



Boards and Commissions Selection Committee

Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Join from PC, Mac, iPad, or Android:

<https://zoom.us/j/94003053571>

Phone one-tap:

+19292056099, 94003053571# US (New York)

Join via audio:

+1 305 224 1968 US

Webinar ID: 940 0305 3571

International numbers available: <https://zoom.us/u/a63r5rIQ1>

1. Agenda

Subject	1.1. Motion to adopt agenda
Meeting	June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY
Category	1. Agenda
Department	Mayor's Office
Type	Action Procedural
Recommended Action	Motion to adopt agenda

2. June 17, 2026 Meeting Minutes

Subject	2.1. June 17, 2026 Meeting Minutes - Mayor's Office
Meeting	June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY
Category	2. June 17, 2026 Meeting Minutes

Department Mayor's Office

Type Action
Information
Minutes

Recommended Action adopt the June 17, 2026 Meeting Minutes

3. Public Forum

Subject 3.1. Verbal Comments

Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 3. Public Forum

Department Mayor's Office

Type Action
Procedural

Recommended Action open Public Forum
close Public Forum

4. Interviews

Subject 4.1. Board for Registration of Voters (selected applicants only)

Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 4. Interviews

Department Mayor's Office

Type Communication

Subject 4.2. Cemetery Commission

Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 4. Interviews

Department Mayor's Office

Type Communication

Subject 4.3. Parks and Recreation Commission

Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 4. Interviews

Department Mayor's Office

Type Communication

Subject **4.4. Electric Light Commission**
Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY
Category 4. Interviews
Department Mayor's Office
Type Communication

5. Discussion of Positions and Applications

Subject **5.1. Church Street Marketplace Commission**
Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY
Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

Subject **5.2. Planning Commission**
Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY
Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

Subject **5.3. Police Commission**
Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY
Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

Subject **5.4. Retirement Board**
Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY
Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

Subject **5.5. GMT Board**
Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

Subject 5.6. Board for Registration of Voters

Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

Subject 5.7. Cemetery Commission

Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

Subject 5.8. Parks and Recreation Commission

Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

Subject 5.9. Electric Light Commission

Meeting June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY

Category 5. Discussion of Positions and Applications
Department Mayor's Office
Type Discussion

6. Continuation of Interviews

7. Continuation of Discussion of Positions and Applications

8. Finalize Slate of Recommended Appointments for City Council Consideration

9. Adjournment

Subject 9.1. Motion to adjourn

Meeting	June 22, 2026 - 2026 Boards and Commissions Committee Meeting - Monday, June 22, 2026, 3:00 PM, THIS MEETING WILL BE HELD REMOTE ONLY
Category	9. Adjournment
Department	Mayor's Office
Type	Action Procedural
Recommended Action	Motion to adjourn

2026 Boards & Commissions Selection Committee
Meeting Minutes – June 17, 2026

Meeting called to order at 5:33pm. Quorum was present.

Agenda approved unanimously.

Public forum closed at 5:45pm and again at 5:51pm.

- 6 speakers – Romeo von Hermann, Jonathan Chapple-Sokol, Miriam Stoll, Erik Monsen, Karen Rowell, Mary Wesley

Unanimously adopted the following **application review process** for June 2026 appointments (more discussion is needed between Council and Mayor to establish more standard, consistent procedures for future appointment beyond June 2026):

- Incumbency is respected and overweighted as a consideration but does not guarantee re-appointment. All applications, both from incumbents and from new applicants, will be considered for all vacancies.
- All untimely applications will be considered without prejudice.
- Political party may be considered when reviewing applications, but it won't be the sole or primary consideration.
 - Attorney Brown: BRV is the only board/commission for which political affiliation is important – there can't be more than 6 members representing the same political party (note: there is no requirement that all political parties be represented, nor is there a minimum required number of members representing any particular political party)
- Interviews will be considered when evaluating candidacy for positions, but it won't be the sole or primary determining factor, given that some individuals may not be available to attend the interviews despite their interest.
- Revised list of factors that may be considered when evaluating applications:
 - Existing board/commission composition and identified skill and representation gaps.
 - Representation from underserved or underrepresented communities.
 - Geographic representation by Ward.
 - Incumbency status.
 - Attendance/engagement history for reappointment candidates.

- Feedback from City department heads and staff.
- Political party affiliation.
- Any disclosed conflicts of interest.
- Statutory or charter requirements.
- Residency requirements.
- Revised list of factors that may not be considered by the Committee while reviewing applications:
 - Endorsements of elected officials or candidates.
 - Personal relationships with Committee members.
 - Protected characteristics, except where consideration is necessary to advance lawful representation goals.

The Committee **discussed applications**:

- Airport Commission – Motion passed unanimously to move William “Chip” Mason to the slate of applicants being recommended to City Council for re-appointment.
- Board of Assessors – Motion passed unanimously to move Jonathan Chapple-Sokol to the slate of applicants being recommended to City Council for re-appointment.
- Board of Health – Motion passed unanimously to move Celia Bird and Jennifer Tomczak to the slate of applicants being recommended to City Council for re-appointment.
- Board of Registration of Voters – Motion carried 4-1 (Councilor Grant nay) to interview all applicants except William Oetjen at the Monday, June 22 meeting. Motion also stipulated that interviews would be considered alongside all other application factors so as to not hurt the applications of those who are unavailable to make the interview time.
 - Councilor Grant made an initial motion to move Michelle Lefkowitz and David Robert Cawley to the slate. This motion was eventually withdrawn during committee discussion.
 - Councilor Barlow wasn’t prepared to vote on individuals to move to the slate and expressed a strong preference for interviewing all applicants.
 - Councilors Grant and Carpenter were in favor of selecting candidates to interview.
 - Councilor Barlow strongly encouraged interviewing all candidates to be consistent with the way the Committee is approaching the interviews that evening (in which all candidates for those boards/commissions were invited to interview).

- Councilor Sanchez-Parkinson and Chair Monroe Zakaras were sympathetic to Councilor Barlow’s position but did not express a strong preference either way.
 - Councilor Carpenter made a motion to interview all candidates except William Oetjen.
 - Councilor Sanchez-Parkinson proposed an amendment that the interviews would be considered but alongside all other application factors, since some individuals may not be available to attend the one interview window on Monday.
 - Councilor Carpenter found this amendment to be friendly.
 - Councilor Grant proposed an amendment to interview all but William Oetjen and Jeffrey Comstock.
 - Councilor Carpenter did not find this amendment to be friendly.
- Board of Tax Appeals – Motion passed unanimously to move David Maher, Dorothy Commo, Margaret McGovern, and Sean Hurley to the slate of applicants being recommended to City Council for re-appointment.
- Cemetery Commission – Motion carried 4-1 (Councilor Grant nay) to interview all applicants at the Monday, June 22 meeting.
 - Councilor Barlow started to make a motion to move the incumbent applicants to the slate, but Chair Monroe Zakaras requested discussion first.
 - Chair Monroe Zakaras pointed out that the two new applicants were very interesting and highlighted that Miles McCallum would fill some representation gaps (younger age, person of color) and would bring professional and academic experience related to cemeteries.
 - Councilor Sanchez-Parkinson also expressed interest in and excitement by the new applicants and appreciated them applying.
 - Councilor Grant was in favor of moving Miles McCallum and Martha Dallas to the slate, though Councilor Carpenter observed the Committee was not in agreement on this and requested interviews.

When the Committee moved to the interview portion of the meeting, Chair Monroe Zakaras returned to Councilor Barlow’s earlier comment that all interviewees should be asked the same basic questions for fairness and consistency. Chair Monroe Zakaras noted that the Committee had not yet had time to establish what those questions would be. Councilor Grant emphasized that some flexibility with questioning is needed to account for different types of positions/applications, which Councilor Barlow agreed with. Councilor Sanchez-Parkinson proposed that all applicants be asked 2 standard questions about their interest in (re)applying and

the skills and experience they bring to the position, with flexibility for Committee members to ask follow-up questions if needed. The Committee unanimously agreed to this.

The Committee conducted **interviews**:

- Church Street Marketplace Commission (note all interviewees were applying for an at-large Burlington resident position): Rebecca “Becky” Holt, Anne Paradiso, Romeo von Hermann, Erik Monsen, Marykate Moore
 - The Committee expressed some confusion around the Marketplace Charter requirements for composition of this Commission. Councilor Carpenter noted that there are essentially two types of positions – business owners and at-large residents – and we needed to know which of these the vacancies applied to, and which the applicants were being considered for. Councilor Grant read the Charter language on Commission composition, which noted that 2 members needed to be CSM business owners, and 2 members needed to be Downtown business owners. Chair Monroe Zakaras had a question about whether the business members could be considered both CSM and Downtown or if it had to be one or the other. She also shared an email exchange she had with Marketplace Director Sam McGinnis about the applications, in which McGinnis indicated that “[w]e can’t fill all of the four open spots with the candidates we have because we are missing a CSM or Downtown business owner.” The Committee ultimately agreed to proceed with interviews but to ask each applicant what type of position they are applying to, and confirming the composition requirements before the next discussion about these applications.
 - Note that during her interview, Becky Holt helped clear up some of the questions about Commission composition, including that the business owner members had to be either CSM or Downtown, but not both.
- Planning Commission: Andy Montroll, Erin Malone, Dylan Shelby, William “Gil” Livingston, Henry Severance
 - Chair Monroe Zakaras noted that Daniel Goltzman emailed Lori Olberg that he was traveling out of country and couldn’t be there for an interview, but re-affirmed his interest in serving on this Commission.
 - Shelby applied to 2 other boards/commissions and indicated that Planning was his preference though would gladly serve on any.
 - Livingston applied to 1 other board/commission and indicated that Planning was his preference though would gladly serve on any.
- Police Commission: Erin Jacobsen, Michaela Finneran, Mary Cox, Romeo von Hermann, William “Gil” Livingston

- Councilor Grant requested that interviewees to the Police Commission speak to importance of community engagement and de-politicizing the work of the Commission.
- Retirement Board: David Mount, Deirdre Keenan, Alan Matson
 - Chair Monroe Zakaras noted that Eric Avildsen emailed Lori Olberg that he was traveling out of country and couldn't be there for an interview, but re-affirmed his interest in serving on this Board.

After the interviews concluded, the Committee moved to **discussion of the next meeting agenda**, with Chair Monroe Zakaras noting that the Committee needed to decide which interviews to conduct then. Councilor Grant suggested that the Committee try to make a few more quick decisions to narrow down the pool of applications to be considered at the next meeting, which the Committee agreed to, with Councilor Barlow noting he had to stop by 9:00pm.

The following application decisions were made:

- Conservation Board – Motion passed unanimously to move Lee Toomey to the slate of applicants being recommended to City Council for re-appointment.
- CSWD Commission – Motion passed unanimously to move Joseph “Lee” Perry to the slate of applicants being recommended to City Council for re-appointment.
- Design Advisory Board – Motion passed unanimously to move Richard Martin and Jay White to the slate of applicants being recommended to City Council for re-appointment.
- Development Review Board – Motion passed unanimously to move Marina Campbell, Chase Tyler, and Sean McKenzie to the slate of applicants being recommended to City Council for re-appointment.
 - Before the next meeting, the Committee needs to determine whether these applicants are applying for the full or alternate position.
- Fire Commission – Motion passed unanimously to move Ashley Bond and Monica Chapman to the slate of applicants being recommended to City Council for re-appointment.
- Fence Viewer – Motion passed unanimously to move Charlie Giannoni, Shay Totten, and Vikas Mangipudi to the slate of applicants being recommended to City Council for re-appointment.
- Housing Board of Review – Motion passed unanimously to move Dylan Shelby to the slate of applicants being recommended to City Council for re-appointment.

- Public Works Commission – Motion passed unanimously to move Julie Hays and Marcie Gallagher to the slate of applicants being recommended to City Council for re-appointment.
- Parks and Recreation Commission – Motion passed unanimously to invite all applicants to interview at the June 22 Committee meeting.
- Electric Light Commission – Motion passed unanimously to invite all applicants to interview at the June 22 Committee meeting.
- GMT Board – Chair Monroe Zakaras noted that she got an untimely application from Lori Olberg from incumbent Andrea Suozzo, which she will share with the Committee for discussion at the June 22 meeting.
- Vehicle for Hire Licensing Board – Councilor Sanchez-Parkinson expressed interest in helping to advertise for this position, since we still have a vacancy with no applicant. Chair Monroe Zakaras recommended that she reach out to Lori Olberg for a description. Some discussion ensued between the Committee and Romeo von Hermann about this Board and how hard it is to fill the vacancies.

The **meeting adjourned** at 9:16pm.

Received @ 5:39 pm, 5/19/24, [Signature]



OFFICE OF THE CLERK/TREASURER

City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

APPLICATION FOR: Church Street Commission Board/Commission
(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Anne Paradise Ward: 5

Residence: 4 Southwind Dr, Burlington **Political Affiliation**:

Are you a registered Burlington Voter? yes

Phone (home): Phone (work): Phone (cell): 802 324 0873

E-Mail Address: anneparadiso@comcast.net

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am a licensed Clinical Social Worker and 30 yr leader at Howard Center. I have experience overseeing policies, personnel, budgeting and contracting. My work requires effective communication and collaboration internally and externally, including with clients, community partners and state departments. Many of my skills would be well suited for the work of the Commission.

Current Occupation: Director of School Programs, Howard Center

Education (list most recent first):

Table with 3 columns: School, Location, Year/Degree. Rows include Syracuse University (Syracuse, NY, 1991 / MSW) and Elmira College (Elmira, NY, 1985 / BS Human Services).

What do you hope to accomplish as a Commissioner/Board Member?

Church Street Marketplace is a treasure in our Queen City. The decline in the past several years has been heart breaking. Recovery is underway and it would be a privilege to contribute to a thriving and sustainable downtown.

How did you learn of the opportunity/opening to serve on a Board/Commission?

Becky Holt

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? maybe If so, please explain:

Howard Center staff provide services to clients on Church Street. It's possible something could arise that might present a conflict.

List Two References:

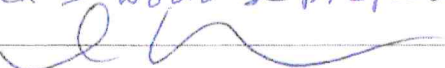
Becky Holt 802-238-4445

Deirdre Donovan 802-233-5384

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Howard Center serves vulnerable populations, and at times conflicts can occur within the community. Resolution requires diplomacy, patience, and at times compromise. I assume there could be similar circumstances faced by the Commission for which I would be prepared.

Signature:



Date: 05-18-26

The City of Burlington encourages persons from diverse backgrounds to apply to serve on boards, commissions and committees. The City is committed to providing equal opportunity to all persons without regard to political affiliation, race, color, religion, age, sex, sexual preference, national origin, disability or any other non-merit factor.

Received 5/14/20 @ 5:54pm



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APPLICATION FOR: Church Street Marketplace ~~Board/Commission~~

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Erik Willard Monsen Ward: 4

Residence: 92 Curtis Avenue ****Political Affiliation****: -

Are you a registered Burlington Voter? YES

Phone (home): 8025032600 Phone (work): 8026568994 Phone (cell): 8025032600

E-Mail Address: dr.erik.monsen@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:
2020 to 2026 Commissioner on Church Street Marketplace Commission

2014 to Present: Entrepreneurship Professor at UVM's Grossman School of Business

2021 to Present: Member of Vermont Center for Emerging Technologies (VCET) coworking space

2014 to Present: Member of Vermont Technology Alliance (VTTA) trade association

2001 MBA and 2005 PhD in Management at University of Colorado at Boulder

Current Occupation: Associate Professor of Entrepreneurship at UVM Grossman School of Business

Education (list most recent first):

School	Location	Year/Degree
University of Colorado at Boulder	Boulder, Colorado	2005 PhD / Management
University of Colorado at Boulder	Boulder, Colorado	2001 MBA / Entrepreneurship
Stanford University	Palo Alto, California	1992 MS / Aerospace Engineering
Rensselaer Polytechnic Institute	Troy, New York	1991 BS / Aerospace Engineering

What do you hope to accomplish as a Commissioner/Board Member?

As a teacher of entrepreneurship at UVM, I love serving on the CSMC and learning what it is like to be a small business owner and operator outside of the box of the university. I have learned many valuable lessons that I share with my students. In addition, I endeavor to serve as a bridge between the marketplace and the university, for the benefits of both my students as well as local businesses. I would love to continue my service.

How did you learn of the opportunity/opening to serve on a Board/Commission?

Originally I heard about it at a Ward 4/7 NPA meeting in 2020, which I used to served as committee member from 2019 to 2020, and have served the CSMC ever since.

Have you served as a Burlington City Commissioner/Board Member in the past? Yes
If the answer is yes, please list any and all appointments and dates you served.

