

The Iowa County

magazine



January 2024

At the Table

2024 Legislative Outlook

ISAC University Speakers



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The Iowa County

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515.244.7181 FAX 515.244.6397
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Rachel Bennett, EDITOR

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ISAC's Mission:

To promote effective and responsible county government
for the people of Iowa.

ISAC's Vision:

To be the principal, authoritative source of representation,
information and services for and about county government
in Iowa.

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1ST VICE PRESIDENT John Werden, Carroll County Attorney
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ISAC STAFF

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Molly Steffen - Program Support Coordinator
Jessica Trobaugh - ICACMP Project Manager/Trainer
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2024 Legislative Session Outlook

As counties undertake the duty of effectively and efficiently providing high quality public services that the residents of Iowa depend on, they are also faced with increasing costs just like any household or business. From labor and materials to energy and insurance, normal (or in recent years, elevated) inflation means the tax dollar doesn't go as far as it used to. Add in the loss of taxable valuation due to exemptions and the potential for forced levy rate reductions as a feature of HF 718, and you have an environment with increasing costs and suppressed revenues at the same time. To be clear, the state has the authority to manipulate the property tax system that county governments administer. It is understandable that the state would be seeking additional relief for property taxpayers after making great efforts on income tax cuts. After all, we began this article with mention of those households and businesses facing increasing costs in their daily lives and operations. BUT, we mustn't forget that county supervisors were elected to make decisions on service delivery and funding at the local level on behalf of their neighbors and friends. From the ISAC office or the Capitol we can identify and disagree with certain county programs, projects, or purchases, but the point is, locally elected county officials have the authority to make those decisions and then get their report card at the ballot box.



Lucas Beenken
ISAC Public Policy Specialist
lbeenken@iowacounties.org

As counties are now in the budget development process for FY 2025 and the Iowa Legislature will soon be back in session, where do we go from here?

First, we recommend new or continuing engagement among county officials and legislators so there is common understanding of the challenges and opportunities within the county finance system. Exchange feedback from your shared constituents, brainstorm ways to gain efficiency and reduce expenses, and maybe even agree that both the legislature and locals could do a better job of making efforts toward restoring the intergovernmental partnership.

Second, we can all agree that HF 718 needs some technical cleanup and some forward thinking as the various provisions are implemented. Counties and ISAC stand ready to work with the Legislature to ensure the implementation and administration of the tax law changes are a success. I want to take this opportunity to express deep appreciation for the work the Iowa Department of Management has been doing all interim to help counties understand the changes and prepare for the new requirements. Carrie Johnson and Ted Nellesen have been great partners to ISAC and counties as they've spearheaded a new working group to navigate those changes and new requirements and have kept counties informed all along the way.

Third, with targeted exemptions and overall levy rate limitations now in place, counties must do their part to find efficiencies and other ways to reduce expenditures while still providing the services their residents depend on. This was clearly the intent of the legislature so to avoid further "encouragement" from the state, counties should do everything they can to keep those decisions local. To be blunt, county supervisors know their jurisdictions better than a group in Des Moines coming up with umbrella statewide policy, but it will take effort and tough decisions at the county level. I'm confident because this is what county supervisors were elected to do.

Finally, counties need the help of the Iowa Legislature. I like to think of the property tax relief efforts as a three-legged stool. The first leg has already been set with legislation aimed at limiting property tax revenue increases over time. The second leg is taking a hard look at unfunded and underfunded mandates, as well as cost-sharing arrangements. A

2024 Legislative Session Outlook

2024

IOWA STATE ASSOCIATION OF COUNTIES TOP LEGISLATIVE PRIORITIES



Funding of State Mandates

PROBLEM: County budgets are extremely burdened with the costs of current and new state mandates. Depending on how a mandate is defined, one-third to two-thirds of each county's budget is consumed by various state-mandated functions. This increases the reliance on a regressive form of taxation - the property tax. Current legislation prohibiting unfunded mandates (Iowa Code Chapter 25B) has been less than effective because of exceptions written into various new laws.

SOLUTION: Any service mandated by state legislation or administrative action should be fully funded by the state to cover all costs of the mandate.

