

2023

VERMONT COMMUNITY LEADERSHIP SUMMIT

**STRENGTHENING SKILLS, CAPACITY,
AND OPPORTUNITY FOR THE FUTURE!**



August 15, 2023
Vermont State University
Randolph, Vermont

Vermont State University

Randolph Center Campus

124 Admin Drive | Randolph Center, VT 05061
800.442.8821 | vtc.edu



MAP LEGEND

- 1 Administrative Center
- 2 Old Dorm
- 3 Conant Hall
- 4 Judd Hall/Bookstore
- 5 Morrill Hall
- 6 Robert Clarke Hall
- 7 Green Hall
- 8 Greenhouse
- 9 Hartness Library
- 10 Mearns Residence Hall & Dining Hall
- 11 Keenan Residence Hall
- 12 President's House
- 13 Orchard
- 14 SHAPE Fitness Center & Campus Center
- 15 Nutting Residence Hall
- 16 Fine Science Lab
- 17 Construction Lab
- 18 Facilities Center
- 19 Baseball Diamond
- 20 Athletics Field
- 21 Tennis Courts
- 22 Red Schoolhouse
- 23 Admissions Allen House
- 24 Langlevin House
- 25 Biodigester
- A-L Parking



ADMINISTRATIVE CENTER KEY OFFICES:
 Alumni Relations, Business Office, Financial Aid,
 Registrar, Public Safety, Lactation/Mother's Lounge

Welcome!

4th Vermont Community Leadership Summit Strengthening Skills, Capacity, and Opportunity for the Future

We are excited to welcome local leaders to this year's Vermont Community Leadership Summit. Participants here today include youth, municipal leaders, community organizers and volunteers, people with lived experience with critical challenges facing our communities, experts and technical assistance providers, regional, state, & national leaders, and others working to improve the economies and quality of life of their communities.

In 2018, 2019, and 2021 hundreds of Vermonters joined together at VCRD's Community Leadership Summits to explore ways to support local leadership and our shared democracy. We have seen tremendous challenges and change since, and today's Summit is an opportunity to come together for renewal and rejuvenation as we engage with fellow Vermonters, make new connections, celebrate community successes, talk through shared challenges, and think proactively about the future.

The agenda is designed to strengthen skills, capacity, and opportunities for the future for dedicated community builders from across the State, along with people from non-profit, business, and government sectors. After the Summit welcome will be VCRD's 2023 Community Leadership Award presentation, followed by a plenary fishbowl, and 3 sets of breakout sessions structured into three tracks: **Skill Up!** (practical skills for community builders); **Get it Done** (skills to take your project/idea to the finish); and **What's Next?** (panels and discussions about Vermont's future). Lunch will be available for pickup at both Judd Hall and the cafeteria—whichever is more convenient. And be sure to come back to Judd Hall at the end of the day for Ben & Jerry's ice cream!

A vibrant democracy requires all of us to step forward in different ways. Local leadership is the key ingredient in building unity, setting direction, and achieving progress. Thanks for being with us and stepping forward for your community, Vermont, and our collective future!



Brian Lowe, *Executive Director*
Vermont Council on Rural Development

VCRD Leadership Award

Declaration of Inclusion Initiative: Al Wakefield, Bob Harnish, Norm Cohen, and Barbara Noyes Pulling



VCRD’s Community Leadership Award celebrates Vermonters who exemplify “dedication, integrity and honorable service to community and to rural Vermont,” and who have had a transformational effect on their communities. We present the award to highlight the work of community heroes who epitomize the best spirit of local community service, and whose work has made their community a better place.

This year, the Vermont Community Leadership Award is being presented to the four members who are the driving force behind the Vermont Declaration of Inclusion: Al Wakefield, Bob Harnish, Norm Cohen, and Barbara Noyes Pulling. All are community members of Rutland County with deep roots around the state.

In 2020, Harnish and Wakefield decided to start asking every town in Vermont to adopt and implement a “Declaration of Inclusion.” The Declaration raises awareness about systemic racism, the importance of diversity in contributing to the state’s economy, and the need to be proactive in signaling that Vermont is a welcoming place. As of July 25, 116 towns across the state have adopted the Declaration. Over 70% of Vermont residents live in those towns.

It is an honor to welcome and recognize these tremendous community leaders who are using their skills and talents to build a stronger future for all of us here in Vermont.

Agenda-At-A-Glance #VTCommunityLeaders

- 9:00 Welcome**
Julie Moore, VCRD Board Chair
Brian Lowe, VCRD Executive Director,
Overview of the Day
Senator Peter Welch, opening remarks
Josh Collier, tenor solo
Founder/Artistic Director, Barn Opera
- 9:25 Presentation of VCRD Leadership Award**
- 9:40 Plenary Fishbowl**
- 10:35 BREAK**
- 10:45 Breakouts:** Workshops, Forums, Panels, and Networking Sessions
- Noon LUNCH**
- 1:15 Breakouts**
- 2:30 BREAK**
- 2:45 Breakouts**
- 4:00 Ben & Jerry's Ice Cream!!**

Breakout Room Locations:

- 10:45am
S1 - Conant, 102
S3 - Conant, 101
G1 - Clarke, 314
G2 - Clarke, 110
G3 - Campus Center
G4 - Judd Hall
W1 - Red School House, 200
W2 - Morrill, 202
W3 - Red School House, 109
- 1:00pm
S4 - Red School House, 108
S5 - Conant, 102
G5 - Red School House, 200
G6 - Morrill, 202
G7 - Campus Center
G8 - Clarke, 314
G9 - Judd Hall
W4 - Clarke, 110
W5 - Red School House, 109
W6 - Conant, 101
- 2:30pm
S6 - Red School House, 200
G10 - Judd Hall
G11 - Clarke, 314
G12 - Conant, 101
G13 - Campus Center
W8 - Conant, 102
- Affinity Space - Conant 103

Affinity Space: Hosted by the Vermont Professional of Color Network (VTPoC), the space is open to Black, Indigenous, and other People of Color in Conant 103 throughout the day, and will be staffed during lunch and at 4pm. VTPoC will have a welcoming table from 8-9am in Judd Hall.



Wi-Fi: Choose "VTCGuest" in Wi-Fi settings. Scroll to the bottom of the screen that pops up (skip past the section that asks for personal info), click "sign in" then:
username: [RandolphWIFI](#)
Password: [go2VTSU](#)

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

#VTCommunityLeaders



Agenda

8:00 *Registration* | Coffee and Pastries..... **Judd Hall**

9:00 **Summit Welcome**

Julie Moore, *VCRD Board Chair*

Brian Lowe, *VCRD Executive Director*

- **Introduction: The Importance of Local Leadership**
- **Agenda for the Day**

Senator Peter Welch: Opening Remarks

Josh Collier: Tenor Solo “*Nessun dorma*” of *Puccini’s Turandot*, Act III

9:20 **Presentation of VCRD Community Leadership Award**

The team behind the Declaration of Inclusion: Al Wakefield, Bob Harnish, Norm Cohen, and Barbara Noyes Pulling

9:40 **Plenary Fish Bowl: Demystifying and Inviting Local Leadership**

MODERATOR: Mitch Wertlieb, *Vermont Public*

PANESLISTS: Amanda Gustin, *Vermont History Museum* | Justin Marsh, *Vermont Conservation Voters* | Corey Parent, *Former Vermont Legislator* | Tinotenda Charles Rutanhira, *Vermont Professionals of Color Network*

10:35 *Break*

10:45 Breakout Sessions

S**kill Up**: *practical skills for community builders.*

G**et It Done**: *skills to take your project/idea from start to finish.*

W**hat’s Next**: *panels and discussions about Vermont’s future.*

N**etworking**: *connect with community leaders to generate new ideas and create new partnerships.*

S1 Skill Up Workshop: Effective Leadership: Inspiring..... Conant, 102
Meaningful Action

PRESENTER: Liz Dallas, *Vital Leadership Coaching*

S3 Skill Up Workshop: Facilitation Skills 101 Conant, 101

PRESENTERS: Jenna Koloski & Jessica Savage, *VT Council on Rural Development*

G1 Get It Done Workshop: Community Engagement for Clarke, 314
Municipal Decisions

PRESENTER: Emily Heyman, *Town of Williston*

**G2 Get It Done Workshop: Demystifying the Budget Clarke, 110
Development Process**

PRESENTER: Isaac Wagner, *Wagner Development Partners*

G3 Get It Done Panel: Community Infrastructure Projects Campus Center

MODERATOR: Eric Law, *USDA Rural Development*

PANELISTS: Maura Adams, *Northern Forest Center* | Charlie Hancock, *Town of Montgomery* | Seth Jensen, *Lamoille County Planning Commission*

G4 Get It Done Panel: Flood Recovery and Resilience Judd Hall

MODERATOR: Alyssa Johnson, *VT Council on Rural Development*

PANELISTS: Chris Campany, *Windham Regional Planning Commission* | Doug Farnham, *VT Agency of Administration* | Clarissa French, *Lamoille County United Way and Unified Commander Lamoille Flood Response Team* | Bill Moore, *Town of Brandon*

