2nd VT Community Leadership Summit
Strategies, Skills, and Vision for the Future of Vermont Communities

August 12, 2019
Vermont Technical College
Agenda-At-A-Glance  #MakingItHappenVT

9:00  Opening
Patricia Moulton, VTC President
Senator Patrick Leahy on “The Power of Local Leadership”
Paul Costello: Overview of the Day

9:30  Community Leadership Showcase: 5 minute spark stories

10:00  Presentation of VCRD Leadership Awards

10:30  BREAK | Leadership Fair
Breaks will feature tables presenting resources and opportunities from key leadership programs in Vermont.

10:45  Breakouts: skills workshops, vision sessions, community projects

Noon  LUNCH

1:15  Breakouts: skills workshops, vision sessions, community projects

2:15  BREAK | Leadership Fair

2:30  Breakouts: skills workshops, vision sessions, community projects

4:00  Plenary Conclusions and Action

4:15  NETWORKING SOCIAL with Ben & Jerry’s Ice Cream!!

Breakout Room locations:

10:45am
S1 - Conant, Rm 101
S2 - Green Hall, Rm 228
S3 - Conant Hall, Rm 102
S4 - Judd Hall
V1 - Green Hall, Rm 224
P1 - Conant Hall, Rm 105
P2 - Morrill Hall, Rm 132
P3 - Green Hall, Rm 128
P4 - Green Hall, Rm 216

1:00pm
S5 - Conant Hall, Rm 102
S6 - Green Hall, Rm 224
S7 - Judd Hall
V2 - Conant Hall, Rm 105
V3 - Green Hall, Rm 228
P5 - Morrill Hall, Rm 132
P6 - Conant Hall, Rm 101

2:30pm
S8 - Conant Hall, Rm 102
S9 - Green Hall, Rm 224
S10 - Morrill Hall, Rm 132
V4 - Judd Hall
V5 - Green Hall, Rm 216
P7 - Green Hall, Rm 228
P8 - Conant Hall, Rm 105
P9 - Conant Hall, Rm 101

Wi-Fi: Join “VTCGuest”
username: tech
Password: go2vtc

*Lactation Room available in the Administrative Center (#1 on map to left)

VTC Campus is Smoke and Tobacco Free

#MakingItHappenVT  Facebook.com/VtCRD
Welcome!

2nd Vermont Community Leadership Summit
Strategies, Skills and Vision for the Future of Vermont Communities

We’re excited to welcome local leaders to this year’s Vermont Community Leadership Summit. Participants here today include new, young, and emerging leaders and community organizers, as well as veteran school and select board members, planning and conservation committee participants, local project organizers, and others working to improve the economies and quality of life of their communities.

In 2018, over 500 Vermonters came together from all corners of the state and all walks of life for “Making It Happen” the first annual Vermont Community Leadership Summit. Attendees took part in skill development and success story sessions, and shared ideas to advance youth leadership development, build diversity and inclusion in leadership, and support and foster leaders across the state for the economic and civil vitality of their communities. VCRD compiled those ideas into a set of Summit Findings and Next Steps (https://www.vtrural.org/sites/default/files/SummitFindings1018.pdf). Participants at today’s Summit will share work moving ahead today, share skills and strategies for success, and envision the future of Vermont leadership and community vitality.

Today’s Summit agenda features skill workshops, vision sessions, and tips and techniques for leaders taking on projects in communities. The event includes a “Leadership Fair” sharing offerings and opportunities from leadership programs and supporting organizations in Vermont, and a presentation of the Vermont Council on Rural Development’s 2019 Community Leadership and Lifetime Achievement Awards. The Summit will close with a networking Ben & Jerry’s ice cream social!

In democracy, all citizens are called upon to lead. Local leadership is the key ingredient in building unity, setting direction, and achieving progress. Where leaders step up, towns achieve great things.

Thanks for being with us and lending your leadership to the future of Vermont!

Paul Costello, Executive Director
Vermont Council on Rural Development
### Agenda

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<tr>
<th>Time</th>
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<td>8:00</td>
<td>Registration</td>
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<td>Senator Patrick Leahy on “The Power of Local Leadership”</td>
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<td>Paul Costello, VCRD Executive Director</td>
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<td>• Introduction: “Community Leadership in Vermont: What’s Next?”</td>
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<td>• Summary of 2018 Findings: What we heard and where we’re headed</td>
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<td>• Agenda for the Day</td>
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<td>9:30</td>
<td>Community Leadership Showcase: 5 Minute Community Spark Stories</td>
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<td><strong>Host:</strong> Jenna Koloski, Vermont Council on Rural Development</td>
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<td><strong>Presenters:</strong> Ali Dieng, Burlington City Council</td>
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<td>Monique Priesty, The Space on Main</td>
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<td>10:00</td>
<td>Presentation of VCRD Leadership and Lifetime Achievement Awards</td>
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<td>Break</td>
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<td>Breaks and Lunchtime will feature tables presenting resources and opportunities from key leadership programs and associations in Vermont.</td>
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<td>10:45</td>
<td>Breakout Sessions</td>
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<td><strong>Leadership Skills Workshops:</strong> Providing leadership training and community engagement techniques and best practices</td>
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<td><strong>Vision Sessions:</strong> Discussing what we should accomplish for the future of Vermont communities and leadership and how we work together to realize our vision.</td>
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<td><strong>Driving Community Projects Forward:</strong> Describing how projects were identified and advanced, and sharing tips and techniques from community leaders in towns throughout Vermont.</td>
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<td><strong>S1</strong></td>
<td>Developing a Communication and Media Plan</td>
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<td><strong>Presenter/Facilitator:</strong> Alex MacLean, Leonine Public Affairs</td>
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<td><strong>S2</strong></td>
<td>Managing a Community or Committee Meeting</td>
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<td><strong>Presenter/Facilitator:</strong> Paul Costello, Vermont Council on Rural Development</td>
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Agenda

**S3** Raising Money: Funding Community Projects ....................... **Conant Hall**, Rm 102
**PRESENTER/FACILITATOR:** Joyce Cellars, Christine Graham, and Shana Trombley, **CPG Enterprises**

**S4** Avoid the Pitchforks: Building Inclusion and Engagement ..................... **Judd Hall**
**PRESENTER/FACILITATOR:** Susan Clark, **Slow Democracy**

**V1** Youth Driving Change ..................................................... **Green Hall**, Rm 224
**FACILITATOR:** Ben Freeman, **Vermont Learning for the Future**

**P1** Expanding Community Wellness and Recreation .................. **Conant Hall**, Rm 105
**MODERATOR:** Marissa Parisi, **RiseVT**
**PANELISTS:** Porter Knight, **Bristol Trail Network** | Tawnya Kristen, Green Mountain United Way/The Phoenix Rising Program | Denise Smith, RiseVT Franklin and Grand Isle Counties

**P2** Building and Improving Community Infrastructure .......... **Morrill Hall**, Rm 132
**MODERATOR:** Ben Doyle, **USDA Rural Development**
**PANELISTS:** Charlie Hancock, **Montgomery** | Kristine Lott, Mayor of Winooski | Greg Stefanski, Johnson

**P3** Advancing Your Local Climate Economy ....................... **Green Hall**, Rm 128
**MODERATOR:** Kate Stephenson, **HELM Construction Solutions** and Chair, Montpelier Energy Advisory Committee
**PANELISTS:** Sam Hooper, **Green Mountain Gloves/R3 Process** | Anne Watson, Mayor of Montpelier | Sarah Wolfe, **Northfield Energy Committee**

**P4** Advancing the Creative Economy .................................. **Green Hall**, Rm 216
**MODERATOR:** Karen Mittelman, **Vermont Arts Council**
**PANELISTS:** Ceilidh Galloway-Kane, **Wonderarts** | Kathryn Lovinsky, **GRACE** | Mary Lacy, **Mary Lacy Art**

12:00  **LUNCH** | Leadership Fair ............................................................... **Judd Hall**