Medicaid Funding

PROBLEM: Providing sufficient state funding to reimburse dental, emergency medical, hospitals, mental health, and nursing homes for Medicaid-covered services, especially in rural Iowa where it continues to be a major issue that has resulted in challenges to fund staff and keep these facilities open for our most vulnerable Iowans. In addition, the federal requirement that prisoners lose their Medicaid coverage once they are incarcerated, the financial burden for inmate medical expenses falls to the county taxpayers once an individual is placed in county jail. These medical expenses have significantly grown in recent years, especially for individuals who require medication for treatment of complex mental health needs.

SOLUTION: ISAC supports the State of Iowa funding an increase of the reimbursement rate for all Medicaid covered services that at a bare minimum covers the rate of inflation. In addition, the Iowa Department of Health and Human Services is strongly encouraged to apply for a state waiver for Iowa to the federal Department of Human Services that would maintain Medicaid coverage for those housed in county jails.

Iowa's Natural Resources, Outdoor Recreation, and Water Quality and Quantity

PROBLEM: Iowa's natural resources and outdoor recreation opportunities are significantly under-funded at the state level. The Natural Resources and Outdoor Recreation Trust Fund continues to remain empty since it was established in 2010. Legislators and the Governor have yet to raise the state sales tax - the funding mechanism in the Iowa Constitution. The funding formula in state law (Iowa Code Chapter 461) is favored by counties, but changes to the formula are expected. In the end, any changes to the Iowa Code funding distribution must meet the integrity of the language that was inserted into the Iowa Constitution in 2010.

SOLUTION: Raise the sales tax by a minimum of 3/8-cent and retain the integrity of the formula to meet the promises defined in the Iowa Constitution. Any change to the funding formula should be acceptable to county conservation boards and boards of supervisors. There have been proposals to fund the Trust in the past as part of broader tax plans. Any proposal that funds the Trust, retains the integrity of the funding formula, and is a large, net win for conservation is worthy of consideration.

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ISAC Government Relations Team

Jamie Cashman
Government Relations
Manager
jcashman@iowacounties.org
515.210.9845

Lucas Beenken
Public Policy Specialist
lbeenken@iowacounties.org
515.408.1780



5500 Westown Parkway
Suite 190
West Des Moines, IA 50266
515.244.7181

WWW.IOWACOUNTIES.ORG

few easy examples are the requirements to provide space and sometimes other accommodations for state offices like the Department of Health and Human Services (HHS) and the courts or the out-of-balance funding of juvenile detention; these are state functions that a large state surplus could better fund than property taxpayers. And the third leg is diversification of revenue. Right now property taxes are the one thing that supervisors have some control over, so it's the only viable option when facing uncontrollable cost increases. Protected and dedicated revenue sharing with the state would be helpful, but we've long advocated for starting simple and modernizing user fees and the amount retained by counties for providing state services at the local level. Currently, the amount retained for the issuance of driver's licenses, vehicle titles, boat/ATV/snowmobile registration, marriage licenses, and other

state services does not cover the cost of providing that service, and property taxes subsidize them.

Above, you will find the 2024 ISAC Top Legislative Priorities: Funding of State Mandates, Medicaid Funding, and Iowa's Natural Resources, Outdoor Recreation, and Water Quality and Quantity. ISAC's Top Priorities are set by the ISAC Board of Directors based on recommendations from the ISAC Legislative Policy Committee and a vote of the membership. You will notice that all three top priorities seek to address one or more of the stool legs we've covered. As the Iowa Legislature convenes later this month, we look forward to working together to ensure the people of Iowa are receiving the high-quality services they desire and depend on at the county level with responsible and effective use of the tax dollars that have been entrusted to locally elected officials.

To access all 2024 ISAC Legislative priorities documents, please visit:
www.iowacounties.org/legislative/legislative-priorities.

Words from the Incoming President

Greetings. My name is Barry Anderson, and I am proud to serve as the ISAC president this year. I was born and raised in Greenville, Iowa, a small town south of Spencer. I have been married to my wife, Dana, for 32 years. We have three married children and four grandchildren. If I had known how fun grandchildren can be, I would have had them first, maybe.

I was raised on a farm. I farmed with my dad for 25 years after returning to the family farm in 1995 until my dad retired at the young age of 90. He still likes to drop by the farm just to make certain I'm doing things right. My son has just started farming with me, and I hope to farm with him as long as the Good Lord grants me that opportunity. We raise corn, beans, and hogs.

