

MINUTES

Central District Resource Management Team

June 9, 2006

Present: Sue Buck, Jackie Carattini, Don Genrich, Tammy Hansen, Jeff Hoffman, Sue McConnell, Dan Renzoni, Mike Wildeck, Dan Wilson, Jennifer Brindley

Review Minutes of April 14, 2006 Meeting

Dan Renzoni moved to approve the minutes. Sue McConnell second. Motion carried.

Update on Central District Positions

Portage County AG – Ken Schroeder begins July 1.

Shawano County CRD – final interviews were June 8. Verbal acceptance. Waiting for a start date.

Menominee County CRD – Final interviews are June 12.

Marathon County 4-H Program Advisor – Verbal acceptance. July 1 start date.

Northern WI Dairy Educator – Sam Zimmermann began May 15.

Marathon County FL – June 6 is close date for applications. Prelims will be held June 19.

Status of One-Time and Base Funds

There is approximately \$10,000 left after grants and training materials are disbursed. The one-time funds were used for Innovative grants, RBC training grants, Program Area professional development grants, RBC Listening Profiles and Emotional Intelligence books. We will carryover around \$5,000 to start FY07.

Base has a gain of \$333 at this time.

Strategic Thinking for District Resources – Dan Wilson, facilitator

Background: Last fall we were asked to plan how to meet a budget shortfall by June 30, 2007. A vacant 100% FTE position in CNRED in Langlade County was reduced to 50% FTE to cover this shortfall. Since this was a reactive approach, this group decided to something proactive for the future. Determined to do a strategic thinking process and bring in an outside facilitator. At this point we are developing the process in case of another budget situation.

Defining concern and desired outcomes:

1. Figure out how best to staff for the future (“program coverage”)
 - ~ When combining positions across counties etc, lack of coverage comes to mind. Ex. Minnesota
 - ~ Artificial boundaries may cause constraints.
- 1a. Figure out how to program as effectively/efficiently as possible (with fewer people).
2. Be fiscally prepared for the good times as well as the challenging times (strategic).

Principles/priorities for resource allocations in the future:

Discussion points:

1. 60%-40% split (local, long-term, local funding source, sustainable) (for base positions)
2. Look at geographic and program area artificial boundaries – and still bring the local partner along (build trust)
3. Consequence of staffing gaps in counties (especially with teams)
4. Do we need new models? And how do we address change? How far do we look out?
5. Do county committees need to meet together around “program area” activities for program coverage if model changes?
6. Review, but not be constrained by, present RMT plan.
7. Seek out/identify potential partners (financial support and partnerships)

8. Need different “styles” of staff – people who are entrepreneurial
9. Getting together with “like” departments at county level to focus resources on needs
10. Are there issues that are mainly Extension’s role? Statewide and/or county by county.
11. Our niche is transformational education – change – risk taking
12. What are the implications of merger/integration with colleges? Not sure where this one will go at this time.

Developing framework/guidelines:

Rather than reinventing dialogue – review what CEAC is doing by visiting other states, such as Michigan and looking at the preliminary white papers produced by a CEAC subcommittee on Program Change.

New funding models:

- School district partners
- Communities/municipalities
- Land conservation
- FSA – Federal agencies
- DNR-DATCP – State agencies
- Ministry Healthcare – Local Organizations
- Econ Dev Corps
- Private groups/industries
- Technical colleges
- Private colleges/universities
- Two year – Four year UW universities
- Hire professional grant writer?
- Special taxing/funding authority to fund Extension at a local level.
- Charging for projects (strategic planning, organizational development, leadership development, etc) – revenue generation for services
- Continuing education

Staffing:

- Same as present structure
- Be careful not to do damage to what we have in place now – do no harm
- Dealing with agencies that cover larger areas – want similar programming in whole area
- Specialization
- How to initiate discussions/plans with potential partners?
- How to do carefully without harm?
- How can we be flexible?
- Mobilize fast enough to deal with transition and new high priority issues?
- Flexibility of staff – can we respond on a project-by-project basis? (with present staff or core of available staff-retirees, which is possible with one-time funds.)
- Flexibility with teams – trade back and forth
- Could District Resource Management one-time dollars be used for SWAT approach as needed?
- Communication component with county partners, agencies, organizations, etc (internal stakeholders)

Core values – things we give first priorities to. Look at principles in the 1998 RMT plan.

- New list and/or build from
- Program coverage, white papers

- Existing Resource Management Plan (could use matrix to evaluate)

Where to go from here?

- Develop an example matrix?
- Do we want to address short term needs with District Resource Management funds with short term LTE positions? (grant writer, for a specific project)
- How do we deal with people/partners who are not long term committed?
- Define how to flow our good work back into the UWEX-CE strategic plan and other administration considerations
- Generate a list of criteria for matrix by email?
- Meet Sept 15
 - ~Continue with this process at the Sept meeting. Also talk about how this flows up the chain.
 - ~Examples of a matrix, white papers and other resources will be sent to the group.

Other Business

None

Adjourn