

Journey to Balance: A Dual Perspective on Career, Work-Life Balance, and Retirement

Stuart and Kari Kent



Meet the Team



Kari Kent

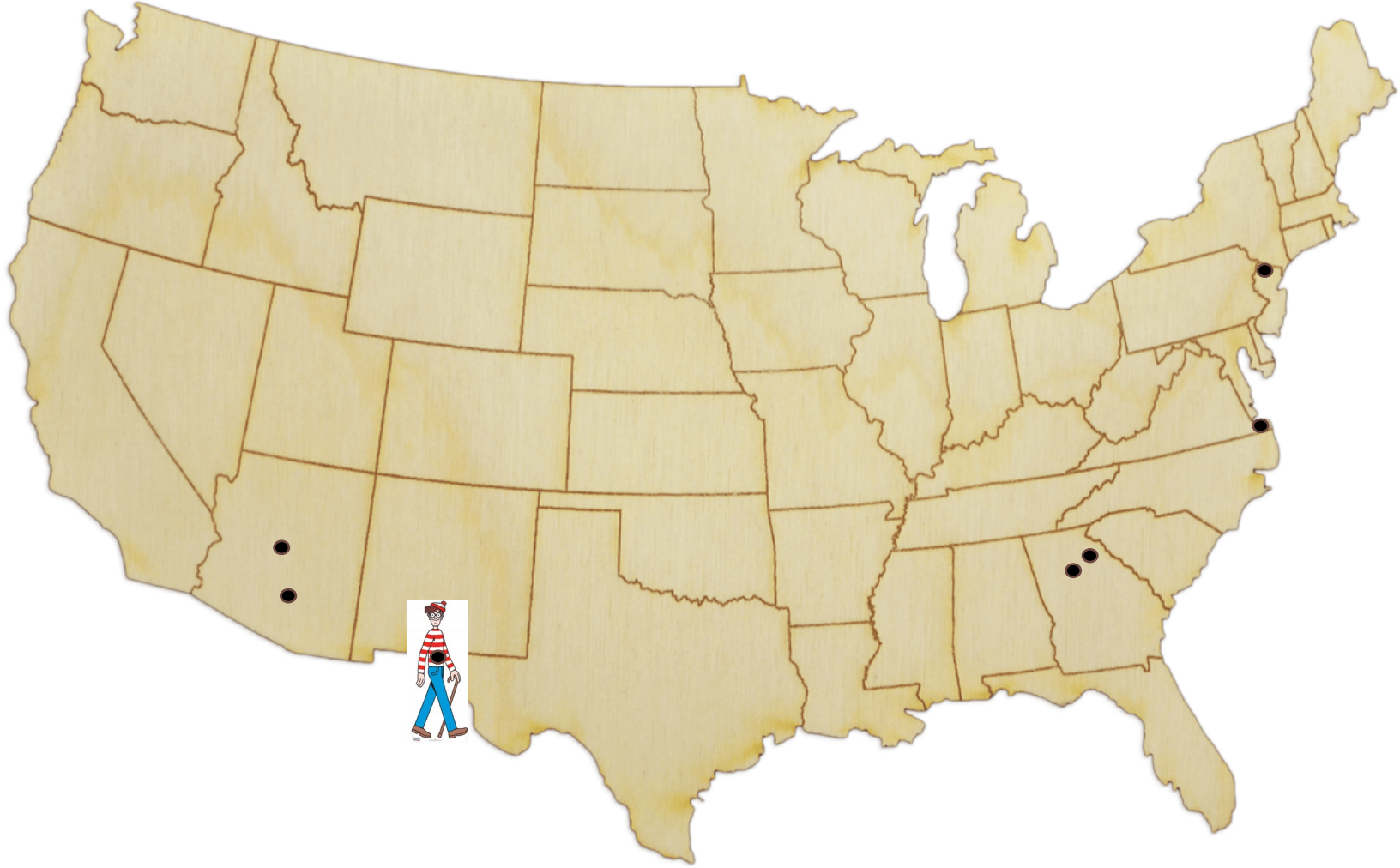


Stuart Kent



Morgan Kent

Where's Stuart?