I became a county supervisor in 2014 after serving on the school board for 13 years and other local boards. I became involved in leadership to make a difference. We had very good leaders in Clay County, but I wanted to push leadership, whether that was from me or others. My philosophy is that we are all individuals, and we will not like the same things or see things the same way, but that is how we stretch our boundaries and ideas as well as the boundaries of others. Put the minds three or five supervisors together who are willing to ask questions, think, and plan, not only short-term, but long-term for the betterment of the community, and we have a powerful tools that can leverage not only money, but maybe even, and more importantly, people skills.

We have many talented and knowledgeable people working in our counties. Managing people is a skill that supervisors must maintain. We cannot get caught up in the old saying, "This is how we have always done things." Times change, and people change too. It is our job to push our employees and other elected officials to take the next steps. But what are the next steps? Are the next steps to make changes just to make changes? Not necessarily. We need to push education and networking. Education is the best tool that any of us can have. Networking is a tool that allows us to see how others think and why. Networking leads to self-education. Education and networking are imperative to growth.

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This is why we have put together the Certified Iowa County Supervisors Program. This program is tailor-made to equip supervisors with ongoing knowledge as well as contacts for the current and upcoming challenges that we all face. I have learned so much from other supervisors who have gone through the same or similar situations that we have faced in Clay County. Their knowledge is important. This program has been invaluable to me.

During my nine years as a supervisor, I have taken an active role being "at the table". I feel that if change is going to happen, I need to be there, not only for myself, but also to represent my constituents, whether that is in Clay County, at the state level at ISAC, or at the federal level with NACo. My philosophy has always been that you can learn from others, good and bad, but only you can speak your mind and maybe others can learn from you as well. This is a call for all leaders. Be at the table, listen, think, and speak your mind.

I am excited about my year as the ISAC President. If I can be of any service to you throughout this year, please reach out to me. If I am not able to answer your question, I have an ace in the hole. Our ISAC staff is second to none. They will be happy to help in any way possible.

I look forward to working with you and for you this coming year. I will meet you at "The Table".



ISAC President Barry Anderson

Clay County

banderson@claycounty.iowa.gov

ISAC University Speakers Series

ISAC University is a two-day event in January that focuses on leadership development of county officials and professionals. The following articles were provided by a number of the conference speakers. Enjoy, and see you January 17-18, 2024, at The Meadows in Altoona!

Why is it Easier to Look Out the Window than in the Mirror?

Let me ask you a question. Have you ever noticed that when things go wrong, some leaders tend to point the finger elsewhere immediately?

Growing up, my father and mother often asked a poignant question. *"When you point the finger and blame others, which direction are the other three fingers pointing in?"* That's right; they're pointing right back at you!

Blaming is looking backward, and preventing is looking forward. It is very easy to say, *"They are the problem!"* But it's hard to say, *"I am the problem."*

During my virtual coaching sessions, I always remind my clients that 90% of solving a problem is admitting they have a problem. If a client is unwilling to look in the mirror and admit fault, we're just wasting time and resources. It takes courage to be a leader. It takes courage to look in the mirror and ask, *"What do I need to do differently?"*



John Graci

info@johngraci.com

gracileadershipsolutions.com

Have you ever tried to convince someone of your point of view on something? Did they respond, *"Let me think about it?"* The average person making the recommendation will likely get quietly defensive by saying to themselves, *"They wouldn't know a good idea if it hit them alongside the head!"*

Instead, ask people who object to your judgment:

- Where did I not convince you of the importance of accepting my judgment?
- Where do you have a problem with my facts?
- What will it take to convince you of the importance of accepting my idea?

Another helpful exercise I suggest to leaders is playing the "Yeah But" game. You remember that game? Someone invites you to solve a problem, and every suggestion is met with, *"Yeah, but that won't work because..."*

Get your team together and ask them, *"If you were my leader and I made a recommendation to you, respond to any objection by saying 'Yeah But...'"*

- *"Yeah, but, what about the cost?"*
- *"Yeah, but, what about the time it takes to implement?"*
- *"Yeah, but, what about the impact on productivity?"*

If you are making a recommendation and can't answer every objection, nobody will bite off on what you are selling. You see, blaming is looking backward, and preventing is looking forward.

