



PREPARE AND DEVELOP

Effective LEADERS

TO STRENGTHEN RURAL COMMUNITIES



Rural
Leadership
NORTH DAKOTA

Supporting Agriculture and Community Development

2005-07 Class Summary

NDSU
Extension Service
North Dakota State University



Greetings and welcome to the Rural Leadership North Dakota (RLND) 2005-07 Summary Booklet. Over the past two years, the 2005-07 RLND participants have been involved in a life-changing experience. They have had opportunities to engage in stimulating conversations where ideas and beliefs were expanded. They have traveled across North Dakota as they attended the nine in-state seminars learning about the people and communities of North Dakota. They have expanded their network of contacts as they nurtured relationships with each other, the seminar presenters and community members.

Part of the RLND experience is implementing a project in the community or organization of the RLND participant. The project provides an opportunity for the participant to practice the skills and knowledge he or she gained through the nine seminars and study tour. The project is a way to improve the quality of life for the participant's community or organization.

This booklet includes project reports from every 2005-07 RLND class participant. You will have an opportunity to read about each participant's project, learn how the project made a difference in the person's community or organization, understand what worked well in the project and read about what the participant learned as a result of this project. If you have any questions about a project, please contact the RLND participant who implemented the project. The participants' learning may be of assistance to you as you consider a similar project.

People are essential to moving communities forward. The RLND program is in the people business, providing an environment where individuals can learn and grow, building confidence in themselves and their leadership capabilities, to assist them in making things happen in their community.

I hope you enjoy reading this booklet and learning about the exciting projects members of the RLND 2005-07 class have accomplished. If you would like to know more about RLND and how to be part of this fantastic program, contact the RLND office at (701) 231-5803 or ndsu.ruralleadership@ndsu.edu. Also visit our Web site at www.ag.ndsu.edu/rlnd.

Cordially,

Marie Hvidsten
RLND Program Director

Prepare and develop effective leaders
to strengthen rural communities.

RLND Mission



During the last two years, NDSU has had conversations with several thousand North Dakota citizens about the future of this wonderful state. We and they have posed many challenging questions about what North Dakota could, and perhaps more appropriately, should be like in 2025. These questions have resulted in heartfelt, thoughtful discussions.

Emerging from all of this talk is the concept that is called GROW 21. GROW is not an acronym; rather, it is a goal to “grow” the economy, human capital and the general sense of well-being throughout North Dakota. The heart of GROW 21 is the emphasis on “healthy communities.” A healthy community has three essential attributes: a diverse and resilient economy; an effective, efficient infrastructure; and leadership. All of these must be present. If a community is missing any of these three, it is in trouble.

Diverse resilient economy – A community must not have “all its eggs in one basket.” Rather, it needs multiple sources of income that provide a buffer when one sector of the economy may be down. With a bright future in agriculture, energy, tourism, manufacturing and high-technology enterprises, North Dakota is well-poised.

Effective, efficient infrastructure – Traditional infrastructure (roads, water, electricity, phones, etc.) remain vital. In the future, equally important will be broadband, high-speed digital communications, adequate health care, youth and family development, local planning and access to capital.

Leadership – Without citizens who have skills and feel confident that they can make a difference, a community will not be successful. In many North Dakota communities, the desire is to have a bright future, but presently, the communities do not have a cadre of citizens who have the skills and feel empowered to effectively lead.

Rural Leadership North Dakota holds keys to unlock the potential throughout the state. The new graduates have proven to themselves, and others, that they can make great differences in communities large and small. They join the alumni of the first RLND program in a tight-knit network of more than 40 people who share a bond to mutually support each other and to help build that bright future for generations of North Dakotans to come.

D.C. Coston

NDSU Vice President for Agriculture and University Extension

Leadership is unlocking people's potential to become better.

Bill Bradley



The future of rural America is highly dependant on healthy communities – communities of interest as well as communities of place.

And a healthy community has three essential attributes: a diverse and resilient economy; an effective, efficient infrastructure; and leadership.

While all three attributes are very important, leadership is essential for communities to move forward because, without local citizens who have skills and feel confident that they can make a difference, a community seldom will be successful.

Many North Dakota communities have residents who want a bright future, but those communities don't have a group of citizens who have the skills and feel they can plan and carry out programs and activities that will lead to future success.

RLND is a program that prepares leaders to help communities deal with today's changing world and address social and economic issues. Participants have the opportunity to enhance their critical and creative thinking and conflict-resolution skills. This experience also increases self-confidence and motivation to promote positive change.

We're proud of our second graduating class and look forward to the impacts the participants will make in our state!

Duane Hauck
NDSU Extension Service Director

Leadership and learning are indispensable to each other.

John F. Kennedy



RLND Class of 2007

Front row: Christina Wiederrich, Laurie Dietz, Jerod Tufte, Peggy Hellandsaas, Lynnell Popowski, Gina Bushaw, Tina Gustafson, Kim Moen, Patricia Bowen, Bruce Lindgren. Back row: Jesse Handegard, Janel Lee, Kim Nunberg, Sharla Price, Nancy Olson, Korrine Lang, Scott Kroeger

Class of 2005-07 Mission Statement

We are catalysts in the rebirth and growth of North Dakota.

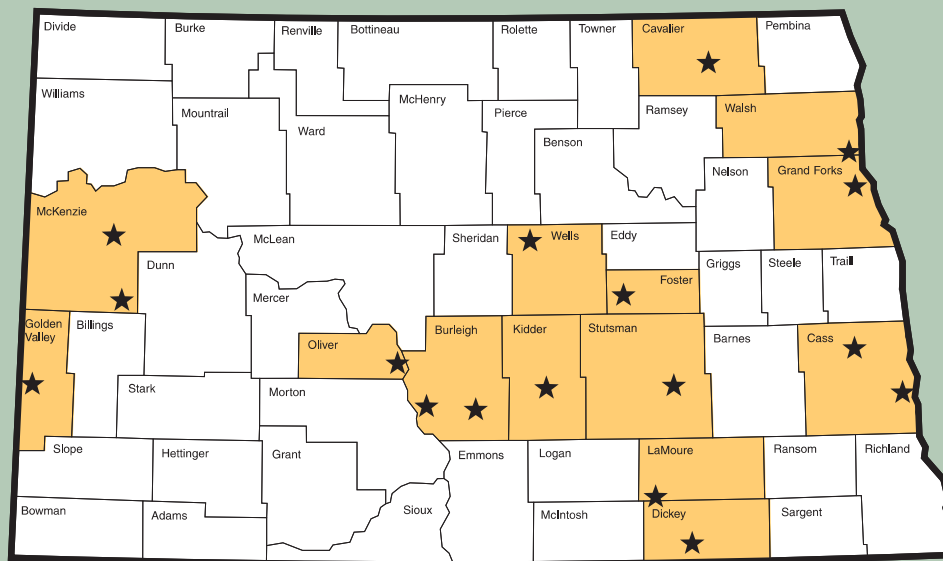
*People make history and not the other way around.
In periods where there is no leadership, society stands still.
Progress occurs when courageous, skillful leaders seize the opportunity
to change things for the better.*

Harry S. Truman

RLND Project Stories

2005-07 Class Participants

The following stories are written by the 2005-07 RLND class participants. Every RLND participant is asked to work on a project in his or her community or organization. The participants come up with the project idea at the beginning of their RLND experience. During the two year time frame, participants implement a plan to accomplish their project. Some projects take a few months while other projects take a few years to complete. RLND projects improve the quality of life for individuals in communities and organizations throughout North Dakota. These projects create positive change in the community, as well as the RLND participant.