Who is Stuart?

- At home introverted but learned to be extroverted
- Direct
- Comfortable with all levels of staff and people



Career Segment – Ages 24 to 40

Personal

- Married
- Starter Home/Move-Up Home
- Dad Passes Away
- Morgan Born
- Senior Mom Relocates Close by



Career Segment – Ages 24 to 40 (1988-2004)

Personal

- Married
- Starter Home/Move-Up Home
- Dad Passes Away
- Child Born
- Senior Mom Relocates Close By

Professional

- Progressive Growth (Department Head at 39)
- Five Different Jobs in One Organization
- Fired First Employee
- Stable Management
- Stable Political Leadership

Understanding What Culture You Live In...



Lessons Learned: Age 24-40

As I look back...

Lessons Learned

- Supervising people is hard
- Take every opportunity to step outside your comfort zone
- Realize people are judging you at every turn

What I'd Do Differently

- Not to take discipline issues personally
- Yes, this is big league baseball, grow up!

Ask Yourself...

- Are you being true to who you are
- Are you adding value to the organization and is it acknowledged



Career Segment – Ages 40 to 54

Professional

- Financial Crisis
- Unstable Organization
- Ultimately Left Organization
- Continual Promotional Opportunities

Career Segment – Ages 40 to 54 (2004-2018)

Professional

- Financial Crisis
- Unstable Organization
- Ultimately Left Organization
- New Promotional Opportunity



Personal

- 1st Heart Attack-40th birthday
- Emergency Colon Surgery
- 2nd Heart Attack-2 yrs after 1st
- Daughter Starts UGA
- Mother Deteriorating Health

Changing Dynamics

Financial

- \$25 Million Negative Fund Balance in 2008
- \$50 million transfers from enterprise funds (to NHL)
- No pay increases, staff turnover

Political

- Blame Game was "on"
- Interest in being a change agent
- Who steps up in an organization, who runs for cover, and who manipulates

Leadership

- Organizational Culture
- From 3 in 42 to 4 in 2

Lessons Learned: Age 40-54

As I look back...

Lessons Learned

- Speak truth accurately and dispassionately
- Determine what your line in the sand is, and DO NOT WAIVER
- When it feels dead wrong, it is

What I'd Do Differently

- Don't be Edward Smith
- Rely on friends, family or whomever to get through the rough times
- When you get a chance to restart, TAKE IT!!

Ask Yourself...

- Did I own my failures and those of my staff
- Did I do good



Retirement Reflections

Did I make the right decision

- Financial
- Emotional
- Know thyself (have I found balance)
- Know thy partner





Rome, NY Parks & Recreation Department Presents:



Miss Playground 1976!



PLAYGROUND ROYALTY — Kari Molmod, left, 7, daughter of Mr. and Mrs. Alan Molmod, 63 Lincoln Ave., was crowned "Miss Playground 1976" Thursday



THERE IS NO
PLACE LIKE
ATHENS
GEORGIA





30 & 33 Years Old

First and Youngest
Female Solid
Waste Manager &
Asst. Public Works
Department
Director

37 Years Old

Neighborhood
Services Director

Only Female
Department Head

38 Years Old

Only Female
Finalist For
Assistant City
Manager



We all have a responsibility to mentor; for the future of our profession



**“ LET YOUR
CHALLENGES
MOLD YOU
NOT FOLD YOU. ”**



Don't Let This Be You



Ask For Help



TOP STORY

\$90M coming for Mesa virus relief

By Jim Walsh, Tribune Staff Writer Apr 20, 2020 Updated Apr 21, 2020 0



FEEDING MESA

3.73 MILLION MEALS
FOR MESA FAMILIES

As residents faced empty grocery shelves and felt the economic impact of COVID-19, many named access to basic food supplies as their top concern. Feeding Mesa programs were quickly created to address residents' highest priority by providing nutritious food and prepared meals to the community through collaborative partnerships with existing services, nonprofits, and Mesa-based restaurants.