1:00pm Breakout Sessions

**S5** Sustaining Cultures of Diversity, Equity, and Inclusion ........ **Conant Hall**, Rm 102
**PRESENTER/FACILITATOR:** Curtiss Reed, **Vermont Partnership for Fairness and Diversity**

**S6** Community Organizing for Political Change .................... **Green Hall**, Rm 224
**PRESENTER/FACILITATOR:** Amy Shollenberger, **Action Circles**

**S7** Building Narrative: Telling Your Community’s Story .................. **Judd Hall**
**PRESENTER/FACILITATOR:** Allison Cleary, **Vermont StoryLab**
V2 Advancing Vermont’s Climate Economy ................................. Conant Hall, Rm 105
FACILITATOR: Jon Copans, VCRD

V3 Overcoming the Opportunity Gap........................................... Green Hall, Rm 228
FACILITATOR: Sarah Waring, Vermont Community Foundation

P5 Fostering Entrepreneurism and Co-Working ......................... Morrill Hall, Rm 132
MODERATOR: John Antonucci, Launch VT

P6 Youth Driving Change: Engaging Youth in Local Decision .... Conant Hall, Rm 101
Making and Amplifying Youth Voice *(Youth-led session organized by Vermont Afterschool Inc.)*
CO-FACILITATORS: Holly Morehouse, Alissa Faber, and Sam Graulty, VT Afterschool
PANELISTS: Emma Bauer, VT Youth Gunsense/UVM Student | Adelle Brunstad, LEAPS Afterschool and Summer Program | Eric Buker, Winooski High School | Tyler Duso, Enosburg High School

2:15 Break | Leadership Fair ................................................................. Judd Hall

2:30pm Breakout Sessions

S8 Facilitating for Successful Community Dialogue................. Conant Hall, Rm 102
PRESENTER: Bruce Mallory, NH Listens

S9 Change the Conversation! The Superpower of ..................... Green Hall, Rm 224
Community Identity
PRESENTER/FACILITATOR: Maia Segura and Daimian Lix, Penniless Projects

S10 Addressing the Pitfalls of Dominant White Culture .......... Morrill Hall, Rm 132
to Build up Inclusive Leadership
PRESENTER/FACILITATOR: Susan McCormack, Creative Discourse | Kesha Ram, Former State Legislator and Equity Policy Consultant

V4 The Future of Economic Development in Vermont Communities .... Judd Hall
FACILITATOR: Tom Torti, Lake Champlain Chamber of Commerce

V5 Attracting and Supporting Young Families .......................... Green Hall, Rm 216
FACILITATOR: Aly Richards, Let’s Grow Kids

P7 Downtown and Village Revitalization, Events,.................... Green Hall, Rm 228
and Vitality
MODERATOR: Jenna Koloski, VCRD
PANELISTS: Steve Costello, Rutland | Karen Duguay, Better Middlebury Partnership | Emily Maclure, Craftsbury General Store
Agenda

P8 Advancing Marketing and Tourism ............................................. Conant Hall, Rm 105
MODERATOR: Heather Pelham, Vermont Department of Tourism & Marketing
PANELISTS: Maura Adams, Bike the Borderlands | Michael Coppinger, Killington Pico Area Association | Matt Harrington, Bennington Chamber of Commerce

P9 VT Leadership Programs to Expand Leadership ....................... Conant Hall, Rm 101
Skills and Capacity
MODERATOR: Fran Stoddard, Vermont Public Television
PANELISTS: Liz Dohrman, VBSR/VT Changemakers Table | Kate McGowan, Center for New Leadership | Chuck Ross, UVM Extension | Mark Snelling, Snelling Center for Government

4:00 Plenary Conclusions and Action .................................................. Judd Hall
Paul Costello summarizes next steps | Megan Camp, VCRD Board Chair, shares Summit Reflections

4:15 Networking Social w/ Ben & Jerry’s Ice Cream!!............. Judd Hall

Who is here today?
Over 500 participants from every county and 144 Vermont cities and towns.
Words you would include in a vision statement about VT’s democracy
## From Pre-Summit Poll of Registrants

### What are the issues you are working on in your community?

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<td>Addressing Poverty, Homelessness, and Hunger</td>
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<td>Attracting &amp; Supporting Young Families</td>
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### What do you need as a leader to better serve your community?

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**Continued** (what do you need as a leader to better serve community?)

VCRD Leadership Awards

Vermont Lifetime Leadership Award

Gus Seelig has served as the Executive Director of the Vermont Housing & Conservation Board since its inception in 1987. Under his leadership, VHCB has invested $370 million in state funding to develop or rehabilitate 13,000 affordable homes, to conserve 740 farms comprising 167,000 acres, and 267,600 acres of natural areas and recreational and forest lands, and to restore 71 historic community buildings. Prior to his work for the Board, Gus served as the Executive Director of the Central Vermont Community Action Council, a low-income advocacy and community development organization. Gus has also served on the Affordable Housing Program Advisory Board for the Federal Home Loan Bank of Boston. He is a past chair and current board member of the Vermont Energy Investment Corporation, and Vice-Chair of the Vermont Housing Finance Agency. He is Town Moderator in Calais, Vermont. In 2010 Mr. Gus was presented with the Art Gibb Award by Smart Growth Vermont for safeguarding Vermont values and our unique landscape. He received a B.A. from Goddard College in 1976 and completed the Harvard University’s Program for Senior Executives in State and Local Government in 1995.

Vermont Community Leadership Award

Emily Maclure has owned and operated the Craftsbury General Store since 2012 with Kit Basom. She grew up in Orleans Vermont, but spent a decade living in Los Angeles as an event organizer. The sense of community is what brought her back to the NEK and also what drives her career. Today, everywhere she goes, Emily builds community through food and fun, along with her positive energy and can do spirit! Emily is vice chair of the Craftsbury Planning Commission, Co-Chair of the Center for An Agricultural Economy Board and one of the proud hosts of the Annual Craftsbury Block Party. When VCRD produced a Craftsbury Community Visit process in 2015, residents identified Emily as an organized person who could best act as the Community Visit Chair to serve as the touchstone during the process and the coordinative leader after the event. Emily served as the keystone of this community effort which brought almost 200 residents together and set three goals for the future: Advancing Land Protection; Improving Cell Service and Broadband Access; and Building a Partnership between the Schools and the Community—along with arts and child care initiatives that sprang from the energy of Emily and the Craftsbury community. She and her partner Evan Karp recently had a daughter, their first child Esmé, and are enjoying all the fun new adventures of parenthood.
Speakers

Maura Adams, Bike the Borderlands | madams@northernforest.org
P8 - Advancing Marketing and Tourism
Maura loves finding non-obvious connections between ideas and sectors, which is why it makes perfect sense for her to direct both our wood heat and mountain biking programs and contribute to all our community revitalization work. She oversaw development of the Feel Good Heat and Bike Borderlands campaigns and works with dozens of partners to implement them across the Northern Forest. Before joining the Center team in 2013, Maura built an environmental stewardship program at St. Paul’s School, consulted on green building projects for the Jordan Institute, and led a campus energy reduction program at Harvard University. She’s also been involved in ecological restoration research, mostly in urban settings. Maura has a B.A. from the University of Wisconsin-Madison and a master’s degree in environmental management from the Yale School of Forestry and Environmental Studies. Outside of work, Maura serves as chair of the Five Rivers Conservation Trust Board of Trustees. She spends her free time trail running, mountain biking, cooking, reading, and hanging out with her husband and dog at their off-grid home in Deerfield, NH.

John Antonucci, Launch VT | john@vermont.org
P5 - Fostering Entrepreneurism and Co-Working
John is the director of entrepreneurship at the Lake Champlain Regional Chamber of Commerce and the Executive Director of LaunchVT, an organization that provides resources and acceleration programs to entrepreneurs across the state. He developed the curriculum and facilitates LaunchVT’s annual Accelerator Program, he created the Connector, a statewide directory of entrepreneurship support organizations, and in partnership with Generator he co-created JUMP/START, a business development program for early stage entrepreneurs. In partnership with regional innovation spaces, he is currently building a state-wide network of entrepreneurship programs called REACT, and a state-wide Peer Network for founders of mid and growth stage startups. He recently produced the Let’s Talk Progress speaker series about smart growth and economic development and serves on several committees working to build a vibrant entrepreneurial ecosystem. Prior to joining LCRCC and LaunchVT John consulted for businesses and nonprofits and he was a co-founder of the Entrepreneurship Institute for the Governor’s Institutes of Vermont. He has degrees in Economics, Sociology, and Education from the University of Vermont.

