



CITY OF HENDERSONVILLE
ENVIRONMENTAL SUSTAINABILITY BOARD
Operations Center - Assembly Room | 305 Williams St. | Hendersonville NC
28792

Thursday, March 16, 2023 – 3:00 PM



AGENDA

1. CALL TO ORDER

A. Call to Order- *Ann Twiggs, Vice Chairperson*

2. APPROVAL OF AGENDA

A. Approval of Agenda- *Ann Twiggs, Vice Chairperson*

3. APPROVAL OF MINUTES

A. Regular Meeting Minutes

Approval of Minutes from 02/16/2023 - *Gracie Erwin, Staff Liaison*

Subcommittee Meeting Minutes

Approval of Minutes from 02/24/2023 - *Gracie Erwin, Staff Liaison*

Approval of Minutes from 03/10/2023- *Gracie Erwin, Staff Liaison*

4. PUBLIC COMMENT

A. Public Comment - *Allotted Time 15 minutes*

5. SUBCOMMITTEE UPDATES

A. Bee City- *Will Garvey, Board Member*

B. Recycling and Plastics- *Geri Conley, Board Member*

C. Hendo Earth Fest- *Ann Twiggs, Vice Chairperson*

Extend a Courtesy Invitation to County and Local Municipal Offices to Join the ESB and Hendo's Earth Fest.

D. Sustainability Plan - *Will Garvey, Board Member*

E. City Council - *Lyndsey Simpson, Council Woman*

6. OLD BUSINESS

A. Mayors Monarch Pledge (Due by March 31st 2023) - *Will Garvey Board Member*

i. Please review and select your commitment choices before the meeting

ii. [https://www.nwf.org/~media/PDFs/Garden-for-Wildlike/Mayors -Monarch-Pledge_Action-Items.pdf](https://www.nwf.org/~media/PDFs/Garden-for-Wildlike/Mayors-Monarch-Pledge_Action-Items.pdf)

B. Fountain Works Board Retreat Proposal- *Ann Twiggs, Vice Chairperson*

Hold Discussion on who they want to work with and put it to a vote between Fountain works and the other recommended consultants.

C. Update on Sustainability Manager Position- *Gracie Erwin, Staff Liaison*

7. NEW BUSINESS

A. Ecusta Trail Update - *Will Garvey, Board Member*

Discuss ESB commenting on issues such as landscaping?

B. Suggestions for Board Retreat Consultants- *Grady Nance, Board Member*

C. Discussion of Sustainability Hero Award -*Will Garvey, Board member*

8. CLOSED SESSION FOR SUSTAINABILITY HERO AWARD

A. Closed Session for Sustainability Hero Award- *Will Garvey*

9. ADJOURNMENT

The City of Hendersonville is committed to providing accessible facilities, programs and services for all people in compliance with the Americans with Disabilities Act (ADA). Should you need assistance or an accommodation for this meeting please contact the City Clerk no later than 24 hours prior to the meeting at 697-3005.



3-10-23 HEF Minutes

Welcome

Present: Marcia, BJ, Ellie, Enrique, Virginia, Nancy, Ann, Carlos, Pam and Amora

Absent: Geri and Katie

Old Business

Advertising/Media Update (Ann - 5 minutes)

Ann: Everything is gone to print, and there are copies of our media in the googleDrive, 100 postcards, 10 yard signs - 4 at 6th & Main, 6 to go, 4 banners that are 3' by 8' with grommets (1 for BJ, 1 at West Allen & Main, 1 by Fresh Market, 1 to go), available mid-next week, poster can be printed on 8x11,

Business Notification update (Ann & Elle - 3 minutes)

Elle: notified 50% of the businesses on our block and finish up next week, about 90% on ECCOs block, 28 or so total so far

****Ann: we have to give Jamie Carpenter information to put in the newsletter for the rest of the businesses***

Virginia: asks that all businesses have an 8.5 by 11 inch poster to put in their business, Virginia will distribute

Leader Reports: (5 minutes each - 30 minutes)

Blue Ridge EV Club - Carlos (update of bicycle accommodations)

Carlos: up to 29 vehicles; bicycle club is trying to set up a few rides, from Laurel Park and other neighborhoods, and request to get the south lane of 4th ave closed for bikes; motion to ask city to close that area for bike parking/riding to Jamie for consideration of City Council. Sycamore cycle is bringing a bike corral on 5th Ave. Request to close 4th Ave from Laurel Park to Jackson Park from 9am-4pm.

