

# The Mutual Benefits of Assistants, Fellows, & Interns in the Profession

KACM Winter Seminar – Manager Talks

February 6, 2020



**Goddard**





# A Little About Me...



- Firefighter, Neighborhood Assistant, Budget Analyst, City Manager
- US Army & Iowa National Guard LRSD



**Goddard**



# Those Who Helped Me Along the Way



Cathy Holdeman



Misty Bruckner



Rob Raine



Chris Cherches

Not Pictured: Ray Trail & Guy McCormick



**Goddard**

# #GrowGoddard

- Population Increase from 2,800 to 5,000
- Assessed Valuation Increase from \$27.6M to \$43.7M and in 2022 will be >\$70,000,000
- FTEs increase from 13 to 33
- Mill Levy in 2008 16.4 has increased to 33.3 in 2012 where it has remained



# It's All About the People

- “Never forget, it’s about the people we work with, the City team.
- It’s about the people we work for, the Governing Body.
- It’s about the people we serve, the Citizens.” – Chris Cherches



**Goddard**

**VISION WITHOUT  
EXECUTION IS  
HALLUCINATION**



**Goddard**



# Governing Body & Staff Vision Plan



- Utilized Governing Body, Citizen Boards, & City Staff to draft long term plans and short term objectives
- Create organizational alignment with community values
- Used this approach from 2008-2014 when the PPMC conducted Goddard's 1<sup>st</sup> Community Vision Plan that is the basis of our current process



**Goddard**

# Community Vision Plan

## Vision Statement

Goddard: A vibrant community, growing and accessible; the destination for a family oriented active lifestyle.

## Mission Statement

The mission of the City of Goddard is to work cooperatively and efficiently to provide a vibrant community that is growing and accessible for our neighbors. We aim to be a destination for a family oriented active lifestyle.

## Values

People First  
Stewardship  
Solution Oriented  
Collaborative  
Effective  
Efficient



**Goddard**



# Goddard Business Plan

## MISSION

To work cooperatively and efficiently to provide a vibrant community that is growing and accessible for our neighbors. We aim to be a destination for a family oriented active lifestyle.

## VISION

Goddard: A vibrant community, growing and accessible; the destination for a family oriented, active lifestyle.

Expand access to entertainment amenities, including restaurants and retail options, for the enjoyment and convenience of Goddard residents and visitors.

Support a high quality park and recreation system, focused on becoming a model community for outdoor recreation opportunities.

Support the beautification of City corridors, public spaces, current and future neighborhoods.

Support community connectedness through the enhancement of local government to citizen communication, public infrastructure, and public spaces.

Assess the quality and quantity of current housing options to ensure the availability of quality affordable housing for all current and future residents.

## 2017-2022 GOALS



### Amenities & Entertainment

Encourage development of US-54 corridor

Encourage development of the STAR Bond District

Create a business retention plan

Identify available existing commercial space & work with area realtors to fill available space

Identify restaurant retail matches and recruit matches to Goddard

### High Quality Parks & Recreation

Continue to invest in the enhancement & marketing of the Prairie Sunset Trail

Continue investment in the existing park system through the construction of a Linear Park splash pad, pavilion, and shade structures

Adopt codes & policies that require the creation of an outdoor space for recreation within all new residential developments

Develop stronger partnerships between current organizations that coordinate recreation opportunities & community activities

Invest in new park space north of Kellogg/US-54

Invest in a pathway system to interconnect neighborhoods

### Beautification of Public Space

Create a Kellogg corridor landscape plan

Support forestation & reforestation of right-of-way, medians, & public space

Work with home & business owners to identify & mitigate deterioration of residential & commercial property

Dedicate funding to ensure the beautification of public spaces

Create codes and policies that regulate the minimum forestation of future residential & commercial development

Invest in consistent and appealing way finding signage of Kellogg/US-54 and throughout the City

Improve the visual appeal of the community with public art

### Community Connectedness

Create a walkability plan Identify options for a Kellogg/US-54 pedestrian crossing

Create a community information & engagement plan to promote consistent dialogue with residents

