



# EXECUTIVE RECRUITMENT

**Township Superintendent**

**Oscoda Township**

**SALARY: \$120,000 - \$140,000 DOQ**

**Great leadership is in our nature.**

**[www.doublehaulsolutions.com](http://www.doublehaulsolutions.com)**



## OPPORTUNITY SUMMARY

Are you ready to make a meaningful impact in a thriving community? Oscoda Township is seeking a dynamic and experienced Township Superintendent to guide and elevate a community rich in natural beauty, history, and potential.

As the Township Superintendent, you'll lead a collaborative team, harmonize diverse interests, and set a strategic course to unlock Oscoda's full potential. Your leadership will be instrumental in shaping policies and initiatives that enhance the quality of life for all residents, businesses, and visitors.

Oscoda Township offers a supportive yet challenging environment where your skills will be valued. You'll have the opportunity to work alongside dedicated staff, elected officials, and community members who are committed to fostering strong ethical governance and advancing the township's mission.

In this role, you will have the chance to build trust through transparent communication and the equitable execution of policies. You will address complex community needs while balancing economic growth opportunities with the preservation of existing community assets. Your leadership will be instrumental in guiding Oscoda Township's evolution, ensuring it continues to thrive while maintaining the unique character that has long attracted residents and visitors.

Join Oscoda Township and become a pivotal force in driving positive change and sustainable progress. We invite you to help shape a promising future and build an exemplary organization.

Are you ready to make a difference? The opportunity awaits in Oscoda Township!



# OSCODA & REGION FAST FACTS



POPULATION  
7,190



HOUSEHOLDS  
3,456



MEDIAN HOME VALUE  
\$102,600



MEDIAN INCOME  
\$40,434



IOSCO COUNTY  
REGION  
25,373



BIKESCORE  
43/100



WALKSCORE  
61/100



## REGIONAL ATTRACTIONS

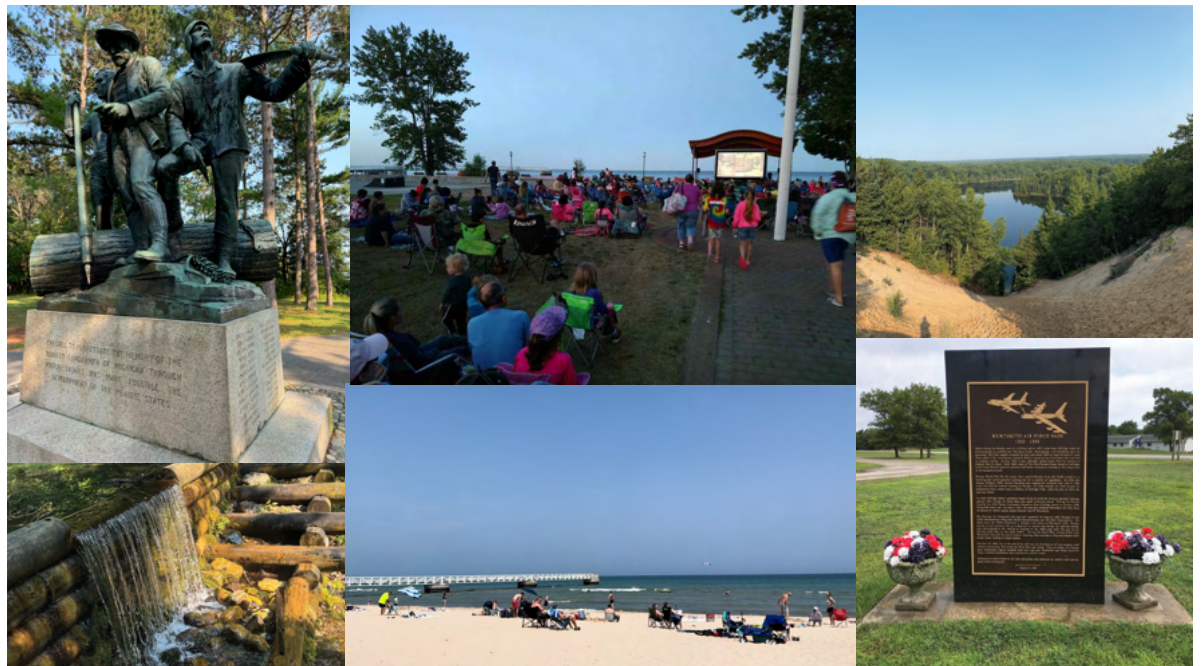
Oscoda, Michigan, offers a unique blend of natural beauty, outdoor activities, and small-town charm that attracts tens of thousands of visitors annually. This vibrant community is a treasure trove of family-friendly attractions, making it a fantastic destination for those seeking fun and relaxation.

