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Cup of Joe to Go



Joe Casey

Cup of Joe to Go

Perhaps a daunting task in becoming the President of VLGMA is to pen this column monthly. As the e-newsletter has progressed, so too has the role the President plays in writing this column. In recent years we've seen Randy Wheeler's "Ramblings," Brenda Garton's "Bytes," Becky Dickson's "Beachside," Greg Kelly's "Greetings," and most recently Maurice Jones' "Musings." These monthly columns reflected the persona of committed public servants, their trials and tribulations faced (which we all commiserate) and most importantly their character. I am also fortunate to call them all friends.

For the benefit of all, I wanted to echo the sentiments of my VLGMA Summer Conference remarks recognizing Maurice, others and plans over the next year. I hope the following represents what I had stated, and perhaps with the benefit of time and notes, better reflects what I intended to say.

"Maurice not only made me a better VLGMA Board member, but a better public servant and most importantly a better person. Faulkner once stated "Don't be better than your contemporaries or predecessors - try to be better than yourself (I then gave Maurice a simple wood plank that had inspiring words for life; which he told me is being proudly displayed for friends and family).

During the last VLGMA Board meeting, Maurice shared with us his thoughts of the past year in a way in which you share with family. His VLGMA Board family also contributed as individuals over \$500 to the VLGMA Scholarship Fund in his name.

I would be remiss if I didn't thank Rhu Harris and his Hanover Team for mentoring a naïve 25-year-old for 23 years to realize the value of public service, then John Vithoulkas and the Henrico Team, and finally the Chesterfield team. I'm blessed with so many great employees I've met over the years and their ability to simply get things done.

For the next year, we hopefully all will continue to develop personally and professionally, making our communities better along the way. We need to overcome the challenges that our citizens don't know what local government is, as they were never taught this subject in school compared to Federal and State lessons. We need to remind our citizens that we are local, and it doesn't matter who is in Washington DC or Richmond VA when it comes to what we do locally (e.g., 911 call, water-sewer service, teaching a child, visiting a park-library, etc.). We also need to be prepared for the Age Wave, not just in the services that they may need or seek, but also in their ability to have better skills in social media.

Less than a generation ago, a disgruntled or advocating citizen often communicated in singular 1-1 manners (e.g., phone call, letter, citizen time at elected official meeting). Now they communicate in parallel fashions all with their own followers, groups, sharing abilities and countless ccd email recipients. Together with a local newspaper medium that is struggling every day and declining in their ability to devote time and attention to developing and vetting a news story, we have a growing challenge ahead.

Perhaps a manner to overcome these challenges and educate our citizens about local government is through more and varied manners of engagement and leveraging their time for volunteerism efforts."

Thanks for letting me share and be somewhat redundant, but we can never thank our fellow members enough. Also, I hope this "Cup of Joe to Go" is the size for those on the run.

Please join me in welcoming our newest VLGMA members:

John M. "March" Altman, Jr., Hopewell City Manager; B.T. Fitzpatrick III, Boones Mill Town Manager; Kelly Belanger Harris, Fluvanna Executive Assistant to County Administrator/Clerk to the Board; Trevor Henry, Albemarle Assistant County Executive;

Vadah "Hooper" McCann, Purcellville Director of Administration; David A. Mekarski, AICP, Purcellville Town Manager and Rhonda L. Russell, Ed.D., RRM Consultants

[Contact Joe Casey.](#)

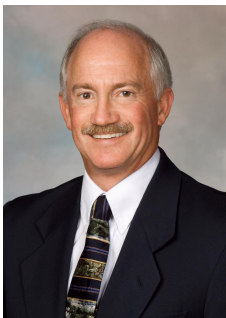
Position Changes and Other Events

June 2018

- Anne Lewis, executive search consultant for Springsted, Inc., and former deputy city manager for Harrisonburg, has been appointed assistant county administrator for Loudoun County effective June 21.
- Brian Thrower, city manager for Emporia for the past 10 years, has been appointed town manager for Smithfield effective early July.
- Tyrone Franklin, Surry County administrator since 2005, has resigned from that position effective October 1.
- Greg Kelly, former Abingdon town manager, has accepted the position of business development manager for McGill Associates.
- Graham Michael "Mickey" Newman, former Bluefield and Abingdon town manager and Norton city manager, passed away at the age of 75.
- Jim Halasz, Halifax County administrator for the past 6 years, resigned.
- Reed Fowler, public works director for the city of Newport News, has been appointed deputy administrator for Gloucester County effective July 23.