2020 to 2023 and 2023 to 2026: Commissioner of the Church Street Marketplace Commission

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References: Sarah Carpenter, Ward 4 Burlington City Councilor

Ranjit "Buddy" Singh, South District Burlington City Councilor

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

As a proud and happy resident of Burlington and Vermont since 2014, I feel that it is important to give back

to a community that has given me so much. In addition, many of my students want to stay in Vermont when

they graduate, and I see it as my responsibility to make sure that they have a great place to work, live, and play.

Signature:  Date: 16 May 2026

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Received @ 9:14 AM
5/6/24 Jo



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City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

APPLICATION FOR: Church Street Marketplace Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Marykate Bartlett Moore Ward: 3

Residence: 10 Pearl Street, Unit B, Burlington VT ****Political Affiliation****:

Are you a registered Burlington Voter? Yes

Phone (home): Phone (work): Phone (cell): 912-230-8644

E-Mail Address: m.moore2014@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am currently a Deputy State's Attorney in Chittenden County. I have eight years of experience in law and and government. I am familiar with municipal policy making particularly with respect to safety issues and the criminal justice system. I have also studied economics both as an undergraduate and in my advanced degrees. I have experience in drafting economic policies for municipalities.

Current Occupation: Deputy State's Attorney, Chittenden County

Education (list most recent first):

School	Location	Year/Degree
University of New South Wales	Sydney, Australia	Masters of Law, 2019
University of Sydney	Sydney, Australia	Masters of Criminology, 2018
Baylor University School of Law	Waco, TX	Juris Doctorate, 2017
Baylor University	Waco, TX	Bachelor of Arts, 2013

What do you hope to accomplish as a Commissioner/Board Member?

I love living in downtown Burlington. I want to help make Church Street Marketplace a place of pride for this amazing community. I am hoping to help draft policies that address public safety but also maintain Church Street Marketplace as a meeting place for all community members.

How did you learn of the opportunity/opening to serve on a Board/Commission?

City of Burlington Vacancy Website

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Andrew Churchland - 912-644-9561

Mike Sobey - 540-244-0310

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I am a relatively new member of the Burlington community, but I have fallen completely in love with it. I would love the opportunity to make sure this community is safe and living up to its fullest potential.

Signature: _____



Date: May 6, 2026

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26 MAY 20 10:06



OFFICE OF THE CLERK/TREASURER

City of Burlington

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Fax (802) 865-7014

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APPLICATION FOR Church Street Marketplace Board/Commission
(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Rebecca Kathleen Holt Ward: 4

Residence: 70 Nottingham Lane, Burlington ****Political Affiliatic--****

Are you a registered Burlington Voter? Yes

Phone (home): (802) 238-4445 Phone (work): (802) 238-4445 Phone (cell): (802) 238-4445

E-Mail Address: beckster412@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

Current Church Street Marketplace Commissioner (Dec. 2019-June 30, 2026)

Parks Foundation of Burlington Board Member (2023-Present)

Former COTS Development & Communications Director (2010-2021)

Former Burlington Free Press Editor (1996-2010)

Snelling Center: Vermont Leadership Institute (2017)

Current Occupation: Executive Director of Vermont Story Lab

Education (list most recent first):

School	Location	Year/Degree
University of Missouri	Columbia, Missouri	1993 / Bachelor of Journalism

What do you hope to accomplish as a Commissioner/Board Member?

I aim to bring the helpful voice of a longtime Burlington resident, who appreciates that a

vibrant Church Street Marketplace adds to the vitality of our downtown and of our community. I focus on delivering solutions that are creative, achievable, and benefit the community. The Marketplace is the heart of our city and a critical to our economic strength. We welcome our neighbors, Vermonters, and guests from around the nation and globe. I also share my knowledge, experience, and network as needed. I am the current vice chair, and I have served on the Vendor Committee for the past several years.

How did you learn of the opportunity/opening to serve on a Board/Commission?

My current term is expiring.

Have you served as a Burlington City Commissioner/Board Member in the past? Yes
If the answer is yes, please list any and all appointments and dates you served.

December 2019-June 30, 2020 (completing a partial term)

July 1, 2020-June 30, 2026 (vice chair for since FY2023)

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Jen DeBedout, Music Blooms Music Therapy Owner

Dennis Redmond, Burlington resident (former supervisor)

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I am honored to be considered for this post. I will be an active learner and participant in the process. I will be thoughtful in all decision-making. Thank you for your consideration.

Signature:  Date: May 20, 2026

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OFFICE OF THE CLERK/TREASURER

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TTY (802) 865-7142

APPLICATION FOR: Church Street Marketplace Commission Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Romeo von Hermann Ward: 6

Residence: 26 University Terrace #5 Burlington, VT ****Political Affiliation****: N/A

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802 829 4858

E-Mail Address: romeo.vonhermann@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I currently serve as Customer Experience Manager at Leahy BTV, where I oversee daily public faving service in a high-traffic, complex enviroment. My role requires strong decision-making, stake holder coordination and the ability to manage competing priorities. I also have experience working with public entities including my current apppointment as

Treasurer at Church St Marketplace Commission. My leadership focuses on accountability and more

Current Occupation: Customer Experience Manager - Patrick Leahy Burlington International Airport

Education (list most recent first):

School	Location	Year/Degree
SOS Hermann Gmiener High	Mogadishu, Somalia	1999/Diploma
SOS Hermann Gmiener College	Tema, Accra, Ghana	2001
International Air Travel Related Studies College (ITRSC)	Nairobi, Kenya	2004/Certificate

What do you hope to accomplish as a Commissioner/Board Member?

To provide practical, accountable leadership that strengthens financial stewardship, supports sustainable growth

that ensures decisions serve the long-term interests of the community.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I learned of the opportunity through my involvement in local community and city initiatives, as well as ongoing engagement with municipal leadership and public service networks.

Have you served as a Burlington City Commissioner/Board Member in the past? Yes

If the answer is yes, please list any and all appointments and dates you served.

Church Street Marketplace Commission

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Mark Bouchett - Church Street Marketplace Commission - Chair

Linda Magoon - Church Street Marketplace Commission - Secretary

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I bring a practical, service-oriented approach grounded in operational leadership and

public service experience. As Commissioner and recently appointed Treasurer, I

I actively support responsible stewardship of public resources. I am committed to thoughtful decision-making, accountability, and serving the long-term interests of the community.

Signature: [Handwritten Signature] Date: 5/1/2026

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26 MAY 20 10:51



OFFICE OF THE CLERK/TREASURER

City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

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TTY (802) 865-7142

APPLICATION FOR: Planning Board/Commission

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Andy Montroll Ward: 6

Residence: 409 South Union Street **Political Affiliation**:

Are you a registered Burlington Voter? Yes

Phone (home): Phone (work): Phone (cell): 802-399-6058

E-Mail Address: amontroll@aol.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am currently the chair of the Burlington Planning Commission. I am also Burlington's representative (and past chair) to the Chittenden County Regional Planning Commission.

In addition, I previously served on the Burlington City Council from 1994-2009 (including 4

years as president of the council). In 2018, I was awarded the Vermont Citizen Planner of

the Year by the Vermont Planners Association, and the Northern New England Citizen Planner of the Year.

Current Occupation: Attorney with Montroll, Oettinger & Barquist, P.C.

Education (list most recent first):

School	Location	Year/Degree
Vermont Law School	South Royalton, VT	JD/1989
Univ. of Rochester	Rochester, NY	MS/1981 (Engineering)
Univ. of Rochester	Rochester, NY	BS/1980 (Engineering)

What do you hope to accomplish as a Commissioner/Board Member?

The Planning Commission/City recently completed work on the new neighborhood zoning codes to help spur on the development of new housing units in Burlington. To that end, I want to continue working on affordable and accessible housing issues and continue to help ensure that the neighborhood code works as intended. Additionally, the commission is working on the several city plans, including the city-wide Plan BTV 2050 that I want to help make sure that it properly meets and addresses the future needs of Burlington. Currently, the commission just started its detailed and extensive work on important updates to the inclusionary zoning code and I want to help move that forward as well.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I am currently serving on the planning commission

Have you served as a Burlington City Commissioner/Board Member in the past? Yes

If the answer is yes, please list any and all appointments and dates you served.

Burlington City Council (1994-2009); Burlington Planning Commission (2009-present);

Chittenden Regional Planning Commission (including Metropolitan Planning Organization

(2005-present); Ward 6 NPA Steering Committee (approx. 2009-2014); Channel 17 Board of Trustees (approx. 2004-2009)

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? Rarely If so, please explain:

I have rarely encountered conflicts while serving on the Planning Commission. When they have arisen, however, I have recused myself from the matter. Also, I do not represent clients on zoning or related matters in Burlington.


List Two References:

Charles Dillard, Burlington's Director of Planning

Charlie Baker, Executive Director of the Regional Planning Commission

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I have thoroughly enjoyed serving on both the city's Planning Commission and the Regional Planning Commission, and have found that serving on both is extremely helpful as it helps me to better understand and bring city issues to the Regional Planning Commission and to bring regional issues to the city Planning Commission

Signature:  Date: 5/20/2026

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APPLICATION FOR: Planning Commission Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Daniel Goltzman Ward: 5

Residence: 119 Caroline Street ****Political Affiliation****: _____

Are you a registered Burlington Voter? Yes

Phone (home): 646-957-4248 Phone (work): 646-957-4248 Phone (cell): 646-957-4248

E-Mail Address: dgoltzman@hotmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am a registered architect, practicing since 2005. I worked for the local architecture firm Truex Cullins. After Truex Cullins I worked in development for the local real estate company Redstone. From 2014 to 2020 I conceptualized, planned, permitted, oversaw construction of and leased four new-build infill apartment buildings in Burlington (and three others outside Burlington). That experience- working closely with a variety of public and private sector entities- gave me insight into local permitting and financing as well as the politics around housing.

I participated in a small group organized by the Planning Department to provide input into the Neighborhood Code rezoning effort.

I am a small business owner in town- a real estate company constructing low income housing and owning a portfolio of rental properties in Burlington.

Current Occupation: Partner in Queen City Development Group

Education (list most recent first):

School	Location	Year/Degree
Dalhousie University	Halifax, Nova Scotia	2005, Masters of Architecture
University of British Columbia	Vancouver, British Columbia	1999, Bachelor of Environmental Science

What do you hope to accomplish as a Commissioner/Board Member?

Having been in the housing game locally for over ten years- permitting multiple projects and engaged with various government and private entities- I have seen the best and worst of Burlington. Much of what makes Burlington great- prudence, civic engagement, spirited discourse- has also caused many of the problems now facing the City.

My hope is that my experience can contribute to enacting regulation that will preserve the best of our City while moving it forward to become more vibrant, livable and successful.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I have spoken at and observed multiple sessions of the Commission and actively follow its work.

Have you served as a Burlington City Commissioner/Board Member in the past? _____
If the answer is yes, please list any and all appointments and dates you served.

No.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No. If so, please explain:

I do work in real estate locally, and am a landlord. But rather than a conflict I view this as an asset. All too often the default position by the citizenry is to vilify landlords and those seeking to build housing. The anti-housing and development voice is loud. Offering an alternate view is of vital importance to moving Burlington forward. Calculated, sensitive and respectful regulation is essential to revitalizing our City.

List Two References:

Bruce Baker, local attorney and property owner, 802-316-0852, bbaker@cdbesq.com

Buddy Singh, local mortgage broker, Ward 5 City Councilor, bsingh@burlingtonvt.gov

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

As a tax-paying home owner with children in the school system I have a vested interest in helping to make Burlington the best it can be, and am willing to put in the work to get it there.

Signature: Daniel Goltzman Date: 3 March 2026

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26 MAY 20 PM 3:07



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APPLICATION FOR: Planning Commission Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Dylan Shelby Ward: 7

Residence: 70 Cambrian Way #217 **Political Affiliation

Are you a registered Burlington Voter? Yes

Phone (home): Phone (work): Phone (cell): (978) 810 2065

E-Mail Address: dylanshelby1@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I minored in Statistics, which has helped me understand academic papers and
analyze data.

Current Occupation: Software Engineer

Education (list most recent first):

School	Location	Year/Degree
University of Vermont	Burlington, VT	Bachelors of Arts

What do you hope to accomplish as a Commissioner/Board Member?

I hope to help Burlington refine its zoning code so more housing is built, build up more land use diversity to encourage walkability, and grow its both its population and commercial base.

How did you learn of the opportunity/opening to serve on a Board/Commission?

Word of mouth

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Evan Litwin - (617) 777-0707

Carmen George - (802) 829-8111

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I have an interest in land use and urban planning, and have read multiple books on the subject, such as Zoning Rules! by William Fischel and The Death and Life of Great American Cities by Jane Jacobs.

Signature: Debra Shelby Date: 05/19/2026

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Received 5/13/24 @ 9:15 AM

APPLICATION FOR: PLANNING COMMISSION Board/Commission

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: ERIN MALONE Ward: 1

Residence: 90 HENRY ST **Political Affiliation**

Are you a registered Burlington Voter? Y

Phone (home): _____ Phone (work): _____ Phone (cell): 802.922.3734

E-Mail Address: emalone@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

- TERM 2023 - 2026 (PLANNING COMMISSION)
- MASTER OF COMMUNITY & REGIONAL PLANNING (UO, 2011)
- MEMBER, planBTV 2050
- SMALL BUSINESS OWNER
- SMALL SCALE PROPERTY MGMT

Current Occupation: SELF-EMPLOYED

Education (list most recent first):

School	Location	Year/Degree
UNIVERSITY OF OREGON	Eugene, OR	Master of Community & Regional Planning (2011)
UNIVERSITY OF OREGON	Eugene, OR	MBA (2011)
WESLEYAN UNIVERSITY	Middletown, CT	BS, History (2003)

What do you hope to accomplish as a Commissioner/Board Member?

Received 5/13/26
to @ 9:15 AM

SERVE OUR COMMUNITY

POSITIVELY IMPACT THE BUILT ENVIRONMENT

BRING SMALL BUSINESS PERSPECTIVE TO CONVERSATIONS

How did you learn of the opportunity/opening to serve on a Board/Commission?

READING

Have you served as a Burlington City Commissioner/Board Member in the past? Y

If the answer is yes, please list any and all appointments and dates you served.

PLANNING COMMISSION 2023 - 2026 (CURRENT)

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? N If so, please explain:

List Two References:

JANE FNODELL 802.598.1584

LAUREN - GLENN DAYITIAN 802.777.7542

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I REALLY ENJOY WORKING WITH THE PLANNING STAFF &

CURRENT COMMISSIONERS. WE'RE IN THE MIDS OF LARGE

PROJECTS & I WOULD LIKE TO CONTINUE IN MY CURRENT ROLE.

Signature:



Date: 05/05/2026

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APPLICATION FOR: Planning Board/Commission
(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Henry Severance Ward: 5

Residence: 441 Shelburne Road, Unit 2 **Political Affiliation**:

Are you a registered Burlington Voter? Yes

Phone (home): 802-343-3763 Phone (work): 802-556-4732 Phone (cell):

E-Mail Address: henry.severance@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

Throughout my current profession and my masters coursework, I've reviewed land use regulations of numerous communities, bigger and smaller than Burlington

Current Occupation: Real Estate Developer at Evernorth

Education (list most recent first):

School	Location	Year/Degree
Clark University	Worcester, MA	2022 / MA - Community Dev & Planning
Clark University	Worcester, MA	2021 / BA - Economics
Burlington High School	Burlington, VT	2016

What do you hope to accomplish as a Commissioner/Board Member?

Contribute to policies, plans, and regulations that allow for and/or encourage both the development of dense, transit-oriented mixed-use projects, and the preservation of existing community assets with natural/historical/other significance

How did you learn of the opportunity/opening to serve on a Board/Commission?

Recommended by a friend

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

But if a policy or plan did have direct material implications for an Evernorth-sponsored project under pre-development, I would happily recuse myself.

List Two References:

Julia Randall - Jrandall@burlingtonvt.gov / Mary Moynihan - 802.999.6689

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Signature:

Date:

5/18/26

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HENRY SEVERANCE

TELEPHONE: 802.343.3763 / EMAIL: henry.severance@gmail.com
BURLINGTON, VERMONT 05401

EDUCATION

M.A. – Clark University, Worcester, MA August 2020 - May 2022

- Community Development and Planning

B.A. – Clark University, Worcester, MA August 2017 - June 2021

- Summa Cum Laude; Phi Beta Kappa Society
- M: Economics; m: Political Science; Intermediate Mandarin language study

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EXPERIENCE

Evernorth / Associate Real Estate Developer

December 2024 - Present

- Act as lead development consultant on shelters and other non-LIHTC developments
- Assist Senior Developers in all aspects of the pre-development process, including funding applications, design meetings, financial modeling, site visits and communication with local partners.
- Work directly with Senior VP of Real Estate Development on development consulting, administrative projects.