One highlight is Oscoda Beach Park, featuring playgrounds, picnic areas, and walking paths, perfect for families looking to enjoy quality time together. But Oscoda isn't just about summertime fun; the winter months bring opportunities for snowmobiling and cross-country skiing in the surrounding forest areas.

With its welcoming, small-town vibe and friendly locals, Oscoda provides a relaxed pace of life that's ideal for unwinding. Whether you're a nature lover, adventure seeker, or simply looking to experience a more laid-back lifestyle, Oscoda has something for everyone.

*Here are some key attractions that make Oscoda a must-visit destination:*

- Scenic Lake Huron and its Beaches
- AuSable River
- Wurtsmith Air Museum
- Lumberman's Monument Visitor Center
- Trails (Hiking, ATV, ORV, and Snowmobile)
- Downtown community events such as Movies by the Pier, Oscoda Rotary Bandshell free Concert Series, AuSable River Canoe Marathon, Oscoda Rockfest, Paul Bunyan Days Festival, Bigfoot Bash, and much more.



# OSCODA TOWNSHIP HISTORY

Oscoda, Michigan, has a vibrant history shaped by its early lumber industry. Settled in the mid-19th century, the township quickly became a vital center for timber production, thanks to its strategic location along Lake Huron and the Au Sable River. The rich white pine forests drew lumber barons and sawmill operators, leading to rapid growth and prosperity in the late 1800s.

During this time, Oscoda flourished with bustling sawmills, busy shipping docks, and a growing population. As the timber supply diminished by the early 20th century, the township adeptly pivoted towards tourism and fishing. The establishment of Wurtsmith Air Force Base further diversified its economic base and played a significant role in the community's development.

Today, Oscoda honors its lumbering heritage through historic buildings and cultural traditions, while also celebrating its stunning natural landscapes and recreational offerings along Lake Huron and the Au Sable River.

## GUIDING PRINCIPLES

- Create an environment where residents, development, and businesses can be successful
- Preserve, integrate, and connect natural resources for residents and tourists
- Further promote redevelopment of the airport and surrounding property
- Maintain and improve township owned infrastructure
- Create more housing options for existing and prospective residents
- Market the community to prospective businesses, residents, and tourists
- Grow the number of residents, businesses, tourists, and developers in the township

## Mission

The Charter Township of Oscoda is the government entity responsible for creating the environment to improve the quality of life for its residents and opportunities for its businesses to thrive. It creates and maintains the organizational and physical infrastructure of the community to engage residents and help its businesses continually adjust to the ever-changing economic climate. The Township is a steward of the public trust, administrator of responsive and efficient government, and a champion of transparency that works to serve and protect its citizens.

## Vision

By 2028, Oscoda Township will be a more thriving, safe, and energetic community with an active inter-generational economy. It will fully use and modernize its infrastructure and maximize its resources, both financial and natural, to create a local economy that serves its residents. Oscoda Township will be a preferred place for residents, businesses, and tourists to invest and be a part of. In partnership with neighboring communities, it will work for the betterment of the region.



