



**Kansas Health Foundation**

Dedicated to Improving the Health of All Kansans

309 East Douglas • Wichita, KS 67202-3405

316-262-7676 • 800-373-7681 • [kansashealth.org](http://kansashealth.org)

Confidence to

*Lead*



**Kansas Health Foundation**

**Kansas Community Leadership Initiative  
Summary Report 2009**



# Confidence to Lead

An initiative that transformed Kansans and their communities

What have Kansans and their communities gained from the Kansas Community Leadership Initiative? Partnerships built in communities. Bridges built between communities. Seeds of volunteerism sown and thriving. The realization that it's not about you or your position but about how you help others. The firm conviction that you can make a difference.

These are the results of the Kansas Community Leadership Initiative (KCLI), which has been funded by the Kansas Health Foundation in three phases since 1999. Ask Kansans trained through the leadership initiative what they brought home and one word underpins virtually all the replies: confidence. Greater confidence that they can help lead or take an active role, that they can engage and influence others, that they can make their communities better and healthier places to live.

Since its beginning in 1999 and through subsequent classes in 2002 and 2006, the initiative brought together dozens of staff and facilitators from local leadership programs in more than 40 communities to learn a new approach to leadership. They, in turn, went home with new tools and have since trained hundreds of fellow Kansans.

Leadership, or the lack of it, was a concern Kansas Health Foundation staff and board members heard a lot about during listening tours of the state. Having been told repeatedly that communities could not confront pressing problems without effective leadership, the Foundation searched for a way to meet that need.

## Learning how to lead

Existing community programs tended to be informational meet-and-greet networking affairs that were dominated by the business community. Participants would tour City Hall, visit the police station, walk through the packing plant and learn a bit more about their community. That approach had its benefits, but participants – often people already in positions of leadership – weren't learning many new skills about how to lead.

They needed to learn about servant leadership, how people's learning styles – including their own – influence how they respond to and communicate with others, how chaos is a healthy part of any problem-solving, and how to collaborate and achieve consensus. Those and other 21st Century Leadership skills proved that leaders could be fostered.

If people could be transformed by leadership training, then communities could be transformed into better, healthier places. And each step cities, towns and rural areas took in a healthier direction would get the Foundation closer to meeting its mission of improving the health of all Kansans.

As Christi McKenzie of Leadership Rossville said: "When people are empowered with this idea of leadership, it changes everything."

Learn more at [www.kansashealth.org](http://www.kansashealth.org)

**About the Foundation.** The Kansas Health Foundation funded the Kansas Community Leadership Initiative. The Health Foundation is a private philanthropy dedicated to improving the health of all Kansans. It seeks opportunities to invest its resources in people and projects that meet its mission and create long-term, sustainable health improvements.

# Carrying Success Forward

## Personal transformation leads to community change

KCLI began with the belief that you can change communities for the better by changing the people in them one by one. That belief has successfully played out across the state. Leadership graduates speak of their newfound confidence to get involved. Some run for office; others join nonprofit boards. Some plant gardens, campaign for community recreation centers or volunteer with youth programs. They use their skills in their churches and in their homes. They counsel and help improve stumbling organizations. No longer hesitant to step forward themselves, they recruit others to get involved. When a problem arises, they look for a solution instead of automatically thinking that it can't be solved. "We've learned how to bring people together and accomplish something they'd been trying for years to get done," said Ann Leiker of Hays, a graduate and facilitator.

Participants include principals, orthodontists, eye doctors, medical technologists, nurses, bankers and men and women from all walks of life – a new, broader group of people who can serve and lead.

We could write a novel about success stories in all of the communities that have been a part of KCLI, but in this report, we just picked a few communities to illustrate a fraction of the amazing work that is happening across the state. Here, five communities – Rossville, Butler County, Liberal, Hays and Pittsburg – share their stories of how KCLI inspired Kansans and improved the fabric of their communities. Hundreds of other stories are out there waiting to be told.

