Awareness/access: # resource touchpoints, # materials distributed, simple “resource awareness increase” feedback (optional)

Cost:

- Annual donation/sponsorship: \$2,500–\$25,000/year (scaled to desired impact)
- Drives + materials/logistics: \$250–\$5,000/year
- Volunteer days: \$0–\$500/event (mostly in-kind; transport/supplies)
- Workforce pathway coordination: \$0–\$2,500/year (printing, travel, coordination)

Rome Free Academy (RFA)

Rome Free Academy is a public high school serving the City of Rome community. For Pantheon’s CIP, RFA is a direct youth + workforce pipeline partner: it’s where scholarship access, career exposure, and practical “how do I get from school to a paycheck” supports can happen in a structured, district-approved way (and without pretending every student has the same starting line).

Primary CIP populations supported: Students and families in Rome, with emphasis on low-income households, students experiencing economic hardship, disabled students, and other CIP priority populations as applicable (BIPOC, LGBTQ+, veterans’ families, justice-impacted households).

Evidence emphasis: Scholarship distribution + rubric/selection documentation, award/payment proof, approved outreach materials, attendance/rosters for any school-based sessions, referral logs (aggregate), copies of feedback forms distributed + summary of responses (aggregate), and partner letters confirming collaboration.

Planned Engagement (CIP Deliverables)

Purpose: Increase access to opportunity for Rome-area youth by (1) providing direct financial support through scholarships, (2) expanding awareness and access to workforce pathways and career options, (3) delivering district-approved community education (non-sales) that supports safety and informed decision-making, and (4) creating a trusted channel for community input into CIP priorities.

Activities:

- Agriculture & Art Scholarships (ACS): administer annual scholarship awards via an RFA-approved process (application distribution, selection rubric/committee, award documentation).
- Workforce Pathways: career awareness touchpoints (career day participation, classroom talk if invited, guidance office resource packets), plus referral pathways for internships/apprenticeships post-opening (aligned with school policy and age/labor requirements).
- Community Education (non-sales): district-approved informational session(s) focused on regulated-market realities, safety, and compliance (no product promotion; policy-aligned).
- Community Feedback (offline-first): paper feedback forms distributed via school channels and events; summarize themes in aggregate for CIP reporting and improvement.

Frequency:

- Scholarships: Annually (aligned to academic year / award cycle)
- Workforce pathways: Quarterly touchpoints (or aligned to school calendar events), post-opening
- Community education: 1–2x per school year (district-approved)
- Community feedback: 2x per year minimum (mid-year + end-of-year), plus event-based collection

KPIs:

- Scholarships: # applicants, # awards, total \$ awarded, demographic distribution (aggregate where allowed), # students reached via outreach
- Workforce: # sessions/events, # students reached, # referrals made, # placements (if applicable), retention/continuation proxy (aggregate)
- Education: # sessions delivered, attendance counts, pre/post knowledge check (simple + optional), # materials distributed
- Feedback: # forms distributed, # returned, response themes, # changes made based on feedback (“you said / we did”)

Cost:

- Scholarships: \$20,000/year (when funded; aligned to ACS scholarship line item if that’s your standard)
- Workforce / Education / Feedback: \$0–\$1,500/year (printing/materials/travel; mostly in-kind unless we scale programming)

Rome Rescue Mission (RRM)

Rome Rescue Mission provides emergency assistance and support services for individuals and families experiencing homelessness, housing instability, and acute hardship in the Rome area. For Pantheon’s CIP, RRM is a basic-needs stabilization partner: before workforce

pathways, before scholarships, before any of the nice “uplift” language—people need safety, shelter, food, and a path back to stability.

Primary CIP populations supported: Low-income households, individuals experiencing homelessness or housing instability, justice-impacted individuals, veterans, disabled residents, and families in crisis in the Rome area.

Evidence emphasis: Donation receipts/acknowledgments, volunteer sign-in logs/hours, drive documentation (goods collected + delivery confirmation), aggregate impact summaries (meals served, nights sheltered, households served where available), event materials, and partner letters. If specific program sponsorship occurs: deliverables + aggregate participation counts.

Planned Engagement (CIP Deliverables)

Purpose: Increase community stability and reduce hardship by (1) supporting emergency shelter/basic needs services, (2) strengthening pathways from crisis → stabilization → opportunity, and (3) integrating resource referrals into Pantheon’s broader CIP partner ecosystem.

Activities:

- Direct Support (Donations/Sponsorship): annual or seasonal financial contributions supporting shelter operations, meals, and essential services (with emphasis on winter stability and family support).
- Resource Drives: coordinate seasonal drives for high-need items (winter gear, hygiene supplies, socks/underwear, bedding, gift cards) with clean documentation.
- Volunteer Engagement: organize volunteer days for Pantheon team/community volunteers where RRM allows (meal service, sorting, facility support).
- Workforce Pathways Bridge (Post-Opening): coordinate referral pathways for clients ready for job readiness supports and employment; connect to training partners and hiring opportunities with privacy-respecting workflow.
- Resource Navigation Integration: include RRM resource info in partner toolkits (CCS, schools, legal aid, etc.) to reduce friction for families seeking help.

Frequency:

- Direct support: Annual, with 2–4x/year seasonal boosts (winter, back-to-school, holidays)
- Drives: 2–4x per year
- Volunteer days: 1–4x per year
- Workforce bridge: Quarterly (post-opening; monthly during hiring ramp-up if feasible)
- Resource referral integration: Ongoing, reviewed semiannually

KPIs:

- Support: \$ donated, # drives completed, \$/goods delivered (valued), # partner programs supported (aggregate)
- Volunteers: # volunteer days, # volunteers, total volunteer hours
- Service impact (aggregate, where available): meals served, nights sheltered, households served
- Workforce: # referrals to job readiness, # applications supported, # placements (aggregate, post-opening)
- Access: # resource toolkits distributed including RRM info, # referral touchpoints (aggregate)

Cost:

- Annual donation/sponsorship: \$2,500–\$25,000/year (scaled to desired impact)
- Drives + materials/logistics: \$250–\$5,000/year
- Volunteer days: \$0–\$500/event (mostly in-kind; transport/supplies)
- Workforce pathway coordination: \$0–\$2,500/year

Office of Senator Jeremy Cooney (SENJC)

SENJC is the legislative office that sponsored NYS Senate bills intended to explicitly include LGBTQ+ New Yorkers as Social & Economic Equity (SEE) applicants under the MRTA. Pantheon’s role in this lane has been policy advocacy aimed at correcting a gap in equity eligibility by adding LGBTQ+ inclusion language into statute.

Primary CIP populations supported: LGBTQ+ New Yorkers — specifically individuals intended to qualify for MRTA Social & Economic Equity priority through explicit inclusion in statute (LGB, and transgender/gender non-conforming/non-binary categories as defined in proposed legislation).

Evidence emphasis: Lobbying invoices/contracts and payment proof (Park Strategies), advocacy memos/briefs, meeting logs, letters of support, bill sponsorship documentation, public communications/press mentions, and bill status tracking.

Planned Engagement (CIP Deliverables)

Purpose: Secure formal LGBTQ+ inclusion within the MRTA Social & Economic Equity (SEE) program by advancing legislative amendments that add LGBTQ+ people to the list of SEE applicants, ensuring equitable access to priority licensing and program resources.

Activities:

- Past legislative advocacy (completed): Pantheon invested approximately \$70,000 in lobbying support (Park Strategies) to pursue legislative inclusion of LGBTQ+ New Yorkers in SEE eligibility.
- Bills introduced (2021–2022):

- S7517A — adds transgender, gender non-conforming, and non-binary individuals to SEE applicant categories.
- S7603 — adds lesbian, gay, and bisexual individuals to SEE applicant categories.
- Current status (as of last visible action in 2021–2022): both bills show committee routing activity in early January 2022, with no passage recorded on the Senate bill pages.
- Current program state: This initiative is currently dormant until Pantheon has funding to re-engage lobbying and coalition strategy.

Frequency:

- Dormant at present (no active engagement).
- When reactivated: legislative session–driven cadence (bill drafting, sponsor meetings, coalition coordination, and periodic advocacy pushes aligned to committee calendars).

KPIs:

- Bills reintroduced (Y/N) and assigned committee(s)
- Legislative meetings / coalition partners engaged
- Bill movement milestones (committee agenda placement, votes, floor calendar placement)
- Statutory change enacted (Y/N) and resulting SEE eligibility expansion
- Public support indicators (letters of support, org endorsements)

Cost:

- Historical spend: ~\$70,000 (lobbying support; Park Strategies).
- Current: \$0 (dormant).
- Reactivation estimate: TBD based on scope, session strategy, and coalition structure (lobbying + policy drafting + coalition comms).

South Lewis Central School District (SLCSD)

South Lewis Central School District serves students and families across rural Lewis County. For Pantheon’s CIP, SLCSD is a direct youth access + workforce pipeline partner: it provides a trusted, district-approved channel for scholarship access, career exposure, and practical family engagement—especially for households dealing with the rural double-whammy of limited services and the digital divide.

Primary CIP populations supported: Students and families in rural Lewis County, with emphasis on low-income households, students experiencing economic hardship, disabled students, and other CIP priority populations as applicable (LGBTQ+ students/families, veterans’ families, justice-impacted households).

Evidence emphasis: Scholarship distribution + rubric/selection documentation, award/payment proof, approved outreach materials, attendance/rosters for any

school-based sessions, referral logs (aggregate), copies of feedback forms distributed + summary of responses (aggregate), and partner letters confirming collaboration.

Planned Engagement (CIP Deliverables)

Purpose: Increase access to opportunity for rural students and families by (1) providing direct financial support through scholarships, (2) expanding awareness and access to workforce pathways and career options, (3) delivering district-approved community education (non-sales) focused on safety and informed decision-making, and (4) creating a trusted offline channel for community input into CIP priorities.

Activities:

- Agriculture & Art Scholarships (ACS): administer annual scholarship awards via an SLCSO-approved process (application distribution, selection rubric/committee, award documentation).
- Workforce Pathways: career awareness touchpoints (career day participation, classroom talk if invited, guidance office resource packets), plus referral pathways for internships/apprenticeships post-opening (aligned with district policy and age/labor requirements).
- Community Education (non-sales): district-approved informational session(s) focused on regulated-market realities, safety, and compliance (no product promotion; policy-aligned and age-appropriate).
- Community Feedback (offline-first): distribute paper feedback forms through school channels and events; summarize themes in aggregate for CIP reporting and program improvement.

Frequency:

- Scholarships: Annually (aligned to academic year / award cycle)
- Workforce pathways: Quarterly touchpoints (or aligned to school calendar events), post-opening
- Community education: 1–2x per school year (district-approved)
- Community feedback: 2x per year minimum (mid-year + end-of-year), plus event-based collection

KPIs:

- Scholarships: # applicants, # awards, total \$ awarded, demographic distribution (aggregate where allowed), # students reached via outreach
- Workforce: # sessions/events, # students reached, # referrals made, # placements (if applicable), retention/continuation proxy (aggregate)
- Education: # sessions delivered, attendance counts, pre/post knowledge check (simple + optional), # materials distributed
- Feedback: # forms distributed, # returned, response themes, # changes made based on feedback (“you said / we did”)

Cost:

- Scholarships: \$20,000/year (when funded; aligned to ACS scholarship line item if that's your standard)
- Workforce / Education / Feedback: \$0–\$1,500/year (printing/materials/travel; mostly in-kind unless we scale programming)

Town of Boonville (TBOON)

The Town of Boonville is the local municipal government serving residents outside (and alongside) the Village of Boonville. For Pantheon's CIP, TBOON is a municipal coordination + local access partner: the Town can help align community-benefit programming with real local needs, improve participation through trusted civic channels, and support practical implementation of sustainability, public safety coordination, and community engagement—without requiring everyone to have broadband or insider knowledge.