RLND Class 2007 communities

*True leadership must be for the benefit of the followers,
not the enrichment of the leaders.*

Robert Townsend

We are catalysts in the rebirth and growth of North Dakota



Art as Economic Development

Patricia Bowen, economic development director — Ellendale

Art as an economic development driver? More and more frequently in recent years, this strategy seems to be catching on.

In Ellendale, as in other cities throughout the country, residents are struggling to find a livelihood that enables them to remain in their small town that, quite likely, has been losing population steadily. Many of these housewives, farmers, teachers, students and retired people are creating incredible works of art. They are oil painting canvases, photographing their surroundings, quilting with their neighbors, weaving baskets, cutting stained glass for windows, firing ceramic pieces, sketching faces, carving wood and weaving rugs. My goal through my RLND project is to help all of these creative folks earn income through their art or craft while staying here in Ellendale.

I see revenue from art as a way for the state's current residents to supplement their income, and I believe that local art activities and exhibitions will become a future draw for tourists.

My project began with trying to find out about our local creative crafters. A group of volunteers and I formed the Ellendale Arts Council. Our primary goal was to begin a monthly artists' showcase, an exhibit of one person's works in one of Ellendale's historic buildings. We kicked off the series with a display of works by deceased Ellendale artists in the city's Coleman Museum.

During the next 12 months, we continued the exhibits, which featured works by students, ceramicists, oil painters, quilters and photographers. We also presented information about the historic building in which each exhibit was held. During Ellendale's 125th anniversary celebration in the summer of 2007, we displayed samples from the first year's art shows in the newly reopened section of Ellendale's historic Opera House. We then hosted a wine and cheese reception for the artists.

When I read about the North Dakota Farmers Union opening a restaurant, The Agraria, in Washington, D.C., I thought that if it is selling North Dakota food, it might be interested in displaying North Dakota art. I called the restaurant and the management purchased 15 works by three Ellendale photographers. These photos, depicting rural Ellendale scenes, adorn the restaurant's walls.

My next step is to create a Web site featuring the works of local artists and crafters. I have begun fundraising for this project, www.ArtistsND.com, and hope to have it online before the end of the year. I am setting up the Web site to be expandable to include any interested artists and crafters from other parts of the state.

My project also could grow into developing a workspace for our local artists and crafters. I believe that an active artisans' site in one of the empty buildings that dot Main Street could become a draw for tourists and shoppers. The site could be a place for visiting quilters or knitters to drop in to work together or a show-place for our group members' products. It even could be a site for art or craft classes taught by the local residents.

One of the most inspiring parts of working on the project is being able to discuss my ideas with my classmates. From many of them, I have received information about resources and successful art promotions. In addition, the support from RLND's board and staff and from all of our guest speakers has been extraordinary and has encouraged me to see new possibilities for my city, region and state.





Junior Achievement Program

Gina Bushaw, accountant — Manvel

My project is a Junior Achievement program for the elementary school-age students in Manvel.

Junior Achievement is a program that uses hands-on experiences to help young people understand the economics of life. In partnership with business and educators, Junior Achievement brings the real world to students, opening their minds to their potential.

Manvel School is a kindergarten through eighth-grade school, and the program will involve all the third- through eighth-graders. That's nearly 100 students. Because I have taught at Manvel School and know how teachers really don't need one more thing on their plate, that's why I went for this.

In the past, the fourth-graders at Manvel have had this program. But it's a sequential learning program about entrepreneurship and business and finance. Each year builds on the next, so just having them do it one year kind of gives them a taste but doesn't really give the effect of the program, so I wanted it to be continuing. It runs for six weeks. In the past, what we've done is had someone, usually it's a family member, but someone who's in the business community locally facilitate the class.

It's a really good program because all the materials are given to the facilitators so the teachers don't have to prep anything. The teachers stay in the room while the facilitator is there, but the businessperson runs the class. The materials are really well laid out. It's usually in January and February.

When we were supposed to choose our RLND project, I knew it needed to be something that would be beneficial to the community. Because I taught and I have four teens of my own, I knew I would want a project that involved youth. Because we have so many kids who leave, I wanted them to see that there are opportunities here. I want the youth to be exposed to opportunities that are available to them and have some understanding of the business world and what they need to know to participate in that.

I also want the interaction between the adults and the youth. I think if we keep our community people involved in the schools, that makes our school more successful.

There's no cost to the district because I've gotten donations from the community and I'm trying to write a grant so the next year I don't have to go asking everybody for money. There is a cost involved for the materials for each class and that runs about \$90 per classroom.

What I found the most helpful from my RLND training was the information on resources and capital because I had to decide, as I was approaching this, how do I break this down and what do I need. For this project, the biggest one is human capital because I have to be able to have these people be willing to volunteer and I need to make it successful for them so this can continue.

With a lot of people, the Rural Leadership experience was very helpful for that as far as being able to be more articulate, taking to groups, because I did have to talk to the Kiwanis, talk to the staff and give my pitch so that they would support this.

We'll have a celebration at the end, which is another thing I learned from Rural Leadership that's important – congratulating ourselves for a job well done. There'll be a big ice cream social for the businesspeople, the sponsors that have donated money and for the students.

What was really a good experience, as well, was having to host an RLND seminar. I've also been able to help facilitate connections between other RLND members and groups who have worked on projects similar to theirs.

On a more personal level for RLND, I think it's important for my kids to see that learning doesn't stop once you get done with school, or your responsibility doesn't stop, that service and learning are kind of a lifelong commitment. I just think it was a good thing to model for my kids that you're not too old and your job's never done.

We are catalysts in the rebirth and growth of North Dakota



Supporting Local Businesses

Laurie Dietz — Carrington

My project for RLND is titled Creating an Awareness of the Importance of Supporting Local Businesses.

During my work as the executive director for the Carrington Area Chamber of Commerce, I became passionate about working for the success of our community. Thus it was easy to choose a project that I hope will have a positive impact on our community.

Studies show that more and more people are spending their dollars in larger cities rather than their smaller hometown communities. As a result, local businesses suffer; also, the sales tax income for the cities declines. Thus, hometown communities survive rather than thrive.

My goal is to educate and encourage citizens in my community on the impact they can make by utilizing the goods and services available right in our town. I hope this impact will be seen in increased sales for our retailers, as well as increased use of local services, such as medical, banking, insurance and other professional services.

I have worked on a marketing strategy and advertising campaign with our local newspaper and radio station. We have gotten in-kind contributions from the media. I have worked to raise dollars for this campaign through our community development committees and also local businesspeople.

The RLND program was very insightful and helpful to me as an individual and, I hope, to my community as well. It was a great experience to visit various communities throughout the state to learn what they were doing and what worked for them in their successes (or what didn't work!). Many experiences were eye-opening to our group and that's really what the whole RLND program is all about.

I was very impressed with the variety of subject matter and felt that the seminars that dealt with different styles of personalities and relating to others who do not see things the way we might were very helpful and useful in my project, as well as future endeavors.



The distance a person goes is not as important as the direction.

Unknown



Rebirth Through Marketing

Tina Gustafson, city auditor — Langdon

The Langdon community always has been in need of a way to bring all the assets of our area together and market them to the rest of the world. This project is ongoing as it will provide long-range goals for the city and many organizations and groups in the area.

The overall goal of this project has been to develop a detailed, comprehensive plan to market the area, with goals and objectives set up in a way that they are structured and attainable. The visual items of the plan will be the new entrance signs to the community, which will mirror the Main Street banners and logos and themes used by the organizations and businesses. The other items will be long-term goals to increase tourism, job creation and numbers of people to the community.

