

# Vision 20/20

A forward thinking process for  
Campbell County and its communities.

Final Draft  
Completed February 1998

# CAMPBELL COUNTY VISION 20/20

## OUR VISION

By 2020 CAMPBELL COUNTY:

- will produce globally competitive students through a strong partnership of community, educators, business, and family.
- will be an attractive and safe place to work, play, raise a family and retire.
- will have private and public infrastructure that supports and enhances business growth and quality of life.
- will have a diversified economic base with a mix of small business, manufacturers, and value added to natural resources that provide a growing job and income base.
- will have proactive, cooperative, and accountable government that leads our county into the future based upon citizen participation and issues prioritization.
- private sector leadership will build community by developing partnerships which promote our social and economic health.

## OUR CORE VALUES

Our citizens and the community will develop and use these core values as the guide posts as we pursue our interdependent Visions and Strategies. Core Values are character traits that guide in daily decisions.

Integrity  
Responsibility  
Traditional Family Values  
Positive Attitude  
Citizenship  
Ethics  
Faith in God  
Tolerance for religious, cultural and ethnic diversity.

## STAKEHOLDERS SUMMIT

The participants in the Stakeholders Summit on October 16, 1997, selected their Top Ten Priority issues to be addressed in the VISION Process.

<u>Priority Issues</u>	<u>Rank out of possible 100 Points</u>	<u>Addressed In</u>
Business/Economic Development	96	Economic Development
Education	75	Education
Quality of Life	71	Quality of Life
Community Image/Infrastructure	50	Infrastructure
Government	35	Government
Health Care	31	Quality of Life
Social Concerns	24	Quality of Life
Transportation	17	Infrastructure
Communications	13	Private Sector Leadership
Community Services	10	Government

The facilitator used this list during the VISION facilitation process in October and November, 1997. These issues are addressed throughout the VISION and Strategies for the six interdependent foundations required to provide global competitive advantage for Campbell County and specifically as noted above.

## **KEY BENCHMARKS**

The following Key Benchmarks will be used to measure the region's progress each year. Although we have a lot to accomplish over the next 20 years, we expect to see continual improvement each year along the way.

1. **Diversity of jobs--growth in private sector employment other than mining will increase at a rate exceeding 2.5 percent per year, while maintaining existing mining jobs <sup>1</sup>.**  
*History: Private sector employment other than mining increased 8.7% per year from 1970-1985, lost 4.0% per year from 1985-1989, increased 4.6% per year from 1989-1994, and 1994-1997, change has been 1.4%. Mining jobs 1970-1,220, 1980-4,440, 1990-4,800, 1994-4870.*
2. **Job growth--net new jobs per year will increase at the rate of at least 2.5 percent per year. In the initial years, this will mean about 500 net new jobs per year --- the number of net new jobs required each year to provide those young people who so desire an opportunity to stay in Campbell County.**  
*History: From 1970 to 1994, there was an annual net change in employment of 627 jobs per year, and the annual percentage change averaged 5.4 percent a year. Please note, that the number of jobs in 1970 was 6,010 whereas in 1994, there were 21,050 jobs. Therefore, the percentage increase was higher between 1970 and 1994 because of the low beginning jobs year. The predominant jobs growth was between 1970 and 1985, and then a decline in jobs occurred until 1989. From 1989 to 1997 job growth has been more stable.*
3. **Earnings--increase average private sector earnings per job without mining at the U.S. private sector earnings per job average or greater each year.**  
*History: Between 1970 and 1994, after adjustment for inflation, the U.S. private sector earnings per job increased .1 percent per year. Campbell County, private sector earnings per job without mining, increased 1.2% per year from 1970-1980, lost 4.3% per year from 1980-1989, and increased 1.8% per year from 1989-1994. This divergence in growth rates since 1980 has resulted in an \$8,846 gap between Campbell County private sector earnings per job without mining and the U.S. private sector earnings per job in 1994. In 1970, the gap was zero.*

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<sup>1</sup> Job and income data are from the Wyoming Department of Employment. Employment data is for all jobs including 2nd and 3rd jobs and military and is located by place of work. Population, employment and income data are for July 1 of each year. This employment definition is broad and includes wage and salary workers, proprietors, private household employees and miscellaneous workers. Because of the broad definitions and place of work counting, the number of jobs are frequently larger than other employment data series.