We encourage anyone touched by KCLI to join us in making their stories known, and there's an easy way to do that. Visit the Kansas Health Foundation Web site at [www.kansashealth.org](http://www.kansashealth.org), and on our home page, you'll find a section devoted to KCLI. In that section, you can upload your own stories, photos and videos about what KCLI has done to improve life in your community. Please share those stories with us. Together, we can learn from each other how to make Kansas communities healthy places to live.

"We have better people in many facets of public life," said Clare Gustin, a facilitator with Leadership Hays who has helped infuse Sunflower Electric with leadership training. "Better people on the children's center, better people on the library board. We need to get more purposeful in improving our civic culture."

## The commitment to KCLI

Over a decade, the Kansas Health Foundation invested more than \$2.1 million in the KCLI training program.

## Leadership Endowments

The Foundation invested \$6.2 million in leadership endowments at community foundations throughout Kansas to support leadership training and class projects that will benefit children's health for generations to come.



### KCLI 1 - 1999

The first phase of the program included participants from 18 communities across Kansas.

**Program costs: \$851,640**



### KCLI 2 - 2002

In this second phase, the program was expanded to include 26 additional communities representing both urban and rural areas.

**Program costs: \$760,302**



### KCLI 3 - 2006

The third phase focused on providing leadership training to community leadership programs that had not participated in KCLI. This phase also delivered training in rural areas and in volunteer-led leadership programs, and helped existing KCLI communities strengthen their leadership programs.

**Program costs: \$530,185**

# Motivating the Volunteer

Rossville leadership makes a big splash for good

Christi McKenzie went through KCLI training in 2001 and has been helping teach leadership to adults and children ever since.

"When people are empowered with this idea of leadership, it changes everything," said McKenzie, who could be talking about herself. She lives in Delia and commutes 45 minutes to Rossville where she works with students – many who face challenges due to poverty, cultural differences and distance from school. But McKenzie works to provide the attention they need.

"We have really made a difference for those kids," she said. "Without KCLI, I don't think that would have happened. Often you see a problem, but you don't

know what to do about it. But I'd gained the tools, the strength and the courage to do something."

Rossville City Park exudes volunteer spirit – given focus and energy by leadership from all ages.

The Community Pool is the biggest example. The campaign for the pool, opened two years ago, was driven by kids who didn't know they weren't supposed to accomplish such big things.

Nearby is the Rain Garden, put in last year by volunteers with Rossville PRIDE, a local branch of a state effort to improve communities and increase volunteer involvement. *continued inside* ▶

**About Rossville Leadership.** Rossville has leadership programs for adults, sixth-graders and high school students. Volunteer facilitators staff all programs, though the youth programs have strong support from school leadership. The adult leadership program began in 2002, after facilitators were trained through KCLI 2. Youth programs are conducted annually and adult classes are offered every other year. All leadership programs receive support from the Rossville Community Foundation.





**Shelly Buhler** *Leading Kids and Adults*

Shelly Buhler is a former mayor, current Shawnee County commissioner and Kansas Health Foundation board member. In Rossville, she facilitates adult and youth programs. "Many children don't know their strengths," she said of sixth-graders. "Then that light bulb comes on. You can see it when the kids step up and become more outgoing." Another "light bulb moment" occurred recently for high school leadership students working at a community foundation fundraiser. "The students served the meal, and they had a really good time. It was neat for them to see how things come full circle."



**Lisa Thornburg** *Getting Involved*

Lisa Thornburg moved to Rossville in 1990, and to some, that still qualifies her as a newcomer. The connections she gained through Rossville's adult leadership class gave her a new network of people and new ways to get involved outside the traditional avenues of work and church. The common sense skills she learned conditioned her to "step back and look at personalities, why they are the way they are, to learn to deal with that person better," she said.

# Lead

The 3,000 water-gulping plants are pretty, of course, but the garden targets a problem too: water runoff.

Then there's the kiddie playhouse and equipment at the playground, put in as an adult leadership project so the youngest have a safe place to play.

And this year, the sand volleyball court is being rebuilt. Older kids, including college students on summer break, will have a league to play in.

