



# 2016 ANNUAL REPORT

CCCMA BOARD OF DIRECTORS  
PRESENTED BY: HEATHER GEYER,  
ADMINISTRATIVE SERVICES DIRECTOR  
CITY OF WHEAT RIDGE  
JANUARY 28, 2016

# CWLG Background

- Founding members: Jacque Wedding Scott, Laura Kane Perry, Heather Geyer
- Formed in February 2011
- Received CCCMA Board endorsement
- Worked in partnership with Denise on marketing/event logistics
- Created page on CCCMA Website:
  - <http://coloradoccma.org/content/colorado-women-leading-government-cwlg>

# CWLG 2016 Programming Highlights

- Annual Conference Lunch & Learn – February 2016
- Monthly Coaching Calls
- New Logo/Partnership with Slate Communications
- Sponsorship of first League of Women in Government Symposium, ICMA Conference in Kansas City
- Sponsorship of pre-conference happy hour ELGL Pop-Up Conference with #13PercentSeasonedProfessionalsPanel
- #GenderBalance panel at ELGL Pop-Up Conference
- Marketing – Web page updates, Twitter, LinkedIn Group and email blasts
- Trailblazer Award
- 2017 - Looking Forward

# CWLG Programming Highlights

## Annual Conference Lunch & Learn

- February 2016 – The Productivity Pro, Wendy King, continued for CWLG *Planning 101: Execution is the Strategy*. January 2017 Panel – *Get After It!* Minimal attendance due to rock slide/several members did not attend lunch because prior session was not well received. Low attendance compared to prior years.
- February 2017 – *Preparing for and Getting the Job You Want*  
Panelists:
  - Bobbi Peckham, President, Peckham and McKinney
  - Heather Geyer, Administrative Services Director, City of Wheat Ridge
  - Elisha Thomas, Acting City Manager, City of Centennial
  - Geralyn Gorshing, Director of Marketing and Business Development, CPS HR

# CWLG Programming Highlights

## Monthly Coaching Calls

- **February – Ambition**
  - 5 participants
- **April – Chontel Trujillo, ACM Brighton “The Analytics of Citizen Requests”**
  - 9 participants
- **May – Kristy Olme, Fire Chief, North-West Fire Protection District “A Day in the Life of a Fire Chief”**
  - 10 participants
- **June – June Ramos, Ramos & Associates. “June in June”**
  - 10 participants

# CWLG Programming Highlights

## Monthly Coaching Calls

- **July – Christy Culp, Regional Manager, DOLA “Effective Communication!”**
  - 11 participants
- **August – Pat Martel, CM Daly City “A Conversation with Pat Martel, ICMA President”**
  - 10 participants
- **September – Pam Antil, ACM, City of Santa Barbara “Gender Balance”**
  - 13 participants
- **November – Michelle Oeser, Town Manager of Kiowa “Small Town Management”**
  - 10 participants

# CWLG Programming Highlights

## New logo and brand

- Partnership with Slate Communications
- Signage for ELGL Pop-Up Conference & door prize
- CWLG brand transformed...



# CWLG Programming Highlights

## League of Women in Government



- First League of Women in Government Symposium at ICMA Conference
- Sponsored \$500 & swag



Julie Underwood  
@UnderwoodJulie

Following

"The View" is here! This is a great panel of diverse perspectives talking about [#genderbalance](#) [#13Percent](#)



# CWLG SWAG – Gum Packets

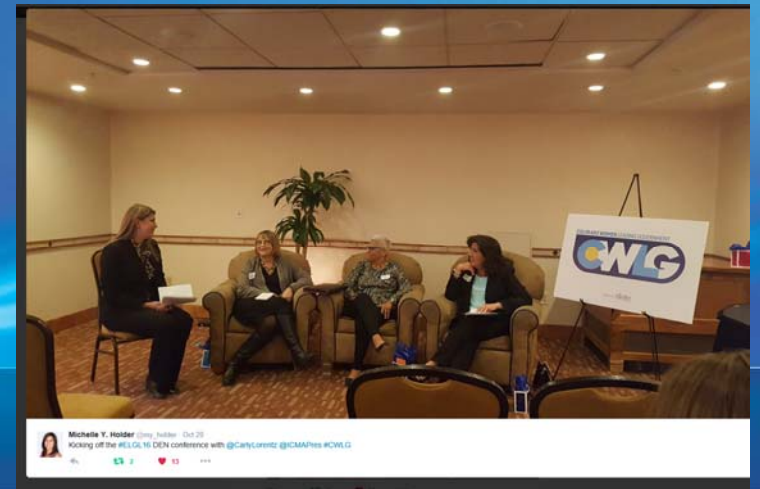


# CWLG Programming Highlights

## ELGL Pop-Up Conference Denver

### ● #13PercentSeasonedProfessionalsPanel

- Sponsored by: ELGL & League of Women in Government
- Hosted at the Table Mountain Inn, Golden
- Facilitated by: Carly Lorentz, Assistant to the City Manager, Wheat Ridge
- Panelists: Jane Brautigam, CM Boulder, Pat Martel, CM Daly City, Kathy Hodgson, CM Lakewood
- 50+ Attendees