Evernorth / Community Investments Analyst

March 2024 - December 2024

- Performed complex data analysis to better understand trends in the LIHTC and NMTC industries and communicate the results clearly across the organization
- Maintained the Community Investments LIHTC Pipeline and created weekly comprehensive pipeline reports for the organization's leadership
- Regularly assisted Community Investment Officers in underwriting process for LIHTC projects throughout Evernorth's service area

Champlain Housing Trust / AmeriCorps Shared Equity Coordinator

June 2022 - September 2022

- Communicated the complexities of CHT's Shared Equity program in clear terms to a diverse range of prospective applicants
- Led 40 minute bi-weekly informational presentations
- Assisted applicants in gathering required application materials
- Demonstrated attention to detail while determining applicants' eligibility

Clark University Writing Center / Writing Consultant

August 2019 - May 2022

- In 1-on-1 tutoring sessions, worked collaboratively with students on a range of assignments in order to improve grades and teach fundamental rules of written English

SKILLS & INTERESTS

- Advanced level in Microsoft Excel, Word
- Proficient in standard cloud storage and CRM software (Sharepoint, Hubspot, and Salesforce)
- 7 years of formal Mandarin Chinese study

References available upon request



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APPLICATION FOR: PLANNING COMMISSION Board/Commission

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: WILLIAM G. (Gil) LIVINGSTON Ward: One

Residence: **Political Affiliation**:

Are you a registered Burlington Voter? Yes

Phone (cell): (802) 324-8389

E-Mail Address: wglivingston3@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I worked for CCRPC during college, especially around updating municipal zoning ordinances. In 1978-1979 I worked as a lawyer in a small firm focused on municipal law, including planning and zoning ordinances and issues. I was the Executive Officer of the Vermont Environment Board managing the Act 250 process for five years, followed by several years as the volunteer Chair of the District IV Environmental Commission. Finally, I spent 25 years working for the Vermont Land Trust, first as general counsel and VP for land protection, and retiring after 10 years as executive director. Among other efforts, I was the VLT lead – in partnership with the City, CHT and developer Eric Farrell -- on the effort to transform the former Episcopal Diocese land on North Avenue in service to City goals, including affordable housing, market rate housing, and substantial public open space.

Current Occupation: Retired

Education (list most recent first):

School	Location	Year/Degree
University of Vermont	Burlington VT	1975 BA degree
University of San Francisco School of Law	San Francisco CA	1978 Juris Doctor

What do you hope to accomplish as a Commissioner/Board Member?

I lived in Burlington with my family for several years in the 1980's and returned to the City in 2010 attracted by the City's vibrancy. Our continued vibrancy is driven by the cultural and economic diversity of our population, the active engagement of residents, the array of impactful non-profit and public institutions, public investments in parks and other public spaces, and the array of businesses and employers committed to the City's future. The continued work of the Planning Commission is critical to this vibrancy: City policy must actively and creatively support affordable and diverse housing access, neighborhood livability, business growth and sustainability, and open space in service to public, environmental and climate goals. I am especially interested in the future of Interim Zoning and the development of new tools and strategies to expand the existing stock of affordable and work force housing.

How did you learn of the opportunity/opening to serve on a Board/Commission?

Social media and community leaders.

Have you served as a Burlington City Commissioner/Board Member in the past? NO
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? NO If so, please explain:

List Two References:

Barbara Prine – (802) 540-5587

Neil Mickenberg – (802) 999-7582

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I hope my history in the City for nearly 20 years provides me with perspectives that could be helpful to the Commission. I am also fortunate to have had past professional experiences that might be helpful in the Commission's work. Finally, I am curious, listen well, and am interested

in data and in developing effective systems – attributes I would commit to the work of the Planning Commission.

Signature: W. M. P. T. Date: May 20, 2026

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26 MAY 21 PM 8:13

Untimely



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APPLICATION FOR: Burlington Police Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Mary Annette Cox _____ Ward: 8

Residence: 71 S. Williams St., #12A _____ **Political Affiliation: _____

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802-777-9481

E-Mail Address: mcox@burlingtonvt.gov, or mary.annette.cox@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

See attached _____

Current Occupation: Retired _____

Education (list most recent first):

School	Location	Year/Degree
See attached		

176 MPV 21 PWS:38

What do you hope to accomplish as a Commissioner/Board Member?

See attached _____

How did you learn of the opportunity/opening to serve on a Board/Commission?

Current member of the Commission _____

Have you served as a Burlington City Commissioner/Board Member in the past? Yes No

If the answer is yes, please list any and all appointments and dates you served.

Burlington Police Commission, May 2023 – present

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No Yes If so, please explain:

List Two References:

See attached _____

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

See attached _____

Signature: Mary A. Cox Date: May 21, 2026

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Application for Police Commission – Mary A. Cox

Training or Experience related to the Police Commission:

- **Commissioner, Burlington Police Commission**
 - Since May 2023
- **Direct Police Training and Experience:**
 - Attended the Burlington Police Community Academy
 - Member of the Burlington Police Work Group on Mental Health Outreach
- **Skills:**
 - Experienced with data analysis and research through my work as:
 - Attorney – admitted to the California and Hawaii Bars, now inactive
 - Mathematics lecturer, UVM
 - Business analyst, Vermont Department of Taxes; extensive work in data analysis
- **U.S. Coast Guard, 27 years Active and Reserve, Enlisted and then Commissioned Officer:**
 - Retired as Lieutenant Commander (USCGR)
 - Active duty: In the first group of women in history to be assigned permanent sea duty
 - Reserves: Received Reserve Commission; qualified Deliberate Planner and Exercise Planner; qualified Search and Rescue Controller
 - My experience in the Coast Guard lends me insight into police operations and leadership, the importance of the values of duty and honor
- **Mental Health Training and Experience**
 - Member, Vermont PAIMI (Protection and Advocacy for Individuals with Mental Illness) Advisory Council
 - *The PAIMI Advisory Council is related to Disability Rights Vermont. The Council gives advice to DRVT with respect to mental health issues, assists DRVT in setting priorities, and reports on DRVT's mental health work annually. The Council also advocates and reaches out to the mental health community.*
 - Vice-President of the Board, NAMI Vermont, emerita
 - Member of the NAMI Vermont Police/MH Subcommittee, emerita
 - NAMI Vermont Family to Family Training
 - Attended NARPA (National Association for Rights Protection and Advocacy) Conference
 - *NARPA's core mission is to eliminate coercion in the mental health arena.*

Education:

San Jose State University, San Jose, CA	1981 – B.S. Business Management
Western State University College of Law, Fullerton, CA	1984 – J.D.
University of Vermont, Burlington, VT	2003 – B.S. Mathematics
University of Vermont, Burlington, VT	2005 – M.S. Mathematics

What I hope to accomplish as a Commissioner:

I am the mother of a young adult with serious mental health challenges, resulting in multiple police interactions for over 15 years when my son was in crisis. To try to understand the police perspective better, I attended the BPD Community Academy while I was on the Board of Directors for NAMI VT, and a member of the MH/police subcommittee. I researched the issue of police/mental health interactions and how they are handled in numerous other states. I was a member of a working group at BPD for mental health outreach, prior to the pandemic. Also, just prior to the pandemic, I coordinated and attended meetings with the BPD and Pathways Vermont to increase communication and engagement. I have given testimony numerous times to the Burlington Police Commission and the State legislature regarding mental health issues.

While on the Commission over the last three years, I am most proud of work done by me and two of my colleagues to arrive at an agreed Commission Policy on viewing bodycam footage in Use of Force and other incidents, after grievance by the Police Union. We met with Union leadership and their counsel, and earned their trust regarding our intent. We worked on several drafts of the Policy collaboratively with the Union, and reached a Policy that met our desire to view and understand how Department Directives played out in operations, yet protected the police officers from "random audits" that were forbidden by their contract with the City of Burlington.

I'm also working on arranging a presentation by a Mental Health Crisis Team from Riverside, California, composed of officers and clinicians, who specialize in mental health crisis response, follow-up, and intervention. I've reached out and hope to schedule a presentation by the Burlington VA Peer Support Supervisor, to discuss how his team is working directly with police and service veterans in other Vermont communities and how that might be expanded into Burlington. I've also attended a meeting of the Ward 8 NPA, and they are interested in a presentation by me and hopefully one or two police officers in the coming months. I've also been asked to do a similar presentation in the fall to the UVM student government.

My approach is collaborative. We achieve the best outcomes when we all work together.

I believe I bring a valuable perspective to the Police Commission. I would be honored to be reappointed so that I may continue to serve.

References:

James Burgmeier, President, Faculty Senate UVM, emeritus, 802-318-3324

Dawn Densmore, Retired, UVM College of Engineering and Mathematical Sciences,
Director of Outreach and Public Relations, 802-598-7603

Karen Paul, Commissioner, Burlington Police Commission, 802-598-5994



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APPLICATION FOR: Burlington Police Commission Board/Commission

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Evin Jacobsen Ward: 6

Residence: 28 Elm Terrace **Political Affiliation**:

Are you a registered Burlington Voter? yes

Phone (home): 802-359-3177 Phone (work): 802-999-5654 Phone (cell): 802-359-3177

E-Mail Address: ejacobsenlaw@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

please see attached resume and especially the highlighted experience listed - I have over a decade of experience in law and policy work, in various leadership positions, in municipal and state-level work, and specifically, I have experience related to policing policy and disciplinary matters.

Current Occupation: Immigration attorney

Education (list most recent first):

School	Location	Year/Degree
Vermont Law School	S. Royalton, VT	2008-2011 / J.D.
Vermont College	Montpelier, VT	1997 / B.A.

What do you hope to accomplish as a Commissioner/Board Member?

With my background in immigration law, criminal justice policy, and municipal operations, I hope to contribute a perspective that balances public safety, constitutional rights, and community trust. I am a collaborative colleague who values listening, respectful dialogue, inclusivity, and works constructively to solve problems.

How did you learn of the opportunity/opening to serve on a Board/Commission?

Several community members asked me to apply.

I hope to bring all of this to bear on the commission's work.

Have you served as a Burlington City Commissioner/Board Member in the past? If the answer is yes, please list any and all appointments and dates you served.

(No.)

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? possibly If so, please explain:

Given my role as an immigration attorney in Vermont - and given I represent Burlington residents in immigration cases - a conflict could potentially arise. In that case, I would simply recuse myself from any conflicting matters before the police commission.

List Two References:

- Jill Martin Diaz, ED Vermont Asylum Assistance Project
jill@vaapvt.org
- Julio Thompson, Dir, Civil Rights Division @ Vermont Attorney General's Office
julio.thompson@vermont.gov

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I think I am uniquely qualified for the role - and especially in this moment in time, in which our community, our police department, and the police commission are contending with issues related to fair and impartial policing and federal immigration enforcement efforts.

Signature: *[Handwritten Signature]*

Date: 5/20/26

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ERIN JACOBSEN

802-359-3177 | ejacobsenlaw@gmail.com | Burlington, VT

PROFESSIONAL OVERVIEW

I am a justice-driven legal and policy leader with a career spanning executive municipal leadership, public policy work, academic teaching, law clinic leadership, and community lawyering. Prior to my current role as Attorney and Practice Development Fellow at Vermont Asylum Assistance Project, I was Chief of Staff to the Mayor of Burlington, Vermont and a Senior Assistant Attorney General at the Office of the Vermont Attorney General, where I engaged in criminal justice policy reform efforts. Prior to that I worked as an immigration lawyer and Professor of Law teaching Immigration, Legislation & Regulation, and Clinical Practice. I have also held multiple supervisory and leadership positions in my places of employment and through volunteer work on numerous boards. I am a collaborator and thrive in environments that leverage diverse perspectives and ideas to advance justice for individuals and communities, protect individual rights and the rule of law, and help build safe, resilient, and inclusive communities.

RECENT WORK EXPERIENCE

Practice Development Fellow

Vermont Asylum Assistance Project | March 2026 – Present

- Support VAAP’s core work—especially detained and other defensive-posture matters—while also helping strengthen statewide infrastructure through shared templates, workflows, trainings, and program support.
- Contribute to policy efforts and governmental liaising at the state and local level

Chief of Staff to the Mayor of Burlington

Office of Mayor Mulvaney-Stanak, Burlington, VT | April 2024 – February 2024

- Served as the Mayor’s top advisor and key operations staff alongside the City Attorney and Chief Administrative Officer, overseeing the day-to-day functioning of the mayor’s office. Manage other Mayor’s Office staff and help coordinate policy priorities across 14 city departments, advising on strategy, legal, and political considerations, and act as a liaison to the city council, state legislators, and other external governmental and community stakeholders. Help set and implement the mayor’s priorities and goals and troubleshoot urgent issues.

Senior Assistant Attorney General and Co-Director, Community Justice Division

Office of the Vermont Attorney General, Montpelier VT | December 2021 – March 2024

- Drafted and advocated for policies that advance a fair, just, and equitable criminal legal system. Provide legal counsel to Co-Director who oversees Vermont’s system of Court Diversion and Pre-trial Services. Worked with the Civil Rights Unit on intersecting issues, such as police reform and bias incidents. Represented the Attorney General on several statutory boards and commissions, including the Racial Disparities in the Criminal and Juvenile Justice Systems Advisory Panel (RDAP); the Vermont Criminal Justice Council (VCJC); the Mental Health Crisis Response Commission (MHCRC); and the Sentencing Commission.

Professor of Law, Clinic Director, and Lead Staff Attorney

Vermont Law School, South Royalton VT | January 2014 – March 2022

- Directed the South Royalton Legal Clinic, led our clinic’s immigration project, and managed a full caseload of humanitarian immigration cases. Engaged in policy work and impact litigation at the state level. Taught doctrinal classes in the classroom and supervised both attorneys and students in the clinical program. Elected by faculty to sit on the Faculty Advisory Committee to the Dean and to be the Faculty Representative to the Board of Trustees. Chaired the school’s Clinical and Experiential Working Group and served as faculty mentor to multiple student groups. Provided immigration-related trainings to community members, government stakeholders, and other attorneys.

Lead Staff Attorney

Vermont Immigration and Asylum Advocates, Burlington, VT | September 2011 – January 2014

- Managed a full caseload of humanitarian immigration cases. Assisted Director with grant applications, grant reports, budget management, and board reports. Provided trainings to community members, government stakeholders, and other attorneys.

VOLUNTEER AND OTHER RELEVANT WORK EXPERIENCE

- President and Vice President, Vermont Legal Aid and Legal Services Vermont Boards of Trustees | Statewide | 2017-2024
 - President, Vermont Asylum Assistance Project Board of Directors | Statewide | 2022-2024
 - Member, Vermont Access to Justice Coalition | Vermont Judiciary, Montpelier, VT | 2018-2022
 - Member, State of Vermont Immigration Taskforce | Office of the Vermont Attorney General, Montpelier, VT | 2017-2019
- Member, Vermonters for Criminal Justice Reform | Burlington, VT | 2014-2017
- Volunteer Lawyer, Vermont Refugee Resettlement Program | Colchester, VT | 2011-2015
- President, Childcare Center in Norwich Board of Directors | Norwich, VT | 2011-2015
- Field Volunteer and Report co-author, Incarcerated Women’s Initiative | White River Junction, VT | 2007-2008

SIGNIFICANT LEGAL & POLICY WORK

Legislative testimony and drafting on several bills, including to protect non-citizens’ access to courthouses, licensure programs, and critical benefits; to protect vulnerable non-citizen youth by expanding state guardianship programs; to expand eligibility for criminal record clearance; to expand restorative approaches for survivors of domestic and sexual violence | 2019 - 2024

Legislative testimony and drafting on bill to extend jurisdiction to State courts to make special findings to allow a person to apply for special immigrant juvenile status; on the creation of Drivers Privilege Cards; and on the expansion of Medicaid coverage to all Vermont children and pregnant people, regardless of immigration status | Multiple years

Amicus brief in *State v Fonseca-Cintrón*, co-authored with Vermont Legal Aid and Vermont Human Rights Commission, arguing for translations of court decisions at court expense when requested by individuals with Limited English Proficiency, Spring 2020

Legislation drafting and Legislative Testimony regarding state guardianship laws related to Special Immigrant Juvenile Status, October 2019-March 2020

Public Comment consultation and research with Columbia Law School Immigration Clinic on behalf of the National Association of Immigration Judges (NAI), October 2019

Kitoko v. Salomao (precedent-setting appeal establishing important rights for Special Immigrant Juveniles in Vermont), Vermont Supreme Court, June 2018

EDUCATION

Vermont Law School | South Royalton, VT | Juris Doctorate

Vermont College | Montpelier, VT | Bachelor of Arts

Penland School of Arts | Penland, NC | Non-degree residency work

Emerge Vermont | Signature Training Program | Graduate, class of 2023

26 MAY 21 PM 3:19

* untimely *



OFFICE OF THE CLERK/TREASURER

City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

APPLICATION FOR: Police Commission Board/Commission

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Michaéla Finneran Ward: 5

Residence: 31 Central Avenue Burlington VT 05401 **Political Affilia

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802-881-4531

E-Mail Address: mcfinneran@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am a current member of the Police Commission, appointed in February 2025 to fill the remainder of a three-year term for a previous member. I am also the chair of the Animal Control Subcommittee.

