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Beachside with Becky



Becky Dickson

If, at first, you do succeed, try to hide your astonishment..... Los Angeles Times

Oh I bet each one of us can relate to this. Those moments when you have to hide your astonishment! They said what? He did what? They printed what?oh, if we could count the many ways but Molly would have to give us more newsletter space!

For now, let's focus on some of those "astounding" moments related to our Boards/Councils. We have all been there. A tough divisive issue at hand, our Board or Council has directed us to "bring the issue back at a later time" (meaning, we don't want to deal with this right now)...you go back, do more thinking, more research, come up with another alternative or two... you brief the Board again and still they are not on same page with each other(never will be)... but you have been directed to bring the matter back... its "time"... time to place it on the agenda. Board members are nervous. They hear the community is coming out in full force to voice positions on both sides.... You have gotten tons of calls on the issue... and the time comes... the matter comes up, staff makes their presentation to the Board and to the community ...but silence.... not one community member is

there, not one Board member moves, discusses or questions. Crickets chirp. Then a quick motion, a second and a unanimous vote to approve the staff recommendation and it's done. You sit still for a second, astonished. It's decided. You hide it well, as we all must, save for the momentary eye contact with a staff member on the front row to say "what just happened? or ok good job! or wow, made it through that one". And the meeting goes on from there.

But truth is, behind every "if at first you succeed" stands a lot of preparation, thought and communication--sometimes years worth, sometimes only weeks.

Nothing that "first succeeds" was done without preparation.

Nevertheless, for all we see and deal with we are sometimes just plain astonished when it finally works. Enjoy it, but don't show it!!

Welcome to our new members - Mark Bellamy, Jr., York General Services Director; Elijah Johnson, Prince William Deputy County Executive; Dean Lynch, VACo Deputy Executive Director; Michael Ritchie, New Market Town Manager; Kevin Bruny, Chesterfield Director & Chief Learning Officer; Amanda Lickey Six, King William Director of Financial Services; Mark Magruder, Montgomery Budget Manager; Marvin Collins, Williamsburg City Manager and Christopher Martino, Prince William Deputy County Executive

Becky, signing off from beachside...
[Contact Becky Dickson](#)

Position Changes



Frederick County Administrator Brenda Garton (left) and Winchester City Manager Eden Freeman take part in the tipoff for the benefit basketball game.

August, 2015

- Bryan Foster, utilities director for the city of Portsmouth, has been appointed deputy city manager for Manassas, effective September 14th.
- Daniel (Danny) Davis, chief of staff in the Loudoun County administrator's office, has been appointed assistant town manager

Tedd's Take



Tedd Povar

A Sense of Place

It's funny how cyclical things are. Clothing styles, music, healthy activities, and so many other things seem to be on a never ending loop. If you wait long enough, the

old is new again.

One of the newest trends in community and economic development is creating a feeling of "place". It used to be that in order to be in a position to grow your community, both economically and demographically, you needed to create industrial parks with build-ready sites and the appropriate infrastructure. And then you waited for

for Purcellville, effective September 2nd.

- Thomas Raab, finance director for the town of South Boston, has been appointed interim manager there.
- Jason Childers, a resident of Wythe County and a former pharmaceutical salesman, has been appointed town manager for Rural Retreat.
- Luttrell Tadlock, assistant administrator for Northumberland County, has been appointed administrator there, effective January 1, 2016. He will succeed retiring administrator, Kenny Eades.
- David "Allen" Lamberson, former administrator for Madison County, NC, and a 20 year Navy veteran, has been appointed administrator for Wythe County, effective August 25th.

Certificate News



The fall is a busy time for the Certificate program. Below are some updates to the various happenings in the program. If you have any questions, please contact Stephanie Davis at sddavis@vt.edu or 804-980-5549.

Professional Development Conference

The second annual Professional Development Conference in Local Government was held on August 3 and 4 in Roanoke. We had over 75 local government professionals attend the two day conference. The combination of panel discussions, workshops, and

the prospects to roll in.

Now, the thinking is that while you need to have some of the above, the key is ensuring that your community has a real sense of place, a sense of community, a sense of uniqueness, and fosters a good quality of life. The local coffee shop is just as important as water and sewer capacity. A vibrant arts scene is just as critical as a level multi-acre pad.