Emma Bauer, VT youth for GunSense/UVM Student | emma.bauer@uvm.edu
P6 - Youth Driving Change: Engaging Youth in Local Decision Making and Amplifying Youth Voice
Emma Bauer is a sophomore at the University of Vermont and the director of Vermont Youth for GunSense, the student wing of GunSense Vermont. Vermont Youth for GunSense educates Vermonters on the importance of gun violence prevention, especially as it affects children, and advocates for legislative reform to end gun violence. As director, Emma works on bringing new student voices into the conversation on gun violence and approaches the issue as it impacts a rural state like Vermont.
Speakers

Ted Brady, VT Agency of Commerce & Community Development | ted.brady@vermont.gov

VCRD Award Presentation
Governor Phil Scott appointed Ted Brady to be the Deputy Secretary of Vermont’s Agency of Commerce and Community Development (ACCD) in January 2017. Brady served in the Obama Administration as the Vermont and New Hampshire State Director of USDA Rural Development. Prior to that, Brady served as U.S. Senator Patrick Leahy’s senior economic development, international trade, community development, housing, and transportation field representative. Brady has a degree in Journalism and Political Science from St. Michael’s College in Colchester, Vermont. He spends his free time skiing, fishing, and hunting musing about making Vermont a better place to live, work, and play.

Adelle Brunstad, LEAPS Afterschool and Summer Program | adellebrunstad@gmail.com

P6 - Youth Driving Change: Engaging Youth in Local Decision Making and Amplifying Youth Voice
Adelle M. Brunstad, 18, is an activity leader for the Berkshire and Enosburg LEAPS Programs. She was a Youth Ambassador for Afterschool & Summer Learning Day hosted at the State House. She also spoke in front of the Vermont House and Senate Committees on Appropriations to increase the budget of third space programs. She currently works at the Berkshire LEAPS Summer Program where she manages the arts and crafts activities. She enjoys fostering creativity in the children she works with as she believes it is an essential skill for youth to develop and important to the vitality of a community.

Eric Buker, Winooski High School

P6 - Youth Driving Change: Engaging Youth in Local Decision Making and Amplifying Youth Voice
My name is Eric and I am entering the 9th grade and I am involved in after school programs such as junior iron chef, jiu jitsu, and many more. I have been a youth ambassador 2 or 3 times and it is always an amazing opportunity to be a youth ambassador and got to the state house and see all of our representatives and talk to them about all these different things that we are doing which is always fun. I am also a part of the youth council who had this grant thing earlier this year and I put a grant in and it got accepted which was nice. The last thing I like that came out of all of this is that I received a VAMLE award recently for my leadership skills which I think is awesome.

Megan Camp, Shelburne Farms/VCRD Board | mcamp@shelburnefarms.org

Plenary Conclusions and Action
Megan Camp serves as the VP and Program Director at Shelburne Farms providing leadership for organizational and educational program development. Much of her work has focused on building public private partnerships to conduct research, influence policy, and build networks to strengthen Education for Sustainability in Vermont and around the world. Shelburne Farms is a non-profit education center, 1400-acre working farm, and National Historic Landmark located in the Champlain Valley of Vermont. The Farm’s mission is to inspire and cultivate learning for a sustainable future.
Evan Carlson, *Do North Coworking* | evan@hjalmarcarlson.com

**P5 - Fostering Entrepreneurism and Co-Working**

Evan Carlson is the Entrepreneur-in-Residence and cofounder of Do North Coworking alongside Northern Vermont University. Evan’s career as a digital product design and development professional and strategist gives him a unique set of skills to build the entrepreneurial ecosystem in the Northeast Kingdom. In addition to running Do North Coworking he’s also leading an effort to build a communications union district to provide 100mbps internet service across Caledonia and parts of Essex County.

Joyce Cellars, *CPG Enterprises* | joyce.cellars@gmail.com

**S3 - Raising Money: Funding Community Projects**

Joyce Cellars, Associate at CPG Enterprises, Inc., is a fundraising consultant with 15 years of experience in donor relations, community engagement, and marketing. She particularly enjoys helping clients meet their fundraising goals by creating effective and sustainable work plans, building lasting and authentic relationships with donors and beneficiaries, engaging Board members, and developing a culture of philanthropy within their organizations. She is also the Director of Advancement at the Curtis Fund.

Susan Clark, *Slow Democracy* | sclarkmountains@gmail.com

**S4 - Avoid the Pitchforks: Building Inclusion and Engagement**

Susan Clark is coauthor of *Slow Democracy: Rediscovering Community, Bringing Decision Making Back Home; and All Those In Favor*, a book about Vermont town meetings (with Frank Bryan). Susan consults with communities across the northeast on how to build inclusive, deliberative and empowered public engagement. She is Middlesex town moderator.

Allison Cleary, *Vermont Story Lab* | acleary@smcvt.edu

**S7 - Building Narrative: Telling Your Community's Story**

Allison Cleary, an active partner in Vermont Story Lab, believes that effective storytelling breaks barriers, educates and contributes to strong, supportive communities. As a faculty member of the Media Studies, Journalism & Digital Arts department at Saint Michael's College, Allison works with the next generation of storytellers, emphasizing responsibility to truth and the power of the narrative approach. Her background includes international service, magazine writing and editing, and public relations.

Jon Copans, *Vermont Council on Rural Development* | jon@vtrural.org

**V2 - Advancing Vermont’s Climate Economy**

Jon joined VCRD in 2017. He worked previously for the State of Vermont as Deputy Commissioner of the Public Service Department and at the Department of Environmental Conservation, and for eight years served in Congressman Peter Welch’s Vermont office. Jon grew up in Brattleboro, graduated from Macalester College, and currently lives in Montpelier with his wife and three children.

Mike Coppinger, *Killington Pico Area Association* | mike@killingtonpico.org

**P8 - Advancing Marketing and Tourism**

Michael Coppinger is the Executive Director of the Killington Pico Area Association (KPAA) in Killington, VT. The KPAA owns and operates its very own Welcome Center and has grown its membership by 15% in the last two years. Before his time in Killington, Michael spent 10 years as the Executive Director of the Downtown Rutland Partnership in Vermont. In his capacity as
Speakers

Director he over saw a new branding and marketing campaign for the Downtown as well as brought Rutland’s Downtown first floor occupancy rate to 95%. Michael began his professional career in the field of Recreation and Parks, working for both the Town of Pittsford and Town of Killington as their Recreation Director.

**Paul Costello, Vermont Council on Rural Development | pcostello@vtrural.org**

Opening Plenary; Plenary Conclusions and Action; & S2 - Managing a Community or Committee Meeting; and VCRD Award Presentation

Paul Costello has served as the Executive Director of the Vermont Council on Rural Development since 2000. VCRD runs an annual Rural Summit and conducts “Community Visits” that help rural communities build priorities, set action plans, and build connections to resources. It also provides customized facilitation on rural development policy at the local, regional and state level, including more than a dozen major rural policy council efforts, and has built significant programs to advance the digital economy. Today VCRD leads the Vermont Climate Economy Initiative. Paul attended UVM before earning a PhD in intellectual history at McGill. He has served on boards ranging from corrections education to cooperatives, libraries and Governors’ commissions, and is currently committed to Vermont Rural Ventures, the Center for an Agricultural Economy, and Partners for Rural America.