Primary CIP populations supported: Rural residents of the Town of Boonville, with emphasis on low-income households, disabled residents, working families, and community members facing access barriers (transportation, broadband, time). Secondary overlap with veterans and justice-impacted residents through municipal services and community programs.

Evidence emphasis: Town board meeting agendas/minutes referencing collaboration, letters of support, facility use approvals, public notices, participation headcounts for co-hosted events, documentation of referrals to services (aggregate), and “you said / we did” notes tied to municipal feedback and actions.

Planned Engagement (CIP Deliverables)

Purpose: Improve community access, resilience, and participation by (1) coordinating local engagement through civic channels, (2) supporting low-barrier community programs and events, (3) aligning sustainability/waste diversion initiatives with municipal capacity, and (4) establishing a reliable feedback loop between residents, municipality, and CIP implementation.

Activities:

- Community Engagement + Notices: use Town channels to distribute community-benefit info (events, scholarships, resource navigation, surveys) including offline methods (bulletin boards, mailers where applicable, in-person notices).
- Facility + Space Coordination: support access to municipal spaces for community meetings, clinics, trainings, and engagement events (as permitted), prioritizing low-barrier locations.

- Sustainability + Waste Diversion Coordination: coordinate with Town operations and partner orgs (BECC/NYSACC/solid waste authority) on composting/food scraps diversion education, cleanup days, and practical implementation support.
- Public Safety & Emergency Support Coordination: coordinate communication and community support efforts during emergencies or local incidents, and ensure CIP events don't conflict with public safety priorities.
- Community Feedback Loop: host or support at least one annual "community listening" session and maintain an offline feedback method (paper forms available at Town offices or events).

Frequency:

- Notices/communications: Quarterly (plus event-driven notices as needed)
- Space coordination: As needed (typically 2–6x per year)
- Sustainability/waste diversion support: Quarterly (seasonal cadence)
- Public safety coordination: As needed
- Listening session + feedback: 1–2x per year minimum

KPIs:

- Engagement: # notices distributed, # events supported, attendance/headcounts, # feedback submissions
- Access: # residents reached via offline channels, # municipal space-use instances supporting CIP
- Sustainability: # cleanup/diversion events supported, participation, diversion metrics where available (lbs/tons diverted)
- Responsiveness: # issues/themes elevated through Town channels, # actions taken ("you said / we did")
- Coordination: # partner orgs involved in Town-facilitated actions/events

Cost:

- Baseline partnership execution: \$0–\$2,500/year (printing, materials, minor event costs; largely in-kind)
- Co-hosted events/clinics: \$250–\$2,500 per event depending on space, accessibility, and materials
- Larger infrastructure/program costs (waste diversion equipment, etc.): TBD (separate from baseline partnership costs)

NY State Tug Hill Commission (THC)

The Tug Hill Commission is a state-supported regional partner that helps communities across the Tug Hill Plateau and surrounding rural areas with local government support, planning, grants, infrastructure coordination, and community development. For Pantheon's CIP, THC is the "rural capacity multiplier" partner: they help small towns and villages do hard things with small staffs—especially when projects touch multiple jurisdictions (waste, water, transportation, broadband, land use, resilience).

Primary CIP populations supported: Rural residents across the Tug Hill region, with strong overlap for low-income households, working families, disabled residents, and communities facing access barriers (transportation, broadband, limited services). Secondary overlap with distressed farmers via rural economic development.

Evidence emphasis: Letters of support, meeting agendas/notes, grant application support documentation, municipal participation lists, training/event materials, project plans or technical assistance memos, and impact summaries showing projects advanced (what moved, who benefited, what changed).

Planned Engagement (CIP Deliverables)

Purpose: Increase rural resilience and access by (1) strengthening municipal capacity to implement practical community-benefit projects, (2) improving coordination across jurisdictions, and (3) accelerating readiness for grants and infrastructure initiatives that reduce barriers for CIP priority populations.

Activities:

- Municipal Capacity + Technical Assistance: coordinate with THC to support towns/villages in planning and implementing CIP-aligned initiatives (waste diversion, community facilities use, resilience planning, access improvements).
- Grant Readiness + Partner Coordination: support or participate in grant development efforts where THC has expertise (project framing, partner alignment, documentation requirements, timelines).
- Regional Convening + Collaboration: convene or participate in regional roundtables (municipal leaders + nonprofits + schools + agencies) to reduce duplication and align resources.
- Infrastructure/Access Barrier Flagging: document recurring rural barriers surfaced through CIP engagement (transportation gaps, broadband limitations, service access) and route themes into THC coordination channels.
- Community Education (Non-sales): co-host a public-benefit session on “how rural communities get projects funded and built” (grants, planning steps, participation pathways) using plain language.

Frequency:

- Technical assistance touchpoints: Quarterly (more often during active project/grant cycles)
- Grant readiness support: As needed, typically seasonal (aligned to RFA timelines)
- Regional convenings: 1–4x per year
- Barrier theme summary: Semiannual
- Community education session: 1x per year (optional)

KPIs:

- Capacity: # municipalities engaged, # technical assistance touchpoints, # projects advanced to “ready” stage
- Grants: # grant applications supported, \$ requested, \$ awarded (if applicable), # partners coordinated
- Coordination: # convenings held, attendance, # cross-jurisdiction actions initiated
- Access barriers: # themes documented/elevated, # follow-up actions logged
- Transparency: # CIP-aligned project summaries produced, # “you said / we did” improvements implemented

Cost:

- Baseline participation (printing/materials/travel): \$0–\$2,500/year (mostly in-kind)
- Convenings / workshops: \$250–\$2,500 per event
- Project implementation costs (infrastructure/equipment): TBD and separate from partnership coordination costs

Town of Leyden (TLYDN)

The Town of Leyden is the local municipal government where Pantheon’s facility/campus development is centered. For the CIP, TLYDN is the key host-community coordination partner: land use alignment, community communications, low-barrier engagement, and practical collaboration on sustainability, public safety coordination, and community-benefit implementation. If this relationship is messy, everything gets harder; if it’s clean, the whole CIP becomes easier to execute and document.

Primary CIP populations supported: Rural residents of the Town of Leyden, with emphasis on low-income households, working families, disabled residents, and residents facing access barriers (transportation, broadband, time). Secondary overlap with veterans and justice-impacted residents through municipal services and community programs.

Evidence emphasis: Town board agendas/minutes referencing collaboration, letters of support, zoning/permit coordination documentation (where public), facility-use approvals, public notices, participation headcounts for co-hosted events, de-identified referral counts to services/resources, and “you said / we did” community responsiveness logs.

Planned Engagement (CIP Deliverables)

Purpose: Strengthen host-community outcomes by (1) ensuring transparent, low-barrier engagement between residents and Pantheon, (2) coordinating municipal participation in community-benefit programming, (3) supporting sustainability and waste-diversion initiatives aligned with town capacity, and (4) maintaining a reliable feedback loop that turns community concerns into documented action.

Activities:

- Host-Community Engagement + Notices: distribute CIP updates and participation opportunities through Town channels (offline-first options: Town office materials, bulletin boards, mailers where appropriate, in-person announcements).
- Municipal Space + Logistics Support: coordinate use of Town spaces for community meetings, listening sessions, resource clinics, and trainings (as permitted) to reduce transportation barriers.
- Sustainability + Waste Diversion Coordination: collaborate on compost/food-scrap diversion education, cleanup/stewardship events, and alignment with solid waste authority or partner orgs (BECC/NYSACC/THC).
- Public Safety + Emergency Coordination: maintain coordination so CIP events and facility operations align with local public safety needs; support community response efforts during major incidents.
- Community Feedback Loop (“Listening + Action”): hold at least one annual listening session and maintain an offline feedback method (paper forms available at Town office and community events), with documented follow-through.

Frequency:

- Notices/communications: Quarterly (plus event-driven notices as needed)
- Space coordination: As needed (typically 2–6x per year)
- Sustainability/waste diversion actions: Quarterly (seasonal cadence)
- Public safety coordination: As needed
- Listening session + feedback summary: 1–2x per year minimum

KPIs:

- Engagement: # notices distributed, # sessions/events supported, attendance/headcounts, # feedback submissions
- Access: # residents reached via offline channels, # municipal space-use instances supporting CIP
- Sustainability: # cleanup/diversion events supported, participation, diversion metrics where available (lbs/tons diverted)
- Responsiveness: # themes raised, # actions implemented (“you said / we did”), time-to-response proxy
- Coordination: # partner orgs involved, # joint initiatives launched or supported

Cost:

- Baseline partnership execution: \$0–\$2,500/year (printing/materials/minor costs; largely in-kind)
- Co-hosted events/clinics: \$250–\$2,500 per event depending on space/accessibility/materials
- Larger project costs (infrastructure, equipment, program funding): TBD and separate from baseline coordination costs

The Neighborhood Center (Rome/Utica behavioral health) (TNC)

The Neighborhood Center provides community-based behavioral health and support services in the Rome/Utica region (counseling, recovery supports, stabilization resources, and service navigation). For Pantheon's CIP, TNC is a health stability + access partner: behavioral health barriers (mental health, substance use recovery, crisis stressors) are often the hidden bottleneck behind unemployment, school disruption, housing instability, and justice involvement. This partnership helps people stay stable enough to actually use the opportunities we're offering.

Primary CIP populations supported: Low-income households, justice-impacted individuals, people in recovery, disabled residents, veterans (where served), and rural residents facing service-access barriers (transportation, stigma, limited providers).

Evidence emphasis: Partner letters, referral workflow documentation (consent-based), aggregate referral counts, workshop/event materials, attendance counts (aggregate), de-identified outcomes summaries (engagement in services, stabilization proxies), and resource distribution logs.

Planned Engagement (CIP Deliverables)

Purpose: Improve community stability and reduce barriers to opportunity by (1) strengthening access to behavioral health supports, (2) integrating recovery and mental health resources into workforce and community engagement pathways, and (3) providing low-barrier navigation to services for CIP priority populations.

Activities:

- Referral Pathway (Warm Handoff): establish a consent-based referral workflow connecting CIP partners (schools/CCS/RMOU/RRM/Legal Aid/RFWD) to TNC behavioral health and recovery supports.
- Community Resource Clinics (Non-Sales): co-host or support periodic resource clinics focused on accessing services (how to enroll, what to bring, how to access crisis supports, what's confidential).
- Workforce Pathways Stabilization Support: provide resource linkage for participants in job readiness or hiring pipelines who need behavioral health supports to maintain stability (navigation + referrals, not clinical delivery by Pantheon).
- Education + Stigma Reduction: support a community-facing education touchpoint on mental health/recovery resources and stigma reduction, framed as public benefit and safety.
- Crisis Response Resource Integration: include TNC crisis/support contacts in offline resource kits and partner toolkits.