A core group of community members will be involved. Members of the following fields have been participating: Chamber of Commerce, real estate, bank-finance, arts council, economic development, County Commission, Langdon City Commission, school boards in the area and Rendezvous Region Tourism. People were targeted because of their creativity, willingness to look outside the box and take risks.

During 2006, I first worked with the Job Development Authority and City Commission to hire an intern to help the committee begin our planning process. Next, a board was set up, with detailed planning meetings held. Entrance signs, banners, letterhead and marketing campaigns were discussed.

With the intern and committee in place, we proceeded to create a marketing survey for the community, which was spread countywide. We also met with as many different types of groups as possible to gather input and create a sense of ownership of the plan in the Cavalier County community. All of this information was compiled and a list of guidelines and goals to accomplish were created. Visions for where we want to go based on the interviews and surveys from the county were discussed. The committee has proceeded to create logos, themes and a draft plan to integrate throughout the community.

The next step of the plan is to take the basic theme and work with the organizations in the community to create a central use of this theme in recruiting businesses, tourists and citizens. This would be accomplished by creating short-term and long-term goals for the community and assigning tasks to different organizations in the community so that there is a shared ownership in the overall plan to create a stronger community.

A major goal of this process is to create a convention and visitors bureau position. The committee has been reviewing information on this addition to the community to help carry out all the goals of the marketing plan.

The initial timeline for this project is approximately six months to one year to create the plan and convention and visitors bureau position. Carrying out the plans will be ongoing.

To accomplish this project, funding has been obtained from sales tax funds. To continue the project, funding will be pursued from the sales tax and lodging tax, as well as grants, local utilities and banks. The most important resource needed will be creativity and dedication by the entire community to accomplish the change that has been waiting to happen.

We are catalysts in the rebirth and growth of North Dakota



South Main Street's New Look

Jesse Handegard, National Guard training officer — Bismarck

In June 2005, I was approached by the Centennial Committee in Hettinger about help with a project on Main Street in Hettinger. The Fourth of July holiday brings a large community celebration each year to the city of Hettinger. The year 2007 would be an extra special event with the 100th anniversary of the city being observed.

My involvement began as designing a way to help make the railroad crossing located at the south end of Main Street more aesthetically appealing. This area was originally a vehicular crossing that allowed Main Street to continue across the railroad tracks and into Mirror Lake Park. In the mid-1980s, the railroad received approval from the city of Hettinger to close this crossing and, thus, make Main Street a dead end on the south side.

The original plan included building a retaining wall of paving stone in front of the existing barrier to the tracks, which was composed of telephone poles and switch ties. A decision also was made to remove the existing raised flower beds and plants contained within them. The beds were numerous years old and built out of railroad ties that were showing age and rotting.

After construction began on the retaining wall, phase II of the project came to be. Phase II included developing an open area adjacent to the retaining wall and would have a seating area with permanent tables to be used as a food court area.

The major obstacle that I encountered in this project was obtaining the legal authority from the railroad to construct an object on railroad property. After more than six months of conversations with numerous officials, we finally received the go-ahead to begin construction.

Not only did this project change an area that originally was an eyesore into one that has received many compliments, it also brought together members of the community to complete this project. All the labor and most of the funds used for this project came from within the community.

Both areas, the original construction and phase II, were completed prior to the centennial celebration that was held during the Fourth of July 2007.

Next time you are passing through Hettinger, stop and take a look at the south end of Main Street.





Everyone Can Use a Mentor

Peggy Hellandsaas, human resources/educator/farmer/rancher — Watford City

When I was chosen to participate in the 2005-07 class of RLND, my mind started to race: What would I do for a project? Of all the ideas, the one that kept going to the top of the list was youth and adult interaction. I have been involved in 4-H for the past 15 years and saw a good base with which to start.

Through 4-H, the Adult/Youth Coalition was started from concerns of parents. The plan was to bring these diversified groups together to voice concerns and find ways of bringing them closer together in community activities and one-on-one interaction. What also came from a Horizons community leadership study circle session held in Watford City was that all ages of the community, from young to the elderly, needed a companion. The idea of a big sister, little brother, grandfather and granddaughter program (Adopt a Grandparent, Mentor and Friend Program) began to grow. We wanted each of them to feel needed.

I presented my ideas to the Adult/Youth Coalition in hopes it would be willing to be a partner with me in this project. The overall feeling was YES! The need was there, as well as the commitment, to form a partnership. We planned on having a representative of the Mentor Program from Harvey come and share how it organized its program.

The idea of a board scared some of the supporters, so the idea of a steering group was discussed. Concerns were shared about who would be allowed to participate. We wanted this open to anyone who felt the need. In sharing my project with different groups and individuals, the feeling was that they saw this as a need in our community, and that they were glad to see that it was not going to focus on just one age group. As with all projects, the planning process is always easy; the action step is the hardest.

The goal of my project was to have anyone see himself or herself as an asset for each other, bringing in trust, respect, responsibility, fairness, caring, communication and just having someone there when you needed a friend. The target date was set for fall 2006. Reality and challenges had to be overcome. I experienced a personal setback.

The new target date is set for fall 2007. Not being able to have my program going was a disappointment. However, I have been able to mentor several youth that I have been involved with during this time. I also have been involved in redefining a mentor program at my place of work. This project is not a “one man show;” it will take “all of us” to make the project a success. Long-term goals are that this program will be ongoing and the people working together will continue to make our community a success.

For me, the past two years have been an intense learning process. I would recommend RLND to anyone who wants to become a better person and leader. The knowledge and skills that we learned from the seminars we attended and from the different individuals was overwhelming at times, but it was exciting to be a part of the learning process. The networking that is available to anyone who wants to pursue a project is truly amazing in that everyone wants everyone else to succeed and showcase what great things happen in North Dakota.

This has been an experience of a lifetime and I wouldn't trade it for anything. RLND opened my eyes to what I am capable of, and showed me that confidence in oneself can make a difference, not only in yourself, but the community you live in. North Dakota has so much to offer and I'm glad I was given a chance to see just a small part of what we have.

I would like to thank my family, my employer and the community for their support and belief in me these past two years.

We are catalysts in the rebirth and growth of North Dakota



The Fight to Keep a Business

Scott Kroeger, chief financial officer/controller — Arthur

Arthur is a small town of approximately 400 people and, as with all small towns in North Dakota, every employer and their employees are vitally important to the sustainability of the town. Businesses continually are facing the challenges of staying in a small community while being lured by the opportunities in larger communities. Therefore, my challenge was to try to retain a certain business within the Arthur community.

Cass County Electric Cooperative (CCEC) had a small service center in Arthur and the talk around town was that CCEC was looking to build a new facility, possibly outside of the Arthur community. I concluded that Arthur was the perfect place for CCEC to build a new and larger facility and the challenge of convincing CCEC to stay in the Arthur community became my RLND project.

To be successful at this project, I needed to be a listener, a connector, a leader who modeled the way and inspired a shared vision within the Arthur community and within CCEC.

After meeting with representatives of the Arthur Job Development Authority and the Arthur City Council, several potential building sites were identified. CCEC President Scott Handy, Vice President Brad Schmidt and I met in Arthur to discuss and look at potential sites. CCEC chose to build a new and much larger facility in the Arthur community; however, the site it chose was just outside of Arthur's city limits.

I then worked with the township board to make sure that it could and would allow such a project to take place within the township. The township was very willing and happy to have the project take place; however the board needed to change some ordinances to allow this project to happen.

