

## Summary of Professional Contributions and Scholarship

### Introduction

After a 25 year absence of the Community Resource Development position, the Iowa County Board of Supervisors and UW-Extension reinstated the position in January, 1999. I began my UW-Extension career in 1995 as a 4-H Youth Development Agent for Iowa County. After nearly four years of youth development programming, I accepted the Community Resource Development (CRD) position. Initially, the CRD position was academic staff, but in 2001, it became a faculty position in the Department of Community Resource Development.

I arrived in UW-Extension with a broad background in community development. I had extensive experience in starting new programs and had previously spent 10 years working in community development and humanitarian assistance, overseas in the Peace Corps and with the United Nations High Commission for Refugees. I love working with people and find human interaction dynamic and stimulating. My personality allows folks to feel at ease and comfortable speaking with me and I have developed a certain expertise in multiculturalism as well. I enjoy the opportunities that UW-Extension offers in professional development to continually better one's communication skills so to better serve the groups of people we work with in the county.

In 1999 preceding the establishment of the Community Resource Development position, UW-Extension Iowa County completed a county-wide needs assessment in conjunction with a multi-year planning process. Input for the planning process was provided in a variety of formats that included small group discussions, personal interviews, surveys and brainstorming with citizens and local elected officials. Several themes surfaced in the Community Resource Development Program area, and the top two were land use planning and groundwater quality. This needs assessment served as the basis for the primary programs that I initiated in Iowa County as the Community Resource Development Agent. During the development of these programs, an exciting program on leadership development emerged. This program was not initially on the radar screen as an issue or an immediate need for Iowa County. However, participants in the needs assessment for this position who were initially focused on a single issue like natural resources or land use started to see a connection to leadership development and put their support behind this program as well.

### Water Quality and Drinking Water Education

Like most rural counties, Iowa County relies on groundwater to meet water supply needs. Thirteen cities and villages in the County have municipal water systems. Rural residents and farmers rely on private wells for their water supply. There are approximately 2,561 private wells in Iowa County serving as individual drinking water systems to families. This means nearly 50% of Iowa County residents get their water from their own private wells. Protecting drinking water was an expressed concern by many Iowa County residents in the needs assessment in 1999 and 2004. To protect drinking water, people needed to learn more about groundwater, threats to good water and strategies to keep pollutants out of water.

The problem of poor groundwater quality is of particular concern in the rural areas where the deep wells typical of public water supplies are not available. Shallow wells found at most rural residences are more susceptible to contamination. Many rural homes in Iowa County have had trouble with water quality specifically with nitrates (13% of wells tested are over safe drinking water standards) and coliform bacteria (24%). This growing number of households with water concerns has put a greater burden on local officials to educate residents about the need to test their water and ways to enhance water quality.

In my first month of work in the Community Natural Resource and Economic Development Program area, I was asked by the District Natural Resource Conservation Service, a cooperating agency, to implement a drinking water education program in a priority watershed area called Ludden Lake. This initial involvement opened the doors to a major program that has had considerable impact in Iowa County.

In order to implement a comprehensive drinking water education program, I first had to increase my own capacity on groundwater education and become more fluent in groundwater issues. I sought out assistance from state specialists at UW-Stevens Point, most specifically Chris and Dave Mechenich, George Kraft and Byron Shaw. In addition, as part of my independent study on groundwater, I met several times with Ron Hennings, State Specialist at the Wisconsin Geological and Natural History Survey to learn about geology and the effect that geology has on water quality. I then had to educate town boards on the need and benefit to residents and to reinforce that this was educational and not about compliance or regulations. I met with every town board in Iowa County at least once. I shared with them data about water quality from the entire state and the effects that bad drinking water can have on the health of the children and elderly. Each town established a steering committee to assist in the design, coordination and implementation of the well testing and drinking water education program. I

also prepared educational materials about the three different tests (homeowner, metals and triazine) offered to rural residents. I developed a groundwater newsletter that is mailed to all town residents at the onset of each water testing program. This newsletter has been mailed to 5,302 property owners in Iowa County over the past five years. This newsletter was supported by the 14 town boards and paid for by the towns association with town contributions during each program (**Exhibit 10 Drinking Water Education Newsletter**).

In the water education program there were two phases, the first was the pre-sample phase where residents learned why it is important to test water. They also had to learn how to take samples so contamination would not occur. We organized a system for a drop-off at a central collection point staffed by volunteers. Tests were conducted by the Central Groundwater Center at UW-Stevens Point. The second phase focused on the results of the water tests and developing educational programs (**Exhibit 11 PowerPoint Teaching on Groundwater**).