Current Occupation: Digital Strategy, Democratic National Committee

Education (list most recent first):

School	Location	Year/Degree
Fordham University	New York, NY	2018, BA in Political Science

26 MAY 21 PM 8:38

What do you hope to accomplish as a Commissioner/Board Member?

I hope to continue serving as a liaison between the Police Department and the public by supporting transparency, accountability, and community trust. During my current term on the Commission, I have listened to residents' concerns, collaborated with fellow commissioners and department leadership, and worked to ensure public safety efforts reflect the needs of the community. In another term, I hope to build on that work and continue strengthening communication and public engagement.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I am a current member.

Have you served as a Burlington City Commissioner/Board Member in the past?
If the answer is yes, please list any and all appointments and dates you served.

Police Commission, Feb. 2025 - present
Chair, Animal Control Subcommittee

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? no If so, please explain:

List Two References:

Thomas Renner, Mayor, City of Winooski: 802-922-3265
Karen Paul, Police Commissioner: kpaul@burlingtonvt.gov

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Serving on the Police Commission during my current term has given me valuable experience and a deeper understanding of the role's responsibilities and impact on the community. I have approached the position thoughtfully and collaboratively, with a focus on transparency, accountability, and constructive community engagement. I believe my experience as a union steward, my communication skills, and my commitment to public service allow me to contribute effectively to the Commission's work. I would be honored to continue serving the City in another term.

Signature: Michaela Finneran Date: 5/21/2026

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APPLICATION FOR: Police Commission Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Romeo von Hermann Ward: 6

Residence: 26 University Terrace #5 Burlington, VT ****Political Affiliation****: N/A

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802 829 4858

E-Mail Address: romeo.vonhermann@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I have direct experience working in the downtown core during my tenure with GMT at the downtown transit center for 5 years, where I regularly responded to incidents and coordinated with law enforcement and EMT responders. This work required situational awareness, de-escalation, and real-time decision-making in a public setting. Through this experience,

I developed strong working relationships and a practical understanding of how policing, public safety, and social services intersect in the community.

Current Occupation: Customer Experience Manager - Patrick Leahy Burlington International Airport

Education (list most recent first):

School	Location	Year/Degree
SOS Hermann Gmiener High	Mogadishu, Somalia	1999/Diploma
SOS Hermann Gmiener College	Tema, Accra, Ghana	2001
International Air Travel Related Studies College (ITRSC)	Nairobi, Kenya	2004/Certificate

What do you hope to accomplish as a Commissioner/Board Member?

To strengthen trust between law enforcement and the community by building on my experience working directly with officers, social services, and residents to support practical, respectful, and effective public safety outcomes.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I learned of the opportunity through my ongoing involvement in the community and engagement with local public safety and civic initiatives.

Have you served as a Burlington City Commissioner/Board Member in the past? Yes
If the answer is yes, please list any and all appointments and dates you served.

Church Street Marketplace Commission 9/23 - Present

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Mark Bouchett - Church Street Marketplace Commission - Chair

Ben Traverse - Ward 5 City Councilor - Council President

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I bring direct, on-the-ground experience working in the downtown core with GM,

CSM Commissioner, where I regularly responded to incidents and coordinated with law

enforcement, emergency responders, and social service providers. This experience has given me a practical understanding of the challenges officers face and the community.

Signature: [Signature] Date: 5/1/2026

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APPLICATION FOR: POLICE COMMISSION

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: William G. (Gil) Livingston Ward: One

Residence: 483 North Street, Burlington **Political Affiliation**

Are you a registered Burlington Voter? YES

Phone (home): _____ Phone (work): _____ Phone (cell): (802) 324-8389

E-Mail Address: wglivingston3@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

Basic criminal law, and criminal law practice courses in law school. Three years as a Vermont Legal Aid attorney at the Vermont State Hospital representing mentally ill clients. Five years (ending in 1990) as a Chittenden County Public Defender with a substantial case load that included a full range of felonies, misdemeanors and juvenile cases – both delinquencies and CHINS.

Current Occupation: Retired

Education (list most recent first):

School	Location	Year/Degree
University of Vermont	Burlington VT	1975 BA degree
University of San Francisco School of Law	San Francisco CA	1978 Juris Doctor

What do you hope to accomplish as a Commissioner/Board Member?

I appreciate the extensive community interest and engagement in public safety in Burlington, and the systematic, data-driven improvement efforts of the current administration. Community and resident-focused policing is critical to the City's health. I hope to contribute to building strong, respectful, collaborative relationships between BPW and our community. I hope to support a new

2025 MAY 19 PM 02:58

Police Chief in her/his transition into BPD leadership and the continuation of efforts led by Interim Chief Burke. I also hope to work on improvements to the Use of Force and Fair and Impartial Policing policies based on what we all learn from the Dorset Street ICE incident. I hope to learn more about and to support creative dispute resolution approaches such as the Situation Table and criminal diversion, and support the growing role of Community Service Officers and Community Support Liaisons. Finally, I hope to help lower the temperature around policing conversations in Burlington and help focus on improvements based on data, systems and the human needs of residents.

How did you learn of the opportunity/opening to serve on a Board/Commission?

From social media and local organizers.

Have you served as a Burlington City Commissioner/Board Member in the past? NO

If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? NO If so, please explain:

List Two References:

Barbara Prine – (802) 540-5587

Neil Mickenberg – (802) 999-7582

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

It has been many years since my Public Defender work, but I remember clearly the critical role played by skilled, thoughtful police officers both in situations where accountability was necessary, but also in situations where compassion was needed – engaging with people in need, with substance use issues, with young people in distress. I saw first-hand how productive community-police relationships yield positive results, respect and an improved sense of security. I am curious, have good listening skills, am interested in systems thinking and systems improvement. I would like to bring those skills to aid the effectiveness of the Police Commission.

Signature: W. G. Pirt

Date: May 18, 2026

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Received 3/31/26
 1:59 pm

APPLICATION FOR: Retirement Board Board/Commission
 (Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Alan Matson Ward: 6

Residence: 792 South Prospect **Political Affiliation:

Are you a registered Burlington Voter? yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802-735-6271

E-Mail Address: amatson@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

- 1986-1990 - Equity Trader, Nomura Securities
- 1995-2000 - Fixed Income Money Manager, Dwight
- 2000-2007 - Principal @ eSecLending - an institutional securities lending company (founder)
- 2008-2020 - small business focused on financial data.

Current Occupation: Retired from finance - work w/ non-profits as a financial officer

Education (list most recent first):

School	Location	Year/Degree
University of Chicago	Chicago, IL	1995 - MBA Finance
Harvard University	Cambridge, MA	1986 - AB (math)

Also - I am a Chartered Financial Analyst.

What do you hope to accomplish as a Commissioner/Board Member?

While maintaining the value of the pension assets, I would seek to create long-term viability for the pension plan that is also sustainable for the citizens of Burlington - ^{focus on plan design} + asset mix/selection

How did you learn of the opportunity/opening to serve on a Board/Commission?

I have been active in the community and was approached by City Councilor, Buddy Singh.

Have you served as a Burlington City Commissioner/Board Member in the past? no
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? yes If so, please explain:

I do not know what asset managers have been hired by the pension plan, but I do know many local asset managers personally.

List Two References:

Ty Danco - coworker - 8027770080
Karen Paul - 802-598-5994

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Signature:  Date: 3-20-2026

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Retirement Board

There are twelve duties listed for members of the Retirement Board. Most of them involve making financial related decisions that affect the viability of the pension plan. During my career in finance, I have direct experience in some of these duties such as building portfolios, hiring money managers, hiring professionals who provide investment and actuarial advice to the pension fund; and I have direct knowledge of others through my classes in business school and studying for the CFA exams.

I would welcome the opportunity to talk with folks about how my experiences would shape my decision making and oversight of the pension fund while a member of the Retirement Board.



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APPLICATION FOR: BURLINGTON EMPLOYEE RETIREMENT Board/Commission
(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: DAVID W. MOUNT Ward: 6

Residence: 325 S. UNION ST. **Political Affiliation**:

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802-343-9796

E-Mail Address: DAVIDMOUNT325@GMAIL.COM

Training or Experience Related to the Commission or Board Post for Which you are Applying:

Been a member of BERS for 8 years.

Current Occupation: RETIRED BUSINESS OWNER

Education (list most recent first):

School	Location	Year/Degree
GOLDEN GATE U.	SAN FRANCISCO	MBA 1972
" " "	" "	BS ACCOUNTING 1966
ST JOHN'S UNIV.	JAMAICA NY	AAS 1964

What do you hope to accomplish as a Commissioner/Board Member?

To keep the Retirement system healthy and solvent.
To keep reducing the unfunded liability.

How did you learn of the opportunity/opening to serve on a Board/Commission?

EXPIRING TERM

Have you served as a Burlington City Commissioner/Board Member in the past? _____
If the answer is yes, please list any and all appointments and dates you served.

Yes. BERS since 2018

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? _____ If so, please explain:

No.

List Two References:

802-579-7116
S. K. WICHERT 515 S. PROSPECT ST. BURLINGTON
MSGR PETER ROUTHIER ST JOS. CATHEDRAL, ELMWOOD AV. BURLINGTON

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

The BERS has had some turnover lately - mostly unexpected. I provide continuity over 8 years.

Signature: *D. Dubeau*

Date: 4/26/26

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May 29 2026

Burlington Fire Station 1
136 S. Winooski Ave
Burlington, VT 05401

Burlington City Hall
149 Church St
Burlington, VT 05401

Boards and Commissions Nominating Committee,

I am writing in support of David Mount's reappointment to the Retirement Board. With the complexities of the retirement system and with the loss of other tenured members recently, David's experience and historical knowledge of the retirement system is a huge asset to the board. During my time on the board, I have been impressed by David's level of engagement and his commitment to ensuring the health of the retirement system by asking tough questions and striving to ensure that the board is fulfilling its fiduciary responsibilities.

Sincerely,

Kyle Blake
Class A Representative
Fire Department



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City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

APPLICATION FOR: Retirement Board Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Deirdre M. Keenan Ward: 2

Residence: 42 Pitkin St ****Political Affiliation****: _____

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 845-596-2250

E-Mail Address: Keenan.dm4@gmail.com & deirdre@quantumleapcapital.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I recently completed the University of Georgia CFP® education program and am eligible to sit for the CFP® examination in July. In addition, I have worked as a financial advisor for nearly four years, which has given me practical experience helping clients with retirement planning, investments, and long-term financial decision-making. This combination of education and professional experience has strengthened my understanding of fiduciary responsibility, communication, and collaborative problem-solving, which I believe would translate well to Board service.

Current Occupation: Financial Advisor

Education (list most recent first):

School	Location	Year/Degree
University of Georgia CFP® Certification Education Program	Online	2026-Professional Certificate- Non-degree program
Lehman College	Bronx, NY	2012 - BA: Speech Language Pathology & Audiology

What do you hope to accomplish as a Commissioner/Board Member?

I hope to bring a thoughtful and balanced perspective to the Board while helping support the long-term strength and stability

of the retirement system for its members. Through my financial planning education and professional experience, I've

developed a strong appreciation for my fiduciary responsibility, transparency, and long-term decision-making. I would aim to be

an engaged and collaborative board member who listens carefully, asks good questions, and helps make decisions that serve

both current and future retirees responsibly and fairly

How did you learn of the opportunity/opening to serve on a Board/Commission?

I was contacted by the Mayor

Have you served as a Burlington City Commissioner/Board Member in the past? No

If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

William "Brendan" Walsh - 802-448-2882

Kyla Waldron 203-927-8355

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I am interested in serving on the Board because I value responsible financial stewardship and the

important role the retirement system plays for employees and retirees. I would bring a thoughtful,

collaborative approach and a strong willingness to learn, contribute, and serve the community responsibly

Signature: Deirdre M Keenan Date: 05/18/2026

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Received @ 5:34pm
5/18/26 lo



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APPLICATION FOR: **Retirement Board** _____ Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: **Eric Avildsen** _____ Ward: **6** _____

Residence: **44 Clymer Street** _____ ****Political Affiliation**** _____

Are you a registered Burlington Voter? **Yes** _____

Phone (home): _____ Phone (work): _____ Phone (cell): 802-839-0963

E-Mail Address: **Eric@thirdculture.com** _____

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I was the Executive Director of Vermont Legal Aid for 34 years, a non profit organization with about 100 employees and an annual budget of just over \$10 million dollars. I implemented the first retirement plan at VLA about 20 years ago and staffed VLA's 401(k) pension board during my tenure. I am very comfortable with budgets and spreadsheets, and with working collaboratively with others to achieve common goals _

Current Occupation: **Retired.** _____

Education (list most recent first):

School	Location	Year/Degree
Franklin Pierce Law School	Concord, New Hampshire	J.D. 1980
University of Wisconsin, Green Bay	Green Bay, Wisconsin	B.S. 1976

What do you hope to accomplish as a Commissioner/Board Member?

I would hope to help the Board steward the retirement funds and provide a thoughtful voice in the Board's discussions.

How did you learn of the opportunity/opening to serve on a Board/Commission?

A friend suggested I apply

Have you served as a Burlington City Commissioner/Board Member in the past? **No.**
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? **No** If so, please explain:

List Two References:

Barb Prine, Erin Jacobsen

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Signature: Eric Avildsen



Date: 05/18/2026

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*Received e 4:39pm
to 6/8/20
*ultimately**



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City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

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APPLICATION FOR: Green Mountain Transit Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Andrea Suozzo Ward: 6

Residence: Burlington ****Political Affiliation****: _____

Are you a registered Burlington Voter? Yes

Phone (home): 646-334-3210 Phone (work): same as home Phone (cell): same as home

E-Mail Address: asuozzo@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am a frequent bus rider and have served on the Green Mountain Transit board since 2023, for the
past two years serving as vice chair of the board. In that time, I've learned a tremendous amount about
federal, state and local transit financing and the complicated nature of operating a transit agency.

Current Occupation: News apps developer/data reporter

Education (list most recent first):

School	Location	Year/Degree
University of Vermont	Burlington, VT	MS, 2014
Middlebury College	Middlebury, VT	BA, 2009

What do you hope to accomplish as a Commissioner/Board Member?

I'm excited to continue stewarding this important organization, making sure that reliability and rider communication is at the forefront of operations. The decisions we as board members have had to make over the past few years have not always been easy, but I'm hopeful that we can continue building toward a robust and financially stable future.

How did you learn of the opportunity/opening to serve on a Board/Commission?

Currently serving in this role

Have you served as a Burlington City Commissioner/Board Member in the past? Yes
If the answer is yes, please list any and all appointments and dates you served.

Green Mountain Transit commissioner, 2023-present


Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Chapin Spencer, GMT Commissioner/Burlington Dept. of Public Works - cspencer@burlingtonvt.gov

Amy Brewer, GMT Board Chair - abrewer@ridegmt.com

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Signature:  Date: 6/8/2026

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Fax (802) 865-7014

TTY (802) 865-7142

FULL OR ALTERNATE

APPLICATION FOR: Green Mtn Transit Bd./Alternate Board/Commission

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Larry Lewack Ward: 5

Residence: 51 Caroline St., Burlington **Political Affiliation**:

Are you a registered Burlington Voter? yes

Phone (home): n/a Phone (work): 802-899-4434^{x5} Phone (cell): 802-310-0848

E-Mail Address: veepdirect@gmail.com

* Training or Experience Related to the Commission or Board Post for Which you are Applying:

- 10 Years serving on Gov. Howard Dean's Council of Environmental Advisors
- Member, Burlington Planning Commission, 1995-99
- Member, Burlington Housing Board of Review, 2001-2003
- Deputy Director, Vermont Energy Education Program - 2012-13

Current Occupation: Town Planner; Land Use Consultant

Education (list most recent first):

School	Location	Year/Degree
Union Institute + Univ.	Cincinnati, OH	MA, Nonprofit Management - 2004
New College of Florida	Sarasota, FL	BA, Social Sciences - 1980
Paint Branch H.S.	Burtonsville, MD	H.S. diploma - 1976

What do you hope to accomplish as a Commissioner/Board Member?

- Help GMT management address revenue shortfall & service cutbacks in responsible manner
- Assist management in identifying cost effective methods of promoting ridership via business partnerships and commuter incentives

How did you learn of the opportunity/opening to serve on a Board/Commission?