# Education

## VISION

Campbell County will produce globally competitive students through a strong partnership of community, educators, business, and family.

## STRATEGIES

### **A. K-12 Education Systems**

1. **Expect<sup>2</sup> all students to meet globally competitive performance standards at each grade level. Receiving a high school diploma will indicate a graduate's readiness to be competitive at either a four-year college, a technical institute or in the workforce. The performance standards will be established by a business driven advisory council.**
2. **Provide a seamless opportunity for movement between high school and technical institutes. Recognize that less than 25 percent of future jobs require a four-year college education, but all family sustaining income jobs require technical training after high school. Therefore, encourage educators, parents and students to value technical careers, provide guidance in technical career selection and develop a technology training center to impart academics and applied skills. The technology training center should focus on market-driven jobs required in Campbell County as students move from school-to-work/careers.**
3. **Create an environment where inappropriate behavior is not acceptable at any grade level. This environment will be created by the School Board, enforced by the administration and supported by parents, the community and business.**
4. **Ensure globally competitive performance by holding school boards accountable for setting policy, administrators for providing leadership and management, and teachers for providing quality instruction. Provide an annual report card on each school to the community and parents that clearly demonstrates the accountability of teachers, administrators, and the school board.**
5. **Expect all students to develop a) excellent work and study habits, b) time management and critical thinking skills, and c) the ability to make decisions and deal with adversity.**
6. **Recognize that preparation for K-12 education begins at birth and provide intervention and assistance in early childhood development. Increase public awareness of the available programs.**
7. **Hold all students accountable for achievement at high levels. Utilize alternative learning styles that make it possible for all students to excel.**
8. **Ensure that all teachers are qualified, including substitutes.**
9. **Create well rounded citizens by providing everyone the opportunity to participate in arts, academics, sports and other extracurricular activities.**

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<sup>2</sup> The highest priority strategies within each foundation are indicated by bold type. Strategies within each foundation or sub-section are in priority order.

**B. Life-long Learning**

1. Involve employers and educators in developing a life-long system for adults that satisfies the requirements of local employment opportunities and eliminates illiteracy. This includes competitive job training opportunities for existing and relocating business/industry.
2. Ensure that everyone in the community has access to information technology and resources through a quality library system.

**C. Higher Education**

1. Create an opportunity in Campbell County to receive comprehensive associate, bachelor and graduate degrees. These degrees should be focused on market-driven needs of Campbell County.
2. Develop a stand-alone community college district to administer the programs of Gillette Campus.

**D. Community Support**

1. Expect parents to hold their children accountable for responsible behavior and academic achievement. Where parents are unable or unwilling to fulfill this responsibility, ensure that each young person has at least one adult mentor for advice and encouragement. Provide skills training in parenting techniques.
2. Create a partnership of business, industry, community and parents to ensure continued support of the education system. This will include business and industry representatives introducing the real world into the classroom.
3. Increase salaries to attract quality teachers.
4. Align decision and action with the community's core values.
5. Develop an endowment for scholarships for higher education.

## **Quality of Life**

### **VISION**

Campbell County will be an attractive and safe place to work, play, raise a family and retire.

### **STRATEGIES**

**A. Social Concerns (Youth, Families and the Elderly)**

1. Promote family values where children are held accountable and parents are responsible for their children.
2. Eliminate spousal abuse, sexual abuse, other domestic violence and drug/alcohol abuse.
3. Provide a full continuum of housing opportunities for senior citizens who are transitioning from single family housing to retirement apartments, assisted living centers and nursing homes.
4. Provide quality child care that is available to all income levels on a 24-hour a day basis.
5. Encourage family supportive work environments.
6. Recognize the value of quality parenting in relationship to work and balance the cost of working with the expense of childcare.