FEEDING MESA PROGRAMS



FOOD BOX
DISTRIBUTION



DRIVE-THROUGH
CANNED FOOD
DRIVES



PREPARED MEAL
DISTRIBUTION



ADOPT-A-
GRANDPARENT



BRIDGING THE DIGITAL DIVIDE FOR MESA STUDENTS

The City of Mesa has connected Mesa students with access to technology and reliable internet services. Through this program, 9,400 K-6th grade Mesa students have received laptops to continue learning from home. WiFi hotspots and internet subscription services are also provided to those in need.

9,420

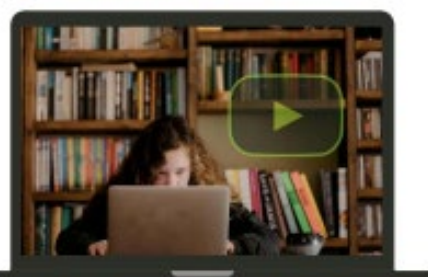
LAPTOPS FOR MESA STUDENTS

Through August 2020

5,500+

FAMILIES ASSISTED WITH INTERNET ACCESS

Through August 2020



WHY LAPTOPS AND INTERNET?

These resources play a vital role in allowing teachers and students to connect, facilitating communication between counselors and social workers with families, and helping families access social services via online applications as they navigate the economic and social/emotional impacts of COVID-19.



OTHER WAYS MESA IS SUPPORTING ITS STUDENTS

Mesa CARES funding provides hygiene supplies for Mesa Public Schools students experiencing homelessness, and supports the AZ Brain Food program which provides 2,500 weekend food bags equaling 17,500 meals to Mesa students at risk of hunger.



"Access to the internet and devices such as laptops is a huge equalizer, not only for learning but also for access to services provided in our community for students and their families. This program to help K-6 students and their families is much needed and greatly appreciated."

Dr. Anil Fourik, Mesa Public Schools Superintendent

UTILITY ASSISTANCE

COVID-19 impacted employment and economic viability for families across Mesa. In recognition of these challenges, the City's energy and water resources departments made the important decision to keep electric, gas and water services flowing to customers despite any delinquent accounts. City residential utility shut-offs were suspended from March 2020 to October 2020.

The City of Mesa partnered with A New Leaf's Mesa Community Action Network (Mesa CAN) to deliver utility assistance to Mesa residents unable to pay their utility bills due to COVID-19.

\$590

AVERAGE UTILITY PAYMENT AMOUNT PROVIDED TO MESA RESIDENTS

8,750

APPLICANTS ASSISTED

Through December 2020 Click to view more on data.mesaaz.gov



"I want to thank you from the bottom of my heart for addressing my concern and providing the funding for my very past due water/gas bill. I intend to from here on out, keep my bill in good standing with the City of Mesa...you definitely went above and beyond to help."
Valerie M
Utility Assistance recipient

EVICITION AND FORECLOSURE PREVENTION



During the pandemic the importance of safe, stable housing was paramount. Extra time at home became the norm, while rising unemployment and underemployment started impacting families across Mesa. As temporary state and federal eviction moratoriums were enacted, the City of Mesa used CARES and other federal funding to create eviction and foreclosure prevention programs to help Mesa residents keep their homes.

The City partnered with A New Leaf's Mesa Community Action Network (Mesa CAN), in addition to engaging a dedicated team of employees, to deliver housing payment assistance for Mesa residents behind on rent and mortgage payments due to COVID-19.



\$3,875

AVERAGE HOUSING PAYMENT ASSISTANCE

1,729

APPLICANTS ASSISTED

Through December 2020



"We are beyond grateful and blessed for all your care assistance time and efforts!!! This is a humbling experience for us all and just can't thank you all enough!!!" - Eviction Prevention Program recipient





*a
new
chapter
begins*











THANK YOU GCCMA

