Delegating is essential

To be an effective PRIDE leader, you must be able to delegate effectively. Asking individuals and organizations to assist with PRIDE projects is the key to a successful PRIDE Program. Delegation means involving more people which translates into getting more accomplished. The basic steps to effective delegating are as follows:

Specify the task:
- Tell the person what he/she is responsible for and put it in writing;
- Tell the person who the job is to be completed;
- Let the person in whom you are delegating the work have some say as to how to do the work;
- Let the person know how much authority they have in making decisions.

Provide support:
- Share knowledge, information, plans with the person;
- Direct the person to financial resources if needed;
- Encourage and reward the person for accomplishments;
- Give the person recognition.

Check progress and provide feedback:
- Set goals and standards for the person to meet.

Source: Building Group Skills video on “Delegating,” Iowa State University Cooperative Extension Service

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**KANSAS PRIDE PROGRAM**
 Cooperative Extension Service
 Kansas State University
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**Governor Joan Finney presents award to Coffeyville PRIDE Committee**

Governor Joan Finney recently presented the Coffeyville PRIDE Committee with the 1993 Governor’s Award for Historic Preservation under the category of “Downtown Revitalization.” The award was for the work that was accomplished by the Coffeyville PRIDE Program in undertaking the restoration of the historic downtown Condon Bank Building. This structure is on the original site of the old Condon Bank that had the distinction of being raided by the infamous Dalton Gang on October 5, 1892. This was the final raid of the gang since four of the five bandits were killed that day.

Since the conception of this project in 1990 the PRIDE Committee has made the restoration a top priority. According to PRIDE Chairperson Cathy Hensley, “It was a lot of hard work but a worthwhile project for the entire community.”

PRIDE Committee is very proud in receiving the award and wish to thank the Coffeyville community for all its support.

The Condon Bank Building is listed on the National Register of Historic Places and is featured on tourist brochures, post cards, and other memorabilia promoting the community.

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**Important PRIDE Dates**

- **September 1, 1993**: PRIDE Project book is due
- **September 20-24, 1993**: PRIDE Judging Week
- **October 22, 1993**: State PRIDE Recognition Day, Salina

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**Slides of PRIDE**

All enrolled PRIDE communities are encouraged to take slide pictures of their local area and project activities. Slides might include, but not be limited to: local landmarks (something which identifies your community), people involved in PRIDE projects, PRIDE committee meetings, PRIDE-sponsored events, and PRIDE volunteers in action. The “Slides of PRIDE” project will be a part of PRIDE Day 1993.

Only clear color slides with sharp images should be submitted. Slides should be identified with the name of the community and project, date of project, and if there is more than one slide of a project, they should be numbered in sequential order. All slides must be received on or before August 15, 1993 and will be returned following PRIDE Day. Slides should be sent to: Slides of PRIDE Project, Kansas PRIDE Program, 700 SW Harrison St., Suite 1300, Topeka, Kansas 66603-3712.
Twelve communities enroll in outreach program

Twelve PRIDE communities have enrolled in the Community Outreach Special Emphasis. This special emphasis is designed to give recognition to PRIDE communities who have reached out to one or more communities within their county or beyond to accomplish common goals that are a concern to an area, county, or region. The philosophy is that no one community can make as large an impact alone as could several communities working together. Listed below are the lead communities, participating communities/organizations, and projects.

Lead Community Participating Communities/Organizations

Area PRIDE

Alton

Larue

Woodston

Highland

Bendena, Sowemina, Darst, Larue, & White Cloud

Kensington

Agrarians of Americas Legion

Kinsley

Lewis/Edwards County Hospital Foundation

Belpre Parsons State Bank & Officer/Keyson PRIDE

Lenora

Altona PRIDE & Morton County Extension

Lucas

Russell & Larue

Minneapolis

Lenora city council, Tuscot city council, Laura city council, & Delphos city council

Morrisville

Washington County Economic Development, Haddam Community Club, Palmer Booster Club, & Hanover Chamber of Commerce

Ransom

Utica

Wakefield

seven participating communities in addition to

Ducks Unlimited, Corps of Engineers, Audubon Society, and Fish & Game

Westmoreland

Onaga Historical Society, St. Marz Historical Society, Westmoreland Historical Society, & Westmoreland Historical Society

Area workshops well attended

One hundred and seventy-five people from 42 Kansas communities participated in the eight Area PRIDE Workshops held this winter and spring. According to the evaluators formed the committees of "Becoming a Group," "Delegating," and "Using Networks." All four of these leadership videos are located in the Professional Resource Center at the Cooperative Extension Service at Kansas State University. Your local county Extension agent can help in obtaining these videos at no cost to you.

Of the workshop evaluations that were received, 92 percent felt that the workshop sessions were helpful, 86 percent felt that the workshops met their expectations, 93 percent felt that the topics presented were adequately covered, and 86 percent indicated that the materials presented would assist them in their local PRIDE Program. The two topics that the participants indicated they would like to have addressed at future PRIDE workshops were, "How to Get More People Involved," and "Fundraising Ideas."