# CWLG Programming Highlights

## ELGL Pop-Up Conference Denver



# CWLG Programming Highlights

## ELGL Pop-Up Conference Denver



**Laura Savage** @SavageLaura · 20 Oct 2016

Great #13Percent panel! Thankful for @PuebloWestMetro and @JayMichaelBaker's support of Colorado Women Leading Government! #ELGL16



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# CWLG Programming Highlights

## ELGL Pop-Up Conference Denver



- #GenderBalance: It's Not Complicated!
- Facilitated by: Julia Novak, Novak Consulting
- Panelists included:
  - Bill Ray, DCM, Arvada
  - Carly Lorentz, Asst. to CM, Wheat Ridge
  - Dan Weinheimer, DCM, Routt County
  - Michelle Halstead, Director, Commerce City
  - Ben Goldstein, Asst. to CM, Golden
  - Angelica Wedell, Business Development and Marketing Coordinator, National Research Center
- 50 attendees



# CWLG Programming Highlights

## Trailblazer Award

- Created in 2015
- Awarded to Ron LeBlanc, City Manager Durango
- Partnership with ELGL, \$100 training award
- Funding for training



# CWLG Programming Highlights

## National Women Leading Government - ICMA



The screenshot shows the WLG website's 'Membership/Coalition' page. At the top is the WLG logo (Women Leading Government) and a navigation bar with links: Home, About, News, Events, Links, and ICMA. Below the navigation bar, the page title is 'Membership/Coalition'. The main text states: 'By joining WLG, you will become part of a network of female local government professionals that will help you build your own public service career while helping to others to do the same. The Women Leading Government movement is sweeping across the U.S.A. States that have a Women Leading Government group are listed below.' To the right of this text are social media icons for Twitter, Facebook, LinkedIn, and YouTube. Below the text is a large group photo of diverse women. Under the photo is the heading 'Join Women Leading Government' followed by 'CALIFORNIA'. The text continues: 'Interested in joining WLG? By joining WLG, you will become part of a network of female local government professionals that will help you build your own public service career while helping to others to do the same. If you have any questions, don't hesitate to contact a member of the WLG Board of Directors.' To the right of this text is a graphic that says 'Happy 10th Anniversary WLG Women Leading Government'. Below this is a section titled 'Current WLG Membership rates are:' followed by a bulleted list: 'Member (\$50)' and 'Student Member (\$20) - Full- or part-time student enrolled in a college or university with an interest in pursuing a career in public service, local government, and/or public administration; graduate of a college or university employed as an intern with a city, county or special district.' At the bottom, it says 'Feel free to e-mail us at Info@WomenLeadingGovernment.com to learn more about membership services.'

WLG  
Women Leading  
Government

Home About News Events Links ICMA

WLG / About / Membership

### Membership/Coalition

By joining WLG, you will become part of a network of female local government professionals that will help you build your own public service career while helping to others to do the same. The Women Leading Government movement is sweeping across the U.S.A. States that have a Women Leading Government group are listed below.

About

- Mission
- Bylaws
- Board of Directors
- Membership

Join Women Leading Government

**CALIFORNIA**

Interested in joining WLG? By joining WLG, you will become part of a network of female local government professionals that will help you build your own public service career while helping to others to do the same.

If you have any questions, don't hesitate to contact a member of the WLG Board of Directors.

Current WLG Membership rates are:

- Member (\$50)
- Student Member (\$20) - Full- or part-time student enrolled in a college or university with an interest in pursuing a career in public service, local government, and/or public administration; graduate of a college or university employed as an intern with a city, county or special district.

Feel free to e-mail us at Info@WomenLeadingGovernment.com to learn more about membership services.

