

Application

Profile

Which Boards would you like to apply for?

Citizens Transportation Advisory Committee (CTAC) : Submitted

Magisterial District *

☒ Samuel Miller

Peter Thompson

First Name

Middle Initial

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

none

Employer

none

Occupation

Business Address:

Date of Employment:

Years Resident in Albemarle County:

35

Previous Residence:

Charlottesville City

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

none

Education

Education:

MPA VCU with concentration in nonprofit management BA History UVA

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Charlottesville Tomorrow board directors 2024- current Rio 29 CAC 2021-2023 Charlottesville Area Alliance: Member, former Chair, former Chair of Transportation Work Group Regional Transportation Partnership: Non-voting member representing CAA Blue Ridge Health District: Convener, Transportation Work Group Albemarle County AC44: Working Group member 2023 Chamber of Commerce Board of Directors: 2007-2012

Interests:

Age friendly communities, transportation, walkability/bikability, the environment, community building

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Since having to engage in transportation issues in my work at The Center, first with the Hillsdale extension and then with Rio/Belvedere intersection safety I have become increasingly interested in how we prioritize road and transportation projects. Serving on the Rio/29 CAC heightened that interest. I have an extensive and diverse network and think I can bring fresh citizen based perspectives to CTAC discussions.

How did you hear about this vacancy:

Via Diantha McKeel

[Resume -
Peter Thompson.pdf](#)

Upload a Resume

Peter M. Thompson
1401 West Pines Drive, Charlottesville, VA 22901
434-990-0180 (cell) Peter.m.t@comcast.net

Proven and passionate leader of philanthropic organizations with 22 years of executive leadership in strategic planning, building community collaborations, and developing staff and Boards of Directors. Led continuous improvement and growth in programs to meet changing community needs. Developed vital and high impact organizations through financial and operational management, serving as organizational spokesperson, and improving donor and stakeholder relationships.

EXPERIENCE

The Center, *Executive Director* **Leadership and Strategy**

1999-Present

- Initiated organization's first strategic planning process in concert with Board of Directors, staff and with other stakeholder input
- Led visioning process that developed plan to address doubling of area senior population focused on building The Center at Belvedere and longer-term satellite delivery
- Initiated board development process that eliminated un-planned turnover
- Aligned staff to meet strategic goals and continual organizational growth
- Implemented program evaluation system to ensure effectiveness and efficiency
- Initiated program expansion by increasing operating hours by 40% and launching Next Chapter program to meet changing needs and demographics of community
- Through prudent business practices and increased philanthropy and earned income, quadrupled annual budget to \$2.5 million; achieved 22 years of unqualified audits; and built financial reserves and endowment
- Reduced annual turnover from 57% to 12% by empowering 20-person staff, including four middle managers, and increasing professional growth experiences
- Initiated diversity training to ensure Center is inclusive for a wide variety of participants
- Initiated accreditation; one of .01% of senior centers to achieve national accreditation

Resource Development and Relationship Management

- Led successful \$17 Million capital campaign to build The Center at Belvedere
- Developed culture of philanthropy through capacity building (adding philanthropy staff, donor database, prospect research), providing high quality stewardship, and aligning donor interests with Center initiatives
- Served as primary donor relations officer for cultivation, stewardship, and solicitation
- Initiated annual campaign; increased campaign by over 400% in first 12 years through a wide variety of strategies with an emphasis on major gifts
- Initiated multiple donor stewardship strategies, including individual attention, engaging donors in visioning, and creating recognition societies, to build relationships
- Created planned giving program; secured \$3 million in planned gifts and gift expectancies through bequests, real property, charitable gift annuities, and charitable trusts
- Developed 16 new local foundation supporters through networking and improved donor service

Public Relations

- Successfully served as spokesperson and representative on local media, as well as public speaking to key stakeholder groups and a wide variety of community organizations
- Developed 20+ new community collaborations with private, governmental, and nonprofit organizations to leverage resources and enhance program delivery
- Increased community awareness of Center through public speaking, social media, Open Houses, development of Annual Report and other print material
- Secured funding to professionally re-design web site to position Center as high impact, contemporary, relevant community resource

WMRA National Public Radio, <i>Director of Corporate Relations</i>	1998-1999
<ul style="list-style-type: none"> • Raised \$100,000 in corporate support, a 40% increase over prior year • Negotiated partnerships and media sponsorships of area arts festivals and civic events 	
WVPT Public Television, <i>Director of Development/Charlottesville Representative</i>	1996-1998
<ul style="list-style-type: none"> • Through strategic planning and enhanced donor stewardship, increased Auction revenue by 325% and secured largest underwriting contract in station's 30 year history • Extensive radio and television training in communicating organizational mission 	
Rococo's Restaurant, <i>General Manager</i>	1988-1996
<ul style="list-style-type: none"> • Directed original start-up and expansion that doubled seating capacity; responsible for all profit and loss of operation with \$1.4 million annual sales • Oversaw increases in revenue and profit margins for eight consecutive years 	

