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Maurice Jones

Maurice's Musings

The frightening and disturbing images of high school students marching single file with their hands outstretched on each other's shoulders or weeping parents consoling each other after another of our country's many school shootings has become an all too familiar sight. While state legislatures debate how best to address this issue, with few answers, and the federal government plays politics, more and more people are turning to their local governments and school boards to find solutions. Are we ready to take on this critical problem?

In the aftermath of the August 12th Unite the Right meeting here in Charlottesville we became acutely aware of the fragility of our city. We have taken many steps to begin addressing our weaknesses in this new world we find ourselves in - creating a new emergency response team, conducting a threat assessment of our Downtown Pedestrian Mall, updating our emergency response plans and participating in large event training. Many school districts and police departments are taking similar steps to address gun violence in our schools as they review their safety plans, discuss their weaknesses and deliberate over whether to add more School Resource Officers to their schools, including their elementary schools.

Last year, in response to a series of tragic events, our schools began requiring visitors to produce an ID that confirms their identity and install entrance systems at all of our elementary schools. New camera systems have been installed and there was some deliberation about posting officers in every school in the system. Sadly, it's not the first time we've had this conversation. There was plenty of debate after the Sandy Hook Elementary School shooting in 2012. Then, like now, our system decided not to place officers in the schools. But we are researching other ways to fortify our schools against these massacres.

Besides instituting protective measures what else can we do to bring some peace to worried parents? First, listen to their concerns. Folks are understandably scared. Holding forums for folks to express themselves can help with the emotional pain we suffer when we fear for our kids. It can also give us an opportunity to inform parents and the public about what steps have already taken place to provide a safe environment for our students. We're holding one such forum next week in attempt to assuage their anxieties and hear their thoughts on how best to move forward as a community.

Secondly, if you haven't done this in a while, review your emergency response plans and conduct a thorough threat assessment. There is no such thing as too much preparedness for these types of mass casualty experiences. Do everything you can to prevent the event. But if it happens, step two, is to be ready to respond. Our fire/rescue personnel and our hospitals should be working in concert to prepare to triage the event. As we learned last year, seconds matter. And our residents are counting on us.

Ending on a positive note, thanks again to everyone who made the Winter Conference a great success! We are looking forward with great anticipation to the Summer Conference in June. See you at the beach!

[Contact Maurice Jones](#)

Position Changes and Other Events

February 2018

- Beverly Thomas "B.T." Fitzpatrick III, formerly a GIS Client Advocate at Anderson and Associates, Inc., and a city planner/GIS analyst for Roanoke, has been appointed town manager for Boones Mill.
- Jay Stegmaier, who retired as Chesterfield County administrator in 2016 after a 37 year career with the County, has joined the Berkley Group as an executive manager.
- Peter Stephenson, town manager for Smithfield, announced his retirement, effective June 30.
- Quinn Robertson, a local resident and member of the Planning Commission, has been appointed town manager for Colonial Beach.
- R. B. Clark, Charlotte County administrator for the past 37 years, announced his retirement effective June 30.
- Brent Manuel, town manager for Cape Charles since 2015, announced that he is stepping down from that post on April 6. Assistant town manager Bob Panek will be the interim town manager.



- Shannon Scott, Wise County administrator, was terminated. David Cox, finance director, was appointed interim administrator.
- Steve Burke, public works director for the city of Manassas and former town manager for Front Royal, has been appointed Luray town manager.
- Randy Wingfield, Christiansburg assistant town manager, and interim manager since April 2017, has been appointed town manager there effective March 12.

Tedd's Take



Tedd Povar

The 2017 EBIS Awards

It is my pleasure to recognize a few localities and individuals who, along with many others, have contributed to the ongoing success of the Institute's 21-year-old Email Broadcast Information System (EBIS). While it is impossible to recognize all the localities and staff who assist their fellow localities by responding to our members' inquiries, we say THANK YOU to some of the best each year via these awards.

Here are the Special Merit awards that were announced at the winter VLGMA conference in Charlottesville, along with the new Top Ten award winners.

