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Brenda Garton

First, I again thank Randy Wheeler for his service to VLGMA as last year's President. As he said in his final remarks, Randy spent the equivalent of 30 days of time on VLGMA matters. That is no small thing, and represents a serious amount of dedication to the organization. Thanks are also in order for out-going members of the Board of Directors: Dewey Cashwell, William Johnson, Linda Lumpkin, Clarence Monday, Mindy Moran, Ken Vittum, and (last but not least) Steve Owen as Immediate Past President. Welcome to Jodi Miller as incoming Secretary and incoming Executive Board Members Cindy Mester, Tim

Fitzgerald, Anne Lewis, Craig Meadows, Mercury Payton, Brian Thrower, Anthony Romanello, and Jim Bourey. What a wonderful group!

I would like to take a moment to recognize our new VLGMA members: Vivian A. Calkins-McGettigan, York Deputy County Administrator; Kirstyn L. Barr, Occoquan Town Manager and India J. Adams, Albemarle Fellow.

For those of you who were not able to attend the VLGMA Conference in Virginia Beach, from June 18-20, it was a great conference! Our Third Vice-President (now Second Vice-President) and PDC Chair, Maurice Jones, the two co-chairs of the summer conference, Sheryl Bailey and Tara McGee, and the rest of the Professional Development Committee did an excellent job. Highlights included:

- Opening evening Hawaiian Luau Reception and Buffet Dinner, followed by kite flying.

- President Randy Wheeler awarding his Hero Award to Judy Wiggins, his Assistant City Manager in Poquoson.
- Presentation of the Assistant Award to Cindy Mester
- Melanie's wonderful video, "Healing the Heart of Democracy".
- An entertaining session on Awakening Community: New Tools in a New Age, where Professor John Boyer (aka the Plaid Avenger) from Virginia Tech described to us how he uses technology to engage students in his classes.
- Chris Hively, Sarah Snead, and Martha Walker providing examples, insight, and theory about controversy and conflict resolution.
- Rapid fire format delivery by Eva Poole, Jodi Miller, Gary Christie, Peter Huber, and Shawn Utt on a collaborative or innovative service delivery in their communities.
- Presentation by Mac McReynolds and Vivian McGettigan on their newly implemented program Managing Performance for a Lean Government.
- David Laurrell's How I Manage Mindfully, giving us all pause to think about how we can live more in the moment and fend off stress.
- Presentation of examples and theory on how to hang on to the tacit knowledge retiring employees often take with them when they retire from Robert E. Downing and William J. McHenry from Newport News Shipbuilding-Huntington Ingalls Industries.
- An ethics session, with panelists James M. Bourey, Chris Lawrence, and Melissa Peacor, giving us the chance to consider what we might have done in their shoes in various sticky ethical situations.

The conference was packed with opportunities to learn and grow, and that's not even mentioning good food, kites, libations, great friends, good conversation, and sand and surf during off times! I think everyone who attended can agree that the PDC did an outstanding job.

Many of you heard my talk at the end of the conference last month in Virginia Beach. (That is, you heard it if you could understand me through the tears and my getting all choked up!) I set three goals for myself for the upcoming year as President of VLGMA:

1. First, I am asking all of you to follow up on Bonnie's "Do one thing" campaign. I am personally appealing to you to DO ONE THING this year which mentors or brings someone to the Local Government Management table or which enhances their (or your) professional capabilities:
 - Bring one person on your staff or from a neighboring locality to a VLGMA Conference who has never been.
 - Invite one person on your staff who has management potential and interest to join VLGMA and/or ICMA.
 - Take one staff person with you to the ICMA Conference.
 - Encourage one person to sign up for Bob's certificate program, or sign up yourself.
 - Apply for ICMA credentialing, or encourage someone to do so.
 - Reach out to one Member in Transition. They will appreciate that you did.
 - Call a manager in your PDC group who doesn't attend your regional

- managers' get-togethers and invite them to come.
- And, after you've done that one thing, do one more thing

2. I want to find a way to reach out to communities who do not have a professional manager. In visiting a PDC for Randy last year, I was reminded that some very small towns in the state do not have a professional manager, and their Mayors actually attended the PDC gathering. They are hungry for help and information. How can we reach out to those localities? Suggestions welcome.

3. I aim to increase the VLGMA membership next year by 10%.

Clearly, I will need the help of the membership in all of these areas, and I'm hoping you will all be willing to help me.

Don't forget to register for the ICMA Conference in Charlotte, being held in September, and celebrating the 100th anniversary of ICMA. If you've never been to an ICMA Conference, I promise you won't regret taking the time to attend. It's close enough to drive this year, so it's more manageable for members with budget constraints.