COMMUNITY LEADERSHIP

Blue Ridge Health District, <i>Community Health Improvement Plan Convener</i>	2023
Albemarle County AC44 Comprehensive Plan, <i>Member</i>	2023
Regional Transportation Partnership, <i>Member</i>	2022-Present
29 Rio Rd. Community Advisory Committee, <i>Member</i>	2019-2023
National Institute of Senior Centers Leadership Council, <i>Member</i>	2019-2023
Charlottesville Area Alliance,	
<i>Chairperson, Transportation Work Group</i>	2022-2023
<i>President</i>	2017-2018
<i>Founding Member</i>	2017
Piedmont Council of the Arts, <i>Cultural Planning Committee</i>	2013
Belvedere Home Owners Association, <i>Board of Directors</i>	2012-2018
Habitat for Humanity, <i>Southwood Revitalization Steering Committee</i>	2012-2018
Virginia Association of Senior Centers, <i>Board of Directors</i>	2011-2016
Rivanna Conservation Society, <i>Pro Bono Strategy Consultant</i>	2011
Charlottesville Regional Chamber of Commerce, <i>Board of Directors</i>	2004-2011
<i>Chair, Leadership Charlottesville Task Force</i>	2005-2006
<i>Co-Chair, Nonprofit Council</i>	2000-2002
Initiated 'Celebration of Community' to promote nonprofit sector	1998
Graduate of Leadership Charlottesville	1996
Center for Nonprofit Excellence, <i>Board of Directors, Board Development Academy Mentor</i>	2005-2011
Virginia Network of Nonprofit Associations	
<i>Chairperson</i>	2005-2007
<i>Founding Board of Directors</i>	2004-2009
Charlottesville Planned Giving Council, <i>Member</i>	2005-Present
National Institute of Senior Centers	
<i>Chair, New Models of Senior Centers Research Task Force</i>	2006-2008
<i>National Delegate Council</i>	2005-2012
<i>Accreditation Peer Reviewer and National Standards Trainer</i>	2004-Present
Albemarle County	
<i>Focus Group Facilitator</i>	2007-Present
<i>Affordable Housing Task Force</i>	2004-2005
<i>Lifelong Learning Implementation Team</i>	2004-2006
<i>Social Services Brand Task Force</i>	2004-2005
City of Charlottesville, <i>Hillsdale Dr. Extension Steering Committee</i>	2004-2017
Junior League, <i>Advisory Board and Emily Couric Award Committee</i>	2003-2005
Virginians for Educational Excellence, <i>School Board Candidate Forum panelist</i>	2003
Osher Lifelong Learning Institute at UVA, <i>Board of Directors</i>	2001-2006
Virginia Festival of the Book, <i>Advisory Committee</i>	2001-2010
International Rescue Committee, <i>Strategic Planning Task Force</i>	2001-2002
Madison House, <i>Board of Directors: chaired Governance and Personnel Comm.</i>	1998-2003

Citizens for City/County Cooperation, Member	1998-Present
National Educational TV Association, Development Committee	1998
Sorenson Institute at UVA, Sen. Chuck Robb Internship Selection Committee	1998
Piedmont Family YMCA, Youth Basketball Referee	1997-2002
MACAA ‘Men Who Cook’, Steering Committee and Celebrity Cook	1996-2002
Jefferson Area Board for Aging, Meadows Community Center Co-Coordinator	1994-1997
Share Our Strength	
<i>Chair, Taste of the Nation</i>	1998-1999
<i>Steering Committee</i>	1987-2000
Peter M. Thompson	Page 3 of 3

AWARDS

International Council on Active Aging	<i>Best Wellness CEO</i>	2022
Leadership Charlottesville Alumni Association	<i>Leader’s Leader</i>	2013
United Way-Thomas Jefferson Area	<i>Excellence in Nonprofit Leadership</i>	2010
International Institute of Active Aging	<i>Pinnacle Award for Senior Wellness</i>	2009
Public Broadcasting Service	<i>Excellence in Fund Development</i>	1998

EDUCATION

Virginia Commonwealth University	<i>M.P.A. and Master’s Certificate in Nonprofit Management</i>	2004
	Outstanding Public Administration Student Award	
University of Virginia	<i>B.A. History</i>	1983



Albemarle County

Citizens Transportation Advisory Committee (CTAC)

Board Details

This committee will develop and recommend updates to long-range CHART plan, evaluate plan progress, and recommend amendments and updated project descriptions to the Metropolitan Planning Organization (MPO) Technical Committee for endorsement and approval by the MPO Policy Board. Visit this link for more information: <https://campo.tjpd.org/committees/citizens-committee-ctac/>

Overview

- ☐ **Size** 5 Seats
- ☐ **Term Length** 3 Year
- ☐ **Term Limit** N/A

Additional

Length of Term

Three-year terms. Members may be reappointed.

Frequency/Times for Meetings:

Meetings are held bi-monthly on the 3rd Wednesday of the month at 7:00 p.m. at the Water Street Center, 407 E. Water Street, Charlottesville.

Membership:

CTAC shall consist of 13 interested citizens who reside within the Thomas Jefferson Planning District Commission (TJPD) area. There shall be 5 representatives appointed by the City Council, 5 representatives appointed by the County Board of Supervisors and 3 representatives appointed by the MPO Policy Board. Representatives should have knowledge in transit, rail/freight, and/or small business. Each locality should also appoint a planning commissioner.

Qualifications

Qualifications

Citizens Transportation Advisory Committee (CTAC)

Board Roster

Peter Thompson

1st Term Mar 06, 2024 - Apr 03, 2025

Appointing Authority Board of Supervisors

Jose P. Gomez

1st Term Mar 06, 2024 - Apr 03, 2026

Appointing Authority Board of Supervisors

Martin Meth

3rd Term Apr 05, 2023 - Apr 03, 2026

Appointing Authority Board of Supervisors

Position At Large Member

Lee A Kondor

2nd Term Apr 05, 2023 - Apr 03, 2026

Appointing Authority Board of Supervisors

Position At Large Member

Nathan Moore

1st Term N/A - N/A

No Recruitment

Appointing Authority Planning Commission

Position PC Rep

Application

Profile

Which Boards would you like to apply for?

Crozet Community Advisory Committee: Submitted

Magisterial District *

☒ White Hall

Grace

First Name

Middle
Initial

Spalding

Last Name

Home Address

City

Primary Phone

Alternate Phone

Email Address

Suite or Apt

State

Postal Code

Marqeta Inc.

Employer

Corporate Communications

Occupation

Business Address:

Date of Employment:

Years Resident in Albemarle County:

8

Previous Residence:

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

N/A

Education

Education:

<https://www.linkedin.com/in/grace-spalding-19815970/>

Activities and Interests

Memberships in Civic, Not-for-Profit, and Similar Organizations:

Volunteer for Crozet Library and Virginia Festival of the Book

Interests:

Reasons for Seeking to Serve on the Board, Commission, or Committee:

To better serve and support our local community.

How did you hear about this vacancy:

Attended a local meeting.