Specific items from the evaluations conducted after each town program showed a better understanding of groundwater principles and an increased awareness of many facets of drinking water. For example, in 2004 four groundwater education programs were held in seven towns. Three hundred nineteen families had their wells tested and 164 attended a follow-up program and of these, 123 filled out evaluations. Ninety-four percent of the respondents stated that they agreed that they now have a better understanding of where groundwater comes from and 91% stated that they agreed that they have a better understanding of the water cycle (**Exhibit 12 Compilations of Four Evaluations from Seven Towns in 2004 Drinking Water Program**).

Evaluations of other drinking water programs yielded these results:

- Eleven residents had new wells constructed at their homes.
- Over 50% of participants stated they will test water more regularly.
- 22% stated they will order a well construction report in order to know more about their well history.
- A private well that tested positive for arsenic has a new well under construction.
- Seventy-two abandoned wells have been properly sealed.

In addition to the materials prepared for the drinking water education programs, I also developed PowerPoint presentations that highlight the groundwater condition in three specific areas of Iowa County at the request of Town Plan Commissions. I have presented at four Iowa County high school science classes, three times to the Iowa County Board of Supervisors, as well as local non-profit service organizations such as the Kiwanis and Optimist Clubs, six village boards and one city. I have also developed a fact sheet – *Drinking Water Quality in Iowa County* (also in Espanol). This document is a comprehensive recap of the entire drinking water program (**Exhibit 3 Drinking Water Quality in Iowa County**) and is housed at <http://www.uwex.edu/ces/cty/iowa/documents/waterqualityflyer.pdf>.

Over the course of six years I have conducted 12 groundwater education programs. All 14 townships have participated once and seven have participated twice. Iowa County is one of only four counties in Wisconsin where all the towns have participated in an organized groundwater education program involving well water testing. There are 3,575 households in rural Iowa County and 865 (24%) of these households have participated in a Drinking Water Education program. The local newspaper has given considerable amount of coverage to the program and highlighted a one page story titled “Paying Attention to our Buried Treasure” (**Exhibit 13 newspaper article on drinking water education programs**).

This initiative has also attracted statewide attention as I was recently interviewed for a case study on groundwater programming as part of the Center for Land Use Education (**Exhibit 5 Private Well Testing Publication**). I also presented at the statewide Land Conservation annual meeting with Paul McGinley, State Groundwater Specialist at UW-Stevens Point about the Iowa County program I developed. Over 20 requests for information about our Iowa County program came as a result of this presentation with Professor McGinley. I have shared material with three other CNRED Agents and my material has been adopted and highlighted in a statewide publication on “*Groundwater in Iowa County - A Citizen's Guide*” (**Exhibit 7 Groundwater in Iowa County – A Citizen's Guide**). In addition, I was featured in the fall 2005, Extension in Action newsletter of success stories with an article, “*Raising Awareness of Drinking Water Quality*”.

Since starting with a small drinking water education program in a small priority watershed back in the spring of 1999:

- My outreach teachings have educated 21 local units of government.
- Six Town Plan Commissions requested more information on groundwater with the purpose that groundwater would be a criteria used in comprehensive plans.
- I met with all 14 town boards and plan commissions to share information about partnering in further data gathering on groundwater in Iowa County.
- I presented to the county board and the towns association on the benefits of learning more about water for planning purposes.

Due to my past multi-faceted educational efforts, Iowa County is participating in one of the most sophisticated groundwater and geology studies done in Wisconsin. In coordination with the Wisconsin Geological and Natural History Survey, a comprehensive study of all groundwater aquifers, springs and watersheds is being conducted in Iowa County over two years (2004-2006). The total cost of the project is \$241,000 with \$160,000 coming from a federal grant. The Iowa County Board of Supervisors in an unprecedented move committed \$100,000 for the two year study. The Wisconsin Geological and Natural History Survey has stated that they plan to use Iowa County as the model for how to do this study in the future with other counties.