**W1 What's Next Workshop: Identifying and Supporting Red School House, 200
New Leaders in Your Community**

PRESENTER: Tinotenda Charles Rutanhira, *VT Professionals of Color Network*

W2 What's Next Forum: Youth Opportunity and Aspiration Morrill, 202

FACILITATORS: Lindsey Halman, Katie Ingraham & Max King, *UP for Learning* | Olivia Ciere, *CVU* | Adrianna Corbett, *Montpelier* | Arena Coryer, *Colchester* | Auishma Pradhan, *South Burlington* | Olivia Scharnberg, *Montpelier*

W3 What's Next: Speed Networking Red School House, 109

LEADER: Laura Cavin Bailey, *VT Council on Rural Development*

12:00 Lunch Morey Dining Hall and Judd Hall

1:15pm Breakout Sessions

**S4 Skill Up Workshop: Community Leadership Red School House, 108
Case Study**

PRESENTERS: Jessica Savage & Laura Cavin Bailey, *VT Council on Rural Development*

**S5 Skill Up Workshop: Leveraging Emotional Intelligence to Conant, 102
Build Community and Lead Change**

PRESENTER: Lisa Rees, *LTR Leadership*

G5 Get It Done Panel: Creative Housing Solutions Red School House, 200

MODERATOR: Sarah Danly, *White River Valley Consortium*

PANELISTS: Julia Curry, *CDI's New England Resident Owned Communities Program* | Zak Hale, *Hale Resources* | Michael Monte, *Champlain Housing Trust*

Agenda

- G6 Get It Done Networking: BYOI—Connecting with Resource.....Morrill, 202**
Leaders to Discuss YOUR Project
LEADER: Kate McCarthy, *Vermont Community Foundation*
RESOURCES: Gary Holloway, *VT Dept. of Housing & Community Development* | Beth Rusnock, *National Life Foundation* | Misty Sinsigalli, *USDA Rural Development* | Kathryn Van Haste, *Office of Senator Bernie Sanders*
- G7 Get It Done Panel: Advancing Equity, Access, and Campus Center**
Inclusion in Your Community
MODERATOR: Xusana Davis, *Vermont Office of Racial Equity*
PANELISTS: John Abbott, *Town of Jericho* | Daisy Brayton, *City of South Burlington* | Jethro Hayman, *Town of Glover* | Don Turner, *Town of Milton*
- G8 Get It Done Panel: The Role of Art and Culture in Clarke, 314**
Community and Economic Development
MODERATOR: Susan Evans-McClure, *Vermont Arts Council*
PANELISTS: Adam Kane, *Fairbanks Museum* | Doreen Kraft, *Burlington City Arts* | Vera Longtoe Sheehan, *Vermont Abenaki Artists Association* | Karen Nevin, *Revitalizing Waterbury*
- G9 Get It Done Workshop: Community Engagement to Judd Hall**
Advance Your Project
PRESENTER: Alyssa Johnson, *VT Council on Rural Development*
- W4 What's Next Panel: The State Acronym Stands for Clarke, 110**
What Funding Program?
MODERATOR: Brian Lowe, *VT Council on Rural Development*
PANELISTS: Lisa Hango, *Representative Franklin-5, Berkshire* | Laura Sibia, *Representative Wilmington-Dover* | Katherine Sims, *Representative Orleans-Caledonia*
- W5 What's Next Panel: Working Lands: What Comes Next? Red School House, 109**
MODERATOR: Roy Beckford, *UVM Extension*
PANELISTS: Charlie Hancock, *Town of Montgomery* | Maddie Kempner, *NOFA Vermont* | Jess Laporte, *Community Resilience Organizations*
- W6 What's Next Workshop: Vermont's Local Democracy—MoreConant, 101**
and Better
PRESENTER: Susan Clark, *Slow Democracy*

2:30 *Break*

2:45pm Breakout Sessions

- S6 **Skill Up Panel: Pulling Back the Curtain—** **Red School House, 200**
Working with Local, Regional, and State Media
MODERATOR: Scott Finn, *Vermont Public*
PANELISTS: Rachel Hellman, *Seven Days* | Steve Pappas, *Rutland Herald / Times-Argus* | Greta Solsaa, *UVM Community News*
- G10 **Get It Done Workshop: Project Management 101: From** **Judd Hall**
Vision to Planning to Implementation
PRESENTER: Jenna Lapachinski, *Preservation Trust of Vermont*
- G11 **Get It Done Panel: Community Trusts to Advance**..... **Clarke, 314**
Local Projects
MODERATOR: Jenna Koloski, *VT Council on Rural Development*
PANELISTS: Jill Davies, *Woodstock Community Trust* | Blair Marvin, *Elmore Community Trust* | Marc Mihaly, *East Calais Trust*
- G12 **Get In Done Panel: Cross-Town Collaborations** **Conant, 101**
MODERATOR: Ted Brady, *VT League of Cities and Towns*
PANELISTS: Laura Arnesen, *Mad River Recreation District* | Eric Durocher, *Town of Dover* | Gretchen Haverluk, *Bi-Town Economic Coalition: Dover/Wilmington* | Emily Lev (Rosenbaum), *Working Communities Challenge Lamoille County*
- G13 **Get It Done Panel: Engaging the Private Sector in** **Campus Center**
Community Development
MODERATOR: Joan Goldstein, *VT Agency of Commerce & Community Development*
PANELISTS: Tricia Coates, *UVM Institute of Rural Partnerships* | Scott Kerner, *Good Measure Brewing, Three Penny Taproom* | Chip Sawyer, *City of St. Albans* | Mike Solimano, *Killington Ski Resort*
- W8 **What's Next Panel: Climate & Community Resilience** **Conant, 102**
MODERATOR: Laura Cavin Bailey, *VT Council on Rural Development*
PANELISTS: Jen Green, *Burlington Electric Department* | Michelle McCutcheon-Schour, *Efficiency Vermont* | Candace Morgan, *Green Mountain Power* | Allie Webster, *Northeastern Vermont Development Association*
- 4:00 *Ben & Jerry's Ice Cream!*..... **Judd Hall**

Opening Tenor Soloist

Josh Collier *Tenor, and Founder/Artistic Director of*
BARN OPERA | barnopera.com | jrctenor.com

Internationally acclaimed tenor, and Founder/Artistic director of BARN OPERA in Brandon, Joshua Collier, has been fortunate to be a Vermont resident since 2017. In that time his mission to make the operatic art form accessible has become tangible with the creation of BARN OPERA. As a soloist, he has performed much of the opera, musical theatre, and symphonic repertoire for lyric tenor, and can be heard and seen throughout New England and beyond.



Speakers

John Abbott *Town Administrator, Town of Jericho* | jabbott@jerichovt.gov

G7. Get It Done: Advancing Equity, Access, and Inclusion in Your Community

John Abbott, Ed.D. has been the Town Administrator of Jericho since 2021. John holds a doctoral degree in Educational Policy & Leadership and brings years of experience as a Higher Education administrator at the University of Vermont—providing Diversity, Equity and Inclusion training for generations of UVM student leaders. More recently, John has worked with community volunteers in Jericho to create a DEI Committee to advise their Select Board and engage MMU high school student membership. In 2022, Jericho was one of the first twelve municipalities from around the State, chosen to participate in VLCT’s Equitable & Inclusive Communities program.

Maura Adams *Director of Community Investment Northern Forest Center* |

madams@northernforest.org

G3. Get It Done: Community Infrastructure Projects

Maura Adams serves as the Director of Community Investment for the Northern Forest Center, a non-profit organization advancing innovation and environmental stewardship across the Northern Forest region of Maine, New Hampshire, Vermont, and New York. Her team focuses on capacity building and revitalization in focal communities, including housing investment and outdoor recreation amenity development. Maura spends her free time trail running, mountain biking, cooking, and reading. She lives off-grid in Deerfield, NH with her husband and rescue dog.

Laura Arnesen *Executive Director Mad River Recreation District* | laura@mrvr.org

G12. Get It Done: Cross-Town Collaborations

Laura Arnesen, Executive Director of the Mad River Valley Recreation District representing Warren, Waitsfield and Fayston, works closely with trails groups, conservation commissions, town representatives, volunteers and others to facilitate collaboration. In the 2021 grant cycle of the Vermont Outdoor Recreation Economic Collaborative, Laura spearheaded the largest successful grant in the state. This 408K grant includes five components and pulls together six partners. One important component, Conservation Recreation Visioning, focuses on balancing trails and nature. Past successful collaboration in the Mad River Valley includes more than 50 branded kiosks, a stewardship program to keep trails and swim holes clean and an ongoing community forum for trails and community groups to communicate and work toward common goals.

Speakers

Laura Cavin Bailey *Climate Economy Program Manager* VT Council on Rural Development | laura@vtrural.org

S4. Skill Up: Community Leadership Case Consultancy; W3. What's Next: Speed Networking; and W8. What's Next: Climate & Community Resilience

Laura is the Climate Economy Program Manager at VCRD and strives to continually engage with systems thinking and community-based initiatives to advance collaborative, healthy, energy efficient, and adaptable places. Laura leads the Climate Economy Initiatives including the Climate Catalysts Leadership Program, the Climate Catalysts Innovation Fund, and the Climate Economy Resilient Communities. Laura also serves as the president of the Vermont Green Building Network and can be found exploring the forests and rivers around her home in Fayston by foot, bike, boat or skis with her family.

