

**WASHINGTON ISLAND ZONING AND PLANNING
COMMITTEE MEETING
January 19, 2024 – 1:00pm
Washington Island Community Center Rutledge Room &
Virtual Option, Call in Instructions Below
AGENDA**

- 1. CALL TO ORDER**
- 2. APPROVAL OF AGENDA**
- 3. APPROVAL OF MINUTES** of the December 11, 2023 meeting
- 4. CORRESPONDENCE:**
- 5. ACTION ITEMS**
 - a. Town of Washington Comprehensive Plan Discussion Only**
Bay-Lake Regional Planning Commission Comprehensive Plan Update.
Discuss with Brandon Robinson from Bay-Lake survey results, vision statement, goals and objectives, review of draft document and next steps.
 - b. Town of Washington Comprehensive Plan Discussion/Motion**
Draft revisions, additions and corrections to the Town of Washington Comprehensive Plan document.
 - c. Opening for WIZAP Committee Discussion/Motion**

- 6. REPORTS/ANNOUNCEMENTS**
- 7. COMMUNITY INPUT**
- 8. BOARD INPUT**
- 9. NEXT MEETING:** Suggestions?
- 10. ADJOURN**

MORE THAN TWO TOWN BOARD MEMBERS MAY BE PRESENT
WISCONSIN'S OPEN MEETINGS LAW NOTICE (WIS.STAT. §19.84)
Posted January 16, 2024

THE PUBLIC IS WELCOME

Check the Town website for our posted agendas & minutes at:
www.washingtonisland-wi.gov

Computer, Tablet or Smartphone Link
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**WASHINGTON ISLAND ZONING & PLANNING
COMMITTEE MEETING - Meeting Minutes
Wednesday December 11, 2023
Rutledge Room, Washington Island**

1. CALL TO ORDER: The meeting was called to order at 4:00 PM by Chairman Doug Hansen

MEMBERS PRESENT: Michael Kickbush, Doug Hansen, Connie Smith, Larry Kahlscheuer, Susan Buchanan, Andrew Kehren

MEMBERS ABSENT: Larry Kahlscheuer

OTHERS PRESENT: Izzy Fuller, Hans Lux, Margaret Foss, Susan Kochanowski

2. APPROVAL of AGENDA: The agenda was approved as written. Motion by Smith, 2nd by Buchanan. **Motion passed** unanimously.

3. APPROVAL OF MINUTES: The minutes November 20, 2023 meeting were approved as written. Motion by Buchanan, 2nd by Kehren. **Motion passed** unanimously.

4. CORRESPONDENCE:

ACTION ITEMS:

5. a. Door County Comprehensive Plan Update – Presentation by Izzy Fuller on a draft Comprehensive Plan Document, update on survey results and some suggested goals based on survey results to date. Izzy made us aware that she would be leaving Bay-Lake and would no longer be working with us. 574 surveys returned so far, very high response rate. Survey to end on December 25, 2023. Taking time to tabulate the open ended written input is delaying the final survey results. Need to develop a vision statement for this document. Goals and Objectives should be based on the 9 elements of Smart Growth. Change document color, something warmer. Send pictures of the local community to Bay-Lake to incorporate into the document. Washington Island Archivist, Steve Reiss, to be asked to do an introduction.

5. b. Door County Comprehensive Plan Update – Because of the way certain questions were asked (rank in order of preference), some written response surveys were not able to be tabulated. Izzy suggested just not counting the answers that were not in accordance with the instructions to answer. It was felt that because of the high response rate, enough input was received from the community to be able to continue to use the data from all of the survey questions.

5. c. Opening for WIZAP Committee – No action taken.

6. REPORTS/ANNOUNCEMENTS: None.

7. COMMUNITY INPUT: None.

8. BOARD INPUT: None.

9. NEXT MEETING: To be determined.

10. ADJOURNMENT:

Respectfully submitted,

Michael G. Kickbush AIA

Secretary

Washington Island Zoning & Planning Committee

December 12, 2023

Town of Washington
Main Road
Washington Island, WI 54246

Dear Town of Washington,

I was recently invited by Doug Hansen to participate in the December 11, 2023 meeting of the Washington Island Zoning and Planning Committee. During the meeting, I was invited to apply to become a committee member and advised to submit a letter requesting to be reviewed as a potential WIZAP committee member.

Please accept this letter as my formal request to be reviewed in order to join the WIZAP committee as a member. I am also submitting a current resume so that my qualifications can be reviewed.

Please let me know if you need anything else as you review my qualifications for committee membership.

Sincerely,

A handwritten signature in cursive script that reads "Susan Kochanowski". The signature is written in black ink and is positioned below the word "Sincerely,".