Tedd's Take



Tedd Povar

Punching the Clock

No, I'm not referring to how you feel when the alarm goes off on Monday morning. What I'm talking about is the conflict many in the Boomer generation feel when trying to adjust to today's new ways of performing one's job.

We Boomers grew up believing that job performance was judged, in large part, by our showing up on time (or early) and leaving late. Multiple absences from the workplace resulted in a black mark on one's record, even if justified. Both white- and blue-collar workers needed to be present and available, at their desks or stations, and in ready view should the supervisor come by. Whether we punched in and out on a time clock, with its sturdy "thunk" imprinting the time and date, or were trusted to follow an established schedule without punching in, being physically present and accounted for during each workday-"on the clock"-was a deeply imbedded fundamental that no one whimsically violated.

Many of us now are wrestling with the guilt, and even discomfort, that comes with working from home. While we are productive, and probably spend as much or more time on the computer doing work-related tasks, we feel awkward about not being in the office. We are supposed to be "at work," not at home doing work. Over time, that feeling of guilt does diminish, but does it ever fully disappear?

Many Millennials and Gen Xers will never know what a time clock looks or sounds like. In today's workplace, if attendance is kept, along with arrival and departure times, it's done by imbedded chips in one's ID card. No sound... just a silent scan. Many will only occasionally make a "guest appearance" at their offices as remote work becomes the norm rather than the exception.

I find all this a bit sad. There's something to be said for working in the presence of others, becoming a "work friend" and having that feeling of community. Luckily, in local government, most everyone still needs to be present and accounted for to properly serve the public. That's a good thing.

And those time clocks? You can get one on ebay for around \$50.

[Contact Tedd Povar](#)

ICMA Update

ICMA Williamsburg Leadership Institute



Each fall, local government executives gather in the Revolutionary City to become a citizen of Colonial Williamsburg and engage for three days in a highly interactive leadership study that contrasts the core values of the founding fathers (who maintained continuity of purpose during times of civil unrest and social upheaval) with today's turbulent times. The program is limited to 30, with special consideration given to ICMA Credentialed Managers and Candidates. Leadership lessons begin as you talk with fellow citizens such as James Madison and George Washington, and continue with first-hand experiences as you meet and talk with the people of Williamsburg: Loyalist and Secessionist; the elite and the common folk.

The discussions of the day, will begin to sound quite familiar to you as you realize that Local Government Managers grapple with these values on a day to day basis.

To learn more visit our website at: <https://icma.org/williamsburg-leadership-institute>

Summer Conference Wrap-Up

Thanks to all who attended the summer conference and to the many who helped make it happen! We gathered around the theme of, "The Doctor is In: Facilitating Healing and Growth in the Midst of Conflict and Controversy." The sessions and workshops provided learning and encouragement as we continue to work to make a positive difference in our organizations and communities. Networking and informal sharing refreshed and fed our spirits as we met new entrants into our profession and we were inspired - again - by the veteran servants among us.

Our attendance was over 210 members, family and friends with 22 members attending the conference for the first time! If you have never attended a winter or summer conference or if it has been awhile since your last conference, plan to attend the 2019 Winter Conference February 20-22 at the Stonewall Jackson Hotel in Staunton. You will be glad you did!



2017 Outstanding Assistant Award Winner Richard Caywood presenting 2018 Outstanding Assistant Award to Jeff Stoke

ICMA Conference - Call for Volunteers



ICMA 2018 Conference in Baltimore Maryland City/County Management Association Seeking Volunteers

The Maryland City/County Management Association (MCCMA) is hosting the 2018 ICMA Annual Conference, which will be held in Baltimore from September 23-26, 2018. Hosting the conference is a massive undertaking, requiring numerous volunteers. As a small state association, MCCMA is asking for assistance from VLGMA members and our nearby professional colleagues.

