

Volume 2, Issue 3

Fall 2004

## **Mission, Vision and Values Confirmed**

The Board of Directors at their September board meeting adopted new defining statements for Leadership Kitsap. These new statements are a result of the Strategic Planning process.

**Identity:** Leadership Kitsap is a non-profit, volunteer organization that offers a year-long educational program for existing and emerging community leaders in Kitsap County.

**Mission:** Our purpose is to educate, prepare and connect a new group of committed leaders for community involvement in Kitsap County.

**Vision:** Our vision is a community where there is a diverse network of effective leaders educated in public policy issues and committed to serving as stewards.

**Core Values:** Our core values are servant leadership, civic volunteerism, collaboration, diversity, and continuous community improvement.

## Do It for Kitsap!

by Peggi Erickson  
LK Board Member

"Do it for Kitsap!" was the cheer developed by the Leadership Kitsap Class of 2005 during the September opening retreat at the Seabeck Conference Center. The 24 class members have come to the program from businesses, non-profits, the military, the tribes and government agencies across Kitsap County. They've come to learn more about the county, to hone their servant leadership skills and to network together to become leaders who are dedicated to making Kitsap County a better place.

"Leaders take risks!" exhorted Mayor Cary Bozeman in the opening keynote to the class. "Leaders must be able to connect the dots between grand ideas and reality." Bozeman spoke of his passion for leadership that was rooted in wanting to make his community people-centered and a better place for kids.

Vicki Enslow from Harrison Hospital taught the class the characteristics of their Kiersey personality types and how to understand, communicate and work with personality types different from their own.



*Leadership Kitsap Class of 2005*

Bret Treadwell of *Treadwell Technologies* invited the group to "create a space of integrity where you can hold each other accountable" as he led them through creative challenges designed to build trust and community in the group.

Friday evening, class members sat spellbound until midnight as Captain O.J. Mozon, Navy Northwest Regional Chaplain and a

**Continued on page 2**



*Randy Crenshaw Lifted By Classmates in Team Building Exercise*

## PRESIDENT'S MESSAGE:

### Reflections on Servant Leadership

"Why is everyone so serious?"

This was my thought as I stood before the Class of 2005 at the orientation in late August.

I'm making my pitch for the Leadership Kitsap program and everyone is very quiet.

I try humor — baseball, of course — and I see some polite smiles. Then it occurs to me that these people might be feeling a little apprehensive. They are about to embark on an unknown journey in leadership development and they haven't a clue what to expect. Few people think of themselves as leaders and they may be nervous about expectations. So, I talk about ordinary citizens who care deeply about an issue, get involved and become leaders.

I make my point about Servant Leadership and sense some acknowledgement from the audi-



*Mike Botkin*

ence. Later, I recall also being apprehensive as my year of Leadership Kitsap began in 1997. But, my apprehension gave way to fulfillment. After graduating I became active with the LK alumni association, served as a Challenge Day coordinator, board member, and now as president. I'm an ordinary guy who has assumed a leadership position because I really care about Leadership Kitsap.

Congratulations to Board Members Peggi Erickson and O.J. Mozon, Alumni Kim Churchill and Matthew Keough, and Executive Director Mickie Hartman for producing a terrific opening retreat. The objective of the retreat was for the class members to get to know each other and to establish trust. That objective was met and exceeded.

The retreat ended with everyone enthused and ready to begin work. It's a diverse group with a variety of personality types and backgrounds. I'm looking forward to watching this group of talented individuals learn, grow, and succeed.

### Do It For Kitsap!

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storyteller, first told some of his own stories and shared his personal totem (a "story stick" given to him by a good friend), then invited class members to share their totems and stories of life experiences that have molded them into the people they are today.

"It is an honor to be followed," declared Evelyn Correa from the Center for Ethical Leadership on Saturday morning. Evelyn helped class members define their core values and taught them to recognize and work through ethical dilemmas that they will inevitably face as leaders.