### **Comprehensive Land Use Planning**

In the last 10 years, Iowa County has seen an increase in land divisions and housing development, especially on the eastern side of the county, which is only 30 miles from Madison on a four-lane highway. During a seven year period from 1998–2004, 7,191 acres were zoned out of agriculture. In that same period 2,579 rural building permits were issued and 677 rural homes were constructed. Community leaders expressed concern about the need for planning and planning education. Several towns worked at proposing land use planning processes with the intention of developing land use plans. In the 1999 county needs assessment conducted by UW-Extension, Iowa County residents identified land use as the number one issue facing Iowa County. There appeared to be a sense that the rural lifestyle, which residents valued and were used to, was being threatened and the rural landscape was changing for the worse. One of the reasons for reinstating the CNRED position in Iowa County was to increase opportunities for local government education. Working on a Land Use Planning initiative in the context of local government education was an expectation of the county when I started in 1999. At about the same time Wisconsin passed the Smart Growth Law and Governor Thompson signed it into law in early 2000.

I recognized that this was a state encouraged process and that formal land use planning in Iowa County and southwest Wisconsin, especially in the unincorporated areas, was next to none. I worked closely with the Iowa County Zoning Administrator, Scott Godfrey, and we formulated a five county work group made up of five CNRED Agents, five Zoning Administrators and the Regional Planning Staff. Scott and I recognized the need for a regional approach to planning and knew that our colleagues had minimal knowledge on the new planning law. The five county work group served as the technical advisory committee on Smart Growth for the five county region. We designed a program that introduced the concept of planning at 14 regional workshops attended by 326 local elected officials (**Exhibit 14 Power Point for Regional Workshops**). I adopted resources from James Schneider, State Specialist at the Local Government Resource Center, to develop a teaching tool that covered the basics of the Smart Growth Law (**Exhibit 15 Smart Growth Fact Sheet**). In addition, I led discussions on the implications of the law for towns, cities, villages and counties. Evaluations of these workshops were very positive (**Exhibit 16 Compiled Evaluations of Regional Workshops**). The collaborative effort on the workshops was the first step for the technical advisory group. The group developed a proposal for the five counties working together on preparing state grants for county-wide planning. This effort was recognized by the Wisconsin Extension Environmental and Community Development Association with an Outstanding Team Award in 2002.

My connections to town boards from previous programming in groundwater education were invaluable in the context of planning. A sense of trust was already established and my initial communication and contact with these governmental units was positive and non-threatening. I was welcomed back to their meetings with a sense of “this guy knows something” and there seemed to be sincere eagerness in having me introduce to them the concept of planning. Although I did not have a background in planning, the County Board Chair and the County Extension Committee made it clear that they expected me to be a leader in working with the municipalities and the Regional Planning Commission.

In the past citizens had viewed planning and zoning as an infringement on private property rights and rejected all prior attempts in planning, but there was an agreement in 2002, by nearly all of the Iowa County municipalities that planning needed to be done. Iowa County and the 22 municipalities put together an application for a Smart Growth grant through the Office of Land Information Systems (OLIS). Iowa County received the top rating because of the collaborating effort and participation of 13 towns, 6 villages and two cities in the county. Iowa County was selected as one of the first counties to be a recipient of a Smart

Growth grant for approximately \$565,000 in November 2002. I was asked by the Iowa County Zoning Administrator and the Iowa County Wisconsin Towns Association County Unit to work on outreach efforts to promote education on Smart Growth. These educational efforts embodied three different roles: 1) educate public officials and interested citizens on the Smart Growth Law and what land use planning is, 2) assist local towns in developing comprehensive plans, and 3) promote public participation at all levels of government on Land Use Planning.

In order to be better prepared and expedite my learning, I attended statewide conferences on Smart Growth; continually wrote about planning tools in my newsletter for local elected officials (**Exhibit 2 Collection of Newsletters**); read periodicals on planning, set up face-to-face meetings with state specialists in planning and researched specific issues to increase my knowledge base.

Throughout the Smart Growth process, I continually provided counsel to the County Board Chairman and the County Zoning Administrator. I never attempted to fill the role of a planner though was often thought to be a planner. I learned that I had to define that role in the county and continue with education and public participation efforts. I taught sessions about planning, public participation, cost of planning, and the cost of not planning, how to create a plan commission (**Exhibit 18 Power Point Plan Commission Workshop**) and steps in developing a driveway ordinance. These sessions received high marks from participants (**Exhibit 19 Compilations of Three Evaluations from Plan Commission Workshops**) and more seminars continued even after the planning was completed. Though I never really felt as though I knew enough about planning, I became the lead contact in the education of comprehensive planning in Iowa County.