Through a friend/colleague

Have you served as a Burlington City Commissioner/Board Member in the past? **yes -- see answer above (list page)**

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? no If so, please explain:

List Two References:

- Carter Neubierer - current Ward 1 city councilor (860) 754-8876*
- Erhard Mahnke - Planning Commissioner (802) 233-2902*

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

- Resident & homeowner in Burlington since 1995
- Recently installed heat pump system w/ rebates from BED

Signature: *[Handwritten Signature]* Date: 5/19/26

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OFFICE OF THE CLERK/TREASURER

City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

APPLICATION FOR: BOARD OF VOTER REGISTRATION Board/Commission
(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: BRIDGET M. O'DONNELL Ward: 3

Residence: 83-H NORTH CHAMPLAIN ST **Political Affiliation**: DEM

Are you a registered Burlington Voter? YES

Phone (home): _____ Phone (work): _____ Phone (cell): 802.922.6529

E-Mail Address: BRIDGET.ODONNELL2002@YAHOO.COM

Training or Experience Related to the Commission or Board Post for Which you are Applying:

20+ YEARS EXPERIENCE WITH DATABASE ENTRY & MGMT

WARD 3 POLL WORKER SINCE 2023

30+ YEARS OF PUBLIC CONTACT

"SECRET" SECURITY CLEARANCE SHOWS ADHERENCE TO PRIVACY

Current Occupation: RETIRED FEDERAL EMPLOYEE

Education (list most recent first):

School	Location	Year/Degree
<u>UVM</u>	<u>BURLINGTON VT</u>	<u>BA ENGLISH (HON) 84</u>

What do you hope to accomplish as a Commissioner/Board Member?

I WANT TO DO WHAT I CAN TO ENSURE THE VOTING LISTS
IN BURLINGTON ARE ACCURATE AND THAT EVERY VOTER IS
A LEGALLY-AUTHORIZED VOTER. AND TO DO MY BEST TO
INCREASE VOTER TURNOUT AND EFFICIENCY.

How did you learn of the opportunity/opening to serve on a Board/Commission?

FRONT PORCH FORUM 7 SEVEN DAYS

Have you served as a Burlington City Commissioner/Board Member in the past? NO
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which
you are applying? NO If so, please explain:

List Two References:

SAM POWERS, FORMER WARD 3 CLERK

COLLEEN MONTGOMERY, CURRENT BOARD MEMBER

Please use this area to make any further comments regarding your candidacy, especially in
regard to your qualification for this position. You may attach additional sheets if necessary.

VOTING LOCALLY AND NATIONALLY IS A RIGHT, PRIVILEGE
AND DUTY OF CITIZENSHIP. LET'S GET IT RIGHT.

Signature: [Signature] Date: 5.18.2026

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City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

APPLICATION FOR: **Board For Registered Voters** Board/Commission
(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: David Robert Cawley Ward: 1

Residence: 40 Nash Place, Burlington, VT ****Political Affiliation**:** Independent

Are you a registered Burlington Voter? Yes

Phone (home): NA Phone (work): NA Phone (cell): 802-373-4790

E-Mail Address: dcauley@me.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I started volunteering for BRV in 2023 at the request of Liz Mickenberg. I have volunteered in six elections since then, including four Town Meetings, one primary, and one general election. In total, I have received 12 hours of required training for BRV volunteers and have served 28 hours assisting BRV board members, usually starting with the 7 am shift. In five elections, I have served in the Ward 8 polling location in Fletcher Free Library. In one election I served in the Ward 2 polling location. Ward 8 requires excellent BRV knowledge due to the high percentage of students with voter registration issues. I have enjoyed assisting others to ensure their right to vote. I am familiar with the Vermont voter registration database, have studied the BRV Guide for Election Day, and am proficient in determining how to resolve voting day issues.

Current Occupation: Retired; formerly Chief Operating Officer for Vermont Energy Investment Corporation (VEIC)

Education (list most recent first):

School	Location	Year/Degree
American University	Washington, DC	1973 - BA Political Science

What do you hope to accomplish as a Commissioner/Board Member?

I am seeking this position to give back to the Burlington community, having lived and worked in Burlington for 34 years. Over the past decade, it has become apparent that election integrity is a critical issue. I hope to contribute to a team with a mission to protect voter rights. My work experience of 30 years at VEIC helped me to develop strong computer and database skills requiring attention to detail, while analyzing operations and procedures to improve efficiency and customer satisfaction. I look forward to the opportunity to continue to use and advance these skills.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I was referred and encouraged to apply for the opening on the BRV by Grace Grundhauser, current chairperson of the BRV.

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Jim Barr, Burlington Public Works Commissioner, 802-578-7076, jbarr@burlingtonvt.gov

Kelly Stoddard-Poor, Associate State Director, AARP VT, 802-393-9187, kstoddardpoor@aarp.org

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Since my retirement in 2017, I have endeavored to volunteer for activities that focus on creating more livable communities. I am one of the founders and leader of the Old East End Neighborhood Coalition which sponsors an annual winter celebration, summer potlucks, and works with Burlington Parks Recreation and Waterfront to make the Schmanska Park barn facility available for rental use to the public. We have also advocated for safer streets for pedestrians and multimodal transportation. Some of my other volunteer activities include:

Volunteer for AARP Vermont Livable Communities initiatives, Ethan Allen Homestead Museum, Advisory Committee for the Colchester Ave Safety Scoping Study, Advisory Committee for the Burlington-Winooski Bridge Project, and regular participant for Ward 1 NPA. I am an avid road bicyclist for fitness, fun, and transportation.

Signature: *David Cam* Date: *5/22/2020*

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APPLICATION FOR: REGISTRATION OF VOTERS Board/Commission
(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: JEFFREY G. COMSTOCK Ward: 7

Residence: 48 PLATTSBURG AVE. ****Political Affiliation****: R

Are you a registered Burlington Voter? YES

Phone (home): NA Phone (work): NA Phone (cell): 802-233-0823

E-Mail Address: JGCOMSTOCK3@GMAIL.COM

Training or Experience Related to the Commission or Board Post for Which you are Applying:

ASSISTANT ELECTION OFFICIAL: 2018, 2019, 2020

INSPECTOR OF ELECTION: 2020-2023

WARD CLERK: 2023-2025

Current Occupation: RETIRED

Education (list most recent first):

School	Location	Year/Degree
UNIV. OF VERMONT COLLEGE OF MEDICINE BIOCHEMISTRY DEPT.	BURLINGTON, VT	1982-1984 PHD CANDIDATE
UNIV. OF VERMONT COLLEGE OF AGRICULTURE	BURLINGTON, VT	1982 B.S. ANIMAL SCIENCE & BIOCHEMISTRY
BURLINGTON HIGH SCHOOL	BURLINGTON, VT	1972 H.S. DIPLOMA

What do you hope to accomplish as a Commissioner/Board Member?

- 1) TO LEARN THE DETAILS OF BIRV RESPONSIBILITIES AND CONTINUE TO WORK ON QUALITY CONTROL PRACTICES RELATED TO VOTER REGISTRATION AND VOTER CHECKLIST(S).
- 2) COORDINATE TRAINING PRACTICES AND MATERIALS BETWEEN THE CLERKS OFFICE AND THE BIRV AND ELECTION OFFICIALS ACROSS ALL WARDS.

How did you learn of the opportunity/opening to serve on a Board/Commission?

- 1) PREVIOUS INTERACTIONS w/ BRV AS AN ELECTION OFFICIAL.
- 2) PREVIOUS APPLICATIONS SUBMITTED SEPT 2025.
- 3) MONITORING CITY WEBSITE FOR CURRENT TERMS w/ 2026 EXPIRATION.

Have you served as a Burlington City Commissioner/Board Member in the past? NO

If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? NO If so, please explain:

List Two References:

- SARAH MONTGOMERY - ASST. CITY CLERK
- DAVID HARTNETT - WARD 4 RESIDENT
- MARK BARLOW - NORTH DISTRICT CITY COUNCILOR

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

AS A WARD 7 ELECTION OFFICIAL I CREATED TRAINING MATERIALS IN COLLABORATION WITH EXPERIENCED POLL WORKERS AND CONDUCTED TRAINING FOR THE WARD 7 ELECTION TEAM TO PREPARE FOR ELECTION SPECIFIC CIRCUMSTANCES SUCH AS VT AND/OR PRESIDENTAL PRIMARIES, SPECIAL BALLOT QUESTIONS AND MULTIPLE VOTER CHECKLISTS.

Signature: [Signature] Date: APRIL 14, 2026

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Fax (802) 865-7014

TTY (802) 865-7142

APPLICATION FOR: Board of Registration of Voters Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation** Full**

Name: Kathleen Manning Ward: 5

Residence: 252 Redrock Drive, Burlington ****Political Affiliation****: Democrat

Are you a registered Burlington Voter? yes Phone (home and cell): 802-338-2161

E-Mail Address: kmanning250@yahoo.com

Training or Experience Related to the Commission or Board Post for Which you are

Applying: I have worked on several elections in the past two years, working with Michael Healy.

I worked the front desk, answered voters' questions, and monitored the voting inside. A retired UVM professor, I served on many committees and commissions including the Commission on Social Justice and Multicultural Education; Strategic Planning; faculty and staff hiring; and tenure and promotion committees. As a past college and university administrator (residence life, student activities, dean of students office), I am skilled at undertaking administrative tasks.

Current Occupation: Retired UVM Professor of Education; Part-time ski instructor

Education (list most recent first):

School	Location	Year/Degree
Indiana University	Bloomington, IN	Ph.D., 1989
SUNY Albany	Albany, NY	M.S, 1978
Marist College	Poughkeepsie, NY	Biology, 1976

What do you hope to accomplish as a Commissioner/Board Member?

I grew up in the 1960s when the voting age was 21. I remember the protests for the age to be lowered to 18. I couldn't wait to be of age to vote and have voted in every election since. Because voting is a privilege and central to our democracy, I want to work to assure that people have access to this privilege. Accurate records that enhance and facilitate the voting process is a significant part of the voting process. I would like to work to have accurate records and information so no one who wants to vote is turned away at the polls.

How did you learn of the opportunity/opening to serve on a Board/Commission? Front

Porch Forum (south end) **Have you served as a Burlington City Commissioner/Board**

Member in the past? no If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? no If so, please explain:

List Two References:

Michele Kupersmith (previous VT state legislator), 802-238-5144

Elise Brunelle, Executive Director, Vermont Symphony Orchestra, 802-864-5741 ext. 115

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

From my work as a higher education administrator and faculty member, I have well-honed administrative skills including attention to detail, ability to focus on the task at hand, and computer skills that suit this civic responsibility. My work on various decision- and policy-making UVM and non-profit committees gives me the requisite skills for a position on the Board for Registration of Voters. Throughout my life, I have been committed to community service including 30 plus years as a volunteer for the Vermont Symphony Orchestra; commodore of the Malletts Bay Boat Club; and other service- and training-oriented activities. (see attached sheet with a summary of my administrative positions).

Signature:  **Date:** April 14, 2026

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KATHLEEN MANNING

252 Redrock Drive, Burlington, Vermont 05401, 802-338-2161, kmanning250@yahoo.com

PROFESSIONAL EXPERIENCE

ADMINISTRATIVE COORDINATOR, *Higher Education and Student Affairs Graduate Program (HESA)*, College of Education and Social Services, UVM, Burlington, VT, August – December 2022.

- Coordinate the graduate assistantship program within the HESA program.
- Coordinate recruitment, selection, and evaluation of the graduate assistantship program.

DOCTORAL PROGRAM COORDINATOR, *Educational Leadership and Policy Studies*, College of Education and Social Services, UVM, Burlington, VT, August 2019 – May 2021.

- Work with the Doctoral Advisory Committee and Core Faculty to determine policy and practice regarding Ed.D. and Ph.D. program curricula and issues.
- Manage admissions including enrollment capacity and program quality issues.
- Provide leadership for curricular, pedagogical, and administrative issues.
- Communicate academic guidelines and policies to students and faculty.
- Update program information to assure consistency with Graduate College policies.
- Oversee the ongoing progress and evaluation of Graduate Teaching Assistants.
- Ensure appropriate academic and dissertation advisement.
- Troubleshoot student concerns.

VISITING PROFESSOR, *Educational Foundations Policy and Practice*, University of Colorado, Boulder, CO, Fall 2018.

PROFESSOR (retired), *Higher Education and Student Affairs Graduate Program*. Graduate College faculty member. UVM, Burlington, VT, 1989 – 2014.

- Professor Emerita, 2014 – present; Full Professor, 2007 – 2014; Associate Professor (tenured), 1995 – 2007; Assistant Professor (tenure track), 1989 – 1995.
- Race and Culture affiliated faculty member, 2003 – 2007.
- Higher Education and Student Affairs Graduate Program Coordinator. Organized administrative, admissions, and curriculum of a nationally ranked graduate program.

FACULTY, *Semester at Sea*, University of Virginia (academic sponsor), Summer 2010 and 2011; Fall 2012 Voyages.

- With Institute for Shipboard Education staff, conceptualized the first Student Affairs at Sea Program for graduate students including marketing, admissions, and curriculum development.

EXECUTIVE EDITOR, *Journal of Student Affairs Research and Practice*, 2009 – 2012.

- Managed a scholarly journal with circulation of over 7,000 subscribers including manuscript

recruitment and review, proofreading, publication, quality assurance, growth and exposure.

- Edited submitted manuscripts for writing style, methodology, accuracy, and American Psychological Association (APA) and journal format.
- Coordinated quarterly issue production schedules with authors, typesetters, copyeditors, pre-flight editors, and publisher project managers.

COMMISSION ON RACIAL JUSTICE AND MULTICULTURAL EDUCATION CHAIR, UVM, Burlington, VT, March 1994 - July 1995.

ANTI-RACISM TRAINER, Racial Justice and Equity Project, Burlington, VT. 1995-1998.

- Conducted anti-racism, equal employment, and diversity training for non-profit, city government, and corporate groups in Burlington and surrounding region.

EXECUTIVE ASSISTANT, Division of Student Life, Trenton State College, NJ, 1988-1989.

ASSISTANT DEAN OF STUDENTS, Emerson College, Boston, MA, 1982-1985.

DIRECTOR OF STUDENT ACTIVITIES, Curry College, Milton, MA, 1979 - 1982.

RESIDENCE HALL DIRECTOR, SUNY Albany (spring 1977) and Syracuse University (1978-79)

EDUCATION

INDIANA UNIVERSITY, Bloomington, Indiana. Doctor of Philosophy (Ph.D.), Higher Education and Student Affairs. Anthropology minor. 1990. Dissertation: *Campus rituals and cultural meaning*.

STATE UNIVERSITY OF NEW YORK AT ALBANY, Albany, New York. Master's in Science and Educational Specialist Degree. Counseling and Student Development. 1978.

MARIST COLLEGE, Poughkeepsie, New York. Bachelor of Arts. Biology. 1972 - 1976.

EMERSON COLLEGE, Graduate courses in Business and Organizational Communications, Boston, Massachusetts, 1983-1985.

UVM, Undergraduate classes in Mandarin Chinese, 8 credits, 2003-2004.

HONORS AND LISTINGS

2023 Margie Dunki-Jacobs Award for Excellent Care and Service, College of Education and Social Services, Graduate Program in Higher Education and Student Affairs Administration

J. William Fulbright Specialist Roster, 2018 – 2023.

J. William Fulbright Scholar Program Award Recipient, University College Cork, Cork, Ireland, Fall 2017

J. William Fulbright Senior Specialist, 2004 – 2009.

- June 2005. Consultant, Student Affairs Division Review, Chinese University of Hong Kong
- Spring/Summer 2004, Beijing Normal University

2018-09-20 09:36

Spring 2003, Foreign Exchange Fellowship, Beijing Normal University, China

ALANA Student Center Tim Shiner Award. "Awarded to an individual(s) (student, staff, and/or faculty) who demonstrate a strong commitment to work within the ALANA community in an effort to create social change." April 2014.

Robert H. Shaffer Award, presented to an Indiana University Higher Education doctoral program graduate who exemplifies outstanding service to the student affairs profession, March 2011.

Sister Elizabeth Candon Distinguished Service Award, Vermont Women in Higher Education, July 2009.

Hero Award, LGBTQA Services, UVM, April 2009.

Outstanding Faculty Women Award, Women's Center, UVM, March 2009.

Outstanding Contribution to Literature or Research, National Association of Student Personnel Administrators Foundation, March 2007.

Faculty Fellow, National Association of Student Personnel Administrators Foundation, March 2007 - 2010.

Pillar of the Profession, National Association of Student Personnel Administrators Foundation, March 2005.