"I'm on the PRIDE committee, and I wouldn't have been on that if I hadn't gone through the program," said Lisa Thornburg, who works as a medical technologist in Topeka. "If you're not from here, they don't know what your strengths are. You get networked into people

who know your strengths. You get involved with other people you might not have come across."

One very involved group is children. Every sixth-grader goes through skills-based leadership training much like the adult class, though tailored to that particular group's needs. The high school "Take a Second, Make a Difference" program involves students identified by other students, not staff.

"The spirit of volunteerism has made Rossville a larger community because more people are participating," McKenzie said. "When I see a volunteer group put in \$40,000 in playground equipment or a garden in our park, that shows a new belief in Rossville. We don't just have to settle for OK."

A group of Rossville boys who participated in this leadership training successfully urged the town council to expand the Fourth of July holiday so they could enjoy their fireworks just a little longer. "They know how to go through channels," Christi McKenzie said. "They don't see a reason that they can't."

# Becoming Chief Manager

Leadership Butler connects the law with the community

When Bob Sage became Rose Hill police chief in 2002, he looked for any management and leadership training he could get. He had supervised before but wanted more skills to effectively run the growing Butler County town's force.

Since then, Sage has trained at the Kansas Law Enforcement Training Center, the FBI Academy and elsewhere. The best leadership training, though, came at home.

"I got more out of Leadership Butler than those other schools, including the FBI Academy," he said. "There wasn't a single test that I was exposed to that I hadn't seen at Leadership Butler. That told me that LB was right on track."

Through his 2003 Leadership Butler sessions, Sage learned to identify and work with different learning styles, as well as how to use different styles to manage people. The program's collaborative, exercise-filled training is fairly new to law enforcement, he said, noting that traditional top-down leadership still has its place in a life-and-death business.

"There's a time for collaborative efforts," he said.

"There are times where you can't do that, you have to step in and take charge. You have to be equally effective at both, which can be a trick."

"Cops are alpha males, and everyone is trying to be leader of the pack. *continued inside* »

**About Leadership Butler.** Leadership Butler existed before the start of KCLI in 1999, and graduates often liked the meet-and-greet program but felt something was missing. Today's skills-based program – not affiliated with a Chamber of Commerce or any other organization – earns high marks for quality of training and emphasis on building community-to-community ties. Sessions are offered in seven communities each year.





**Becky Wolfe** *Making A Difference*

Becky Wolfe was working at the El Dorado Chamber of Commerce in 1994 when she was hired for Leadership Butler. At the time, before KCLI training, she thought she was a leader. She believes now that she was wrong. Sure, she had a job title and was involved in the community, but she wasn't someone others looked to, she said. KCLI was an eye-opening experience, making her more effective and able to teach others the same leadership skills. One sign of the program's success came during recent elections, when seven Leadership Butler graduates ran for office. "That made me feel so good because several told me that they wouldn't have done that without the confidence built through Leadership Butler."



**Matt Childers** *Expanding His Leadership*

Matt Childers had been through leadership training in the past and learned things that helped him in his job as a retail banker with Intrust Bank in Augusta. But sometimes the training was a bit shallow, a bit full of inspirational phrases. "And, I'm no Gandhi," he said. Leadership Butler was practical and full of hands-on exercises. "Leaders aren't born," said Childers, now a Leadership Butler board member. "It takes time to become a leader and a program that builds upon something they already have." Childers recently expanded his role as a leader, joining the Augusta City Council, and he thoroughly enjoys it. "Leadership Butler has helped me see how I can affect my community in a positive way."

# Lead

"You tend to have a real dominant personality. Leadership Butler taught me how to rough the edges off it."

A major Leadership Butler goal is to strengthen ties between communities, some rural, some urban, and get past rivalries so all work together for the best of the county. That has happened personally and professionally, as Sage and others have become familiar with people and communities that they otherwise would not have.

"I got a view of the county outside Rose Hill and how that affects Rose Hill. I have been able to create relationships outside our community that have benefited us," he said.