One of the important aspects of the planning process is public participation. Many town officials had never considered the importance of gathering input and sharing information. Most officials had the perception that public participation is limited to holding a public hearing prior to adoption of a plan. In the fall of 2002 I held a seminar on public participation. The purpose of this workshop was to assist municipalities in creating a public participation plan and working on how to conduct an effective open house. During a five month period in 2003, ten towns, three villages and one city held an open house. I worked with Plan Commission members to create a photo display of our planning sessions. In the display there was also a description of the nine required elements of a successful plan. This template was available for municipalities to check out and use in their respective open house programs. During this five month period, 441 people attended 14 open house programs. They were introduced to the Smart Growth Law, reading material was available on the nine elements, UW-Extension brochures on planning and visioning were also present and all members of the board and plan commission were there to answer questions. Town Board members commented to me that this was the most worthwhile component of the entire planning process.

As a result of educational programs on comprehensive planning:

- All 14 towns have a plan commission created by an ordinance; in 2000 only 4 towns out of 14 had plan commissions.
- All 14 towns have adopted land use plans, in 2000 only three towns had land use plans.
- Iowa County has a completed land use plan with a newly revised zoning ordinance that was drafted from the input of a county-wide committee with representation from all 14 towns.
- Two cities and six villages adopted new plans.
- The Iowa County Board of Supervisors created a Long Range Planning Committee to research facility needs for Iowa County Government over the next 50 years. This committee with my guidance hired a planning consultant.
- Over 50 town officials are serving or have served on Plan Commissions where previously no commission existed.
- Over a 5 ½ year period I have developed and presented over 28 educational programs on planning.
- The public and local elected officials now expect public participation in the planning process.

Because Iowa County was the first county in the five county region to do a comprehensive planning process we were looked at as the model. We started the uniform process for the region. There are now two neighboring counties in the three year planning process and we have helped them streamline the initiatives that are occurring there. These counties have used our survey design as a template, and have adapted the Iowa County quadrant visioning model to their counties as well. Recently I sent evaluations to several town plan commissioners asking for feedback on the entire planning process and the results and comments were generally positive (**Exhibit 20 Smart Growth Program Evaluation**).

The complexity of comprehensive planning required many roles. I became well versed in planning and served as the lead educational trainer in the county planning process. I had direct teaching roles and facilitated technology transfer. I researched issues and implemented brainstorming sessions on planning. In addition, I sought out assistance from state specialists and fellow CNRED colleagues in design for a county-wide survey and on Visioning Sessions (**Exhibit 4 Sample Visioning Report**)

for 21 communities in the county. Through my contacts, state specialists from UW-River Falls assisted in the development of a county-wide survey (**Exhibit 17 Iowa County Smart Growth Survey**). The more I learned in my research and training the better I became at teaching about planning. In looking back on these past five years a real transformational educational process took place. Planning is not a new thing any more and a core group of elected officials and people from the public can talk about planning in a sophisticated manner. I learned early on that planning is not a boilerplate process where one plan fits all. If plans are to be effective and the process a success, then public participation is a must.

## Leadership Development

Leadership development has been identified as a crucial issue by area chambers of commerce, the UW-Extension CNRED program area and others concerned about rural development. In 1999 discussions with chamber directors, non-profit executives and local government leaders nearly all attested to issues directly related to the lack of capable leaders. For some organizations it is evident in a lack of volunteers, members and funding. For communities it may be seen in continued frustrations with the inability to address downtown business district issues, to deal with continued drop in school enrollments, or to recruit candidates for local elections. For the area, it may be seen in the inability to tear down the barriers that prevent meaningful collaborative efforts. The changes that have faced southwest Wisconsin will likely heighten the need for more volunteer leaders in the future.

Due to this growing concern about the lack of leadership skills in Iowa County, I became involved in the grass roots planning of a three county leadership development program. This planning effort started in the fall of 1999. I responded to this need by initiating a planning process with the strengths of the UW-Platteville Outreach and Continuing Education and the CNRED programs from Grant, Iowa and Lafayette Counties.

Working with colleagues Dan Hill and Tim Filbert, we first engaged in strategic planning to establish the specific need, direction and structure of the program. The planning and advisory team members consisted of the Platteville Area Chamber of Commerce, both Extension divisions, and approximately 20 other communities and organizations throughout the three county area. Our planning efforts lasted nearly six months. As a result of this planning effort, the planning team identified several important facets that we needed to learn about ourselves. We needed to learn how to develop the content of the program (**Exhibit 21 CLA Program Outline**), how to coordinate the program and how to recruit participants. This planning effort empowered us to develop a three county program that has had meaningful impact in southwest Wisconsin.