Distinguished Accomplishment Citation, National Association of Student Personnel Administrators (NASPA), Region I, 1999 and 2001.

Annuet Coeptis Senior Scholar, American College Personnel Association (ACPA), 1997.

Black and Third World Educators, Service Award for Efforts Against Racism, UVM (UVM), 1995.

Kroepsch-Maurice Award for Teaching Excellence, UVM, 1992.

NATIONAL ADVISORY BOARDS AND COMMITTEES

Board Member, NASPA Educational Foundation, 2006 – 2009.

Planning Committee Member and Panel Presenter, Summit on Scholarship in Student Affairs.
NASPA, Washington, D.C., 2006.

Board Member, NASPA Undergraduate Fellows Program, 2004 – 2008.

Planning Committee Member and Group Facilitator, "DEEP Implications: Adapting Research on Effective Practices to Student Affairs Work," Iowa State University Institute for Student

Affairs Administration Research. 2004.

Advisory Board Member, Department of Justice, Violence Against Women on Campus, Plus One project, University of Southern California, 2003.

Program Chair, Program Committee, NASPA, National Conference, Boston, MA 2002

Advisory Board Member, NASPA Regional Advisory Board, Region I, 2000 – 2002.

Member, Conference Program Committee, NASPA National Conference, Indianapolis 2000, 1999 - 2000.

Administrator, *Annuity Coeptis Awards*, American College Personnel Association, 1998 - 2001, 2005.

Directorate Member, Professional Education of Student Personnel Workers in Higher Education, American College Personnel Association (ACPA), 1990 - 1993.

COLLEGE OF EDUCATION AND SOCIAL SERVICES AND UVM SERVICE

Member, Programs in Higher Education and Student Affairs, Educational Foundations, and Educational Leadership Faculty Search Committee, UVM, 2014.

Member, Graduate College Executive Committee, UVM, 2000-2003, 2006-2007, 2013-2014.

Department Representative, Department of Leadership and Developmental Sciences, Faculty Senate, UVM, 2013 – 2014.

Member, Women's Faculty Caucus, UVM, 1996 – 2014.

Member, Faculty Affairs Committee, College of Education and Social Services, UVM, 2011–2013.

Member, Working Group to Recommend Alternative Academic Structures and Policies (presidential appointment), UVM, February – May 2009.

Sub-Group Co-Chair, Diversity Action Planning Group, University Planning Council, UVM, 2009.

Member, Ad-Hoc Committee on Preferred Name and Pronoun, Registrar's Office, UVM, 2009.

Member, University Planning Council, (presidential appointment), UVM, 2006 – 2008.

Member, LGBTQA Commission (presidential appointment), UVM, 2006 – 2009.

Member, Strategic Enrollment Management Committee, UVM, 2005 – 2006.

2018-03-08 10:52

Kathleen Manning

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Member, First Year Student Experience Committee, UVM. 2003 – 2004.

Board Member, Faculty Mentoring Program Advisory Committee, UVM, 2004 – 2006.

Committee Member, Faculty Senate Faculty Handbook Revisions Sub-Committee, College of Education and Social Services, UVM, 2000 – 2001.

Faculty Mentor, UVM, 2000 – 2006.

Member, College of Education and Social Services, Blue Ribbon Strategic Planning Committee, UVM, Summer 2000.

Presidential Appointee, Provost Search Committee, UVM, 2000 – 2001.

Member, Exit Interview Protocol Task Force. Joint group from the Faculty Senate, President's Commission on Racial Equality, and President's Commission on the Status of Women, UVM.

Member, ALANA Recruitment Advisory Committee, UVM Admissions Office, 2000 - 2001.

Member and Reader, Social Sciences Study Section, University Committee on Research and Scholarship Grant Applications, UVM Graduate College. 1999 – 2000.

Member, ALANA/Women's Studies Joint Curriculum Committee, UVM, 1999 – 2000.

Member, Student Center Committee of Gateway Project, UVM, Fall 1999.

Member, College of Education and Social Services, Executive Committee, UVM, 1997 – 2000, 2007 – 2008.

Member, College of Education and Social Services, Faculty Evaluation Committee, UVM, 1997 – 1998, 1999-2001, 2003 – 2005.

Member at Large, Faculty Senate, UVM, 1997 - 2000.

Member, Faculty Senate Sub-Committee on Women and Faculty of Color Recruitment and Retention, UVM, 1998-1999.

Member, Design Team, Center for Excellence in Teaching and Learning, UVM, Spring 1998.

Investigator and Hearing Officer, Sexual and Racial Harassment, UVM Office of Affirmative Action, 1996 - 1999.

Member, Visioning Group for UVM Accreditation Process, 1996.

Member, Faculty Standards Committee, College of Education and Social Services, UVM, 1990 - 1995.

Chair, Assistant Vice-President for Student Affairs Search Committee, UVM, 1993 - 1994.

Member, Dean of College of Education and Social Services Search Committee, UVM, 1991 - 1992.

Member, President's Task Force on Campus Community (Chair, Sub-Committee on Diversity and University Governance), UVM, 1990 - 1991.

Member, Doctoral Advisory Committee, College of Education and Social Services, UVM, 1990 - 1991 and 2000 - 2010.

Member, Studies Committee, College of Education and Social Services, UVM, 1989 - 1990.

PERSONAL INTERESTS

Performing and cultural arts, international travel, sailing and powerboating, downhill skiing and instructing, motorcycle riding

2018 APR 23 09:10Z



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City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

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TTY (802) 865-7142

APPLICATION FOR: Board for Registration of Voters Board/Commission
(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Michelle Lefkowitz Ward: 3

Residence: 71 Park St. Burlington 05401 ****Political Affiliation****: progressive

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802-343-0211

E-Mail Address: Lefkowitz@yahoocom

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I used to be an Assistant City Clerk.

I've served on the Board for ~~27~~ years.

Current Occupation: I teach Hula Hooping and Juggling mostly Retired

Education (list most recent first):

School	Location	Year/Degree
St. Michael's College	Colchester, VT	May 1999 Bachelor of Arts
Kean University	Union, New Jersey	Sept '73 - May '75
University of Copenhagen	Copenhagen, Denmark	Jan '75 - June '75

What do you hope to accomplish as a Commissioner/Board Member?

I'd like to continue assisting voters on election day have their rights to vote. Would also love to hold more register to vote tables.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I've been on the Board for 27 years.

Have you served as a Burlington City Commissioner/Board Member in the past? yes
If the answer is yes, please list any and all appointments and dates you served.

~~This~~ I've served on the Board for the Registration of Voters for 27 years. I started in June of 1999.

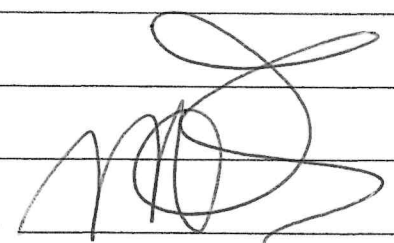
Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? no If so, please explain:

List Two References:

Jo La Marche Jolamarche@hotmail.com 802-881-4933

Jim Rader Jradervt@gmail.com 802 343-5975

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Signature:  Date: May 14, 2020

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176 MAY 18 PM 12:26



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APPLICATION FOR: Registration of Voters Board/Commission
(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Miriam Stoll Ward: 5

Residence: 37 Scarff Ave ****Political Affiliation****: Dem

Are you a registered Burlington Voter? Yes

Phone (home): na Phone (work): 802 48 Phone (cell): 802 598-6604

E-Mail Address: mstoll51@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I have served on several appointed boards at the state level (Vermont Council on Developmental Disabilities, Act 264 Board), including serving as chair. I am a passionate advocate for inclusion, which includes ensuring everyone has a voice and a vote.

Current Occupation: Psychologist

Education (list most recent first):

School	Location	Year/Degree
UVM	Burlington, VT	1997 Ph.D.
Stanford Graduate School of Business	Palo Alto, CA	1987 MBA
Dartmouth College	Hanover, NH	1982 AB (BA)

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What do you hope to accomplish as a Commissioner/Board Member?

My goal is to fight for the continued right of all citizens (and residents) to have a say in the workings of government - this means creating and supporting a system in which people are supported and encouraged to vote, not excluded. This means not just having the opportunity but also having the information, transportation, confidence, etc.

How did you learn of the opportunity/opening to serve on a Board/Commission? Received an email to get to the polls and exercise that right.

Have you served as a Burlington City Commissioner/Board Member in the past? If the answer is yes, please list any and all appointments and dates you served.

Burlington Board of School Commissioners (elected) 2014-18

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? NO If so, please explain:

List Two References:

Chip Mason 802 373-8545
Claudia Moore 802 556-2495

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I am highly concerned about the erosion of rights occurring under the current federal administration and want to use my experience and skills, which include communication, data

Signature: [Signature] Date: 4/21/2026

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analysis, collaboration, writing, and my energy and time to hold on to our ability to vote. This is the only way to ensure that we maintain - and set back - all our other rights. Page 88 of 124



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City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

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TTY (802) 865-7142

APPLICATION FOR: Board for Registration of Voters Board/Commission

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: William Oetjen Ward: 7

Residence: 762 North Avenue **Political Affiliation**: Republican

Are you a registered Burlington Voter? Yes

Phone (home): 802-373-4568 Phone (work): _____ Phone (cell): 802-373-4568

E-Mail Address: billoetjen@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I graduated Summa cum Laude from UVM with a self-designed education degree, including an endorsement for Social Studies. My successful teaching career is evidence of attention to detail and facility with communication. I also recently organized a well-attended public panel discussion on election integrity which featured participation by Vermont Secretary of State Sarah Copeland Hanzas.

Current Occupation: Retired.

Education (list most recent first):

School	Location	Year/Degree
University of Vermont	Burlington, VT	1996/BS, Education
Community College of VT	Winooski, VT	1992/Transferred
Benjamin Cardozo HS	NYC, NY.	1978

What do you hope to accomplish as a Commissioner/Board Member?

I hope to facilitate the voting process and maintain election integrity for legitimate

Burlington voters.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I learned about it from the Burlington government web site.

Have you served as a Burlington City Commissioner/Board Member in the past? No.

If the answer is yes, please list any and all appointments and dates you served.


Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No. If so, please explain:

List Two References:

Mark Leopold 802-272-7854 Mark.Leopold@Burlingtontelecom.net

Michele Morin 802-922-3594 Michelehahnmorin@gmail.com

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Signature:  Date: 5/7/2026

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continually.

Received 7:02 AM

5/27/26



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APPLICATION FOR: Cemetery Commission Board/Commission
(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Martha Marshall Dallas Ward: 2

Residence: 51 Blodgett St. **Political Affiliation: _____

Are you a registered Burlington Voter? yes

Phone (home): _____ Phone (work): 802 922 6880 Phone (cell): 802 881 6429

E-Mail Address: martoxki@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

1 term completed; 5+ years as a Life-Cycle Celebrant and Green Burial Educator and Advocate

Current Occupation: After School Program Director

Education (list most recent first):

School	Location	Year/Degree
Union Theological Seminary	NYC	MA 1998
Mount Holyoke Coll.	South Hadley, MA	BA 1999

What do you hope to accomplish as a Commissioner/Board Member?

I hope to support the cemetery and staff to thoughtfully include green burial as an option when Section 8 is opened at Lakeview Cemetery.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I've already completed a term -

Have you served as a Burlington City Commissioner/Board Member in the past? yes
If the answer is yes, please list any and all appointments and dates you served.

Cemetery Commissioner 2023-2026

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? occasional If so, please explain:

Occasionally, my current work poses conflicts, but I can usually work around them -

List Two References:

Lucy Gluck (spouse) 802 917 4204
Alexandra Miller (commissioner) 216 965 2338

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I apologize I was unaware of needing to complete this form to re-up my term. I hope I can still be considered.

Signature: Wortha of Dallas Date: 5/27/26

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176 MAY 11 PM 8:22



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APPLICATION FOR: _____ Cemetery Commissioner _____ Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: _____ Mary Wesley _____ Ward: _____ 6 _____

Residence: _____ 275 S. Union Street, Burlington, VT 05401 _____ ****Political Affiliation****

Are you a registered Burlington Voter? ___ Yes _____

Phone (home): _____ Phone (work): _____ Phone (cell): 802.999.9357 _____

E-Mail Address: _____ marystilleywesley@gmail.com _____

Training or Experience Related to the Commission or Board Post for Which you are Applying:

_____ I bring six years of experience serving on the Burlington Cemetery Commission, where I have developed a strong understanding of the Commission's responsibilities and the importance of Burlington's cemeteries as both active burial grounds and historic community spaces. In my current role as Education Director for a small nonprofit, I work closely with a board and staff and understand the importance of thoughtful collaboration. I would be honored to continue serving Burlington by helping care for these meaningful community spaces and supporting the staff who steward them every day. _____

Current Occupation: _____ Education Director, Vermont Folklife _____

Education (list most recent first):

School	Location	Year/Degree
McGill University	Montreal, QC, Canada	BA, 2005
Mt. Abraham Union HS	Bristol, VT	High School degree, 2001

What do you hope to accomplish as a Commissioner/Board Member?

If reappointed, I hope to continue supporting the dedicated cemetery staff in their work caring for Burlington's cemeteries and serving families with compassion and professionalism. I would also like to help bring to completion the ongoing effort to make green burial available at Lakeview Cemetery. The Commission and staff have been working toward this goal for several years.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I currently serve on the Cemetery Commission and was notified that my term was ending.

Have you served as a Burlington City Commissioner/Board Member in the past? Yes
If the answer is yes, please list any and all appointments and dates you served.

2020-2023 - Cemetery Commissioner

2023-2026 - Cemetery Commissioner

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:


List Two References:

Alexandra Millar - 216.965.2338, Alexandra.Millar@uvm.edu

Andrew Kolovos - 802.373.4736, akolovos@vtfolklife.org

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I have found my time serving on the Burlington's cemetery commission extremely educational and rewarding and I would love to continue to serve for another term! In particular, with a new Dir. of Parks & Recreation settling in I would love to provide the board and staff with continuity as the board builds a relationship with Mr. Lewis.

Signature:  Date: May 11, 2026

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APPLICATION FOR: Cemetery Commission Board/Commission
(Please fill out a separate application for each post)

Full Name: Miranda Post Ward: 2

Residence: 280 North St. Burlington, VT 05401 **Political Affiliation:

Are you a registered Burlington Voter? yes

Phone (home): _____ Phone (work): 802-540-8330 Phone (cell): 847-849-3976

E-Mail Address: mirandapostvt@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I have strong communication skills, I have empathy and compassion, and I work well with others. I am driven and detail-oriented. I have dealt with grief and loss. I watch City Council meetings, I attend my NPA meeting, and I read the Seven Days front to back. I live very close to Elmwood Ave Cemetery, which I love.

Current Occupation: Grocery manager and Buyer at Momo's Market

Education (list most recent first):

School	Location	Year/Degree
University of Vermont	Burlington, VT	B.A. in History 2015-2019, 2026 Graduation August 2026
Twin Valley High School	Whitingham, VT	High School Diploma, Valedictorian - 2015

What do you hope to accomplish as a Commissioner/Board Member?

I hope to honor the dead as they wish, I hope to help those grieving or processing death to feel at peace, I hope to maintain cemeteries as beautiful public spaces, I hope to preserve the memories of Burlingtonians who have come before me and contributed to the story of our wonderful city.

How did you learn of the opportunity/opening to serve on a Board/Commission?

A friend encouraged me to apply!

Have you served as a Burlington City Commissioner/Board Member in the past? no
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? no If so, please explain:

List Two References:

Erin Malone - 802-922-3734, emalone@gmail.com

Nathan Lantieri - 802-318-3463

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

When my dad died unexpectedly last year, he was buried in a beautiful cemetery in Amherst, MA. I was shocked at how peaceful it was there. It truly brought me comfort at the time, - and it still does - to know he is in a

Signature: Michelle Rann

Date: 5/19/26

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place like that. I hope to make that peaceful, healing experience possible for others in Burlington. I also love cemeteries as a special type of public park and green space. Cemeteries provide us with such an important outlet to connect with the past. My house at 280 North St was once occupied by a Union Civil War Veteran named Lucien Farnham. On October 29, 1914 he died in the house. He had no living children. Each year on October 29, my partner and I have visited his grave with some dried flowers from the house. It is one of the most special days of the year. In sum, I appreciate cemeteries.

Last, I want to note that although this would be my first official foray into public service, I feel very connected to the community already. I have lived in Burlington for 10 years, the ONE for 7 years, and I would never live anywhere else. I would be honored to serve my community in this capacity.