Frequency:

- Referral pathway: Ongoing, with quarterly coordination check-ins
- Resource clinics: 2–6x per year (as capacity allows)
- Workforce stabilization touchpoints: Quarterly (monthly during hiring/training ramp-up post-opening if needed)
- Education/stigma touchpoints: 1–4x per year
- Resource kit updates: Semiannual

KPIs:

- Access: # referrals made (aggregate), # successful service connections (aggregate), average time-to-connection proxy
- Engagement: # clinics held, attendance, satisfaction/utility feedback
- Workforce stability: # workforce participants linked to services (aggregate), retention proxy (aggregate)
- Outreach: # resource kits distributed including TNC info, # partner channels activated
- Learning: top barrier themes identified, # CIP adjustments made (“you said / we did”)

Cost:

- Baseline partnership support (materials/printing/coordination): \$500–\$5,000/year
- Clinics/events support: \$250–\$2,500 per clinic (space, materials, accessibility supports; can be reduced via in-kind)
- Direct service funding (if pursued as sponsorship/support): TBD based on program and measurable outcomes

Through the Oculus (TTO)

Through the Oculus is Pantheon’s media and storytelling platform (podcast + video + written content) designed to translate complex cannabis/hemp policy, community realities, and stakeholder perspectives into accessible public education. For the CIP, TTO is the community education + transparency engine: it creates a documented, public-facing record of engagement, gives voice to local stakeholders (including priority populations), and makes “community input” legible and accountable over time.

Primary CIP populations supported: Broad public benefit through education, with intentional emphasis on elevating LGBTQ+ voices, justice-impacted individuals, veterans, disabled community members, low-income rural residents, and small local operators who are typically underrepresented in policy and industry conversations.

Evidence emphasis: Episode list + publish dates, guest consent/releases (where used), transcripts/show notes, analytics (downloads/views/engagement), social distribution logs, documented calls for community input, and “you said / we did” segments tying feedback to CIP actions.

Planned Engagement (CIP Deliverables)

Purpose: Increase community understanding, participation, and accountability by (1) delivering credible public education, (2) amplifying priority-population voices and lived experience, (3) documenting stakeholder engagement as an auditable record, and (4) creating an ongoing feedback loop that informs CIP programming.

Activities:

- Stakeholder Interview Series: produce episodes featuring community partners, service providers, municipal leaders, workforce organizations, and community members (with emphasis on CIP priority populations).
- CIP Transparency Segments (“Impact Minutes”): short recurring segments that report on CIP deliverables completed, funds reinvested, and upcoming opportunities for participation (non-sales, public benefit framing).
- Community Education Episodes: explain key topics in plain language: regulated market vs. illicit market, safety/compliance realities, workforce pathways, sustainability initiatives, and how residents can access resources.
- Community Feedback Collection Prompts: include periodic prompts directing listeners to low-barrier feedback channels (paper forms at events/partners + phone/email options), then summarize themes in future episodes.
- Resource Navigation Amplification: spotlight community resources (food bank, legal aid, behavioral health, shelters, disability supports) with clear “how to access” instructions.

Frequency:

- Stakeholder episodes: Monthly (or per editorial calendar)
- CIP transparency segments: Monthly minimum (can be embedded in episodes)
- Education episodes: Quarterly minimum
- Feedback prompts + theme summaries: 2x per year minimum
- Resource spotlights: Monthly (rotating)

KPIs:

- Output: # episodes published, # CIP segments delivered, # resource spotlights
- Reach: downloads/streams/views, unique listeners/viewers, geographic reach proxy (where available)
- Inclusion: % episodes featuring priority-population voices and/or partner orgs (tracked internally)
- Engagement: comments/messages received, feedback submissions attributable to TTO prompts (aggregate)
- Accountability: # “you said / we did” items publicly documented, # CIP deliverables reported publicly

Cost:

- Baseline production (hosting, editing, equipment, transcription, graphics): \$5,000–\$50,000/year depending on cadence and production level

- Guest support/accessibility (travel, accommodations, transcription upgrades): \$0–\$10,000/year
- Many costs can be treated as in-kind labor until scaled; documentation (transcripts/archives) is the non-negotiable for CIP evidence.

Village of Boonville (VBOON)

The Village of Boonville is the municipal government serving the Village proper, with direct influence over community communications, public spaces, local services, and resident engagement. For Pantheon’s CIP, VBOON is a host-community access + coordination partner: the Village can help ensure community benefits are visible, reachable, and aligned with real resident needs—especially through offline civic channels that actually reach people.

Primary CIP populations supported: Village residents, with emphasis on low-income households, working families, disabled residents, and residents facing access barriers (transportation, broadband, time). Secondary overlap with veterans and justice-impacted residents through municipal service touchpoints.

Evidence emphasis: Village board agendas/minutes referencing collaboration, letters of support, facility-use approvals, public notices, participation headcounts for co-hosted events, de-identified referral counts to services/resources, and “you said / we did” responsiveness logs tied to community input.

Planned Engagement (CIP Deliverables)

Purpose: Strengthen host-community outcomes by (1) enabling low-barrier resident engagement, (2) coordinating municipal participation in community-benefit programs, (3) supporting sustainability and waste diversion initiatives aligned with Village capacity, and (4) maintaining a transparent feedback loop that translates resident needs into documented action.

Activities:

- Community Engagement + Notices (Offline-first): distribute CIP participation opportunities through Village channels (Village office materials, bulletin boards, utility bill inserts where feasible, in-person notices, local postings).
- Municipal Space + Logistics Support: coordinate use of Village spaces for listening sessions, resource clinics, trainings, and community events to reduce transportation barriers.
- Sustainability + Waste Diversion Coordination: collaborate on food-scrap diversion, compost education, recycling contamination reduction, and cleanup/stewardship days in coordination with BECC/NYSACC/solid waste partners.

- Public Safety + Emergency Coordination: coordinate communications and community support efforts during local incidents; align CIP events with public safety priorities and municipal calendars.
- Community Feedback Loop (“Listening + Action”): host or support at least one annual listening session and maintain an offline feedback method (paper forms available at Village office + events), with documented follow-through.

Frequency:

- Notices/communications: Quarterly (plus event-driven notices as needed)
- Space coordination: As needed (typically 2–6x per year)
- Sustainability/waste diversion actions: Quarterly (seasonal cadence)
- Public safety coordination: As needed
- Listening session + feedback summary: 1–2x per year minimum

KPIs:

- Engagement: # notices distributed, # sessions/events supported, attendance/headcounts, # feedback submissions
- Access: # residents reached via offline channels, # municipal space-use instances supporting CIP
- Sustainability: # cleanup/diversion events supported, participation, diversion metrics where available (lbs/tons diverted)
- Responsiveness: # themes raised, # actions implemented (“you said / we did”), time-to-response proxy
- Coordination: # partner orgs involved, # joint initiatives launched or supported

Cost:

- Baseline partnership execution: \$0–\$2,500/year (printing/materials/minor costs; largely in-kind)
- Co-hosted events/clinics: \$250–\$2,500 per event depending on space/accessibility/materials
- Larger project costs (infrastructure, equipment, program funding): TBD and separate from baseline coordination costs

Program Action Plan

Accessibility & Inclusion

Purpose

Make every CIP benefit (scholarships, workforce pathways, community education, resource navigation, events) actually usable by people who are typically excluded by design-defaults: disabled residents, LGBTQ+ community members, low-income households, rural residents

facing transportation/broadband barriers, and anyone who needs accommodations. This action item is the “no fake ramps” commitment—access isn’t vibes, it’s operations.

Partners

- ARCOLC (disability access + inclusion best practices)
- OCPA (LGBTQ+ inclusion + safer-space practices)
- CCS (low-barrier family access + offline pathways)
- Schools (ACSD, SLCSO, RFA) for approved, age-appropriate access channels
- Municipal partners (TLYDN, TBOON, VBOON) for space, notices, offline access points
- TTO (public education + transparent communication of access options)
- Optional as needed: LASMNY (rights/resource navigation), TNC (behavioral health considerations)

Activities

1. Accessibility & Inclusion Standards (Written + Repeatable)
 - a. Create an “Accessible Engagement Standard” checklist used for every event, clinic, form, and outreach push (ADA basics, plain language, readable formatting, sensory considerations, pronouns/name respect, safer-space rules, accommodation request process).
2. Accommodation Workflow
 - a. Set a single point of contact + intake method (phone/email/paper) and document how accommodations are requested, confirmed, and delivered.
3. Offline-First Access Options
 - a. Paper copies of key CIP materials (resource guides, feedback forms, scholarship info) available through Town/Village offices, CCS channels, and partner sites.
4. Partner Review + Spot Checks
 - a. ARCOLC and OCPA review materials and event plans (on a schedule), with documented recommendations and follow-through.
5. Staff/Volunteer Training
 - a. Annual training on disability inclusion, respectful engagement, confidentiality boundaries, and de-escalation basics for public-facing staff/volunteers.
6. Feedback Loop
 - a. Collect access-barrier feedback (paper forms + partner input), publish “you said / we did” improvements in CIP reporting and via TTO when appropriate.

Frequency

- Standards + accommodation workflow: Initial build, then annual refresh
- Material/accessibility review: Semiannual (or quarterly during heavy engagement seasons)

- Staff/volunteer training: Onboarding + annual refresher
- Offline material distribution: Quarterly restock + event-based distribution
- Access feedback review: 2x/year minimum + post-event quick review

KPIs

- Access readiness: % of events/programs using the checklist (target: 100%)
- Accommodations delivered: # requested vs. # fulfilled (aggregate), avg. response time
- Offline reach: # paper resource kits/forms distributed; # offline access points active
- Inclusion quality: participant satisfaction (simple 1–3 question survey), # access barriers reported
- Improvements implemented: # documented changes made (“you said / we did”) per year
- Training coverage: % of public-facing staff/volunteers trained annually

Cost

- Baseline (materials + printing + process): \$500–\$3,000/year
- Training + partner review support: \$1,000–\$7,500/year (depends on scope and facilitation)
- Accessibility supports at events (ASL, materials, sensory supports, transport assistance): \$250–\$2,500 per event as needed
- Capital improvements (ramps, signage upgrades, restroom access, etc.): TBD (separate bucket; only if we fund physical upgrades)

Behavioral Health

Purpose

Reduce behavioral-health barriers that block people from stability and opportunity by improving access to mental health and recovery supports, integrating resource navigation into CIP pathways, and normalizing help-seeking without turning Pantheon into a clinic. The goal is simple: fewer people falling out of school, work, housing, and community life because support was invisible, stigmatized, or too hard to access.

Partners

- TNC (Neighborhood Center — behavioral health / recovery navigation)
- CCS (family/student wraparound access channels)
- RMOU / RRM (housing instability + crisis touchpoints)
- RFWD (justice-impacted stabilization + reentry supports)
- ARCOLC (disability/I-DD overlap and accommodation considerations)
-

- LASMNY (civil legal issues that worsen crises; referral alignment)
- TTO (resource amplification + stigma reduction education)

Activities

1. Warm-Handoff Referral Pathway (Consent-Based)
 - a. Create a simple referral workflow from partners → TNC (and related providers) with privacy-respecting documentation and a clear “who calls who” process.
2. Resource Clinics / Navigation Touchpoints (Non-Sales)
 - a. Co-host periodic resource clinics focused on “how to access services,” crisis contacts, enrollment steps, and what’s confidential.
3. Workforce Pathways Stabilization Supports (Post-Opening)
 - a. Ensure workforce candidates/participants can access behavioral health supports without stigma; provide resource packets and referral options during training/hiring phases.
4. Crisis Resource Integration (Offline-First)
 - a. Include crisis/behavioral health contacts in paper resource kits distributed via CCS, shelters, municipalities, and events.
5. Stigma Reduction + Education
 - a. Host/support at least one annual public-benefit education touchpoint on mental health/recovery resources and stigma reduction (no product tie-ins, no glamorizing; just access and safety).
6. Barrier Themes Feedback Loop
 - a. Collect anonymized “what’s blocking access” themes from partners (transportation, appointment availability, paperwork, cost, fear/stigma) and adjust CIP engagement methods accordingly.