In the afternoon the class divided into project groups, each of which will choose, plan and execute a community service project as part of the Leadership Kitsap curriculum. LK Executive Director Mickie Hartman presented a logic module to help them choose a project, and former class members Julie Johnson, April Myers and Damon McAlister shared lessons learned from their projects and assured class members that the rewards of doing a project make the effort worthwhile.

"It was an extraordinary weekend," declared class member Greg Fields of KPS Health Plans. Tired but happy, class members gave the retreat a "thumbs up" for charging up their energy and motivation, and enabling them to build trust in the group as they begin their journey together to become servant leaders in Kitsap County.

#### BOARD OF DIRECTORS, 2004-2005

Bruce Bordenick	Peggi Erickson	Diane Manning
Mike Botkin	David Foote	Capt. O.J. Mozon
Marla Brady	Walt Hannawacker	Jim Nall
Abigail Cooke	Joan Hanten	Michael Savage
Susan Daniel	Bette Hyde	Rick Tift
Irmgard Davis	Julie Johnson	Jim Van Antwerp
Kevin Dwyer	Denise Ledingham	Jackie Wong

*Mickie Hartman*  
Executive Director

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## Class Member Perspectives

### September Retreat

by Joey Gray  
SWFPAC/Lockheed  
Martin

Leadership Kitsap began training the Class of 2005 at the Seabeck Conference Center on September 10 and 11 and what an experience it

was. Twenty-four individuals began the first day as neighboring strangers but ended the day as a tapestry of close-knit, interwoven friends. We soon realized our community connection through powerful testimonials of personal triumph and our passion to make our communities better through accountable leadership.

The retreat began with a presentation of Servant Leadership. Bremerton's Mayor Cary Bozeman shared his vision of a "New Standard" in the revitalization of



Team Building "Lap Sit" Exercise

Bremerton's downtown district, proving the principles of community leadership at work and honoring the efforts of his administrative staff. "Leadership is best displayed by a city that honors its people, its diversity, and its opportunity to improve while meeting the needs of its community at all levels," he said.

Later in the day Bret Treadwell of *Treadwell Technologies* put the class through a number of teambuilding exercises. These

Adventure Challenges gave the class an opportunity to support each other and build trust. After dinner we gathered for an evening of storytelling led by LK Board member O.J. Mozon, and it was a tremendous way to end the first day. We all knew each other much better from the experience of sharing our personal totems.

Saturday started with "Ethical Leadership" and ended all too soon with the planning of our community projects. I would like to thank the Leadership Kitsap retreat coordinators Peggi Erickson, O.J. Mozon, Mike Botkin, and Mickie Hartman for their hard work and encouragement. Appreciation also goes out to CFA Northwest Mortgage Professionals for making this weekend a success through their financial support

The Class of 2005 has made a commitment to "Do it for Kitsap" this year and we will work hard to make meaningful contributions to the communities of Kitsap County through Servant Leadership.

### Education Challenge Day

by Leanne Ryan  
Sanchez, Paulson, Mitchell & Shock

On October 8, the Class of 2005 participated in their first Challenge Day. The subject was education. The class was warmly greeted by Dr. Elizabeth "Bette" Hyde, Superintendent of the Bremerton School District, class facilitator. The morning began with an overview of the correlation between effective teaching skills and leadership skills.

We were enlightened by Lexie Tigre of the League of Education Voters on how education is funded in our state, and the impact of federal laws on our education system. We also learned of the many educational opportunities at

Olympic College.

Superintendent Hyde stated at the beginning of the day, "You know something when you teach it." To put those words into action the class broke up into small groups with each group focusing on a particular area of education: pre-kindergarten, public education, private education, post-secondary education, and diversity in education. The small groups taught the rest of the class about the educational opportunities available in Kitsap County.

By the end of the day we learned a great deal about our local education system and how vital parental involvement and community support are to the success



Lexie Tigre, League of Education Voters and Dr. Bette Hyde, Bremerton Schools Superintendent

of a school. Such involvement and support manifest in simple acts such as donating books to a library or volunteering in a classroom, or in larger acts such as participating on the school board or influencing state legislation.