Since the project was outside of the Arthur city limits, we needed to work with the North Dakota Highway Department and sur-

rounding landowners to allow an approach to be removed from one spot along North Dakota Highway 18 and a new approach be created at the new building site. Less than one week before the public hearing by the township board to change its ordinances, we learned of recently enacted county ordinances that would put some undesirable restrictions on the sellers of the property.

To move the project along, I worked with the township, CCEC, property owners and the city of Arthur to annex this parcel of property into the city of Arthur, which removed the county restrictions on the sellers. The City Council worked diligently and relentlessly to make the annexation happen as quickly and efficiently as possible.

CCEC started building immediately thereafter. On April 11, 2007, CCEC hosted a community open house in its new facility.

During this process, the Arthur Volunteer Fire Department reached an agreement with CCEC to acquire the cooperative's old facility to be used as an additional fire hall. This building will be remodeled and used extensively for Fire Department training and equipment storage. Not only did I help negotiate this building transaction between CCEC and the Volunteer Fire Department, it was my responsibility to help raise the funds to pay for the building. I wrote two grant proposals, both of which were awarded. This accounted for 88 percent of the total building cost and the rest of the money came from community fundraisers.

This RLND project has taught me the value of listening and to be a better listener, and it has provided me with confidence in my leadership abilities. Developing a shared vision is so important to the success on any project.





Impact North Dakota!

Korrine Lang, strategic planning director — Sterling

We all want to impact North Dakota. This is evidenced in the Rural Leadership North Dakota class of 2007 mission statement: We are catalysts in the rebirth and growth of North Dakota.

I focus on two dynamic words in this mission statement – growth and rebirth. When I focus on these two words, I see North Dakota youth and the impact they have on North Dakota. I then ask myself, “How can I be a catalyst in keeping youth in North Dakota so they can be a positive impact on the rebirth and growth of North Dakota?”

From this questioning came the conception for my project – Impact North Dakota! Impact North Dakota! will answer the question: How can we impact the youth of North Dakota so they can impact North Dakota?

I believe the key to impacting youth is first to make a connection with the youth. This leads to another question: How to make a connection? One way is through a mentoring relationship. But this leads to more “how” questions. How can I find time for a mentoring relationship? And if I find time for a mentoring relationship, how do I know what to do to have a successful mentoring relationship? Impact North Dakota! will develop the tools and resources to answer these questions.

First, for finding the time to mentor, ideas such as team mentoring, electronic mentoring and other innovative methods will be developed. Perhaps most importantly, this element of the project will not only answer the “how” question, it also will answer the “why” question: Why should we find the time to mentor?

Second, on how to accomplish the relationship, Impact North Dakota! will develop a resource of customizable tools for action. This will include ideas on how to structure the mentor effort throughout a 12-month relationship.

The future “home” of Impact North Dakota! has not yet been determined. However, once Impact North Dakota! is ready, it will be included as a resource in Job Service North Dakota’s SHARE Network (www.sharenetworknd.org/), a free, online, statewide resource directory.

Impact North Dakota! is a catalyst in the rebirth and growth of North Dakota. Two primary goals were: (1) provide a clearinghouse for the latest research, training and models of mentoring and (2) build capacity for serving youth by increasing public knowledge of what mentoring is and how to get involved.

I believe my project will have a positive impact on the future work force of North Dakota because research reveals many benefits to employees and employers when employees participate in work-based youth mentoring programs.

The best way to prepare the new generation of leaders is for the current generation to guide, advise and develop them. Impact North Dakota! will raise the public awareness of mentoring and help make a positive difference in the lives of young people.

Impact North Dakota! has helped me in my goals to be a servant leader and to make a difference. I also have found that a lot of what I learned from both the failures and the successes will be helpful on other projects in the future.

Talking to Marie Hvidsten, RLND program director, and the other RLND members about my ideas and getting their feedback was a great help to my project because they not only contributed useful ideas, but more importantly, encouraged and supported me throughout the project.

The most important thing I learned is that everyone can make a difference. It’s better to make something happen than to wait for someone else to do it!

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Showcasing McKenzie County

Janel Lee, cashier/bookkeeper — Grassy Butte

When searching for a project for RLND, I visited with our tourism and economic development director, Gene Veeder. Several projects were discussed. One Gene felt there was a strong need for was a way for people to get a perception of what it was like to relocate to western North Dakota.

The project I decided on was a video for relocation and recruitment purposes that would be used by the Economic Development Corporation and tourism to help relocate people to McKenzie County and Watford City. Our community is a progressive and thriving community. One of the problems we face is that people cannot get a vision of what it is like to live and work in western North Dakota.

When I started this project, I never had produced a video before. One of the first things we did was put together a budget and look at options for filming. Several options were explored. We decided to go with a local TV station for filming to keep the cost down. I met with the TV station and we decided what we wanted to include in the video and what we wanted to put in a script. Once the script was done, we started to plan dates to do filming.

In previous research that had been conducted, we found that one of the main reasons people wanted to relocate was to be near water and participate in outdoor activities. Some of the other main areas were health care and education.

There were several things that I wanted to include, but the time frame I was looking at was five to seven minutes. There was a lot of information to include in a short time. This made me choose what I was going to include to sell our community to potential residents. Once the filming was done, I also met with North Dakota Tourism to help me complete some of the footage I wanted to include but still was missing.

Our dates, along with the TV station's schedule, were coordinated and we filmed the last part, the narration. I worked with the radio station, putting together the footage and the narration. I changed things several times to come up with the final product.

I started on the project in June 2006. The final project and DVD were produced in April 2007. One of my frustrations with this project was how long everything took.

I took on a project that I never would have done before I participated in RLND. I enjoyed working with different people and doing something for our community. Completing this project with the guidance and help of Watford City tourism has shown me the importance and power of individuals working together.

RLND has helped me become more involved and look at things that happen in our community in a different way. With Rural Leadership, you feel the duty to help one another and believe that you can accomplish things by sharing, working together and creating a networking experience that will last a lifetime. Along with the networking channel that has been established, there also are the friendships that have been formed and experiences that have changed us personally and professionally.

There is a place where one finds the reality in nostalgic dreams of the simpler lifestyle, friendly people, deep skies and open spaces. A definition of "the good life" would be illustrated by a single example - Watford City. Please view my "Welcome to Watford City" video, which is available on McKenzie County's Web site at www.4eyes.net.





Preserving Memories

Bruce Lindgren, crop adjuster — Kulm

My project for RLND is creating recordings and video of Kulm area history as told by the children and grandchildren of those who homesteaded and settled the area.

As we know, a lot of history has just been passed on by telling the stories of the hardships and joys the settlers endured. We also know that the stories get changed a little bit as we get further down the line in generations. I would like to get as much of the memories on tape and in writing from those who lived with them so that future generations will be able to hear and read what their ancestors endured from those who remember or heard the stories firsthand.

My goal is to give the families a copy of the information, as well as making it available to the public through maybe establishing a museum or determining the interest in putting together a place in Kulm where people could go to listen to the stories.

Some of the information to help determine who the area's homesteaders were came from talking to the seniors of the community and some is from a centennial book that was put together for Kulm's 75th anniversary celebrations.

I plan to ask the descendants of the homesteaders for their remembrances about events such as their first birthday or holiday and first day of school, and stories told to them by their parents, or in most cases grandparents, about their trip to the area and their first years here.

Most of those interviewed will be in their '80s and '90s and some younger who had a more inquisitive nature and a good memory.

RLND has been beneficial to me. During my two years in RLND, we had many seminars of how to get involved and read people. Since I was accepted into the class of 2005-07, I have become involved with committees or other leadership roles in more organizations, maybe too many. Some have evolved into projects that are more time-consuming than first thought.