One of my more popularly requested presentations, *Improving Interdepartmental Communication*, is rooted in getting leaders and support staff to look in the mirror and reflect on their own attitudes before jumping straight to blame.

ISAC University Speakers Series

Getting Beyond the Busy

Hello! . . . Do YOU give THE most common answer? Hmmmm.

Quickly respond to the question – “**How have you been?**”

- Pause and think
- What would you say?

The most common response usually includes the word...wait for it...**Busy**. And, you **ARE** busy. Being busy has become the norm. And, I believe it's become an epidemic.

Getting Beyond the Busy is the umbrella phrase I title my leadership programs because it resonates with people. When audience members hear the statement “Getting Beyond the Busy,” most often I’m met with heads nodding, heavy sighs, people compassionately looking at one another, or smiles from kindred spirits who yearn to be less stressed by the busy. Being very busy isn’t an out-of-the-ordinary situation. We are constantly pushed, by ourselves and others, to do more. The expectation is 1) don’t complain and 2) simply find more ways – new platforms, less sleep, apps, assistants, AI, or whatever – to get things done.

We need a major reset. And, it starts with each one of us. Do we want our work to be our life? Or, do we want our life to include our meaningful work? There is a significant difference between the two. The world needs us to be our best, and it starts with intention.

In 2019 I read research on loneliness which stunned me. In fact, it was so monumental I chose to include it in every presentation to every audience in every industry because of its significance. In 2019, 48% of Americans said they were lonely. When asked what “being lonely meant”, respondents identified not having a confidant to lean on or reach out to for support. This simple fact meant nearly every other person I met was probably lonely. How sad. The world suddenly seemed more disconnected and less stable after hearing these findings. It became my mission to spread the alarm and let people know this very sad fact.

Then we were hit with a global pandemic in 2020. The prescription was to isolate and avoid personal contact. If half of Americans were already lonely, this certainly was not helping. I anxiously awaited new research to see the impact of the pandemic on loneliness. And sadly, today it is worse. Today 61% of Americans say they are lonely. Now instead of every other person I meet, it’s three out of every five individuals are lonely.

This is our reality. And as leaders in your community and at work, we can set the tone to help people, but it starts with an intention. The intention needs to be “Connection Before Content.” Every person who shows up to work needs to know they belong, they are safe, and they matter. This is about first honoring the value of everyone. It’s putting the relationship first and foremost.



Patty Hendrickson
Patty@PattyHendrickson.com
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ISAC University Speakers Series

Connection Before Content is the first step in **Getting Beyond the Busy**. The practice of building momentum of “Connection Before Content” happens in endless ways. Whether it’s being the first to smile and earnestly welcome everyone. Whether it’s making certain every time you gather for a meeting people randomly sit by others whom they know and don’t know. Whether it’s making a commitment to regularly celebrate small wins. Whether it’s regularly having conversations with colleagues and direct reports about what’s going well for them. These are all a sample of the small and large ways we continue to make that connection.

So many workplace phrases are all too familiar – *Quiet Quitting*, *Great Resignation*, *Talent Shortage*, *Career Cushioning*, and more. The reason Connection Before Content is the first strategy is because all of these current conditions and trends include people. When people feel they belong, they are safe, and they matter, they will invest their talents because they feel supported and valued. This is how work becomes meaningful, and we begin to get beyond the busy.

About the author.

Patty Hendrickson is a booked and busy interactive speaker from La Crosse, Wisconsin, who has spoken to more than a million people. In 2000 she earned the prestigious designation of Certified Speaking Professional given to less than 1,000 people in the world. Patty is an author and award-winning association leader with an MBA. Whether it’s a breakout session, keynote, or full day of training, she promises you’ll have fun, learn some actionable content, and there will be no boring PowerPoint.

DON’T FORGET TO REGISTER FOR THESE UPCOMING EVENTS!



ISAC University

January 17-18, 2024

The Meadows Event and Conference Center
Leadership Focused Conference for all elected officials, appointed professionals, and staff!
Registration is open!



NACo Legislative Conference

February 9-13, 2024

Washington Hilton, Washington, D.C.

Learn about the federal legislation and lobby your congressional delegation about the topics that matter most to Iowa county officials.

Registration is open at naco.org!