Roy Beckford *Director* UVM Extension | fitzroy.beckford@uvm.edu

W5. What's Next: Working Lands: What Comes Next?

Roy Beckford is the Associate Dean and Director of Extension at UVM. Prior he was the Agriculture and Natural Resources Program Leader at the North Carolina Agriculture and Technical State Univ. with responsibility for Leadership and Coordination in the development and implementation of statewide agriculture and natural resources programs. Roy also served as Agriculture/Natural Resources agent and later, Lee County Extension Director for the University of Florida IFAS Extension where he was a faculty member for 15 years, and prior to that he worked in agricultural and veterinary Extension in Jamaica, and the British Virgin Islands. Roy has garnered significant international Extension experience in serving communities of need in Central and South America, the Caribbean, and Southern Africa. His 2019 book "Poverty and Climate Change: Restoring a global biogeochemical equilibrium" is his second major work examining environmental and social issues in developing and underdeveloped economies.

Ted Brady *Executive Director* VT League of Cities and Towns | tbrady@vlct.org

G12. Get It Done: Cross-Town Collaborations

Ted Brady is the Executive Director of the Vermont League of Cities and Towns (VLCT). VLCT is a statewide non-profit, nonpartisan organization founded in 1967 with the mission of serving and strengthening Vermont local government. All 247 cities and towns and another 142 units of local government (such as villages and water districts) are currently members. VLCT offers support, knowledge, representation, insurance and connection to its members. Brady served as Deputy Secretary of the Agency of Commerce and Community Development in the Scott Administration. During his 4 years with the Agency, he assisted with the pandemic response and recovery, administered state and federal technical assistance, tax credit, and grant programs, championed outdoor recreation expansion, and worked to make Vermont a great place to live, work and play. Previously Brady was appointed by President Obama as the Vermont and New Hampshire State Director for USDA Rural Development, where he oversaw the administration of more than \$1 billion in housing, business, and community development loans and grants. Brady spent more than a decade working as a community and economic development liaison in U.S. Senator Patrick Leahy's office, both in Washington, D.C. and in Vermont.

Daisy Brayton *HR Director* South Burlington | dbrayton@southburlingtonvt.gov

G7. Get It Done: Advancing Equity, Access, and Inclusion in Your Community

As the Director of Human Resources for the City of South Burlington, Daisy has over 25 years of Human Resources experience primarily working in Municipal Government and Universities. In addition to being a SHRM certified HR professional, she is also a Gallup trained Talent and

Speakers

Strengths Coach and Predictive Index Moderator. She has a passion for strengths-based development and “giving the gift of self-awareness” so individuals can gain understanding of their own internal and natural behaviors, talents, and strengths, and how those impact our work relationships and personal relationships.

Chris Campany *Executive Director* Windham Regional Planning Commission | ccampany@windhamregional.org

G9. Get It Done: Flood Recovery and Resilience

Chris is Executive Director of the Windham Regional Commission based in Brattleboro which serves 27 towns in Southeastern Vermont. He was previously Assistant Professor of Landscape Architecture and Graduate Program Coordinator at Mississippi State University; Deputy Director of Planning and Zoning for Calvert County, Maryland; Deputy Commissioner of Planning for Orange County, New York; Federal Policy Coordinator for the National Campaign for Sustainable Agriculture; founder and Executive Director of the Baton Rouge Economic and Agricultural Development Alliance; and a Presidential Management Intern with the U.S. Environmental Protection Agency in Washington, DC. Chris holds a Bachelor of Arts in Political Science and a Master of Public Policy and Administration from Mississippi State University, and a Master of Landscape Architecture from Louisiana State University. He lives in Townshend.

Olivia Ciere *Student* Champlain Valley Union

W2. Youth Opportunity and Aspiration

Olivia Ciere is a 9th grader at Champlain Valley Union. She is a Youth Facilitator with UP for Learning. Olivia works to strengthen restorative practices and equity in her school district.

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

W6. What's Next: Vermont's Local Democracy - More and Better

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

Tricia Coates *Director, Institute of Rural Partnerships* UVM | pcoates@uvm.edu

G13. Get It Done: Engaging the Private Sector in Community Development

Patricia “Tricia” Coates is the Director of the Institute for Rural Partnerships, a newly established institute at UVM that will help rural communities thrive in the face of challenges brought about by climate change and population shifts. Coates also serves as the Director of the Office of Engagement. Coates has served in leadership roles with Vermont’s Congressional delegation, including Sen. Patrick Leahy, as State Director for then-Congressman Peter Welch, and most recently as a director for the Welch Senate transition. She has been an advocate for educational and economic opportunity in each of her roles, including her years as Director of Governmental and External Relations for the Vermont State Colleges System. She guided Lund, the statewide family services agency, to financial stability during the COVID pandemic as President and CEO. Tricia is a former high school history teacher and department chair. She has a B.A. in history from St. Michael’s College and an M.A.T. from Union College. She lives in Jericho with her family.

Adrianna Corbett *Student* Montpelier
W2. Youth Opportunity and Aspiration

Adrianna Corbett, Montpelier, 14, 9th grade student at Montpelier High School works with UP For Learning as a youth intern in her school, as well as in the greater Vermont community, in order to reform a culture that doesn't recognize and fully value youth voices as equal when they are often equally, if not more affected by the decisions being made.

Arena Coryer *Student* Colchester High School
W2. Youth Opportunity and Aspiration

Arena Coryer attends Colchester High School. She is a Youth Facilitator with UP for Learning. Her work in her community centers around social justice.

Julia Curry *Co-Director* CDI's New England Resident Owned Communities Program | jcurry@cdi.coop

G5. Get It Done: Creative Housing Solutions

Julia co-directs a program that helps manufactured-home park residents come together and form cooperatives to buy their parks and run them together (<https://cdi.coop/our-work/programs/rocs/>). Before joining CDI in 2019 she coordinated a program at Champlain Housing Trust of affordable housing cooperatives. She loves to help people gain more control over their own destinies and strengthen their community bonds.

Liz Dallas *Owner* Vital Leadership Coaching | lizd@vitalleadershipcoaching.com
S1. Skill Up: Effective Leadership: Inspiring Meaningful Action

Liz Dallas helps leaders shift their thinking to support a 21st Century landscape – one that changes fast, is increasingly complex and presents exponential uncertainty. The typical lens of leadership is insufficient to ensure sustainable success. Liz developed the A to B Paradigm Shifter as a new lens that opens thinking and offers a disciplined approach to leading with inspiration and empowerment. These experiential processes are based on research that produces deeper, more meaningful understanding and implementation in a world of possibility.

Sarah Danly *Initiative Director* WCC; White River Valley Consortium | sdanly@vitalcommunities.org

G5. Get It Done: Creative Housing Solutions

Sarah manages the White River Valley Consortium, a collaborative team participating in the Working Communities Challenge to increase the availability of housing that is affordable for young workers and entrepreneurs. She previously worked for the Vermont Farm to Plate Network and has a Masters of Environmental Law and Policy from Vermont Law School. She lives in Royalton in an accessory dwelling unit on a working farm, and is one of the volunteer co-founders of the White River Land Collaborative.

Jill Davies *Trustee* Woodstock Community Trust | jill@jillmdavies.com
G11. Get It Done: Community Trusts to Advance Local Projects

Jill has been a member of the Woodstock community for the past 15 years. After years of working in the corporate world as a management consultant, she currently serves as President of Woodstock Community Trust, an umbrella 501c3 organization for multiple community projects. Jill is actively involved with several of these community-strengthening project: one, The HUB, provides emergency assistance to residents; two others, One House at a Time and Local Deeds, help create equitable housing opportunities for community members.

Speakers

Xusana Davis *Executive Director Vermont Office of Racial Equity* |

xusana.davis@vermont.gov

G7. Get It Done: Advancing Equity, Access, and Inclusion in Your Community

Xusana Davis serves as the State of Vermont's Executive Director of Racial Equity. She was appointed to the position in June 2019 by Governor Phil Scott. She works with state agencies to identify and address systemic racial disparities, ensure that equity goals and objectives are incorporated throughout the State's operations, and provide strategic and policy guidance on equity issues. Previously, she served as Director of Health & Housing Strategic Initiatives at the New York City Department of Health and Mental Hygiene, and as the Director of the Black, Latino, and Asian Caucus of the New York City Council. She holds a Juris Doctor with a concentration in International Human Rights Law from New York Law School, where she also directed a civil liberties education program for low-income youth and youth of color. She studied Anthropology and Philosophy at Fordham University, earning the Rev. J. Franklin Ewing, S.J. Award for writing on the relationship between global human rights violations and the proliferation of HIV/AIDS. Xusana is first-generation in the U.S., and proud to be a Spanish-fluent Latina who approaches her work from a multicultural perspective.

