

~~people?~~
groups

How might we... Create a shared sense of community that unites diverse ~~at~~?

MOTIVE Why?

- Oppn to connect ranchers, new community members, Retirees, young people etc.
- What does community mean?
 ↳ commune
- This is nexus of or connector of
 • many diverse problems
- We are stronger together
- Connected communities a accomplishment
- Connected communities are happier/
- Divisiveness feel better
- ~~Dislike~~ Acrimony zaps energy

BAR What's stopping you?

- Don't know each other
- Limited activities to connect diff groups
- we self segregate along political / Age / views.
- More focus on what divides than what unites us
- Not enough focus on sources of pride - what connects us
- "From-here" community fear of change
 fear that something will be "taken or lost"
- National politics adds division

INSIGHTS

- How few opportunities there are for contact b/w New comers - old timers
 From here - come here
 - old / Retirees - young families
- How do you get to know people that are different & have an honest engagement.
- Need to celebrate the things that connect us
- Need a shared cause for a common enemy / threat
 shared goal

= Community Visions

- Fear of loss of Natural Resc
- Fear of loss of small town community
- Fear loss of rural landscapes

Vision # 3

18pts

Exploration Worksheet

Branding
One-ness

How might we.... Create a community culture ?

MOTIVE Why?

- Build strength and unify efforts
- Emphasize commonality → greater appreciation of one another
- "Call out" our positive attributes
- Enable community appreciation
- Give people a pathway to community
- An identity helps to define a destiny
- There are meta-values that we share



What's stopping you?

- Distrust, concern about agendas
- Fear of homogeneity
- "Culture of individuality" - oxymoron?
- Getting hung up on details

INSIGHTS

- This should not be limiting but empowering.
- The Golden Rule is an example of common ground
- Sometimes we have to call things out to recognize them

~~How might we identify our shared~~

- ① Ag | From here
- ② Professional O-Rec *dedicated class*
- ③ Retirees
- ④ Developers/Real estate
- ⑤ Biz Groups

Vision # _____

Facts & Feelings Worksheet

How might we.... _____ ?

What do we know and what information do we have?

- Lots of common ground = Visions
- Survey data → Natural Resources, Open rural Lands, ~~Smart~~ ^{sense of} community, economy connect us.
- ~~The~~ Divide b/w prescriptive/regulatory Solns vs incentive based ^{Solns} vs 'freedom'
- Conflict b/w individuality + community
- Salida 2/3 vote for 'change' toward positive

What do we need to know and how do we get this information?

- what are things that ÷ us?
- How do diverse groups feel?
- Who are the Groups?
- what are the points of divisiveness?
- what are connections?
- Is there a willingness in diff groups to engage?

What are your own gut feelings and what have you heard?

- Feels like there is a community emphasis toward positive/collaborative pragmatism

What's been learned and where should we put our focus?

- There are too few points of intersection b/w groups
- we don't hear each others positions
- We know what people value
- Do you feel a strong sense of community?

Vision #

3

Smalltown feel (17pts)

Exploration Worksheet

How might we... Retain small town feel as we grow? ?

MOQIVE

Why?

- Preserve our unique mountain heritage
- Allow children to play & move about freely
- Foster mutual respect amongst residents
- Maintain/improve safety in community
- Preserve empathy amongst fellow citizens
- Increase our Gross Happiness Index - improve health - "ZEN"



What's stopping you?

- Entrenched views & stereotypes
- "Keyboard warrior" social media mentality
- Opposition to necessary improvements
- Opposition to proactive infrastructure improvements
- \$\$\$
- "Garrison/embattled" mentality
- Reluctance to do what's necessary

INSIGHTS

- People need to first suspend assumptions about others
 - People need to listen first to understand, not respond
 - Listen more, talk less
 - Publicize opportunities, retain existing ones rather than duplicate
 - Create cooperative opportunities to build bridges
 - Competition is good to an extent, but this isn't a zero sum game.
- BASIC LEADERSHIP/CIVILITY
- Positive reinforcement goes a long way.
 - Praise in public, advise/counsel in private.
 - Feedback sandwich - positive/negative/positive

Vision # 3

Facts & Feelings Worksheet

How might we.... Retain Small Town Feel as We Grow? ?