I personally think this is an exciting, more comprehensive approach as it benefits all the people in the locale, better guaranteeing its future than previous strategies. And the coolest thing is it's truly "back to the future". It's getting back to the communities some of us grey hairs used to know, with residences and stores in close proximity, plus welcoming sidewalks and shops, and the synergy it all creates. People could actually stop and talk and spend a little time, rather than staying insulated in vehicles running another errand.

It feels like the right thing to do at the gut level, and that feeling is rarely wrong.

[Contact Tedd Povar](#)

A DAO in the Life



David Moorman

A colleague and I were talking over tacos the other day about Botetourt County's opportunities resulting from the reconstruction of I-81 Exit 150 in the county. Our elected officials have adopted a bold, long-term vision of a transformed area that becomes a catalyst for economic and social transformation throughout our county and beyond. We have opportunities that come along once every several generations, if that often, and we are

speakers served to provide an engaging and successful conference for all attendees. Please mark your calendars for next year's conference to be held on August 8 and 9 at the Hotel Roanoke. If you are interested in joining the steering committee for conference planning, please email Stephanie Davis.

Next Generation Scholarship Program renamed Bob Stripling Scholarship for the Advancement of Local Government Management

The VLGMA Scholarship Committee approved renaming the existing scholarship program in honor and recognition of Bob Stripling who retired as the Certificate's program director in May 2015. The renaming recognizes Bob's efforts in establishing the scholarship program and all the work he did for the program during his tenure.

Fall 2015 Certificate Enrollments

Class has begun! Certificate enrollments topped 70 students with a combination of new and continuing students. Thank you to our Fall 2015 instructors for a great start to the new semester: Larry Hughes, Rob Stalzer, Cindy Mester, and Greg Kelly.

Recruitment Planning

Over the next two months, the director will be planning the recruitment sessions for the calendar year 2016. If you are interested in hosting a recruitment session for your employees, please email Stephanie Davis.

Online Certificate Program Offering

The online certificate program will offer PAPA5044 - Local Government and the Professional Manager for Spring 2016. The online program is available to both out-of-state and in-state students and provides for a single tuition rate for both in-state and out-of-state students. For

excited and challenged to rise to them.

As I have reflected on the challenge of the opportunity we have, I have pondered whether we can avoid the worst mistakes we humans have made during our collective history of community development. We seem to have figured out how to do a pretty good job of long-term planning. Visioning, goal setting, community engagement, analysis, projecting future demands, capacities and needs - we seem to be able to get a pretty good handle on all of that and to come up with sound, data-based, politically-acceptable, community supported long-term plans. Generally, figuring out what we want to accomplish and what it will take, well, that is what we (OK, mostly what our staffs) do!

So why, given our fantastic plans, do our communities so often experience the same problems associated with growth that communities further along the development cycle experienced before us? After all, who planned to create traffic congestion, over-signed corridors, unattractive and declining neighborhoods or vacant business districts? Who planned to have inadequate water or sewer infrastructure? Who among us, today, are planning to have broadband-free zones in our communities ten years from now? Who is planning a fiscal crisis?

Assuming we do a good job of planning, the problem must come in the implementation.

My theory is that long-term plans require long-term-oriented actions, which are immensely more difficult to take. When a decision is required between an easier short-term-oriented action and a harder long-term-oriented action (that may not benefit anyone for years), which is usually chosen? "Short term pain for long term gain" is not the motto or in the mission statement of any

those localities that may have out of state employees, the online certificate program may be an excellent option. Please contact Stephanie Davis with any questions or to enroll for Spring 2016.

Internships

If your locality is interested in hosting a MPA intern for Summer 2016, please email Stephanie Davis. We are always looking for opportunities to place our students with local governments.

Find the Certificate online:



August 2015 DAO Meeting Recap



Anne Marie Green

August 2015 DAO Meeting Recap

DAO's had a great opportunity to learn about their profession and how to advance in it at the most recent meeting held in conjunction with the Professional Development in Local Government conference at the Hotel Roanoke in August. For those of us lucky enough to attend both that conference and the following DAO meeting, we learned a lot about both local government management and how elected officials think. Topics on Monday included why the next generation (those pesky millennials) question how we do things, how we make mistakes and what we would like to "do over", and discussion on ethical dilemmas and how to resolve them.