Frequency

- Referral pathway: Ongoing, with quarterly coordination check-ins
- Resource clinics: 2–6x per year (seasonal / capacity-based)
- Workforce stabilization touchpoints: Quarterly (monthly during hiring ramp-up post-opening)
- Resource kit updates/distribution: Semiannual updates + event-based distribution
- Stigma reduction education: 1–2x per year
- Barrier theme review: Semiannual

KPIs

- Access: # referrals made (aggregate), # successful connections (aggregate), time-to-connection proxy
- Engagement: # clinics held, attendance/headcount, satisfaction/utility score

- Workforce stability (post-opening): # workforce participants receiving resource packets, # linked to supports (aggregate), retention proxy
- Reach: # resource kits distributed including behavioral health info; # partner sites stocking materials
- Learning: top barrier themes identified; # process improvements implemented (“you said / we did”)

Cost

- Baseline (printing/materials/coordination): \$500–\$5,000/year
- Clinics/events support: \$250–\$2,500 per clinic (space, accessibility supports, materials; often reducible via in-kind)
- Targeted support sponsorship (if pursued): TBD (only if we decide to fund specific service capacity or transportation/access supports)

Community Education

Purpose

Deliver clear, credible, non-sales public education that improves community safety, reduces misinformation, increases access to resources, and helps residents understand “how this works” (regulated market realities, safety, compliance, workforce on-ramps, sustainability programs, and where to get help). The point is not persuasion—it’s public-benefit literacy so people can make informed decisions and access opportunities.

Partners

- TTO (primary education + transparency platform)
- Schools: ACSD, SLCSO, RFA (district-approved, age-appropriate channels)
- CCS (family access + offline distribution)
- CANY (compliance-safe industry education resources)
- BECC / NYSACC / THC / ESGSA (sustainability, waste diversion, conservation education)
- LASMNY / TNC / FBCNY / RMOU / RRM / RFWD / ARCOLC / OCPA (resource navigation spotlights; inclusion and access framing)
- Municipal partners: TLYDN, TBOON, VBOON (venues + notices)

Activities

1. Education Content Library (Plain Language, Offline-Ready)
 - a. Create a small set of 1–2 page handouts + FAQs that can be printed and handed out anywhere:

- i. “Regulated vs illicit market: what’s the difference and why it matters”
 - ii. “Safety & compliance basics”
 - iii. “How to access CIP resources (scholarships, jobs, supports)”
 - iv. “Sustainability programs (food scraps diversion, stewardship, etc.)”
2. Community Sessions (Non-Sales) — In-Person First
 - a. Host/co-host public sessions at trusted venues (schools where approved, town/village spaces, partner org sites).
3. Resource Navigation Spotlights
 - a. Short segments at events and in materials that point people to real help: food access, legal aid, shelters, behavioral health, disability supports, reentry supports.
4. TTO Education Episodes + “Impact Minutes”
 - a. Publish educational episodes and short CIP progress segments that document what’s happening and where to participate.
5. Myth-Busting + Safety Messaging
 - a. Address common misinformation in a calm, evidence-based way (especially around legality, safety, and youth exposure) without marketing products.
6. Feedback Loop
 - a. Embed a simple feedback mechanism in every education effort (paper form + phone/email option), and publish “you said / we did” updates.

Frequency

- Education content library: Initial build + quarterly updates
- Community sessions: Quarterly minimum (more during rollout periods)
- Resource spotlights: Monthly (via TTO) + event-based
- TTO education output: Monthly episodes/segments (or per editorial calendar)
- Feedback summary: 2x/year minimum

KPIs

- Output: # sessions held, # materials produced/updated, # TTO education segments published
- Reach: attendance/headcounts, # materials distributed (paper + digital), podcast/video reach metrics
- Knowledge lift: simple pre/post (optional) or “I understand X better” self-report (1–3 questions)
- Resource connections: # referrals/resource touchpoints generated (aggregate)
- Responsiveness: # changes made from feedback (“you said / we did”)
- Inclusion: % sessions/materials meeting accessibility checklist; # accommodations fulfilled (aggregate)

Cost

- Baseline (printing, materials, facilitation): \$1,000–\$10,000/year
- Sessions/events: \$250–\$2,500 per event (space, accessibility, materials; can be reduced via in-kind)
- TTO production allocation for education content: \$5,000–\$50,000/year depending on cadence and production level (if treated as a CIP cost bucket)

Community Feedback & Grievance

Purpose

Create a low-barrier, privacy-respecting, offline-capable system for community members to (1) share feedback, (2) raise concerns/grievances, and (3) see documented follow-through. This is the CIP's accountability spine: if people can't safely tell you what's wrong (and watch you fix it), you're not doing "community impact," you're doing performance art.

Partners

- Municipal partners: TLYDN, TBOON, VBOON (trusted civic access points + public notices)
- CCS (family access + offline distribution/collection)
- ARCOLC (accessible formats + disability-informed grievance pathways)
- OCPA (safe reporting considerations for LGBTQ+ community members)
- RFWD (justice-impacted trust-building + privacy considerations)
- LASMNY (referral pathway for legal issues when appropriate)
- TTO (transparency: publishing themes + "you said / we did" summaries)
- BECC / BRVBCA (community event collection points)

Activities

1. Multi-Channel Feedback Intake (Offline First)
 - a. Paper feedback/grievance forms available at Town/Village offices, partner sites, and events.
 - b. Phone and email options for those who prefer direct contact.
 - c. Optional anonymous option for general feedback (with clear limits: anonymity may reduce ability to investigate).
2. Grievance Workflow (Clear + Documented)
 - a. Define what counts as a grievance vs general feedback.
 - b. Define triage categories (safety, discrimination/harassment, compliance concerns, neighbor impacts, program complaints).
 - c. Define response timelines and escalation steps (including when to involve legal counsel or external authorities).

3. Accessibility + Safe Reporting
 - a. Forms in plain language; large-print option; accommodation request option.
 - b. Explicit “safe reporting” language for sensitive concerns (discrimination, harassment, retaliation fears).
4. Tracking + Evidence System (Audit-Ready)
 - a. Log every submission in the Master Tracker (date received, category, status, resolution date, outcome type).
 - b. Store supporting documentation in Evidence folders (de-identified where required).
5. Resolution + Follow-Through
 - a. Acknowledge receipt, investigate when needed, document outcome, and close the loop.
 - b. For systemic issues, create corrective actions with owners and deadlines.
6. Public Transparency (“You Said / We Did”)
 - a. Publish aggregated themes and actions taken 2x/year (via TTO + a one-page bulletin/posting), without exposing personal details.

Frequency

- Intake: Ongoing (always open)
- Triage/review: Weekly during active periods; biweekly/monthly baseline
- Formal theme summaries + “you said / we did”: 2x/year minimum
- Process review/update: Annual (or after any major incident)

KPIs

- Access: # feedback submissions, # grievances, % received through offline channels
- Responsiveness: average time to acknowledge receipt; average time to resolution (by category)
- Resolution quality: % closed with documented outcome; % escalated appropriately
- Equity/safety: # discrimination/harassment-related reports (tracked carefully, de-identified), accommodations requested vs fulfilled
- System improvement: # corrective actions implemented; repeat-issue rate (did the same issue recur?)
- Transparency: # public “you said / we did” updates published; community satisfaction with responsiveness (simple survey)

Cost

- Baseline (printing/forms/signage/tracking): \$250–\$2,500/year
- Staff time/admin (coordination + logging + follow-up): \$2,500–\$15,000/year depending on volume and staffing model

- Incident-specific costs (investigation, mediation, legal consult, mitigation): TBD (case-dependent; separate contingency bucket)

Community Listening & Co-Design

Purpose

Move beyond “feedback collection” into shared problem-solving with the host community and priority populations. This action item creates structured ways for residents to shape programs before decisions harden: what benefits are most needed, how people can realistically access them, what barriers keep showing up, and what success should look like. Translation: fewer surprises, fewer rumors, better programs, and a community that sees itself in the design.

Partners

- Municipal partners: TLYDN, TBOON, VBOON (venues, notices, legitimacy, offline access)
- BECC / BRVBCA (trusted local conveners + event-based engagement)
- CCS (family-centered listening + low-barrier access)
- ARCOLC (disability-inclusive participation methods)
- OCPA (LGBTQ+ inclusive participation + safer-space practices)
- RFWD (justice-impacted inclusion + trust-building)
- Schools: ACSD, SLCSO, RFA (district-approved engagement channels where appropriate)
- TTO (documenting themes + public “you said / we did” accountability)

Activities

1. Quarterly Listening Sessions (Low-Barrier, In-Person First)
 - a. Host structured sessions in accessible locations with clear agendas and ground rules (no grandstanding, time-boxed, respectful).
2. Co-Design Working Groups (Time-Limited)
 - a. Small working groups (4–10 people) for specific topics (e.g., workforce pathways, scholarships, waste diversion, accessibility, youth safety education). Produce a one-page output per group: “Problem → Proposed solution → How to access → Evidence/KPIs.”
3. Pop-Up Listening at Existing Events
 - a. Set up a table at community events (BRVBCA/BECC, town/village events, school events if approved) with 3–5 targeted questions and paper forms.
4. Priority Population Sessions

- a. Host targeted sessions (or partner-hosted sessions) with disability community, LGBTQ+ community, justice-impacted residents, and families dealing with low-income barriers—using safer-space practices and privacy protection.
5. Closing the Loop (“You Said / We Did”)
 - a. Publish a summary after each quarter: top themes, decisions made, what changed, what can’t be done (and why), and next steps.

Frequency

- Listening sessions: Quarterly
- Co-design working groups: 1–3 cycles per year (each cycle 4–8 weeks)
- Pop-up listening: 6–12x per year (event-driven)
- Priority population sessions: 2–6x per year
- “You said / we did” summaries: Quarterly minimum

KPIs

- Participation: # sessions held, attendance/headcount, # priority-population participants (aggregate, optional/consent-based)
- Access: % sessions with accessibility checklist used; accommodations requested vs fulfilled
- Output: # co-design outputs produced; # actionable recommendations logged
- Implementation: % recommendations adopted or piloted; time-to-implementation proxy
- Trust/quality: participant satisfaction (“felt heard / safe / clear next steps”), repeat attendance rate
- Transparency: # quarterly summaries published; # program changes documented

Cost

- Baseline convening costs (space, printing, facilitation materials): \$500–\$5,000/year
- Facilitation + accessibility supports: \$1,000–\$15,000/year (depends on frequency, ASL/transport supports, stipends)
- Participant supports (childcare/transport stipends where offered): TBD (optional but powerful; can be \$25–\$100 per participant per session if used)

Community Reinvestment

Purpose

Put real resources back into the community in ways that are transparent, measurable, locally relevant, and accessible—not just symbolic checks and photo ops. Community

reinvestment covers direct support (scholarships, emergency/basic needs partners), capacity building (partners delivering services), and community-strengthening events/programs. The aim is to improve stability and opportunity for CIP priority populations while building trust through visible follow-through.

