

KARA J. HOMAN, AICP

377 Winnebago Ave ▪ Menasha, WI 54952 ▪ 920.221.5653 ▪ kjhoman@gmail.com ▪ linkedin.com/in/karahoman/

CORE COMPETENCIES Consensus & Relationship Building | Community Visioning | Collaboration | Creative Problem Solving
Team Leadership & Development | Strategy | Process Design | Communication | Conflict Resolution
Change Management | Program & Policy Analysis | Data-Driven Decision Making | Negotiation

EXPERIENCE **Development & Land Services Director** Nov. 2016 - present
Planning Director Nov. 2014 - Nov. 2016
Development & Land Services/Planning Department, Outagamie County Appleton, WI

- Design and implement the county's long-range planning & development program for public infrastructure (parks, trails, county facilities, and highways), and land use in unincorporated areas, done in collaboration with county departments, municipalities and other stakeholders. Completed projects include: County-wide Comp. Plan - 2040; CTH CA Corridor Vision Plan; 2022-2026 CORP; Plamann Park Masterplan; County Facility Space Needs Project; "Loop the Locks" greenway connection framework; County-wide Broadband Strategy. Plans underway include a County-wide Bicycle & Pedestrian Plan; Facilities & Land Use Plan for the Highway, Recycling & Solid Waste, and related depts.; and the CTH CB route planning project.
- Oversee and direct community & economic development activities. Designed and led community engagement process that is guiding the external investment strategy for ~\$12.5 million of the County's American Rescue Plan Act (ARPA) allocation. Guided development of Fox Cities/County-wide Housing Strategy and implementation activities. In response to pandemic: redesigned county loan fund, making 15 business loans that provided a fiscal bridge before state/federal assistance was available; secured \$2 million+ in CDBG-CV funding for micro-business & housing assistance, in partnership with Calumet Co.
- Serve as the county lead in the development review process. Continuously improve county workflows to simplify and add transparency to the review process for all development related permits/approvals across depts. Items implemented include developing a cross-functional development review team, establishing pre-consultation meetings for complex projects, and implementing a county-wide enterprise permitting system (CityView) where applicants and staff can navigate the process in a web-based platform (launched fall 2019). Coordinate activities of the Zoning Committee for legislative (rezones, subdivisions, code changes, long-range plans) and quasi-judicial (special exceptions & conditional uses) approvals.
- Oversee and advise on the county real estate portfolio through annual process; make recommendations for highest and best use of county-owned land. Negotiate land purchases, sales, and leases as required.
- Successfully integrated the Property Listing, Zoning, Erosion Control & Stormwater Management, Surveying, and Code Enforcement/Inspection functions as part of a strategic reorganization/merger. Currently lead a combined team of 13FT, IPT, and 4 contractors; prepare & monitor operating, special funds & capital budgets; handle day-to-day personnel management activities, including goal setting; recruitment & onboarding; culture/core value development; and performance management.
- Liaison with the County Board; Property, Airport, Recreation & Economic Development Committee; Zoning Committee; Board of Adjustment; Sustainability Committee; and Greenway Implementation Committee.

Principal Planner Sept. 2011 - Nov. 2014
Community Development Department, City of Menasha Menasha, WI

- Assisted in implementing all aspects of the Community Development Department operations, including execution of development and redevelopment activities; marketing and sales of city- and RDA-owned properties; oversight of annexations, property divisions, and boundary agreements; zoning, housing and building code administration and enforcement; long-range planning and site plan review; planning and development of multi-modal pedestrian facilities; storm water program administration and reporting; coordination of GIS mapping and analysis services for various city departments; and preparation of departmental budgets.
- Managed the department's grant writing & administration services. \$400k+ awarded in state & federal grant funds for public facility and economic development initiatives.
- Facilitated strategic alignment of resources and programs focusing on Downtown Menasha, with projects including the "Third Street Market" redevelopment, acceptance & management of the "Connect Communities" program through WEDC, and securing CDBG-PF grant funding to renovate the Menasha Senior Center.

- Supported the Redevelopment Authority, Plan Commission, Housing Authority, Landmarks Commission, Joint Review Boards, & Board of Appeals. Filled in for Director at Common Council meetings as needed.

Principal Planner

April 2010 – Sept. 2011

Associate Planner

March 2007 – April 2010

East Central Wisconsin Regional Planning Commission

Menasha, WI

- Led regional planning efforts that required coordination and collaboration with diverse stakeholders. This included managing a federally funded economic development program, comprehensive planning initiatives, and coordinating work efforts related to socioeconomic data analysis.
- In partnership with local units of government, successfully secured over \$1.5 million in state and federal grant funding for economic and community development projects.
- Provided interim planning services for the City of Waupaca – staffed Plan Commission, Board of Appeals, administered CDBG grants, and managed a variety of short- and long-range planning initiatives.

Planning and Zoning Intern

May – Aug. 2006

Planning and Zoning Department, City of Pella

Pella, IA

- Lead several city-level initiatives, including a successful effort to join the National Flood Insurance Program (NFIP), and the adoption of modifications to design review overlay districts.

Graduate Assistant

Aug. 2005 – May 2007

Urban and Regional Planning, The University of Iowa

Iowa City, IA

- Marketed and conducted recruitment visits to universities; developed contacts with local governments and organizations to improve internship and job placement efforts.
- Assisted in teaching “Economics for Policy Analysis,” a graduate level course.
- Performed literature reviews and conducted research pertaining to brownfield sites.

Planning/GIS Intern

May – July 2005

East Central Wisconsin Regional Planning Commission

Menasha, WI

- Assisted in the production of a new MPO Long Range Transportation and Land Use Plan for Fond du Lac, WI by creating maps, analyzing traffic patterns and developing GIS crash data.

EDUCATION

M.S. in Urban and Regional Planning

May 2007

The University of Iowa

Iowa City, IA

Emphasis in Land Use/Environmental Planning & Economic Development

B.S. in Geography, with distinction

May 2005

The University of Wisconsin at Madison

Madison, WI

Environmental Studies Certificate accompanied degree

MEMBERSHIPS & SERVICE

- Fox Cities Economic Development Professionals (FCEDP), 2010 – present; President 2017
- N.E. WI Regional Economic Development Partnership (NEWREP), 2007 – 2011; 2014 – present
- Fox Cities Convention & Visitors Bureau, Tourism Development Grants Committee, 2016 – 2021
- Wisconsin Planning & Zoning Directors Association; 2014 – Present. President 2018
- American Planning Association – WI Chapter (APA-WI), 2005 – present; President Elect 2022 – present
- Wisconsin Economic Development Association (WEDA) – 2008 – present
- American Institute of Certified Planners (AICP), 2010 – present
- International City/County Management Association (ICMA), 2015 – present
- City of Menasha, Plan Commission, 2009 – 2011 & 2016 – 2021; Board of Appeals, 2015 – 2016
- Fox Cities Greenways, Inc. Board of Directors, 2009 – 2013
- Phi Beta Kappa Society, inducted 2004

AWARDS & PUBLICATIONS

- National Association of Counties (NaCO), 2022 Achievement Award/Transportation – [CTH CA/College Ave](#)
- Wisconsin Counties Association (WCA) Magazine, Oct. 2022 Issue. [Strategic Capital Planning](#) (pg 7)
- Fox Cities Chamber of Commerce – PULSE “Future 15”, 2015
- AICP Outstanding Student Award, University of Iowa, 2007
- Outstanding Service Award, Iowa Chapter of the APA, 2007
- Excellence of Scholarship in Geography, UW-Madison Department of Geography, 2004