SPECIAL MERIT-Localities

Fluvanna County
City of Fairfax
Town of Leesburg

SPECIAL MERIT-Individuals

Stephen King - Rockingham County administrator
Wayne Sutherland - Wytheville town manager
Jeff Stoke - Prince George County deputy administrator

TOP TEN:

City of Buena Vista
City of Lynchburg
Town of Vienna
Town of Pulaski
Town of Ashland
Town of Orange
Town of Middleburg
Town of Lebanon
Fauquier County
Mecklenburg County

Congratulations to each of you. We look forward to continuing this valued program for years to come.

[Contact Tedd Povar](#)



ARLINGTON VIRGINIA

Registration is OPEN for the Spring DAO Meeting

Date: Friday, April 13, 2018

Host: Arlington County

Url: <https://www.arlingtonva.us/>

[Online Registration](#)

[More Info](#)

Stay tuned for more information!

2018 Winter Conference Recap

VLGMA Winter Conference Wrap Up



Our goal when planning the 2018 winter conference was to provide a slate of sessions that would be meaningful during these unprecedented times in our country, to include national attention being focused on Virginia. "Brave Leadership During Challenging Times" was the theme of the conference held February 14-16, 2018 in Charlottesville.

Like our work in local government, results are achieved by the efforts of many individuals working as a team. The Winter Conference was no exception! This event would not have been possible without the behind the scenes work of Charlottesville staff from the City Manager's Office and the Charlottesville Albemarle Convention and Visitor's Bureau who provided the fun goodie bags that we hope everyone enjoyed. Huge thanks goes out to all of our session speakers, many of whom are members of VLGMA. A special thank you also goes out to our volunteer moderators from the Executive Committee. And of course, Molly Harlow, Melanie Giles, and Carmie Rodriguez, who are always one step ahead of the conference co-chairs and always make sure everything is taken care of so that attendees get to enjoy this great event.

Felicia Logan from ICMA lead our Wednesday afternoon pre-conference ICMA University Workshop, "Leadership Strategies to Move Communities from Disruption to Renewal." It focused on natural, civic, and political disruption using case studies, conversations with content experts and action planning. A feature of this workshop was fellow VLGMA members sharing stories of how their teams navigated disruptions.

On Wednesday evening, attendees enjoyed a reception at The Paramount Theater, a venue that was named the 2017 Outstanding Historic Theater by the League of Historic American Theatres. Tours of the beautiful venue were appreciated by attendees.

Maurice Jones, Charlottesville City Manager and VLGMA President, welcomed participants to the community to kick off the conference on Thursday morning.

Doug Smith from the Robert H. Smith Center for the Constitution at James Madison's Montpelier delivered the keynote. Mr. Smith talked about the current climate and put it in the context of the constitution. His talk also included addressing how the rise of populism impacts us because local governments are institutions.

In their "Dueling Parades" panel, officials from Lexington, including City Manager Noah Simon shared their strategies for navigating dueling parades in the community on one weekend. Thursday afternoon provided an array of sessions including a session on employee care and support during and after a crisis. This sessions was another contribution from the Charlottesville team (staff and consultant). Pragmatic tips were discussed including how to build resiliency every day and supporting department heads to navigate a crisis. Concurrent afternoon sessions provided attendees with a session featuring a selection of six roundtables or participation in a dynamic coaching session designed for participants at various stages of their career.

The most compelling session of the conference was Maurice Jones' presentation. You could hear a pin drop in the room as an audience of his peers listened intently as Maurice Jones delivered a presentation about the "Summer of Hate." Mr. Jones effectively told the story of the events leading up to and during the summer of 2017. He laid out the facts in a clear and candid way that was meaningful to the audience. After watching the events last summer on the local and national news, it was cathartic to hear directly from Maurice.

As always, Melanie Giles, Cooper Center for Public Service, created and shared a video which brought reflection at the Thursday evening dinner. We were also joined by Randy Reid Southeast Regional Director /Director of Performance Initiatives who gave a brief overview of current ICMA initiatives and programs.

The momentum of the conference remained strong on Friday morning for the final two sessions. Attendees enjoyed the perspective of a seasoned practitioner and academic when Dr. Ron Carlee spoke about a variety of topic impacting local government. His comments included some practical tips such as employing the phrase "yes and" instead of "but." Dr. Carlee described "but" as a verbal backspace key that can kill ideas and creative collaboration.