**Steve Costello, Rutland | steve.costello@greenmountainpower.com**

P7 - Downtown and Village Revitalization, Events, and Vitality

Steve Costello, a native of Burlington and a longtime resident of Rutland Town, has served as a vice president at Green Mountain Power since 2012. He is focused primarily on customer service, community and economic development in Rutland, and innovation, including GMP’s Solar Capital and Energy City of the Future efforts. Prior to joining GMP, he was director of public affairs at Central Vermont Public Service, where he started after a decade-long journalism career. His work in journalism included stints at the Rutland Herald and Barre-Montpelier Times Argus, the Addison Independent, Associated Press, and the Washington Bureau of the Hartford Courant. His reporting and editing earned numerous state and New England journalism awards, and he is past president of the Vermont Press Association. Steve has been active on numerous boards of directors. He is a past board member of the American Red Cross, Neighborworks of Western Vermont, and Paramount Theatre, and currently serves on the boards of the Rutland Economic Development Corp. and Rutland Region Chamber of Commerce. Steve is the founder and organizer of Rutland Blooms, is an active participant in Project VISION, and is one of the organizers of numerous annual Rutland community service projects, including the Gift-of-Life Marathon Blood Drive, which collected 2,350 pints of blood in one day in 2013, setting a national record that still stands.

**Ali Dieng, Burlington City Council | diengali9@gmail.com**

Community Leadership Showcase

Ali Dieng is a passionate and dedicated community leader. He is the Family Outreach Coordinator and Parent University Manager at the Burlington School District, working directly with families, especially those from different socio economic & cultural backgrounds. As Parent University founder and manager, Ali coordinates with a multitude of community partners to create engaging classes and workshops for parents and families of children in the district that encourage parents to engage in the school and community and provide them with concrete knowledge and skills to improve their quality of life and ultimately their children’s success. Ali is a member of Rights & Democracy, board member at the Champlain Valley Office of Economic Opportunity, representative on the Head Start Policy Council, and founder of Africa Jamono, a
West African drumming and dance association. Ali attended the University of Mauritania in Africa, where he studied international law. He was recently elected to Burlington’s City Council, being the only person of color in that role.

Liz Dohrman, VBSR / VT Changemakers Table | lizd@vbsr.org

P9 - VT Leadership Programs to Expand Leadership Skills and Capacity
Liz Dohrman is the Events and Education Manager for Vermont Businesses for Responsibility (VBSR). She co-leads the Vermont Changemakers Table program, a leadership development and professional networking program for mission-driven young Vermonters committed to the future of Vermont and positive change. The Changemakers Table is a collaboration between VBSR and the High Meadows Fund.

Ben Doyle, USDA RD | benjamin.doyle@vt.usda.gov

P2 - Building and Improving Community Infrastructure
Ben Doyle is the Associate Director for Rural Development at USDA Rural Development in Vermont and New Hampshire. In that capacity he works with communities and partners to advance Rural Development’s mission to increase the quality of life and economic vitality of rural communities. Rural Development achieves this mission through strategic investments in the areas of housing, businesses development, and essential community infrastructure. Ben is a former high school English teacher and has served as both a volunteer and administrator for the Peace Corps. He holds a BA in English from the University of Vermont and an MA in the Humanities from New York University.

Karen Duguay, Better Middlebury Partnership | bmp@bettermiddleburypartnership.org

P7 - Downtown and Village Revitalization, Events, and Vitality
Karen is the Executive Director of the Better Middlebury Partnership (BMP), an organization dedicated to creating and maintaining a healthy and vibrant community through engagement, advocacy, events and local leadership. In the past six years, Karen has created and grown a number of successful events, including: the Vermont Chili Festival, WinterFest, Midd Summer Music and Movies Series, Midd Night Stroll, Very Merry Middlebury, Race for Sundaes and Spooktacular. She has also led a professionally executed branding project, marketed the community on a regional level and helped shape a future vision for Middlebury. She is responsible for the creation of a number of business to business and inter-organizational partnerships and has fostered a sharp increase in community engagement through volunteerism. Currently, Karen serves in a leadership role on a number of local boards and committees, including Neighbors, Together, JuneBug, Addison County Chamber of Commerce, MESA, the Middlebury Parks and Recreation Committee and Middlebury’s Economic Health Committee. Prior to her work with the BMP, Karen gained experience in the areas of marketing and communication/outreach through a variety of not-for-profit settings, including education and public transportation. She enjoys living in Middlebury with her husband Todd and her children Leah and Brady.

Tyler Duso, Enosburg High School

P6 - Youth Driving Change: Engaging Youth in Local Decision Making and Amplifying Youth Voice
I am from Enosburg Falls, Vermont, and attend Enosburg Falls High School, I am currently a Senior there and my age is 17 years old, I loved doing the McClure STEM (Science, Technology,
Engineering and Math) Pathways because to me it gave kids an amazing opportunity to teach them about STEM which is something we should begin teaching kids at a very young age. I love the whole opportunity because I loved watching the kids’ faces light up with a smile when they saw their race cars working. My most proudest community service project was with Upward Bound this past summer and it was working for the Lamoille Family Center in Hyde Park, Vermont, and I loved it because we were able to get in with the family center and help them create a security system through raspberry pi’s which are programmable computers. The family center will be able to get more grants and be able to monitor the Story Stroll to see who is using it. An important program in my life is Upward Bound, it is a college prep program for moderate income first generation college bound students. It is a yearlong program which has been helping me so much. I am very grateful I applied and joined because now I attend the Upward Bound at Northern Vermont University in Johnson.

Alissa Faber, Vermont Afterschool
P6 - Youth Driving Change: Engaging Youth in Local Decision Making and Amplifying Youth Voice
Alissa Faber has a certificate in Early Childhood Education and a Bachelors in Fine Arts. She enjoys working with students of all ages and she has taught in the third space for learning for over 10 years. Working with youth to find and express their voice through the arts, writing or public speaking is a priority to Alissa as an educator. Chosen as an Afterschool Alliance Emerging Leader, Alissa has advocated for afterschool programs at the U.S. Capitol and the Vermont State House. Alissa is also a teaching artist, facilitating public art making within communities across Vermont.

Ben Freeman, Vermont Learning for the Future | bfreeman@vtlff.org
V1 - Youth Driving Change
Ben has been working as a teacher, administrator and organizer promoting education for positive change for over 20 years. Equity, sustainability, and empowering youth through transformative learning have all been critical elements of his values and practice. Three years ago, after serving as Founding Director of Burr and Burton Academy’s Mountain Campus, Ben shifted out of school-based work to engage in systems-level education change as Network Coordinator for Vermont Learning for the Future.

Zac Freeman, RASTA | zac@jsfreeman.com
Community Leadership Showcase
Zac Freeman was born and raised in the Randolph area, which helps fuel his passion for seeing his community thrive, more specifically, outdoors. He is a founding member of the nationally recognized trails organization, RASTA and has logged countless hours building a more vibrant community through recreation and events.

Ceilidh Galloway-Kane, Wonderarts | Ceilidh@wonderartsvt.org
P4 - Advancing the Creative Economy
Ceilidh is the Executive Director of WonderArts Vermont which serves the communities of Craftsbury and Greensboro. Previously, she was the Director of The Art House, which she joined in 2015. A native of East Hardwick, Ceilidh is a 2011 graduate of Smith College and holds a certificate in Arts & Culture strategies from the University of Pennsylvania.
Dimitri Garder, Lighting Jar | Dimitri@LightningJarVT.com
P5 - Fostering Entrepreneurism and Co-Working
Dimitri Garder is co-founder and CEO of Global-Z International, a data management company serving global brands for the past 30 years. In his work, he has developed and implemented complex global data quality assessment and improvement solutions for many Global-Z clients, ranging from small companies to Fortune 100s. His 30 years of experience with complex global data makes him one of the leading experts in the data management industry. His approach to data quality is pragmatic, statistically focused, and metrics driven. He believes in solving complex problems through simple, clear, analytical thinking. Dimitri is active in community development in Southwestern Vermont. He is co-founder and a director of The Lightning Jar, a co-working space and business incubator located in Bennington. He founded The Bennington Idea Fund, a micro-grant fund focused on economic advancement and poverty alleviation projects. His board positions include Southwestern Vermont Health Care, Bennington County Industrial Corporation, Bennington County School and Workforce Council, and the Vermont Business Roundtable. He is also an investor in the Bennington Redevelopment Group, a team of local investors who are revitalizing the downtown Bennington economy. Dimitri holds a bachelor of arts in Music Theory from the University of Vermont, and an MBA from Rensselaer Polytechnic Institute.