Some volunteers can receive special benefits, making this local ICMA Conference even more affordable. Please consider helping out MCCMA by volunteering your time in Baltimore. Various days and shifts will be available leading up to the official start of the conference on Sunday, September 23 and during the conference itself.

Volunteers for the conference have the opportunity to contribute to local government professional development activities and access many aspects of the conference. Numerous volunteer opportunities are available to assist in the success of the conference, including staffing the host committee area at the Baltimore Convention Center, wayfinding and information assistance, conference welcoming activities, and assistance at special events.

VLGMA Associate Members who are not ICMA members can receive a variety of special benefits at the conference in return for volunteering: complimentary entrance to non-ticketed conference activities (including keynote presentations), exhibit hall and educational sessions (on the day that you volunteer), an event shirt, and an opportunity to network with top-level city, county, and regional government managers.

VLGMA Full Members, ICMA members, and those who regularly attend the ICMA conference must register and pay for the conference just as if it were not taking place nearby.

If you or a member of your staff is interesting in participating in the ICMA Baltimore 2018 Conference, please send an email to Matt Corley (mcorley@cityofbowie.org) and Daniel Mears (dmears@cityofbowie.org) with your contact information.

A DAO in the Life - Bret Schardein

A DAO in the Life

By Bret Schardein, Assistant County Administrator, Powhatan County



Bret Schardein

Earlier this year I was excited to become an assistant again, after working towards that goal for many years. I was briefly a deputy once but an opportunity with another locality presented itself soon thereafter, so I left that role before I ever really got into it. Since my experience in the assistant seat is still limited, I thought I would just share some advice from my journey for anyone interested in taking the next step from "other" to a deputy/assistant.

Make your interest known

Don't assume that just because you want to become a deputy or you work really hard, that your superiors know that you want to take the next step. Express it to your county administrator directly. I was unsure if talking to board members might make me seem ungrateful for the position I was in, but they were encouraging, and planting the seed in the mind of some electeds meant if the county administrator asked them, I already had their support.

Take on other duties

The county administrator has more on their plate than can be done. Volunteer to take on extra projects (especially ones that are outside of your typical duties) to show your diversity, and see if you really like the "other duties as assigned" that will come in increased numbers with a deputy role.

Don't let those other duties detract from your primary role

Taking on extra duties can help show your drive, but since they are likely outside of your core duties, make sure you are still concentrating on the job you were hired for. If you fall behind on something related to your department's core function, that is likely to outweigh the kudos received for helping out with an extra project you took on, that is unrelated to your dept.

Changes in leadership are an opportunity to stand out

Every locality I've worked with has experienced a change in the county administrator early on in my tenure. This is a time to step up and help the new administrator get oriented to the community. A lot of people seem to want to get on their radar the first week they start, but it's a whirlwind for them of new faces, just be a regular presence that is offering to help them and they will over time figure out who the stars of the organization are.

Title isn't everything

Just because your locality doesn't have a deputy/assistant officially as a position, that doesn't mean you can't still function as one for the organization. In one locality the deputy position was eliminated during lean years, but the finance director and I filled the role. The title never came there, but the experience gained was invaluable and I found the diversity in work really rewarding.

Network for the job you want

Don't only attend functions that allow you to network with peers within your specific area of focus (for me it was planning), but also network with county administrators and elected officials. If you are reading this, hopefully you already participate in VLGMA events, but also look at VACo/VML. Volunteer for their committees too. They are an enjoyable way to give back and a chance to actually

do a little work with people you otherwise might only interact with socially at conferences.

[Contact Bret Schardein](#)

Fall DAO Meeting - Save the Date

Date: Friday, September 21, 2018

Host: Orange County, VA

Url: <http://orangecountyva.gov/index.aspx>

Location: Lewis Hall Classroom at James Madison's Montpelier

Url: <https://www.montpelier.org/>



For our DAO fall meeting, we are planning an informative day with a focus on a few of Orange County's current projects. These include a long-term growth management plan, our broadband initiative (leveraging e-rate funding and our procurement of a public safety radio system with the provision of broadband to the unserved and underserved residents of the County), and some recent tourism initiatives. Our day will also include a complimentary tour of James Madison's home, Montpelier. We look forward to hosting you in Orange County! Stay tuned for more information!