The conference ended with high-energy and pragmatic fun during Allison Linney's presentation about balance and leadership. Ms. Linney acknowledged the tough work of local government leaders and the stress that we navigate. Her presentation resonated strongly with the audience. It included the following helpful elements:

- Define what balance means to you. Then consider what obstacles exist to achieving that balance.
- "Seek satisfaction" versus "balance." Ask yourself: "What could I do to have more satisfaction in my life?"
- Understand where you get energy and figure out small things you can do to re-charge every day.
- Know and name what you value. Use what is most important to you as a touchstone during stressful times.

- Own your assumptions. Do you limit yourself by the rules you make for yourself?
- Choose. You know what is holding you back. Choose differently.
- When making changes, focus on the day not the future.

We wish to provide a special acknowledgement to Craig Meadows, Chair of the Professional Development Committee (Montgomery County Administrator). Craig was our collaborator and cheerleader during conference planning. Craig remained a constant source of optimism and energy as we planned the conference. It was a reminder of the importance of optimism in leadership!

Please be reminded that all conference presentations are available online at <https://icma.org/articles/article/vlgma-2018-winter-conference-handouts-now-online>

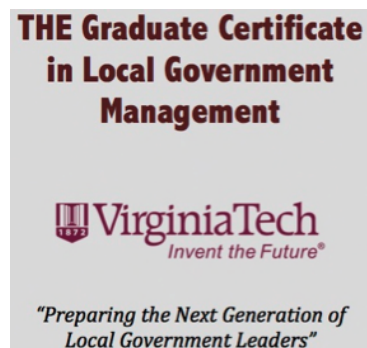
We sincerely hope you agree that all enjoyed the conference and look forward to seeing you all in June in Virginia Beach!

[Contact Laura Fitzpatrick](#)

[Contact Leslie Beauregard](#)

Certificate News

Spring has already sprung across Virginia, giving us all a taste of the even better times to come. As we witness all of the new growth in nature around us, we also see an abundance of growth in our students. Nearly halfway through the spring semester, our students have shown themselves to be talented additions to the Certificate program's ranks.



After a successful collaborative teaching effort at the VLGMA Winter Conference, many people across the state have expressed more interest in the Certificate program. Program Director Stephanie Davis will be hosting the first information session of the season on April 9th from 12:00 to 1:00 at the Henrico County Government Center. She also plans on hosting more throughout the spring and attending other conferences to help spread the word.

If you are interested in the information session or any of the Certificate's courses or programming, Stephanie is always willing to answer questions. For any questions, feel free to contact her at sddavis@vt.edu or 804-980-5549.

DAO in the Life - Todd Kilduff

Hello to everyone from beautiful Goochland County! For those who don't know me, I was hired in Goochland in 2012 as the Director of Public Utilities by Ms. Rebecca Dickson (retired County Administrator and prior President of VLGMA). When I interviewed with her, I knew Goochland was the place I wanted to be. Her energy and tenacity for work was contagious and her work speed was my work speed.



I wore the Director hat for well over 4 years until December 2016 when my role in the County changed. I was promoted to the Deputy County Administrator position to oversee the Planning, Zoning, Building Inspections, Environmental, and Public Utility Departments; many more hats to wear, more responsibilities to maintain, and more staff to lead. I very much enjoy my new role because I feel great at the end of each day. I also am pleased to have a great staff working for me. After a year of working closely with them, I have a whole new appreciation for the complexity each of their roles entails. I was also pleased that our new County Administrator (I say 'new' but it has been 1½ years), Mr. Budesky was able to step in right in where Ms. Dickson left off. Basically, I consider myself lucky to have worked for two great County leaders; each offering a wide range of management styles that I am able to pick and choose from to tailor-make my own style.