[Grace_Spalding__Resume_3_.pdf](#)

Upload a Resume

Grace Spalding

Business Transformation Leader | People Strategy & Change Management Expert

434-257-3858 | gracewspalding@gmail.com | [Linkedin](#)

A dynamic leader with extensive experience in strategic HR initiatives, change management, and internal communications. Proven track record in designing and executing people strategies that drive organizational transformation and improve operational efficiency. Skilled in leading cross-functional teams, driving strategic insights, and delivering high-impact communications. Adept at aligning business strategies with people programs, enhancing employee engagement, and presenting complex ideas to senior executives.

EXPERIENCE

Senior Program Manager, Internal Communications

Marqeta, *March 2024 - Present*

- Spearheading the transformation of our digital work environment, including auditing our current intranet platform, leading data-driven decision-making processes to select a new platform, and negotiating a beneficial contract that provided a more robust tool at a lower cost.
 - Leading the implementation strategy of the new platform on a tight schedule, ensuring a smooth transition and minimal disruption to daily operations.
- Pioneering the design of enterprise knowledge management environment and governance policies, making information more accessible and manageable for all departments.
 - Integrating 45% of the organization into a centralized and governed knowledge environment using established enterprise tools, maximizing SaaS tool utilization, and improving overall efficiency in cross-functional partnerships.
- Conducted an extensive audit and streamlining of information knowledge SaaS tools like GoLinks, eliminating 47% of existing links and leading an enterprise-wide review of the remaining links.
 - Collaborating with GoLinks vendor to develop customer experience enhancements that align with our best practices for link health, ensuring a more efficient and user-friendly environment.
- Took charge of and streamlined the internal communications function to enhance employee experience. Including consolidating existing content to improve access to employee benefits and programs, ensuring employees can easily access the resources they need, and reducing the number of questions in the #help-people-experience channel.
- Leading the audit and streamlining of Slack channels, embedding best practices across the organization to reduce information noise and improve communication efficiency.
- Supporting the enterprise-wide effort to clean up and maintain Google Groups, enabling efficient utilization of SaaS tools and platforms, and reducing friction in platform experiences.
- Developed the HR program communications calendar to enable cross-functional teams to coordinate the communication and execution of people initiatives for the best chance of success.
- Revitalized the Marqademy Awards program, resulting in 68 nominations, 34% voting engagement, and awareness of company values.
- Developed standard Focus Group process to collect insights into team experiences and drive higher engagement.
- Leading the Town Hall process standardization in partnership with Marketing, the Chief of Staff, and Business Technology.

Director of Change Management & Communications

Custom Ink.com, *2012 - 2024*

- Internal career trajectory from Coordinator, Specialist, and Manager to Director over twelve years.
- Five years on the HR Leadership Team, seven years reporting to CHRO, designing and delivering HR strategies to drive business momentum. Guided people strategies during enterprise cost optimization, doubling profitability over two years.

- A span of control included multiple departments simultaneously across HR: COVID response, COVID furlough and reintegration, Diversity and Belonging (IDEB), change management, corporate communications, corporate philanthropy, employer brand, and led an innovative employee recognition and rewards program portfolio, including Inkademy Awards, WOW (aka Fond), employee milestones, and Inkerversaries.
- Established best practices in employee survey design and data collection. Developed HR strategy to drive enterprise and functional action planning.
- Strategic enablement partner to package, deliver, and adopt of all critical HR campaigns: open enrollment, employee performance, HR policies, recruiting, and development.
- Founded and developed the Internal Communications and Change Management functions, establishing organizational capabilities and delivering high-impact results.
- Established the enterprise Change Management office, integrating PROSCI methodology into business strategy and execution with a maturity rating of 2.4 to 3.6 in two years—on track to achieve a 4.
 - Played a central role in the organization's response to the COVID-19 pandemic, establishing the COVID task force, Emergency Response Group, and enterprise Incident Response protocols.
 - Led benefits transformation strategy from traditional PPO to direct contract, saving the company 1M+ in year one while maintaining 80%+ team satisfaction.
 - Led a two-year transformation strategy to a hybrid workplace post-pandemic, resulting in \$4.4M in real estate savings and 90% team engagement.
 - Led a six-month high-performance change strategy resulting in a sustained double-digit productivity increase in operations teams within 30 days and a 40% increase in sales behaviors within 90 days, generating a +15% increase in sales.
 - Designed and led a 57% reduction in force strategy over 14 months with minimal business disruption, directly contributing to improved operational efficiency and significant cost savings, aligning with the company's long-term financial health objectives.
- Established the Internal Communications office, including investment in team and technology and creating communications protocols, guidelines, and resources.
 - Led the communications strategy for acquisitions, divestments, private equity liquidity events, and co-branding partnership marketing.
 - Managed crisis responses for store robberies, layoffs, and plant closures with minimal publicity while maintaining an award-winning employer brand portfolio.
 - Designed and drove the strategic communications strategy, delivering an annual company strategy presentation to 2,000 US and global team members in 4 cities in 4 days, and a virtual experience with a higher satisfaction rating than the in-person (74% vs 81%), holding employee confidence in company direction at 87% through significant business disruptions.
 - Designed and delivered an ongoing executive communication cadence with monthly Town Halls with our President, quarterly CEO Fireside Chats, and more.
 - Designed and delivered the virtual employee experience (HR programming), including recognition programs and newsletters (DE&I, Corporate Philanthropy, Team Experience, etc).
- Revitalized the Three Hearts Corporate Philanthropy strategy, optimizing spending, ensuring impact from limited resources through innovative allocation and meticulous planning, resulting in substantial and meaningful outcomes in philanthropic initiatives, e.g., revitalized customer donation program providing over \$1M+ to charities supported by customers. Under my leadership, the program became self-funded and added \$11k in annual revenue.
- Led an eight-year employer branding campaign winning awards in both national and regional programs, including People Magazine Companies that Care, Fortune Magazine's Great Place to Work, Newsweek's Top 100 Most Loved Workplaces, Top Workplaces USA, Washington Post Top Workplaces, Washingtonian Great Places to Work, Dallas Top 100, Best Places to Work in North Texas, Reno Best Place to Work and more.