7. Eliminate unwed teen pregnancy.
8. Create enjoyable activities for the elderly and an environment where they feel needed and have a desire to stay in our community.
9. Provide family-oriented non-alcoholic recreational opportunities for all ages.
10. Provide opportunities to enhance the quality of life for disabled individuals and address their needs for education, recreation, housing, health care and employment to address the needs of disabled individuals.
11. Inform the citizens of available support services.

**B. General Quality of Life**

1. **Adopt a zero-tolerance attitude toward crime, that results in a low crime rate. Provide positive support and respect for law enforcement.**
2. Encourage families to spend meaningful time together. Wednesday evenings and Sundays have traditionally been dedicated for this purpose and that tradition should be respected by entities who plan events and activities.
3. Encourage a spirit of volunteerism.
4. Recognize, maintain and communicate the positive elements of the Campbell County community.
5. Expect the media to help develop a more positive image of our community.
6. Improve the appearance of the community.
7. Enhance the spiritual base and align decision and actions with community core values.
8. Encourage a cooperative spirit within all sectors of the community.
9. Create a community foundation that provides a vehicle for significant charitable donations and endowments.
10. Encourage charitable giving to non-profit organizations by all individuals in the community.
11. Maintain a continuing forum that results in informed citizenship.
12. Maintain our wildlife resources, open spaces, and natural beauty by maintaining agricultural production in rural areas.

**C. Recreation, Arts, and Culture**

1. **Create and support the arts, cultural events and community festivals that attract people into the community and that unites our community from within.**

**D. Health Care**

1. Encourage our community health providers to meet as many community health needs as possible on a local basis. Encourage the community, business and industry to be supportive of local health care services.
2. Promote community health education, prevention and wellness programs.
3. Promote quality of life for the terminally ill.

## **Infrastructure**

### **VISION**

Campbell County will have private and public infrastructure that supports and enhances business growth and quality of life.

### **STRATEGIES**

1. **Maintain and improve streets, county roads, highways, all existing infrastructure, and equipment on an orderly and planned schedule.**
2. **Ensure scheduled commercial air service to meets the needs of business, industry and visitors.**
3. **Create public awareness and support for infrastructure required to enhance business growth and quality of life. Expect government officials to take the necessary implementation steps.**
4. **Ensure consistent, planned development of neighborhoods and business districts through comprehensive county-wide land use planning and zoning.**
5. **Ensure that competitive telecommunications linking Campbell County to the world is available to every business, school, government, home and ranch.**
6. **Expand Northern Wyoming Community College-Gillette Campus by creating a workforce development and technology center.**
7. **Encourage fiscal responsibility and coordination between the City and County in infrastructure development and maintenance.**
8. **Ensure that Highway 59 is on the National Highway System and is four-lane from Montana to Douglas.**
9. **Maintain competitively priced gas, water, electric and sewage service that provides the capacity required for our future growth.**
10. **Ensure that rail transportation capacity is adequate and competitively priced.**
11. **Apply "best available science standards" to environmental regulation, working to maintain prudent environmental protection balanced with economic viability.**
12. **Complete the highway belt loop system.**
13. **Enhance the existing system of green belts and landscape areas around the community.**

14. Redevelop downtown Gillette housing and retail.
15. Provide an alternate routing system through completion of the 4-J Extension by connecting to Second Street and extending to Southern Drive.
16. Upgrade existing industrial parks and develop new high quality industrial parks.
17. Provide affordable housing.
18. Maintain the quality and quantity of both our ground water and surface water and the quality of our air.
19. Encourage adequate freight and delivery services to meet the needs of business, industry, and agriculture.

## **Economic Development**

### **VISION**

Campbell County will have a diversified economic base with a mix of small business, manufacturers, and value added to natural resources that provide a growing job and income base.