Eric Durocher *Economic Development Director Town of Dover* |

econdev@doververmont.com

G12. Get It Done: Cross-Town Collaborations

Joining the Town of Dover in 2020, Eric brings an expansive knowledge of the current business community, the local economy, and initiatives to assist and grow business. He serves as Chair of the Bi-Town Economic Development Committee, chair of the Bi-Town Housing Committee and member of the Bi-Town Marketing Committee. A life-long Vermont resident, Eric has a passion for helping his local communities grow and succeed.

Susan Evans-McClure *Executive Director Vermont Arts Council* |

sevansmclure@vermontartscouncil.org

G8. Get It Done: The Role of Art and Culture in Community and Economic Development

Susan is the Executive Director of the Vermont Arts Council, where she leads the talented team as they work to expand arts opportunities for everyone across the state and advocate on behalf of the creative sector. Susan has also served as the Executive Director of Lake Champlain Maritime Museum, where she spearheaded efforts to make the museum free for all, and as the Director of Programs and Audience Development at the Smithsonian's National Museum of American History. Her work and academic background explores the cross sections of theatre and history, in performance spaces and museums. Susan holds an Ed.M. in Arts in Education from the Harvard Graduate School of Education and a B.A. in Theater from McGill University.

Doug Farnham *Deputy Secretary and Chief Flood Recovery Officer VT Agency of Administration* | Douglas.Farnham@vermont.gov

W4. What's Next: That State Acronym Stands for What Funding Program?

Doug Farnham was recently named Chief Recovery Officer by Governor Phil Scott to oversee the ongoing recovery from catastrophic flooding last month. Farnham has served as the deputy secretary of the Agency of Administration since 2021, where he has overseen the state's management of pandemic recovery and infrastructure investments. He also served at the Vermont Department of Taxes since 2011 in various roles.

Scott Finn *Chief Executive Officer* Vermont Public | sfinn@vermontpublic.org

S6. Skill Up: Pulling Back the Curtain: Working with Local, Regional & State Media

Scott Finn is the President and CEO of Vermont Public, which reaches more than 1 million people each month through its digital platforms and statewide TV and radio network. Vermont Public seeks to inform, engage and inspire our community, so we can collectively protect democracy and solve our biggest challenges. Scott is formerly the CEO and Executive Director of West Virginia Public Broadcasting, and news director at WVPB and WUSF Public Media in Tampa. Before that, Scott was a reporter, a sixth grade teacher, and a community organizer in Big Ugly Creek, West Virginia (it's actually a small, beautiful place.)

Clarissa French *Executive Director* Lamoille County United Way; and *Unified Commander* Lamoille Flood Response Team | clarissa@uwlamoille.org

G9. Get It Done: Flood Recovery and Resilience

Joan Goldstein *Commissioner, Economic Development* ACCD |

Joan.Goldstein@vermont.gov

G13. Get It Done: Engaging the Private Sector in Community Development

Joan Goldstein has been Commissioner of the Department of Economic Development since April of 2015 – initially appointed by Governor Shumlin and reappointed by Governor Scott. During that time, she has built a multi-talented team of professionals with varied expertise across sectors including financial, technology, small business, and government. She has a particular interest and has been focused on advancing the state's entrepreneurial activities, while implementing the covid-19 relief and recovery investment programs to make capital investments in much-needed communities. During her tenure she has led her team through rapid deployment of disaster assistance grant programming. Prior to her appointment as commissioner, she spent six years as Executive Director of the Green Mountain Economic Development Corporation (GMEDC). Goldstein also worked as a small business advisor for the Vermont Small Businesses Development Center. Before moving to Vermont from New York City 18 years ago, Joan worked in the financial services industry at JP Morgan and Credit Suisse in a variety of international sales, marketing, client relationship, and project management roles in the correspondent banking, equity capital markets, and private banking areas. Joan serves and has previously served on many municipal, nonprofit, and for-profit boards including Selectboard, Gifford Health Care, Vermont Institute of Natural Science, Vermont Economic Development Authority, Farm Viability, the Curtis Fund and Mascoma Bank. In her leisure, she enjoys spending time with family, cooking, and riding on rail trails.

Jen Green *Director of Sustainability and Workforce Development* Burlington Electric Department | JGreen@burlingtonelectric.com

W8. What's Next: Climate & Community Resilience

Jennifer's work involves efforts to transition Burlington to net zero energy in the thermal and transportation sectors and in this capacity, supports, designs and implements projects within Burlington Electric Department, including work across city offices, and with stakeholders throughout Burlington, and beyond. Jennifer joined the BED team after several years in the City's Community and Economic Development Office, where she oversaw the City's sustainability plan and the Climate Action Plan. Upon moving to Vermont, Jennifer consulted at the Vermont Energy Investment Corporation where she helped write the energy efficiency utility proposal that would eventually lead to the creation of Efficiency Vermont. Prior to life in Vermont,

Speakers

Jennifer worked CARE International and the World Resources Institute. Jennifer was a Peace Corps Volunteer in Cameroon, has a Master's in Public Administration from Columbia University and a PhD in Environmental Sociology from American University.

Amanda Gustin *Director of Collections & Access* Vermont History Museum | amanda.gustin@vermonthistory.org

Plenary Fishbowl: Dymystifying and Inviting Local Leadership

Amanda Kay Gustin is Director of Collections & Access at the Vermont Historical Society, managing statewide projects, exhibitions, and work in the archival and object collections. She is also active in civic life in Barre City and beyond, as an elected Justice of the Peace, Vice Chair of the Board of Civil Authority, and Vice Chair of the Vermont Democratic Party. She believes deeply in the vibrancy and community of Barre and Vermont. Amanda holds degrees in history and museum work from Middlebury College and Tufts University. In her spare time, she renovates her 100 year old house, runs a small craft business, trains her rescued mustang, and reads constantly.

Zak Hale *CEO* Hale Resources | zak@haleresources.com

G5. Get It Done: Creative Housing Solutions

Zak Hale, Partner and CEO of Hale Resources, LLC, has made a mark in Vermont's community development, specializing in innovative and creative rural housing solutions. Through his strategic investments, detailed planning, and his team's development skills, he has transformed Southern Vermont's housing landscape, managing over 200 units, and raising significant funds for renovation projects. His groundbreaking work has set new standards in the field and reflects his unwavering commitment to rural revitalization. Zak's insights and fresh perspective will be a valuable addition to the Vermont Community Leadership Summit, resonating with attendees seeking to implement impactful changes in their communities.

Lindsey Halman *Executive Director* UP for Learning | lindsey@upforlearning.org

W2. Youth Opportunity and Aspiration

Lindsey Halman is the Executive Director of UP for Learning. She believes that youth are the most valuable and transformative stakeholders in education. Lindsey considers herself a facilitator and connector who supports more opportunities for youth to be at the center of the decision-making that impacts their educational experience. She is passionate about building strong relationships with youth and adults, helping them feel empowered to make change, and creating a socially just climate and culture for all.

Charlie Hancock *Montgomery Selectboard Chair* Town of Montgomery | montgomeryselectboard.charlie@gmail.com

G3. Get It Done: Community Infrastructure Projects; and W5. What's Next: Working Lands: What Comes Next?

Charlie Hancock is a consulting forester and conservationist at North Woods Forestry, working with private landowners and non-profits across Vermont. Charlie received undergraduate degrees in Forestry and Recreation Management from the School of Natural Resources at the University of Vermont. Prior to taking over North Woods Forestry in 2007, Charlie worked as an operations forester with Upland Forestry and the Lyme Timber Co. in the Adirondack region of New York. In addition to his work at North Woods Forestry, Charlie is co-founder and President of Cold Hollow to Canada, a community-based regional conservation partnership located in the Northern Greens. Charlie has also served as chairman of the Montgomery Selectboard since

2016, is vice-chair of the Vermont Land Trust Board of Trustees, sits on the Vermont League of Cities and Towns Board of Directors, serves as vice-chair of the State of Vermont's Working Lands Enterprise Board, and is a member of the Vermont Natural Resource Councils board of directors.

Jim Harrison *State Representative, Rutland-Windsor 1 Vermont State Legislature* | JHarrison@leg.state.vt.us

W4. What's Next: That State Acronym Stands for What Funding Program?

Jim has been a member of the Vermont House since 2017 following a career as the director of the Vermont Retail & Grocers Association. He represents the towns of Chittenden, Killington, Mendon, and Pittsfield. Jim is a member of the House Appropriations Committee, the Pension Oversight Committee, the Joint Fiscal Committee, and the Rural caucus. He has a BS from Cornell University and an MBA from New Hampshire College.

Gretchen Haverluk *Economic Development Specialist* Bitown Economic Coalition - Dover/Wilmington | ghavreluk@wilmingtonvt.us

G12. Get It Done: Cross-Town Collaborations

Gretchen Havreluk is a Municipal-Business Consultant with Ingram & May and is contracted with The Town of Wilmington, Vermont as the Economic Development Specialist for three days per week. She has been contracted with the Town of Wilmington since 2011 working on recovery projects from Tropical Storm Irene. Gretchen has written and managed over \$3 Million in grants for building restorations, sidewalks, and Water & Wastewater projects. She is the Chair of the Bi-Town Marketing Committee and believes working with our neighboring Town of Dover; on housing and marketing studies, as well as sharing of information leverages more capacity and greater results due to their small resort communities.