# BUDGET HIGHLIGHTS

Oscoda Township is in a solid financial position, but significant capital needs and revenue uncertainties related to the potential Consumers Energy Dam removal project will demand a vigilant and adaptable new Superintendent. As with many communities, attracting and retaining employees remains a key priority amidst rising service demands and costs.

The Township's Pension System, which serves the Police personnel, is currently funded at 58.4% according to the 2023 State filings under Michigan's Uniform Assumptions.

Below is a summary of the Township's current budgeted revenues and expenditures:

Oscoda Township Funds	Revenues	Expenditures
General Fund	\$ 4,565,329.00	\$ 4,846,724.00
Road Improvement	\$ 1,200.00	\$ 32,000.00
Forest Reserve	\$ 12,040.00	\$ 10,000.00
Fire Department Equipment	\$ 297,889.00	\$ 113,276.00
Police Operating	\$ 1,671,848.00	\$ 2,009,718.00
Police Millage	\$ 300,722.00	\$ 335,092.00
Old Orchard Park Capital Improvement	\$ 155,600.00	\$ 109,800.00
Property O&M	\$ 59,000.00	\$ 72,250.00
Public Improvement	\$ 3,175.00	\$ 3,700.00
OWA Local Development Finance Authority	\$ 209,500.00	\$ 72,200.00
Library	\$ 111,600.00	\$ 137,820.00
Old Orchard Park	\$ 922,350.00	\$ 890,900.00
Sewer	\$ 993,000.00	\$ 1,731,034.00
Water	\$ 10,866,200.00	\$ 2,693,591.00
<b>Total:</b>	<b>\$ 20,169,453.00</b>	<b>\$ 13,058,105.00</b>



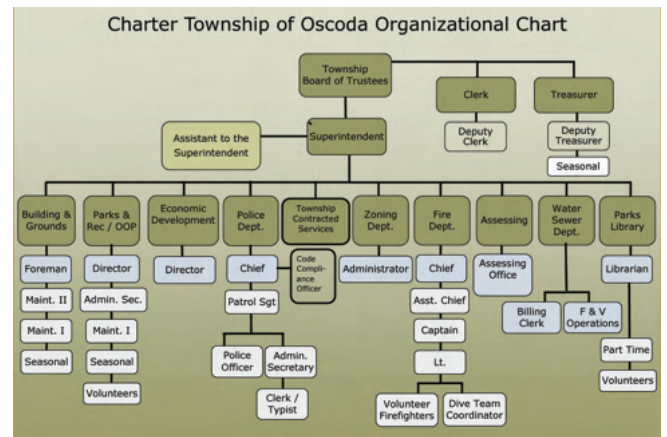
## TOP FIVE REASONS WHY YOU WANT TO BE OUR NEXT TOWNSHIP SUPERINTENDENT

- 1. Lead with Impact:** Enhance stability in municipal operations by providing experienced executive leadership. You'll work with a dedicated and skilled staff team, collaborating with the Board of Trustees to advance our vibrant community.
- 2. Enjoy Natural Beauty:** Start your day with the breathtaking view of Lake Huron's sunrise or unwind with a peaceful paddle down the Au Sable River in the evening. Explore various recreational opportunities that promote well-being, connections, and mental relaxation.
- 3. Economic Opportunities:** Tap into the abundance of economic prospects and creativity, especially those linked to the former Wurtsmith Air Force Base. Engage with local, regional, state, and national stakeholders to maximize the site's potential.
- 4. Community Collaborators:** Work with over 63 non-profit organizations serving Iosco County, investing resources to strengthen the community for its residents and members. Your efforts will make a significant impact on the lives of many.
- 5. Build up Oscoda's Quality of Life:** Collaborate with key industry figures and state bodies to tackle housing availability and affordability issues. Oscoda's economic growth is significantly impacted by housing limitations, and you'll be instrumental in devising a public-private strategy that delivers lasting results.