Christine Graham, CPG Enterprises | cpgraham@sover.net
S3 - Raising Money: Funding Community Projects
Christine Graham established her consulting firm in 1982, following several years in fundraising and nonprofit management leadership positions in Vermont and New York. She consults and coaches on fundraising and planning issues, is the author of several books on annual, capital and grants fundraising, and has played a key role in creating many of the support programs for nonprofits statewide over the years. Her areas of concentration today are annual fundraising planning and assessments, capital campaign studies and coaching, and planned giving program development. Three years ago, Christine expanded her firm with the addition of Associates Joyce Cellars and Shana Trombley; together they work with community, regional and statewide nonprofits in Vermont, New Hampshire and Massachusetts to strengthen organizations and prepare them for sustainability and excellence.

Sam Graulty, Vermont Afterschool
P6 - Youth Driving Change: Engaging Youth in Local Decision Making and Amplifying Youth Voice
Sam Graulty has been working to help young people advocate for themselves for many years. A graduate of the University of Vermont (2008), he has worked at Centerpoint School, The Howard Center and Sara Holbrook Community Center in the past. He is currently the Youth Voice Coordinator for Vermont Afterschool, providing workshops and professional development on topics such as Youth Voice and Social and Emotional Learning and leading youth empowerment projects such as the Youth4Youth participatory budgeting project. He lives in Jericho where he does his best to get outside as much as possible (on bike, boot, boat, shoe, skate or ski).

Charlie Hancock, Montgomery Selectboard | northwoodsforestry@gmail.com
P2 - Building and Improving Community Infrastructure
Charlie is a consulting forester and conservationist at North Woods Forestry, working with private landowners and non-profits across northern Vermont. Originally from the Boston area, Charlie fell in love with Vermont at a young age, and has called the Green Mountains home for
close to two decades, graduating of the University of Vermont's School of Natural Resources with degrees in Forestry and Recreation Management. In addition to his work at North Woods Forestry, Charlie serves as the Chair of Cold Hollow to Canada, a community-based regional conservation partnership. Charlie also serves on both the board of trustees of the Vermont Land Trust and the State of Vermont's Working Lands Enterprise Board, and is serving in his fourth year as Chairman of the Montgomery Selectboard.

**Matt Harrington**, *Bennington Area Chamber of Commerce* | marrington@bennington.com

**P8 - Advancing Marketing and Tourism**

Matt Harrington is the executive director for the Bennington Regional chamber. Under his leadership the chamber has grown its membership by 40% and his budget by 20%. He hosts a local access TV show called Explore The Shires, and co-hosts the podcast, Marketing Vermont. He is a 40 Under 40 Rising Star recipient and author of Survival of the Hive: 7 Leadership Lessons from a Beehive.

**Sam Hooper**, *Vermont Glove/R3* | sam.hooper@greenmountainglove.com

**P3 - Advancing Your Local Climate Economy**

I'm a young entrepreneur, born and raised in Brookfield, VT. I have had the privilege of seeing and learning from other places and people; education; and have had exposure to public policy, activism, and business, all of which inform who I am today. I think of myself as a forward-thinking problem solver. I believe grit and humility are imperative to success and fulfillment. I'm grateful to be the Owner and president of Vermont Glove and I ain't bad at horseshoes.

**Porter Knight**, *Bristol Trail Network* | knight@gmavt.net

**P1 - Expanding Community Wellness and Recreation**

As a Vice President of the Bristol Recreation Club, Porter Knight is spearheading the effort to create the Bristol Trail Network, a consortium of trails in and around the community. Porter also volunteers for the Vermont Refugee Assistance Program and is a volunteer Guardian Ad Litem in Addison Family Court. A graduate of Middlebury College, Porter lives in the village of Bristol with her husband and their sons.

**Jenna Koloski**, *Vermont Council on Rural Development* | jenna@vtrural.org

**P7 - Downtown and Village Revitalization, Events, and Vitality; Community Leadership Showcase**

Jenna is the Community and Policy Manager at the Vermont Council on Rural Development where she works with communities around the state to support their work to bring the community together, identify key priorities for the future, and line up volunteers, leadership, and resources to move priorities forward. Jenna attended McGill University before moving to Vermont and receiving her Masters of Environmental Law and Policy from Vermont Law School. She currently serves as the President of the Vermont Community Development Association, a member of the Huntington Conservation Commission and, and a member of the newly established Huntington Trails Committee.

**Tawnya Kristen**, *The Phoenix Rising Program/GM United Way* | tkristen@gmunitedway.org

**P1 - Expanding Community Wellness and Recreation**

Tawnya Kristen is the Executive Director of Green Mountain United Way which serves Caledonia, Essex, Orleans, Washington and Orange Counties. Since December 2018, she has been the lead partner in establishing the local chapter, Phoenix Vermont. The Phoenix is a national program
that offers a free sober physically active community to individuals who have suffered from a substance use disorder and to those who choose a sober life. Using a peer support model, members heal and rebuild their lives while also striving to eliminate stigma around recovery. Tawnya is also the lead coach for the Phoenix Vermont CrossFit program in Berlin VT.

Mary Lacy, Mary Lacy Art | marylacyart@gmail.com
P4 - Advancing the Creative Economy
Mary Lacy, an artist living in Burlington, VT, paints large scale murals and uses it as a means for community building. When she was 24 she bought a bucket truck and drove it across the country on a yearlong mural tour sponsored by Benjamin Moore, partnering with folks locally to help garner engagement and participation from the surrounding community. Over the years, she’s become more interested in the relationships that are built in the time and space that is taken to paint a mural, which then the final piece serves to memorialize. Recently, she’s branched out into mosaics, teaching, and other smaller works.

Daimian Lix, Penniless Projects | daimian@pennilessprojects.com
S9 - Change the Conversation! The Superpower of Community Identity
Penniless Projects is an integrated marketing communications group specializing in projects that benefit communities large and small. Our mission is to elevate the image and position of our clients by facilitating the conversation with internal and external audiences for the purpose of achieving the greater good. We take a holistic, integrated approach because nothing you do ever happens in a vacuum, and because it is impossible to prescribe a blanket communications method to reach a population that is getting its information in ever-more varied ways. Our core competencies in marketing hail from a propensity for dogged research, a journalistic “nose for news,” a sensibility in sales, and a fresh approach to creative that never fails to stop even the busiest browser in their tracks. But above all, we are passionate communicators and relationship catalysts.

Kristine Lott, City of Winooski | mayor@winooskivt.gov
P2 - Building and Improving Community Infrastructure
Kristine Lott currently serves as Mayor of Winooski, Vermont’s Opportunity City. She previously served on the City Council and Housing Commission. In addition to her role with the City, she works as a Business Analyst at TNTP, a non-profit education organization working to achieve equity in education. Kristine also serves on the organization’s Diversity Leadership Council, which guides efforts to achieve greater diversity, equity, and inclusion.

Kathryn Lovinsky, GRACE | klovinsk@gmail.com
P4 - Advancing the Creative Economy
Kathryn Lovinsky has a background in fine art and psychology, and received a Master’s Degree in Art Therapy and Mental Health Counseling in 2012 from The George Washington University in Washington, D.C. Kathryn returned to Vermont in 2012, and held several leadership positions in both Private Residential and Community Mental Health Agencies before returning to her roots in Hardwick. For the past four years, Kathryn has been the Executive Director of Grass Roots Art & Community Effort (G.R.A.C.E.) in Hardwick, VT and has been working to help the almost 45 year old organization evolve and meet the needs of the community through workshops, classes, community outreach and partnership with arts and non-arts organizations to offer quality programming to the Northeast Kingdom of Vermont and beyond. Kathryn lives in Hardwick with her husband, Jason and their 21 month old twin boys Windsor and Reed.
Speakers

Alex MacLean, Leonine Public Affairs | alex@leoninepublicaffairs.com
S1 - Developing a Communication and Media Plan
Alex is a Partner and President of Public Relations and Issue Campaigns at Leonine Public Affairs. Alex has designed and implemented many successful public relations efforts and campaigns. Throughout her career she has helped businesses, non-profits and political campaigns create and execute their strategic visions. Alex brings her deep experience in public affairs as a governor’s deputy chief of staff, campaign manager and campaign strategist to her work at Leonine Public Affairs. She lives in Peacham, Vermont with her husband, two children and a flock of chickens.