Partners

- BECC / BRVBCA (local reinvestment events + community distribution channels)
- FBCNY (food insecurity relief)
- RMOU / RRM (housing instability + emergency needs)
- LASMNY (civil legal barrier removal)
- TNC (behavioral health stability supports)
- RFWF (justice-impacted supports + reentry stabilization)
- Schools: ACSD, SLCSO, RFA (scholarship access + youth support)
- OCPA / ARCOLC / CCS (inclusion + low-barrier distribution/access)
- Municipal partners: TLYDN, TBOON, VBOON (public notices + spaces + trusted civic channels)
- PNTHC (administration, documentation, reporting)

Activities

1. Annual Reinvestment Plan + Budget Allocation
 - a. Define categories and targets for the year (e.g., scholarships, food access, shelter support, legal aid, behavioral health, disability inclusion supports, emergency response).
2. Direct Donations / Sponsorships (Documented)
 - a. Provide annual and/or seasonal contributions to core partners (food bank, shelters, legal aid, behavioral health, reentry supports).
3. Scholarships (Agriculture & Art)
 - a. Fund and administer scholarships through school-approved processes with clean evidence trails.
4. Community Fundraisers + Local Drives
 - a. Co-host events and drives (BECC/BRVBCA) with transparent accounting and documented distribution.
5. Emergency / Hardship Response (Contingency)
 - a. Maintain a small “rapid response” mechanism for community incidents (donation drives, gift card collection, partner-directed support) with clear rules and documentation.
6. Public Reporting + “You Said / We Did”
 - a. Publish a reinvestment summary (what was funded, why, who benefited in aggregate, and what changed).

Frequency

- Annual plan: 1x/year (with quarterly adjustments)
- Direct donations: Quarterly baseline + seasonal boosts (winter/back-to-school/holidays)
- Scholarships: Annual (academic cycle)
- Fundraisers/drives: 2–8x/year (event-driven)
- Emergency response: As needed
- Reporting: Quarterly internal rollups + annual public summary

KPIs

- Dollars deployed: \$ committed vs \$ delivered; % delivered on schedule
- Coverage: # partner orgs supported; # reinvestment actions completed
- Beneficiaries (aggregate): households served (food/shelter), students supported (scholarships), clinic attendees (legal/behavioral health), etc.
- Equity: % reinvestment benefiting CIP priority populations (aggregate/partner-reported)
- Community trust: feedback sentiment themes; repeat participation in events; “felt supported” survey proxy
- Transparency: # reports produced; documentation completeness rate (audit-ready)

Cost

- Admin + documentation: \$2,500–\$15,000/year (tracking, receipts, reporting, coordination)
- Reinvestment funding pool: TBD by annual CIP budget (this is the real spend)
- Typical ranges (examples of sub-buckets):
- Scholarships: \$20,000/year (if funded)
- Food bank/shelters: \$2,500–\$25,000/year each depending on desired impact
- Legal/behavioral health/reentry supports: \$2,500–\$20,000/year each depending on scope
- Events/drives: \$250–\$5,000/event depending on scale

Environmental Stewardship

Purpose

Deliver measurable, local environmental benefits—cleaner public spaces, less waste to landfill, better community resilience—through practical stewardship actions that residents can join and verify. This is the “do the work, show the receipts” lane: stewardship events,

waste diversion, conservation education, and standards-based sustainability practices that create real community value (not just green buzzwords).

Partners

- BECC (local stewardship execution + education + events)
- NYSACC (toolkits, municipal capacity-building, statewide replication)
- THC (regional rural planning + coordination support)
- ESGSA (green standards guidance + documentation discipline)
- Municipal partners: TLYDN, TBOON, VBOON (spaces, notices, coordination)
- Optional/adjacent: local solid waste authority / schools (ACSD/SLCSD/RFA) for education tie-ins; TTO for transparency + amplification

Activities

1. Community Cleanups + Stewardship Days
 - a. Seasonal litter cleanups, park/roadway stewardship days, invasive species pulls, and other visible improvement actions.
2. Food Scraps Diversion + Compost Education (Community-Facing)
 - a. Support planning and participation drives for food scraps diversion; provide plain-language guides and low-barrier participation options.
3. Waste Diversion Standards + Signage
 - a. Implement consistent sorting signage and contamination-reduction practices at events and partner sites; document diversion outcomes.
4. Conservation + Resilience Education
 - a. Workshops/tabling on recycling, compost, water quality basics, energy reduction, and practical rural resilience steps.
5. Measurement + Reporting System
 - a. Track stewardship outputs (bags collected, volunteer hours) and diversion metrics (lbs/tons diverted where available), and publish an annual summary.

Frequency

- Cleanups/stewardship: 3–6x per year (seasonal cadence)
- Compost/diversion outreach: Quarterly baseline; monthly during active pilots
- Standards/signage checks: Event-based + quarterly review
- Education touchpoints: Quarterly
- Reporting: Annual public summary + quarterly internal rollups

KPIs

- Stewardship: # events, # volunteers, volunteer hours, # bags/volume removed, # sites improved

- Waste diversion: lbs/tons diverted, # participating households/sites, contamination rate (if tracked), # education materials distributed
- Education: # sessions/outreach touchpoints, attendance/headcounts, satisfaction/knowledge lift (simple)
- Municipal participation: # municipalities engaged, # co-hosted actions/events, # adopted practices/toolkits (where applicable)
- Transparency: annual stewardship summary published; documentation completeness rate

Cost

- Baseline stewardship operations: \$2,500–\$15,000/year (supplies, disposal fees, printing, refreshments, signage)
- Pilot compost/diversion supports (bins, hauling, coordination): TBD (largest variable; depends on scale and infrastructure choices)
- Standards/measurement support: \$250–\$2,500/year (printing, basic tracking tools; mostly in-kind possible)

Food Security

Purpose

Reduce food insecurity and stabilize households so people can participate in school, work, and community life. This action item focuses on direct support + low-barrier access (especially rural access), and on integrating food resources into the broader CIP referral ecosystem so families aren't left to figure it out alone.

Partners

- FBCNY (regional food access + distribution network)
- CCS (family-centered referrals + trusted school/community channels)
- Schools: ACSO, SLCSO, RFA (approved distribution of resource info)
- RMOU / RRM (crisis/basic needs overlap)
- BECC / BRVBCA (local drives + community events)
- Municipal partners: TLYDN, TBOON, VBOON (offline access points + notices)
- TTO (resource amplification + stigma reduction messaging)

Activities

1. Annual + Seasonal Support to Food Access Partners
 - a. Provide annual donations/sponsorships with seasonal boosts (winter, back-to-school, holidays).
2. Food Drives + Essential Items Drives

- a. Coordinate 2–4 community drives/year (food + hygiene basics), with clear documentation and delivery confirmation.
3. Rural Access Events (When Feasible)
 - a. Support/host mobile pantry days or local distribution events in rural areas near Boonville/Leyden when partner logistics allow.
4. Resource Navigation Integration (Offline-First)
 - a. Include pantry locator and “how to get help” guides in printed resource kits distributed through CCS, municipalities, shelters, and community events.
5. Stigma Reduction + Education (Non-Sales)
 - a. Provide simple messaging that normalizes using food resources and clarifies how to access them.

Frequency

- Donations/support: Annual + 2–4x/year seasonal boosts
- Drives: 2–4x per year
- Rural access events: 1–4x per year (seasonal/capacity-based)
- Resource kit distribution: Quarterly restock + event-based distribution
- Messaging/education: Ongoing, reviewed semiannually

KPIs

- Support: \$ donated, # partners supported, # drives completed
- Goods delivered: lbs of food collected, # hygiene kits/items delivered, \$ in gift cards distributed (if used)
- Reach: # households served (aggregate where partners can report), # rural distribution events supported
- Navigation: # resource kits distributed including food access info, # referral touchpoints (aggregate)
- Responsiveness: feedback themes on barriers to food access; improvements implemented (“you said / we did”)

Cost

- Direct support funding pool: \$2,500–\$25,000/year (scales with desired impact)
- Drives + logistics: \$250–\$2,500/year (boxes, printing, transport; often partly in-kind)
- Rural access event support: \$250–\$5,000 per event (space, logistics, accessibility supports; depends on partner model)

Governance & Compliance

Purpose

Operate the CIP like a real program (not a binder on a shelf) by ensuring: clear ownership, consistent documentation, privacy-respecting processes, compliant engagement practices, and audit-ready evidence trails. This action item is the “make it boring and bulletproof” layer that keeps every other action item defensible under MRTA/OCM expectations and public scrutiny.

Partners

- PNTHC (program owner / administration)
- Municipal partners: TLYDN, TBOON, VBOON (host-community coordination + public process alignment)
- CANY (industry best practices + compliance education resources)
- NYSACC / ESGSA / THC (standards-based program design + documentation discipline where relevant)
- LASMNY (referral alignment + legal issue escalation when appropriate)
- ARCOLC / OCPA / CCS (equity and access considerations integrated into processes)
- Internal/external counsel as needed (contracting, privacy, incident response)

Activities

1. CIP Governance Structure (Roles + Cadence)
 - a. Define CIP owner, backups, partner liaisons, and evidence manager.
 - b. Establish monthly operating check-ins and quarterly formal reviews.
2. TRUTH Documentation System (Tracker + Evidence Folders)
 - a. Maintain the Master Tracker as system-of-record for partners, deliverables, evidence links, and KPI rollups.
 - b. Standardize evidence folder naming, required artifacts, and retention rules.
3. Partner Agreement + Proof Discipline
 - a. Maintain executed agreements/letters/MOUs (or documented outreach status) and “proof docs” for each partner engagement.
4. Privacy + Consent Workflow (Especially for Referrals)
 - a. Create a simple consent-based referral protocol (what is collected, why, how stored, who can access).
 - b. Ensure de-identification/aggregation rules for reporting.
5. Grievance, Incident, and Escalation Procedures
 - a. Maintain clear escalation paths for safety issues, discrimination/harassment claims, neighbor impacts, and compliance concerns (including when legal counsel is triggered).
6. Compliance-Safe Communications (Non-Sales Guardrails)

- a. Ensure community education and partner engagement materials remain public-benefit oriented (no product promotion, no targeting minors, clear boundaries in school settings).
7. Annual CIP Reporting + Internal Audits
 - a. Produce an annual public-facing CIP summary and conduct internal “evidence completeness” audits quarterly.

Frequency

- Governance check-in: Monthly
- Formal review + KPI rollup: Quarterly
- Partner agreement/proof updates: Ongoing, reviewed monthly
- Privacy/consent procedure review: Annual (or after any incident)
- Evidence completeness audit: Quarterly
- Public reporting: Annual (with quarterly internal snapshots)

KPIs

- Execution discipline: % deliverables on time; # active partners; # agreements/proof docs complete
- Evidence quality: documentation completeness rate; % items with valid evidence links; audit findings closed
- Privacy compliance: % referrals using consent workflow; # privacy incidents (target: 0); time-to-remediation
- Responsiveness: grievance acknowledgement/resolution times; corrective actions completed
- Communications compliance: # materials reviewed/approved; # issues flagged/corrected
- Reporting: annual report produced on schedule; quarterly snapshots completed

Cost

- Baseline admin + tooling + reporting: \$5,000–\$35,000/year (depends on staffing model and reporting depth)
- Legal/compliance consult contingency: \$2,500–\$25,000/year (variable; only used as needed)
- Audit/readiness improvements (systems, training, templates): \$500–\$5,000/year

Housing & Basic Needs

Purpose

Reduce housing instability and acute hardship so residents can stabilize, access services, and participate in workforce and community opportunities. This action item supports emergency shelter + basic needs partners, integrates resource navigation into the CIP ecosystem, and creates low-barrier pathways for people in crisis to get help fast—without shame, paperwork spirals, or “call 14 numbers and give up.”