Happy 10<sup>th</sup> Anniversary  
WLG  
Women Leading  
Government

● <http://icma.org/en/wg/about/membership>

# 2017 Board Funding Request

- Annual expense budget of \$3,000
- Leveraging partnerships with ELGL, League of Women in Government

# 2017 – Looking Forward

- Leveraging partnerships with ELGL and local organizations
- Continuation of monthly coaching calls
- Mixer event TBD
- Continued networking with other WLG Chapters across the nation
- Continued partnerships with ELGL and League of Women in Government

# Why CWLG Matters! Testimonials

"I've had the opportunity to participate in the CWLG Coaching calls in California and, more recently, in Colorado. The calls prove to be an outstanding opportunity for women across the state to exchange ideas, inspire each other and learn critical skills to advancing in local government. An awesome resource for the local government women in Colorado." **Pamela Antil, Assistant City Administrator, Santa Barbara, CA & President, League of Women in Government, a national organization for women in local government.**

"The coaching calls have helped me to connect with female managers throughout the state. Talking with other women in the profession and sharing best practices has been powerful for me. It reminds me that I am not alone in the challenges I may be facing and that there are strong and talented women who are out there in other areas of Colorado making positive change on a daily basis." **Andrea Phillips, Town Administrator, Town of Mancos**

"By attending the CWLG event associated with the ELGL conference I was again reassured that a career in local government is right for me. Hearing the stories of experienced strong female leaders in the local government field is always inspiring." **Jessica Prosser, Assistant to the City Manager, City of Arvada**

"I truly value the monthly coaching calls. It's a great time to reflect and learn from the experiences of other outstanding women in the profession. The monthly calls are a great support system to stay engaged and energized." **Kelly Unger, Communications/Assistant to the Town Manager, Town of Windsor**

# Why CWLG Matters! Testimonials

“I want to let you know any (calls) that I have been able to be on are always great conversations, and the info, tips and words of advice have inspired me to be a better leader. I am privileged to be included with this group of intelligent, driven and hardworking women leaders in local government. Thanks for all your work organizing and coordinating these calls Heather!” **Emily Katsimpalis, Assistant to the Town Administrator, Town of Buena Vista**

“I attended the CWLG event that was held in conjunction with the ELGL Pop-Up conference in October of 2016. The intimacy of the venue along with the candor of the panelists brought a depth to the discussion unmatched by any professional event I have attended. The insights that Jane Brautigam, Kathy Hodgson and Pat Martel shared about their experiences as city managers in a predominately male field were profound. Their words stuck with me for days and I feel fortunate to have been present. Kudos to the planning committee for an extraordinary event!” **Dannette Robberson, Management Analyst, City of Greenwood Village**

“New to CWLG in 2016, I have found the coaching calls to be extremely informative and the organization an excellent resource. CWLG encourages creative thinking, shares experiences and solutions and provides expertise to foster leadership in any position. I look forward to another year with CWLG knowing it focuses on leadership, growth, and development.” **Beth Justice, Sales & Marketing Manager, Colorado Statewide Internet Portal Authority**

# Why CWLG Matters! Testimonials

“Our monthly CWLG conference calls serve as a reminder that we are fortunate to be engaged in meaningful, challenging work and as a lifeline to other women working in government who are willing to share their expertise and wisdom for our continued success. I look forward to our calls and appreciate the great guest speakers who have shared with us. Our CWLG calls make me feel connected and supported.” **Jo Dorenkamp, in transition**

“I attended the CWLG #13PercentSeasonedProfessionalsPanel in October. This was the first opportunity I’ve had to listen to female city managers speak about their career paths and experiences. The panelists shared their successes and challenges with such honesty and frankness. Their stories sparked ideas for me, and I think many in the audience – similarities in some of our struggles, appreciation for progress we’ve made, and small and large ways to continue to advance women into leadership positions in government. It is so helpful to see a path for yourself in others’ experiences, and CWLG’s panel created a forum where young women could do just that. Thank you for bringing us together for this event!” **Emily Black, Special Projects Coordinator, City of Cherry Hills Village**

# Why CWLG Matters! Testimonials

“Being from a small town you tend to feel isolated and honestly different. Joining the monthly coaching call has made me realize that big or small we all have similar issues and that there are others out there to assist and support me. I have talked with many interesting people and gained a lot from their experiences and it has improved how I look at things and deal with issues.

I was a facilitator on a call last year. I spoke to the group about being a small town administrator and some struggles we have. I don't think people that are from larger Municipalities realized some specific problems we face. Things like only one person in the office, how do you take care of a sick child, or what happens if you are sick. Also how you feel as an administrator helping to pour concrete, lay asphalt, shovel snow and sand town streets.

Being part of the coaching calls has also made me aware of CCCMA. I have participated in an onsite meeting and two conferences. Without this group I would not have known about the winter conference or become a part of the ELGL pop up conference. All this has improved my confidence and I believe abilities in my position.”

**Michelle M. Oeser, Town Administrator, Town of Kiowa**



THANK YOU!