[Contact Glenda Bradley](#)

Fiscal 2019 VLGMA Membership Renewal



July 2, 2018

To: VLGMA Members

From: Janet Areson, VLGMA Executive Secretary

Subject: Fiscal Year 2019 VLGMA Membership Renewal

July 1 brings a new fiscal year, and a new membership year for the Virginia Local Government Management Association. We have gone paperless this year, which means you may now renew your VLGMA membership online, without a paper invoice. To renew your membership, please use the following link <https://www.vml.org/vlgma-dues-payment/>

This link will allow you to pay for your VLGMA dues and for the discounted block dues-rate for the National Association of County Administrators (NACA) if you are, or wish to be, a member of that organization. VLGMA forwards that membership information and dues onto NACA.

You may use a credit card for payment, or print your completed confirmation form and mail it, along with your check payable to VLGMA, to:

VLGMA
Attention: Janet Areson
P.O. Box 12164

Richmond, Virginia 23241

Please share VLGMA membership information with your colleagues who have not yet joined. You may find membership information at <https://icma.org/vlgma/membership>.

New members may fill out their membership information and pay their dues online, using this link: <https://www.vml.org/vlgma-dues-payment/>

If you have questions about the on-line payment system, please email Sandy Harrington (sharrington@vml.org). If you have questions about VLGMA membership, please email or call me at (jareson@vml.org; 804/523-8522)

Thank you for being a member of VLGMA!

Certificate News

Summer is here! As most of us are focusing on our upcoming vacations, the Certificate students are hard at work approaching the midpoint of the session. Of course, even though we are still in the middle of the summer session, now is the perfect time to be thinking about the possibilities for involvement with the Certificate program. If you are interested in the program, the deadline to apply for the fall semester is August 1st.



This summer, we also welcome Chris Lawrence to the program as a professor of the economic and community development course. Chris is currently the Deputy Town Manager of Blacksburg after serving as the Town Manager of Vinton for a number of years. He brings a wealth of knowledge to course, especially to this vital topic. As we all have struggled with the aftermath of the recession, economic development has been key to helping our communities recover and become resilient. By providing this focus to our students, the next generation will be able to guide Virginia's localities to a strong, sustainable future.

If you know of someone in your organization who may be ready for the next steps of leadership, please encourage them to look into the Certificate program. Program Director Stephanie Davis will be attending a number of conferences and programs this summer to help with recruitment. As always, if you have any questions, please feel free to contact her at sddavis@vt.edu or 804-980-5549.

Civic Engagement - Virginia Rules Camp Grant Enhances Orange County Youth Academy

Virginia Rules Camp Grant Enhances Orange County Youth Academy

The Civic Engagement Committee's updated survey results reflect the popularity of civic engagement programs and activities that target students and youth. In Orange County, a successful way of engaging youth has been the Sheriff's annual Orange County Youth Academy. The program provides an opportunity for teenagers in Orange County to learn about Virginia law, participate in team building

activities, and interact informally with local law enforcement personnel in a fun and healthy environment. This age group is targeted because the decisions they make can be so critical to their future.



Each year, the Sheriff's Office selects twenty (20) high-school students as Youth Academy participants based on a letter of intent, school standing and recommendations by the County's School Resource Officers. Orange County's Youth Academy for 2018 will include sessions on gangs, bullying, drugs and alcohol, teen violence, CPR training and firearm safety. The camp will also

include Criminal Law Basics and an overview of the Sheriff's operations. The participants will take part in a tour of the Central Virginia Regional Jail, participate in several team building activities and enjoy recreational activities such as fishing, hiking, and rock climbing.