Identify partnerships between community stakeholders

Create, maintain, & promote visibility & marketing of community events

Create a long range infrastructure plan

Implement neighborhood oriented police practices of Community Oriented Policing

Implement new police programming to improve community outreach

### Housing

Perform housing needs assessment

Identify available land for residential growth

Recruit mixed use development in/near STAR Bond District

Initiate Problem Oriented Service Activities to reduce housing blight & crime

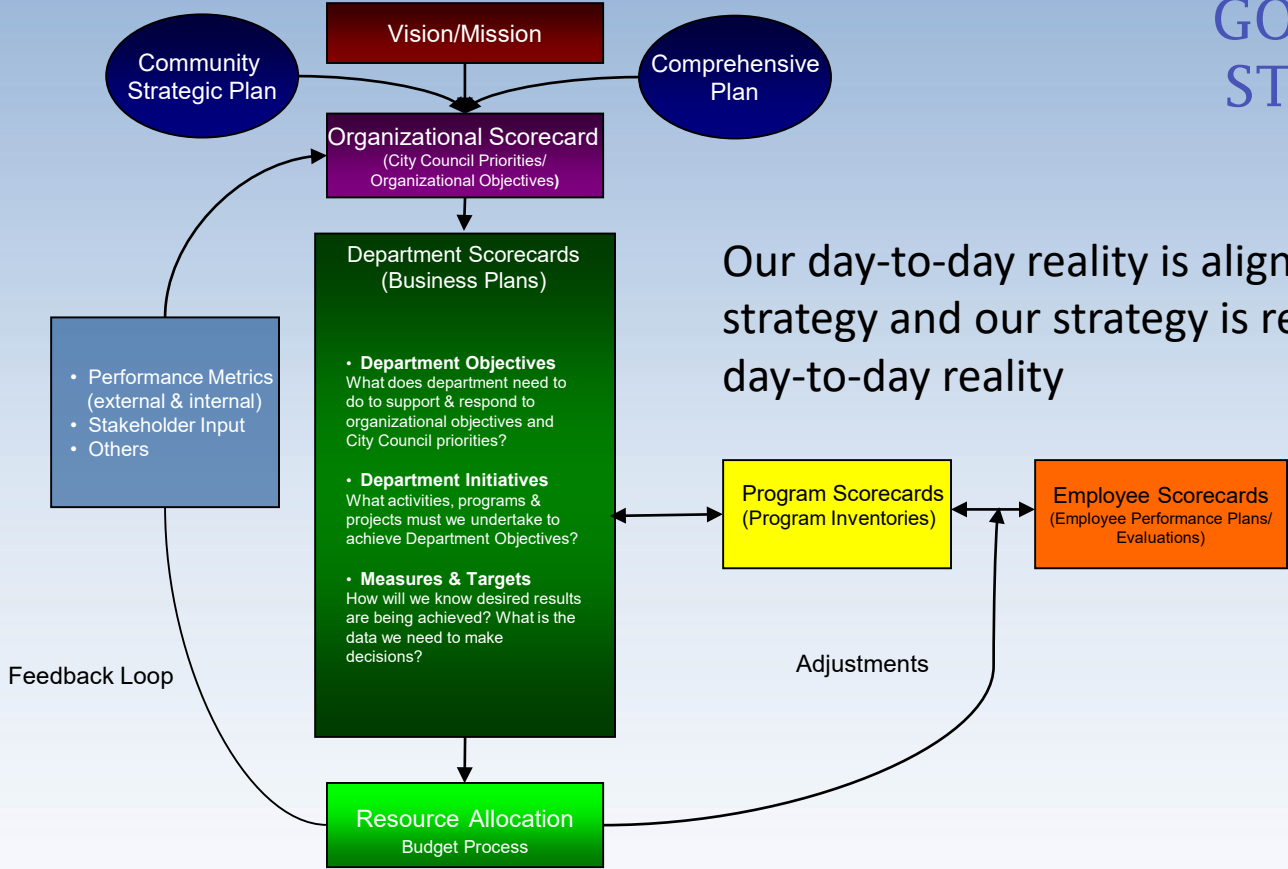


Your Home - Our Community!



# Goddard

# GODDARD'S STRATEGIC CYCLE



Our day-to-day reality is aligned with our strategy and our strategy is relevant to the day-to-day reality



# Is an Intern/Fellow/Asst. Right For You?

- Are you a good listener?
- Do you have the time and attention to dedicate to mentoring?
- Are you willing to serve as a role model?
- Are you prepared to provide constructive feedback?
- Do you have a genuine commitment to take an active role in someone's life?
- Can your personal, professional, and cultural experiences positively influence your mentorship?
- Does your job function offer real-life examples to help a mentee?
- Will you celebrate and support your mentee's accomplishments, big and small?





# Making It Happen



- 1-3 Year Position
- Must be Aspiring City Manager or Asst Manager
  - Seasonal Interns
    - Initially Financed w/Pool Salaries
    - Currently Line Item in Personal Services
  - Fulltime Interns
  - Management Fellows
  - Assistant to the City Administrator
  - Assistant City Administrator
- 3 MPA Programs: KU, WSU, & KSU
- KACM Student Membership is FREE
- 9 Current KACM Student Members
- Only 3 Student Members List Programs (KU, WSU, & Missouri)



# Kiel Mangus

- Served 2010 to 2012
  - Completed the City's 1<sup>st</sup> Roadway Assessment
  - Pavement Preservation Program & Process
  - Oversaw Construction of 500,000-gallon water storage tank
  - Managed Public Works Staff as Asst to the City Administrator, 2012 promoted to Asst. City Administrator
- Currently Derby Deputy City Manager



