# OKLAHOMA'S SHARING THE WEALTH:
## IMPLEMENTATION OF AREA DISTRICT COORDINATOR POSITIONS

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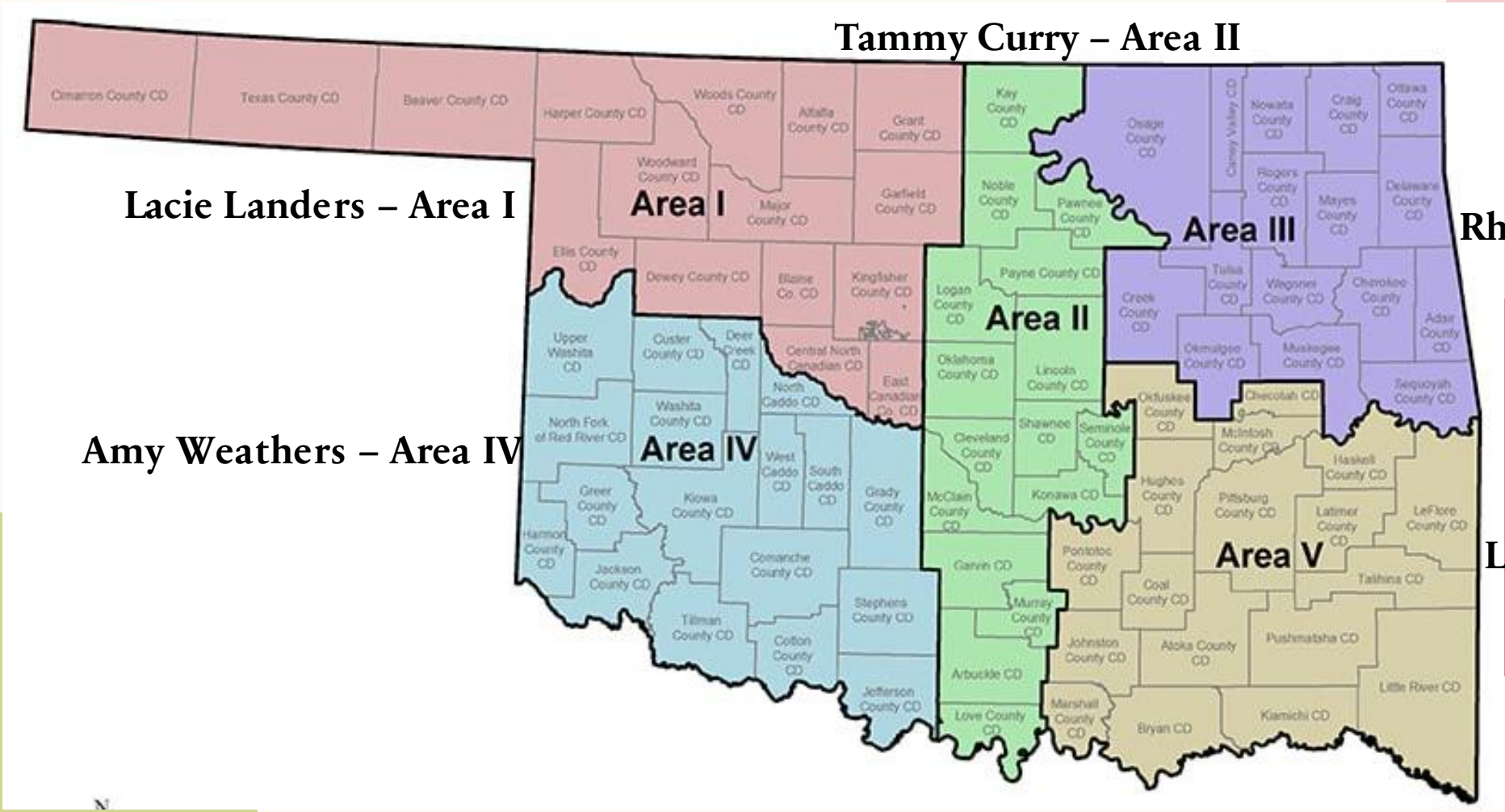
# MAP OF OKLAHOMA'S CONSERVATION DISTRICTS



# WHY AREA DISTRICT COORDINATORS WERE CREATED

- Executive leadership has wanted ADC's for a while, but due to budget constraints were unable to place staff into these positions until recently.
- To have a local presence.
- Trainings: Through TEAMs, one-on-one, or in-person group setting.
- To build a closer connection with board members and district employees.
  - Being able to attend meetings and events.

# ROLES OF AREA DISTRICT COORDINATORS

- ADC's were put into place to be able to attend districts board meetings and outreaches/events.
- ADC's are trainers, reviewers of deliverables, temps (limited basis) when vacancies occur.
- ADC's take on the role at times of HR, a listening ear, and a confidant.

# CHALLENGES OF AREA DISTRICT COORDINATORS

- Turnovers/vacancies – filling the gap until a new employee is hired
  - Vacancies cause a dilemma when reaching out and wanting to visit other districts.
- Dealing with different personalities and knowing how to handle a situation given the person.
- Knowing that people are resistant to change.
  - Positions
    - NOT Supervisors – that remains with the districts board members
    - ADC's are still district employees with oversite from the Commission
  - Submission of work assignments
- Time/Prioritizing
- Work/Life Balance

# FUTURE PLANS FOR AREA DISTRICT COORDINATORS

- For district employees to become more comfortable with us, that we will be their first point of contact.
- Developing future ADC's to fill this role in the future.
- Using this position as a steppingstone to develop and gain knowledge in order to pursue other positions possibly with the Commission.
- Strengthening relationships with district boards
  - Helping board members to understand their roles and responsibilities.
- Standardizing more of our processes across the state.
  - Helpful when it comes to reviewing deliverables.

# MEET OUR DISTRICT SERVICES TEAM



**CLANCY GREEN**
District Services Director



**LACIE LANDERS**
Area I District Coordinator



**TAMMY CURRY**
Area II District Coordinator



**RHONDA BOWMAN**
Area III District Coordinator



**AMY WEATHERS**
Area IV District Coordinator



**LISA GREY**
Area V District Coordinator

# THANK YOU

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