New question: what markings will the city allow for assigning spaces

Exhibits - Pam

Pam: We have 26 vendors signed up, there are some vendors that will share their space, we are at capacity but can include more if we share tents and space;

Entertainment - Katie

Enrique: there are 7 or 8 artists lined up, and that is plenty to cover the program

Marcia: steps are being built

Green Four Trail - Virginia

Virginia: so far there are 6 or 7 responses, the coop is very excited; steering committee can view this on googleDrive; all in the sustainability category; Hendo Earth Trail flier with a QR code they can post at their business; Stump Farms said they would be happy to post; include a resource of electric vehicle charging stations (Carlos will share plug share app information); add county recycling information to green trail;

Team EECO - BJ

BJ: t-shirts are ready, different for staff and volunteers; 30 volunteers and staff; 4-5 inflatables coming, plus a photo booth for free, the grow a garden will be available, storm water runoff will be available (about the size of 2 tables) with a student and Mike Hhuffman, a student project around no more straw use, 3 science experiment groups, and much more, wrist bands and coins for experience, balloon twister, 2 face painter, stilt walker, beneath the waves presentation is TBD, Cherokee Nation visit is still in conversation.

Caregivers of Mother Earth - t shirts, fundraising basket raffle

Elle: Gretchen from Coop is supporting and they donated \$500 for shirts, single color shirt with single color ink, printer can get this done in 2 to 3 weeks (vocational solutions is the printer), Marcia and Elle will discuss later,

Elle: fundraiser, Autumn through Splurge is setting this up and HEF will be a beneficiary of the funds raised,

New business (30 minutes)

ESB-HEF Tote bags - Marcia

*Ann: these bags are from the ESB budget, and for promotion of this board; MEK talked about putting information on how many plastic bags would be saved by using this bag; **it was decided to put the HEF logo, sponsored by ESB on the bag***

Volunteer sign up form? Who to develop? What do we do if we get too many volunteers?

Ann:

Virginia: Pam sent form through CC, boy scouts have been asked, MT can provide back up vests if we run out of t-shirts, three 2.5 hour shifts, 2 people per shift, needs 24 people

Carlos: needs volunteers to mark parking spots

Enrique: MT to include VT's email for newsletter

Emergency plan - phone numbers, designated emergency volunteers,
Ann: Jaime shared that on-call emergency contact information ahead of the event; ask city for signs noting that no dogs are allowed; Virginia will create a handout for volunteers

Schedule of events - Entertainment schedule, Sustainability HERO award, EV events, Team ECCO events
Ann: Katie will manage artists; 11:30am for HERO award; Virginia will make an itinerary

Other?

Virginia: a tag line for moving forward with; personal invitation to our elected leaders to attend HEF - BOC, municipal leaders (Fletcher, Mills River, Flat Rock, Laurel Park) from ESB

End: 12:08pm



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 28792



Thursday, February 16, 2023 – 3:00 PM

Meeting Start at 3:06 PM **AGENDA**

1. CALL TO ORDER

A. Call to Order- *Kelly Pahle, Chairperson*

Will, Virginia, Marsha, Kelly, Geri, Grady, Ann all present

2. APPROVAL OF AGENDA

A. Approval of Agenda- *Kelly Pahle, Chairperson*

ME is absent. Couldn't get zoom to work

3. APPROVAL OF MINUTES

A. Approval of Minutes from January 19th 2023- *Gracie Erwin, Staff Liaison*

Approval of Minutes from February 9th 2023- *Gracie Erwin, Staff Liaison*

B. Approval of Subcommittee meeting minutes - *Gracie Erwin, Staff Liaison*

*Lyndsey Present
 you approve will 2nd*

4. PUBLIC COMMENT

A. Public Comment- *Allotted Time 10 minutes*

5. PRESENTATIONS

A. *Meg Jamison, Executive Director of the Southeast Sustainability Directors Network*

B. *Nancy Lawson, Curbside Management, INC.*

6. SUBCOMMITTEE UPDATES

A. Bee City - *Will Garvey, Board Member*

B. Recycling and Plastics- *Geri Conley, Board Member*

C. Hendo Earth Fest- *Ann Twiggs, Board Member*

D. Sustainability Plan- *Will Garvey, Board Member*

E. City Council- *Lyndsey Simpson, Council Woman*

7. OLD BUSINESS

A. Parklet Update- *Virginia Tegel*

B. Sustainability Hero Nominations Update- *Kelly Pahle, Chair person*

NO Batteries!!!
 ↳ start fires

Recycling Pres.

- ↳ no dual objectives
- Just Recycling

* size matters

↳ bigger than 2" x 2"

No plastic Bags

No Styrofoam

Numbers don't mean it's recyclable

70% of what they do is Pulling Bags

Plastic Containers!!!

↳ lids be on; Rinsed!

Nozzles, & pumps come out/trash.