Sage's Leadership Butler experience encouraged him to be more involved. He's served on the boards of Leadership Butler, Tri-County CASA and a child advocacy center.

"It was a springboard. It gave me confidence and exposed me to that. I needed to unlock that part of me," he said. "It really does promote volunteerism. If it plants that seed in enough people, and if those people get involved, whether through Lions Club or their churches, then that's going to have a positive impact on their community."

Leadership Butler requires graduates to return the next year and help teach sessions. Each year features a class project, such as the Buckle Up Butler seatbelt safety campaign. Youth Leadership Butler is for high school juniors, with an effort made to draw two students from each of the county's 10 high schools in the county. The students meet weekly for seven weeks and, like adults, take on a class project.

# Emerging Bridge Builder

LEAD constructs a stronger community in Liberal

Tim Long hears he runs Panhandle Oilfield Service, his business of about 180 workers, differently than others would. Those who work alongside Long, the company president, are co-workers to him, not employees.

"It's not about the money I can make, but how I can help other people," Long said. "If we can add value and success to those around us, we can all move forward."

Going through LEAD, the Liberal leadership program, affirmed that servant leadership philosophy and encouraged him to take it beyond the business world.

Long was elected to the Liberal City Commission in spring 2009. He'd thought about running for office before, but going through LEAD in 2007 helped turn thought into action. There, the skills-based training taught him how people learn and communicate differently and how to approach others without putting them on the defensive.

He speaks with excitement of city strengths: financial stability, a good work force, a commission he thinks can unite against problems. He's directing energy to tackle one of Liberal's greatest challenges, its increasing diversity. Approximately half of the southwest Kansas community is now Hispanic, drawn by meatpacking and other industries. *continued inside* ▶

**About LEAD.** Leadership Liberal, now LEAD (Leadership Enrichment and Development), shifted to skills-based leadership training in 2002 as part of the second phase of KCLI. Nearly 150 adults have completed the training to date. Each annual class is open to the entire community. The program, under the umbrella of the Liberal Chamber of Commerce, seeks to attract those outside the traditional business community, as well as to achieve greater racial diversity among its participants.







**Laura Cano** *Making Connections*

Some of the best things about LEAD are the people you meet and connections you make, said Laura Cano, director of federal programs for Liberal schools. After participating in the program, her interest in public life grew. "I follow things a little closer, realizing I do have some control and impact," she said. Cano's class included lawyers, a photographer, an engineer, businesspeople and others – a mix of races, ages and genders. They shared perspectives from which she can draw to assist her in her job and all areas of her life. And she will encourage others, including fellow Hispanics, to take the training. "It has made our community a better place," she said. "It helps create a network to propel communities forward."



**Elizabeth Irby** *Gaining Confidence*

Elizabeth Irby gained confidence from leadership training, taking new skills to work as director of nursing for the Seward County Health Department. "I'm a go-getter, ready to try things. I would approach employees with ideas and they often responded — 'We've tried that,'" she said. "I learned how to present matters to them, so that they were more open to it." She and her classmates raised money for a recreation center. They networked and made pitches to organizations. Hundreds of high school students participated and local leaders praised the project. It ultimately fell short of its goal, but Irby learned about getting involved: "I vowed that if we can't raise money, we can raise awareness."



**Lisa Hatcher** *Applying Skills*

KCLI training transformed Lisa Hatcher, who has facilitated LEAD classes since 2002. "I really hadn't tried to go out and make a difference," she said. "It has made me more curious and interested in communicating with city and county leadership about issues. It made me think broader." Hatcher sees other LEAD graduates respond in a similar way, applying their skills in all kinds of venues including on the job, at church and at home. "A lot of people are becoming leaders, not just running for office," Hatcher said. "They're better in their jobs and their homes. That is making the community better."

# Lead

"Half of the community doesn't get along with the other half," Long said. "(Diversity) is not something we should fear; it's something we should embrace. Our older generation is changing the way they look at Hispanics. And Hispanics are getting more involved in the community. If we embrace that going forward, that's what's going to change that divide. What makes things work is that everyone has something to add."