Jethro Hayman *Director of Strategic Communications* Glover | jethro@nekinfo.com

G7. Get It Done: Advancing Equity, Access, and Inclusion in Your Community

Jethro Hayman currently is self-employed as a web developer and builder. He also serves as president of the Barton Area business chamber, organizes with NEKO, and is currently chair of Glover's Equity Committee. Jethro has a Master of Arts in Public Communication and a Bachelor of Science in Environmental Studies. Jethro has taught in the college of Agriculture and Life Science at Cornell University, Cal State University, and the University of Vermont.

Rachel Hellman *Staff Writer* SevenDays | rhellman@sevendaysvt.com

S6. Skill Up: Pulling Back the Curtain: Working with Local, Regional, & State Media

Rachel Hellman is a staff reporter who covers opportunities and challenges in Vermont's small towns for Seven Days, a weekly paper and news site based in Burlington, Vermont. She is a corps member with Report for America, a national service program that places journalists into local newsrooms. Previously, Hellman was a freelance reporter with work published in the Guardian, the Boston Globe and Fortune.

Emily Heymann *Senior Planner* Town of Williston | eheymann@willistonvt.org

G1. Get It Done: Community Engagement for Municipal Decisions

Emily Heymann, AICP is Senior Planner for the Town of Williston, VT. Starting out as an entry-level technician, she has grown her career in Williston for over 6 years. Emily is involved in long-range planning, development review, meeting facilitation, and community outreach & engagement. Emily has a Bachelor's Degree of Urban and Environmental Planning from the University of Virginia. She is also a PSIA Level 1 Ski Instructor and enjoys the usual Vermonty things like skiing, mountain biking, and cheese.

Speakers

Gary Holloway *Downtown Program Coordinator* VT Department of Housing & Community Development | gary.holloway@vermont.gov

G6. Get It Done: BYOI - Connecting with Resource Leaders to Discuss YOUR project

Gary Holloway is the Downtown Program Manager for the Vermont Downtown Program, a Main Street State Coordinating Program. Since 2014, Gary has worked in the field extensively, assisting Vermont Main Streets with community revitalization and preservation initiatives. Gary has worked in a variety of downtown community development capacities over 20 years from co-founding and managing the Bellingham Public Market in downtown Bellingham, WA to the startup and management of the Landis Marketplace in downtown Vineland, NJ. Gary resides with his wife and two teenage boys in Montpelier, VT.

Katie Ingraham *Program Director* UP for Learning

W2. Youth Opportunity and Aspiration

Katie Ingraham is a Program Director at UP for Learning. She is a dedicated sustainable leadership professional working to actualize a vision of education where youth feel engaged with the world around them, where justice is centered, where many ways of learning are honored, and where communities thrive.

Seth Jensen *Senior Planner* Westford/LCRPC | seth@lcpv.org

G3. Get It Done: Community Infrastructure Projects

Alyssa Johnson *Community Projects Manager* VT Council on Rural Development | alyssa@vtrural.org

G4. Get It Done: Community Engagement to Advance Your Project; and G9. Get It Done: Flood Recovery and Resilience

Alyssa Johnson is the Community Projects Manager at the Vermont Council on Rural Development. Prior to joining VCRD in 2021, she served as the Economic Development Director for Revitalizing Waterbury. Alyssa graduated from UVM and lives in Waterbury, where she serves as a member of the Select Board.

Adam Kane *Executive Director* Fairbanks Museum | akane@fairbanksmuseum.org

G8. Get It Done: The Role of Art and Culture in Community and Economic Development

Adam Kane is the Executive Director of the Fairbanks Museum & Planetarium in St. Johnsbury, Vermont. Before coming to the Fairbanks Museum in 2013, he was the Co-Director of the Lake Champlain Maritime Museum in Vergennes, Vermont. He has Bachelors and Masters Degrees in Anthropology from Millersville University of Pennsylvania and Texas A&M University, respectively. He lives in Peacham, Vermont with his wife and two children.

Maddie Kempner *Policy Director* NOFA Vermont | maddie@nofavt.org

W5. What's Next: Working Lands: What Comes Next?

Maddie Kempner has led NOFA-VT's policy work since 2015. She is passionate about supporting farmers and advocating for a vibrant, equitable, ecologically resilient food and farming system. Maddie grew up in Vermont and has a Bachelor of Science in Environmental Studies from the University of Vermont and a Master of Environmental Law and Policy from Vermont Law and Graduate School. Her work at NOFA-VT covers a range of agriculture and food system issues at the state and federal levels including organic integrity, farm viability, land access, soil health, conservation programs, climate change, and more.

Scott Kerner *Founder, Owner Good Measure Brewery, Three Penny Taproom* | scott@goodmeasurebrewing.com

G13. Get It Done: Engaging the Private Sector in Community Development

Max King *Youth Program Specialist UP for Learning* | max@upforlearning.org
W2. Youth Opportunity and Aspiration

Max is an UP For Learning Youth Program Specialist. Ever since he was young, he has believed in the power of education and has always wanted it to be a safe and inclusive space for everyone. He has a passion to help future Vermonters have access and resources to equitable education.

Jenna Koloski *Community Engagement and Policy Director VT Council on Rural Development* | jenna@vtrural.org

S3. Skill Up: Facilitation Skills 101

Jenna Koloski is the Director of Community Engagement and Policy where she coordinates and facilitates the VCRD Community Visit program, the VT Community Leadership Network, and the VT Proposition Initiative. Jenna facilitates deep and inclusive community engagement processes with rural towns to identify key priorities for action, connects communities to resources, and provides support and technical assistance to community leaders across the State.

Doreen Kraft *Executive Director Burlington City Arts* | dkraft@burlingtoncityarts.org

G8. Get It Done: The Role of Art and Culture in Community and Economic Development

Doreen Kraft has led BCA since its inception as a volunteer organization in 1981 and then as a department of the City since 1995. As a department head, Doreen directs an 18-person staff who deliver accessible arts programming from two buildings in downtown Burlington and through locations across the community. More than 167,000 artists, residents and visitors participate in BCA's events, classes, festivals, and exhibitions per year, most at free or subsidized rates. Highlights of Doreen's accomplishments include the development of the BCA Center as one of the few contemporary art showcases in VT, the establishment the Art in Public Places program for the City of Burlington, the co-founding of the Discover Jazz Festival in partnership with the Flynn Center for the Performing Arts, and leadership and fundraising for three successful capital campaigns to create new and affordable art space for artists and community use, including the recent purchase of 405 Pine St. Affordable art space continues to be a focus of her advocacy through the expansion of the BCA Studios and development of 405 Pine St, and through coordinated efforts on behalf of the arts within Pine Street corridor stakeholder discussions. She brings experience navigating within local government and strong relationships with a broad and generous donor base to her operations and management experience.

Jenna Lapachinski *Field Service Representative Preservation Trust of Vermont* | jenna@ptvermont.org

G10. Get It Done: Project Management 101: From Vision to Planning to Implementation

Jenna Lapachinski is a Field Service Representative for the Preservation Trust of Vermont. Before joining PTV's staff in 2017, she worked as the Historic Resource Specialist at New Hampshire's Land and Community Heritage Investment Program (LCHIP) and was the Preservation & Education Coordinator for the Historic Macon Foundation in Macon, Georgia.

Jess Laporte *Co-Director Community Resilience Organizations* | jess@gocros.org

W5. What's Next: Working Lands: What Comes Next?

Speakers

Eric Law *Community Programs Director* USDA Rural Development |

eric.law@vt.usda.gov

G3. Get It Done: Community Infrastructure Projects

Eric Law is USDA-Rural Development's Community Programs Director for Vermont and New Hampshire, managing a \$750 million portfolio in community infrastructure investments. Eric attended Northeastern, Plymouth State College, and the University of Montana. He has a BS in Marketing and a Master's in Education to teach both English and French. Eric is an alum of the Vermont Department of Environmental Conservation who takes great interest in rural community infrastructure. He knows that the reimagining and rebuilding of village centers and downtowns—when planned intelligently and intentionally—will transform them back into their rightful place as the social and economic foundations of northern New England communities.

Emily Lev *Initiative Director* Working Communities Challenge Lamoille County |

emily@uwlamaille.org

G12. Get It Done: Cross-Town Collaborations

Emily (Rosenbaum) Lev is the initiative director for the Working Communities Challenge of Lamoille, which focuses on reducing systemic barriers to participation in the economy. She is passionate about housing and transportation, as well as transportation and housing. Emily has recently taken up both Nordic skiing and mountain biking and welcomes all conversations about such topics.

Vera Longtoe Sheehan *Executive Director* Vermont Abenaki Artists Association |

Vera.sheehan@abenakiart.org

G8. Get It Done: The Role of Art & Culture in Community & Economic Development

Brian Lowe *Executive Director* VT Council on Rural Development | brian@vtrural.org
W4. What's Next: The State Acronym Stands for What Funding Program?