- Developed and executed a 4+ Glassdoor and Indeed strategy to attract talent and maintain control of employer reputation on review sites.
- Managed multi-department budgets and multiple enterprise projects. Earned a reputation for coming in under-planned spending.
- Designed career paths for communications and change management functions. Developed high-performing team members in full-time, part-time, and internships roles.
- Opened and operated three facilities: Charlottesville, VA; Fairfax, VA (HQ); and Dallas, TX.
- Developed people experience program operations that scaled across regions and enabled local teams to deliver a consistent Inker experience despite location.

Public Relations & Events Coordinator

Longwood Center for Visual Arts, 2010 - 2011

- Planned and executed VIP functions for major donors, contributing to increased fundraising efforts for the LCVA, resulting in a \$143,484 net gain for the 2010 fiscal year.
- Promoted the LCVA and its programs through effective media relations and direct community outreach, targeting local communities within a 30-mile radius.
- Designed and published promotional materials for community outreach programs like Art-On-The-Go, Free Family Workshops, and student exhibitions.

Conference & Events Coordinator

St. Mary's College of Maryland, 2008 - 2010

- Coordinated and planned large-scale events including Alumni Weekend, Student Graduation, and the Governor's Cup Yacht Race, among others. Led the digital transformation of the Governor's Cup Yacht Race registration and payment system, leading to increased participation and revenue.
- Managed campus-wide resources to facilitate smooth operations and enhance student and faculty experiences during the academic term.
- Supported the Conferences and Events Office in maximizing revenue utilization of campus facilities outside the academic term.

Advancement Office Coordinator

College of Southern Maryland, 2007 - 2008

- Supported scholarship programming, donation relations, and media relations.
- Managed donor directory using donor management system, Raiser's Edge.
- Supported the execution of special donation events including the Twilight Performance Series, Annual Golf Classic, Giving Tuesday, and Celebration of the Arts.
- Supported the onboarding and transition of new Foundation Board Members.

EDUCATION

Bachelor of Arts in Communications Studies

University of Maryland University College

Associate of Arts in Journalism & Communications

College of Southern Maryland

CERTIFICATIONS

- Prosci® Certified Change Practitioner (2021) Prosci®
- Enterprise Change Management Boot Camp Certification (2021)
- Board Academy Graduate Charlottesville Center for Nonprofit Excellence (2019)
- Communications Black Belt CEB's Black Belt Pro Program (2017)



Crozet Community Advisory Committee

Board Details

The Advisory Committees will provide assistance, feedback and input to County staff and the Board of Supervisors on community and county efforts related to implementation and support of the adopted Master Plan, in accordance with established county procedures. Advisory Committee members will communicate with their constituencies to increase understanding of and support for successful implementation of the Master Plan. The membership is broad-based to incorporate a variety of perspectives and ideas and to provide citizens, business people, and representatives of community groups a chance to be engaged and to be heard in a constructive and meaningful way.

The Committees will be a catalyst for helping foster a sense of community and work towards effective and efficient Master Plan implementation. Committees are a venue to discuss and provide comments on program and policy questions and/or proposals. Community Advisory Committees are an important venue for discussion and Committees can provide feedback and indicate preferences related to development proposals, although Committees do not have a legislative role in the development process.

- 1. Serve as liaisons.
- 2. Gather input from constituencies represented and bring these issues to the attention of staff and the Committee, and distribute information from the Committee back to constituents.
- 3. Stimulate creative thinking in examining implementation issues and identify ways of using community resources to meet implementation needs and challenges.
- 4. Provide advisory input, comments, and information to the Board of Supervisors on new and emerging policies, projects, and programs as requested.
- 5. Maintain a forward-looking agenda with respect to adopted Master Plans and policies of the Board of Supervisors. Committee meetings are not the appropriate venue to oppose adopted policy.
- 6. Commit to support and work to implement the adopted Master Plan.
- 7. Work with Staff to provide an annual report of activities to the Board of Supervisors in accordance with the Board of Supervisors' adopted Rules of Procedure for Boards and Commissions.

Overview

- ☐ **Size** 15 Seats
- ☐ **Term Length** 2 Years
- ☐ **Term Limit** 3 Term

Additional

Length of Term

Members will be appointed for either a 2 or 3 year term to stagger the transition of new members on and off the council. After initial appointments, terms will be for 2 years. While Members will be generally expected to serve no more than 2 terms, additional terms may be considered if desired and if the Board of Supervisors deems appropriate.

Frequency/Times for Meetings:

2nd Wednesday of each month at 7:00 pm at the Crozet Library, unless otherwise noted.

Membership:

The Board of Supervisors shall appoint ten to fifteen members to the Council with representation from the following: Citizens at large Property owners and Stakeholders Business community members Civic/neighborhood organizations Representatives from adjoining areas There shall also be a Planning Commission liaison appointed to the council who will attend meetings, report back to the Commission at its regular meetings with a synopsis of the Council's meetings/activities, as appropriate. The liaison, along with other Commissioners, may identify agenda items or updates that should be provided to the Council and the greater Master Plan area. County planning staff will coordinate all staff support to the Advisory Council; ensure meeting supplies, print and copy agenda and meeting materials.

Qualifications

None.

Crozet Community Advisory Committee

Board Roster

Bruce J Butala

1st Term Apr 05, 2023 - Mar 31, 2025

Appointing Authority Board of Supervisors

Andrew D Bowers

Partial Term May 01, 2024 - Mar 31, 2025

Appointing Authority Board of Supervisors

Michael S Monaco

2nd Term Apr 05, 2023 - Mar 31, 2025

Appointing Authority Board of Supervisors

Shawn N Brydge

1st Term Sep 04, 2024 - Mar 31, 2025

Appointing Authority Board of Supervisors

Ann Mallek

12th Term Jan 01, 2025 - Dec 31, 2025

No Recruitment

Appointing Authority Board of Supervisors

Position BOS Liaison

Category BOS Member

Nathan M Alderman

1st Term Jan 03, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Sarah Spears

1st Term Dec 04, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

□ **Kostas J Alibertis**
4th Term Apr 01, 2024 - Mar 31, 2026
Appointing Authority Board of Supervisors

□ **Wallace D Barrett-Johnson**
1st Term Oct 02, 2024 - Mar 31, 2026
Appointing Authority Board of Supervisors

□ **Christen Bird**
1st Term Jul 17, 2024 - Mar 31, 2026
Appointing Authority Board of Supervisors

□ **Erin C Houlihan**
1st Term Nov 06, 2024 - Mar 31, 2026
Appointing Authority Board of Supervisors

□ **Lonnie M Murray**
1st Term N/A - N/A

No Recruitment

Appointing Authority Planning Commission
Position PC Liaison
Category PC Member

□ **Vacancy**
Appointing Authority Board of Supervisors

□ **Vacancy**
Appointing Authority Board of Supervisors

□ **Vacancy**
Appointing Authority Board of Supervisors

Application

Profile

Which Boards would you like to apply for?