Paired with his natural inclinations, Long's leadership training has given him the tools to help steer Liberal toward embracing diversity.

"What LEAD is doing is the right kind of leadership to be teaching," he said. "We'd be a lot less of a community if we didn't have LEAD."

LEAD affirms the power of listening and that a single person working with others can make a difference. "You have to hear what's not being said, and the words behind the words," Tim Long said.

# Training The Trainer

## Leadership Hays fosters can-do spirit

Clare Gustin and a colleague returned from KCLI 2 training committed to following one of the program's cornerstones: You must train the trainer.

Right away, they started following through on that commitment.

"We immediately started training other people. We realized we couldn't be the only two facilitators," said Gustin, vice president of external affairs for Sunflower Electric, a wholesale electric utility headquartered in Hays.

That spread-the-news, spread-the-labor approach multiplied many times over in Hays and other western Kansas communities when Sunflower Electric, a 350-employee company, wholeheartedly adopted 21st Century Leadership principles.

"We went to our senior management and said, 'This is really good stuff and we should use it,'" Gustin said. Now, all Sunflower employees learn leadership capacities.

The philosophy filters throughout the organization, from planning to listening to a commitment not to perpetuate problems.

"We want every person to go home every day without a knot in their gut because of something that happened that you can control, like a bad interaction or not having something needed to do your job," Gustin said.

Employees take their skills into their communities, too. Several years ago, Garden City proposed an ordinance to regulate cars in yards. Everyone agrees junk cars are a problem. *continued inside* ▶

**About Leadership Hays.** Leadership Hays incorporated skills-based training after facilitators completed KCLI 2. The Chamber-based Hays program is offered each spring and summer. Participants are introduced to various aspects of the community and the spring class visits Topeka to learn about the legislative process.





**Ann Leiker** *Partnering With Others*

Ann Leiker’s career in social work has led her to her current position as executive director of the Center for Life Experiences, a faith-based initiative that partners with other organizations in the Hays community for support groups, education and other activities. Leiker was drawn to Leadership Hays as a way to broaden the network of community leaders, “people like myself who had been out there in the trenches but had never really jumped into the official leadership roles.”

Leiker has incorporated her leadership skills in the center’s Community Connections program, which brings older adults together with Fort Hays State University international students for a variety of social and educational sessions. “One program talks about leadership and servant leadership and what that means. They have said they don’t have such an experience in China. They love it and ask for more.”



**Lea Ann Seiler** *Working Together*

Lea Ann Seiler, economic development director for Hodgeman County, participated in training and practices in her county, where limited resources make working together vital. “One of the first things was you need to have the right people at the table,” Seiler said. An example of that in action was a community wind project near Jetmore, the county seat. “The city had the money; the county had the land. They hadn’t always gotten along in the past. We showed how this could be very good for the community as a whole,” she said. Rural communities pull together in times of trouble but, Seiler said, imagine the progress that could happen if they made a habit of collaborating. “We might argue among ourselves like siblings until there’s an accident that pulls us together,” she said. “We want to work together without something to cause us to have to.”

# Lead

“We had a planner who restores cars, so he went to the City Commission meeting,” Gustin recalled. “There was just this immediate clash. Here were all these angry people in the commission chamber saying, ‘you’re going to take my car and sell it for scrap.’”

Gustin spoke up, suggesting city officials and car lovers meet. They talked out a solution that better defined “junk”. “What they ended up with was great resolution,” the Sunflower employee said. “They really used what they learned at work.”

Gustin and other facilitators have shared 21st Century principles throughout western Kansas, including Edwards, Ness, Cheyenne, Wallace and Ford counties. Training for rural leaders also came through the Western Kansas Rural

Economic Development Alliance (wKREDA), a coalition of people in 53 western Kansas counties that pool resources to work for the good of that area.

“It’s very much a great opportunity for folks to learn the ropes with people who are facing the same challenges they are,” Gustin said, referring to issues that run the gamut from losing their population base to economic development.