Statewide Supervisors Meeting

February 8, 2024

Embassy Suites Des Moines Downtown

The annual meeting of the supervisors affiliate will feature legislators, great speakers, and discussion of hot topics.

Registration is open!



ISAC Spring Conference and County Day at the Capitol

March 13-15, 2024 | Des Moines

Lobby about county issues at the Capitol then join all of your colleagues for an education and networking-packed conference.

Registration opens January 31!

ISAC University Speakers Series

Merlyna Valentine is a highly sought-after international speaker, author, and consultant. She was a highly accomplished educator who made a significant impact in the field of education as a teacher, assistant principal, principal, and executive director. With a career spanning over 30 years, Ms. Valentine was recognized for her outstanding leadership and dedication to educational excellence. Her transformational leadership as a school principal enhanced the school's climate and culture, which resulted in increased student achievement.

Merlyna received a Bachelor of Science in Elementary Education from Loyola University and a Master of Education from the University of New Orleans. She is a member of several professional organizations. Merlyna received numerous state, national, and international awards, and commendations such as teacher of the year and principal of the year. She was featured in several news segments and articles including a spotlight in *Ebony Magazine*. Audiences were captivated by her inspirational story of survival, courage, and hope when she was a featured segment on the Today Show. She was also chosen as the 2020 Inspirational Speaker of the Year in an international competition.



Merlyna Valentine
merlayna.valentine@gmail.com

Few stories rival the remarkable journey of Merlyna Valentine, a retired award-winning educator whose life story is evidence of resilience, triumph over adversity, and the unwavering belief in the possibilities that exist within every challenge. With a message rooted in her three powerful Ps – Possibilities, Perseverance, and Perspective – Merlyna has captivated audiences with her compelling narrative of beating the odds and proving that anything is possible.

At the heart of her keynote, Merlyna highlights the concept that within each challenge there are possibilities and the potential to thrive. Her journey illustrates this mindset, as she successfully transformed seemingly insurmountable obstacles into opportunities for her personal and professional growth. Merlyna's life is a compelling illustration that our challenges need not define our ultimate destiny. Her journey from tragedy to triumph serves as a powerful reminder of the infinite possibilities that can happen when we refuse to be limited by circumstance.



Perseverance is the foundation of Merlyna's message. As a sepsis survivor, she faced numerous obstacles, yet it was her unwavering determination to persevere that fueled her journey. Merlyna's story resonates with others who face challenges, underscoring the transformative power of perseverance in the face of adversity. She shares her secrets to building resilience with the purpose of empowering others to navigate life's often tumultuous terrain with persistence and courage.

ISAC University Speakers Series

Perspective, the third element of Merlyna's triumphant message, invites us to view challenges through the lens of opportunity. In her keynote address, Merlyna masterfully unpacks the importance of choosing our perspective and focusing on what we can control. By reframing obstacles into opportunities for growth, Merlyna encourages her audience to adopt a mindset that propels them forward. Her perspective extends beyond just finding the silver lining in everything. She reminds others that we must actively choose to shape our reality through a positive and empowered outlook.

Merlyna's impact reaches far beyond the spaces where she delivers her keynotes. As she shares her journey, Merlyna not only imparts wisdom, but ignites a spark within her audience to go forth and prove what's possible. In Merlyna's viewpoint, challenges are not roadblocks but rather invitations to reimagine the extraordinary journey that awaits those who are bold enough to push beyond the limitations of ordinary.

Get ready to embark on a journey of inspiration, resilience, and transformation as Merlyna speaks from the heart. The Three Ps - Possibilities, Perseverance, and Perspective - hold the keys to unlocking a future packed with opportunities to exceed expectations. It is time to focus on a narrative of triumph over adversity and challenges, as we explore the boundless possibilities that await when approaching life with an optimistic viewpoint and an unwavering commitment to succeed.

