



Extension

UNIVERSITY OF WISCONSIN-MADISON  
OZAUKEE COUNTY

# Community Development Programming: December 2025



Extension Community Development Educator Paul Roback **responds to requests for assistance from local communities and organizations** who want to enhance local decision-making and respond to new challenges and opportunities. Programs are designed and delivered to meet these locally identified needs.

## Needs Assessment

- Since June 2025, outreach to Advocates of Ozaukee, Big Brothers Big Sisters, Family Sharing, Interfaith Caregivers, National Alliance on Mental Illness, Ozaukee Family Services, Ozaukee Food Alliance, and Port Washington Main Street.

## Current Projects

- Mequon Nature Preserve- staff development
- Village of Fredonia- community survey
- Ozaukee Nonprofit Center- collaboration program
- Northern Ozaukee United Way- strategic visioning
- Balance- strategic planning

## Completed Projects

- Cedarburg Chamber of Commerce
  - Updated strategic priorities and created an identity statement
  - "Paul is a great facilitator and is very easy to work with. He always keeps us on task and makes our strategic process smooth."
- Port Washington Center for the Arts
  - Board development and strategic planning
  - "I can't thank you enough for the impact working with you has made on the organization. You did a masterful job with directing us to focus on so many issues that we touched on but haven't spent the focused time needed in order to move forward together. I feel like it's the roadmap to the future for us and has helped us get through some difficult conversations. The board is feeling much more informed and unified by this experience. We look forward to checking in with you and meeting again in the Spring."
- Southeastern WI Invasive Species Consortium
  - Board development and strategic planning
  - "This was helpful as my first time on a strategic planning effort."

## Program Impact: 2025 Staff Development Workshops

Since 2014, Community Development Educator Paul Roback has facilitated Real Colors workshops in response to organizations and local governments expressing a need for staff development in effective communication and team building. These goals align with the outcomes for Real Colors, which is an interactive three-hour workshop that teaches skills to understand human behavior and improve communication with others.

In 2025, Paul provided ten Real Colors workshops for 211 participants from Ozaukee County, WI Municipal Clerks Assoc. District 5, WI Library Assoc. Leadership Development Institute, Elevate, Dodge County, Leadership Germantown, Leadership West Bend, and the Slinger Library. Overall, participants evaluated Paul's facilitation of the workshop as a 4.8 on a 5-point Likert Scale (1=poor and 5=excellent). Commenting on the workshop overall, one participant that "Paul was personable, knowledgeable, and made a very fun, positive view of the training."

| Today's Real Colors session increased your ability to: | Disagree or Strongly Disagree | Neutral | Agree or Strongly Agree |
|--|-------------------------------|---------|-------------------------|
| ▪ Recognize your strengths                             | 0%                            | 2%      | 98%                     |
| ▪ Recognize the strengths of others                    | 0%                            | 3%      | 97%                     |
| ▪ Build rapport quickly with others                    | 1%                            | 11%     | 88%                     |
| ▪ Understand how others process information            | 1%                            | 6%      | 93%                     |
| ▪ Modify your communication to connect with others     | 1%                            | 9%      | 90%                     |