“When we talk about community facilitation and leadership, they feed off each other,” Gustin said. “Whether we go to Ness City to see what they did with an old abandoned building, or go to Leoti and see how they fostered new business, people see and think, ‘If they can do that there, I can do it in my community.’”

**About Sunflower Electric.** Sunflower Electric, a utility that produces and distributes power to six western Kansas cooperatives, instituted skills-based leadership training for all employees – from custodians to the CEO – after two employees participated in KCLI 2 as part of Leadership Hays. Workers regularly receive refresher training and Sunflower emphasizes training facilitators within the company.

# Learning to be a Listener

Leadership Crawford County improves communication

Many people, it seems, start the day ready to find fault with someone or something. But Gina Pinamonti, a Pittsburg orthodontist, can't view the world that way. "I don't think people wake up trying to anger other people," she said.

Her recent training with Leadership Crawford County delivered knowledge and skills that she thinks can improve discourse at home, at work and in public life.

"I'm trying to incorporate as much as I can in my daily life, both personally and professionally," Pinamonti said.

"Where I might be less emotional and more on the rational side, I need to accept that others might not be," she said. "If I had a meeting, and someone did not get it and I could not understand why, it's just that we

have two different ways of gathering information."

Learning to listen, watch and lead as a participant instead of a ruler are tools Pinamonti has taken back to her orthodontic practice. "If you can sit back and see that someone isn't participating, you can ask them what they think about it and bring everyone into the conversation," she said.

Pinamonti and her husband have triplets, so there's never a tie on any vote at home, but she's learned that giving her children a say is vital. When the choice of a restaurant or another question comes up, the girls can vote thumbs up (yes), thumbs down (no way) and thumbs sideways. The sideways thumb means "let's talk about it" and they do. *continued inside* ▶

**About Leadership Crawford County.** Leadership Crawford County participated in KCLI at its inception in 1999. After the KCLI training, the program blended 21st Century leadership skills with elements of its traditional community information and networking program. In addition to the annual adult program, a youth program serves every sixth-grader in the county, and Leadership High reaches high school freshmen. Youth programs are staffed by dozens of volunteers.





**Robin Dexter** *Getting Things Done*

Robin Dexter knew a bit about leadership before going through Leadership Crawford County in 2008. She was assistant superintendent for Pittsburg Community Schools and her doctoral research focused on leadership. Still, she gained a lot from the program. "It really helped me become acclimated to Pittsburg and Crawford County," said Dexter, who's now interim superintendent. "The program gave seven more people the confidence to be leaders – demonstrating how to rally people behind a common cause." The class was "eclectic", including a dog groomer, an eye doctor and a minister. "We weren't CEOs and bank presidents, but we were people getting things done," Dexter said.



**Jessilyn Nokes** *Leading By Example*

Jessilyn Nokes, administrative assistant to the Pittsburg City Manager, saw Leadership Crawford County as an empowering opportunity to get out from behind her desk and meet people she wouldn't normally come across in her job. The experience provided a chance to see aspects of the community she hadn't before, including an eye-opening ride-along with a police officer, as well as service at Wesley House, which provides food and other assistance to those in need. The skills-based training affirmed to her that "leadership is not something with a title; it's what you possess. You're not necessarily the one in charge; you lead by example."

# Lead

Improving discourse in public life is essential, Pinamonti believes. Recently, the community debated a proposal to close a section of a street running through the Pittsburg State University campus. Less important than the final decision was how the process unfolded. "We never built consensus, so emotions ran high and it got personal," Pinamonti said. "And that's a very sad thing to see."

As part of Leadership Crawford County, she and classmates visited the city's new police station. The old police station was once a central boiler facility. That chance to compare and contrast enlightened the class about an issue that has been a bit of a lightning rod.

Additional insight came when the class asked city officials how they reached the decision to replace the old building.

Digging behind the issues is a good exercise, said Kayla Joy, coordinator of the leadership program. "We found the balance between networking and capacity building."

