

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 when the job is to be completed;
- Let the person to 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



Printed on recycled paper
with soybean ink.

KANSAS PRIDE PROGRAM
Cooperative Extension Service
Kansas State University
311 Umberger Hall
Manhattan, Kansas 66506-3400

POSTAGE PAID



Cooperative Extension Service
Extension Community Development
Umberger Hall
Manhattan, Kansas 66506
913-532-5840

This newsletter is published to provide communication among communities participating in the Kansas PRIDE Community Improvement Program. Your input is welcome.

PRIDE is jointly administered by the KSU Cooperative Extension Service and the Kansas Department of Commerce & Housing.

Robert S. McAdoo
Extension PRIDE Program Coordinator

Kansas State University, County Extension Councils and United States Department of Agriculture cooperating. All programs and materials available without discrimination on the basis of race, color, national origin, sex, age or handicap.



PRIDE

Kansans Building Better Communities

A win/win program for PRIDE communities

PRIDE communities throughout the state are receiving valuable volunteer services in exchange for a discount to buy food. This non government/non charity program is entitled Heartland SHARE (Self Help and Resource Exchange) and is a relatively new and exciting program that is available to anyone regardless of income. Here is how it works. For \$13.00 in cash, participants get a variety of food that would cost at least \$26.00 in a grocery store. Participants must donate two hours of community service for each share (or package) they buy. The food is distributed once each month. There is no limit on the number of shares that can be bought. The food packages always include frozen meat, fresh

fruit, fresh vegetables and staples, such as potatoes and onions.

The major purpose of the program is to encourage community service and there are no strings attached. Currently, there are a total of 268 host sites in Kansas.

"The program is going very well and the community has been pleased and very receptive." - Elaine Prater, Assaria

Several PRIDE organizations serve as the local sponsor of Heartland SHARE. PRIDE Committee member Elaine Prater from Assaria serves as the Coordinator of the Heartland SHARE in Assaria. She

says, "In the three months of operation in our community the number of shares (or packages) has increased from 18 to 54. The program is going very well and the community has been pleased and very receptive." Elaine indicated that many of the volunteer service hours donated are going toward identified PRIDE projects, school and church activities as well as other needed community services.

Let's Help, a private organization located in Topeka, is responsible for all Heartland SHARE programs located in Kansas and western Missouri. For additional information about the Heartland SHARE Program call (913) 234-6208.

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 Cathey Henisey, "It was a lot of hard work but a very worthwhile project for the entire community. The

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.

Important PRIDE Dates

September 1, 1993
PRIDE Project book is due
September 20-24, 1993
PRIDE Judging Week
October 23, 1993
State PRIDE Recognition Day,
Salina

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	Project Titles
Agra	Kensington PRIDE	Area-wide garage sale
Alton	Luray	Heartland SHARE Program
Alton	Woodston	Area-wide garage sale
Highland	Bendena, Severance, Denton, Leona, & White Cloud	Recycling trash
Kensington	Agra/Sons of American Legion	Unification survey - USD #238 & #324
Kinsley	Lewis/Edwards County Hospital Foundation, Belpre Farmers State Bank & Offerle/Kinsley PRIDE	Hospital Foundation kickoff
Lenora	Almena PRIDE & Norton County Extension	Farm Safety Day Camp
Lucas	Russell & Luray	Russell Co. Economic Development Tour
Minneapolis	Bennington city council, Tescott city council, Calver city council, & Delphos city council	County-wide recycling
Morrowville	Washington County Economic Development, Haddam Community Club, Palmer Booster Club, & Hanover Chamber of Commerce	Twelve Villages of Christmas
Ransom	Utica	Piggyback recycling
Wakefield	seven participating communities in addition to Ducks Unlimited, Corps of Engineers, Audubon Society, and Fish & Game	Milford Wetlands
Westmoreland	Onaga Historical Society, St. Marys Historical Society, Wamego Historical Society, & Westmoreland Historical Society	Oregon Trail Memorial Park

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 evaluation forms, the two leadership videos, "Forming a Group," and "Delegating" were the highlights of the workshops followed by the community sharing session. PRIDE communities were encouraged to show and discuss these videos at one of their PRIDE committee meetings. Two additional videos, in the series, can also be obtained. They are titled, "Agendas and Meeting Environments," 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 returned, 92 percent felt that the workshop sessions were helpful,

86 percent felt that the workshop 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, Elkhart, Fall River, Formoso, Gaylord, Glasco, Grinnell, Hiawatha, Highland, Holton, Jennings, Kanorado, Kechi, Kingman, Leonardville, Lenora, Lyndon, Maize, Melvern, Minneapolis, Morrowville, Narka, Ottawa, Oskaloosa, Park City, Potwin, Sabetha, Severy, Valley Falls, Victoria, Wakefield, Wathena, 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 25-27. Professional staff members representing the states of Kansas, Oklahoma, Arkansas, Missouri, Louisiana, and Mississippi came together to discuss their state's community betterment program and to learn from each others' 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 Utermohlen, 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 Kansas State University professor, Dr. Cornelia Flora has done extensive research trying to see if there are some "common" traits among "winners and losers."

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

Just the opposite was revealed in dying towns. People avoided controversy, refused to address issues and the public was antagonistic 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 friendship alone, nor oppose someone simply because that person was an educator, a business person or a farmer.

Dying communities, 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 "good old boy" clique prevailed right up to the end.

In prosperous towns, the emphasis in schools was on academics rather than sports. In dying towns, schools tried to hold people's interest by promoting loyalty to sports. However, when academic programs deteriorated, people moved their children to better schools.

In growing towns, there was a willingness to risk for the good of the town. The attitude in growing towns was, "If we don't risk, we will stagnate." They also had enough success to want to risk—and they had success because they did risk. Dying towns had neither.

Similar to the risk factor, growing towns had a willingness to tax themselves. They moved beyond want and desire to action.

Dying towns accurately identified needs, but that's where everything stopped. They thought someone else should pay the bill for their gain and weren't willing to tax themselves.

Growing towns had the ability to expand. They made a place for more people—including those who were new to the community.

This was not true in dying towns. The townspeople would not share their power and authority with newcomers. A small group held all the leadership.

Growing towns also had the ability to network horizontally as well as vertically. They could therefore learn from anyone.

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 disbursed community leadership. Many people were involved in work and mission 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. Everything went to and through that person. When that person died, the community stopped—and died with him or her.

Source: The Ellsworth, Kansas, Reporter

Accomplishment months:

May and June are "accomplishment months" in the PRIDE Program of work. Now is a good time to: encourage and stimulate project action; receive project reports; complete short term projects; complete and submit Blue Ribbon applications; read the newly updated PRIDE manual; continue to work on the PRIDE project book.

New PRIDE manual completed

All 1993 enrolled PRIDE communities should have received the newly updated PRIDE Manual. In addition, all nineteen Blue Ribbon evaluation forms have been 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 fundraising, several new 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 year.