Just Metal cans, no frying pans or cords

Can only recycle glass bottles & jars

No grease or food waste on paper

recycle top of PIZZA box - throw away bottom

8. NEW BUSINESS

- A. Mayors Monarch Pledge- Kelly Pahle- Chairperson
- B. Budget Item- Vote on using budget towards a strategic planning session with Fountainworks- Kelly Pahle, Chairperson

9. ADJOURNMENT

Reached out to Warren w/ Fountain works
Guidance for future years. minimum 1/2 Day session
Special meeting after to discuss. Sk Quote for ↑

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See
#813

Bee City-report is almost finished

Recycling - only 3 members, need help!
waste reduction 3rd wed, at coop
13 rest

HEF → Slots filled,
Katie from Trinity is working on ent.
Marketing - BOLD life, Lyndsey aired a
commercial

looking for 24 volunteers

need to inform businesses

- going to have a green tour

- Potential have bags to handout/
flyers in the bags

- Highschool is coming

Sustainability Plan

met w/ John & got ok to reach out to
City Staff managers

Invite Lee/Tom to discuss Sustainability
efforts.

Zyndsey / city council update - welcome Marsha
new member

lighting ordinance approved

Water & sewer authority - still exploring /
Meeting together to discuss this opt.
no date on this meeting.
- next one will be public.

* Virginia suggested the board consider
weighing in on this since water / fresh
water to council.

- Ribbon Cutting - Parking deck March 1st 1pm

Virginia - parking lot

↳ Bike rack outside city ops now

Token Task to maintain - SM

Kelly motion to be in ~~mayors~~ Mayors monarch
Pledge

- will discussion - Kelly said Pause →

#8B - discussed - want SM on board
 - ~~want~~ discussed may - Better timeline

Replace may meeting

- still public meeting must ask

5K - Spend ~~get more~~ ~~must get~~ 3 quotes

Ann - ~~moved to get 3 quotes~~
 approve 5K of budget for
 Strategic Plan

- Geri 2nd

unanimous decision

Kelly moved to adjourn meeting at 4:43pm
 Ann 2nd

unanimous

Signed by
 minute taker

Gracie Erwin



Board chair

Kelly Pahlke

so that next meeting to discuss
what can we do. - deep dive next meeting

Item A.

Item A.



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Thursday, January 19, 2023 – 3:00 PM

MINUTES

1. CALL TO ORDER

A. Call to Order- *Kelly Pahle, Chairperson*

Everyone is present except for Ann. She is online.

APPROVAL OF AGENDA

2. Approval of Agenda- *Kelly Pahle, Chairperson*

Kelly Approved, Virginia made a second motion to approve agenda.

APPROVAL OF MINUTES

Approval of Minutes from December was first approved by Geri Conley, Will Garvey 2nd this motion.

3. Approval of Minutes from December 15th 2022- *Gracie Erwin, Staff Liaison*

All Approved- motion by Geri, and 2nd by Will

4. Approval of Minutes from Jan 13th Hendo Earth Fest Subcommittee - *Gracie Erwin, Staff Liaison*

OTHER BUSINESS

5. Public Comment- *Allotted Time, 15 Minutes*

None

OTHER BUSINESS

6. Bee City - *Will Garvey, Board member*

Will is Bee city lead for earth fest

7. Recycling and Plastics- *Geri Conley, Board Member*

Handed out Brochures on what is recyclable at Henderson county. only 9% of plastics are actually recyclable. Discussed handing out reusable bags with a quote on how long it needs to be used to be more sustainable than plastic grocery bag.

8. Hendo Earth Fest- *Ann Twiggs, Board Member*

See minutes from the Subcommittee

9. City Council- *Lyndsey Simson, Council Woman*

Lyndsey provided an update on city council lighting ordinance. City Council is continuing the discussion with the county on a combined water sewer authority. Parks and Rec master plan is officially apt.

10. Sustainability Plan- *Will Garvey, Board member*

next steps- ask the city what they did last time/ ways to improve- ideas for moving forwards. Include other boards, and involve ICLLE while they wait for SM to be hired. Contact Kale Roberts for direction. Kelly, Lyndsey and John C to meet and discuss. Determine if city staff can or wants to help where they can. More concise goals.

OLD BUSINESS

11. Old Business - *Kelly Pahle, Chairperson*

Excited to hear that Hendersonville has received over 40 applicants for the sustainability position.

NEW BUSINESS

12. Annual Hendersonville Sustainability Hero Award- *Will Garvey, Board Member*

City has distributed to city staff, and are now collecting nominees. They will hold a closed meeting to discuss nominees and give award at the hendo earth fest.

Voted to move forward with the sustainability hero.

ADJOURNMENT

Will made a motion to adjourn and Virginia Second it- all yes.

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CITY OF HENDERSONVILLE
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Thursday, February 09, 2023 – 5:00 PM

MINUTES

1. CALL TO ORDER

A. Call to Order- *Kelly Pahle, Chairperson*

Will, Kelly, Ann, Virginia, Marsha (Brand new member) and Mary Ellen are all present.