As I also said in my talk at the conference, I am so appreciative of all of the advice and help, all of the questions answered, all of the mentoring I received when I started as a County Administrator in Orange County. This profession is so generous and it was amazing to me (and amazes me still) that I could pick up the phone, call a manager in a neighboring jurisdiction, and say, "I'm having to deal with this. What can you tell me about it?" Or, "Have you ever been confronted with (fill in the blank)?" And, without fail, that manager would drop whatever he was doing, give me advice, relay his experience in a similar situation, and in general, generously help me out. How awesome is that! I can only hope that I can return the favor for others in the profession.

I also meant what I said to new members of VLGMA and especially to new managers. It can be intimidating to be the newcomer in a tight group, especially for those of us who are introverts. Some of us may not do as good a job as we should of welcoming you in - remember, some of us are introverts too! We promise to do better. We are not all-knowing, but we do have a variety of experiences, we do care about you and want you to be successful, we will help you, and most importantly, we will listen! So, pigeon-hole us and just ask or just start talking.

Again, I am honored and humbled to serve as your President. Thank you for trusting me with that opportunity. And, if any of you have any suggestions for me, or if you'd like me to come to your community or region for any purpose, just contact me at 804-693-4042 or at bgarton@gloucesterva.info .

By the way, I highly doubt that my monthly remarks will be as funny as Steve's or as inspiring as Randy's. But, I promise I won't sing.

-Brenda

[Contact Brenda Garton](#)

Tedd's Take

VLGMA Conferences -
Better and Better

A DAO in the Life

I think it's been about 3
years since VLGMA started
this e-news format and I



Tedd Povar

If you missed the last few VLGMA conferences, you passed up something extraordinary.

Just when you thought the programming couldn't get much better, it does! It is a credit to our association, the professional

development committee, and the volunteer conference chairs.

One of the smartest decisions VLGMA made was to condense the summer conference along the lines of the winter conference format - boiling the content down to a day and a half to save money (one less overnight), and afford people the chance to head home on Friday without having to miss certain presentations or social events. This compaction has created a format that is conducive to an engaging flow of substantial content that sustains the audience's attention and attendance.

The quality bar has been raised, and raised again. It takes a load of persistence and effort over weeks and months to develop top notch sessions while working with what can only be described as a limited budget. As each successive conference succeeds, one always wonders how it can be accomplished again - and it happens!

I STRONGLY encourage VLGMA members and others to make every effort to attend the conferences. The programs are excellent, the networking invaluable, and the overall benefit is indisputable.

[Contact Tedd Povar](#)

Certificate News

While most schools all but shut down over the summer, the Certificate program



created the "DAO in the Life" column. I recall trying to emulate John Lennon's Day in the Life famous song in creating the column name. I also invoked a DAO connection to the song as sometimes it feels like we are responsible for odd tasks

("four thousand holes in Blackburn, Lancashire - and though the holes were rather small - they had to count them all"). Now 3 years later, I can also reflect another recurring task upon a DAO as I write for this column for this month. Sometimes the DAO may have had a role in a project from a few years ago, then relinquish oversight to others, with their past experiences called upon when needed. Sometimes these requests are enjoyable, as in writing a DAO column, other times they may bring back bad memories. Either way, the professional attribute of the DAO will follow-through in meeting the needs of their locality and customers. This also has me share another John Lennon song quote - "Life is what happens to you when you're busy making other plans." I'll save some underlying connection to DAOs for the next time I'm called out of retirement to write this column.

[Contact Joe Casey](#)

Innovation Edge



Do you want to motivate your employees and create an innovative culture?

"If you want to innovate, it starts with your people," as quoted from Greg Stokpa, Midwest Regional Director for the Alliance in his article [Motivate to Innovate: Why Employee Engagement is Vital to Building an Innovative Culture](#). The movie Office Space relates just how not to motivate people. What a sad



Joe Casey

proves again that it is not normal by any stretch of the imagination. The summer has been busier than ever for the Certificate program. The program's first professional development conference at the beginning of June was an overwhelming success, bringing together students, alumni, CAOs, elected leaders, and scholars from across the state in order to discuss and plan for the future of local government. If the mood of the conference was any indication, Virginia's local governments will be in good hands in the coming years.

One small reason for such optimism is the continued hiring and promoting of Certificate program graduates. Alumnus and former graduate assistant Jason Beasley recently accepted the position of Management and Budget Analyst for Virginia Beach. Beasley credits the Certificate program for preparing him for this exciting new opportunity. Also, Anthony Akers, another alumnus, is now the Acting Assistant County Administrator in Pulaski County. We celebrate with these and other alumni as they move forward in their careers.