Brian has served as Executive Director of the Vermont Council on Rural Development since 2021. VCRD runs an annual Rural Summit, implements programs supporting working lands and the climate economy across Vermont, and conducts "Community Visits" that help rural communities build priorities, set action plans, and build connections to resources. VCRD also provides customized facilitation on rural development policy at the local, regional and state levels, that has included more than a dozen major rural policy council efforts and also built significant programs to advance the digital economy. Prior to joining the VCRD team, Brian held a number of roles with the City of Burlington, including as the City's COVID response leader. Before that, he worked at the U.S. Department of the Treasury, with organizations in Syria and Afghanistan, and served in the U.S. Navy Reserve.

Justin Marsh *Political Outreach Director* Vermont Conservation Voters |

jmarsh@vermontconservationvoters.org

Plenary Fishbowl: Dymystifying and Inviting Local Leadership

Justin Marsh lives in Cambridge and is the Political Outreach Director for Vermont Conservation Voters, grounding their work in communications, conservation, and local campaigns. In 2012, they ran for the state legislature and have worked on several historic campaigns since. They are a published editor (*Tasteful Traditions*, Red Barn Books, 2014), and have held or currently serve in several positions on local non-profit and municipal boards. In 2016, they helped write the grant known as The Silo Project, which transformed two abandoned concrete silos on preserved land into the largest outdoor public art installment in the state of Vermont. In 2020, as chair of

Cambridge Conservation Commission, they were instrumental in the conservation of 51 acres of land now known as the Peter A. Krusch Nature Preserve.

Blair Marvin *Co-Owner* Elmore Mountain Bread | elmoremtbread@gmail.com

G11. Get It Done: Community Trusts to Advance Local Projects

Blair Marvin owns Elmore Mountain Bread, founded in 2005, and New American Stone Mills, founded in 2015 in Elmore, VT. She was born and raised in Johnson, VT and volunteers her time as Chair of The Elmore Community Trust and is on the Board of Directors for The Center for an Agricultural Economy.

Kate McCarthy *Program Officer* Vermont Community Foundation |

kmccarthy@vermontcf.org

G6. Get It Done: BYOI - Connecting with Resource Leaders to Discuss YOUR project

Kate McCarthy, AICP is a Senior Program Officer at the Vermont Community Foundation. She brings experience as a community builder, collaborator, and land use planner to her work of supporting community-led projects that help people and places thrive. Prior to her work at the Community Foundation, Kate supported the creation of livable communities at the Vermont Natural Resources Council, helped municipalities with planning and zoning at the Windham Regional Commission, and advised college students on study abroad options at Central Washington University. She holds a Bachelor of Arts in Anthropology from Rice University and a Masters of Regional Planning from Cornell University. Kate is a board member of the Vermont Housing and Conservation Board and lives in Montpelier with her family.

Michelle McCutcheon-Schour *Consultant Engagement Lead* Efficiency Vermont |

mmschour@veic.org

W8. What's Next: Climate & Community Resilience

Michelle McCutcheon-Schour, the Community Engagement Manager for Efficiency Vermont, is a career outreach specialist, currently overseeing the implementation of all of Efficiency Vermont's community level programming. She leads a group of three community engagement managers implementing a number of community level programming to ensure high visibility, brand recognition and regular exposure of Efficiency Vermont offers. The main focus of her work is to increase adoption of Efficiency Vermont programming by disenfranchised communities across the state.

Marc Mihaly *Board Member* East Calais Trust | marc.mihaly@gmail.com

G11. Get It Done: Community Trusts to Advance Local Projects

Currently in the Vermont House representing Marshfield, Plainfield and Calais. On the Appropriations Committee. Chair of the East Calais Community Trust which purchased and renovated the East Calais Store. Previously served on the Dean of Vermont Law and Graduate School 2012-2017. Have served as chair of the board of the Vermont Land Trust and the VEIC Board (the parent to Efficiency Vermont).

Michael Monte *CEO of Champlain Housing Trust* CHT |

mmonte@champlainhousingtrust.org

G5. Get It Done: Creative Housing Solutions

Michael is Champlain Housing Trust's Chief Executive Officer having joined the leadership team in December 2007 and being appointed CEO in January, 2021. He has over 40 years of community and economic development experience both at the non-profit and municipal level. He worked at Burlington's Community and Economic Development Office (CEDO) from its

Speakers

creation and was its longest serving Director. Prior to CEDO, he was employed as Executive Director for several non-profit organizations including the King Street Center. Michael is a recipient of the Con Hogan Award for Creative, Entrepreneurial, Community Leadership and has been recognized for his work by the Vermont Housing Conservation Board with the Mollie Beattie award. Michael is a graduate of Achieving Excellence, a leadership program of Harvard's Kennedy School of Government and NeighborWorks America. He holds a BA degree from Goddard College.

Bill Moore *Economic Development Director* Town of Brandon |

bmoore@townofbrandon.com

G9. Get It Done: Flood Recovery and Resilience

Julie Moore *Chair* VCRD Board | julie.moore@vermont.gov

Opening Welcome

Julie Moore serves as Vermont's Natural Resources Secretary, overseeing the Departments of Environmental Conservation, Forests, Parks and Recreation and Fish and Wildlife. Since being appointed by Governor Phil Scott in 2017, Julie has worked to shape Vermont's environmental agenda, focusing on greenhouse gas mitigation and climate resilience, water quality, the forest economy, and the importance of conservation. Julie has a background in engineering and water quality, and prior to serving as the Secretary she worked in Vermont's public and private sector advancing clean water policy.

Maddy Murray-Clasen *Energy Innovation Project Manager* Green Mountain Power |

Madeline.Murray@greenmountainpower.com

W8. What's Next: Climate & Community Resilience

Maddy Murray-Clasen is a Project Manager on Green Mountain Power's Energy Innovation Team. Her work involves development and management of GMP's pilot and Resiliency Zone projects to serve customers and communities. Maddy joined GMP after several years in the local renewable energy sector, where she focused on community solar projects and residential solar and battery storage installations, and in constituent service for the State of Vermont. Originally from Montpelier, Maddy is a University of Vermont graduate and lives in Burlington.

Karen Nevin *Executive Director* Revitalizing Waterbury |

karen@revitalizingwaterbury.org

G8. Get It Done: The Role of Art and Culture in Community and Economic Development

Karen Nevin is the Executive Director of Revitalizing Waterbury, a community development organization whose mission is to preserve, promote and enhance the economic, historic and social vitality of Waterbury, Vermont. Among the many projects undergone during her tenure, she has supported the town and local businesses through Main Street Reconstruction and the COVID pandemic, commissioned the public work of art. The Waterbury Special, produced the annual Waterbury Arts Fest and introduced a new local currency, Waterbury Bucks. Previously she was the Executive Director of Valley Arts, a non-profit organization that supported the arts in Waitsfield, Vermont and produced the annual Vermont Festival of the Arts. She is a graduate of the Vermont Leadership Institute and Middlebury College. She lives in Moretown with her husband, Chris and their two labs.

Steve Pappas *Editor* Rutland Herald / Times Argus | steven.pappas@timesargus.com

S6. Skill Up: Pulling Back the Curtain: Working with Local, Regional, and State Media

Steven Pappas is the editor of The Times Argus and Rutland Herald newspapers. A native Vermonter, he has become a vocal advocate for First Amendment rights, as well as open government. His journalism career has spanned some 35 years.

Corey Parent *Former State Senator* State of Vermont Legislature |

corey@leoninepublicaffairs.com

Plenary Fishbowl: Dymystifying and Inviting Local Leadership

Corey Parent was born and raised in St. Albans. He earned a degree in Economics and Government from St. Lawrence University in Canton, New York. Corey began his career on the Municipal Bond Institutional Sales and Trading Desk at Goldman Sachs in New York before returning home to St. Albans. Corey was elected to the Vermont House of Representatives in 2014 and the Vermont State Senate in 2018. After eight years in the Vermont legislature, he decided not to seek re-election in 2022. Before focusing on consulting, Corey was Director of Operations for the Town of St. Albans. He is now the Director of Municipal and Business Affairs at Leonine Public Affairs in Montpelier, VT, and teaches Grassroots Governing at the University of Vermont. He is completing an MBA at Clarkson University. Corey also serves on the Board of Directors for Franklin County Home Health Agency and Northwestern Medical Center. He resides in the Town of St. Albans with his wife, Samantha, and their two children, Liam and Sophie.

Auishma Pradhan *Student* South Burlington

W2. Youth Opportunity and Aspiration

Auishma Pradhan, South Burlington, 16 believes it is important to involve youth voices in community change not only because their future will be greatly affected by what happens in the community but also because their perspective and experience can result in them being valuable contributors to the community.

Lisa Rees *Principal and Leadership Coach* LTR Leadership | lisa@ltrleadership.com

S5. Skill Up: Leveraging Emotional Intelligence to Build Community and Lead Change

Lisa Rees is a highly regarded professional who believes in the power of trust and emotional intelligence to build strong relationships and successful organizations. With a wealth of experience and expertise, Lisa has dedicated her career to supporting leaders at all levels and helping them create safe and inclusive cultures. As the owner of LTR Leadership, Lisa provides skill-building, coaching, and practice opportunities to develop emotional skills competencies in leaders. Contact Lisa at lisa@ltrleadership.com or visit www.ltrleadership.com for more information.