APPROVAL OF AGENDA

2. Approval of Agenda- *Kelly Pahle, Chairperson*

Mary Ellen Motion to approve agenda, Virginia second, all in favor.

OTHER BUSINESS

3. Discuss and vote on proposed advertising budget for Hendo Earth Fest- *Ann Twiggs, Board Member*

\$1,750 - billboard (Summit Marketing)

\$600 - radio scripts development and recording (Summit Marketing)

\$420 - Bold Life 1/4th page ad (includes ad design for \$25.00 and ad placement for \$395.00 - their rate for 5 months but giving us a deal for only the Mar/Apr edition as it is usually over \$650 for a one edition ad)

\$2,230 - 2 banners, posters, flyers (this could be less as I don't have actual quotes for these items)

Total

\$5,000

Kelly made a motion to approve this budget, Will seconded, all voted yes.

ADJOURNMENT

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1- 27-23 HEF Minutes

1. Welcome (1min)

a. Attendees

- i. Enrique Sanchez, Allison Justus, Brandy Heatherly, Geri Conley, Elle Travis, Virginia Tegel, Katie Cilluffo, Ann Twiggs, Carlos Ruiz, Gracie Erwin
- ii. Absent - Anthony Baltiero, Pam Torlina, Nancy Diaz

b. Schedules

- i. Special Meeting - Thursday Feb 2nd -10-11am 125 5th Avenue W

2. Accept minutes (1min)

A. Chair Report (10min)

- a. Change April 7th meeting (city offices closed) -Trinity Presbyterian, 900 Blythe, Hendersonville 10:30 am

b. Gather questions for Thursday, Feb. 2nd meeting with Jamie Carpenter

- i. Questions for Jamie Carpenter - Downtown Business Assoc.
 1. Times
 2. Flyer? (Allison)
 3. Make owners aware of dates/times of street shutdown
 4. Parking? Permission, where? (bank parking?)
 5. Street closure issues
 6. Press release in the downtown business newsletter?

D. Sponsor Partners & Donors Discussion (30min)

Notes: some confusion over the definition of partners, sponsors and donors. Group determined that individuals and partners can donate funds for entertainment - no sponsors

a. Friends of Downtown a no go

1. Mountain True?
2. Trinity Presbyterian Church?
3. Caregivers of Mother Earth? Will donate \$250
4. Team ECCO?
5. Conserving Carolina?
6. KatieCilluffo - will donate \$100

Because we won't solicit sponsors this section of the agenda is irrelevant

~~b. Mills River Days example of sponsor sign up~~

~~c. Need volunteers to write one for us~~

~~1. What levels?~~

- _____ 2. ~~What will they get?~~
- _____ 3. ~~Who to approach?~~
- _____ 4. ~~Who will approach them?~~

Advertising/Media (30min)

- a. Come up with a list of advertising needs (Nikki Hamilton list - media and advertising friend of Ann Twiggs) Allison Justus (city communications director) and her assistant were on the phone with us to discuss what media and advertising the city could provide. -
 - i. press release, city facebook page, Instagram, twitter, can help design graphics. We aren't allowed to have a separate Facebook page for the event but can share the city facebook link to our event.
 - ii. Will have to pay for banners and other media/advertising (get 3 quotes)

Question - which radio stations will give us free advertising?
 - iii. Posters and flyers cost?
 - b. Business Notification (ask Jamie Carpenter) City has a list they can share with us
 - c. Please note special rules/laws for city publications
 - c. Unite the 3 organizations rather than separate
 - i. ESB
 - ii. Team ECCO
 - iii. Electric Vehicle Club
 1. Event website:
<https://driveelectricearthday.org/event?eventid=3605>
 - b. Set up meeting with Sarah Leatham or Nikki Hamilton for costs
- F. Exhibitors -
- a. Ann will discuss with Pam Torlina (returning Jan. 29th) next week
- G. Other Business (15min)
- Entertainment
- Food - no food
- H. To do before next Feb. 10th mtg
- a. Geri will work with Amy Schmitte on plastics and recycling

- b. Virginia will work on Green Trail
- c. Katie will work on entertainment and ads
- d. Elle will create business notification form
- e. Ann will work on press release, media/advertising budget