Emily Maclure, Craftsbury General Store | emily@craftsburygeneralstore.com
P7 - Downtown and Village Revitalization, Events, and Vitality
(see bio, page 10)

Bruce Mallory, NH Listens | Bruce.Mallory@unh.edu
S8 - Facilitating for Successful Community Dialogue
Bruce L. Mallory is Co-Founder and past co-director of New Hampshire Listens, a civic engagement initiative of the Carsey School of Public Policy at the University of New Hampshire. He is currently Senior Advisor to NH Listens. Bruce is Professor Emeritus of Education and past Dean of the Graduate School and Provost/Executive Vice President at UNH. He chairs the Deliberative Democracy Consortium, a national network of academics and practitioners, and is a senior associate with Everyday Democracy.

Sue McCormack, Creative Discourse | suea.mccormack@gmail.com
S10 - Addressing the Pitfalls of Dominant White Culture to Build Up Inclusive Leadership
As the Founder of Creative Discourse and a Senior Associate with Everyday Democracy, Sue has spent her career working with municipalities, school districts, and grassroots community organizations to design and implement productive public conversations that lead to change. She supports leaders in building their capacity to incorporate the voices of community members in decision-making and collective action. Sue is a student of the ways racism, implicit bias, and whiteness impact our public institutions, and she has a special interest in helping community leaders build their awareness and capacity to apply an equity lens to their community change work. Sue is a 2005 graduate of the Vermont Leadership Institute and had the opportunity to support many Vermont leaders during her service as the Director of Leadership Programs at the Snelling Center for Government.

Kate McGowan, Center for New Leadership | kmcgowan@gradschool.marlboro.edu
P9 - VT Leadership Programs to Expand Leadership Skills and Capacity
Kate McGowan is the Director of Center for New Leadership/Common Good Vermont. She is also the owner of Kate McGowan Consulting, LLC where she supports mission-driven organizations with coaching, training, and consulting services. She has over 30 years of leadership experience as a business owner, Executive Director and board member in a variety of organizations and firmly believes that great leadership is rooted in emotional intelligence and a commitment to shared leadership.

Karen Mittelman, Vermont Arts Council | kmittelman@vermontartscouncil.org
P4 - Advancing the Creative Economy
Karen Mittelman moved to Vermont in October 2017 to take on the job of executive director of the Vermont Arts Council. In her new role, she has explored artist studios, sculpture gardens and museums, performing arts and poetry readings in 78 towns and villages so far. Karen’s 30-year career in public service includes leadership roles in the museum field and at the National Endowment for the Humanities, where she served most recently as director of the Division of Public Programs.

Holly Morehouse, Vermont Afterschool | hollymorehouse@vermontafterschool.org

P6 - Youth Driving Change: Engaging Youth in Local Decision Making and Amplifying Youth Voice

Holly Morehouse brings 20 years’ experience in positive youth development, community-based decision making, collaboration processes, and leadership to her role as Executive Director of Vermont Afterschool. Holly earned her doctorate from Clark University and her research and publications include work on afterschool programs and school culture change, shared vision models for community-based decision making, and the spatial mapping of indicators for risk and vulnerability. Recipient of the 2017 Con Hogan Award for Creative, Entrepreneurial, Community Leadership, Holly’s work focuses on leadership at multiple levels: supporting community-wide strategic planning efforts; building statewide partnership coalitions working together to strengthen supports for children and youth across Vermont; and developing youth voice initiatives that put young people at the center of decision making.

Pat Moulton, President, Vermont Technical College

Opening Plenary

Before joining Vermont Tech in 2016, Pat served as the Secretary of the Agency of Commerce and Community Development where she facilitated the expansion of many Vermont companies, helped attract new companies, assisted in rebuilding Vermont after Tropical Storm Irene and helped create the nation’s first statewide comprehensive economic development strategy (CEDS) that has led to millions in federal grants for Vermont. Prior to that, she served many roles including Executive Director of the Brattleboro Development Credit Corporation, Deputy Secretary and Director of Economic Development for ACCD under Governor Shumlin, Vice President of Public Affairs at the Vermont Chamber of Commerce, Commissioner of the Vermont Department of Labor under Gov. Douglas, and Chair of the Vermont Natural Resources Board and its predecessor, the Vermont Environmental Board. In 1990, she was appointed Deputy Commissioner of the Vermont Department of Economic Development by Governor Snelling and subsequently appointed Commissioner of Economic Development by Governor Dean. Before her environmental regulation and policy work, Pat spent 22 years in the practice of economic development on the local, regional, and state levels. She has worked as Executive Director of four different regional development corporations in Bennington, Windsor, Windham and Orange Counties. She also ran a local economic development office in St. Johnsbury and Lyndon, Vermont. Pat also ran her own economic development consulting company for several years.

Marissa Parisi, Rise VT | Marissa.Parisi@OneCareVT.org

P1 – Expanding Community Wellness and Recreation

Marissa Parisi is the executive director of RiseVT working to expand the RiseVT model to all communities in the state of Vermont. Marissa was formerly the executive director of Hunger Free Vermont from January 2009-December 2017. She is a nationally known expert on food security and federal nutrition policy. Marissa holds a Bachelor’s of Arts degree from Hartwick College in Sociology, a Master’s of Science degree from Springfield College in Human
Heather Pelham, VT Department of Tourism and Marketing | heather.pelham@vermont.gov
P8 – Advancing Marketing and Tourism
Heather Pelham, Deputy Commissioner, Vermont Department of Tourism and Marketing
Heather Pelham leads the creative team at the Department of Tourism and Marketing responsible for promoting Vermont as a global travel destination, welcoming 13 million visitors each year to the state. Heather is also one of the chief architects and currently directs the Think Vermont recruitment and relocation initiative to encourage potential residents and businesses alike to make the jump and become Vermonters. Previously Heather served as the Chief Marketing Officer for the State of Vermont, providing strategic marketing expertise and direct creative services to agencies and departments across state government. Prior to joining the public sector, Heather was the founder and managing partner of a central Vermont advertising and design firm, developing brand strategies and integrated marketing campaigns for small business, nonprofit and higher education clients for over 15 years. A graduate of Brown University, Heather lives with her family in Randolph Center.

Monique Priestley, The Space on Main | mepriestley@gmail.com
Community Leadership Showcase & P5 – Fostering Entrepreneurism and Co-Working
Monique Priestley is a Connecticut River valley native who earned her undergraduate degrees in Vermont, coast-hopped for her Masters degree, and returned home for quality of life. She realized that years of volunteering in the community provided the training she needed to transform an abandoned five and dime into – The Space On Main – a community co-working center. Monique telecommutes as Director of Digital for an educational software company in Seattle by day and attends various board meetings by night. She believe strongly in stepping up and being an engaged citizen.

Kesha Ram, Former State Legislator, Equity Policy Consultant | kesha.ram@gmail.com
S10 – Addressing the Pitfalls of Dominant White Culture to Build up Inclusive Leadership
Kesha Ram recently graduated from the Harvard Kennedy School with a Master in Public Administration. Prior to that, she served four terms in the Vermont House of Representatives, including three years on the Ways & Means Committee, and also worked for the City of Burlington as the Civic Engagement Specialist. She brings expertise in policy, finance, and community development, and a deep passion for equity and inclusion.