Susan Kochanowski
1921 Lobdell Point Road
Washington Island, WI 54246
615-626-4716

Susan Kochanowski

1921 Lobdell Point Road
Washington Island, WI 54246
Cell Phone: 615-626-4716
Email: smski@outlook.com

Summary

Consistently recognized for ability to intellectually grasp concepts, resolve problems, creatively enlist support of others and develop/implement a workable plan. Demonstrated continued career success in professional, business, clinical, and academic environments. Offers a unique combination of advanced education, human service skills and business acumen.

Professional Experience

THE SYNERGY ORGANIZATION, Voorhees, New Jersey 2008-Current

Senior Consultant

Work on a project basis with the healthcare consulting division of this independently owned executive search/consulting firm. Projects included executive coaching, executive outplacement/career development, the development of executive teams and organization development in healthcare systems.

VANDERBILT UNIVERSITY, Peabody College, Nashville, TN 2014 –2017

Senior Lecturer, Leadership and Organizational Effectiveness

Taught Leadership, Human Resource Management and Organizational Change Management in the Human and Organizational Effectiveness undergraduate major at Vanderbilt University. Taught Leadership, Organization Development and Special Topics in the Masters programs included in the department of Leadership, Policy and Organizations at Peabody College of Human Development and Education. Advised global participants in the Humphrey Scholar program and supervised independent studies in the masters' programs.

MARIST COLLEGE, Poughkeepsie, NY 2008 – 2014

Assistant Professor of Management

Taught Organizational Behavior, Human Resource Management, Management Foundations and Organizational Change Management in the AACSB accredited undergraduate and graduate business programs. Research interests include leadership, leadership development, strategic human resource management and organizational change management. Faculty advisor for the Business Leadership Initiative, Students In Free Enterprise, Beta Gamma Sigma and the Honor's Program. Member of the college Internal Review Board.

NIAGARA UNIVERSITY, Lewiston, New York
CORNELL UNIVERSITY SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
Buffalo, New York 2001-2003

Faculty Professor/Adjunct Professor/Consultant

Taught Strategic Management and Policy in both the undergraduate and graduate business degree programs and taught Organizational Behavior and Organization Development at Niagara University. Engaged in teaching, training, research and business/corporate development consulting projects with the Cornell University School of Industrial and Labor Relations.

ARTHUR ANDERSEN LLP, Toronto, Ontario; New York, New York 1998-2001

Senior Manager, Business Consulting, New York, New York 2000-2001

Experienced Manager, Business Consulting, Toronto, Ontario 1998-2000

Specialized in Change Management, Team Enhancement, Human Resources and Organization Development utilizing in-depth knowledge concerning the human and organizational dynamics involved with change initiatives. Managed a variety of teams on projects ranging from technology implementations to corporate mergers and restructurings. Responsible for business development, client relationship management, mentoring, assembling teams, hours, budgets, and work plans.

- Managed the change strategy for a variety of ERP technology implementations including SAP, ASAP and PeopleSoft implementations for a wide range of industries and businesses.
- Project manager for a large healthcare professional organization undergoing strategic change planning to position itself and its member organizations for future effectiveness.
- Created change strategy and implementation for a large, multi-million dollar retail enterprise with several hundred operating units.

LEE HECHT HARRISON, Birmingham, Alabama 1996-1998

Vice President, General Manager 1997-1998

Managed all aspects of operations including Strategic Planning, Marketing and Business Development, Client Relations, Organizational Profit and Loss, Internal Operations and Program Delivery for the Birmingham Office that serves the state of Alabama. Lee Hecht Harrison is an international Human Resources support firm that is recognized as a leader in outplacement, career management, organizational development and change management.

- Relocated and restructured office from a Project Center to a full-service Professional Practice Office increasing client access, service quality, and space utilization while decreasing overhead expenses.
- Developed the revenue base that transformed the office from a position of operating loss to one of the most profitable offices in the Southern Region within a 3-month period.
- Revised policies and procedures, restructured staffing and developed compensation plan to increase effectiveness and comply with Lee Hecht Harrison operation and quality standards.

Executive Director

Directed daily operations of this full-service psychiatric clinic that provided outpatient treatment, psychological assessment and therapy. Developed administrative policies, operational procedures, managed all Human Resources activities and directed the management of all clinic programs.

Accountable for clinic's financial management and client relations as well as relationships with insurance carriers, entitlement program administrators, clinic attorney and accounting firm.