### **STRATEGIES**

1. **Diversify our job base by supporting a pro-active and competitively funded public/private economic development partnership that facilitates the creation of value added <sup>3</sup> jobs through retention and expansion of existing business, creating new business enterprise, and relocating businesses to the county.**
2. **Develop a public-private partnership between business and education that prepares skilled workers to meet the immediate and future needs of employers. Utilize educational facilities to develop specialized training programs for industry-specific needs.**
3. **Provide vigorous support for entrepreneurs and small business development through mentoring, training, and accessibility to start-up capital. Create a small business incubator to encourage and enhance business start-ups.**
4. **Target and expand the industry clusters that will provide net new jobs and increase earnings per job. Develop industry networks within the county that provide an opportunity for productivity increases, expanded local and export market opportunities, and diversification. Develop incentives for targeted businesses.**
5. **Expand earnings per job and profits by increasing productivity through:**

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<sup>3</sup> **Value Added Jobs**-In every region, there are jobs that add value for export of goods or services outside the region to the rest of the US and the World. Export of services includes non-residents bringing cash dollars to the region as conventioners, tourists, students, medical patients or as the back office operation for a major financial organization. These value added jobs produce the cash income for the region that provides the opportunity for jobs that are internally focused. These internally focused jobs are either 1) local personal service jobs like barbers, accountants, lawyers, teachers, government workers and bankers or 2) jobs that sell products primarily produced elsewhere such as cars, appliances or clothes.



- capital investment
  - continuous employee training and skills development
  - improved customer service
  - sales and marketing to increase product/service demand
  - employee appreciation
  - diversifying non-mining jobs to higher paying jobs
  - reducing employee turnover
  - management/employee cooperation
6. Serve as a catalyst to create competitive business incentives and a predictable/stable tax structure and regulatory climate.
  7. Produce energy in Campbell County through traditional and innovative processes and distribute it to customers through a nationwide transmission grid.
  8. Create confidence that we can control our future through a passionate commitment to VISION 20/20's strategies and cooperative community action.
  9. Monitor and act upon government and regulatory actions that impact business and industry and its productivity.
  10. Enhance the visitor industry through developing products, services and activities for visitors and aggressively marketing conventions and tourism.
  11. Develop and support a comprehensive mix of retail products and services. Improve customer service.
  12. Develop support businesses in Campbell County that fill as many links of the supply chain as feasible for our industry targets.
  13. Promote Gillette as a site on travel maps, weather maps and in any material including the State of Wyoming.
  14. Inform citizens on a continuous basis of the need for economic development, implementation actions, the competitive nature of economic development and the risks involved to be effective.

## **Government**

### **VISION**

Campbell County will have proactive, cooperative, and accountable government that leads our County into the future, based upon citizen participation and issues prioritization.

### **STRATEGIES**

1. Expect government recognition and support of economic development as the critical factor in building our community and its quality of life.
2. Expect every unit of government within Campbell County and our elected state and federal representatives to endorse the VISION 20/20 strategies, benchmarks, and core values and to provide the leadership in developing partnerships for implementation.
3. Encourage government to demonstrate a sense of urgency and make a commitment to the

**progressive actions necessary to prepare for the future. Prepare for the reality of continuous and accelerating change in the global economy.**