Beth Rusnock *Corporate Marketing and Community Relations* National Life

Foundation | BRusnock@nationallife.com

G6. Get It Done: BYOI - Connecting with Resource Leaders to Discuss YOUR project

Beth Rusnock is the Head of Corporate Communications and Community Relations for National Life Group. In this role, she leads internal and external communications, corporate sponsorships, employee and community engagement and is President of the National Life Group Foundation. In addition to her day job, Beth is the Chair of the Board for Vermont Businesses for Social Responsibility. She also serves on the Working Communities Challenge Steering Committee led by the Federal Reserve Bank of Boston.

Speakers

Tinotenda Charles Rutanhira *Founder and Board Chair Vermont Professionals of Color Network* | Tino@vtpoc.net

Plenary Fishbowl: Dymystifying and Inviting Local Leadership; and W1. What's Next: Identifying and Supporting New Leaders in Your Community

Tinotenda Rutanhira is originally from Zimbabwe, but has lived in the US for the past 23 years. He is a co-founder of The Vermont Professionals of Color Network. He also sits on the Board of The Lake Champlain Regional Chamber of Commerce as well as the Board of The Janet S Munt Family Room. Most importantly, Tino is a single parent of an amazing 18-year old daughter - parenting is by far his biggest source of pride and joy.

Jessica Savage *Director of Community Collaboration VT Council on Rural Development* | jessica@vtrural.org

S3. Skill Up: Facilitation Skills 101; and S4. Skill Up: Community Leadership Case Consultancy

Jessica is the Director of Community Collaboration and joined the VCRD staff in 2021 after 15 years in the public sector mainly in the natural resources and recreation management fields. She has an MPA from UVM, is an avid outdoorsperson and a mom to two young children.

Chip Sawyer *Planning Director St. Albans* | c.sawyer@stalbansvt.com

G13. Get It Done: Engaging the Private Sector in Community Development

Chip Sawyer is the Director of Planning & Development for the City of St. Albans. There he oversees the City's land use planning and permitting, community development, stormwater planning, property valuation, and special projects. Chip is a member of the team that has brought unprecedented redevelopment to the City through infrastructure investment, public-private partnerships and numerous funding methods. He holds Master's degrees in Public Administration and Natural Resource Planning from the University of Vermont. Chip grew up in the City of St. Albans and lives there with his family today.

Olivia Scharnberg *Student Montpelier*

W2. Youth Opportunity and Aspiration

Olivia Scharnberg, Montpelier, 15, will be a sophomore at Montpelier High School. Olivia works for UP as a youth intern and facilitator. She tries to be a bridge between adults and students within and out of her school district, and to speak up for students whose voices are often lost or quieter than others.

Laura Sibilia *State Representative Wilmington-Dover Vermont State Legislature* | LSibilia@leg.state.vt.us

W4. What's Next: That State Acronym Stands for What Funding Program?

Laura is serving as an elected member of the VT House of Representatives for the Windham-2 District which includes the towns of Jamaica, Stratton, Wardsboro, Somerset, and Dover. Laura is one of three independents serving, and was first elected in 2014. She currently serves as the Vice Chair of the House Environment and Energy Committee and is a Co-Chair of the Rural Caucus, and founder and Co-Chair of the VT National Guard and Veterans Affairs Caucus. In 2021 she was appointed by VT's Communications Union Districts to the VT Community Broadband Board. Major legislation Laura has provided leadership for includes: 2016 Creation of the Southern Vermont Economic Development Zone; 2018 inclusion of Pupil Weighting Study in Act 173; 2019 Act 79, An act related to Broadband Deployment, 2020 Vermont Global Warming Solutions Act; 2021 Acceleration of Vermont Community Broadband Act 71 and 2022 Municipal Fuel Switching and 2023 Clean Heat Standard.

Katherine Sims *State Representative Orleans-Caledonia District Vermont State* Legislature | KSims@leg.state.vt.us

W4. What's Next: That State Acronym Stands for What Funding Program?

Katherine Sims was elected to the Vermont House of Representative in 2020 and is a nonprofit fundraising consultant working with small and mid-sized nonprofits to hone their systems and grow their impact. Katherine's involvement in communities and nonprofits is deep. In 2007, she founded nonprofit Green Mountain Farm-to-School to advocate for childhood nutrition and farm viability and served as its Director for ten years. In 2017, she was hired to lead the Northeast Kingdom Collaborative, which drives economic and community development by identifying priorities across sectors and taking action. Katherine currently serves as a board member of the Vermont Land Trust, Northeast Kingdom Community Broadband, and Emerge Vermont. Katherine is a graduate of Yale University and lives in Craftsbury with her husband, Jeff Fellingner, and their two sons ages 4 and almost 2. In her 'spare' time, Katherine is an avid gardener and enjoys knitting by the fire in the winter when she's not out skiing.

Misty Sinsigalli *Area Director USDA Rural Development* | misty.sinsigalli@vt.usda.gov
G6. Get It Done: BYOI - Connecting with Resource Leaders to Discuss YOUR project

As an Area Director, Misty works across all Rural Development program areas for the New Hampshire and Vermont jurisdiction. She lives the mission of increasing economic prosperity and improving the quality of life for the communities of the two State region through utilizing a broad array of USDA Rural Development's 40 loan and grant programs. Prior to entering the Area Director role Misty worked as the Lead Specialist for Community Programs in Vermont and New Hampshire. Misty is a graduate of Champlain College and the University of Connecticut, where she earned her undergraduate degree in Criminal Justice and her master's degree in Public Administration. She has worked for the Federal Government for over 17 years. She was with the US Department of Housing and Urban Development for 8 years before coming to Rural Development. She is thankful she gets to work in a job she loves in a jurisdiction she has always called home. She lives in Fairlee, VT and has two children. She loves being outdoors with her children - no matter the season. Nature is the best playground for both adults and children.

Mike Solimano *President & General Manager Killington Ski Resort* | msolimano@killington.com

G13. Get It Done: Engaging the Private Sector in Community Development

Mike Solimano is the President of Killington/Pico Ski resorts and is very active on boards including the Vermont Futures Project, Vermont Ski Area Association, VELCO, National Ski Area Association. Mike has also been working with the town of Killington and the surrounding towns to build a long term public private partnership the further the interests of our region.

Greta Solsaa *Journalist UVM Community News* | Greta.Solsaa@uvm.edu

S6. Skill Up: Pulling Back the Curtain: Working with Local, Regional, and State Media

Greta Solsaa is a recent graduate of the University of Vermont where she majored in global studies with an environmental concentration and double minored in reporting & documentary storytelling and law & society. Through the reporting and documentary storytelling minor, she got involved with the Community News Service this past winter as a reporter focused on environmental policy. After graduation, she took on some freelance journalism work, and was recently hired by the Center for Community News as a communications and research associate.

Speakers

She also interned with Senator Leahy's office and worked with many activist organizations such as the Peace & Justice Center, VPIRG, and Amnesty International USA. She enjoys doing art, seeing live music, and getting outside in her free time.

Don Turner *Town Manager* Town of Milton | dturner@miltonvt.gov

G7. Get It Done: Advancing Equity, Access, and Inclusion in Your Community

Don is the Town Manager of Milton and also a real estate broker, developer, and owner of rental properties. He's an active member of the Milton Fire, serves as Milton Forest Fire Warden, and sits on the boards of the Vermont Federal Credit Union Supervisory and the Vermont Natural Resources Council. He was a past member of rescue department and was Milton Fire/Rescue Chief from 2004-18. From 2006-18, he was a member of the Vermont House of Representatives and was House Minority Leader from 2011-18. Don was educated in the Milton Town School District and at Champlain College in Burlington. Don, a lifelong resident of Milton, lives there with his wife and 3 daughters.

Kathryn Van Haste *State Director* Senator Sander's Office |

Kathryn_VanHaste@sanders.senate.gov

G6. Get It Done: BYOI - Connecting with Resource Leaders to Discuss YOUR project

Kathryn is the State Director for Senator Bernie Sanders. She began working for Senator Sanders in 2013 in Washington, D.C. where she served on both his Senate Veterans Affairs and Budget Committee staffs, and more recently in the Vermont office on health care and veterans' issues. As State Director, Kathryn leads the Senator's Vermont staff in assisting Vermonters throughout the state with federal issues. She earned her B.A. from the University of Vermont, her M.A. from Norwich University, and M.S. in Health Care Delivery from Dartmouth College.

Isaac Wagner *Principal* Wagner Development Partners | piwagner@outlook.com

G2. Get It Done: Demystifying the Budget Development Process

Isaac has 25 years of experience in developing community projects. Among the recent diverse projects Isaac has overseen is a new state superior courthouse in Concord, New Hampshire, and a brownfields cleanup of a former industrial site in downtown Bellows Falls, Vermont, and Community/Childcare Center projects in Bridgewater and Pittsford, Vermont. In his prior role of Director of Housing Development for Windham & Windsor Housing Trust in southern Vermont, Isaac successfully managed a \$6 million annual development pipeline, including higher profile projects like the Brattleboro Food Coop/Upper Story Housing project, the Algiers Village Revitalization project in Guilford. Isaac's collaborative approach to community development has yielded many successful projects from childcare and community centers, to multifamily housing, to public infrastructure like water and sewer installations. Isaac holds a M.S. in Development Management from SIT Graduate Institute. Wagner Development Partners was created in response to the need for multi-dimensional and professional management of rural community projects around the state.