Curtiss Reed, VT Partnership for Fairness and Diversity | creed@vermontpartnership.org
S5 – Sustaining Cultures of Diversity, Equity, and Inclusion
Curtiss Reed, Jr. has spent his life creating institutional and governmental structures that
recognize, value, support, nurture and provide justice for all community members. His journey began as a child in St. Louis fighting Jim Crow racism followed by two decades of social and economic justice work in international arenas. For the past eighteen years his work has focused on Vermont. He has a reputation of being humble, gracious, compassionate, and killful in the use of inquiry as a subversive activity. Inclusion and equity have become both the means and the end in his practice of applied social justice. His body of work has produced substantive changes in Vermont law enforcement, education, commerce, and human services delivery as well as state and municipal government use of inclusive and equitable practices in Vermont’s increasingly diverse cultural landscape.

Aly Richards, Let’s Grow Kids | aly@letsgrowkids.org

V5 – Attracting and Supporting Young Families

Aly Richards is the CEO of Let’s Grow Kids, a statewide movement to ensure affordable access to high-quality child care for all Vermont families who need it by 2025. Prior to this role, Richards served as the Deputy Chief of Staff for Governor Peter Shumlin, where she led efforts to support early childhood, including supporting the passage of Act 166, Vermont’s universal pre-K law. Richards also served on the 2008 Obama Campaign and graduated with honors from Brown University. Richards is currently a trustee of University of Vermont Medical Center and of the Vermont Council on Rural Development and lives in Montpelier with her husband, twin babies and dog.

Lucy Rogers, VT Legislature | lrogers@leg.state.vt.us

Community Leadership Showcase

Originally from Waterville, VT, Lucy has lived and worked in rural communities throughout North America and traveled through rural China. She studied wildlife conservation/ genetcs at the University of Vermont, graduating in 2018. Lucy was elected later that year to represent her home district in the VT House of Representatives. She is a member of the House Health Care Committee, and is the first woman to hold her seat since 1926.

Chuck Ross, UVM Extension | chuck.ross@uvm.edu

P9 - VT Leadership Programs to Expand Leadership Skills and Capacity

Chuck Ross is the Director of Extension at the University of Vermont (UVM). UVM Extension’s mission is to cultivate healthy communities, and it works to strengthen communities by teaching leadership and communication skills, increasing youth involvement in communities, promoting economic development and collaborative community projects, and supporting local water quality improvement programs. Prior to UVM Chuck served as the Secretary of Agriculture, Food and Markets for the State of Vermont where he worked on issues including water quality, food safety, agricultural literacy and agricultural development. While serving as Secretary he was elected to be the President of the National Association of State Departments of Agriculture. Before his role as Secretary, he worked as State Director for U.S. Senator Patrick Leahy and also served as a Vermont State Representative. In addition, Chuck has served on many state and local boards and commissions. Ross manages his family’s farming businesses in Hinesburg VT. He holds a BA and Masters degrees in Geography.

Maia Segura, Penniless Projects | maia@pennilessprojects.com

S9 - Change the Conversation! The Superpower of Community Identity

Penniless Projects is an integrated marketing communications group specializing in projects that
benefit communities large and small. Our mission is to elevate the image and position of our clients by facilitating the conversation with internal and external audiences for the purpose of achieving the greater good. We take a holistic, integrated approach because nothing you do ever happens in a vacuum, and because it is impossible to prescribe a blanket communications method to reach a population that is getting its information in ever-more varied ways. Our core competencies in marketing hail from a propensity for dogged research, a journalistic “nose for news,” a sensibility in sales, and a fresh approach to creative that never fails to stop even the busiest browser in their tracks. But above all, we are passionate communicators and relationship catalysts.

**Samantha Sheehan, VBSR/Valley.Works | samantha@vbsr.org**

**P5 - Fostering Entrepreneurism and Co-Working**

Samantha Sheehan is the Communications Manager for Vermont Businesses for Social Responsibility, a state-wide business association that advocates for policies which are good for the people and environments of Vermont. In addition, Samantha is the owner of Valley.Works Coworking Space in Waitsfield and works as a freelance designer and social media marketer. She also volunteers on the leadership team of the Vermont Creative Network, serves at the Chair of her local Planning Commission, Vice Chair of the Hancock School Board of Directors, and Vice Chair of the Board of Directors for the Space on Main. She lives in Hancock Vermont with her husband and two dogs, Benny & Maybe.

**Amy Shollenberger, Action Circles | amy@action-circles.com**

**S6 - Community Organization for Political Change**

Amy Shollenberger has more than 20 years of grassroots organizing, policy, and political issue campaign experience, including work as a press secretary for a member of the U.S. House of Representatives and as a senior policy analyst for Public Citizen’s Critical Mass Energy and Environment Program. As Rural Vermont’s executive director, she worked to help members successfully lobby for several bills. In 2010, she was the campaign manager for a gubernatorial primary candidate in Vermont. She currently serves multiple clients through her Action Circles firm, offering help with political strategy, organizational capacity building, and meeting facilitation.

**Denise Smith, RiseVT Bennington County | dsmith@nmcinc.org**

**P1 - Expanding Community Wellness and Recreation**

Denise Smith is a value-driven, systems level collective impact leader with 20+ years of experience at the intersection of planetary and human health and wellbeing. She has spent a large degree of her service in executive roles with environmental and economic organizations. Denise recognizes the importance authentic leadership plays in the meaningful transformation of systems and believes that communities possess the self-organizing abilities to redefine their futures. She has a Masters’ of Science in Leadership for Sustainability from the University of Vermont and currently serves as the Program Manager for RiseVT in Franklin and Grand Isle Counties overseeing the local RiseVT team. She is a mom of three and lives in St. Albans, VT with her husband Tim Smith.

**Mark Snelling, Snelling Institute | mark@snellingcenter.org**

**P9 - VT Leadership Programs to Expand Leadership Skills and Capacity**

Mark is the volunteer president of the Snelling Center. He is also president of Greenleaf Metals, a distributor of copper and brass wire products. He has owned and operated a number of businesses in the ski, bike, and hardware industries. Mark served as chair of the Vermont Governor’s Council of Environmental Advisors, and chaired the Governor’s Commission on Downtowns and Growth Centers. He has previously served on the boards of Key Bank Vermont,
the Vermont Land Trust, Medical Center Hospital of Vermont, and as Chair of Housing Vermont and the Vermont Youth Conservation Corps. Mark resides in Starksboro with his wife Linda.

**Greg Stefanski, Johnson Downtown redesign | gregs@laraway.org**  
P2 - Building and Improving Community Infrastructure  
Greg Stefanski lives in Johnson and is the Executive Director of Laraway Youth & Family Services. He helped facilitate the planning and funding for a $3 million Main Street improvement project for Johnson in the early 2000s. During that time he served on the Johnson Planning Commission, the Main Street Committee, the Village of Johnson Trustees and Johnson Works, a local business organization.

**Kate Stephenson, Montpelier Energy Advisory Committee | katemstephenson@gmail.com**  
P3 - Advancing Your Local Climate Economy  
Kate is a partner in HELM Construction Solutions, which works with owners, designers and builders to create high performance and sustainable buildings and businesses. She is an experienced leader in the fields of green building, professional education, sustainability, and business management. She has worked with established and emerging businesses and nonprofits to achieve triple bottom line metrics, develop business systems, and plan for a dynamic and resilient future. She has deep experience in post-secondary education, and led the Yestermorrow Design/Build School for over thirteen years. Kate manages the Vermont Farm Fund, a revolving loan fund providing low interest loans to farmers. Kate helped to develop and is a facilitator for NESEA’s BuildingEnergy Bottom Lines program. Kate is the Chair of the Montpelier Energy Advisory Committee, and serves on the Board of the Vermont Council on Rural Development. She holds a MS in Management from Antioch University New England and a BA in Anthropology and Environmental Science from Haverford College.