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APPLICATION FOR: Cemetery Board/Commission

(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Miles McCallum Ward: 2

Residence: 90 Oak St., Burlington, VT **Political Affiliation**: N/A

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): (216) 215-8127

E-Mail Address: Miles.McCallum@UVM.edu

Training or Experience Related to the Commission or Board Post for Which you are Applying:

- Association for Gravestone studies, Slater Fellowship 2026 (forthcoming peer reviewed article about East-Iron graves in VT + conference keynote speaking slot)
- Vermont Old Cemetery Association, Keynote speaker, Annual Spring meeting 2026
- Burlington History & Culture Center Advisory Board
- Vermont Historical Society, 2024 Cate Fellow

Current Occupation: Library Assistant at Burlington High School / Part-time M.A. student

Education (list most recent first):

School	Location	Year/Degree
College of Arts & Sciences, University of Vermont	Burlington, VT	'23, B.A. Global Studies
College of Arts & Life Sciences, University of Vermont	Burlington, VT	'23, B.S. Community & Intl Development
Graduate College (CAS), University of Vermont	Burlington, VT	'26/'27, M.A. History

* On-going

What do you hope to accomplish as a Commissioner/Board Member?

I hope to accomplish:

- Short-Term: To organize more community restorations/clean-ups in Burlington cemetery w/ the Vermont old cemetery Association

- medium-Term: To write/research a comprehensive history/analysis of Elmwood Cemetery

- Long-Term: To safely advocate for and move Elmwood Cemetery into being a Publically-Accessible green space/open-air museum akin to the old Bennington Cemetery in Bennington, VT

How did you learn of the opportunity/opening to serve on a Board/Commission?

It was suggested to me by friends to apply

Have you served as a Burlington City Commissioner/Board Member in the past? No

If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

(M.A., M.Ed)
Ton Giffin, Vermont Old Cemetery Association President,
TGIFvt@nsn.com | Nicole Phelps (PhD), UVM History Professor,
Nicole.PHELPS@UVM.edu

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Signature:  Date: 05/20/2026

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Received 5/18/26 9:29 pm
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APPLICATION FOR: Parks and Recreation Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation** Full**

Name: Carolyn Felix Ward: 4

Residence: 120 Lakewood Pkwy, Burlington, VT 05408 ****Political Affiliatic..** _____

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802-495-1500

E-Mail Address: CarolynRFelix@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

Many aspects of my background have provided me with skills and experiences that would be an asset if I were to join the Commission. I have Master's degree in Sustainable Development, served as an agriculture extension volunteer in Peace Corps, and was the caretaker at the Ethan Allen Homestead for nearly 12 years - stewarding the park and engaging with the public and park partners in various capacities.

I have been an active member a Burlington Area Community Garden for over a decade, my daughter has participated city recreation programs annually, and I also worked closely with City leadership, BRPW and other City Departments during my tenure as BTVStat Analyst with from 2018-2020.

Current Occupation: Director of Monitoring, Evaluation, and Learning

Education (list most recent first):

School	Location	Year/Degree
SIT Graduate Institute	Brattleboro, VT	2010
Northern Arizona University	Flagstaff, AZ	2003

What do you hope to accomplish as a Commissioner/Board Member?

Vibrant and thriving public parks and access to recreational activities are vital to the health of our community and an extremely valuable public good. My goals would be to support BRPW to be the best possible stewards for our parklands and to serve as an advocate and educator for my neighbors, fellow residents, and park users - promoting connection, conservation, acommunity.

How did you learn of the opportunity/opening to serve on a Board/Commission?

A current commissioner, Kirstin Boehm

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Brian Lowe (brianrusselllowe@gmail.com)

Fauna Hurley (faunashaw@gmail.com)

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I would be honored and privileged to serve on the Commission and would welcome the opportunity to support our City staff and leadership as they manage and steward our city parks and rec programs, resources, and conservation efforts.

Signature:  Date: 05/18/2026

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Received 5/18/20 @ 9:29 pm
CAROLYN FELIX

Burlington, VT • 802-495-1500 • carolynrfelix@gmail.com • LinkedIn: [linkedin.com/in/carolyn-felix](https://www.linkedin.com/in/carolyn-felix)

Monitoring, Evaluation & Learning professional with 15+ years of experience building learning and impact systems that support community-led solutions and strengthen movement ecosystems. Experienced across Africa, Latin America, South Asia, and the U.S., with expertise in participatory evaluation, organizational learning, and strategies that use human-centered approaches to shift power and resources directly toward communities. Recognized for helping organizations move beyond compliance-oriented metrics to deeper reflection, narrative change, and systems-level insight that advances equity and collective learning and impact.

PROFESSIONAL EXPERIENCE

Director of MEL | Cure Blindness Project | 2026-Present

- Lead global MEL strategy and systems development across 20+ country programs and 60+ implementing partners, strengthening data-driven decision-making, organizational learning, and donor accountability.
- Design and oversee integrated MEL frameworks, dashboards, and data quality systems (Salesforce, Power BI) to support program performance, outcome measurement, and strategic planning.
- Manage and mentor global MEL staff while partnering with country, clinical, and program teams to strengthen partner capacity and evidence-based program improvement.

Director of MEL & Research | USAID Engendering Industries – Tetra Tech | 2020–2025

- Led MEL and research strategy for a **\$45M USAID global initiative** operating in 39 countries.
- Designed an **integrated learning and impact measurement framework** with 100+ indicators capturing leadership development, learning outcomes, and organizational change.
- Built cross-country dashboards enabling partner companies and training institutions to monitor progress and strengthen instructional quality.
- Produced 24 baseline and 33 final assessment reports synthesizing quantitative and qualitative analyses to inform strategic decision-making.
- Supported multicultural teams to interpret evidence, refine program delivery, and promote gender-equitable learning environments.

Citywide Performance Management Analyst | City of Burlington | 2018–2020

- Designed and implemented KPI frameworks and dashboards across **18 municipal departments**.
- Co-authored Burlington's **2018 & 2019 Equity Reports** informing citywide policy.
- Designed dashboards used for **COVID-19 public communication and decision-making**.
- Led development and implementation of the city's **Open Data Policy** and [Open Data Portal](#), promoting transparency and data stewardship across departments.

Deputy Director of Monitoring & Evaluation | Lutheran World Relief (LWR) | 2017 - 2018

- Oversaw MEL across **17 country programs**, improving data systems and learning practices.
- Guided country offices in indicator design, evaluation planning, and mixed-method data collection for education, livelihoods, and women's empowerment programming.
- Developed organization-wide **Responsible Data Management Plan** aligned with GDPR and Digital Principles and best practices.
- Conducted portfolio-level analyses to identify program gaps and strengthen MEL systems.

CAROLYN FELIX

Burlington, VT • 802-495-1500 • carolynrfelix@gmail.com • LinkedIn: [linkedin.com/in/carolyn-felix](https://www.linkedin.com/in/carolyn-felix)

Monitoring, Evaluation & Learning Specialist | Tetra Tech | 2013-2017

- Designed MEL Plans, baseline studies, evaluations, and digital data systems for **20+ projects (\$4M-\$115M)** across sectors, including education, governance, climate, and resilience.
- **Created cloud-based data-collection tools, dashboards, and SOPs** to improve real-time decision-making.
- Trained regional teams in mixed methods data collection, indicator design, and data-use culture.
- Co-led a West Africa regional workshop on data-driven decision-making and evidence uptake.

Program Officer, Africa, Latin America, South Asia | The Hunger Project | 2010-2013

- Led MEL and technical assistance for an **11-country portfolio** focused on community-led development, women's leadership, and education.
- Piloted a **mixed-method outcome evaluation** in Ghana and Malawi using mobile data tools; scaled across eight African programs.
- Coordinated a **randomized control trial in Ghana** (Yale / Innovations for Poverty Action).
- Contributed MEL sections for successful proposals to the World Bank, UNDP, and UN Women.

PRIOR EXPERIENCE

Strategic Planning Consultant | United Nations Department of Public Information | New York, NY

Advocacy Project Peace Fellow | La Red de Sobrevivientes | San Salvador, El Salvador

Volunteer Resources Manager | St. Mary's Food Bank Alliance | Phoenix, AZ

Regional Coordinator | United States Peace Corps | Sucre, Bolivia

Agricultural Extension Volunteer | United States Peace Corps | Cochabamba, Bolivia

EDUCATION

M.A., Sustainable Development — SIT Graduate Institute

B.S., Political Science & Journalism — Northern Arizona University

SELECT PUBLICATIONS & REPORTS

- *Equity Reports (2018, 2019)* — City of Burlington
- *Lessons Learned: Uganda Legume Seeds Pilot* — LWR
- 50+ MEL frameworks, evaluations, and assessment products across global programs

PROFESSIONAL DEVELOPMENT

Evaluating Social Programs (J-PAL / MIT) • Statistical Thinking for Data Science (Columbia University) • Theory of Change for USAID Biodiversity Programs • Learning for Action Climate Fellowship

TECHNICAL SKILLS

Power BI • Tableau • Google Data Studio • SPSS • R (basic) • Airtable • MySQL • ODK • Kobo Toolbox

Languages: English (native), Spanish (fluent)

@untimely

Received @ 10 AM, Jo, 5/29/20



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APPLICATION FOR: Parks & Recreation Commission Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Frank Mamo Ward: 2

Residence: 109 N Willard Street, Burlington, VT **Political Affiliation: _____

Are you a registered Burlington Voter? Yes

Phone (home): 303-815-3140 Phone (work): _____ Phone (cell): _____

E-Mail Address: francis.mamo@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I have over 10 years of experience working with cities and their leadership teams to understand their capital planning goals, budget constraints, policy priorities, and community needs. I also have a Master of Public Administration from Columbia University. As the dad of a young kid, a proud community gardener, a Master Gardener Volunteer, and a person whose main mode of transit is cycling, I'm an active user of our parks and public spaces. I understand their role in building strong communities.

Current Occupation: Vice President, Senior Analyst - US Local Governments

Education (list most recent first):

School	Location	Year/Degree
Columbia University	New York, NY	2014/Master of Public Administration
University of Iowa	Iowa City, IA	2010/Bachelor of Business Administration

What do you hope to accomplish as a Commissioner/Board Member?

I hope to add an informed, engaged community perspective that is people-centered and pragmatic. As a long-time member of Tommy Thompson Community Garden, a Dad of a 4-year old who loves citywide playground bike tours, a UVM Master Gardener Volunteer dedicated to building community engagement with open spaces, an avid user of Burlington's bike and trail networks, and a passionate resident of the O.N.E., I will bring diverse perspectives and a depth of community user experience to the role.

How did you learn of the opportunity/opening to serve on a Board/Commission?

The City of Burlington's website

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? _____ If so, please explain:

I work for a credit rating agency that rates municipal bonds. I do not have any influence over the City of Burlington's credit ratings; however, I would recuse myself from making any recommendations for the issuance of bonds.

List Two References:
Jess Hyman (802) 598-3139; Brian Guy (802) 777-9962

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

My professional and educational experience is rooted in public administration. I am well versed in city government, adept at articulating big picture community goals, and understand the collaboration and planning needed to achieving those goals.

Signature: Frank Mamo Date: 5/20/2026

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4/7/22
@ 6:54 AM
Jo



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APPLICATION FOR: Parks, Rec & Waterfront Board/Commission
(Please fill out a separate application for each post)

Vacancies on the Board for Registration of Voters still require your political affiliation

Full Name: Katie Flanagan Mobley Ward: 5

Residence: 83 Home Avenue **Political Affiliation**:

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802-578-3396

E-Mail Address: flanagan.katie@hotmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am reapplying to be a Commissioner on the Parks, Rec & Waterfront Board. I have participated in the grant process for the NBS Legacy Grant, am a member of the planBTU Pact committee and would like to continue to serve the Burlington community.

Current Occupation: Dean of Enrollment; Comm. Relations CCU

Education (list most recent first):

School	Location	Year/Degree
UVM	Burlington, VT	2002 / Med
Middlebury	Middlebury, VT	1997 / BA

What do you hope to accomplish as a Commissioner/Board Member?

As a current member, I have spent time understanding the scope of the work the department oversees, volunteering on subcommittees and focusing on staff morale and communication. I would like to continue that work.
How did you learn of the opportunity/opening to serve on a Board/Commission?

Currently Serving on the Board

Have you served as a Burlington City Commissioner/Board Member in the past? yes
If the answer is yes, please list any and all appointments and dates you served.

Parles, Rec; Water front Commission - March 2025 - current

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? no If so, please explain:

List Two References:
Ben Traverse - 607-624-1287
Kirsten Boehm - 401-447-5770

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I feel as though I am just getting started and would like to continue with the strong work we have been doing.

Signature: Helen Family Date: 4/7/20

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City Hall, Room 20, 149 Church Street, Burlington, VT 05401

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Fax (802) 865-7014

TTY (802) 865-7142

APPLICATION FOR: Electric Light Commission Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Lara Bonn Ward: _____

Residence: 95 Wells St **Political Affiliation** : —

Are you a registered Burlington Voter? Yes

Phone (home): 617-529-5150 Phone (work): _____ Phone (cell): _____

E-Mail Address: larabonn@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am the current Chair of the Commission and have been honored to serve on the

Commission since 2022. I have spen the last 15 years in the energy sector working on

many sides of the industry. I have built programs, designed strategies, vetted emerging tech, created operational plans, led leadership teams, and worked directly with customers.

I have learned a lot being on the Commission about the BED landscape and needs.

Current Occupation: Managing Director, Enterprise Services

Education (list most recent first):

School	Location	Year/Degree
Colby College	Waterville, ME	2000, Environmental Policy and Biology

76 MAY 5 2022

What do you hope to accomplish as a Commissioner/Board Member?

I hope to continue to have impact, support BED through these dynamic times, and represent Burlington citizens to make this resource and this department as effective as possible.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I am currently on the board.

Have you served as a Burlington City Commissioner/Board Member in the past? _____
If the answer is yes, please list any and all appointments and dates you served.

Yes, this commission since 2022.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

I work for VEIC who administers Efficiency Vermont but I have been very careful to not create conflicts of interest and don't foresee any. If there are concerns, I would take them very seriously.

List Two References:

Gabrielle Stebbins

Carol Weston

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Beyond my leadership in the industry and at VEIC in similar spaces, I am a member of the Vermont's Women's Leadership Circle. Here is a link to my Linked In profile:

<https://www.linkedin.com/in/lara-bonn-4762a77/>

Signature: Lara Bonn

Date: 5.5.26

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APPLICATION FOR: Electric Light Commission Board/Commission

(Please fill out a separate application for each post)

*Vacancies on the Board for Registration of Voters still require your political affiliation**

Full Name: Larry Lewack Ward: 5

Residence: 51 Caroline St., Burlington **Political Affiliation**:

Are you a registered Burlington Voter? yes

Phone (home): n/a Phone (work): 802-899-4434^{x5} Phone (cell): 802-310-0848

E-Mail Address: veepdirect@gmail.com

* Training or Experience Related to the Commission or Board Post for Which you are Applying:

- 10 Years serving on Gov. Howard Dean's Council of Environmental Advisors
- Member, Burlington Planning Commission, 1995-99
- Member, Burlington Housing Board of Review, 2001-2003
- Deputy Director, Vermont Energy Education Program - 2012-13

Current Occupation: Town Planner; Land Use Consultant

Education (list most recent first):

School	Location	Year/Degree
Union Institute + Univ.	Cincinnati, OH	MA, Nonprofit Management - 2004
New College of Florida	Sarasota, FL	BA, Social Sciences - 1980
Paint Branch H.S.	Burtonsville, MD	H.S. diploma - 1976

What do you hope to accomplish as a Commissioner/Board Member?

- Keep BED in the forefront of Burlington's journey to Net Zero
- Learn more about how utilities can promote decarbonization
- Promote strategy to retire McNeil & replace with cleaner + more cost-effective renewable sources to power the city's grid

How did you learn of the opportunity/opening to serve on a Board/Commission?

Through a friend/colleague

Have you served as a Burlington City Commissioner/Board Member in the past? **yes -- see answer above (list page)**
 If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? no If so, please explain:

List Two References: *(860) 754-8876*
Carter Neubierer - current Ward 1 city councilor
Erhard Mahnke - Planning Commissioner (802) 233-2902

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

- Resident & homeowner in Burlington since 1995
- Recently installed heat pump system w/ rebates from BED

Signature: *Paul Gural* Date: 5/19/26

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APPLICATION FOR: Electric Light Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Paul Dawson Ward: 6

Residence: 957 Pine St **Political Affiliation**:

Are you a registered Burlington Voter? Yes

Phone (home): _____ Phone (work): _____ Phone (cell): 802-373-4693

E-Mail Address: paulhdawson@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

18 years in senior business and development roles in renewable energy industry, prior experience as industry Board member, significant experience working with electric utilities across the USA and internationally, extensive renewable energy expertise, built complex energy project financial models including tax modeling, experience in both utility-scale and distributed scale energy markets, significant experience working with rates, rate structures, and incentives, experience with REC's

Current Occupation: Head of Renewable Energy & Battery (BESS) Project Development

Education (list most recent first):

School	Location	Year/Degree
Concordia University	Montreal, QC	2016, MBA - Finance
McGill University	Montreal, QC	2001, B.Sc. Geography/ Environmental Science

What do you hope to accomplish as a Commissioner/Board Member?