What do we know and what information do we have?

- Predicted growth trends
- Housing cost burdened population & cost to income growth ratio.
- Economic diversity & seasonal employment
- Transportation - public & multi-modal access
- #'s of second homes, VRBOs, other demo's
- Volunteerism
- #'s of commuters

What do we need to know and how do we get this information?

- #'s of youth walking/bicycling to school
- Service club membership trends.
- Bowling league(s)?
- Neighborhood activities - block parties
- Class participation - yogas, aerobics, etc.
- "Church" membership - Synagogue, humanists, etc.
- #'s of homeless in county.

What are your own gut feelings and what have you heard?

- I hear / see on FB lots of people feel we (BV esp) has lost / is losing "small town feel"
- New traffic light, US 24 redo...
- Some businesses closing - cleaners, RMT. com
 - someone comes in to refill some - Case del Sol, for example

What's been learned and where should we put our focus?

- Continue outreach, engagement
- Be pro-active, stay ahead of the problem, stay ahead of the power curve.
- Be civil, cordial ... but speak truth to B.S.
- Planning and community development are never-ending processes - ALWAYS opportunities to ensnare more citizens / participants

Vision #

3

Engagement

10pts

Exploration Worksheet

How might we....

Facilitate community engagement.

MOTIVE

Why?

- An engaged community is healthier and can accomplish more.
- An engaged community can help achieve a shared sense of belonging, and others
- Assists bridge building
- So much can be accomplished from having the conversation(s)
- An engaged community will help kids stay here.

BAR

What's stopping you?

- Capacity - time, funding, staff.
- Unseen populations - how to draw them out.
- Acrimony between factions.
 - ↳ preditional judgement.
- Comm. member time constraints

INSIGHTS

- Address unseen stakeholders - Continued stakeholder engagement
- Groups like Chaffu County Mentors + Mentors plus, family programs are already doing this through cross-generational service opps - addresses parental time issues.
- ~~Gen~~ would result in generation of more novel + innovative solutions. - Synergism
- Builds a culture - This is what we do, → builds support → builds bridges
 - creates a tipping point - 18%
- Get people to converse, away from devices, out of cars

Vision # 3

Capacity
Engagement

CoPs

Exploration Worksheet

How might we... INVENTORY & MATCH SKILLSETS OF COMMUNITY MEMBERS ?
TO NEEDS?

DRIVERS

MOTIVE

Why? • FASTEST GROWING SEGMENT OF POPULATION IS RETIREES.

- RETIREES TEND TO HAVE GREAT SKILLSETS
- COMMUNITY GROUPS (NON-PROFITS & GOVT AGENCIES) COULD BENEFIT GREATLY FROM THOSE W/ EXPERIENCES & SPECIFIC SKILLS
- MANY COMMUNITY GROUPS OPERATE W/ LIMITED RESOURCES
- THOSE CURRENTLY INVOLVED GET VOLUNTEER FATIGUE.
- THOSE NEW TO OUR COMMUNITY DON'T KNOW WHO WOULD BENEFIT FROM WHAT THEY KNOW.

BARRIER

What's stopping you?

• THERE IS NOT A NATURAL GROUP TO BUILD & MAINTAIN THE SKILLS INVENTORY.

- THE COMMUNITY GROUPS HAVE LIMITED CAPACITY TO DO OUTREACH TO THOSE WHO MIGHT HAVE SKILLS.
- THOSE WHO RETIRE HERE MAY BE HESITANT TO ENGAGE.
- THERE ARE NOT CURRENTLY IDENTIFIED RESOURCES TO MAKE THIS HAPPEN.
- THERE IS LITTLE OR NO INCENTIVE FOR THOSE W/ SKILLS TO GET INVOLVED

BARRIERS

INSIGHTS

- THIS IS A COMMUNITY DATABASE WAITING TO HAPPEN.