The second phase of the program development included developing and writing a curriculum and designing an appropriate organizational structure, including administrative coordination. Through consultation with state specialists and reading and researching literature on leadership development, a comprehensive curriculum was developed for a six month trial period. Under my guidance the planning committee did not just import a curriculum from another program. Since southwest Wisconsin has unique needs and issues, our planning team developed a curriculum that is focused specifically on southwest Wisconsin. As the leader of the planning process I authored a Cross Divisional Grant for \$4,000 which was awarded. These dollars were used for administrative support, purchasing of materials and training for our committee members on fund raising. I developed a series of educational meetings where we were trained in grantsmanship and fundraising techniques. A professional fundraiser was hired with cross divisional dollars to train us as a committee.

The Community Leadership Alliance (CLA) pilot program of six day-long workshops began in January of 2000 and concluded in June of 2000 for 30 participants. The pilot program provided feedback on the program's design and implementation. Importantly, this pilot built strong local support for implementing and sustaining the program. Since that first pilot, 180 participants from 28 municipalities in the three counties have graduated from the CLA. Each year 30 local citizens from numerous community organizations have built their leadership capacity through various presentations, group activities and dialogue, and by shared learning. CLA was formally recognized by the Wisconsin Extension Environmental and Community Development Association for an Outstanding Team Award in 2000.

Since CLA was formed in 2000, I have taught sessions on leadership styles, diversity and multi-culturalism (**Exhibit 22 Teaching on Diversity**), conflict resolution, the poverty simulation, community economics, community planning, fundraising, education, health, and personality types in leadership (**Exhibit 23 Teaching on Colors**). These sessions have received positive evaluations.

I chaired the CLA Planning Committee, which is involved in the overall planning and structure of the CLA program for 2004, 2005 and will continue in 2006. I organized monthly planning meetings, provided insight and guidance to the fundraising committee, recruited presenters, prepared evaluations and collated data from each session. I have also chaired the fundraising committee

for six years. I authored grants totaling over \$26,500 in contributions to the CLA program. These funds were used to offset program costs and to keep the tuition cost affordable. I have created several recruitment documents, a brochure and a yearbook in partnership with UW-Platteville (**Exhibit 24 CLA Yearbook and Recruitment Brochure**).

Evaluations are built into the program throughout the six months and we do a year-end evaluation with all our participants (**Exhibit 25 Year End Evaluation**). As part of the year-end evaluation, participants indicate what actions they have taken as a result of their participation in the program. Sample responses include:

- One participant indicated she took a leadership role in raising funds for playground equipment, and became active in Habitat for Humanity.
- One participant became a board member of one of our sponsoring agencies and a second participant became a community liaison to the same agency.
- A UW-Platteville Continuing Education coordinator said he was planning to offer two new programs as a direct result of the program.

Due to my involvement in the CLA program a long term impact evaluation was done with past graduates. To our knowledge this was the first long term impact evaluation of a leadership program that has been done in Wisconsin. This was a unique evaluation as we sought out CLA alumni who had been out of the program for at least two years to get feedback from them on their growth in leadership capacity. The responses indicated to us and our sponsors that the program was well worth it:

- 85% increased confidence in their ability to work with others to solve community issues.
- 83% led more group discussions.
- 76% increased involvement in projects.
- 76% joined a new committee.
- 76% increased their awareness of diversity.
- 60% became a chairperson or facilitator.
- 60% made something happen.
- 48% initiated a community project.

Using this evaluation data I wrote a fact sheet that was shared with our program sponsors (**Exhibit 26 Fact Sheet**). I also used the data in recruitment of new participants and shared the impacts with local leaders who had been thinking of attending the program. The data was presented to our current participants as well as new guest presenters.