- Restructured collection process reducing outstanding receivables by more than 50%.
- Revamped staffing patterns and support staff schedules reducing labor costs while increasing hours of administrative coverage.
- Managed technology update by installing a computerized billing system, central computerized scheduling and a computer interface with local hospital.

Education

Doctor of Philosophy, Organizational Studies 2008

University at Albany, State University of New York

Dissertation Title: COACHING AS A FACILITATOR OF THE EFFECTS OF BEHAVIORAL FEEDBACK TO MANAGERS. Dissertation Chair: Gary Yukl, Ph.D.

Master of Arts, Religion

Lutheran Theological Southern Seminary

Master of Science, Psychology

Auburn University

Bachelor of Science, Psychology

University of Southern Mississippi

Professional Licensure

Licensed Clinical Professional Counselor,

Licensed in 1995 and currently on inactive status

Certified Mediator, 1998

Board of Director Service

HEALTH QUEST Health System, Poughkeepsie, New York

2009-2014

Board of Directors, Northern Dutchess Hospital, Rhinebeck, NY (October 15, 2009 – August 2014). Elected as incoming Chair of the Board but left the area before I served.

Performance Improvement Committee of the Northern Dutchess Hospital Board.

Board of Directors, Wells Manor. A subsidized senior citizen housing development, (January 2011 – August 2014).

Review of comprehensive plan draft questions

1 message

Susan Buchanan <susanb@tallpinesconservancy.org>
To: WIZAP Committee <wizap@washingttonisland-wi.gov>

Sat, Jan 6, 2024 at 2:03 PM

Hi WiZap: I've taken a bit of time to look Izzy's questions over and here is a breakdown, perhaps some of you could help lead us in the right direction for the answers?

P. 18 Prevalent list of employers

(Here's what comes to my mind: The WI Ferry Line, Fair Isle, the Town, Shipyard Marina, Mann's store, Mann's Merchantile, all the restaurants, electric co-op, Wash island school

Maybe ask the Economic development committee to weigh in?

P. 21 Soil characteristics and limitations--rocky soil impact on construction and agriculture

Soil tends to be shallow due to the rocks. Abundance of sandy soils that have low organic matter leading to low water holding capacity and low nutrients. Crops can be subject to draught conditions resulting in lower production and quality.

P.22 Environmental concerns

Invasive species (autumn olive, buckthorn, fragmites, cat tails, garlic mustard, knapweed) Threatened and endangered species (hines emerald dragonfly, blue flag iris, lady slippers)

Maybe ask Steve Waldron to write?

P. 24 What is the town known for in terms of Agriculture

We used to be known for potatoes, but now it is very pastoral with predominantly hay fields. Other crops include lavender, wine grapes (GG). Some beef cows, sheep and goats.

Ask Martin Anderson to write?

P.29 How are sewerage and wastewater managed?

Hans Lux volunteered to write

Confirm water supply sentence--I believe that is correct?

How is electricity supplied

Perhaps Hans or Robert Cornell could write?

Telecommunications---I think we should add the current plans for high fiber optic cable (high speed internet)?

What services does the archive provide

Ask Steve to write?

P. 30 Police service---confirm (I believe this is correct)

Child care services---are there any on the island?

I asked the Island Alliance if they had any "island" plans they could share, and I think Beaver Island's plan is very interesting, take a look (forgive me if I already sent this!)

http://www.resilientmichigan.org/downloads/beaver_island_masterplan_draft_4_20_23.pdf

Also **Great Lakes Island Alliance** will be conducting a series of zoom meetings on a number of topics with speakers, we might want to delegate someone to attend? These dates may change (I will send updates) but thus far I have:

Jan 10th at 9am ---subject is "EMS" home visit funding/telemed

Feb 7th at 6pm ---Hospitality industry/pandemic impact

March 6th at 9am---how to set up a land trust

April 3rd at 6pm ---affordable housing

May 1st at 9am---Invasive species projects & school curriculum

June 5th at 6pm---Climate change/fire management

Thanks! Praying for snow! Susan

Washington Island is the small island located several miles off the northern tip of Door County, Wisconsin. Containing an abundance of scenic and recreational resources, it is 35 square miles in size, being 5 miles wide, by seven miles long, with 26 miles of shoreline. The Town of Washington consists of Washington Island and its neighboring small islands of Detroit, Rock, Plum and Pilot. Rock Island became a Wisconsin State Park 1965, and Plum & Pilot Islands are owned by the Federal Government.