Partners

- RMOU (Rescue Mission of Utica)
- RRM (Rome Rescue Mission)
- FBCNY (food access overlap)
- CCS (family-centered navigation + trusted channels)
- TNC (behavioral health overlap; stabilization supports)
- LASMNY (housing-related civil legal issues; eviction/benefits)
- RFWD (justice-impacted reentry stabilization)
- Municipal partners: TLYDN, TBOON, VBOON (offline access points + notices)
- BECC / BRVBCA (drives + community events)
- TTO (resource amplification + stigma reduction)

Activities

1. Annual + Seasonal Support to Shelter/Basic Needs Partners
 - a. Provide annual donations/sponsorships with seasonal boosts (winter, back-to-school, holidays).
2. Essential Item Drives (High-Need, High-Utility)
 - a. Coordinate drives for hygiene kits, socks/underwear, winter gear, bedding, and gift cards—items that shelters consistently need and can deploy immediately.
3. Volunteer Support Days
 - a. Organize volunteer days for sorting, meal service, or facility support where partner capacity allows.
4. Resource Navigation Integration (Offline-First)
 - a. Build and distribute a simple “Housing & Basic Needs Resource Guide” through CCS, municipalities, schools (as approved), events, and partner sites.
5. Warm-Handoff Referral Pathway (Consent-Based)
 - a. Create a referral workflow from CIP partners to shelters/support services for individuals/families needing immediate help (documented in aggregate only).
6. Community Education Touchpoints (Non-Sales)

- a. Provide public-benefit information tables at events: how to access shelter/basic needs services, what to bring, what's available, and crisis contacts.

Frequency

- Donations/support: Annual + 2–4x/year seasonal boosts
- Drives: 2–6x per year (winter + spring + back-to-school + holiday minimum)
- Volunteer days: 1–4x per year
- Resource guide updates/distribution: Semiannual updates + quarterly restock
- Referral pathway: Ongoing, reviewed quarterly
- Education touchpoints: 2–6x per year (event-driven)

KPIs

- Support: \$ donated, # partners supported, # drives completed
- Goods delivered: # kits/items delivered, \$ gift cards delivered (if used), delivery confirmations logged
- Volunteer: # volunteer days, # volunteers, total volunteer hours
- Navigation: # resource guides distributed (paper), # referral touchpoints (aggregate), successful connection proxy
- Stability impact (aggregate where available): meals served, shelter nights supported, households served
- Responsiveness: feedback themes on unmet needs; improvements implemented (“you said / we did”)

Cost

- Direct support funding pool: \$5,000–\$50,000/year (scaled to desired impact and partner needs)
- Drives + logistics: \$250–\$5,000/year (printing, supplies, transport; often partly in-kind)
- Volunteer days: \$0–\$500/event (mostly in-kind)
- Resource guide printing/distribution: \$250–\$2,500/year

Justice-Impacted Supports

Purpose

Increase stability and access to opportunity for justice-impacted individuals by reducing the real barriers that derail reentry: documentation, housing instability, transportation, benefits navigation, legal issues, stigma, and lack of trusted pathways into training and employment.

This action item turns “equity” into a working system—privacy-respecting, consent-based, and measurable.

Partners

- RFWD (Restore Forward — primary reentry partner)
- LASMNY (civil legal barrier removal)
- TNC (behavioral health/recovery stabilization)
- RMOU / RRM (housing/basic needs stabilization)
- FBCNY (food insecurity overlap)
- CCS (family-centered supports + navigation)
- ARCOLC (disability overlap + accommodations)
- CANY (workforce/vendor ecosystem alignment post-opening)
- TTO (education + stigma reduction + transparency)

Activities

1. Consent-Based Warm-Handoff Referral Pathway
 - a. Establish a clear workflow connecting justice-impacted individuals to RFWD supports and, when appropriate, to legal aid, behavioral health, housing/basic needs resources, and workforce partners.
2. Barrier Removal Supports (Navigation + Practical Help)
 - a. Coordinate support for common barriers: IDs/documents, transportation resources, benefits navigation referrals, housing referrals, and clinic-based legal connections.
3. Workforce Readiness Bridge (Post-Opening)
 - a. Provide job readiness supports through partners (resume/interview help referrals) and connect participants to training and hiring opportunities, with follow-up and retention supports where feasible.
4. Legal Access Touchpoints
 - a. Support periodic legal clinics or referral pathways for civil issues affecting stability and employability (consumer debt, housing issues, family stability, benefits).
5. Stigma Reduction + Community Education (Non-Sales)
 - a. Host/support at least one annual education touchpoint on reentry realities, rights/resources navigation, and community safety—focused on access and stability, not optics.
6. Barrier Themes Reporting + Improvement Loop
 - a. Produce a semiannual de-identified “barriers report” summarizing recurring obstacles and CIP process improvements (“you said / we did”).

Frequency

- Referral pathway: Ongoing, with monthly operational check-ins during active hiring/training phases
- Barrier navigation supports: Ongoing, reviewed quarterly
- Workforce bridge: Quarterly (monthly during post-opening ramp-up)
- Legal access touchpoints: 2–6x per year (clinic/event-based)
- Education touchpoints: 1–2x per year
- Barriers report: Semiannual

KPIs

- Access: # referrals made (aggregate), # successful connections to services (aggregate), time-to-connection proxy
- Barrier removal: # ID/doc barriers resolved (aggregate), # transportation connections, # housing/legal referrals completed
- Workforce (post-opening): # participants supported, # training enrollments, # applications/interviews, # placements (aggregate), retention proxy
- Legal access: # clinic attendees or legal referrals completed (aggregate), outcome categories where available
- Learning: top barrier themes identified, # process changes implemented (“you said / we did”)

Cost

- Baseline partnership support (coordination/materials/events): \$1,000–\$10,000/year
- Direct participant supports (transport, document fees, basic needs as allowed): \$2,500–\$25,000/year (scales with need and CIP budget)
- Legal clinics/events support: \$250–\$2,500 per clinic
- Workforce programming sponsorships (optional): TBD based on scope and measurable outcomes

Local Economic Development

Purpose

Strengthen the local economy by expanding local hiring, local purchasing, microbusiness participation, and rural vendor readiness—with special attention to CIP priority populations who are usually locked out of capital, networks, and procurement pathways. This action item is about turning “jobs and contracts” into a transparent pipeline, not a handshake economy.

Partners

- MVEDG (regional economic development + workforce alignment)
- ANCA (entrepreneurship + vendor readiness + rural workforce)
- NATLW (Lewis County microbusiness amplification)
- BRVBCA (local business/community network + event channels)
- Municipal partners: TLYDN, TBOON, VBOON (local coordination + venues + notices)
- CANY (industry network + best practices; post-opening)
- Schools/CCS (workforce exposure + pipelines: ACSD, SLCSO, RFA, CCS)
- RFWD / ARCOLC / OCPA (equity + inclusion lenses for pipeline access)

Activities

1. Local Vendor Pathway (“How to Work With Pantheon”)
 - a. Create a simple vendor onboarding packet: how procurement works, insurance/invoicing basics, bid/quote expectations, contact points, timelines, and a checklist.
2. Vendor Readiness Sessions (Practical, Not Fluffy)
 - a. Host 2–4 sessions/year with ANCA/NATLW/MVEDG: quoting, invoicing, insurance, basic compliance, and “how to not lose money on a contract.”
3. Local Supplier & MWBE/SDVOB Outreach
 - a. Build and maintain a supplier list; share opportunities through partner networks; reduce barriers by offering clear scopes and fair timelines.
4. Workforce Pipeline Alignment (Post-Opening)
 - a. Coordinate with workforce partners and schools to align hiring needs, training pathways, and referral systems—especially for rural access and priority populations.
5. Community Market Access + Events (Optional but Useful)
 - a. Support community events/markets where local vendors can build visibility and readiness (BRVBCA + municipal venues).
6. Tracking + Transparency
 - a. Track local economic outcomes in aggregate: local spend, local vendors engaged, hires by geography, and pipeline activity; publish annual summary.

Frequency

- Vendor packet updates: Annual + as procurement changes
- Vendor readiness sessions: 2–4x per year
- Vendor outreach: Quarterly (aligned to procurement cycles)
- Workforce alignment: Quarterly (monthly during hiring ramp-up post-opening)
- Tracking/reporting: Quarterly internal rollups + annual public summary

KPIs

- Vendor pipeline: # vendors contacted, # vendor packets distributed, # vendors onboarded, # bids/quotes submitted
- Local procurement: \$ spent locally (aggregate), % local spend, # local vendors contracted
- Equity access: # priority-population-owned businesses engaged (aggregate/optional), # referrals from partner networks
- Workforce: # applicants/referrals from local pipeline, # hires (aggregate), retention proxy (post-opening)
- Education/reach: # sessions held, attendance, satisfaction/readiness self-report
- Transparency: annual local economic impact summary produced; documentation completeness rate

Cost

- Baseline materials + coordination: \$500–\$5,000/year
- Vendor readiness sessions/events: \$250–\$2,500 per session (space, materials, accessibility supports; often reducible via in-kind)
- Optional targeted sponsorships for entrepreneurship/workforce programs: \$2,500–\$25,000/year depending on scope
- Tracking/reporting support: \$0–\$2,500/year (mostly in-kind unless design/tools are funded)

Measurement & Reporting

Purpose

Prove the CIP is real by turning activities into trackable outputs, measurable outcomes, and audit-ready evidence—without creating a bureaucratic monster. This action item ensures continuity from: commitments → activities → documentation → KPIs → public reporting, using the Master Tracker as the TRUTH system-of-record.

Partners

- PNTHC (owner; data + documentation management)
- All CIP partners (source evidence + aggregate outcome data)
- ESGSA / NYSACC (standards-based metrics for sustainability lanes)
- CCS / Schools (ACSD, SLCSO, RFA) (scholarship + outreach metrics)
- Service partners: FBCNY, RMOU, RRM, LASMNY, TNC, RFWD, ARCOLC, OCPA (aggregate service metrics + confirmations)
- TTO (public-facing transparency segments + narrative reporting)

Activities

1. KPI Framework (Standardized Across Actions)
 - a. Define a small, consistent KPI set per action item: Outputs, Reach, Outcomes, Equity/Access, Responsiveness, Documentation completeness.
2. Master Tracker as System-of-Record
 - a. Maintain partner status, deliverables, KPIs, costs, and evidence links in one place; enforce naming standards for evidence folders.
3. Evidence Collection Protocols
 - a. Standardize what “counts” as evidence per action type (receipts, rosters, photos, letters, agendas, distributions, referrals in aggregate, etc.).
4. Quarterly KPI Rollups + Internal Review
 - a. Run quarterly rollups: what happened, what it cost, what changed, what’s missing, what’s next.
5. Annual CIP Impact Summary (Public-Facing)
 - a. Publish an annual summary that’s readable, credible, and de-identified: highlights, KPI tables, reinvestment totals, “you said / we did,” and next-year priorities.
6. Quality Control + Audit Readiness Checks
 - a. Quarterly “evidence completeness” audits and issue resolution (missing receipts, unclear counts, broken links, inconsistent partner codes).