Weiwei Wang *Co-Founder and Executive Director* Vermont Professionals of Color

Network | weiwei@vtpoc.net

Affinity Space

Weiwei Wang is a Co-Founder and the Director of Operations and Development of the Vermont Professionals of Color Network (VT PoC). Founded in 2019, VT PoC is dedicated to advancing the prosperity of all professionals of color throughout Vermont by "building from within."

Previously, she worked at the University of Vermont's Center for Rural Studies managing and conducting research on multi-state USDA funded projects focused on food access, as well as in Boston and Shanghai as a project manager for companies ranging from regional to international in scale. In both her personal and professional life, Weiwei brings a passion for community connection and development, and redefining accessibility for historically excluded communities, through changing systems of oppression. Learn more about her work at www.vtpoc.net or [@vtpoc_network](https://twitter.com/vtpoc_network) on social media platforms.

Allie Webster *Energy Planner* Northeastern Vermont Development Association (NVDA) | awebster@nvda.net

WS. What's Next: Climate & Community Resilience

Allie Webster is an Energy Planner with the Northeastern Vermont Development Association (NVDA), the regional planning commission and economic development corporation for the NEK. Allie enjoys supporting communities with their local, regional and aspirational energy goals. She is passionate about advancing climate action and leadership in Vermont that centers equity and justice and ensuring that our communities are resilient and ready for a climate-smart future.

Mitch Wertlieb *Morning Edition Host* Vermont Public | mwertlieb@vermontpublic.org
Plenary Fishbowl: Dymystifying and Inviting Local Leadership

A graduate of NYU with a Master's Degree in journalism, Mitch has more than 20 years experience in radio news. He got his start as news director at NYU's college station, and moved on to a news director (and part-time DJ position) for commercial radio station WMVY on Martha's Vineyard. But public radio was where Mitch wanted to be and he eventually moved on to Boston where he worked for six years in a number of different capacities at member station WBUR...as a Senior Producer, Editor, and fill-in co-host of the nationally distributed Here and Now. Mitch has been a guest host of the national NPR sports program "Only A Game." He's also worked as an editor and producer for international news coverage with Monitor Radio in Boston. Mitch lives in South Burlington with his wife Erin, daughter Gretchen, and their dog Fezzik. He (Mitch, not Fezzik) was host of Morning Edition on Vermont Public from 2003 until 2023. He now serves as the Senior Host and Correspondent.

Acknowledgements

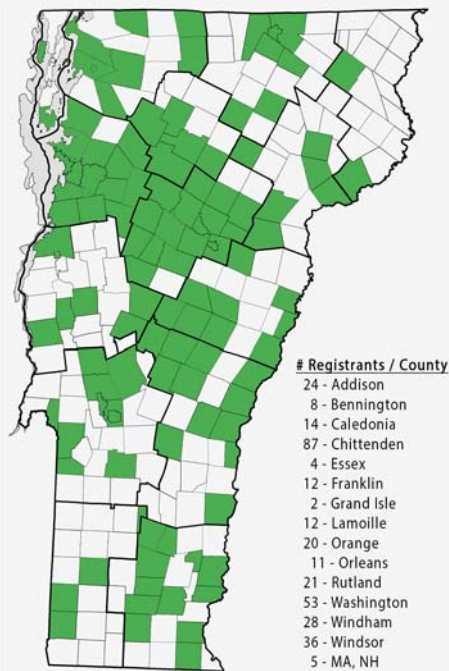
Town Nominees

VCRD invited leadership of each Vermont city and town to nominate an established or emerging leader from their community to attend the Summit for free. We celebrate these town nominees who, like many of you, are working to improve their communities. And thanks to the towns for their nominations!

Brattleboro: Jamie Mohn
Charlotte: Matthew Krasnow
Coventry: Carver Maxwell
Essex: Marcus Certa
Granville: Michael Reiderer
Groton: Michael Nahmias
Isle La Motte: Andrea Carbone
Johnson: Duncan Hastings
Londonderry: Patty Eisenhaur
Marshfield: Michelle McCormick
Moretown: Cory Stevenson

Putney: Nate Snell
Sharon: Scott Henkels
Shelburne: Matt Lawless
Shoreham: Tanya Scuteri
St. Albans: Sean Adkins
Waitsfield: Annie Decker-Dell'Isola
Wardsboro: Katryna Fitzpatrick
Wells River: Mike Thomas
Wheelock: Linda Rhodes
Williston: Emily Heymann

Who is Here Today?



As of 8/1/23, over 320 participants from 130 Vermont cities and towns have registered with another hundred expected.

Outreach Partners

- AARP
- Addison County Development Corporation
- Bennington RPC
- Brattleboro Development Credit Corporation
- Burlington Community Justice Center
- Burlington Young Professionals
- Capstone Community Action
- Central Vermont Chamber of Commerce
- Central Vermont Regional Planning Commission
- Central Vermont Young Professionals
- Chamber and Economic Development of the Rutland Region
- Chittenden County Regional Planning Commission
- Common Good VT
- Department of Housing and Community Development
- Energy Action Network
- Lake Champlain Chamber of Commerce
- Lake Champlain Islands Economic Development Corporation
- Lamoille Economic Development Corporation
- Local Motion
- Mount Ascutney Regional Commission
- NEK Collaborative
- New American Advisory Council
- NOFA
- Northern Forest Center
- RDC's of Vermont
- Springfield Regional Development Corporation
- Two Rivers - Ottauquechee Regional Commission
- United Ways of Vermont
- Urban and Community Forestry Program
- UVM Center for Rural Studies
- VECAN/Vermont Natural Resources Council
- Vermont 211
- Vermont Chamber of Commerce
- Vermont Commission on Women
- Vermont Future Project
- Vermont Land Trust
- Vermont Leadership Institute at the Snelling Center for Government
- Vermont QYD
- Vermont Sustainable Jobs Fund
- Vermont Youth Conservation Corps
- VMBA (and trails and greenways)
- VOREC
- WCC Teams
- Windham Regional Planning Commission

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- Community National Bank
- Vermont Community Foundation
- Vermont Humanities Council
- VSECU

Gold

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- Neil and Louise Tillotson Fund of the NH Charitable Foundation
- Northfield Savings Bank
- Seventh Generation
- UVM Office of Engagement
- Killington Resort

Silver

- The Alchemist
- Efficiency Vermont
- Evernorth
- Foley Distributing
- M&T Bank
- Preservation Trust of Vermont
- Union Mutual of Vermont
- Vermont Economic Development Authority

Vermont Council on Rural Development

vtrural.org

The 4th Vermont Community Leadership Summit is produced by the Vermont Council on Rural Development. From local, citizen-led efforts to policy councils that build collaboration between state, federal, nonprofit, and private sector leaders, VCRD brings Vermonters together across political lines and organizational boundaries to create a better future.



Vermont Council on Rural Development

Unleashing the power of Vermonters to create a better future

9 Bailey Ave, PO Box 1384, Montpelier VT 05601-1384 | 802-223-6091 | info@vtrural.org | vtrural.org

From Pre-Summit Poll of Registrants

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



44 - housing	8 - flood recovery	3 - community	2 - town leadership	1 - mutual aid
24 - civic	8 - walkability	development	1 - aging in place	1 - placemaking
engagement	7 - climate action	3 - economic equality	1 - biking	1 - policy
24 - DEI	6 - clean energy	3 - events	1 - budgeting	1 - accountability
16 - economic	6 - jobs	3 - journalism	1 - cannabis	1 - public health
development	6 - trails	3 - population growth	1 - climate resilience	1 - refugee resettlement
16 - youth	6 - transportation	3 - village center	1 - community supported enterprise	1 - resources
15 - food security	5 - belonging	3 - volunteering	1 - co-working	1 - restorative justice
14 - education	5 - community center	3 - zoning	1 - crime prevention	1 - safety
13 - conservation	5 - downtown	2 - beautification	1 - digital equity	1 - sexual violence
10 - arts	development	2 - business	1 - domestic violence	1 - skill sharing
10 - community	5 - health	2 - collaboration	1 - environmental	1 - smart growth
building	4 - building capacity	2 - communication	justice	1 - social equity
10 - infrastructure	4 - childcare	2 - community engagement	1 - environmental	1 - social services
10 - planning	4 - leadership	2 - emergency	policy	1 - taxes
9 - mental health	4 - tourism	services	1 - funding	1 - tech
9 - recreation	4 - wastewater	2 - homelessness	1 - growth	1 - town forest
9 - substance use	4 - working lands	2 - homelessness	1 - health equity	1 - town planning
8 - community	3 - accessibility	2 - land use planning	1 - isolation	1 - watersheds
resilience	3 - broadband	2 - poverty	1 - land access	
8 - community	3 - community	2 - sustainability	1 - LGBTQ visibility	
spaces	connection			

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PLATINUM



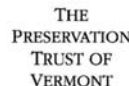
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