The one that has been the most exciting and time-consuming is the project that we are trying to bring to Kulm that would create several good paying jobs that would keep or provide an opportunity for some of the young people to return to North Dakota and Kulm in particular.

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When you're in your 90s and looking back, it's not going to be how much money you made or how many awards you've won.

It's really what did you stand for.

Did you make a positive difference for people?

Elizabeth Dole

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Turning Byproducts into Pet Food

Kim Moen, city auditor/economic development director — Harvey

I began my RLND experience in October 2005 with mixed feelings of excitement and anxiousness. But I found out in a very short time that the experience would be exceptional because of the professionalism and high regard from class I. The contacts made and friendships formed are invaluable.

I am the city auditor and economic development director for the city of Harvey. For RLND, we are to do a project. I presented several project options to my Job Development Authority board. It chose a pet food project, which would benefit two industries in our Industrial Park. Both are value-added agriculture businesses, and an addition of a pet food company would further benefit these businesses.

The pet food project would use the byproducts from North Dakota Branded Beef and Pack, a U.S. Department of Agriculture-inspected meat processing plant, and the flour millings from Earth Harvest Mills, an organic flour mill, to create a healthy pet food.

I have learned a lot through RLND and working on this project. This is a huge project and it will take some time to get it going. But, had it not been for the learning sessions on discovering leaders within, communicating effectively and managing projects, I would not have made the progress thus far.

I have met with Kim Koch from the Northern Crops Institute and learned a great deal on the different ways to handle the offal from the meat plant. I also met with Grayson Hoeberg, co-owner/man-

ager of Earth Harvest Mills, on organic flour milling and the value-added use of the flour millings. Speaking with Juanita and Alvin Braun of North Dakota Branded Beef and Pack, I have learned of the great importance of finding a beneficial way to use the byproducts from the meat plant. It is very cost-prohibitive to dispose of the offal at the plant and finding a way to add value to the byproduct helps the community, as well as the local industries.

I also have worked with Hank Maertens from Hank's Dog Food. Hank allowed me to tour his dog food facility in Center, N.D. He is such an interesting and knowledgeable person. I look forward to learning a great deal more from Hank in the future. He has agreed to assist me as I go further.

We also are working on getting a railroad spur into the Industrial Park to benefit the industry already located there and to supply rail service to the future pet food company. I am working with the North Dakota Department of Transportation and CP Railway on this project.

Although I had anticipated more development to date, I realize we picked a large endeavor. There has been progress with the information I have gathered and the acquaintances I have made. I would not have done this without the tools that RLND has provided for me.

The community of Harvey has benefited a great deal from my participation in RLND. I have used a lot of the information, which I presented to the employees of the city of Harvey, my City Council and Job Development Authority board, as well as bringing several of the speakers to the community for special events. My project will be ongoing due to the large scale of it, but I will continue to use the skills I developed through RLND as I progress forward.





Vision of Recreation and Healthy Choices

Kim Nunberg, city auditor — Beach

A vision of recreation and healthy choices was developed with the purpose of providing safe recreation for youth in the community. The project involves improvements to playground equipment and the baseball field, as well as building a sledding hill and fishing pond.

I proposed the project idea to the Beach Park Board and the city of Beach to gain their full support. Next, I presented the project to the Lincoln Elementary School children during an assembly. A letter to parents was sent home with the children explaining the project, along with a participation form to be returned to me. After participation forms were returned, I contacted individuals to chair a project.

The North Dakota Game and Fish Department was instrumental in developing plans for an 800-foot by 75-foot fishing pond. The construction phase of the fishing pond started June 12, 2006, and was completed Aug. 8, 2006. During the winter, a 180-foot substrate was added to the pond, which will allow fish to spawn and help control vegetation, along with mosquitoes. In May 2007, the North Dakota Game and Fish Department added several hundred rainbow trout and bluegill to the pond. Also during this month, volunteers planted 120 trees around the fishing pond.

Financial contributors to the fishing pond project include the North Dakota Game and Fish Save Our Lakes Program, city of Beach, Golden Valley County Water Resource Board and American Legion.

Playground equipment at the swimming pool park was beginning to show signs of being outdated and unsafe. In May 2006, individuals who volunteered to help with this project met at City Hall to develop a budget. Children were responsible for choosing the new playground items from a catalogue. Grants from the city of Dickinson, MDU Resources and the Tom and Francis Leach Foundation made it possible to purchase the new playground items. In June 2007, local contractors and volunteers donated labor and materials to install the new equipment.

Baseball is a favorite pastime for many boys in our area and is strongly supported by the community. Our baseball field was in dire need of renovations. The city engineering firm provided blueprints of what a new baseball complex would look like upon renovations being completed. Working with the Golden Valley County Fair Board, city of Dickinson, city of Beach and American Legion, funds have been secured for a new backstop, fence around the complex, electrical upgrades and signage. Renovations of the baseball field will begin after the 2007 baseball season has been completed. The Beach baseball complex will have a new look for the 2008 season!

Sledding is a popular winter pastime enjoyed by youth and adults. In Beach, children were sledding down hilly streets, which drew concern from a number of residents. A committee researched locations in the city that could be designated as a safe sledding area where children would be able to enjoy their activity without being endangered. The new sledding location selected is easily accessible to children, as well as safe. The public was made aware of the new sledding area through press releases and talking with children at a school assembly.

A project of this magnitude would not have been possible without having the support and participation from the community. As of Aug. 1, 2007, 126 individuals have participated in this recreation project. My involvement in Rural Leadership North Dakota has provided me with the tools, contacts and resources necessary to be an effective leader for this project and for future projects I plan on being involved with. Thank you, RLND!



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Funding Volunteer Programs

Nancy Olson, Retired and Senior Volunteer Program manager — Fargo

My intention two years ago when I began my experience in Rural Leadership North Dakota was to map out a long-range funding strategy for volunteer programs across the state.

RSVP (Retired and Senior Volunteer Program) engages older adults (55+) in meaningful volunteer service that meets critical community needs and enriches the lives of the volunteers themselves. Much research supports the notion that active involvement in community promotes physical, mental and emotional health and even keeps older adults living independently longer than they otherwise would be able to do. RSVP, therefore, is an invitation to service that benefits volunteers, as well as those they serve at hundreds of schools, hospitals, churches, long-term care facilities, large and small nonprofit service providers, and a wide variety of government agencies. RSVP volunteers become, in effect, providers rather than consumers of services and tend to bolster local community vitality instead of drawing it down. Many of the nonprofits would be unable to meet their own missions without the help of such volunteers.

NDSU sponsors six RSVP programs in North Dakota, with local offices in Dickinson, Bismarck, Minot, Jamestown, Grand Forks and Fargo. The six local offices serve 47 of the 53 counties in the state. Nearly 3,000 enrolled volunteers provide half a million hours of service each year - a socially and economically significant impact locally and statewide. As a national service program, RSVP is largely funded by federal grants and supplemented at the local level with matching dollars. One of my responsibilities as manager of these outreach programs is to design and develop sustainable revenue streams that will ensure the health and longevity of RSVP far into the future - at least 30 years hence. By every measure available from nonprofit financial consultants, diversification and a decreasing reliance on grants and special event fundraising are two key objectives.

I already had an operational grant base and a fundraising base for RSVP, so my RLND project took a hard right turn when I challenged myself to think bigger and outside my comfort zones.

Some investigation uncovered an emerging methodology for funding nonprofit organizations – an updated and more expansive approach based on the old “thrift store” model.