Frequency

- Tracker updates: Monthly (or continuous as activities occur)
- KPI rollups: Quarterly
- Evidence audits: Quarterly
- Public reporting: Annual (with quarterly internal snapshots)
- KPI framework review: Annual (adjust only if needed—stability matters)

KPIs

- Completeness: % action items with up-to-date KPIs; % activities with valid evidence links
- Timeliness: average delay from activity → evidence logged; rollups completed on schedule
- Quality: # audit issues found vs resolved; repeat issue rate
- Coverage: # partners providing aggregate metrics; % partners with proof docs complete
- Transparency: annual report published; # “you said / we did” items documented
- Impact: action-specific KPI totals (e.g., \$ reinvested, households served, scholarships awarded, volunteer hours, tons diverted)

Cost

- Baseline tracking + reporting operations: \$5,000–\$35,000/year (staff time, documentation, light tooling)
- Design/production for public report: \$500–\$7,500/year (optional depending on polish level; can be in-kind)
- Data/tooling upgrades (optional): TBD (only if we invest in automation/dashboarding)

Policy Advocacy

Purpose

Advance policy changes that improve equity, safety, and community outcomes related to the regulated cannabis/hemp ecosystem—without confusing advocacy with product marketing. This lane focuses on public-benefit policy goals (equity access, rural inclusion, consumer safety, environmental standards, and fair/clear regulation), and documents advocacy work as a legitimate community impact activity.

Partners

- SENJC (LGBTQ+ inclusion in MRTA Social & Economic Equity — currently dormant)
- CANY (industry policy coordination + best-practices alignment)
- NYSACC / THC / ESGSA (environment, sustainability, rural planning policy lanes)
- MVEDG / ANCA / NATLW (workforce/economic development policy alignment)
- OCPA / ARCOLC / RFWD / LASMNY (equity lenses; lived-experience-informed policy priorities)
- Municipal partners: TLYDN, TBOON, VBOON (local government alignment and host-community concerns)
- TTO (public education about policy issues; transparency)

Activities

1. Policy Priority Agenda (Annual, Public-Benefit Framed)
 - a. Define 3–6 policy priorities for the year (e.g., equity eligibility fixes, rural access, consumer safety, environmental stewardship standards, workforce barriers).
2. Coalition Participation + Support Letters
 - a. Participate in coalitions and provide letters of support for aligned policy and community initiatives (documented, nonpartisan).
3. Public Comment + Regulatory Engagement
 - a. Submit public comments on proposed rules; participate in hearings/listening sessions where appropriate; track positions and outcomes.
4. Targeted Advocacy Campaigns (As Funded)

- a. Example: LGBTQ+ inclusion in MRTA SEE (SENJC) — currently dormant until funding is available for renewed lobbying/coordinated strategy.
- 5. Community Education About Policy (Non-Sales)
 - a. Use TTO and community sessions to explain policy issues in plain language and encourage civic participation (how to comment, where to show up, what's at stake).
- 6. Tracking + Transparency
 - a. Maintain an advocacy log: meetings, letters, comments, bills tracked, outcomes, and “what changed / what didn't.”

Frequency

- Policy agenda: Annual (with quarterly check-ins)
- Coalition participation: Quarterly (or meeting-driven)
- Public comment: As opportunities arise
- Targeted campaigns: As funded and session-driven
- Policy education: Quarterly minimum
- Advocacy log updates: Ongoing, rolled up quarterly

KPIs

- Engagement: # coalition meetings attended, # partner orgs engaged, # letters of support submitted
- Regulatory activity: # public comments/hearings participated in; # issues elevated
- Outcomes: bills advanced/passed (where applicable), rule changes influenced, commitments secured (even partial wins count)
- Civic reach: # policy education sessions/episodes, attendance/reach, feedback submissions on policy priorities
- Transparency: advocacy log completeness; “you said / we did” items tied to policy engagement
- Resource discipline: \$ spent on advocacy vs. outcomes documented (especially for funded lobbying efforts)

Cost

- Baseline participation (time + materials): \$0–\$5,000/year
- Funded advocacy/lobbying campaigns: TBD (session-dependent; could be \$10k–\$100k+ depending on scope)
- Currently: targeted lobbying efforts like LGBTQ+ SEE inclusion are \$0 while dormant (until funding allows reactivation)

Volunteerism & VTO

Purpose

Turn community support into a repeatable system by enabling staff/community volunteers to contribute time and skills to local partners—especially for high-need, high-impact work (food access, shelter support, environmental stewardship, community events). VTO (Volunteer Time Off) makes volunteering structurally possible instead of “sure, do it on your own time” (which mostly means it doesn't happen).

Partners

- BECC (stewardship days, cleanups, compost outreach)
- BRVBCA (community events, fundraisers, drives)
- FBCNY (packing/distribution support)
- RMOU / RRM (shelter support, meal service, donation sorting)
- LASMNY (clinic support logistics, outreach distribution — not legal advice)
- TNC (event support/resource clinics — not clinical services)
- RFWD (reentry support event logistics, resource distribution)
- Municipal partners: TLYDN, TBOON, VBOON (community events + civic projects)
- TTO (amplifying volunteer opportunities + documenting impact)

Activities

1. VTO Policy + Tracking System
 - a. Define eligible activities, approved partner list, hours allowed per employee per quarter/year, and a simple approval/logging process.
2. Quarterly Volunteer Opportunities Calendar
 - a. Publish a rolling calendar of opportunities (cleanups, drives, packing days, community events) with clear sign-up instructions and accessibility notes.
3. Team Volunteer Days (“Group Days”)
 - a. Organize 2–6 group volunteer days/year with priority partners (higher impact, easier participation).
4. Skills-Based Volunteering (When Appropriate)
 - a. Examples: communications help for nonprofits, basic tech setup, event planning support, grant support—only where requested and clearly scoped.
5. Documentation + Recognition
 - a. Track volunteer hours, partner confirmations, photos (with consent), and short impact summaries; recognize volunteers without turning it into performative PR.

Frequency

- VTO policy review: Annual
- Opportunities calendar: Quarterly
- Group volunteer days: 2–6x per year
- Individual VTO usage: Ongoing
- Impact rollups: Quarterly (with an annual highlight summary)

KPIs

- Participation: # volunteers, % staff participating, total volunteer hours, average hours per participant
- Delivery: # volunteer events completed, # partner orgs supported, # group volunteer days
- Impact (aggregate): meals packed/served, items sorted, bags collected, households served proxies (where partners report)
- Access/inclusion: % events using accessibility checklist; accommodations requested vs fulfilled
- Satisfaction: partner satisfaction rating; volunteer satisfaction rating
- Accountability: % volunteer hours logged with partner confirmation/evidence

Cost

- Administrative + tracking: \$250–\$2,500/year (policy, logging, light tooling)
- Volunteer day logistics: \$0–\$500/event (transport, supplies, refreshments; often in-kind)
- VTO “cost” (time): TBD based on hours granted (accounted as labor time rather than cash outlay)

Workforce Pathways

Purpose

Create real, accessible on-ramps to jobs and careers—especially for CIP priority populations—by connecting education, training, barrier-removal supports, and employer demand into one coordinated pipeline. This is not “post a job and pray.” It’s: exposure → readiness → support → placement → retention, with privacy-respecting tracking.

Partners

- Schools: ACSD, SLCSO, RFA (career exposure, scholarship alignment, approved student channels)
- CCS (family-centered access, referrals, navigation)
- ARCOLC (disability-inclusive pathways + accommodations)
- RFWO (justice-impacted reentry pathways)
- TNC (behavioral health stabilization supports)
- LASMNY (civil legal barriers affecting employability)
- RMOU / RRM / FBCNY (basic needs stability partners)
- CANY (industry network + best practices)
- MVEDG / ANCA / NATLW (regional workforce + entrepreneurship ecosystems)
- OCPA (LGBTQ+ inclusion outreach + safer-space practices)
- PNTHC (pipeline coordination + documentation)

Activities

1. Workforce Pathway Map (Who Does What)
 - a. Build a simple map of partners and services: training providers, support services, referral points, and hiring touchpoints.
2. Career Exposure Touchpoints (Pre-Employment)
 - a. Career days, classroom talks (by invitation), job shadowing models (where appropriate), facility tours post-opening and compliant, and “what jobs exist” education.
3. Job Readiness Supports (Via Partners)
 - a. Resume/interview help referrals, soft skills workshops, basic workplace readiness, and benefits-navigation referrals (do not duplicate existing services—route to partners).
4. Barrier Removal Integration
 - a. Embed warm-handoff pathways to housing/basic needs, legal aid, behavioral health, disability supports, transportation resources—so candidates can stay in the pipeline.
5. Referral-Based Hiring Pipeline (Post-Opening)
 - a. Create a referral intake + tracking workflow (consent-based) so applicants can be connected from partners into hiring processes, with follow-up loops.
6. Retention Supports (Lightweight but Real)
 - a. 30/60/90-day check-in model (aggregate outcomes only) and partner referrals when support needs emerge.

Frequency

- Workforce map review/update: Semiannual (quarterly during ramp-up)

- Career exposure: Quarterly (aligned to school calendar; more during hiring ramp-up)
- Readiness touchpoints: Quarterly
- Barrier-removal coordination: Ongoing, reviewed quarterly
- Referral pipeline operations: Ongoing post-opening, with monthly rollups during hiring surges
- Retention check-ins: Monthly/quarterly (aggregate reporting cadence)

KPIs

- Pipeline volume: # referrals received (aggregate), # applicants supported, # job readiness touchpoints delivered
- Access/equity: # priority-population participants served (aggregate/optional), # accommodations fulfilled (aggregate)
- Outcomes: # interviews, # hires, # training enrollments completed, retention proxy (30/60/90 day)
- Barrier removal: # warm-handoffs completed (aggregate), time-to-connection proxy
- Employer readiness: time-to-fill positions, partner satisfaction with clarity/process (internal metric)
- Transparency: quarterly pipeline rollup produced; documentation completeness rate

Cost

- Baseline coordination + materials: \$1,000–\$10,000/year
- Career/readiness events: \$250–\$2,500 per event (space, materials, accessibility supports; often reducible via in-kind)
- Targeted supports (transport stipends, certifications, work gear) if funded: TBD (can be a powerful add-on but should be a dedicated budget line)

Measurement, Documentation, and Reporting

Pantheon Perspective designed this Community Impact Plan to be **measurable, auditable, and continuously improvable**. We do not treat impact as a narrative exercise. We treat it like any other regulated obligation: defined deliverables, defined proof, defined governance, and a repeatable reporting cadence.

Because Pantheon Perspective is not yet open, our measurement framework is built to work in two modes:

- **Pre-opening:** document relationship-building, listening, referrals to qualified partners, volunteer activity, and modest community supports we can execute now.
- **Post-opening:** scale measurement to include workforce outcomes, paid training/internships, reinvestment spend, supplier/vendor spend, and formal program budgets tied to operations.

Across both modes, each program and partnership uses the same structure: **KPIs + evidence retained + review cadence + corrective actions**. If something cannot be verified, we do not count it as impact.