## Return on Investment

Eric Anderson, president and CEO of the Bremerton-based architectural and engineering firm Art Anderson Associates, knows the value of Leadership Kitsap. In a recent interview Eric talked about the positive impact Leadership Kitsap has had on his employees."

"It has given our people a greater understanding of the community and how everything fits together," stated Anderson.

"Leadership Kitsap introduces them to many of our clients and project owners, and it connects them to influential people throughout the county. It increases their confidence when moving out into the community. It has brought some of our engineering-type people out of their shells."

When asked about the return on investment, Anderson said Leadership Kitsap was positive for his business and he recommends it to other CEO's. "Don't underestimate the value to your employee in gaining knowledge of the community, networking, and skill development. These benefits will have significant value to your business." Art Anderson graduates include John Carlson, Sean Hoynes, Bob Brott, Trudy Thuring, Ron Selvidge, and Rob Henry. Adam Brockus is the current class.



*Eric Anderson, Art Anderson Assoc.*

## Morgan Johnson, Water District Manager of the Year

Morgan Johnson, LK graduate Class of 2004 and General Manager of Silverdale Water District #16, was awarded Manager of the Year for 2004. The award was given by the Washington Association of Sewer and Water Districts at the association's annual conference on September 16, 2004.

Morgan started his career in the water business in 1979 at Kitsap County PUD. In 1984 he began work at Silverdale Water District and became general manager in 1987. He has been instrumental in bringing the District into the 21<sup>st</sup> century and building an excellent staff with a service and maintenance record that shows the District's commitment to providing the best possible water to its customers. Also, while Morgan has been employed at Silverdale Water, the District was awarded the District of the Year award in 2003 and recently won the Drinking Water Contest for having the best tasting water.

Morgan's leadership role in our community and his profession should be commended. Leadership Kitsap is proud of Morgan and Silverdale Water District. He continues giving to Leadership Kitsap and our community as the Vice-Chair of Projects for this year's LK class.



## LKAA Fall Social:

### November 12

Please join the Leadership Kitsap Board and Alumni for our 2004 Fall Social on Friday, November 12, 5 to 7 p.m. at the new Norm Dicks Government Center in downtown Bremerton. The social will begin with the LKAA Annual Meeting.

This year the Leadership Kitsap Board has challenged the Alumni Association to have 100 LK Alumni attend the Fall Social! So grab a former classmate and attend. The LK graduating class with the highest percentage of class members in attendance will win a gift certificate to the Boat Shed restaurant to use for informal class social gatherings.

### 2005-2006 Application Deadline

The Board of Directors, at their October meeting, voted to move up the deadline for class member applications to March 31 from April 30. "We were trying to cram too much activity into the month of May," stated Executive Director Mickie Hartman.

If you are interested in applying for the next Leadership class or if you represent a business interested in sending one of your employees through the program, applications are now being accepted for the Class of 2006. Applications are available at the Leadership Kitsap office or online at [www.LeadershipKitsap.org](http://www.LeadershipKitsap.org). The tuition cost is \$1,500.

# LEADERSHIP KITSAP Alumni Connection

## OFFICERS:

### CHAIR

Diane Manning - 2002

### TREASURER

Ned Newlin - 2002

### VICE CHAIR

Laura Jull - 1998

### SECRETARY

Cathy Nelson - 2004

### PAST CHAIR

Marla Brady - 1996

Rick Tift - 2000 (alternate)

### LKAA CLASS REPS

Anji Sell - 1995

Deborah Horn - 1996

Gary Simpson - 1997

Pam Martin - 1999

Terrie O'Neill - 2000

Mona Caler - 2000

Paulette DeGard - 2001

Chop Llamzon - 2002

Claudia Peetz - 2003

Connie Merrill - 2003

Lois Boubong - 2003

**LKAA meets the second Thursday of the month in the Radiation Oncology conference room located on the second floor of Harrison Hospital, Bremerton.**

