

November 17, 2023



Mayor Penterman,

15 years ago I was working part-time at High Cliff State Park as an LTE in order to get a start in an environmental education career when the City of Kaukauna offered me a full-time position as the Naturalist at 1000 Islands. It has been 15 years of growth, change, struggles, and triumphs. I have put my all into building upon the Nature Center's strong history and have worked to consistently improve 1000 Islands so that it continues to be an asset that our residents can be proud of and brings non-residents into our City. Today I reflect back on everything that I, and the whole 1000 Islands team, have accomplished and can say that I am ready to move on to other opportunities knowing that the department will continue to be a great asset with the support of the City. I would like to formally offer my notice of resignation from the Director/Naturalist position. My last day with the City of Kaukauna will be Tuesday, December 26, 2023.

Thank you for the opportunities over these past years to grow into a leader and become more integrated with the rest of the City departments. There are many great people on staff here and it has been a pleasure to get to know them and share ideas. There are several working partnerships that I will truly miss. Over the next month, please let me know if there's anything that I can help with to make sure that this is a smooth transition.

I wish the best for the City of Kaukauna and hope to see it flourish in the years to come.

Sincerely,

A handwritten signature in blue ink, appearing to read "Debra Nowak".

Debra Nowak  
Director/Naturalist

CC: 1000 Islands Environmental Center Committee  
Shanon Swaney, Human Resources Director