# WHAT WE ARE LOOKING FOR...

Oscoda Township is an expansive and full-service community. From a busy downtown, active commercial and travel corridor, robust neighborhoods, vast natural areas, and a large campground, Oscoda's service needs are incredibly diverse.

The new Township Superintendent will need to be able to manage a range of daily demands. While the Superintendent does not need to be an expert in all of the Township's service areas, they should be an expert in leveraging their team of subject matter experts and building the relationships necessary to lead the community forward.



## IDEAL SKILLS

### STEADY LEADERSHIP

- Strong self-assurance and trust.
- Makes clear, confident decisions.
- Has the ability to say "No" and sets firm boundaries effectively.
- Deliberative and strategic in long-term planning.
- Manages relationships and conflicts well.

### CONDITIONED FOR GOOD GOVERNANCE

- Provides informed, constructive advice for effective board governance.
- Ensures fair, equitable, and consistent implementation of policies.
- Maintains neutrality in governance.
- Understands local government roles.
- Prioritizes long-term objectives.

### INVESTED IN SUCCESS

- Committed to community well-being.
- Aligns with organizational mission.
- Supports and develops team.
- Upholds high standards of professionalism.

### ORGANIZATIONAL DEVELOPMENT

- Encourages team cohesion through fostering a team-oriented environment.
- Guides and supports staff through mentorship and coaching.
- Continuous operational improvements.
- Manages diverse departmental needs.

### COLLABORATIVE APPROACH

- Builds strong stakeholder relationships.
- Forms and nurtures partnerships.
- Values diverse perspectives.

### COMMUNICATION PROWESS

- Maintains open and accessible communication channels.
- Conveys information clearly.
- Responds thoughtfully to feedback.
- Communicates effectively and tactfully.
- Tailors communication for diverse audiences.

## DIVERSITY

Diversity of heritage, identity, thought, talent, and life experience bolsters the opportunities for enrichment, strengthening individuals, teams, organizations, and communities. Oscoda Township is an Equal Opportunity Employer and shares these values. Candidates of all backgrounds, perspectives, who value public service, and seek to work with a team who appreciates our individual and unique differences are encouraged to apply.

# ABOUT THE POSITION



The Superintendent serves in a similar capacity as that of a manager of a municipality. The Superintendent is not an elected position. The Superintendent position is contracted, which reports to and serves at the pleasure of the Board of Trustees.

Township Superintendent duties include, but are not limited to:

- To see that all laws and township ordinances are enforced;
- To manage and supervise all public improvements, works, and undertakings of the township;
- To have charge of the construction, repair, maintenance, lighting, and cleaning of streets, sidewalks, bridges, pavements, sewers, and of all the public buildings or other property belonging to the township;
- To manage and supervise the operation of all township utilities;
- To be responsible for the preservation of property, tools, and appliances of the township;
- To see that all terms and conditions imposed in favor of the township or its inhabitants in any public utility franchise, or in any contract, are faithfully kept and performed;
- To attend all meetings of the township board, with the right to take part in discussions, but without the right to vote;
- To be a member, ex officio, of all committees of the township board;
- To prepare and administer the annual budget under policies formulated by the township board and keep the said board fully advised at all times as to the financial condition and needs of the township;
- To recommend to the township board for adoption such measures as he may deem necessary or expedient;
- To be responsible to the township board for the efficient administration of all departments of the township government;
- To act as the purchasing agent for the township or, under his responsibility, delegate such duties to some other officer or employee;
- To conduct all sales of personal property which the township board may authorize to be sold;
- To assume all the duties and responsibilities as personnel director of all township employees or delegate such duties to some other officer or employee; and
- To perform such other duties as may be prescribed by this act or required of him by ordinance or by the direction of the township board, or which are not assigned to some other official in conformity with the provisions of this act.