Tuesday gave us the opportunity to hear from top local managers about how they prepared themselves for the top position, and also to hear from their

government organization that I know of.

Part of our roles as CAOs and DAOs has to be to help our organizations, citizens, businesses and governing bodies consider issues with an eye to the future. We must help all stakeholders weigh short term benefits and costs against long-term benefits and costs if our communities are to have any hope of avoiding mistakes. Ours is the challenge of helping our communities develop foresight. Considering the future surely complicates our jobs today and may not make us popular. The payoff, through avoided mistakes and greater benefits, however, is worth it.

[Contact David Moorman](#)

DAO Meeting October 16th



In an effort to reach out to fellow municipal government workers in the further reaches of our commonwealth, the Historic Town of Abingdon will host the Fall DAO meeting on October 16 from 10:00am through 3:00pm. As this may be a long trek for many overnight accommodations have been arranged. Town Manager, Greg Kelly, has negotiated a spectacular rate at The Martha Washington Inn and Spa. An initial block of 25 rooms in the hotel are offered at the rate of \$159.00 per night and the rate is available October 15th through October 17th. Be sure to book your room fast, as the rate will only be available for booking through August 21, due to this being the peak tourism season for the Town of Abingdon. To further entice interest in the meeting, the first 25 people to register for the conference and book a room will receive your choice of one

elected officials about the hiring process. Perhaps the most comforting advice came from Joe McNamara, who as chair of the Roanoke County Board of Supervisors participated in hiring Tom Gates, the current Administrator: "Don't be discouraged if you don't get a particular job - it isn't you, it's the elected officials. We are looking for the right match. It isn't your background or your preparation or your education - we just need the person who fits."

Tuesday's DAO lunch provided plenty of networking time, and was followed by John Nalbandian reading and explaining excerpts from the diary he kept during his time on the Lawrence, Kansas, City Council. His views as an elected official were decidedly different from how we learn to manage, and gave additional insight into what an elected body wants from us.

Our next DAO meeting promises to be something special. The Town of Abingdon has invited us to visit on October 16, and has arranged special rates at the Martha Washington Inn, along with some fun activities for the event. To register, go to the VLGMA website at <http://icma.org/en/va/home>. [Contact Anne Marie Green](#)

Innovation Edge



Next Big Things: What does it mean for my community?

What might our cities and counties look like in 2036? The Alliance for Innovation Board of Directors set out on a journey to discover the "Next Big Things" facing local governments. We challenged ourselves to look beyond the horizon and imagine what our cities and counties

complimentary ticket to a play at the Barter Theatre or one bike rental/shuttle pass on the Virginia Creeper Trail. To make room reservations go to:

www.themarttha/VLGMA-DAO and follow the instructions on the link. Additional tickets for both attractions will be available for purchase on site or online. Greg has advised that if the 25 blocked rooms fill up by August 21, the Hotel will open up another block at the same rate. We will also have two sponsored receptions at this conference. The first one is on Thursday evening at the Hotel courtyard at 5:00pm. The second one is on Friday at 5:00pm at Heartwood Artisan Center. Trolley Service will be provided from the Hotel to the Artisan Center. The cost for this exciting event is only \$20.00, which covers the registration. There is no extra cost for the receptions. For further information, please go to

<http://icma.org/en/va/home>
Please note that any local government employees are welcome to attend. The agenda for the meeting will be forthcoming in the near future. We look forward to seeing a large turnout and a wonderful meeting in Abingdon. Please mark your calendars and register online to attend.

Civic Engagement Best Practices - VML's Kim Winn

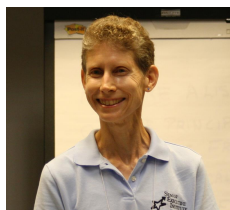


In the overwhelming morass of curriculum standards and SOLs, it seems that civics education sometimes gets lost. Furthermore, as citizens become more and more cynical about government and its effectiveness, it is critical that we begin to turn the tide by

might look like one generation from now. In September the Alliance will launch "Next Big Things." To kick off NBT, be sure to register for the [webinar](#), "Are You Future Ready?" on Thursday, September 17th at 1pm EDT. If you're attending the ICMA conference in Seattle, you won't want to miss What Are the Next Big Things session on Tuesday, September 29 at 3:30pm. Also, don't forget to stop by the Alliance Booth in the Exhibit Hall.