- 4. Operate government in an effective and efficient way by using state-of-the-art business practices, the most effective technology, enabling personnel involved in daily operations to make decisions, providing autonomy to appointed boards and authorities, and maximizing the use of available studies and reports to make decisions.**
- 5. Expect all public officials to be ethical, accountable, and to substantially increase the productivity of government so that services can be maintained and improved while costs decrease.**
- 6. Create a strong public-private partnership that results in governmental actions based upon the informed consent of a majority of our citizens. Maintain open, two-way communications with all citizens on issues, and build trust between the people and government. All available technology should be utilized to communicate with the citizens.**
- 7. Increase the number of County Commissioners to five.**
- 8. Review all government rules, regulation, and ordinances and ensure that those which are outdated and those with ineffective cost benefit ratios are eliminated. Streamline the remaining to remove overlaps and improve productivity. Ensure that local laws are not more stringent than federal law unless there is a demonstrated socio-economic need.**
- 9. Develop a maintenance and replacement plan for all facilities and equipment that maximizes their utilization.**
- 10. Expect all government officials at the local, state and federal level to cooperate on all issues for the good of Campbell County and to eliminate overlap and duplication of services.**
- 11. Provide the training necessary to develop leadership and technical skills among all government officials, both elected, appointed, and staff.**
- 12. Maximize the use of City and County surveys to gain input on current issues and utilize the results for action.**
- 13. Change state laws to provide more options for the modernization and consolidation of management of City and County government.**
- 14. Create a joint County and City community development department.**
- 15. Privatize all government services that can be more effectively and efficiently provided by the private sector.**
- 16. Develop a system that requires consistent, uniform government inspections on all construction within the county.**

# Private Sector Leadership

## **VISION**

Campbell County private sector leadership will build community ownership by developing partnerships which promote our social and economic health.

## **STRATEGIES**

1. **Encourage citizens to take ownership in the community and communicate on issues. Encourage leadership development and an entrepreneurial attitude for all ages.**
2. **Expect all for-profit and not-for-profit private sector organizations to endorse the VISION 20/20 strategies, benchmarks, and core values and to provide the leadership in developing partnerships for implementation.**
3. **Encourage citizens to spend some time in public service as either an appointed or elected official. Encourage candidates to base their campaigns on a discussion of the issues. Support those citizens who take their turn in public office and inevitably face the public criticism that comes from making unpopular decisions.**
4. **Develop a strong communications agenda for VISION 20/20 that includes at least a semi-annual report on the progress on strategies.**
5. **Empower yourself and/or others to step-up, accept risk and take action. Don't wait on someone else to take the lead.**
6. **Encourage citizens to serve on not-for-profit boards. Encourage continued volunteerism by celebrating and appreciating the volunteers involved in our community.**
7. **Develop a conciliatory approach instead of a confrontational approach to issues resolution.**
8. **Encourage the media to present balanced reporting on local issues and on national issues with an impact on Campbell County industry.**
9. **Encourage businesses to promote volunteerism and individual giving among their employees.**

# CAMPBELL COUNTY VISION 20/20

## Phase I-GENERATING OUR SHARED VISION FOR THE FUTURE

- A. A diverse 26-person Steering Committee representative of the community was selected to guide the process.
- B. The Steering Committee selected a diverse Vision Task Force from all sectors and geographic areas Campbell County.
- C. The facilitator interviewed 86 individuals on September 18-20, 1997.
- D. Over 190 people attended the Stakeholders Summit on October 16, 1997. Vision Partners and the news media had publicized this public meeting at the Camplex. The participants selected their top ten issues to be considered by the Vision Task Force and selected 10 additional members for the Vision Task Force.
- E. The 155-member Vision Task Force met during October and November, 1997 and reached consensus on Vision, Strategies, Core Values and three Key Benchmarks. The draft was edited and available for distribution on December 22, 1997.
- F. Organizations and individuals throughout the community were urged to review the draft document and provide comments.
- G. Many Vision Task Force members made presentations on the draft Vision to community organizations between December 22, 1997, and the January 29, 1998, Town Hall meeting.
- H. The draft Vision document was presented to the public on January 25, 1998, by *The News-Record*. A Town Hall meeting was held for citizen input at 7:00 p.m. on January 29, 1998, at Gillette City Hall with 90 in attendance.
- I. The Steering Committee approved the final Vision document and printed copies for distribution in February, 1998.