# CURRENT & FUTURE OPPORTUNITIES

- **Communication Strategy:** Develop and implement a robust communication strategy to ensure the community receives timely and accurate information, enhancing transparency and engagement.
- **Strategic Vision and Alignment:** Shape and align a forward-thinking strategic vision for the township that harmonizes with community goals, aspirations, and existing long-term plans.
- **Job Growth:** Leverage the potential for job growth by addressing housing needs to attract new businesses and support economic development.
- **Horizontal Launch Site:** Explore opportunities to utilize the Horizontal Launch Site, potentially unlocking new avenues for innovation and industry.
- **Ripe for Redevelopment:** Take advantage of redevelopment opportunities through the Corridor Improvement Authority to revitalize key areas and boost local development.
- **Abundance of Land and Natural Resources:** Capitalize on the plentiful land and natural resources to promote sustainable growth, recreational activities, and environmental stewardship.



## CHALLENGES

- **Community and Board Civility:** Foster a culture of respect and civility within the community and board to ensure productive and harmonious interactions.
- **Infrastructure Replacement and Expansion:** Address the need for extensive infrastructure replacement and expansion to support growing demands and enhance the township's functionality and reliability.
- **Housing:** Address the housing challenges to meet the needs of a growing population and attract new residents and businesses.
- **Leadership Stability:** The Township is committed to overcoming its history of leadership turnover by improving governance and relationships with the Superintendent role. The Township Board seeks a strong partner who brings valuable experience and operational best practices to Oscoda.
- **Evolving Practices:** Oscoda is staffed by dedicated professionals focused on advancing the community through informed decision-making and consistent service delivery. Occasionally, past practices may conflict with professional judgment. The new Superintendent will need to provide tactful support to both the staff and the Board of Trustees as they strive for improvement and stability.

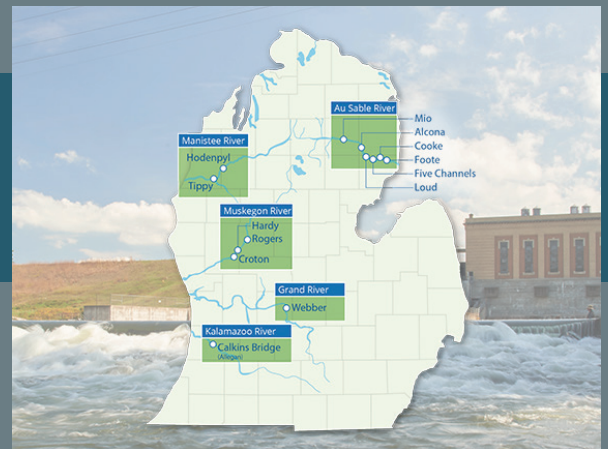
# PROJECT SPOTLIGHTS:



## HOUSING

Oscoda Township faces diverse housing needs reflective of its community's dynamics and growth. With a mix of permanent residents, seasonal visitors, and retirees drawn to its natural beauty and recreational opportunities, the township seeks to balance affordability with the demand for diverse housing options. Given the significant housing needs of Northeast Michigan, the Region E Housing Plan has set its targets on building 5,000 regional units of housing within five years including 1,000 Full Spectrum Housing Units within the plan's first year and further to rehabilitate an additional 5,000 Total Regional Units including 3,500 Single Family, and 1,500 Rentals within the plan's five years.

Oscoda Township's economic stability and growth are closely tied to the advancements in regional housing initiatives spearheaded by the Northeast Michigan Housing Alliance (NEMHA). Several major employers in the township have expressed a strong desire to expand but face constraints due to the current housing shortage. The new Township Superintendent will be instrumental in unlocking solutions that facilitate the development of new and diverse housing options, thereby supporting both business growth and community well-being.



## CONSUMERS ENERGY DAMN REMOVAL

Consumers Energy's dam removal project in Oscoda Township represents a major environmental initiative aimed at revitalizing the Au Sable River and enhancing aquatic habitats. This project involves dismantling the four lowest hydroelectric dams on the river—the Foote, Loud, Cooke, and Five Channels Dams. Constructed in the early 1900s, these dams have significantly altered the river's ecosystem and impacted fish populations. By removing them, Consumers Energy aims to improve water quality, restore natural river flows, and boost biodiversity. This endeavor is a collaborative effort with local communities and environmental groups to ensure the river's sustainable management while maintaining its recreational and ecological value.