While the thrift store model still will qualify as social enterprise, the term has come to mean something more – a business that reuses or repurposes resources that would otherwise be thrown away (environmental responsibility), that responds tangibly to identified community needs and objectives (logic model outcomes), that drives and fortifies the entrepreneurial spirit within a community (nonprofits as economic engines) and that continuously evaluates and assesses its own performance (accountability). This clearly would become a much bigger undertaking than I had envisioned for my project and would take longer than the two years of my RLND experience.

After multiple meetings with my RSVP staff across the state, we wrapped our heads around the social enterprise concept well enough that we could begin conversations with our local advisory councils. Each RSVP program is advised at the local level by community members who meet quarterly to guide and oversee local operations. As we work each advisory council through the strategic planning process, we ask its members to envision how social enterprise could transform RSVP from a fundamentally grant-dependent program to a financially independent program.

Local advisory council members have brought interesting and innovative thinking to the table as we begin to build our shared vision. We are just at the point now of transforming our strategic thinking into action planning in all six locations. During the next few months, we will begin building a business plan and writing a concept paper that we can use to seek startup funding.

I believe the project will be worth the years of effort it will take to develop and implement. Without the experience of RLND, I would not have had the courage to attempt such a project or known how to design a process and work it to completion. If, in the process, it helps embed the values of North Dakota and its service-minded spirit, then this indeed will be a leadership success story.



Generations Meet After School

Lynnell Popowski — West Oslo

My project is designed to assist the after-school program at the Minto Public School by providing senior volunteers from the local community.

The after-school program used to run from 3:30 to 5 p.m. each school day and was served by two teachers and three student employees. The funding was reduced and the staff was reduced to 1 1/2 teachers for the program.

I am working with Nancy Olson, another RLND member, to facilitate the Retired Volunteer Senior Program (RSVP) in Minto. I also am contacting the local senior citizens and asking them to meet with me to discuss the volunteer needs in the community. In addition, I am working with the senior citizens group to recruit volunteers to work with the after-school program.

As part of my project, I am arranging for local law enforcement to come to town to fingerprint the new volunteers. I am working with the director of the after-school program to provide training to the new volunteers.

The seniors will provide snacks, help the students with homework and play board games with the students.

This project will continue into the future. New volunteers will be recruited as needed and seasoned volunteers will be recognized with appreciation awards and publicity.

*Some say opportunity knocks only once; that is not true.
Opportunity knocks all the time, but you have to be ready for it.
If the chance comes, you must have the equipment
to take advantage of it.*

Louis L'amour

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Projects

Promote Assets, Fitness

Sharla Price, residential trainer — Price

When I chose to participate in the RLND program, I had no idea what an amazing adventure I had just buckled up for. Life always has moved at a quick and wonderful pace for me, but with the RLND experience, the pace is more focused and better anchored. After RLND, I am able to move along in this lifetime with better purpose and, I hope, touch more lives positively.

My participation in the RLND program has provided me the resources and the strength to become a more effective leader. I believe this class has been one of the most important chapters in my life. The biggest value gained was more like the biggest value remembered. It is of the utmost importance to be respectful at all times and keep my faith in my project, even when it takes a turn I didn't see. Typically, that was the turn that needed to happen and I learned my greatest lesson at that turn!

My project is multifaceted. I will focus on the Price Harescramble, River Ranches business and Fit4Life Fitness Center.

In developing the Price Harescramble (a motorcycle race that takes place winding about on a path in the hills and the trees), the owners of the Cycle Hutt business came to my family in 2005 to request that they have a race on our property. There has been three Price Harescrambles since its inception.

The first harescramble in 2005 brought 75 motorcycle riders to our track that was developed and built by professionals. The next year brought 80 riders to the track. In 2007, we had 126 riders, which I believe was due to the skills and tools I learned from RLND.



In developing the River Ranches business with a dear friend, we have decided to build a strong business and then bring in other farming/ranching wives to be a part of this great idea. The River Ranches project began with some great ideas and two wives of ranchers who want to work from home. The key to this business is to operate with as little overhead costs as possible while utilizing our ranches' many assets.

Mary lives on a ranch south of Mandan; I live on a ranch north of Mandan. Mary and I have decided to sell what comes from the ranch - barbed wire art, cottonwood bark, old barn wood, cattails, barn wood picture frames, bundled corn stalks, corn cobs, porcupine quills, deer antlers and much more!

RLND taught me about learning from everyone and gaining contacts along the way. I believe this is the only way to see a project survive.

In developing the Fit4Life Fitness Center, I went to my small community and asked what people felt they needed. I spoke with the community club, the county commissioners, the city leaders, the mayor and the professional development group. It was decided a fitness center would be my project.

I developed a team of people who shared the same goal and the same passion for developing the fitness center. We began working on locating a place for our fitness center. The final plan is just to build a new building to house the fitness center.

I have had many opportunities to grow in the last two years and I hope that I have taken advantage of every opportunity. My focus remains sturdy when it comes to leadership, and my resolve remains anchored in what I believe to be its biggest tenets – respect and faith – and I always wear my seatbelt for the wild ride!



Promoting Outdoor Opportunities

Jerod Tufte, attorney — Dawson

Kidder County has many little-known and underutilized outdoor recreation assets. My Rural Leadership project is directed toward marketing the county for outdoor tourism.

Kidder County has 20 small lakes stocked by the North Dakota Game and Fish Department. These small lakes frequently offer a quiet place to go fishing free, with few, if any other, people fishing. In addition, there are thousands of prairie potholes that attract bird watchers and waterfowl hunters. The Private Land Open to Sportsmen (PLOTS) program opens many acres to walking access by sportsmen.

Being a relatively recent addition to the community, I noticed that many of the community resources are not well-advertised and must be discovered. My goal was to use the skills I was learning in RLND to gather information about Kidder County outdoor opportunities and related services and businesses and then promote the county as a destination for hunting, fishing, bird watching and similar activities.

I began by gathering information about businesses and organizations that cater to outdoor tourists and talking with people about what they thought were the county's best-kept secrets. Naturally, there is sometimes a little reluctance to disclose your favorite secluded fishing hole lest it get too much traffic and lose its charm! I talked with numerous people, including people who run hunter-oriented lodging, the Kidder County Sportsmen's Association and our local game warden, who has been a tremendous resource.

Preliminary work was done on securing a Web address and starting the framework for a Web site with the collected information, as well as message boards to facilitate the exchange of information among visitors to the site. Along the way, I learned that there already are some well-used Web sites for the exchange of fishing and hunting information that largely seemed to duplicate what we intended to accomplish with the Kidder County Web site. As a result, the implementation effort has been put on hold pending further discussions with the sportsmen's association and other community members.

As a result of the work to this point on this project, I have learned that projects don't always progress in a linear fashion to a predetermined end point. Involving additional people often leads to new ideas, and one always should be open to considering a new direction if that will have the most impact and achieve the desired result.

I am grateful for having had the opportunity to participate in Rural Leadership North Dakota. After growing up in North Dakota, I lived outside the state for nearly 12 years before returning in 2005. RLND has allowed me to get to know people and places all over the state in a process of reacquainting myself with the greater North Dakota community that I always associated with the word "home."

It is wonderful to have had an opportunity to live and work in other states, but there is something unique and very precious about who we are as North Dakotans, and Rural Leadership will be an important part of encouraging our community leaders around the state to keep us moving forward together.

Since I began the 2005-07 class, I have been given opportunities to serve in leadership roles in several organizations and I know the skills I developed in RLND will enable me to succeed at a higher level.

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Creating a Horse Camp and Trails

Christina Wiederrich, operations director — Jamestown

A community member brought to my attention that although there were many equestrian groups in the community and a large number of individuals traveling through the community with their horses, we were without a public equestrian facility.