**Goddard**



# Zack Daniel

- Served Winter 2012 as 1<sup>st</sup> Seasonal Mgt. Intern
  - Completed the City's 1<sup>st</sup> Social Media Policy
  - Data Analysis of Year End Department KPI's
  - Agenda Preparation
- Currently Edwardsville, KS Assistant City Manager





# Kyler Ludwig

- Served 2013 to 2015
  - Local Sales Tax Initiative
  - Coordinated 1<sup>st</sup> Goddard Gatherings
  - Community Vision Plan
  - Managed Public Works
  - Position Description & Pay Scale Analysis & Update
- Currently Assistant City Administrator Pleasant Grove, UT



**Goddard**

# Justin Constantino



- Served 2015 to 2018
- Highlights Include:
  - Managed Public Works
  - Conceived & Coordinated Goddard's Hosting of 2012 International Fellows from Malaysia & the Philippines
  - Website Redesign & Migration to Civic Plus
- Currently City of Andover, Assistant Director of Community Development



**Goddard**

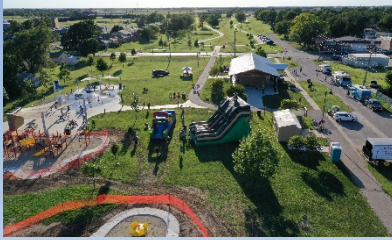
# Craig Crossette

- Served 2017 to 2019
- Highlights Include:
  - Managed Public Works
  - Water Tower Structural Improvements, Cleaning & Painting
  - Large Scale Park Improvements
  - Library Strategic Plan Liason
- Currently City Manager, City of Sterling, KS



**Goddard**





# Thatcher Moddie



- Serves 2018 to Present
  - Staff Park Advisory Board
  - Coordinates Goddard Gatherings & Community Events
  - Coordinates Social Media & City Marketing
    - FAA Licensed Drone Pilot
  - Liaison for Neighbors United Goddard
- Currently Goddard Management Fellow



**Goddard**





### BRAD CHILDRESS

MINNESOTA VIKINGS 2006-2010  
RECORD: 39-35  
PLAYOFFS: 1-2



### PAT SHURMUR

CLEVELAND BROWNS 2011-12  
PHILADELPHIA EAGLES 2015  
NEW YORK GIANTS 2018-PRESENT

RECORD: 15-34  
PLAYOFFS: 0



### TODD BOWLES

NEW YORK JETS 2015-18  
RECORD: 26-41  
PLAYOFFS: 0



### JOHN HARBAUGH

BALTIMORE RAVENS 2008-PRESENT  
RECORD: 104-72  
PLAYOFFS: 10-6  
SUPER BOWL WINS: 1



### STEVE SPAGNUOLO

ST. LOUIS RAMS 2009-11  
NEW YORK GIANTS 2017

RECORD: 11-41  
PLAYOFFS: 0



### LESLIE FRAZIER

MINNESOTA VIKINGS 2010-13  
RECORD: 21-32  
PLAYOFFS: 0-1



### RON RIVERA

PANTHERS 2011-PRESENT  
RECORD: 71-56  
PLAYOFFS: 3-4

### DOUG PEDERSON

EAGLES 2016-PRESENT  
RECORD: 29-19  
PLAYOFFS: 4-0  
SUPER BOWL WINS: 1



### SEAN McDERMOTT

BILLS 2017-PRESENT  
RECORD: 15-17  
PLAYOFFS: 0-1



### MATT NAGY

BEARS 2018-PRESENT  
RECORD: 12-4  
PLAYOFFS: 0-1



# ANDY REID COACHING TREE



YAHOO! SPORTS



# Goddard



# Will Your Career Tree Bear Fruit?

**Kiel Mangus**  
Deputy City Manager-Derby  
**Goddard:**  
Asst. to the City Administrator,  
Asst. City Administrator  
12/13/2010-07.29.2012

**Craig Crossette**  
City Manager-Sterling  
**Goddard:**  
Mgt Intern, Asst. to the  
City Admin, Asst. City  
Admin  
6/14/2017-06.28.2019

**Zack Daniel**  
Asst. City Admin-  
Edwardsville  
**Goddard:**  
Mgt. Intern  
Winter 2012

**Kyler Ludwig**  
Asst. City Admin-  
Pleasant Grove City, Utah  
**Goddard:**  
Asst. to the City Admin,  
Asst. City Admin  
6/23/2013-7.31.2015

**Justin Constantino**  
Asst. Director of Community  
Development-Andover  
**Goddard:**  
Asst. to the City Admin  
11/23/2015-03.23.2018

**Thatcher Moddie**  
**Goddard:**  
Mgt. Intern, Mgt. Fellow  
11/05/2018-  
Present



**Goddard**