**Fran Stoddard, Vermont StoryLab | fran.stoddard@gmail.com**  
P9 - VT Leadership Programs to Expand Leadership Skills and Capacity  
Fran Stoddard has been involved in communications, education and media production for over 30 years. She is a producer/host of a number of commercial and public television and radio programs and taught as an associate professor at Champlain College. She often serves as a facilitator and/or moderator or host for community events and organizations.

**Tom Torti, Lake Champlain Chamber of Commerce | tom@vermont.org**  
V4 - The Future of Economic Development in Vermont Communities  
Tom Torti was appointed President and CEO of the Lake Champlain Regional Chamber of Commerce in October of 2006. Prior to his appointment, Tom served for sixteen years in senior cabinet positions within state government. He began his career in human services working with abused and neglected children, their families and with juvenile offenders. Currently, Tom serves as Chair of the board of The Committee on Temporary Shelter and serves on the Boards of the Vermont Cancer Center Advisory Board, the Vermont Downtown Board, BTV Ignite, Burlington City Arts Foundation and the CHAMP P-3. Previously, he served: two terms on the Essex Select Board; Chairman of the Essex Planning Commission, Commissioner for the Chittenden County Transportation Authority numerous other human services groups. He received his BA from St. Michael’s College in 1976 and his M.Ed. from the University of Vermont in 1979.
Speakers

Shana Trombley, CPG Enterprises | shanatrembley@gmail.com
S3 - Raising Money: Funding Community Projects
Shana brings 26 years of experience working for non-profits and government. She enjoys collaborating with non-profits to help them achieve their missions through improved fundraising capacity and developing detailed organizational plans. Shana has extensive experience working with and volunteering for non-profits and has planned and managed capital campaigns, public awareness initiatives and community development projects.

Sarah Waring, Vermont Community Foundation | swaring@vermontcf.org
V3 - Overcoming the Opportunity Gap
Sarah Waring was born and raised in Glover, lives in East Montpelier with her family and is passionate about Vermont. She is the Vice President for Grants and Community Investments, at the VT Community Foundation, focusing on grantmaking, community engagement and mission investing. Previously, she was the Executive Director at the Center for an Agricultural Economy in Hardwick, Director of Programs at Farm and Wilderness Foundation, and the Program Manager for the Council on the Future of Vermont at VCRD. She serves on the boards of Public Assets Institute, and the Northeast Kingdom Collaborative.

Anne Watson, City of Montpelier | awatson@montpelier-vt.org
P3 - Advancing Your Local Climate Economy
Anne Watson is the Mayor of Montpelier, Vermont. Prior to her election as Mayor, she served as a City Councilor in Montpelier and as a member of the Montpelier Energy Advisory Committee. Anne has been a strong advocate for the city’s net-zero energy goal. For the past fourteen years, she has taught physics, engineering, and math at Montpelier High School.

Melinda White, Northwestern VT Medical Center | mjwhite@nmcinc.org
Community Leadership Showcase
Melinda White is a Recovery Coach and MAT (Medication Assisted Treatment) Care Coordinator and is in long-term recovery herself. She serves multiple organizations including the Governor’s OCC (Opioid Coordination Council) Recovery and Prevention Committees, Franklin / Grand Isle Community Partnership Executive Lead Team, the local recovery community, COSA member with Restorative Justice Center and is a volunteer musician at Church of the Rock. She currently serves on the board of directors for Samaritan House / Tim’s House (local homeless shelter), and previously served on the boards for Turning Point of Franklin County and Vermont Recovery Network. Her passion for helping the community’s most vulnerable people is what keeps her committed to volunteer and service work, as well as strengthens her personal recovery. With a heart for people and families struggling with addiction, Melinda’s goal in life is to be of maximum service to her fellows and community.

Sarah Wolfe, Northfield Energy Committee | sarah.d.wolfe@gmail.com
P3 - Advancing Your Local Climate Economy
Sarah Wolfe is the Communications Specialist at VEIC. Prior to joining VEIC, Sarah was at the Energy Action Network, where as Network Director she managed the Annual Progress Report and Network events to expand our collective impact on clean energy action and emissions reduction in Vermont. Sarah previously served as the Clean Energy Advocate for VPIRG and the Senior Manager of National Campaigns for Sunrun. Sarah lives in Northfield Falls with her fiancé and serves as Treasurer of the Northfield Energy Committee.
Leadership Fair

These organizations are sharing their leadership programs, offerings and opportunities with participants today at the Leadership Fair. Visit their tables in Judd Hall during breaks and lunch!

- **Center for New Leadership at Marlboro College / Common Good VT**
  https://www.marlboro.edu/community/cnl

- **Essex CHIPS QYD Project**
  https://www.essexchips.org/copy-of-qyd-project

- **Genuine Network/The Presence Point**
  https://www.thepresencepoint.com/

- **Governors Institute of VT**
  https://www.giv.org/

- **Leadership Champlain**
  https://www.vermont.org/chamber/programs-affiliations/workforce-education-training/leadership/

- **Up For Learning**
  https://www.upforlearning.org/

- **UVM Extension 4-H Program**
  https://www.uvm.edu/extension/youth

- **Vermont Leadership Institute at the Snelling Center for Leadership**
  https://snellingcenter.org/leadership/vermont-leadership-institute/

- **Vermont State Colleges**
  https://www.vsc.edu/
Acknowledgements

Outreach Partners

- AARP
- Brattleboro Development Credit Corporation
- Building a Local Economy
- Burlington Young Professionals
- Center for New Leadership at Marlboro College/ Common Good Vermont
- Central Vermont Regional Planning Commission
- Change the Story Vermont
- Chittenden County Regional Planning Commission
- Energy Action Network
- Genuine Network/The Presence Point
- Governors Institute of Vermont
- Hunger Free Vermont
- Justice For All
- Leadership Champlain
- Leadership Southeast Vermont/ Springfield Area Chamber of Commerce
- NEK Collaborative
- NEK Young Professional Network
- Northwest Regional Planning Commission
- Northeastern Vermont Development Association
- Preservation Trust of Vermont
- Rise VT
- Rutland Economic Development Corporation
- Rutland Young Professionals
- Southern Vermont Young Professionals
- Southern Windsor Regional Planning Commission
- Two-Rivers Ottauquechee Regional Commission
- United Ways of Vermont
- Up For Learning
- UVM Center for Rural Studies
- UVM Extension 4-H Program
- VECAN/Vermont Natural Resources Council
- Vermont Agency of Commerce and Community Development
- Vermont Arts Council
- Vermont Change Makers Table
- Vermont Commission on Women
- Vermont Community Development Association
- Vermont Community Foundation
- Vermont Community Loan Fund
- Vermont Downtown and Village Program
- Vermont Housing and Conservation Board
- Vermont Land Trust
- Vermont Leadership Institute at the Snelling Center for Leadership
- Vermont State Colleges
- Vermont Student Assistance Corporation
- Vermont Sustainable Jobs Fund
- Vermont Youth Conservation Corps
- Vital Communities
- Windham Regional Planning Commission
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VCRD deeply appreciates the partnership and support of the Vermont Community Foundation
The 2nd Vermont Community Leadership Summit is produced by the Vermont Council on Rural Development (VCRD). From local, citizen-led efforts to policy councils that build collaboration between state, federal, nonprofit, and private sector leaders, VCRD brings Vermonter together across political lines and organizational boundaries to create a better future.

Mission Statement
The Vermont Council on Rural Development helps Vermont citizens build prosperous and resilient communities through democratic engagement, marshalling resources, and collective action.

Our Vision for Vermont
VCRD works toward a future for Vermont in which its:
- **communities** are healthy and resilient;
- **economy** is innovative and vibrant;
- **citizens** are engaged in community-building and governance, working closely with their neighbors;
- **communities** attract youth, entrepreneurs, and healthy diversity;
- **young citizens** are fully prepared to contribute to their communities and participate successfully in a changing economy;
- **rural character and open lands** are conserved and managed productively and profitably;
- **communities, businesses and citizens** prosper by designing and building economic solutions to climate change; and
- **communities** serve as a models for other communities throughout rural America.

[link to vtrural.org]
The Vermont Community Leadership Summit is made possible by our generous sponsors:

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