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

Kindness

As you move through
the day's rhythm and
flow,
life is decorated with
the energy of others'
highs and lows.

Do you absorb it and
send it graciously back
with the light of kindness and love
attached?

Choose to spread love's healing grace
as we intersect briefly
in time and place.

And to give your soul a sweet caress,
try a random act of kindness.

making sure that our youth understand the value and importance of local government. I believe that the Virginia Municipal League (VML) has a role to play in facilitating civics education in the Commonwealth. To that end, our first initiative was the establishment of an "If I Were Mayor" essay contest.

Last Year, 999 seventh graders from around the state submitted essays for consideration. That means that nearly 1,000 children in Virginia spent time thinking about local government. Perhaps more importantly, they thought about what it would be like to have their voices heard and to serve as a leader in their community.

At VML day at the Capitol in January, we honored eight regional winners (including one statewide winner). The awards were presented by the Governor and it was a very special occasion for the students, their families, their teachers, and their communities.

We know that localities are engaged in a variety of projects to promote civics education and we hope that your community will consider participating in this year's contest. The announcement will be mailed to teachers in the third week of September. We will also be sending a notification to mayors at the same time.

Please encourage your mayors to work with the local schools regarding this contest. For example, in some communities, mayors visited 7th grade classrooms. In others, the teachers took the kids to town/city hall for a tour. Whatever path your locality decides to follow with respect to civics education, teaching young people about local government is one of the most important projects that we can undertake. It is my sincere hope that VML's essay contest, along with future projects, will be of assistance to you in achieving this goal.

For more information on the If I Were

You can practice kindness very easily,
don't even need any sort of degree.
What in fact will take you a virtual mile
is the simple exercise
of a genuine smile.

I am confident of your creative diversity,
kindness can be expressed
in infinite variety.
And if you are rebuffed
or simply ignored,
your intent is still subliminally absorbed.

Those closest to you, believe it or not
are the ones we have so often forgot.
And people, rich and famous too,
need kindness perhaps
even more than you.

Love is reflected in love you see,
and what you give,
you will surely receive.
Showing kindness has a powerful
boomerang effect
awakening our oneness
whenever we connect.

For our spirits are uplifted
with each reminder
that through us, this world
is growing kinder.

[Contact Mel Gillies](#)

Calendar

Upcoming Events

PDC Meeting - October 5, 2015 in
Richmond

Executive Committee Meeting - October
5, 2015 in Richmond

Deputies, Assistants and Others (DAO)
Meeting - October 16, 2015 in Abingdon
[More Dates](#)

Mayor essay contest, go to
[http://www.vml.org/education/essay-
contest](http://www.vml.org/education/essay-contest) or contact me at 804-523-8521.
[Contact Kim Winn](#)

Virginia Tech's SPIA P3 Leadership
Workshop Nov. 6, 2015



Save the Date!

Virginia Tech's School of Public and International Affairs (SPIA) is pleased to resume its P3 Leadership Workshop series on Friday, November 6, 2015 at the Virginia Tech Research Center in Arlington, VA. This is an opportunity for professionals in various technical and leadership capacities to examine and engage in discussions surrounding the role of leadership in public-private partnerships (P3s).

As P3s are increasingly used for public projects across the country, the need to complete projects on time and on budget are paramount to success. With these new challenges emerging through collaborative leadership and increased accountability, how will leaders navigate competing organizational cultures in order to complete projects successfully? This workshop brings together DC metro area practitioners from both private and public sectors who have experienced these challenges to discuss culture and its effect on each party's understanding of the concepts of public, shared space and trust as integral components for a successful partnership.

More details and registration information to follow.

November 6, 2015

The Early Bird registration price is \$350 through October 16th, so please register soon. Register online [here](#).

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](#).

Quick Links

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[ICMA Website](#)

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