Economic Development Authority: Submitted

Magisterial District *

☒ N/A

Gary B O'Connell
First Name Middle Initial Last Name

Home Address Suite or Apt
City State Postal Code

Primary Phone Alternate Phone

Email Address

Retired from ACSA Local government management
Employer Occupation

Business Address:

1720 Yorktown Dr

Date of Employment:

Na

Years Resident in Albemarle County:

In area 44 years

Previous Residence:

Tennessee

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

Na

Education

Gary B O'Connell

Education:

BS Hampden Sydney College in Government and Foreign Affairs; Masters in Public Administration (MOA) at University of Tennessee, major in urban affairs

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

36 community organizations during my career in the area

Interests:

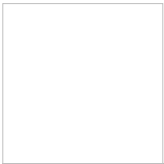
Outdoors and fishing,; local economic development; reading; grandparenting

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Apply my local experience including my 14 years at the Albemarle County Service Authority which often worked with the economic development staff and projects; I retired from full time work on July 1

How did you hear about this vacancy:

Website



Upload a Resume

Gary B. O'Connell

Contact info:
garyoconnell1720@gmail.com
(541) 964-7310
1720 Yorktown Dr.
Charlottesville, Virginia
22904-3034

Honors and Awards:

- Person of the Year, 2009
Charlottesville Hook newspaper
- #1 Government Leader of the Year, 2009
Cable Week newspaper
- #1 Best Place to Live in South America, 2005, *Entrepreneur*
- #4 City in U.S., *Kiplinger*, 2009
- *Credentialed Public Manager, C.M., ICMA*, 2006 to present
- ICMA and VGLMA Life Member, 50 year service award

Consulting Work Experiences:

- IC, Katrina impacted Gulf Coast City, Moss Point, Mississippi, 2006-09
- Plovdiv, Bulgaria (15 weeks), 2005-09
- PLGR, Sofia, Bulgaria and 21 cities in Bulgaria over 7 years, 2002-07
- MEGA, Belgrade, Serbia and 13 cities in Serbia (2 weeks), 2006
- COPECO, Cali, Colombia, 2007
- KROMA, Inc., South Korea, 2007
- UCLG-ASPAC, Pattaya, Thailand, 2008
- City of New Zumbi, Slovakia, 2009
- MPRE/LS, Urban Development, Vietnam Diplomat, 2008
- *City Management Association*
- *Romanian City Manager's Assoc.*, 2009
- *Ireland County City Manager's Assoc.*, 2007
- *Georgia City Manager Assoc.*,
Athens, Ga., 2008
- *Texas City Manager Assoc.*,
Corpus Christi, Texas (national), 2008
- *International City Management Association*
Asheville, NC (national), 2008
- Washington, D.C. (national), 2007
- *Emergency leadership development and coaching, certified*,
2006-2013

Education:

B.A. Government and Foreign Affairs, Hampden-Sydney College, 1973

Master's in Public Administration M.P.A., in Urban Management, University of Tennessee, 1975

Senior Executive Institute UTA Leadership Certificate from UTA Darden School of Business; and other ongoing professional development

Summary Experience:

50+ years' city management; utility management experience and skill set

30 years as CEO of large public services businesses; and COO for 20 years

Local Government Consulting experiences worldwide past 20 years; mostly leadership development and economic development

Work Experience:

Executive Director, 2000 to 2024
Albemarle County Service

Authority

Serving 22,000 customers 85,000 residents
82 employee regional water and sewer utility
\$45 million budget

CEO/City Manager, 1995-2000

City of Charlottesville, Virginia

Serving 31,000 residents
1,500 employee full service city business
\$ 1/4 billion public service corporation

COO/Deputy City Manager, 1983-1995

City of Charlottesville, Virginia

Full range of roles as the Chief Operating Officer, Responsibilities for a full service city and utilities

COO/Assistant City/Utilities Manager, 1975-1981

City of Maryville, Tennessee

Full Service City and Utility operation
290 employees, \$60 million operating budget

Municipal Technical Advisory Service,

1974-75 University of Tennessee,
Knoxville; Kingsport Tn; Maryville, Tn.
Graduate Student full time internships

Application

Profile

Which Boards would you like to apply for?

Economic Development Authority: Submitted

Magisterial District *

☒ Rivanna

William R Mechnick
First Name Middle Initial Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Kimley-Horn Landscape Architect/Land Planner
Employer Occupation

Business Address:

210 Ridge McIntire Road, Suite 325, Charlottesville, Virginia 22903

Date of Employment:

12/1/23

Years Resident in Albemarle County:

20

Previous Residence:

Louisa, Virginia

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

William R Mechnick

Education:

Bachelors of Science in Landscape Architecture, West Virginia University, 1994 Minor in Geography

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

American Society of Landscape Architects Virginia Recreation and Parks Society

Interests:

Main Streets and small towns History Community revitalization Parks & Recreation Trails Travel Diving, hunting, fishing