Vision # 3

Facts & Feelings Worksheet

How might we... COMMUNITY FOUNDATION / MATCH SKILLS W/ NEEDS, ETC ?

What do we know and what information do we have?

- COMMUNITY FOUNDATION HAVE WORKED WELL IN OTHER COMMUNITIES.
- WE DON'T HAVE A COMMUNITY FOUNDATION
- WE HAVE MULTIPLE COMMUNITY ORGANIZATIONS THAT ARE INDIVIDUALLY TRY TO FACILITATE COMMUNITY ENGAGEMENT.
- WE HAVE A GROWING RETIREMENT POPULATION WITH DIVERSE SKILLS.

What do we need to know and how do we get this information?

- WE NEED MEASUREMENT TOOLS
- HOW TO DRAW OUT DIVERSE STAKE-HOLDERS THAT ARE NOT INVOLVED
- HOW TO HARNESS THE NEWCOMER ENERGY & MAINTAIN IT OVER-TIME.
- WHO HAS WHAT SKILLS/EXPERIENCES AND IS WILLING TO PUT THEM TO USE

What are your own gut feelings and what have you heard?

- A COMMUNITY FOUNDATION WOULD BE AWESOME.
- THERE IS A LOT OF WEALTH MOVING INTO THE COMMUNITY.
- THOSE WITH WEALTH DO NOT KNOW HOW THEY COULD USE SOME OF THEIR WEALTH TO BETTER THE COMMUNITY
- THERE IS DESIRE BY NEWCOMERS TO BE COME INVOLVED & USE THEIR SKILLS & KNOWLEDGE

What's been learned and

where should we put our focus?

- LEARN FROM VAIL VALLEY, ASPEN, SUMMIT FOUNDATION
- ONE VALLEY PROSPERITY - GUNNISON
- SENONORAIL - LOR FOUNDATIONS -

Vision # 3 Tourism (Spts) Exploration Worksheet

How might we... Balance Tourism with Maintaining Sense of Community ?

MOTIVE Why?

- Quality of life
- Quality of tourists' experience
- increased traffic impact on residents
- increased wildlife/human negative interactions
- housing vs temp visitor housing
- keeping services affordable for locals
- shelves are bare at grocery store
- Downtown stores geared to attract tourists (luxury items) vs essentials
- impact on youth + long-time residents - Negative for long-term outlook - keep it affordable

BARRIER What's stopping you?

- people make a living off tourism - don't want to impact their business - seasonal business
- include youth + long-term residents in getting feedback before moving forward with a plan.
- 2 different user groups - affordable vs luxury items
- measure what quality of life means to people survey?
- measure tourists experience
- people start as tourists, love it, + then move here. How do we help people make the transition?

INSIGHTS

- people are coming, regardless. Rapid growth; people will make sacrifices to be here.
- Need to expect a fairly transient population unless we provide the community support systems.
- Will shopping at Wal-Mart be enough or do we need a real department store?
- We need to engage the youth and long-term residents now

Vision # 3

Facts & Feelings Worksheet

How might we.... balance tourism with maintaining sense of community?

What do we know and what information do we have?

- Survey & Report card
- Summary of Meetings previously done
- Changing demographics
- Increased ~~of~~ ~~as~~ tourist destination awareness of Chatlee Co.
- Impacts of increased tourism, rec'd use & increased housing costs & scarcity
- Long-term residents worried about changes they are seeing
- Concerns about noise & light pollution & urban sprawl

What do we need to know and how do we get this information?

- 1) Whether all age groups, income levels and residential status were polled in initial survey
- 2) How we measure quality of life for residents
- 3) How do we measure quality of tourist's experience

What are your own gut feelings and what have you heard?

- Neighbors who have been here long time avoid large events bring tourists to town (GOTR, Fib-Ark, etc.)
- Citizen's isolate themselves and/or negatively comment about community change
- "This is gonna be another Aspen" & try to make money off it

What's been learned and where should we put our focus?