In addition to the annual CLA series for aspiring leaders, there was interest in a CLA alumni group. A formal CLA alumni group was formed in 2003. The president of the alumni group sought my advice on directions and potential contributions that the alumni may offer to the region as well as the Community Leadership Alliance Program itself. Based on a strategic planning process I led:

- CLA alumni have sponsored a full scholarship each year
- Paid for text books for CLA 2005 and 2006
- Have representatives serving on the CLA planning committee
- Sponsored regional grant writing classes
- Brought in guest speakers on economic development
- Co-sponsored with UW-Platteville Continuing Education several special educational events
- Have membership from 28 municipalities in southwest Wisconsin

My connections with the CLA alumni have led to some rewarding opportunities in educational settings and a culture that values education. An additional and unintended outcome was the learning group of Iowa County Department Heads. Past graduates of the CLA Program formed this learning group. Eight of the 21 departments (38%) have had a staff member graduate from CLA. The Iowa County Department Heads had expressed an interest in creating a better learning environment during their monthly department head meetings. I implemented a planning process to brainstorm topics of interest for the group. I organized a year long educational program series for department heads and taught sessions on Conflict Resolution Techniques and Personality Temperaments (Colors Activity). The Iowa County Board of Supervisors recognized CLA as a successful effort and set aside money to pay for the tuition of all department heads as well as any county board member that has an interest.

I have witnessed graduates from the CLA having impact in many areas:

- The City of Dodgeville and the Mayor who is a CLA graduate, worked through a conflict situation that involved the downtown merchants, the Police Department, the local Chamber, City Council and the Police and Fire Commission. The Mayor recognized and used new skill sets in dispute and conflict resolution learned in CLA with this situation.
- Land Use Planning efforts at the Iowa County Airport are a direct outcome of CLA and Smart Growth. The Airport Manager was a graduate of the CLA program and mentioned immediately following graduation that strategic planning was a need and an opportunity at the airport. He took his experience and new learning back to his commission and shared with them the importance of planning.
- The Iowa County Long Range Facility Planning Committee was embroiled in intense controversy regarding the rush to judgment on building a new jail. A County Board member, who is a CLA graduate, has provided leadership on public participation and a planning process to this revamped committee.

Specializations in leadership development led to new opportunities to work in other areas of leadership development. I was once a 4-H Youth Development Agent and have remained very interested in youth programming efforts. Discussions with high school administrators, teachers, 4-H youth and 4-H leaders identified the need for a Youth Leadership Program and a curriculum. 4-H Youth Development and Community Resource Development faculty from Iowa and Green County UW-Extension Offices partnered on the development of a new curriculum called the Community Youth Leadership Curriculum (**Exhibit 6 CD and Table of Contents of Youth Leadership Curriculum**). Over a two year period I researched and reviewed case studies, curricula and read books on youth development principles. The four Extension Agents from Green and Iowa County developed a new curriculum based on this research. This curriculum has been shared statewide with CNRED Agents as well as 4-H Youth Development staff. A CD-Rom copy of the curriculum was mailed out to 25 4-H Agents and 35 schools. I presented the material to other agents and local schools and also at a CESA 3 Staff in-service on specific lessons on diversity. Evaluations from the CESA 3 presentation were very positive (**Exhibit 27 Evaluation from CESA 3**). The Southwest Wisconsin Athletic League (SWAL) Conference plans to use this curriculum at the Youth Leadership Conference for student leaders in the fall of 2006.

I shared samples of my scholarly work at three statewide leadership conferences hosted by the Wisconsin Rural Leadership Program. I also presented to the Southern District all faculty meeting in September 2003, had the privilege to present at the Outreach and Scholarship Conference at Penn State in October of 2004 and the UW-Extension Trust and Transformation Conference in September of 2005. All of these scholarly opportunities centered on Using the Logic Model to Assess Medium Term Impacts of a Regional Leadership Development Education Program (**Exhibit 8 Teaching from Penn State**).

### Other Accomplishments

My developing relationship with the local units of government and local non-profit boards has been a continual work in progress and now has reached a level where I am looked at as a valuable resource that represents UW-Extension. This recognition has taken more time with some units and less time with others. Local non-profits are thinking more strategically and are implementing plans that are bettering their respective agencies. Directors, boards and staff members are seeing community groups work more effectively together.

One thing that I have learned over my ten-year career in UW-Extension is to be responsive to needs as they emerge. In fact nearly one-third of my time has been devoted to emerging issues in Iowa County. I have developed a reputation as an educator that keeps his ear to the ground, is able to respond quickly with excellent teaching materials, is knowledgeable about issues and can pull people from all viewpoints into the learning environment.

Hence, I have also been invited to facilitate strategic planning with over 30 organizations over the past six years. With many organizations I have led formal strategic planning efforts and others I have taught about running effective meetings and mission statement development. Several non-profits, Chamber Boards, the Southwest Wisconsin Technical College as well as a department at UW-Platteville have participated and implemented their plans with success and have become better organizations because of these planning efforts. Evaluations of these efforts have been documented and the results are very positive (**Exhibit 9 Evaluation Strategic Plan Historical Society**).