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Both my passion and professional experience is making places for people, with a focus on rural economies, small towns, community revitalization, tourism, public amenities, destination places, parks and open space, trails, and the economic impacts those places have on a local and regional level. I have recently started a new chapter in my career after running a successful consulting business for 22 years. I now have the opportunity to dedicate more time to my passion and am excited to use my experience and connections to serve the community that has served me. During my career I have practiced various aspects of business, finance, accounting, market analysis, economic impact analysis, land development best practices, large property master planning, funding plans, grant funding, comprehensive planning, area planning, zoning, zoning map amendments, site plan development, and site plan approval processes. This experience has included work on local projects like the Buck Mountain Land Use Master Plan, the Albemarle County Parks and Recreation Comprehensive Plan, the recent North Fork (NMD) Rezoning and Recreation Master Plan, and multiple Albemarle County parks, trails, transportation, residential, and mixed-use development projects. While leading various multidisciplinary area plan and large property planning processes, I have integrated the services of market and economic impact analysts to help define the framework for program and facility development. I have a vision and passion for an integrated economic approach for Albemarle County, its communities, and partners. This involves pulling all levers in market sectors and focusing on partnerships and initiatives that continue to strengthen Albemarle County's position as a place of choice for business, employment, and employees so that businesses and top talent are recruited and retained long term. Long story short, it is time for me to serve my community with my experience and perspective. I believe that the Economic Development Authority is the most productive channel for me to do this. Thank you for the opportunity to serve. W.R. "Bill" Mechnick

How did you hear about this vacancy:

past business acquaintance and friend

[ALB.EDA_BOARD_APP_Bill_Mechnick.pdf](#)

Upload a Resume



Bill Mechnick, PLA, ASLA

LANDSCAPE ARCHITECT – LAND PLANNER

31 years of experience with landscape architecture, land planning, and public engagement. Has led the land planning and design of a diverse range of projects including mixed use development, research parks, recreation parks, multiuse trails, destination amenities, museums, and downtown revitalization.

SKILLS AND EXPERIENCE

MULTIDISCIPLINARY PROJECTS - Led multiple projects involving the interface between the public realm and environmental resources, infrastructure, community, economics, revitalization, and tourism.

ECONOMIC DEVELOPMENT AND REVITALIZATION - Experience with market analysis, gap analysis, economic impact analysis, and the CDBG Planning and Main Street Approach.

TOURISM - destinations including gateway and wayfinding signage, museums, parks, trails, destination amenity, and downtown revitalization.

GRANT FUNDING - Aided with grant applications including cost estimating, narratives, and NEPA level environmental documentation for federal sourced grants, including the Transportation Alternatives Program, The Land and Water Conservation Fund, and Community Development Block Grant program.

EMPLOYMENT HISTORY

Kimley-Horn, Charlottesville, VA

December 2023 - Present

PRACTICE BUILDER - Serves to facilitate the growth and management of Kimley-Horn's LA+P services in their Charlottesville office. Oversees marketing efforts, proposal, fee development, design direction, staff mentoring, client management and business operations for the Charlottesville, LA+P team.

Land Planning & Design Associates, Charlottesville, VA

August 2001– December 2023

PRESIDENT – Responsible for directing, and management of business operations, finance/accounting, of a professional practice with three offices and 12-15 staff. Principal-in-Charge of the Charlottesville office, responsible for marketing efforts, proposal development, design direction, staff mentoring, client management and profitability. Led and managed high profile, complex, multidisciplinary projects.

Land Planning & Design Associates, Charlottesville, VA

June 1997 – August 2001

PROJECT MANAGER – Led and managed the design and production of multiple public space and infrastructure projects including parks and recreation, trails, landfill mitigation, and transportation projects.

Thomas Lucido & Associates, Ft. Pierce, FL

May 1994 – May 1997

PROJECT MANAGER - managed the design and production of public and private projects.

EDUCATION

- Bachelor of Science, Landscape Architecture, West Virginia University, 1994

PROFESSIONAL CREDENTIALS

- Professional Landscape Architect in VA and WV
- American Society of Landscape Architects (ASLA)
- Member Virginia Recreation & Parks Society

EXAMPLE PROJECTS

North Fork NMD Rezoning, Albemarle County, VA — Principal-in-Charge. Led the land planning activities for a team developing an analysis of appropriate land use and product types, densities, and yields for this existing 562-acre PDIP for the UVA Foundation. The goal was to examine the integration of other land uses into the overall research park to activate the 24/7 and provide resources and amenities for employees and visitors. The resulting plan met the requirements of the NMD zoning category and provided a balanced approach to product diversity, development impacts, and density. Alternative transportation, infrastructure, park, and open space amenities were heavily integrated into the plan. UVA selected the project as a target property to facilitate the implementation of their Affordable Housing Initiative.

Evans Spring Re-Development Plan, Roanoke, VA — Project Manager— Project Manager. Led a multidisciplinary team to create a comprehensive master plan for a 170+ acre assembly of parcels in the city. The team included market consultants, community engagement specialists, transportation engineers, and civil engineers. Extensive input from a combative neighborhood informed a plan which responded to the concerns and demands of participants, including housing, traffic impacts, community access, land use, open space preservation, environmental protection, and amenity. This defined a logical framework for land use and implementation of market responsive uses, which were in substantial conformance with the City's Evans Spring Area Plan and zoning requirements. City Council adopted the plan in February of 2023. The adopted plan provides the framework for evaluating future rezoning applications for the property.

Main Street Plaza & Main Street, Danville, VA — Principal-in-Charge. Led a multidisciplinary team to provide design services for this downtown park and Streetscape. The multifunctional public space serves as a downtown gateway, public park and pedestrian promenade connecting the Dan River to the historic downtown and warehouse districts. Our team designed the park with pedestrian amenities at the core of the program, creating promenades along storefronts, facilitating cross street access, and developing promenade style connection to the riverfront. A civic style fountain serves as the focal point. The project served as a catalyst for further economic development activities.

OTHER RELEVANT PROJECTS

Buck Mountain Property Land Use Study, Albemarle County, VA — Principal-in-Charge

Albemarle County Parks and Recreation Master Plan, VA — Principal-in-Charge

Old Mills & North Rivanna Trails Feasibility, Albemarle County, VA — Principal-in-Charge

Buenavista Forward Master Plan, Buenavista, VA — Project Manager

Uptown Master Plan (CDBG), Martinsville, VA — Project Manager

College Avenue Promenade, Blacksburg, VA — Principal-in-Charge, Project Design

Jordans Point Park Master Plan, Lexington, VA — Principal-in-Charge, Project Design

Park 365, Richmond, VA — Principal-in-Charge, Project Design

Museum of the American Revolution, Yorktown, VA — Principal-in-Charge, Project Design

Application

Profile

Which Boards would you like to apply for?