F. Meeting adjourned

ESB Earth Day/Green Expo Subcommittee Meeting

December 16, 2022

Agenda/Minutes

- A. Welcome/Introduction of any new members (5 min)
 - a. Start at 10:32am
 - b. Present- Ann, Virginia, Carlos, Ellie, Katie, Enrique, Nancy
 - c. Absent - Anthony and Pam - no one via Zoom
- B. Accept minutes of last meeting (2 min)
 - a. Add schools, update name (Cilluffo), update Blue Ridge Car Club to Blue Ridge EV Club,
 - b. Minutes accepted
 - c. Documents available through GoogleDrive, to be shared soon
 - d. Name of event: Green Expo, discussion of other names
 - i. Enrique to work on a slogan for the event (ie - "Sustain-ability begins at home")
 - ii. Hendersonville Earth Day Festival
 - iii. Decided on "Hendo Earth Fest"
- C. Old Business
 - 1. Ann Twiggs – Chair updates – City Council approval – schematics - @ 28 exhibitor 10' tent spaces (5 min)
 - a. City approved the festival, the schematic
 - b. ESB funds not available for entertainment, can be used for banners or merchandise (t-shirts for volunteers), advertising,
 - i. Need to come up with a budget in January
 - ii. Bold Life advertising is free if they produce an article on us
 - c. Event Logo (Hendo Earth Fest), Nancy to mock-up
 - 2. Section Lead updates (@ 2 min each - 30 minutes overall)
 - a. Overall Exhibitor lead – Pam Torlina – not present
 - Pam will do the outreach for people to table, 28 spaces
 - Virginia started a list of potential exhibitors
 - Future Discussion: swag guidelines for exhibitors
 - b. Entertainment Lead – Katie Cilluffo
 - John Perkins is available
 - Discussed 2 main entertainment spaces, and need to block off some of the 28 spaces for entertainment
 - We have 17 power sources, and water sources are available, may need to find funding for that

- Does the city have tents, tables and chairs available for use? Katie to send list of needs to Ann, Ann to investigate
 - Mountain True boat/trash trout, additional buckets of water for testing
 - BJ (ECCO) is going to have ocean based water monitoring
 - Friends of Downtown and other potential sponsors, Katie and others to investigate
 - Mobile Class Room, Carlos has the contact and will follow through with that
 - c. Lecture Lead – Ann Twiggs
 -
 - d. Volunteers Lead – Virginia Tegel – ESB portion
 - BJ Ramer – Team Ecco lead
 - Volunteer needs: 9:00 -11:30am, 11:00 -1:30pm, 1:00-3:30pm, at least 2 volunteers per shift(3) at 3 locations, special ID item for volunteers
 - e. Recycling/Plastic – Geri Conley
 - Recycling demonstration and education, pending
 - We cannot let children play with trash
 - f. Eco Tour – Virginia/Enrique
 - Trash trout is an element of this Eco Tour
 - g. Compost Exhibitor – Katie
 - h. Native Landscape/Rain Garden – Elle Travis
 - i. Sustainable Agriculture – Ann/Elle
 - j. EV Vehicles – Carlos Ruiz de Quevedo
 - k. Water Quality lead - BJ Ramer
 - New: activity stations for further discussion
 - New: list of sponsor, we will develop through a GoogleDoc, how we are going to approach them (a script), levels of sponsorship
- D. New Business (3 min)
- Add Green Energy (other than EV) Exhibitor lead –
- Ask Carolina Memorial Sanctuary to exhibit
- Pam & Charlie Rogers Drawdown exhibit
- Budget?
- E. Breakout into lead groups to discuss next steps in each (someone take notes)
(30 minutes)
- F. Regroup/report back (10 - 15 min)
- Adjourn until next meeting on January 13,2023

Item A.

12

28

ESB Earth Day/Green Expo Subcommittee Meeting

January 13, 2023

Minutes

1. Present – Ann, Carlos, Enrique, Virginia, Elle (on zoom)
2. Absent- Pam Torlina, BJ Ramer, Geri, Kathie, Anthony
3. Accepted minutes of last meeting
4. Ann Twiggs – Chair update
 - a. Use Google docs - Virginia will provide training as needed
 - b. ESB/Sponsors limitations
 - c. Need for Budget presented at next ESB meeting
5. Vendors: no exhibitor fee, use of electricity \$25., find sponsor for volunteer t-shirts
6. Media/Advertising budget (25 min) - Pam and Ann
7. digital \$1500 approx, Facebook, print banner, posters - correction total budget \$2500
8. Summit Marketing - Ann and Carlos will meet with Sara to devise media plan
9. Sponsors - partners can serve as fiscal agent, Ann will ask Friends of Downtown, Nancy will ask Mountain True
10. Henderson County - Waste Management Amy Schmitte - Henderson County Solid Waste. It was suggested that we add a “hard to recycle” collection event to go along with the Hendo Earth Fest
11. Trinity Lutheran booth with provide alternative choices
 - a. Entertainment
 - b. Lectures - Ann, Nancy - Suggested topics - Home energy efficiency steps and tax credits for, Federal grants/ loans for rural agriculture and small businesses,
 - c. Retail store notifications - Elle
 - d. Media/Advertising - Ann
12. Ann will send corrected new letter to exhibitors and track respondents
13. Adjourn until next meeting on January 27, 2023



2-10-23 HEF Agenda

Attendance: Marcia Shaffer, Ann Twiggs, Carlos, Katie, Elle, BJ Raymond, Nancy, Enrique, Pam

Welcome - (2 min)

Elle - 71 days until the event!