Local Government Education has been an ongoing programmatic effort. Through my communication and connections to many units of government in the Smart Growth process, I have become recognized as an unbiased resource on local government issues. I have developed teaching tools on county budgeting, parliamentary procedure and Wisconsin's open meetings law. All three of these presentations have been repeated at many local units of government (**Exhibit 28 Power Point Open Meetings Law**). I also developed a newsletter for local elected officials, which is mailed out quarterly to 330 local officials and non-profit leaders. In 2000 I received the Quality of Communication Award from the Wisconsin Extension Environmental and Community

Development Association for this newsletter (**note previous Exhibit 2**). Planning is appearing in other new places that previously had no plan such as the two airports in the Iowa County area, the Tri-County Airport near Spring Green, and the Iowa County Airport near Mineral Point, where I have assisted in developing their newsletter for public participation (**Exhibit 29 Newsletter Airport**).

Water education has opened up the doors to teach about storm water management and most specifically rain gardens. I have presented workshops at the Pendarvis State Historical Site annual garden getaway weekend twice in the past three years. In the spring of 2004, with the assistance of Basin Educator Peggy Compton a demonstration garden was planted at the largest city park in Iowa County. I worked closely with the City Parks Director and the local Garden Club on this effort. A detailed article in the local paper covered the Rain Garden effort one year after planting our first garden (**Exhibit 30 Rain Garden news article**).

### **Conclusion**

I have been the UW-Extension CNRED Agent in Iowa County for six and half years and my educational responsibilities in Iowa County have increased. I am now viewed as an expert educator and a change process facilitator. When I first started as the CNRED Agent I was riding the reins on every small issue that was presented. I can now see a clearer direction for the county and the leadership potential that I offer. The county is stronger now than it was six years ago when the CNRED program was just being introduced. An entirely new clientele is now regularly visiting the UW-Extension Office. These visits are more often than not focused on looking at issues and trying to look at ways to develop good solution models. This work has been a personally transformative educational experience. I look at the communities with a keener eye. The bigger issues that have workable solutions are now more evident to me. I have been educated as well.

I have a firm belief in helping people help themselves. From my earliest moments in Community Development as a Peace Corps Volunteer, I have had an interest in building the capacity of leaders, the difference makers so to speak, so that communities become stronger and better. There are now a larger number of trained clientele that have capacity and skill in dealing with community issues.

I have been involved with successful in-depth programming in Iowa County communities on Natural Resources and Groundwater, Comprehensive Planning and Leadership Development. Therefore, I am a trusted and sought out Extension agent. As I look forward to the future in Community Resource Development for UW-Extension in Iowa County, I see:

- Leadership Development and the need for the expansion of leadership will continue to be an issue in the future.
- Groundwater and the usage of more water will continue to be a need for industry, agriculture and home supply.
- Comprehensive planning and to continually plan for the future and to think strategically about the future will always be a need.
- Economic development and the need to increase the tax base and be thrifty with our investments will also be a need. I have been asked by the County to explore the creation of an Iowa County Economic Development Corporation.

I am a person that loves interacting with people from all facets of society. I cannot imagine a better fit than what I have with UW-Extension. As I reflect on the past six years and the entire ten years that I have been here I have realized what great compassionate people live here. People are willing to stick their necks out and make a difference in the lives of others. Public service is such an underestimated and undervalued service. My work has had positive implications for UW-Extension in Iowa County. There is a solid base of support for the CRD position. County Department heads look to Extension for leadership education. County Board supervisors look to Extension as a resource in local government education and planning. There is a strong group of Iowa County citizens stepping into leadership roles and having a positive impact in their communities and workplaces. My programs have had impacts with these people and I am proud of that. I will continue to be involved in the issues that matter, both here in the county and with UW-Extension. I hope and plan on continuing my contributions. I look forward to helping my UW-Extension colleagues in comprehensive planning and groundwater education. Contributions of my scholarly work have contributed to the profession through the development of new curriculum materials in leadership education, publications in groundwater and presentations like *Using the Logic Model to Assess Medium Term Impacts of a Regional Leadership Education Program* at the 2004 Penn State Scholarship Conference. I am excited about working here with the people of Iowa County and look forward to the years ahead.