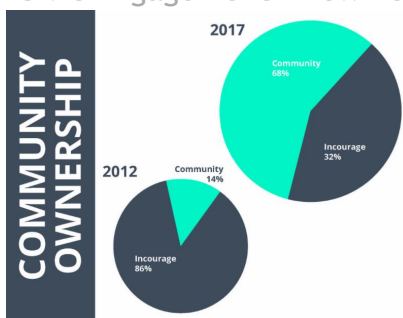
But enough about me because it's not about me. It's about roles we all have with local government, the daily highs and the daily lows, the increasing workloads, staying on top of law changes and technology advancements, and most importantly, how the public feels about the direction the County/City/Town is moving toward.

With regard to the public, there is a saying that states "you can please some of the people some of the time but not all the people all the time." This is very true in local government and adds an interesting dynamic to our daily operations that cannot be looked past. Clarity, openness, and easy access to information are some of the things that provide the public with a level of comfort that their government is functioning as they think it should and that the County is heading in the right direction. We, in Goochland County, pride ourselves on our ability to provide clarity whenever possible; either through Town Hall meetings we schedule every Fall and Spring with each District, live streaming Board meetings, and open work sessions for the public when we update our long list of planning tools, such as our Comprehensive Plan, Utility Master Plan, Public Facilities Plan, Major Thoroughfare plan, and 25 Year CIP.

Needless to say, local government will keep you on your toes and it is very rewarding which makes the effort worth it. I will end with this encouraging quote from Tom Peters, "Leaders don't create followers, they create more leaders."

[Contact Todd Kilduff](#)

Civic Engagement - Town of Windsor



Fostering Community Michael Stallings, Town of Windsor

As managers we wear many different hats as part of our job. This is especially true of smaller localities. We are leaders, mentors, supervisors, managers, directors, administrators, facilitator, and so much more. One of our most important roles with Council, Staff, and the Community is that of facilitator. We

must be the individuals that facilitate community dialogs, both formally and informally. We must facilitate an environment that builds a sense of community.

While pondering things that the Town of Windsor could do to help facilitate the sense of community, the idea of having a series of community picnics came up. We envisioned a handful of small cookout type events that could be held on a cul-de-sac or other community space. We would invite everyone in the neighborhood to come out and enjoy an evening together. The Town would have no special agenda or topic to discuss, no purpose other than to get everyone together and talking.

I started to look for examples from other localities that had done something similar. In my research I ran across a community picnic held in Wisconsin Rapids. The picnic was started in 2012 by a local community foundation to provide a setting for "fostering connections among neighbors, highlighting local assets, and promoting collaboration between local businesses and organizations." This event is one large community picnic for everyone in the Wisconsin Rapids area, whereas our vision is for more local, neighborhood based events, but both have the same goals in mind.

When the Wisconsin Rapids community picnics started back in 2012, 86% of the event was run by the community foundation, but by 2017 that number had dropped to 32%. This is great evidence that if we facilitate this type of event, the community will come out and support, and take ownership of it. If we can create events that the community is willing to take ownership of, it will not only be well worth our initial investment of time and money, but may be the catalysts for bigger and greater outcomes than we could ever imagine.

[Contact Michael Stallings](#)

Innovation Edge

Keep Calm: Engage on.....

The objective of the Topics on the Move (TOM) van is to enrich civic engagement by making participation more accessible to Goodyear, AZ residents. How? They are essentially "bringing the meeting" to residents at times and locations convenient to them, and it's available for every department to use. This will help ensure more voices are heard by removing barriers and opening the door of conversation for people who may otherwise be intimidated by or excluded from traditional avenues of public process. TOM is also fun and innovative! Read more about Goodyear's case study [here](#) that will be presented at TLG in April.



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

A Hero's Journey



Mel Gillies

It's not an excursion to a resort in the Caribbean
for that is only tourism.
A hero explores sites not luxurious
like gratitude and forgiveness.

It's an arduous path of allowing all to be made new
by trekking through assumed beliefs and values.

A hero's journey is not authenticated by instant gratification.
It's all in the fermentation.
Courage is in taking that first step
without expectation and regret.

It is not about where one happens to go.
The hero's journey creates the hero.

[Contact Mel Gillies](#)

Calendar

Upcoming Events

Spring DAO Meeting - April 13, 2018 in Arlington County. More info [here](#).

Summer Conference - June 20-22, 2018 at the Virginia Beach Oceanfront Sheraton Hotel. More info in the Spring.

[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

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

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