## Phase II-COLLABORATIVE IMPLEMENTATION

- A. The **VISION 20/20** Steering Committee will be diverse and community based to provide leadership during the implementation process.
- B. Private and public sector organizations of all kinds and individuals will be asked to endorse the Vision document and become Vision Partners. (February-April, 1998)
- C. Vision Partners who endorse the Vision will be asked to identify those Strategies they can incorporate and effectively implement within their normal mission, purpose and scope of operations or in strategic alliances with other organizations. Each Vision Partner or Strategic Alliance will develop action steps for the specific strategies they adopt and establish Strategy Benchmarks to facilitate annual measurement of progress for each strategy. The Steering Committee will coordinate, assist in establishing and approve the Strategy Benchmarks for the specific strategies selected by the Vision Partners. (May-July, 1998)
- D. Strategy identification and acceptance by Vision Partners will be reviewed by the Steering Committee to ensure that the Priority Strategies have been covered within the time frames for effective implementation. Progress on every Strategy cannot begin immediately, but will be phased in over a 5 to 10 year period as applicable.
- E. Progress on Strategies will be communicated on a regular basis.
- F. There will be an annual benchmark update of the three Key Benchmarks and the Strategy Benchmarks measuring progress for each strategy identified by Vision Partners and Strategic Alliances. Progress on Strategies and the benchmark update will be presented at an annual Town Hall meeting.
- G. The leadership of the **VISION 20/20** Implementation Process will continue to be diverse and community-based with management support and coordination provided by the Chamber of Commerce for at least a five-year period.

## VISION TASK FORCE MEMBERS

**Chairman-Irma Kerns**  
**Vice Chair-Karla Fiebelkorn**

Lee Adami	Marilyn Engstrom	Liz Marshall	Steve Riss
Kevin Anders	<b>Duane Evenson</b>	Ray Martin	Nancy Roberts
Cathy Anderson	<b>Karla Fiebelkorn</b>	<b>Dave McCormick</b>	Michael Rodman
Brian Baglien	Connie Fink	Doug McDuff	<b>Elaine Roth</b>
Robin Bailey	Helen Fitch	Sherry McGrath	Arlene Saunders
Ron Bailey	Ron Franscell	Debbie McLeland	Raymond Saunders
Dan Barks	Amy Freidt	George McMurtrey	Cindy Schamburg
Ron Barnard	Rachel Fulkerson	Sallie Means	Penny Schild
Mark Beattie	Christy Gerrits	Baerbel Merrill	Connie Scigliano
Ruth Benson	<b>Marty Gulley</b>	Dave Millican	Judith Semple
<b>Susan Bigelow</b>	Gordon Harper	Ron Mobley	Jerry Shatzer
Mike Blenkush	Earlene Hastings	Bruce Morrison	Tom Shea
<b>Dick Bratton</b>	Alicia Heckel	Ron Moss	Malcomb Shepard
Rex Brown	Mark Higdon	Walt Mueller	Dave Shippy
Ted Buchanan	Kathy Holland	Beverly Mullins	Micky Shober
Butch Byram	<b>Adele Horton</b>	<b>Charlene Murdock</b>	Lorna Slattery
Bill Carson	Kathie Hove	David Myers	David Spencer
Herb Carter	Sue Howard	<b>Sandy Napier</b>	Bryn Stewart
Brandon Case	Barry Jankord	Colleen Neubert	Ron Stoughton
Terry Chamberlain	<b>Linda Jennings</b>	Joyce Nevins-Ginsberg	Jan Stout
<b>Laurie Christenson</b>	Roger Jordan	Don Oakely	Tucker Sturdevant
Sharon Chyr	Laurie Kadrich	<b>Bryon Oedekoven</b>	Leta Tanner
Mike Ciesielski	Norine Kasperik	Olin Oedekoven	Veronica Taylor
Rebecca Claar	Mary Kelley	Father Tom Ogg	Sue Thomas
<b>Karen Clarke</b>	Windy Kelley	Charley Parker	<b>Donna Thorne</b>
Julie Coolidge	<b>Irma Kerns</b>	<b>Shelia Parks</b>	Medelice Tuttle
Dan Coolidge	<b>Harry Kimbrough</b>	Ron Pasco	Lyn Velle
Marie Crook	Alice King	Ila Patel	Michael VonFlatern
David Crow	Dan King	Ric Paul	Mark Wagner
Brad Cundy	Jeri Kirk	<b>Steve Pecha</b>	<b>Mary Wells</b>
Sandy Daly	Cliff Kirk	<b>Chuck Peck</b>	<b>Mack White</b>
<b>John Daly</b>	Michael Knowles	Terry Pettijohn	Nello Williams
<b>John Darrington</b>	Leland Landers	<b>Marcia Poague</b>	Rollo Williams
Les Desavedo	Gladys Landers	Mary Prescher	<b>Lee Wittler</b>
Phil Dinsmoor	Tom Langston	Jeral Rainwater	Marcia Wright
Suzie Dowler	Julie Lease	Tauru Ramsey	Nola Wallace
Sherri Downing	Kent Levi	Betty Rice	Carolyn Waldrop
Barbara Doyle	Marilyn Mackey	Nita Rieniets	
Louise Dykes	<b>Brian Macy</b>	Dick Rindels	
Bill Edenfield			