As has been seen, the Certificate program is an almost constant generator of good news for the local government profession. If you want to be a part of the program, the deadline for fall classes is August 1. Also, Bob Stripling will be making his rounds of the state to help recruit the new class. If you want more information or want him to come visit (and, honestly, who wouldn't?), Bob can be reached at chars08@vt.edu or 540-448-1102.

Find the Certificate online:



Williamsburg City Manager Receives ICMA Award for Career Excellence Jackson C.

commentary of our times, but read how Downers Grove, IL turns that around and seeks to engage their staff.

Questions? Comments? Please reach out to me saburnett@transformgov.org, or 800-777-2509 with any questions.

Visit the [Alliance for Innovation](#) for more information.

Mel's Poetry Corner



Mel Gillies

Your Story

Your story paints a lovely tale and with a colorful twist for it will never, ever fail to reveal its creative artist.

Think back to those early days when you were young and earnest and never ceased to be amazed by all the world's abundance.

Those different roads you traveled down some so easily traversed while others, perhaps you found all expectations got reversed.

Take the time to integrate your journey's highs and lows - a rare opportunity to relate the meaning of that flow.

This excursion in earthly form absorbing what others bring, evolving as you quietly transform - Did you learn anything?

A higher purpose gently rising, a luminous, reflective star in a constellation shining your life, as closely seen, a far.

[Contact Mel Gillies](#)

Save the Date

Save the date for the VRA Infrastructure



Tuttle II, City Manager of Williamsburg, Virginia, has been selected by the



Jack Tuttle

International City/County

Management Association (ICMA) to receive the 2014 Award for Career Excellence in Memory of Mark E. Keane. ICMA will recognize Tuttle in September 2014, during its 100th annual conference in Charlotte, North Carolina. The award recognizes an "outstanding chief local government administrator who has fostered representative democracy by enhancing the effectiveness of local elected officials and by consistently initiating creative and successful programs." To be considered, the nominee must have a minimum of 10 years of executive/senior level service to the profession and endorsement of a past or present elected official. An independent awards evaluation panel of 17 U.S. and international ICMA members selects each year's award recipients.

Tuttle's nomination included the creation of the city's Goals, Initiatives, and Outcomes (GIOs) strategic planning process, development of the city's performance management system and public dashboards, embracing and encouraging the use of technology for better service delivery, his efforts in town/gown relations, his passion for effective and efficient transportation systems, and his service as an instructor in the Virginia Tech Graduate Certificate in Local Government Management program.

As noted by Williamsburg Mayor Clyde Haulman in his nomination of Tuttle: "So many of Williamsburg's successes over the past twenty-three years stem from Jack's tremendous ability to envision a better future and then bring the needed

Financing Conference December 10-12, 2014 in Roanoke.

[Contact Jean Bass](#)

[Calendar](#)

Upcoming Events

PDC Meeting - August 29 at the Stonewall Jackson Hotel

VLGMA Executive Committee - Oct. 6 in Roanoke as part of VML Conference

[More Dates](#)

[Future Newsletter Articles](#)

A goal of this e-newsletter is to keep you informed on activities relative to our profession. As



with any membership-based organization, contributions by members are welcome and encouraged. Topics can range from a recent achievement in your locality to an upcoming event with networking potential to human interest stories about current or retired members. To contribute simply send your brief e-newsletter content (~5 sentences or less) via email to [Molly Harlow](#).

expertise to the table to implement that vision efficiently and strategically.

Earlier this spring, Tuttle also received the College of William and Mary's 2014 Prentis Award, one of its highest honors for individuals whose civic involvement benefits the community and the College.

A Baltimore native, Tuttle received his B.A. in History from the University of North Carolina, Chapel Hill. After four years of active duty in the U. S. Navy, he found his calling in city management, as Assistant City Manager of Pensacola and then City Manager for Gulf Breeze, Florida. He received his M.P.A. from the University Of West Florida, and retired from the Naval Reserve at the rank of Captain. Tuttle is a 30 plus year member of the International City/County Management Association, an ICMA credentialed manager and a board member of the Alliance for Innovation, which promotes the transformation of local government across the nation.

ICMA advances professional local government worldwide. The organization's mission is to create excellence in local governance by developing and fostering professional management to build better communities. ICMA identifies leading practices to address the needs of local governments and professionals serving communities globally. They provide member support, publications, data and information, peer and results-oriented assistance, and training and professional development to thousands of city, town, and county leaders and other individuals and organizations throughout the world. The management decisions made by ICMA's members affect millions of people living in thousands of communities, ranging in size from small villages and towns to large metropolitan areas.

[Contact Jack Tuttle](#)

Quick Links

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[Alliance for Innovation](#)

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