2024 Calendar

January 2024

- 17 ISAC Board of Directors Meeting
(The Meadows Events and Conference Center)
- 17-18 ISAC University
(The Meadows Events and Conference Center)
- 31 ISAC Executive Committee Meeting
(Location TBD)

February 2024

- 8 Statewide Supervisors Meeting
(Embassy Suites Des Moines Downtown)
- 9-13 NACo Legislative Conference
(Washington, D.C.)
- 15 ISAC Board of Directors Meeting
(ISAC Office)

March 2024

- 13 County Day at the Capitol
(Iowa State Capitol)
- 14-15 ISAC Spring Conference
(Veterans Memorial Community Choice Credit Union Convention Center, Des Moines)

May 2024

- 1 ISAC Board of Directors Meeting
(ISAC Office)

June 2024

- 11-13 ICRA Summer School
(Okoboji, Iowa)
- 19 ISAC Board of Directors Meeting
(ISAC Office)
- 26-28 ISACA Annual Conference
(Embassy Suites Downtown Des Moines)

July 2024

- 12-15 NACo Annual Conference
(Hillsborough County, Tampa, Florida)
- 17 ISAC Scholarship Golf Fundraiser
(Toad Valley, Pleasant Hill)

August 2024

- 21-23 ISAC Annual Conference
(Veterans Memorial Community Choice Credit Union Convention Center, Des Moines)

October 2024

- 2-4 ISAC Board of Directors Retreat
(Clay County)
- 9-10 IEHA Fall Conference
(Waterloo Convention Center)

November 2024

- 13 ISAC Board of Directors Meeting
(ISAC Office)

If you have any questions about the meetings listed above or would like to add an affiliate meeting to the ISAC calendar, please contact Kelsey Sebern at ksebern@iowacounties.org.

ISAC University Speakers Series

Leadership Lessons from the Cape Buffalo

On your safari, one peep drives the jeep. The rest of the peeps in your jeeps are passengers. Who is the leader? Is it the driver? A passenger? Which of the peeps in your jeeps are the real safari leaders? Peeps you choose to lead – or peeps who choose themselves to lead – and may have been leading your safari for years – *whether you knew it or not!*

- Who leads Cape buffalo herds in Tanzania?
- Who determines their focus and direction?
- How do they communicate it to the herd?

The answers to these questions may surprise you – and may help you recognize, identify, and honor your real safari leaders – the peeps actually leading the peeps in your jeeps. Now, I did not say those answers may help you *choose* the leaders of your safari, I said they may help you *recognize, identify, and honor* them.

Fact is, you likely did not actually choose your real safari leaders – certainly not all of them. You may have run a “peeps wanted” ad, hired someone who seemed to fill the bill, and gave that peep the keys to safari jeep. However, though you may have assigned this particular peep to drive the jeep, other peeps in that jeep may actually be leading your safari. Often these peeps are the quiet ones. Perhaps older, perhaps more experienced, maybe wiser, more focused, they likely have been quietly guiding your safari for years...

...just as do the “pathfinders” in the Cape buffalo herds on the Tanzanian plains.



These “pathfinders” – members of the herd who strongly influence the direction of the herd – are not typically traditional alpha leaders. They may have no inherent position or power – or any inclination to jostle for such. They can be any herd member who has a strong sense of direction and purpose. They are usually older, experienced buffalo moms focused on survival and success of the herd which protects their calves, and they know where to find food, water and safety.

When the time comes for the herd to move forward to new feeding grounds, these pathfinders know it. They stand up, stretch, move about a bit, then lie back down but they don’t lie down any ol’ way. They lie down facing a specific direction in a specific way, maintaining a specific focus – *and others in the herd notice*.

What are they doing? They’ve been living in the Serengeti for years. They know when it’s time to move. They are focused on where they will find their next source of food and water – and where the danger is along the way. Soon others start looking where the pathfinders are looking and adjust their own position accordingly. Before long, most of the herd, *including the alpha leaders*, are aligned with the direction and intention of these unassuming pathfinders. Soon the entire herd will get to their feet and move off in the direction the pathfinders are focused on.



Steve Fredlund, The Safari Dude
steve@stevefredlund.com
651.587.5435

ISAC University Speakers Series

The herd survives and succeeds because these pathfinders, mostly older experienced moms with babies, without title or authority, communicate their wisdom simply by focusing on, and aligning with what is important to themselves, their young, and the herd. While not generally recognized as herd leaders, they are leaders, nevertheless. The instincts, experience, clarity of focus of these unassuming, but dedicated, pathfinders move the herd in the right direction.