\* The names of the Steering Committee members are printed in boldface type  
Facilitator: Henry Luke, LUKE Planning, Inc., Jacksonville, Florida  
Process Manager: Campbell County Chamber of Commerce

## VISION 20/20 ENDORSEMENTS

1. Council of Community Services
2. Campbell County School District
3. World Wide Travel
4. District #10 - Wyoming Nurses Association
5. Campbell County Board of Realtors
6. Wright Planning and Zoning Commission
7. Gillette Optometric Clinic
8. Norwest Bank
9. Gillette Campus Advisory Board
10. CC Economic Development Corp.
11. The 6<sup>th</sup> Dimenson
12. Wright Area Chamber of Commerce
13. CC Memorial Hospital
14. ERA Boardwalk Real Estate
15. Public Works and Utilities Advisory Committee
16. City of Gillette - Department of Utilities
17. Gillette Public Access Commission
18. City of Gillette - Board of Examiners
19. Town of Wright
20. Wright Water & Sewer
21. M & K Oil
22. First National Bank
23. Campbell County Chamber of Commerce
24. Children's Developmental Services
25. Tech Prep - School to Careers Advisory Committee
26. City of Gillette - Planning Commission
27. Campbell County Parks & Recreation
28. BHJ Inc.
30. Club Energize
31. LPL Financial Services
32. Prime Rib / Keyboard Lounge
33. Deckers / Kwik Shops
34. The Goings Restaurant
35. Boardwalk Hair Design
36. Pennington Construction
37. Edenfield Jewelers
38. City of Gillette
39. Northeast Wyoming Hospice
40. Ace Hardware & Lumber
41. Chamber of Commerce Energizers
42. PNC Mortgage
43. Black Hills Power and Light
44. Kiwanis Club of Gillette
45. Gillette Convention and Visitors Bureau

# CAMPBELL COUNTY VISION 20/20

## VISION PARTNER Strategy Adoption

Our organization supports Vision 20/20 and the future it describes for Campbell County.

- ☐ As a Vision partner we will adopt the following strategy(s).
- ☐ We have identified and listed primary organizations who we believe could work with us in a strategic alliance to accomplish these strategies.

FOUNDATION AREA	STRATEGY NUMBER	PROPOSED ALLIANCE MEMBERS

- ☐ Our organization, in alliance with strategic partners, will develop action steps for each strategy adopted and we will identify benchmarks to measure annual progress. These action steps and benchmarks will be completed on or before July 1998 and we will communicate this progress with the Vision 20/20 Steering Committee.

Vision Partner \_\_\_\_\_

Organization Representative \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Telephone \_\_\_\_\_

**VISION 20/20**  
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