A. Chair Report - (15 min)

1. Feb. 2nd mtg with Jamie Carpenter (details in Google Docs)
 - i. **Questions to Jamie Carpenter, go to GoogleDoc on the G-Drive**
2. Feb. 3rd mtg with Sarah at Summit Marketing (Details in Google Docs)
3. Report from Emergency ESB mtg on HEF advertising budget
 - i. **Budget has been approved by ESB**

- B. Logo discussion - Katie to present her revision choices along with Nancy and Carlos's ideas. **(20 min)** Note - a final choice will be made!

Katie presented a few different variations using elements of the ESB logo, committee voted to move forward with current logo (2 abstain, Katie and Marcia)

1. How many posters would we like? Where do we place them?
 - i. **Order 100 flyers, Ann will talk to Sarah about flyer content and printing, 8.5x14,**
2. Flyers? How will they be used?
 - i.
 - **500 block has been notified yesterday (BJ & Elle)**
 - **There will not be other events in downtown in April**
 - **Banners to announce, possible at Allen & Main, yard signs at other locations, will discuss amount after price quote**
 - **Will have billboards on 4 seasons**

C. Leader reports: (5 min each - 30 min total)

1. Exhibitors - Pam
 - a. Current

- 17 confirmed exhibitors, we have 22 spaces of 28 currently, Land of Sky recs from Carlos to follow up on contact information,
- Bee City, Schools, Living Web,
- Solar installers will have a car on EV side and exhibits
 - Sugar Hollow
- ECCO doing invasive species (animals)
- Native plants, waiting to hear from Bullington
- Waitlist will be made when our spaces are filled

b. Future

2. Green Trail - Virginia

a. Current status-

- Posted an invite on drive and 3 people have offered edits,
- Green Trail is self guided, nothing is handed out, they get a google map and see what is being featured, idea is to have it ready to roll out at Earth Fest,
- support requested to add attractions to the list
- Has an invitation and is developing a form for them to fill out

b. What still needs to be done

3. Entertainment - Katie

a. Current status-

- Several artists lined up, singer songwriters, bagpiper, Jim Poe (Bee Keeper), John Perkins (2 sections),
- BJ has other entertainment for her block

b. What still needs to be done -

4. Blue Ridge EV Club - Carlos

a. Current status-

- Has 23 vehicles, goal is 50-70 vehicles, possibly 1 or 2 buses - with Earth & Sky, a panel truck is committed

b. What still needs to be done -

5. Team ECCO - BJ Ramer

a. Current status-

- 500 block is wrapped up, they shared a letter with all the shops there

- Cherokee Nation possibly to come with buses and performers, more soon
- Mark Huffman will work with BJ for something on this block
- Shark rescue and ocean conservation
- Discovery tables
- Why you don't collect and why you don't release (?)
- Picture booth
- Stilt walker and balloon maker
 - b. What still needs to be done -

6. Lectures - Ann & Nancy
- a. Current status- (Do we need this element?)
- out
- b. What still needs to be done - everything

- D. Commitments for the next meeting Feb. 24th - **(20 min)**
Remind everyone to check Google docs in the meantime

- Volunteer needs
- City is taking care of EMS
- By March 1 Elle will have a list of businesses
- Advertising
- For entertainment: need stairs for stage
- City is doing barricades, traffic signs, clearing parking,
- Tent weights mandatory
- Hospitality area, no
- Volunteer headquarters table, volunteer vests available by MT

Meg Williams Jamison
Executive Director
Southeast Sustainability Directors Network

★ look to this group for support. ★
\$300 per year

Meg Jamison is the Executive Director of the [Southeast Sustainability Directors Network](#), where she has worked since 2015 to promote sustainability in local government across a 10 state region in the Southeast U.S. Prior to SSDN, she directed the northern Arizona office of [Local First Arizona](#), the largest local business coalition in the country. She has also worked with the internationally recognized urban economics firm, [Urban3](#), coordinated the [City of Austin's first Urban Agriculture Program](#), and served as research director with [SCALE, Inc.](#), focusing on rural economic development.

Idi - greenhouse accounting

Meg has an undergraduate degree in Urban and Environmental Planning from University of Virginia and a master's degree in Geography from Appalachian State University.