Governance and Compliance

Plan ownership, version control, and approvals

This CIP is managed as a controlled compliance document. Pantheon maintains:

- A **version log** (version number, date, summary of changes, approving parties)
- An **approval workflow** for updates (Plan Owner review → Executive review → counsel escalation when needed → final approval)
- A **change trigger standard** (when a change requires a new version: program scope/cadence/targeting/metrics/budget assumptions, or any update based on public feedback)

Quarterly internal review

Pantheon conducts a quarterly internal review to:

- Confirm programs are being executed as written (or document deviations and why)
- Validate that evidence is being collected and stored correctly
- Review KPI trends and identify gaps
- Record corrective actions and assign owners and due dates

Annual public update (public-safe)

Pantheon will publish an annual public summary of CIP progress that is **non-sensitive** and **privacy-forward**. The public update is meant to show accountability without exposing private information. It will include high-level outcomes, activity counts, and partner acknowledgments where approved.

Evidence management and retention

Pantheon maintains a centralized evidence system with:

- A single “**source of truth**” **evidence folder structure**
- Standard **naming conventions** (date_program_partner_artifacttype)
- A retention approach aligned to renewal expectations and audit needs
Evidence is organized to support quick inspection-readiness without scrambling or recreating history.

Program eligibility rules and anti-marketing guardrails

Pantheon screens CIP activities to ensure they produce **measurable community benefit external to our business**, not sales or marketing outcomes. Activities that primarily function as advertising, lead-generation, or customer acquisition do not qualify as CIP impact and are not counted toward compliance.

Workforce Equity & Inclusion Operating Controls (Internal)

Pantheon’s Community Impact Plan is executed through people, policies, and measurable systems—not intention statements. To strengthen renewal readiness and community trust, Pantheon maintains internal equity and inclusion controls that directly support CIP execution quality, safe community-facing engagement, and defensible documentation.

Equal opportunity and non-discrimination baseline (applies to employment, activities, and sales). Pantheon maintains an equal opportunity/affirmative action posture and does not discriminate on the basis of protected characteristics, including race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status. Complaints and inquiries are routed through the same logged, non-retaliatory process described in the Community Feedback & Grievance system.

P.R.I.D.E. governance and accountability. Pantheon’s inclusion framework (“P.R.I.D.E. — Plan for Real Inclusion, Diversity, and Equity”) is treated as an operational program with goals, accountable leadership, and measurable progress—not a culture memo. Pantheon’s internal approach includes ongoing listening forums, an Inclusion & Diversity Advisory

Council, and a team member resource library to support consistent implementation as staffing scales.

Leadership expectations and training. Pantheon’s leaders and managers are expected to foster inclusive, constructive environments aligned with equal employment opportunity principles and to remove barriers to opportunity through review of policies and practices. Pantheon also maintains a training approach intended to create consistent behavior and measurable outcomes—particularly for supervisors and managers.

Data discipline (quarterly review). Pantheon’s P.R.I.D.E. model is designed to be tracked through actionable data and key performance indicators, reviewed at least quarterly, and tied to leadership accountability. This aligns with CIP inspection readiness: if an internal equity practice cannot be evidenced, it is not treated as complete.

Fairness checks (pay equity + hiring consistency). Pantheon’s P.R.I.D.E. plan includes concrete operational checks such as reviewing pay adjustments to identify potential inequities and implementing structured hiring practices (e.g., diverse panel guidance and manager evaluation prompts focused on inclusion).

Contingency note (pre-opening vs post-opening). Because Pantheon is still pre-revenue and scaling is contingent on funding and opening, the controls above are implemented in a staged manner: pre-opening controls focus on policy readiness, governance, and process design; post-opening controls expand with staffing, formal HR systems, and auditable metrics at workforce scale. (This CIP documents both stages explicitly.)

Privacy and data minimization (“what we will not collect”)

Pantheon follows a “minimum necessary” approach. We track outcomes in aggregate wherever possible and avoid collecting sensitive personal data unless required for a specific partner-run program and appropriately consented. We will not collect or store unnecessary sensitive personal details to “prove” impact. We prioritize documentation that can be verified without creating privacy risk.

Community Feedback and Grievance

Pantheon maintains a public feedback and grievance process so community members can submit concerns, identify barriers, report harm, and suggest improvements to our CIP programs and (once operational) our community-facing practices.

How to submit (online + offline)

Because broadband constraints are documented in our service area, feedback is accepted through multiple channels:

- **Online:** web feedback form and a dedicated email inbox
- **Offline:** mailed forms, a phone intake option, and in-person submissions at community events or partner locations

What can be submitted

Feedback may include:

- Program feedback (what is working / what is not)
- Accessibility concerns (transportation, disability accommodations, language barriers)
- Complaints involving conduct, discrimination, harassment, or retaliation
- Reports of unmet commitments (missed events, unfulfilled deliverables)

Response standards + escalation

Pantheon's baseline process is:

- **Acknowledgment:** within 5 business days
- **Review and disposition:** within 30 calendar days
- **Immediate escalation:** any issue involving safety, discrimination/harassment/retaliation, or credible legal risk is escalated to executive review and counsel as appropriate

Non-retaliation

Pantheon prohibits retaliation against any individual who submits feedback or files a complaint in good faith.

Documentation and audit trail

Each submission is logged with:

- Date received, channel, category, status, resolution, actions taken
When relevant, feedback is linked to program records so Pantheon can demonstrate corrective action and continuous improvement.

Living plan mechanism

Substantive feedback that changes program design, targeting, cadence, or measurement triggers a versioned plan update with:

- What changed, why, and when it takes effect

Metrics, Tracking, and Reporting Cadence

Program KPI definitions and tracker alignment

Pantheon defines KPIs per program and ties each KPI to at least one acceptable evidence

type. Our tracker is structured so each activity entry can be audited through a corresponding proof artifact (e.g., sign-in sheet, invoice, partner letter, volunteer log).

Quarterly KPI export + “proof memo”

Each quarter, Pantheon produces:

- A KPI export (counts, totals, and trend notes)
- A short narrative “proof memo” that explains what occurred, what evidence exists, what changed, and what will be corrected next quarter

Annual community impact highlights (public-safe)

Pantheon produces an annual impact summary suitable for the public that includes:

- Program activity counts and high-level outcomes
- Partner collaborations (as approved)
- Improvements made due to community feedback

This summary is designed to be transparent while protecting privacy and avoiding sensitive disclosures.

Outcomes to Date (Pre-Opening)

Pantheon Perspective is not yet open, and we have not had the budget, staffing, or operational capacity that a functioning cannabis business normally uses to deliver large-scale community programs. So our “Outcomes to Date” section is intentionally honest: **these are real, documented actions we’ve taken anyway**, using volunteer time, partner infrastructure, and platform-based education. They are not substitutes for the scaled commitments described elsewhere in this plan—but they are proof of intent, consistency, and follow-through under constraint.

1) Local food access + community economic activity

Boonville Community Harvest Farmers Market

We have supported and participated in local farmers market activity as a practical community benefit: strengthening local vendors, increasing access to local food, and contributing to civic life. In a rural region where agriculture employment is meaningful and household vulnerability is uneven, food access and local commerce are foundational “community stability” impacts.

Evidence retained: event materials, communications, partner attestations, volunteer logs, photos where appropriate.

2) Direct stewardship + visible civic benefit

BECC Clean-Ups (Boonville Environmental Conservation Council)

We have participated in local cleanups and stewardship efforts through BECC. These projects generate immediate, visible benefit and serve a secondary function: they create low-barrier opportunities for community presence and trust-building without turning engagement into marketing.

Evidence retained: volunteer logs, sign-ins (when used), receipts, photos where appropriate, partner confirmations.

3) Statewide capacity-building for local conservation commissions

NYSACC Organizational Support

We have contributed time and systems thinking to support NYSACC’s organizational strengthening and public-facing work. This is not “impact” in the sense of a direct service program—but it is a meaningful form of civic infrastructure support: improving coordination,

communications, and the ability of local commissions to deliver environmental and community benefits across New York.

Evidence retained: meeting notes, published materials, communications, deliverables completed, role documentation.

4) Public education through media and platform work

Voice via Through the Oculus (TTO)

We have used our public platform to elevate community-centered conversations and to translate complex industry dynamics into accessible information. In rural regions where broadband and information access vary, education that is understandable, honest, and non-sales oriented is itself a community benefit—especially when the regulated cannabis framework is confusing and rapidly changing.

Evidence retained: published episode links, show notes, topics covered, audience engagement metrics where available, partner/guest confirmations.

5) Mentorship and support for new operators

Mentorship to New Operators

We have provided informal mentorship and guidance to new operators navigating regulated cannabis reality—especially around compliance expectations, documentation practices, and practical systems. While mentorship is not a substitute for direct community reinvestment, it strengthens the overall integrity of the legal market and reduces harm caused by misinformation and avoidable compliance failures.

Evidence retained: communications logs (non-sensitive), training materials shared, anonymized summaries of topics covered.

6) Regional education and regulatory literacy (Mohawk Valley)

CANY – Mohawk Valley educational events (and related content)

We have supported and/or helped advance regional education programming focused on:

- what draft regulations mean in plain language
- what operators should expect
- how to stay compliant and inspection-ready
- practical best practices for program design and documentation
- how to submit public comment effectively

This work matters because communities and small operators are often locked out of policy literacy. Translating regulatory complexity into understandable action steps is a meaningful equity activity, especially in regions where access to legal counsel and technical support is uneven.

Evidence retained: agendas, materials, attendance counts where available, published guidance content, communications.

7) Policy advocacy for LGBTQ+ inclusion in NY cannabis equity

LGBTQ+ inclusion bills with Senator Cooney

Pantheon continues to view the lack of explicit LGBTQ+ inclusion in the MRTA's equity categories as a material injustice. Pre-opening, we prioritized early limited resources toward supporting policy efforts—especially where concrete improvements were achievable (including work related to non-binary recognition language that has advanced). Portions of LGBTQ+ inclusion policy remain unfinished. When we can responsibly fund lobbying again, we intend to continue this effort as part of our broader equity commitments.

This is included here not as “credit-seeking,” but to show that Pantheon's definition of equity extends beyond compliance checkboxes—and that we are willing to invest effort into structural inclusion, even before operations begin.

Evidence retained: public records of advocacy efforts where applicable, correspondence logs (non-sensitive), summaries of engagement, legislative tracking notes.

In Closing

This Community Impact Plan is both a compliance submission and a public commitment. It is built to meet OCM's expectations: targeted communities and geographies, defined benefits, demonstrated need, identifiable resources, measurable outcomes, and audit-ready documentation. It is also designed to be readable and useful to the people it is meant to benefit.

We are also candid about our current reality: **Pantheon Perspective is not yet actively open**, and our ability to deliver the scaled programs in this plan is contingent on securing the funding necessary to launch and operate compliantly. We do not hide that constraint. Instead, we treat it as a planning requirement—separating what we are doing now from what will scale after opening, and documenting both with the same seriousness.

Until we open, we will continue to deliver what we can responsibly execute: relationship-building, listening, offline access, community volunteerism, partner coordination, public education, and navigation supports routed through qualified providers. After opening, we will scale into the commitments that require payroll, budgets, and operational infrastructure: hiring, paid training, internships, structured reinvestment, and recurring partner programming tied to measurable outcomes.

Pantheon's stance is simple: **impact that cannot be verified is not impact**. We will report what is true, improve in public, and keep receipts—not because it looks good, but because accountability is the only way a newly legal industry earns trust.

This plan is a living document. We will update it as our partnerships mature, community needs evolve, and our operating reality becomes clearer. And we will keep building a model we hope others adopt: a cannabis business that is not merely compliant—but genuinely useful.