**The next meeting is November 11, 2004 at 7:30 a.m.**

**Please contact Diane Manning at 476-5613, [manningmd@psns.navy.mil](mailto:manningmd@psns.navy.mil) or Laura Jull at [ljull@co.kitsap.was.us](mailto:ljull@co.kitsap.was.us) if you have questions.**

### LET US KNOW Alumni

*Connection would like to keep up with the successes of graduates. Share your volunteer roles with us by emailing the Leadership Kitsap Foundation office.*

## LKAA Community Service Project

*By Diane Manning, Chair*

Leadership Kitsap Alumni Association held their yearly Community Service Day on September 18 by assisting South Kitsap Rotary and the City of Port Orchard in their joint venture to create Etta Turner Park. The park is being developed to honor the life of Etta Turner, a South Kitsap High School student who was tragically killed in a Bolivian mountain range when the bus driver fell asleep at the wheel.

The park is on the shore of Blackjack Creek next to West Bay Center in Port Orchard and stretches from Bay Street to Sinclair Inlet. When complete it will include a boardwalk, park benches, picnic tables and a lighthouse gazebo with a great view of the water and surrounding wildlife. Bricks sold to raise money for the park will be used in the landscaping design and will include bricks in the name of LKAA and the LK Board.

As it comes to life, it is evident that Etta Turner Park will remain a beautiful and lasting tribute to a young woman who had the courage and spirit to step out into the world to embrace life and other cultures. Thank you to all who were able to assist. LKAA thanks SK Rotary and the City of Port Orchard for offering us the opportunity to be a part of your fantastic project.

**Please notify the Leadership Kitsap office with updated contact information. We need correct e-mail, address and phone numbers.**



*The LKAA work party enjoyed contributing a bit of hard work to help establish Etta Turner Park (l-r: Laura Jull, Rick Tift, Julie Johnson, Diane Manning, Marla Brady, and Mike Savage.)*

## Where are you?

Are you a Leadership Kitsap Alumni who has changed jobs, moved or has a new email address? We'd like to know if your contact information has changed so we can keep you informed of community service opportunities and fun LKAA events like our upcoming Fall Social.

Please email Laura Jull at [ljull@w-link.net](mailto:ljull@w-link.net) with any updates or notify us by mailing your updated contact information to Leadership Kitsap, 2135 Sheridan Road Suite D, Bremerton, WA 98310, Attn: LKAA.

Visit the LK website at [www.leadershipkitsap.org](http://www.leadershipkitsap.org) and check out the Alumni page. Your class representative is listed and there is information on LK events and volunteer opportunities so you can stay involved with Leadership Kitsap and your community. If your contact information is current, you should be receiving regular emails.



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*Looking for information about Leadership Kitsap?  
To learn more about Challenge Days, special events, how to apply, visit our website...  
[www.leadershipkitsap.org](http://www.leadershipkitsap.org)*

## Thank You Underwriters

The Leadership Kitsap budget for the coming year is \$47,500. While most of the revenue will come from tuition, there is close to \$12,000 that will come from fundraising activities. Contributions are received from board members, former board members, alumni, and friends of Leadership Kitsap. There are also businesses and organizations that support Leadership Kitsap by underwriting the cost associated with producing a Challenge Day or Retreat (\$500). Each year Leadership Kitsap pursues underwriting from ten sponsors (eight Challenge Days and two retreats). The commitments received so far for this year are as follows:

- |                                 |                                      |
|---------------------------------|--------------------------------------|
| September Opening Retreat       | CFA Northwest Mortgage Professionals |
| October Education Day           | Olympic College Foundation           |
| November Governance Day         | Town & Country Markets               |
| December Economics Day          | Paladin Data Systems                 |
| January Healthy Communities Day | Harrison Memorial Hospital           |
| February Mid-year Retreat       | Holly Ridge Center                   |
| March Public Safety Day         | Sanchez, Paulson, Mitchell & Schock  |
| April Community Planning Day    | Parametrix                           |
| May Arts and Recreation Day     | AMI - Advanced Medical Imaging       |
| June Personal Presentations Day | Available                            |

Thanks to each of these businesses and organizations for their support of Leadership Kitsap.