- 1) Still need to tap input from those who haven't participated in this process
- 2) Need means to measure quality of life / quality of tourist experience (2 separate surveys)

Vision # 3 TRUST

Copts

Exploration Worksheet

How might we.... celebrate bridge building / publicize it / encourage groups doing it ?

MOTIVE Why?

1. Learning to talk to each other (communication)
2. ~~W/ support that are trying to do it have~~
~~no more~~ + to stop yelling.
2. Greater understanding / compassion for other viewpoints -
3. Lack of communication impacts everything we ~~are~~ are trying to do w/ this plan
4. Find common ground ~~between~~ to move forward

BARRIER What's stopping you?

- ~~1. People trying to do it have no \$~~
1. Bad past experiences w/ bridge building
2. Political environment encourages division
3. History - Perspectives
4. \$ - Experienced leadership

INSIGHTS

1. leadership should be "bi-partisan" & experienced.
2. Need to find a way to fund trainings / conversations
3. Need to find ways to engage community & overcome preconceived notions of what it is.
4. Need to create safe places

Vision # 3 TRUST (12pts) Exploration Worksheet

How might we.... Facilitate civil discourse on difficult issues ?

MOTIVE Why?

- So everyone feels heard and respected
- To get people out of their comfort zones
- To minimize confirmation bias and promote diversity
- To encourage empathy and embrace different perspectives.
- To encourage open discussion
- To shift focus from personalities to principles.
- To get people to agree to disagree respectfully.



What's stopping you?

- History and grievances
- Lack of trust
- Fear of putting oneself out there
- Not being willing to build a relationship and find common ground
- An unwillingness to get out of one's comfort zone
- An unwillingness to move beyond judgement
- Inertia

INSIGHTS

- Must be willing to move beyond the grievances
- Must be willing to suspend judgement and truly listen to different perspectives.
- Encourage venues which bring different stakeholders together.
- Create safe environment where people feel comfortable engaging others with different viewpoints
- Must be willing to be open minded and challenge one's beliefs
- Must be willing to seek compromise

Vision # 3

Facts & Feelings Worksheet

How might we... celebrate Bridge-building/Civil discourse ?

What do we know and what information do we have?

- There is division in the community.
- There is a fundamental lack of trust
- People's positions have hardened
- People struggle to speak to one another
- Growing realization that we need to work together

What do we need to know and how do we get this information?

- We need to reach out to other communities which we worked through similar issues.
- Who are the different stakeholders?
- What is best way to reach out to them?
- How do we prepare for that conversation?
- Are the issues specific to the municipality or county wide

What are your own gut feelings and what have you heard?

- People like the idea of inclusivity but struggle with how to implement it
- People have a hard time letting go to the history
- Yeah but mentality is present
- People recognize need to learn to communicate differently but don't know where to start.

What's been learned and where should we put our focus?

- Talking over one another doesn't work
- Need to learn how to talk to one another respectfully.
- Community wide forums with different stakeholders in attendance.
-

Vision #

3

Addressing Stakeholders

Lepts

Exploration Worksheet

How might we....

Address + include unseen stakeholders. ?

MOTIVE

Why?

action

- Broader base of support for initiatives
- More diverse involvement from community
- planning + vision better reflects the whole community
- Increased sense of belonging
- More effective action on the community level



What's stopping you?

- lack of information / ignorance
- Apathy - lack of collective vision
- insufficient opportunities to experience agency
- inexperience w/ being involved or proactive
- fragmentation of social infrastructure

INSIGHTS

- There must be ~~cohesion~~ interaction between different groups
- a reliable information source is required (community wide bulletin board doesn't exist)
- Belief and experience w/ successfully including a broad range of community members is crucial for greater involvement

Vision # 3

Facts & Feelings Worksheet

How might we.... Create a reliable information source accessible to all ?

What do we know and what information do we have?

Newspapers + Radio stations share community info.

Also word of mouth networks (facebook)

What do we need to know and how do we get this information?

requires participation
listen to radio
subscribe to Newspapers

→ Unreliable

What are your own gut feelings and what have you heard?

people still don't find out about things until last minute or too late

unsure of sources

What's been learned and where should we put our focus?

identify "official sources"