With a grant awarded through North Dakota Parks and Recreation's Land and Water Conservation Fund, we were able to develop a four-acre primitive campsite and properly mark nine miles of trails in the Parkhurst public use area of Pipestem Dam. The area includes six camping sites; each site has a picnic table, fire ring, graveled drive and a tether line to tie off horses. The site also includes a RV dump station site that was much needed.

Perhaps the most prominent feature of the project was the installation of corrals just north of the camp sites. The corrals are 36 feet by 36 feet by 6 feet tall, subdivided into four compartments, each with a gate. These corrals were built locally by Double J Manufacturing out of Gackle, N.D.

We hope that this project will be the first phase in the creation of a legendary multiuse trail that ultimately will span from Fort Totten to Fort Ransom by way of Fort Seward. There exists a considerable amount of history surrounding the old Fort Totten Trail that easily should make it into a "legendary" trail for North Dakota.

Although the coordination of volunteers was among the most challenging portion of the project, it was the most rewarding. It was definitely a test of patience and communication, but so worth it!

A number of the tools that I developed through RLND allowed me to more effectively and efficiently meet the challenge of working with different personality types. As volunteers' personalities emerged, it was easier to identify and work with those features that otherwise could have become stumbling blocks and hindrances to the project.

RLND provided me tools to identify the differences in communication styles and driving forces of individuals, as well as a climate in which to practice how to deal with those differences. The chance to utilize these tools in a safe and nurturing climate was perhaps the best part of the program. Too often we are provided tools but not the chance to practice using them. RLND provided that practice that was so necessary to the program.



Testimonials

"It was a great experience to visit various communities throughout the state to learn what they were doing and what worked for them in their success (or what didn't work!). Many experiences were eye-opening to our group and that's really what the whole RLND program is all about."

Laurie Dietz, Carrington

"One of the most inspiring parts of working on the project is being able to discuss my ideas with my classmates. From many of them, I have received information about resources and successful art promotions. In addition, the support from RLND's board and staff and from all of our guest speakers has been extraordinary and has encouraged me to see new possibilities for my city, region and state.

Patricia Bowen, Ellendale

"This has been an experience of a lifetime and I wouldn't trade it for anything. RLND opened my eyes to what I am capable of, and showed me that confidence in oneself can make a difference, not only in yourself, but the community you live in. North Dakota has so much to offer and I'm glad I was given a chance to see just a small part of what we have.

Peggy Hellandsaas, Watford City

"This RLND project has taught me the value of listening and to be a better listener, and it has provided me with confidence in my leadership abilities."

Scott Kroeger, Arthur

"When I chose to participate in the RLND program, I had no idea what an amazing adventure I had just buckled up for. Life always has moved at a quick and wonderful pace for me, but with the RLND experience, the pace is more focused and better anchored. After RLND, I am able to move along in this lifetime with better purpose and, I hope, touch more lives positively."

Sharla Price, Price

"The most important thing I learned is that everyone can make a difference. It's better to make something happen than to wait for someone else to do it!"

Korrine Lang, Sterling

"After growing up in North Dakota, I lived outside the state for nearly 12 years before returning in 2005. RLND has allowed me to get to know people and places all over the state in a process of reacquainting myself with the greater North Dakota community that I always associated with the word 'home.' It is wonderful to have had an opportunity to live and work in other states, but there is something unique and very precious about who we are as North Dakotans, and Rural Leadership will be an important part of encouraging our community leaders around the state to keep us moving forward together."

Jerod Tufte, Dawson

"My involvement in Rural Leadership North Dakota has provided me with the tools, contacts and resources necessary to be an effective leader for this project and for future projects I plan on being involved with. Thank you, RLND!"

Kim Nunberg, Beach

"RLND has helped me become more involved and look at things that happen in our community in a different way. With Rural Leadership, you feel the duty to help one another and believe that you can accomplish things by sharing, working together and creating a networking experience that will last a lifetime."

Janel Lee, Grassy Butte

"RLND provided me tools to identify the differences in communication styles and driving forces of individuals, as well as a climate in which to practice how to deal with those differences. The chance to utilize these tools in a safe and nurturing climate was perhaps the best part of the program. Too often we are provided tools but not the chance to practice using them. RLND provided that practice that was so necessary to the program."

Christina Wiederrich, Jamestown

"I began my RLND experience in October 2005 with mixed feelings of excitement and anxiousness. But I found out in a very short time that the experience would be exceptional because of the professionalism and high regard from class 1. The contacts made and friendships formed are invaluable."

Kim Moen, Harvey

RLND Council

2005 to present

The RLND Council members are individuals who were asked to serve for a three-year term on the council. Council members provide direction, create policies and procedures, advocate for the program, maintain appropriate fiscal policies, create an endowment for the financial future of RLND and assist with class selection. These individuals have an enthusiastic outlook about the future of North Dakota. We appreciate their volunteerism and leadership with the Rural Leadership North Dakota Program!



Carol Goodman
Council Chair,
Executive Director,
Cavalier County
Job Dev. Authority,
Langdon, ND



Julie Burgum
Educator,
Casselton, ND



Dr. D.C. Coston
Vice President for
Agriculture and
University Extension,
NDSU, Fargo, ND



Jerry Doan
Producer,
McKenzie, ND



Paul Govig
Division Director,
Dept. of Commerce/
State of ND,
Bismarck, ND



Dennis Hill
Executive VP and
General Mgr.,
ND Assoc. of Rural
Elec. Coop.,
Mandan, ND



Mark Johnson
Executive Director,
North Dakota Assoc.
of Counties,
Bismarck, ND



Craig Larson
President/CEO,
Starion Financial,
Bismarck, ND



Deborah Kantrud
Community
Developer,
Roosevelt-Custer
Regional Council,
Dickinson, ND



Michelle McCormack
Business Manager,
Slope Electric
Co-op, Inc.,
New England, ND



Connie Sprynczynatyk
Executive Director,
North Dakota League
of Cities,
Bismarck, ND



Vicki Monsen
VP and Loan Officer,
McKenzie County
Bank,
Watford City, ND



Allen Orwick
President/Owner,
LFS Professional
Services, Inc.,
Lakota, ND



Ryan Taylor
Senator,
ND State Senate
District 7,
Towner, ND



Keith Trego
Executive Director,
North Dakota
Natural Resources
Trust, Bismarck, ND



Duane Hauck
Ex-Officio Council
Member, Director,
NDSU Extension
Service,
Fargo, ND

Former RLND Council members:

Gene Veeder, Executive Director, McKenzie County JDA and Tourism Bureau; **Keith Bjerke**, VP for University Relations, NDSU, Fargo, ND; **Maynard Helgaas**, Comm. Vegetable Growers of ND, Jamestown, ND; **Connie Nicholas**, Partner, Nicholas Farms, Cando, ND; **Lynette Nieuwsma**, former Manager, Slope Electric Cooperative, Inc., New England, ND

RLND Design Team

2005 to present

The RLND Design Team members are individuals who were asked to serve on this team. Design Team members provide direction to the RLND director regarding the seminar curriculum, study tour agenda, evaluation process and application process. They have created learning objectives for all of the program seminars and study tour. These individuals craft the experiences the participants have during their seminar and study tour experiences. They believe in the learning process and have developed an experience that allows participants the time to gain skills, challenge beliefs, practice skills and network with individuals across North Dakota and the country. We appreciate their leadership on the RLND Design Team.