Electric utilities are in facing significant challenges and evolving markets. They must adapt to continue to provide reliable service at reasonable costs to customers. I have spent my career in business development and project development where I have had to study and understand energy markets, opportunities, and execute, all while being nimble and creative. I would like to leverage all this experience to help BED move forward and thrive as a electric utility.

How did you learn of the opportunity/opening to serve on a Board/Commission?

I learned about it from Ali Kenney, a business associate, friend, and neighbor of mine

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

Should any potential conflicts arise, I will excuse myself from that discussion.

List Two References:

Ali Kenney - 401-573-1453, Miro Weinberger 802-598-6635

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I would be honored to join this Board and serve my community.

My professional profile: <https://www.linkedin.com/in/paulhdawson/>

Signature:  Date: 05/19/26

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Received 8:28pm 5/17/24

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APPLICATION FOR: Burlington Electric Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: **Pike Porter**

Ward: **6**

Residence: **544 S Prospect Street**

****Political Affiliation**

Are you a registered Burlington Voter? **Yes.**

Phone (home): 802.233.2600 Phone (work): 802.233.2600 Phone (cell): 802.233.2600

E-Mail Address: **pikeporter@gmail.com**

Training or Experience Related to the Commission or Board Post for Which you are Applying:

Over the last several years I've engaged in hundreds of hours of research related to the ISO-NE grid, electricity generation, energy and REC markets. I've researched different existing and emerging clean energy generation processes, have earned several certifications from ISO-NE, participated in the Integrated Resource Planning process, was a member of the Clean Heat Standard Equity Advisory Group, and have transitioned one rental building off fossil fuels. I regularly attend BED Commission, and McNeil Joint Owner meetings.

Current Occupation: **Property management**

Education (list most recent first):

School	Location	Year/Degree
UVM	Burlington	MA
Boston U	Boston	BA cum laude

ISO-NE System Planning Certificate, 2026

ISO-NE System Operations Certificate, 2026

ISO-NE Overview of New England's Forward Capacity Market Certificate, 2025

ISO-NE Forward Capacity Market: Composite Offers Certificate, 2025

What do you hope to accomplish as a Commissioner/Board Member?

I hope to apply my knowledge and help steer Burlington toward investing in additional clean energy facilities including more solar and battery storage systems. I'd like to include industry standards of practice into BED's energy procurement process, cost-benefit analysis of BED's current and future energy assets. Public comments are an important component of any public body's decision making process, and I'll revisit the Commission's decision to not publish written public comments in its agenda packets. I look forward to helping draft the 2026 IRP, and assist in the development and review of the framework for the Department's Strategic Direction.

How did you learn of the opportunity/opening to serve on a Board/Commission?

<https://www.burlingtonvt.gov/746/Current-Vacancies>

Have you served as a Burlington City Commissioner/Board Member in the past? **No.**
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? **No.** If so, please explain:

However, if City Councilors, other BED Commissioners, or BED management feels that my Intervenor status in the 2023 IRP case poses a conflict of interest, I'll withdraw from it.

List Two References:

Ryan Lamberg, founder Tied Branch Energy Consulting.

<https://www.tiedbranch.com/?pgid=kiunh1wk-5fc9a7e3-0d3c-4803-9ff0-acc79448acd0>

William Moomaw, climate scientist and lead author of five major IPCC reports.

<https://scienceimpact.mit.edu/people/bill-moomaw>

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

You can find the Commission authority and responsibilities here:

<https://www.burlingtonelectric.com/sites/default/files/inline-files/BoardOfElectricCommissioners-MemorandumOfUnderstanding.pdf>

Over the years, you've received many documents from me that demonstrate close analysis, attention to factual details, and reasoned alternatives to city decisions I've questioned. I'll bring this same level of rigor and attention to detail to the Commission's work."

Signature: /s/ Pike Porter

Date: 5/17/2026

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APPLICATION FOR: Electric Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Polly Mangan (née Ramsey) Ward: 6

Residence: 35 Clymer St **Political Affiliation:

Are you a registered Burlington Voter? Yes

Phone (home): Phone (work): Phone (cell): 802-355-9797

E-Mail Address: polly@beta.team

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I am qualified to serve as Electric Commissioner for three reasons. First, as a mathematician and data scientist,

I can quantitatively analyze data to help drive informed, evidence-based decisions that benefit Burlington.

Second, my role at an electric aerospace company and ownership of a BEV have given me meaningful

exposure to electrification and sustainability. Third, serving three consecutive terms as an HOA board officer

has given me hands-on governance experience and prepared me for the responsibilities of a commissioner role.

Current Occupation: Director of Data Science, Beta Technologies

Education (list most recent first):

School	Location	Year/Degree
University of Vermont	Burlington, VT	2011 / M.S. Applied Mathematics
University of Vermont	Burlington, VT	2009 / B.S. Pure Mathematics
Burlington High School	Burlington, VT	2005 / High School Diploma

What do you hope to accomplish as a Commissioner/Board Member?

I hope to support and strengthen Burlington Electric Department's leadership in sustainability. BED's 100% renewable status is a model for all cities and I hope to help protect and build on that achievement. I aim to be a well-informed commissioner who contributes meaningfully to strategic planning, including ensuring Burlington residents have access to the energy efficiency tools they need. Most of all, I want to contribute to Burlington's bright, sustainable future.

How did you learn of the opportunity/opening to serve on a Board/Commission?

Andy Vota

Have you served as a Burlington City Commissioner/Board Member in the past? No
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? No If so, please explain:

List Two References:

Blain Newton, Chief Information Officer at Beta Technologies, blain@beta.team

Andy Vota, VP of Product at Meal Train and Electric Commission Vice Chair, andy@andyvota.com

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

I am a multi-generational Burlingtonian who is passionate about keeping our city thriving. The Electric Commission aligns directly with my expertise, and I am committed to being an engaged, informed, and collaborative commissioner. Thank you for considering my application; I look forward to the opportunity to serve.

Signature: *Polly Morgan* Date: May 19, 2026

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APPLICATION FOR: Electric Light Board/Commission

(Please fill out a separate application for each post)

****Vacancies on the Board for Registration of Voters still require your political affiliation****

Full Name: Steve Gomez Ward: 5

Residence: 21 Richardson Street Burlington, VT **Political Affiliat:

Are you a registered Burlington Voter? Yes.

Phone (home): _____ Phone (work): _____ Phone (cell): 802-752-7405

E-Mail Address: steve.j.gomez@gmail.com

Training or Experience Related to the Commission or Board Post for Which you are Applying:

I have twelve years of experience in financial management including budgets, procurement, strategic planning, and fee based revenues. I also have nearly twenty years of experience in government and understand how processes and policies work such as procurement and human resources. I have a strong personal interest in ensuring that energy is affordable and renewable.

Current Occupation: Chief Financial Officer

Education (list most recent first):

School	Location	Year/Degree
Lyndon State College	Lyndonville, VT	2005 B.S. Environmental Science

What do you hope to accomplish as a Commissioner/Board Member?

My goals would be to support the Burlington Electric Department in the duties outlined in the commissioner position description. My main focus would be to provide budget and procurement support, ensure that ratepayers have a voice, and advocate for affordable and renewable energy.

How did you learn of the opportunity/opening to serve on a Board/Commission?
City of Burlington's website.

Have you served as a Burlington City Commissioner/Board Member in the past? No.
If the answer is yes, please list any and all appointments and dates you served.

Do you foresee any potential conflicts of interest if you were appointed to the position for which you are applying? Potentially If so, please explain:

I am employed by the State of Vermont, Agency of Natural Resources, which oversees regulations related to the operations of energy utilities for things such as air quality, timber and etc. However, my current position is not involved in this work.

List Two References:

Charles Martin, Deputy Secretary, Agency of Natural Resources, 802-636-7266

Louis Porter, General Manager, Washington Electric Co-Op, 802-595-3691

Please use this area to make any further comments regarding your candidacy, especially in regard to your qualification for this position. You may attach additional sheets if necessary.

Please see my resume attached.

Signature:  Date: 5/20/2026

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STEVEN J. GOMEZ

CONSERVATION ADMINISTRATION AND FINANCE

PROFESSIONAL PROFILE

Nineteen years' experience in administration and finance for conservation focused organizations, including implementing strategic plans, successful financial management, overseeing the day-to-day operations of administrative teams, policy development, expanding capacity for on-the-ground conservation, and working with diverse groups in the United States and internationally. Academic coursework includes Fish and Wildlife Law and Policy, Communication in Science, Ecosystem Services, Structured Decision Making and GIS coursework. Exceptional in Microsoft Office, database management, and financial software programs.

EDUCATION

**MASTERS LEVEL COURSEWORK 39
QUARTER CREDIT HOURS OREGON
STATE UNIVERSITY**

**B.S. ENVIRONMENTAL SCIENCE
LYNDON STATE COLLEGE
MAY2005**

- MINOR IN BIOLOGY AND GEOLOGY
- MAGNA CUM LAUDE
- 3.86 GPA OUT OF 4.0
- RITA L. BOLE AWARD FOR
OUTSTANDING SCHOLARSHIP

EXPERIENCE

CHIEF FINANCIAL OFFICER • VERMONT AGENCY OF NATURAL RESOURCES • 2024-CURRENT

- Coordinate the development and implementation of a \$341,000,000 annual budget for four business units and over a dozen programs. This requires collaborating with senior leadership, business units, department programs, and the state legislature.
- Oversee fiscal policy and operations for a wide range of projects such as managing federal funds, planning for fee-based funds, supporting the integration of environmental justice into fiscal operations, and leading fiscal outreach and communication efforts.
- Manage the day-to-day operations of the Secretary's Office business unit, including supervision of five staff, and supporting three additional business units to successfully carry out core functions such as accounts payable, accounts receivable, asset management, information technology, and human resources. Lead efforts focused on continuous process improvement across business units to increase efficiency.
- Engage in a variety of special projects as directed by the Agency Secretary and Deputy Secretary. The current project portfolio includes a review of the state land management and administration programs, a comprehensive long-term financial forecasting and analysis for business units, and planning for changes to federally funded programs.

POLICY AND SPECIAL PROJECTS MANAGER • VERMONT DEPARTMENT OF FORESTS, PARKS, AND RECREATION • 2023-2024

- Oversaw policy and legislative affairs including the planning, development, and communication phases. Conducted bill monitoring and tracking, reviewed and drafted bill language, researched and analyzed the impacts of legislation, and developed an annual strategic plan. Communication and outreach about legislation was provided to staff and events were coordinated.
- Supported the launch of outdoor recreation grant programs such as the Vermont Outdoor Recreation Economic Collaborative and the Land and Water Conservation Fund. Developed timelines and implementation plans, conducted fiscal analysis of grant appropriations, interpreted federal regulations, and designed application procedures.
- Coordinated the day-to-day operations of multiple initiatives such as drafting a request for proposals for state land lease audits, advancing a new state parks website project, and providing project management support for a proposed U.S. Army Corps of Engineers project on state park land.

DIRECTOR OF ADMINISTRATION • VERMONT FISH & WILDLIFE DEPARTMENT • 2017-2022

- Coordinated strategic plans, operational programs, performance reporting, a \$26,000,000 operating budget and a \$1,000,000 capital budget to ensure objectives and mission were accomplished. Evaluated programs and operations to maximize effectiveness.
- Directed revenue forecasting and planning efforts focused on maximizing funding through fees, donations, and investments. Generated \$1,300,000 in new revenue over three years through statutory changes, direct marketing campaigns, and updated investment strategies.
- Oversaw the creation and implementation of new programs that address high priority objectives such as the changing demographics and values of Vermonters focused on fish, wildlife, and their habitats. This consisted of leading multi-disciplinary teams, organizing meetings, and planning sessions, developing budgets and operational plans, creating communication plans, and generating annual reports.
- Managed legislative planning for capital construction projects, department fees, and licensing operations. Included coordinating programs across the department, developing plans, testifying in legislative committees, and reviewing and tracking legislative bills.
- Supervised the day-to-day operations of the administration division, which included six staff and functions such as financial management, federal grants, budgeting, human resources, procurement, fleet and space management, and social science research.

FINANCIAL MANAGER • VERMONT FISH & WILDLIFE DEPARTMENT • 2013-2017

- Administered the day-to-day operations of the business office, which included developing a \$24,000,000 budget, processing fiscal documents, conducting the fiscal year-end close and supervising five employees.
- Managed the Department's revenue and investment planning over a dozen separate funds and thirty unique funding sources. Each fund required a separate plan based on statutory requirements and the funding mechanism such as legislative appropriation, donations, licensing fees, etc.
- Oversaw the procurement of products and services valued at \$4,000,000 annually, audits of federal grant programs and internal controls, and the management of department assets.
- Conducted monthly review and analysis of financial records including fund and

appropriation balances, division expenditures, revenues, and external accounts. Generated related monthly reports and present information to the department's management team.

FISH & WILDLIFE GRANTS ADMINISTRATOR • VERMONT FISH & WILDLIFE DEPARTMENT • 2012-2013

- Managed the administration of more than twenty grants through multiple funding sources totaling more than \$7,500,000 annually including monitoring compliance with state and Federal regulations, processing grant applications and reports, and providing technical assistance to staff.
- Conducted site visits of grant projects to ensure compliance with Federal audit requirements.
- Administered the fiscal management of Federal grant funds including budget forecasting, monthly audits and reconciliation of expenditures and reimbursements, analyzing program costs and financial reports, and overseeing audit inquiries.

NATURAL RESOURCE SPECIALIST • BUREAU OF LAND MANAGEMENT • 2010-2012

- Managed the desert tortoise and restoration ecology program including supervision of fourteen Student Conservation Association interns, restoring eight acres of denuded habitat per year, conducting research, identifying projects, and facilitating trainings.
- Developed an off-highway vehicle operator's educational program that focused on conservation ethics and responsible riding. This included organizing three annual outreach events, developing brochures, and designing interpretive panels.
- Administered \$2,000,000 of California State Park grant funds including budget development, overseeing the implementation of the grants, accounting procedures, and the review of financial records.
- Maintained the restoration ecology and off-highway vehicle GIS databases, collected GIS features and traffic data, executed queries, analyzed data, and generated reports.

BIOLOGICAL SCIENCE TECHNICIAN (SEASONAL POSITION) • U.S. FISH & WILDLIFE SERVICE • 2010

- Improved 150 acres of waterfowl habitat through repairing water control structures, operating pumps and altering vegetative cover to increase waterfowl populations.
- Implemented invasive species management program to 250 acres through chemical and mechanical methods, reducing quantity of invasive species on refuge wetlands by 70%.
- Collected data on vegetative cover and invasive plant populations for GIS database.

ENVIRONMENTAL VOLUNTEER • U.S. PEACE CORPS • 2007-2009

- Coordinated restoration projects with community partners including government officials, volunteers, and local business owners resulting in the restoration of twenty acres of riparian and wildlife habitat.
- Created curriculums, developed budgets, arranged logistics, and educated over 300 youth and adults at twenty environmental seminars and camps.
- Drafted protected area management plans, organized community meetings, and trained 45 volunteers in the operation of protected areas and endangered species management, resulting in a fruit bat eco-tourism project and sea turtle recovery program.
- Conducted biological assessments for coral reef health, fish abundance and diversity, seabirds, and GPS data collection with members of Conservation International-Philippines.

HAZARDOUS WASTE OPERATOR • CHITTENDEN SOLID WASTE DISTRICT • 2005-2007

- Maintained more than 400 client accounts in PARADOX database to monitor compliance with regulations and formulate reports.

- Assisted 6,000 customers and organized the shipment of 500,000 pounds of hazardous waste per year by scheduling pick up dates, categorizing waste, and completing shipping documents.

TRAININGS AND AWARDS

National Conservation Leadership Institute Fellow • 2020

Fundamentals of Fundraising • ASSOCIATION OF FUNDRAISING PROFESSIONALS • 2018

Systematic Development of Informed Consent • INSTITUTE FOR PARTICIPATORY SYSTEMATIC DEVELOPMENT AND PLANNING • 2016

Governor's Public Service Recognition Individual Award • STATE OF VERMONT • 2015

Advanced Grants Management • U.S. FISH AND WILDLIFE SERVICE • 2012

Natural Resource Management, Filipino Language Training • U.S. PEACE CORPS • 2007