This Island chain was originally called the Islands of the Pouteouatimia and was a popular hunting, fishing and living grounds of the Menomonee, Chippewa, Winnebago and Potawatomi Indians. Archeologists discovered remains of all these tribes near the sandy beach on Rock Island, and at several places on Washington Island. Also found were many artifacts of the French explorers. In 1634, Jean Nicolet visited the Island while investigating a possible northwest passage through the Great Lakes and in 1679, La Salle came to the Island on his sailing vessel, Le Griffen. A brisk fur trade was eventually developed between the French explorers and Potawatomi communities, which lasted until the early 1830s.

The 7 mile stretch of water which separates Washington Island from mainland Door County has its own long history. The French explores called this area Port De Mort, or Death's Door, due to the waters of Lake Michigan and Green Bay meeting at this point and sometimes creating treacherous waves, currents, and wind. During the age of sailing, hundreds of vessels were lost or driven ashore by its ferocity, and the Potawatomi Indians tell of its storms.

The Island originally received the name "Washington" in 1816, when three government ships stopped in Washington Harbor to wait for other ships of their group before setting off to establish a fort at Green Bay. Their flagship was the named the Washington and that name was bestowed on the Island.

In 1835, the government surveyed the Islands and by 1845, small clusters of settlers had formed on Rock Island and on Washington Island at Detroit Harbor on the south end, Washington Harbor on the north end, and at West Harbor. Early pioneers were fishermen, who found the Islands location desirable. Its main advantages being abundance of fish, protected harbors and being near the Lake Michigan shipping lanes.

By 1848 steam vessels were stopping frequently for cordwood and fish and in 1850, the Islands became the Town of Washington, with a population of 170. Over the next ten years, this diverse cultural community of settlers from the Eastern United States, Canada, England, Denmark, Ireland, Germany, Norway, Iceland and others, grew to 632 people in 1860. Most of these relied on the fishing industry and logging for their livelihood.

The 1865 census showed the Islands population had decreased to 269, mostly due to the effects of the Civil War. Over the next 25 years, new settlers to the Island steadily increased the population back up to 412 in 1875, then to 612 in 1885. By 1890, 738 people resided in the Town of Washington, with a large number of the newer settlers being from Scandinavian countries. Between 1870 and 1900, more land was being cleared and tilled, increasing the Island's farming economy.

Many Islanders were involved in two or three endeavors to maintain a year-round income. While fishing and farming were more of a spring-summer-fall occupation, logging was predominately work, with the height of the logging industry being between the late 1870s to the early 1890s. The fishing industry was the most important way to earn a living for early Islanders. In 1862 it was noted that over 20,000 barrels of fish were shipped that year. In the 1930s there were 40 independent fish tugs

operating from Washington island, but this number started to decline in the 1940s until only a small amount of commercial fishermen remained by the late 1970s.

Before and after the turn of the century, agriculture grew in importance to the Islands economy. Potatoes was one of the first major crops and many schooners were hired to take the Island's fall harvests to market. Peas was another main crop of early farmers. Soon the farmers organized a local chapter of the Wisconsin Farmers Union, and then a Holstein Association when many farmers turned to Dairy farming. A creamery was built and for many years delicious butter and cheese were made, until this was discontinued in the mid-1960s. After WW II, most Island farming waned. Except for a small revival of raising potato crops in the 1950s and 1960, and wheat in the early 2000s, most fields now grow hay or are shrinking back to forest.

Various early shipping companies had always made Washington Island a regular stop. The Islands peacefulness and recreational beauty attracted people to visit, and the tourism industry grew quickly after 1900. The transportation, retail and construction industries followed this growth, with the building of businesses, many summer homes and cottages over the years.

Between the 1920s and 1940s Washington Island experienced a transition in how people and goods were transported to-and-from the Island. Before the 1920, everyone and everything arrived by sail and steamships, mostly into Washington Harbor at the north end of the Island. Once the automobile was established, and roads in Door County improved, the Island's Ferry Line in Detroit Harbor became the main artery to and from the island, and still is today. The old shipping transportation out of Washington Harbor was gone by the late 1930s.

Washington Island's economy continues to be closely related to the tourist industry, due to its relative inaccessibility and high transportation costs. Although the summer tourism population continues to increase, some years being 3000 on a busy summer day, the number of year-round residents has mostly stayed the same, at around 650. The average age of the Island's residents has also changed. In 1940, only 8.2% fall into the 65 and older category. By 1980, this age group made up almost 30% of the population.

Islanders have always been self-reliant, forming a telephone company in 1915, an airport in 1928, an electric co-op in the mid-1930s, fire department in 1948 and a Rescue Squad in 1968. The Town of Washington contains a state park, county park, and several town parks which are available for Island residents and the thousands of tourists who visit during the summer months. These parks have been improved and increased in size over the years. Preserving the Islands tranquil beauty and peacefulness has always been an important aspect of its development planning.