Nevertheless, as the township's largest taxpayer, the removal of these dams could have substantial financial implications for Oscoda Township. While the environmental, wildlife, and recreational benefits are invaluable, the community will need to carefully strategize to maintain fiscal health and service sustainability in light of these potential revenue impacts.







# LIVING IN OSCODA

Come and discover all that Oscoda, Michigan has to offer. A place where natural beauty meets friendly hospitality, creating -unforgettable experiences for all who visit.

Oscoda provides a unique blend of small-town charm and stunning natural beauty along the scenic shores of Lake Huron. Residents embrace a relaxed lifestyle amidst picturesque landscapes, with abundant opportunities for outdoor recreation. From fishing and boating on the lake to hiking and exploring the nearby Huron-Manistee National Forests, Oscoda is a haven for nature lovers and those seeking an active, yet tranquil way of life.

The community is renowned for its warm, welcoming atmosphere and strong sense of togetherness. Local events and festivals throughout the year foster a vibrant, engaged community spirit, creating a rich tapestry of experiences and connections. Oscoda also provides essential amenities, including charming shops, diverse restaurants, and accessible healthcare facilities, ensuring a comfortable and convenient living experience.

Whether you're drawn to its natural wonders or its friendly, close-knit community, Oscoda offers a fulfilling and serene lifestyle in Northern Michigan.

## Oscoda Area Schools

Oscoda Area Schools is a public school district located in Oscoda, Michigan, serving a diverse student population across multiple grade levels. The district emphasizes academic achievement by offering a range of programs aimed at fostering both intellectual growth and personal development.

In recent years, the school district has shown a dedicated effort to enhance performance metrics, leading to significant improvements in graduation rates and standardized test scores across multiple grade levels. As a result, the district has earned several awards for student achievement and maintains a graduation rate exceeding 95%.

The district's dedication to quality education is further supported by committed faculty and staff, as well as active community involvement in educational initiatives and extracurricular activities.



# QUALIFICATIONS

## Requirements:

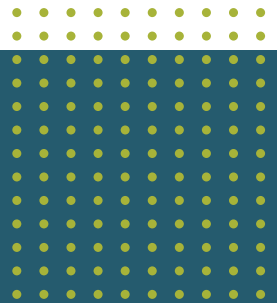
- Bachelor's Degree in a relevant field
- A minimum of three years of local government experience, including executive/department head-level management, and strong communication skills

## *Preferred Requirements:*

- Master's Degree in Public Administration or a related field
- At least five years of local government management experience, extensive knowledge of modern local government management principles and practices, and proven expertise in public utility infrastructure capital improvement planning and project management

# SALARY & BENEFITS

The salary range for this position is \$120,000-\$140,000 depending on qualifications, accompanied by an attractive benefits package including health, dental, vision, and retirement.







# DOUBLE HAUL SOLUTIONS

Great leadership is in our nature.

## HOW TO APPLY

**Candidate review will begin August 9, 2024 - August 30, 2024.**

Please send resume, cover letter, and professional references to [nate@doublehailsolutions.com](mailto:nate@doublehailsolutions.com).  
Be sure to place “**Oscoda Candidate**” in the subject line.  
Please DO NOT APPLY via LinkedIn.

**NOTE: To request confidentiality during this executive search process,  
please indicate your preference in your cover letter.**

Any questions or inquiries regarding the position can be made to the attention of:  
Nate Geinzer,  
Founder & CEO; Double Haul Solutions  
[nate@doublehailsolutions.com](mailto:nate@doublehailsolutions.com) | 248-207-5293

[CLICK HERE FOR MORE INFORMATION.](#)

[www.doublehailsolutions.com](http://www.doublehailsolutions.com)