Bahman Bahrami,
Ph.D
Professor/Chair/
Business, NDSU,
Fargo, ND



Bill Davis
Native American
Program
Coordinator,
USDA,
Bismarck, ND



Cornelius Grant
Program
Administrator,
N.D. Dept. of
Commerce,
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Michelle McCormack
Business Manager,
Slope Electric
Co-op, Inc.,
New England, ND



Richard Rathge
Professor,
NDSU,
Fargo, ND



Myron Eighmy
Associate Professor,
NDSU,
Fargo, ND



Rudy Radke
Area Extension
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Rachelle Vetterm
Leadership/Vol. Dev.
Specialist,
NDSU Extension
Service,
Fargo, ND



Lisa Nordick
Director,
Distance and
Continuing Ed,
NDSU,
Fargo, ND

Former RLND Design Team members:

Gary Goreham, Professor, Department of Sociology, NDSU; **Anissa Wilhelm**, former Assistant professor, School of Education, NDSU;
Nancy Olson, RSVP Manager, Distance and Continuing Education, NDSU

*We must not,
in trying to think about how we can make a big difference,
ignore the small daily differences we can make, which, over time,
add up to the big differences that we often cannot foresee.*

Marian Wright Edelman

RLND Staff



Marie Hvidsten, Ed.D.
RLND program director

Marie Hvidsten is the rural leadership specialist and Rural Leadership North Dakota program director with the NDSU Extension Service. She has been in her Extension position since October 2002. Prior to coming to NDSU, Marie was the corporate learning and development manager at Digi-Key in Thief River Falls, Minn., for eight years.

Marie's professional experience also includes 11 years as a music teacher and eight years working with numerous grant programs, including a teacher center, mentorship program, arts school, Center for School Change initiative with the University of Minnesota, and curriculum director for the Thief River Falls School District. Marie was part of a community team that created and implemented a nine-month leadership program for the Thief River Falls community as a result of completing a yearlong Blandin Community Leadership program.

Marie holds a bachelor's degree in music from Bemidji (Minn.) State University, a master's degree in educational administration from the University of North Dakota, and a Doctorate in Education in the area of Organization Development from the University of St. Thomas in Minneapolis.



Cindy Selstedt
Administrative Secretary

Cindy Selstedt began working for Rural Leadership North Dakota in December 2004. Before coming to RLND, Cindy worked for Counseling and Disability Services, NDSU. Cindy and her husband, Randy, have three children and farm near Walcott, N.D.

Prepare and develop effective leaders
to strengthen rural communities.

RLND Mission

Contributors

2005-07 RLND Class

The organizations, businesses and individuals listed have graciously contributed to the RLND program from October 2005 to May 2007. These contributors have made offering the RLND program to individuals across North Dakota possible. They understand that people are the greatest resource North Dakota has to strengthen communities and organizations across the state. We appreciate all of their generous contributions.

We've made every effort to list the names correctly, but in the event we have made an error or omitted a contributor, please contact the RLND office.

\$50,000 +

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Anonymous Donor
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\$500 +

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Cass County Farm Bureau
City of Harvey
Connie Nicholas*
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Adams County Soil Conservation
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Allied Agronomy
Becky Meidinger*

BNI coal
Cavalier Rural Electric
Cenex Farmers Union Oil Co.
City of Beach
Deb Kantrud*
DuraTech Industries International
First State Bank of Golva
Heather Feiring*
Jeff Klemetsrud*
Julie and Brad Burgum
Lakeside State Bank
Michelle McCormack*
Montana-Dakota Utilities
Northland Financial
Patti Patrie*
Paul Govig*
Pizza Corner
Reservation Telephone Cooperative
Theodore Roosevelt North Park
United Telephone Mutual Aid Corp.
Vicki Monsen*
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Farmers and Merchants State Bank
Harriston Industries, Inc.
Kathleen and Howard Tweeten
Kevin Kouba Insurance Agency
Klemetsrud Plumbing & Heating
Kum & Go
Kurt Froelich*
Lynette Nieuwsma*
Maple River Winery
Misialek Enterprise
McKenzie County Tourism
Mike's Super Value
Mostad Insurance Agency
North Dakota Council of Churches

Northern Plains Electric Coop
Oslo Lions Club
Peacock Alley Restaurant
Sandra Simonson
Slope Electric Cooperative
Watford City Lions Club
West Plains Insurance

\$99 and under

1st International Bank
AgCountry Farm Credit Services
B's Catering
Beach Food Center
Bowerman Insurance Agency
City of Kulm
Dakota Plains Credit Union
Dale's Hardware
Dave Rice
David Olson*
Don Longmuir*
Edgeley Meat Processing
Ginny's Burger Ranch
Healthy Heart Wellness Center
Holmgren's Thin Bread & Bakery
Home of Economy
Hometown Credit Union
Hometown Grocery
Jack and Jill
Jean Brandt*
Jerry Transom
Johnson Manufacturing Inc.
Keith Draeger*
Kelli Schollmeyer*
Koch, Johnson & Co.
Kulm Standard
Kulm Tasty Treats Cafe
Marge and Richard Verallrud
McKenna and Associates
McKennett Stenehjem Reiersen
Merri Mooridian*
Nodak Mutual Insurance
People's Meat Market in Kulm
Radio Works
Renee and Reggie, LLP
Rod Mittlestead Insurance Agency
Roosevelt Inn and Suites
Southeast Water Users
Taszarek Insurance
Titan Machinery
Watford City Public Schools
Windtower Café

Leader Corps

2007-09 RLND Class

The Leader Corps was created in October 2006 as a fundraising initiative for the RLND Program. Leader Corps contribution categories begin at the \$1,000 giving level. The contributions will be used to support the nine in-state seminars and six-day Washington DC study tour of the 2007-2009 class. These contributors have assisted in the betterment and vitality of North Dakotans and their communities. We appreciate their generous contributions and financial support of RLND.

Leader Corps Visionary – \$50,000+

Leader Corps Innovator – \$20,000+

Julie and Brad Burgum

North Dakota Department of Commerce

Leader Corps Benefactor – \$10,000+

Craig and Shelley Larson

Leader Corps Investor – \$5,000+

Leader Corps Sponsor – \$2,500+

Leader Corps Member – \$1,000+

Allen Orwick

D.C. and Debbie Coston

Kim Nunberg

Marie Hvidsten and Larry Haugen

Nancy Olson

RLND Alumni Association

Contributors

2007-09 RLND Class

The individuals listed have contributed to the RLND Program, specifically the 2007-2009 Class. These contributors have made offering the RLND Program to North Dakotans a reality. They understand that people are the greatest resource North Dakota has to strengthen communities and organizations across the state. We appreciate their contributions very much.

\$500+

Dennis Hill

Keith and Marian Bjerke

\$200+

Connie and Gene Nicholas

Paul and Julie Govig

\$100+

Deb Kantrud

Jerod Tufte

Kathleen and Howard Tweeten

\$99 and under

Merri Mooridian



Founders Corps

The Founders Corps honors individuals, organizations and businesses for their cumulative contributions to the Rural Leadership North Dakota (RLND) Program. Founder Corps contribution categories begin at the \$10,000 cumulative giving level. Contributors in this category have made investments in the RLND Program from the beginning of the program, January 2003, to the writing of this summary booklet. The generosity of Founder Corps members is greatly appreciated.

\$100,000+

\$50,000+

North Dakota Department of Commerce

\$20,000+

Craig and Shelley Larson

Julie and Brad Burgum

\$10,000+

SW REAP Development Zone/CONAC

*Watch your thoughts; they become words.
Watch your words; they become actions.
Watch your actions; they become habits.
Watch your habits; they become character.
Watch your character; it becomes your destiny.*

Frank Outlaw

Prepare and develop effective leaders
to strengthen rural communities.

RLND Mission



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