Working in human resources analytics, as a professional actuary, I discovered that leaders of truly successful organizations get peeps in their safari jeeps with more than just skill, knowledge, and ability [traditionally called “SKAs”]. They seek out and hire *pathfinders*, and create cultures where they are recognized, appreciated, and honored.

How about you? Do you know who your pathfinders are? Who are the peeps in your jeeps who may not have any official title of leadership (and may not even aspire to such), but are keenly focused on your vision and mission and are dedicated to the success of your safari? Do you and your leadership team respect and appreciate their wisdom, experience, expertise, values?

Perhaps quiet and unassuming, your pathfinders’ constant focus on your goals, mission, and vision, and their *personal* devotion and dedication to helping your teams actually achieve such, is vital to the success of your safari. Do you seek them out? Make a point of engaging them in decision making and strategy development? Encourage them to speak up and make their perspective known? If you really listened to them, what do you think they would say?

Having the right peeps in your jeeps is mission critical. “The right peeps” includes your pathfinders who have the experience and insight that keep you on mission – on purpose.

Safari Dude out.



About the Author

Steve Fredlund is The Safari Dude. As a professional actuary in human resources analytics, he uncovered surprising factors that enhance employee engagement, *and work enjoyment*; key elements for effectiveness, enhanced retention, productivity, and organizational success.

Minnesota to Rwanda, nonprofit to corporate, start-ups to Fortune 500 companies, he brings to your event 30 years of leadership success. Steve’s personal safari mission is to help great leaders and their teams enjoy an epic safari *by getting the right peeps in their jeeps and in the right seats.*

Call 651.587.5435 and invite Steve to deliver either of his keynotes, “*The Safari Way to Greater Happiness*” or “*The Safari Way: Roaring Success with the Right Peeps in Our Jeeps*” at your next event. Discover leadership lessons from the savanna and build leadership teams who transform your workplace from tired to inspired. Your peeps in your jeeps will enjoy an exciting safari experience and return to work reenergized, refocused, and rededicated. No longer just employees, they will be your *pathfinders*!

Amazing message! Held the attention of all 300 employees. (Bill Eshleman, **Costco**) • *Steve masterfully combines the analytical, practical and humorous.* (Greta Nelson, **ECFE**) • *Steve knows how to deliver!* (Mark Coughlin, **Our Response**) • *Navigates complex topics with ease. Imparts groundbreaking ideas with charm and subtlety. “Cold rooms” become charged with purpose. Changed my life!* (Shaun Johnson, **The Big Band Experience & Tonic Sol-fa**) • *Steve is a charismatic visionary. I strongly recommend him to any organization that needs transformation and innovation* (Laura Smith, **HR Consultant**)

Edited by Thomas Cantrell, a peep in my jeep, this article is written for the Iowa State Association of Counties. Permission to publish is granted provided the article is accompanied by copyright notice and contact information: ©2023 Steve Fredlund • Steve@SteveFredlund.com • USA 01 651.587.5435.

IPAC Update

Iowa Precinct Atlas Consortium (IPAC) Program Update

Software Release

The past few months have been very exciting for the IPAC Program. The new software was tested in mock elections, used in special elections, and on November 7, 2023, the IPAC membership used the software in the city/school election. We received excellent feedback from the membership and will be working on updating the software to correct issues that were reported from the city/school election.

The software was used by 77 counties in the city/school election, and though it was not a perfect process, it went well overall for a large release of new software. We had a few of the member counties that used the software online and many of the counties chose to use the software offline. One of the benefits of the software is the ability to use the software that works best for each member county.

New Processes

The IPAC Team will be working closely with the IPAC Future's Committee and IPAC Board to review the requests and issues submitted by the IPAC membership from the city/school election. Once they have been reviewed, prioritized, and approved for the IPAC programmers to incorporate into the software, it will be released for the primary/general elections. The IPAC Team, along with the Spindustry programmers, will be making the changes and updates approved for the 2024 primary and general election cycle.