Economic Development Authority: Submitted

Magisterial District *

☒ Samuel Miller

Abe J Shearer
First Name Middle Initial Last Name

Home Address Suite or Apt

City State Postal Code

Primary Phone Alternate Phone

Email Address

Strategent Financial, LLC Partner
Employer Occupation

Business Address:

185 Neff Avenue, Harrisonburg, VA 22801

Date of Employment:

2015 - current

Years Resident in Albemarle County:

1

Previous Residence:

Harrisonburg

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

Not applicable

Education

Abe J Shearer

Education:

James Madison University, Economics (2009)

Activities and Interests

Memberships in Civic, Not-for-Profit, and Similar Organizations:

Sorensen Institute PLP (2025) Harrisonburg City Council (2013-2017) Central Shenandoah Planning District Commission (2013-2015) Harrisonburg-Rockingham Social Services Advisory Board (2013-2017) VML Finance Policy Committee (2013-2017) Harrisonburg Parks & Recreation (2013-2017) Bridgewater Retirement Community, Chair of Board (2020-present) Your Economic Success (2015-present) Harrisonburg-Rockingham Community Champion (2017)

Interests:

My wife and I purchased land in North Garden several years ago, and completed the construction of our home in 2024. After many years of living in urban settings, we were excited to move to the country -- specifically, Bundoran Farm, a conservation minded neighborhood in southern Albemarle County. I enjoy being outdoors, gardening, spending time with our 8 month old daughter, and have always had a strong interest in public service. Other interests include sailing on the Chesapeake Bay, traveling, and learning.

Reasons for Seeking to Serve on the Board, Commission, or Committee:

For as long as I can remember, public service has been just been in my blood. In 2012, I ran for Harrisonburg City Council (Independent) and won a four year term at age 24. Those 4 years were incredibly formative for me. Between that, and running a wealth management firm for over a decade, I have come to learn that probably the most important determinant in successful outcomes is sound planning. Not all localities are good at this, but those that are thrive, economically, socially, environmentally, and otherwise. I am grateful for Albemarle County's forward thinking and solid planning -- and have a strong interest, and would be honored to be involved. So often it can be tempting to make short term decisions that may be ill advised long term; taking a measured approach, careful study, and working in conjunction with established plans (not against), like a Comprehensive Plan, or land use guide, is crucial. I am looking for the opportunity to be connected with the community where my wife and I have decided to plant our roots. It would be an honor.

How did you hear about this vacancy:

Familiar with process

[Abe_J_Shearer_Resume_2025.pdf](#)

Upload a Resume

Abe J. Shearer

2635 Winsome Orchard Lane, North Garden, VA 22959

shearer.abe@gmail.com

c: (540) 810-7470

I am a highly motivated and intellectually curious person with many interests and hobbies. I am jovial, and greatly enjoy the presence of others. My most formative experiences have stemmed from my community involvement over the years.

Professional Experience

STRATEAGENT FINANCIAL, LLC – Harrisonburg, VA (2015 – present)

Partner and Owner – Niche wealth management firm serving primarily high net worth individuals and families. We manage over \$300 million of client investments, allocated to publicly traded investments (stocks and bonds), and assist clients with tax, estate, and other specialized planning.

CITY OF HARRISONBURG, VA (2013 – 2017)

Council Member – Represented over 50,000 constituents as the youngest known elected official in City history. Knocked on thousands of doors, receiving over 6,100 votes. Ran as an independent in a heavily democratic locality, earning the trust of people across the political spectrum as a pragmatic thinker.

ENDLESS HORIZONS – Harrisonburg, VA (2014 – 2015)

Director of Business Development – Worked for CEO / owner of parent company that had over \$50 million of Federal government contracts annually. Performed due diligence and managed his personal investments in real estate, an herb company merger / acquisition he facilitated, and stakes in other private entities.

HARRISONBURG CITY PUBLIC SCHOOLS (2011 – 2014)

6th Grade Mathematics Teacher – Hired to teach mathematics as a professional career switcher with provisional license granted by Virginia DOE and the City schools. Students achieved the highest grade level SOL pass rates in HCPS, consistently exceeding state averages annually.

EQUITY SERVICES, INC – Montpelier, VT (2010)

Compliance Associate – Worked closely with Chief Compliance Officer, Directors, and advisors affiliated with the firm on regulatory inquiries, due diligence of third parties, and traveled to perform audits of firm registered offices throughout the United States. Responsible for industry compliance training.

AMERIPRISE FINANCIAL SERVICES, INC – Harrisonburg, VA (2006 – 2009)

Functional Delegate – Supervisory duties delegated by Registered Principal responsible for compliance supervision of over 100 advisors; review of daily transaction suitability, communications, life insurance, annuities, advertising. Primary reference for advisors on regulatory questions and broker-dealer WSPs.

Community Involvement – Current

BRIDGEWATER RETIREMENT COMMUNITY – Board Member, Chair (currently) (2020 – current)

YOUR ECONOMIC SUCCESS – Board Member, Chair (formerly) (2015 – current)

Community Recognition

Harrisonburg-Rockingham Chamber of Commerce – Community Champion Award (2017)

Shenandoah Valley Business Journal – Top 10 under 40 List of Upcoming Business Leaders (2018)

Education: JAMES MADISON UNIVERSITY, Bachelor of Science, Economics

Harrisonburg, Va (2006 – 2009)

Non-Professional Background Information: I am married to my wife, Lauren, and recently became a father to our daughter, Katherine, which is incredibly awesome. I enjoy reading, hiking, sailing, outdoor gardening and landscaping.



Albemarle County

Economic Development Authority

Board Details

An ordinance creating the Industrial Development Authority was adopted on May 12, 1976. See State Code, Sections 15.2-4900 through 15.2-4908 for enabling legislation. The authority created by the Albemarle Board of County Supervisors acquires, owns, leases and disposes of properties and makes loans and issues bonds to promote industry and development by inducing manufacturing, industrial, governmental, nonprofit and commercial enterprises and institutions of higher education to locate in or remain in the County and to further the use of its agricultural products and natural resources.