Although the Orange County Youth Academy first began in 2010 as an extension of the Sheriff's Citizen Academy for adults; in 2016, funding was received from the Virginia Rules Camp Grant Program for the first time which provided additional resources and instructional materials. Prior to that time, the program relied exclusively on fundraisers and donations. The Virginia Rules Camp Grant Program is available from the Virginia Office of the Attorney General to any Virginia sheriff's or police department with maximum awards of \$4,000 for up to forty (40) participants and \$5,000 for more than forty (40) participants. By incorporating the Virginia Rules Camp Grant Program with the Youth Academy, the Sheriff's Office has been able to provide a more robust agenda and been able to acquire specialty equipment (ex. impaired and distracted driving goggles), funding for park admission and other recreational



activities. The Virginia Rules website offers twenty-six (26) separate educational modules designed specifically for teens on various legal topics and how they apply to teens in their daily lives. The 2018 Youth Academy will be the third year in which several modules from the Virginia Rules curriculum have been included and grant funding has been awarded. For more information on the Virginia Rules Camp Program, please see <https://virginiarules.org/camp/>.

In addition to fundraising, donations and the above-mentioned grant proceeds, the County receives support for the program from several community partners including Walmart, Dominos, Sedwick Building Supply, Piedmont Power Equipment, the staff of the Central Virginia Regional Jail and the County's own EMS staff. There is ample evidence to suggest that the program is

having a positive impact in the local community. One previous participant successfully performed CPR on a family member when the only training he had ever received was through the Youth Academy. At least one program participant is now employed as a deputy in a neighboring locality after having developed an interest in the career through his involvement in the summer camp. The program's continued success and widespread community support reflect a desire by community members to participate in their local government and to engage each other by forming healthy partnerships that enrich the quality of life in Orange County.

[Contact Glenda Bradley.](#)



Innovation Edge

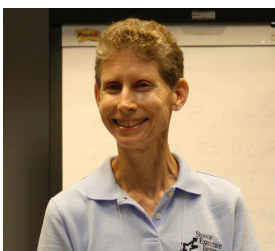
The Alliance for Innovation announces their new CEO!!



The Alliance for Innovation announced on June 21st that its Board of Directors has appointed Joel Carnes as President and Chief Executive Officer (CEO) of the U.S. and Canadian membership-based non-profit effective July 9, 2018. "My deepest motivation in serving as the next Alliance President is to support local governments in their efforts to build high-trust, high-performance cultures of innovation that can transform their communities," said Carnes. In preparation for the transition in leadership, the Alliance for Innovation Board adopted a new [strategic framework](#) and [business plan \(Alliance 3.0\)](#), which focuses on advancing sustainable cultures of innovation, expanding organization-wide learning opportunities, strengthening the depth and diversity of innovation practices in local government and creating a connected community of innovators. Read more [here](#).

About the Alliance for Innovation: The Alliance for Innovation is inspiring innovation to advance communities. As the premier resource for emerging practices in local government, we are building cultures of innovation and connecting thought leaders in the profession with the help of our partners International City/County Management Association and Arizona State University. We are accessible and valuable to all levels of an organization. You can learn more about the Alliance at www.transformgov.org or contact me at saburnett@transformgov.org.

Mel's Poetry Corner



Mel Gillies

enLightening Bugs Rhapsody

How uplifting these terrestrial stars of the night,
expressing love in dancing fire works of light.
Unique patterns of flashes communicate
in a language only a lover can translate.

These beetles demonstrate so physically,

the exultation of singing holistically.

I hope my passion is expressed
with all their light hearted finesse.

We are all points of radiant light,
united, how magnificently bright.
An incandescent network we form,
when we let our spirit perform.

Some summer evening, be entertained
by the romance of a fiery game.
Flying flash lights weave and knit
moments of sheer unadulterated bliss.

Oh, these twinkling stars of the night,
what a gift you have to inspire and delight.

[Contact Mel Gillies](#)

Calendar

Upcoming Events

Fall DAO Meeting - September 21, 2018 at Montpelier in the County of Orange.

2019 VLGMA Winter Conference - Feb. 20-22 in Staunton at the Stonewall Jackson Hotel

[More Dates](#)

Update Email Address



Making a change? To continue to receive the monthly eNews and other VLGMA notices, please email [Molly Harlow](#) to update your contact information.

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](#).

Future Newsletter Articles

[VLGMA Website](#)
[ICMA Website](#)
[Alliance for Innovation](#)

[Virginia Municipal League](#)
[VA Association of Counties](#)
[Weldon Cooper Center for Public Service](#)
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