A program like Leadership Crawford County is something all Kansans should take part in, Pinamonti said. "It improves community involvement and understanding. Instead of a letter to the editor complaining, maybe they'll bring a solution instead of a problem."

Before Pittsburg switched to teaching leadership skills, it had a traditional "tour the building and visit City Hall" networking program. Today's program provides a good blend of the two. "I really believe for the first time in 10 years that we really got it right." Joy said.

# Summary

of Kansas Community Leadership Initiative

When KCLI began, the Foundation provided communities an incentive to participate and change their programs. KCLI 1 began with 18 communities committed to sending two people to Wichita for three days every other month for training. KCLI 2 brought in 26 more communities, evenly divided between urban and rural ones. KCLI 3 provided leadership training to community leadership programs that had not been exposed to KCLI concepts, increased training in rural and volunteer-led leadership programs and helped existing KCLI communities that needed assistance taking their leadership programs to the next level. Throughout, the Foundation provided both financial and program support for local efforts.

## No cookie-cutter approach

KCLI graduates – about 40 in each class – went home and changed their local programs in different ways. Some tossed out meet-and-greet programs and used only the skills-based approach. Many blended what they had learned with the traditional approach,

teaching skills while teaching about the community. One, Pittsburg, thought the change in approach was so significant that it was best to take a year off. In Hays, facilitators quickly went to work teaching others how to teach the 21st Century skills. Liberal, to diversify participation, eliminated selection criteria and welcomed the first 35 applicants, while others retained nomination and application procedures. Butler County required graduates to help teach the next class, a commitment that has boosted alumni involvement. No matter the approach, most programs still were aligned with local chambers of commerce, the traditional conduit. Another area of common ground was partnering with schools to provide youth leadership training.

## Looking Forward

Anything that involves change will always face some obstacles, and through this KCLI project, we discovered a few challenges to moving forward with the goal of developing leaders who champion positive and healthy changes throughout the state.

Some communities embraced the new approach, but then support wavered as local leadership changed, facilitators moved on or initial enthusiasm waned. Money remains an issue even with Foundation support, as local programs try to pay staff and fund adult and youth efforts. Keeping curriculum fresh and generating a greater diversity of participants is an ongoing goal. “We’ve gotten so much better diversity, so many different walks of life. We’ve still got a long way to go,” said Lisa Hatcher, who facilitates the LEAD program in Liberal.

To give communities more help with leadership initiatives, the Kansas Health Foundation recently started the Kansas Leadership Center. The Kansas Leadership Center believes that individuals do not become leaders, but that individuals choose to exercise leadership. The Center strives to develop and enhance the abilities of those who make that choice. The Center is dedicated to building strong leaders throughout Kansas, and staff from the Center will be continuing to work with KCLI communities to help them address these challenges and take them to the next level of leadership.



## KCLI 1 COMMUNITIES

Butler County	Barber County (Medicine Lodge)
Coffeyville	Olathe
Cowley County	Pittsburg/ Crawford County
Dickinson County	Pratt
Dodge City	Thomas County (Colby)
Garden City	Topeka
Great Bend	Kansas City/ Wyandotte County
Flint Hills	
Lawrence	
McPherson	

## KCLI 2 COMMUNITIES

Leadership Atchison	Rush County	Independence
Comanche County	Russell County	Liberal
Harper County	Scott County	Newton
Lindsborg	Sheridan County	Parsons
Junction City	Solomon Valley	Leadership NE Johnson County
Inman	Wamego	Bourbon County (Fort Scott)
Marion County	Emporia	Salina
Miami County	Hays	Wichita
Rossville	Reno County	

## KCLI 3 COMMUNITIES

Coffeyville	Flint Hills	Parsons
Dodge City	Marion County	Pittsburg/ Crawford County
Garden City	Newton	Pratt
Great Bend	Kansas City/ Wyandotte County	Scott County
Junction City	Miami County	Wichita
Lawrence	Olathe	Cowley County
Lindsborg		

**Healthy people. Healthy cities. Healthy Kansas.**