Things/Trends that municipality are doing
WNC- NOT same climate threats → heat but
we do have flooding issues

- LG - EV Vehicles, renewable energy sources
- Solar - Partnering w/ Duke to work together for Energy

Raleigh - rainwater incentives

Nature based climate solutions

Buncombe County - working on storm water/water quality
Land use - ag conservation/preservation

? influx of ppl to Asheville
how to grow sustainably

Cross departmental positions



2-24-23 Minutes

Location: 305 Williams St. Hendersonville, NC 28792, 10:30am

Welcome:

Present: Pam, Marcia, Ann, Enrique, Virginia, Nancy

Absent: Carlos, Elle, Katie, BJ

Advertising/Media Update (Ann - 5 min)

Bold Life -

Ann: March 1st the issue comes out

Summit Marketing -

Ann: final budget with them is for a billboard, radio add, 4 banners (3x8), 25 posters, and 100 postcards, and 10 yard signs

Question: Enrique, add a QR code to the poster and postcards

Reusable grocery bags - ESB give away- \$1,181 for bags in budget

Leader Reports: (30 min)

Exhibits - Pam

Pam: We have 24 exhibitors - there is a little bit of wiggle room is some will share space

Enrique: the city allows for spaces at the end of our blocks

Marcia: helping to set-up booth spaces the day before

Virginia: County is selling compost bins for \$25, a \$200 value - Amy can promote for purchase at a later time; Girl Scouts will volunteer with Amy at her booth

Virginia: HHS interact is going to participate, possibly partner with FFA, high school students are in

Entertainment - Katie

Not present

Ann and Marcia: family is building the steps for the stage

Nancy: bring mic and speaker

Green Tour - Virginia

Virginia: form for information is sent out, please email Virginia with suggestions (Holmes State Forest)

Pam: create some sort of plaque or recognition symbol for businesses and other places on the green trail (Ann: something to consider for next year)

Team ECCO - BJ - not present

New Business (45 min)

Entertainment needs - steps, microphone, speakers, tent, chairs

Ann and Marcia: family is building the steps for the stage

Notify Businesses -

Ann: Elle and BJ worked on getting a notice to the businesses on the blocks we'll be set-up on, and ways they can get involved

Volunteer Needs - number, tshirts, responsibilities

Virginia: Volunteer plan is in the googleDoc, shift are 2.5 hours, at least 2 per shift, aiming for 30 volunteers

Ann: t-shirts, coop is sponsoring \$500 to Caregivers of Mother Earth, Elle and Ann are talking to the businesses to see about donations

Exhibitor needs that we are responsible for

Ann: electricity, other special needs,

Other?

Virginia: at some point we should create an event schedule, for HERO award announcements and other things

Ann: billboard review, all good!

To bring to next meeting on **March 10th**

Ann: Emergency Plan, create schedule/event timeline for general program and entertainers

Next meetings: **March 10th (meeting site changed to Aquarium)**, 24th and 31st, **April 7th (city offices closed - we meet at Trinity Presbyterian Church)**, 14th, and 21st

Location: 305 Williams St. Hendersonville, NC 28792

End: 11:40am



Mayors' Monarch Pledge Action Items

Mayors and local government chief executives who have taken the Mayors' Monarch Pledge must commit to implement at least three of the 25 following action items within a year of taking the pledge. At least one action must be taken from the "Program & Demonstration Gardens" section. Mayors and local government chief executives taking more than eight actions will receive special recognition as part of the National Wildlife Federation's Mayors' Monarch Leadership Circle. NWF will follow up with all mayoral points of contact with a quarterly survey (1/1, 4/1, 7/1, 10/1) to monitor progress. Please visit www.nwf.org/mayorsmonarchpledge to take the pledge and access resources.

Communications & Convening:

- 1) Issue a Proclamation to raise awareness about the decline of the monarch butterfly and the species' need for habitat.
- 2) Launch a public communication effort to encourage citizens to plant monarch gardens at their homes or in their neighborhoods.
- 3) Communicate with community garden groups and urge them to plant native milkweeds and nectar-producing plants.
- 4) Convene city park and public works department staff and identify opportunities for revised mowing programs and milkweed / native nectar plant planting programs.
- 5) Convene a meeting with gardening leaders in the community to discuss partnerships to support monarch butterfly conservation.

Program & Demonstration Gardens:

- 6) Host or support a native plant sale or milkweed seed giveaway event.
- 7) Facilitate or support a milkweed seed collection and propagation effort.
- 8) Plant a monarch-friendly demonstration garden at City Hall or another prominent location.
- 9) Convert abandoned lots to monarch habitat.
- 10) Plant milkweed and native nectar plants in medians and public rights-of-way.
- 11) Launch a program to plant native milkweeds and nectar plants in school gardens by engaging students, teachers and the community.
- 12) Earn recognition for being a wildlife-friendly city by expanding your action plan to include other wildlife and habitat conservation efforts through a program like the NWF Community Wildlife Habitat program
- 13) Create a monarch neighborhood challenge to engage neighborhoods and homeowners' associations within the city to create habitat for the monarch butterfly.
- 14) Initiate or support citizen-science efforts that help monitor monarch migration and health.
- 15) Add milkweed and nectar producing plants in community gardens.