The following communities were represented at the eight PRIDE workshops: Alton, Atwood, Beloit, Bennington, Circleville, Coffeyville, Colby, Courtland, Cuba, Elsberry, Fall River, Pomona, Gaylord, Glause, Grinnell, Hiawatha, High- land, Holton, Jennings, Kanorado, Kechi, Ksiggman, Lebanonville, Le- nora, Lyndon, Maize, Melvern, Min- napa, Morrisville, Nute, Os- lasa, Oskahuna, Park City, Porton, Sabatha, Severy, Valley Falls, Victo- ria, Wayfield, Whidbey, Webber, and Winchester.

Staff participates in Multi-State Conference

Thibodaux, Louisiana, was the host community for the 1993 Multi-State Community Improvement Conference held March 20-21. Professional staff members representing the states of Kansas, Oklahoma, Arkansas, Missouri, Louisiana, and Mississippi came together to discuss their state's community development program and to learn from each other's program. The major benefit from the conference was the free exchange of program information and ideas that are working well in the participating states.

The Kansas delegation, attending the conference and representing the Kansas PRIDE Program, included Beverly Wilhelm, Kansas Department of Commerce & Housing; and Marty Albright, Ralph Utemohlin, and Stan McAdoo all with the Kansas Cooperative Extension Service.

Secrets of success in growing communities

In an effort to determine why some communities seem to prosper and others seem to fail, a former Kan- sas State University professor, Dr. Cornelia Flera has done extensive research trying to see if there are some common traits among "wins- ters and losers."

Research revealed that in growing communities, controversy was con- sidered normal. It was not treated as bad, wrong or abnormal, nor were the people who created it. Instead, it was regarded as a necessity.

Just the opposite was revealed in dying towns. People avoided contro- versy, refuted to address issues, and the public was passive toward rules and regulations and the people who make them.

People in growing towns held an objective view of politics. They did not side with someone out of friend- ship alone, nor oppose someone sim- ply because that person was an educa- tor, a business person or a farmer. Dying towns, however, had a "my side of the street vs your side" mentality. They couldn't separate the person from the job and gave loyalty to people rather than issues, and the "gazoo" label often eluded prevailed right up to the end.

New PRIDE manual complete

All 1993 enrolled PRIDE commu- nities should have received the newly updated PRIDE Manual. In addi- tion, all sixteen Blue Ribbon evalu- ations are updated and put into a new modern format. They can be found in the back of the PRIDE Manual. Old Blue Ribbon evaluation forms should be discarded and replaced by the new forms.

The new manual has several new enhancements including a more modern look, a chapter on fundrais- ing, several organizational and leadership tools to help make your program more effective, and the PRIDE Judge's Score Sheet so that you will know the exact criteria that the judges will use in evaluating your program.

Growing towns also had the ability to network horizontally as well as verti- cally. They could therefore learn from others and be successful.

Learning in dying towns was all lateral—the citizens didn't want to learn from anyone who wasn't exactly like them.

Growing towns are flexible. They dispersed community leadership. Many people were involved in work and vision of the community in leadership roles, and as a result, when someone dropped out, another took his or her place.

In dying towns, leadership was often in the hands of one person. Ev- erything went to and through that person. When that person died, the community stopped—and died with him or her.

Sources: The Ellsworth, Kansas, Reporter

Accomplishments: May and June are "accomplishment months" in the PRIDE Pro- gram of work. Now is a good time to encourage and stimulate project ac- tivities, receive these reports, complete short term projects, complete and submit Blue Ribbon applications. Read the rules and be familiar with the PRIDE manual; continue to work on the PRIDE project book.

1993 Enrolled PRIDE Communities

Abilene

Altoon

Arlington

Belchite

Bennington

Circleville

Coffeyville

Colby

Courtland

Cuba

Elsberry

Fall River

Pomona

Gaylord

Glause

Grinnell

Hiawatha

Highland

Holton

Jennings

Kanorado

Kechi

Ksiggman

Lebanonville

Lornora

Lyndon

Maize

Melvern

Minnapa

Morrisville

Nute

Osikashuna

Park City

Porton

Sabatha

Severy

Valley Falls

Victoria

Wayfield

Whidbey

Webber

Winchester

Red City

Tenth

Gross

Lobelia

Baker

Curtis

Glove

Hanna

Cumming

Irons

Curtis

Waukeen

New York

Nemaha

Omar

Onaga

Pomona

Porton

Shawnee

Tennyson

Irlens

Wichita

Abilene

Altoon

Arlington

Belchite

Bennington

Circleville

Coffeyville

Colby

Courtland

Cuba

Elsberry

Fall River

Pomona

Gaylord

Glause

Grinnell

Hiawatha

Highland

Holton

Jennings

Kanorado

Kechi

Ksiggman

Lebanonville

Lornora

Lyndon

Maize

Melvern

Minnapa

Morrisville

Nute

Osikashuna

Park City

Porton

Sabatha

Severy

Valley Falls

Victoria

Wayfield

Whidbey

Webber

Winchester

Red City

Tenth

Gross

Lobelia

Baker

Curtis

Glove

Hanna

Cumming

Irons

Curtis

Waukeen

New York

Nemaha

Omar

Onaga

Pomona

Porton

Shawnee

Tennyson

Irlens

Wichita

The PRIDE staff would like to welcome the following new communities to the PRIDE Program: Bogan, Elsberry, Ft. Scott, Humboldt, Smiley, Spring Hill, and Wathena. (To date, 115 City and 506 County are enrolled but due to late enrollment are not eligible for the competition.)

May - June 1993