Future

We will continue to work with the Iowa Secretary of State's Office to help ensure the software is compliant with the Iowa election laws. Next year will be an exciting year due to the fact it will be a presidential cycle and a very busy election cycle for the auditors and election staff. We have a full team of staff that are now available to assist the IPAC membership. In addition to myself, the IPAC team includes the following staff: Dylan Young, Senior Software Developer; Chris Schwebach, Software Developer; Brock Ridders, Software Support Specialist; Molly Steffen, IPAC



Tammy Norman

IPAC Program Manager

tnorman@iowacounties.org



Support Coordinator; Ashley Clark, IT Project Coordinator; and Brandi Kanselaar, IT Program Coordinator. We are very excited about the future of the IPAC Program and will continue to provide updates on the Precinct Atlas Members Basecamp website. If you have any questions regarding the IPAC Program, please contact Carla Becker, IPAC Board President, or Tammy Norman, IPAC Program Manager.



NACo Leadership Academy Alumni Profile

Rebecca Bissell

Adams County Iowa, Auditor/ Commissioner of Elections



Number of years in your role:
10 years.

Don't miss this in my county:
Our beautiful Lake Icaria and our amazing Primrose restaurant.

My biggest challenge:
State government taking away local control.

My motivation for signing up for the NACo leadership Academy:
I'll be the President of the Auditor's association next year and thought this would give me valuable tools to help with that big role.

My favorite part of the NACo Leadership Academy:
The self-reflection as what type of leader I was, I currently am, and who I wanted to be was incredibly valuable to me.

My favorite leadership rule of the NACo Leadership Academy:
Get mad, then get over it.

My leadership oath:
I will be transparent, engaged, and authentic as we all work for the betterment of our organization.

In my spare time I:
I love spending time with my family as we raise them on our farm. My husband and I have four boys and we are in the thick of all of their activities.

I'm most looking forward to:
Using these new tools to better myself, my office and my County.



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Lunch with legislators and a panel discussion with legislative leadership.

LEGISLATIVE UPDATE

Supervisors Government Relations staff will cover the supervisors top priorities, other bills of interest to county supervisors, and advocacy on home rule and preemption.

CURRENT HOT TOPICS

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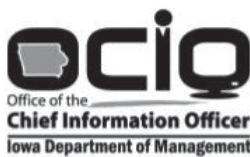
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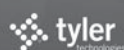
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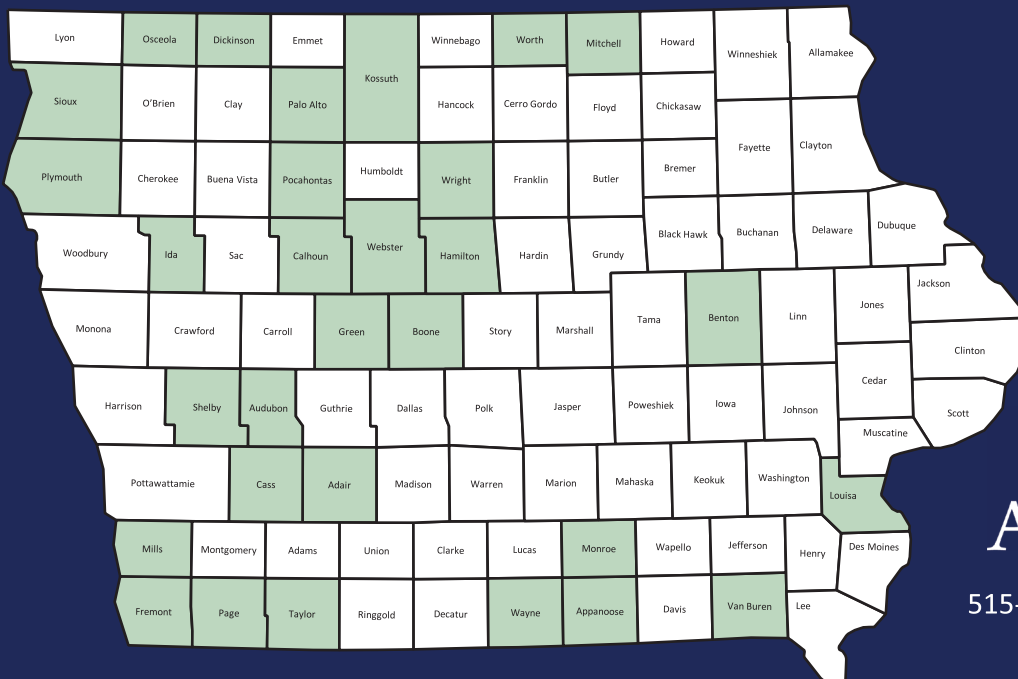
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