Overview

- ☐ **Size** 8 Seats
- ☐ **Term Length** 4 Year
- ☐ **Term Limit** N/A

Additional

Length of Term

Four years.

Frequency/Times for Meetings:

Meetings are held on the third Tuesday of each month at 4pm at the McIntire County Office Building in room 241.

Membership:

Members are not paid for their service. No director shall be an employee of the County.

Qualifications

It is helpful, but not essential, if members have some working knowledge of municipal finance or the financial markets in general. Some basic understanding of taxation is also helpful.

Economic Development Authority

Board Roster

Bea LaPisto-Kirtley

2nd Term Jan 01, 2025 - Dec 31, 2025

No Recruitment

Appointing Authority Board of Supervisors

Position BOS Liaison

Category BOS Member

Frank H Friedman

1st Term Mar 05, 2025 - Jan 19, 2026

Appointing Authority Board of Supervisors

Category Rio District Rep

Donald D. Long

3rd Term Jan 20, 2023 - Jan 19, 2027

Appointing Authority Board of Supervisors

Category At-Large

Andrea C Johnson

1st Term May 03, 2023 - Jan 19, 2027

Appointing Authority Board of Supervisors

Category Jack Jouett District Rep

David Storm

2nd Term Jan 20, 2024 - Jan 19, 2028

Appointing Authority Board of Supervisors

Category Scottsville District Rep

Jeff R Morrill

2nd Term Jan 20, 2024 - Jan 19, 2028

Appointing Authority Board of Supervisors

Category Samuel Miller District Rep

□

Stephen Hood

1st Term Jan 19, 2025 - Jan 19, 2029

Appointing Authority Board of Supervisors

Category White Hall District Rep

□

James M. Bowling

No Term

No Recruitment

Position Attorney

□

Vacancy

Appointing Authority Board of Supervisors

Category Rivanna District Rep

□

Albemarle County
**Rivanna Solid Waste
Authority**

Board Details

To develop regional garbage and refuse disposal, as defined in Section 15.1-1240(r), including development of systems and facilities for recycling, waste reduction and disposal alternatives with the ultimate goal of acquiring, financing, constructing, and/or operating and maintaining regional solid waste disposal areas, systems and facilities, all pursuant to the provisions of Chapter 28, Title 15.1. Initially, the Authority will assume all responsibility for operating of the existing landfill. Additional projects will be identified by the Authority and implemented through agreement with the City and County.

Operate the Ivy Landfill; accept and dispose of all solid waste generated within the City and the County by public or private haulers; issue and sell bonds for the acquisition of new facilities or expansion of current landfill; and develop rules, regulations and procedures to comply with State and Federal mandates and procedures as to recycling, reuse and other alternative uses and method of disposal for solid waste.

Overview

- **Size** 4 Seats
- **Term Length** 2 Year
- **Term Limit** N/A

Additional

Length of Term

Terms shall be for two years. The term for the BOS Member runs concurrently with their term on the Board of Supervisors. The terms of those members serving by virtue of their office shall expire upon the earlier of their ceasing to hold such offices or expiration of their term of office as a Councilor or a Supervisor; however, if they are reelected to those offices they may be reappointed to the Board. No compensation to members other than the joint appointee.

Frequency/Times for Meetings:

Fourth Tuesday of the month in January, March, May, July, September, and November at 2pm at 695 Moores Creek Lane, Charlottesville, VA or online

Membership:

Board of Directors consists of seven members. Four of the members shall always be the persons holding the offices of City Manager, City Director of Public Works, County Executive and County Engineer. The one member shall be the joint appointee. Visit this link to view full membership information: <https://www.rivanna.org/who-we-are/our-board-of-directors/>

Qualifications

No particular qualifications.



Rivanna Solid Waste Authority

Board Roster

Jeff Richardson

4th Term Apr 05, 2023 - Apr 01, 2025

No Recruitment

Appointing Authority Board of Supervisors

Category County Executive

Jim H. Andrews

1st Term Jan 05, 2022 - Dec 31, 2025

No Recruitment

Appointing Authority Board of Supervisors

Category BOS Member

Mike A Gaffney

12th Term Jan 01, 2025 - Dec 31, 2026

Appointing Authority Board of Supervisors/City Council

Category Joint City/County Rep

Jeffrey Dumars

1st Term Feb 05, 2025 - Apr 01, 2027

No Recruitment

Appointing Authority Board of Supervisors

Category Director, Facilities and Environmental Services

□

Albemarle County

Rivanna Water and Sewer Authority

Board Details

Provides wholesale water and wastewater treatment service for the City and County. Responsible for construction of regional wastewater treatment plan. See Four-Party Agreement.

Overview

- **Size** 4 Seats
 - **Term Length** 2 Years
 - **Term Limit** N/A
-

Additional

Length of Term

Two years for Chairman. The term for the BOS Member runs concurrently with their term on the Board of Supervisors.

Frequency/Times for Meetings:

Fourth Tuesday of each month at 2:15pm at 695 Moores Creek Lane, Charlottesville, VA 22902 and online.

Membership:

Membership is spelled out in the Four-Party Contract. One member is appointed jointly by the City and the County and serves as Chairman of this Board. Visit this link to view full membership information: <https://www.rivanna.org/who-we-are/our-board-of-directors/>

Qualifications

None in particular.

Rivanna Water and Sewer Authority

Board Roster

Jeff Richardson

4th Term Apr 05, 2023 - Apr 01, 2025

No Recruitment

Appointing Authority Board of Supervisors

Category County Executive

Quin Lunsford

1st Term Dec 04, 2024 - Apr 01, 2025

No Recruitment

Appointing Authority Board of Supervisors

Category ACSA Executive Director

Mike A Gaffney

12th Term Jan 01, 2025 - Dec 31, 2026

Appointing Authority Board of Supervisors/City Council

Category Joint City/County Rep

Ann Mallek

2nd Term Jan 03, 2024 - Dec 31, 2027

No Recruitment

Appointing Authority Board of Supervisors

Category BOS Member