- 16) Expand invasive species removal programs to make it possible to re-establish native milkweed and nectar plants to the landscape.
- 17) Host or support a city monarch butterfly festival.

Systems Change:

- 18) Remove milkweed from the list of noxious plants in city weed / landscaping ordinances (if applicable).
- 19) Change weed or mowing ordinances to allow for native prairie and plant habitats.
- 20) Increase the percentage of native plants, shrubs and trees that must be used in city landscaping ordinances and encourage use of milkweed where appropriate.
- 21) Direct city property managers to consider the use of native milkweed and nectar plants at city properties where appropriate.
- 22) Integrate monarch butterfly conservation into the city's Park Master Plan, Sustainability Plan, Climate Resiliency Plan or other city plans.
- 23) Change landscape ordinances to support integrated pest management and reduced use of pesticides and insecticides.
- 24) Ban the use of neonicotinoid pesticides, or plants and seeds treated with neonicotinoid pesticides, on city lands.
- 25) California Specific: Pass a resolution to protect over-wintering monarch butterfly habitat on public and private lands.

March 7, 2023

Kelly Pahle
Chair, Environmental and Sustainability Board
City of Hendersonville
Via email: kpahleesb@gmail.com

Dear Ms. Pahle:

This letter is to serve as a proposal for Fountainworks to provide consulting services to support the City of Hendersonville's Environmental and Sustainability Board's upcoming visioning and strategic planning retreat. Following is the scope of work and fees for this project.

Project Understanding

Overview: The Environmental and Sustainability Board

This Board will be convening for a half day visioning and strategic planning retreat on May 18th. Fountainworks will design and facilitate the workshop working with the Board chair. Fountainworks will provide summary report and strategic plan framework for the Board to utilize coming out of this workshop.

Fountainworks Scope of Work:

1. Retreat Planning and Documents Review (March 2023 – May 2023)

Participants

- ✓ Board Chair
- ✓ Board members
- ✓ Fountainworks
- Finalize project outcomes and deliverables
- Develop 'light' pre-work for Board members to complete before workshop
- Begin planning logistics for Board Retreat
- Develop workshop meeting plan and materials

2. Board Retreat (May 2023)

Participants

- ✓ Board members
- ✓ Designated staff from City of Hendersonville
- ✓ Fountainworks
- Set strategic vision and priorities moving forward to help focus the Board and enable staff to align resources with priorities
- Identify measurable and manageable outcomes

3. Develop Workshop Summary and Strategic Plan framework (May - June 2023)

Participants

- ✓ Fountainworks
- Fountainworks develops workshop documentation.
- Debrief meeting with Board Chair and Fountainworks

Fees

Our fee for this work is \$5,350 inclusive of all materials and travel expenses, billed at cost. Upon approval of this proposal, Fountainworks will invoice ½ project fees. Upon completion of the total project, Fountainworks will invoice the remaining fees.

Thank you for the opportunity to submit this proposal.



Warren Miller
Fountainworks

ECUSTA TRAIL MAINTENANCE

Regular Tasks

	Frequency	Cost
Trash Cans and litter Sweep	3x weekly M,W,F	
Blow Off Trail	3x weekly M,W,F	
Tree and natural Debris Removal	Weekly	
General Safety Inspection Documented on Form	Weekly	
Trail tree and brush Pruning	Monthly	
Shoulder Maintenance	Monthly	
Herbicide Application	6 treatments annually	
Sign repair and cleaning	Monthly	
Graffiti Removal	Removed within 10 days	
Work Order Management	Weekly	

Irregular Tasks

	Frequency	Cost
Storm aftermath clean up	per Hour	
Asphalt Repair Patches	per ton	
Special/Emergency Call Out	per hour	
Snow and Ice Treatment?	Per hour and per bag	
Trail Drainage maintenance		
Trail Root cuts	1 per year	

Large Maintenance Project > \$5,000 (CIP)

	Frequency	Cost
Bridge Inspections	every 5 years	
Paving Replacements	Determined by CIP	

Gracie,

I have sent this email to you, so that this information can be properly transmitted to the other ESB members and comply with open meeting requirements.

My message:

At the last meeting, discussions included soliciting bids from several consultants regarding a strategy/planning session(s) with the ESB members.

As MountainTrue has used strategy/planning consultants before, I asked MountainTrue leadership for recommendations.

Greg Walker Wilson, Judy Futch, and Angela Kemper were recommended for consulting work by Bob Wagner of MountainTrue. Whether their skills are the ones we need, I cannot tell but their brief resumes seem like they could be applicable. I also investigated the [nonprofitpathways.org](https://nonprofitpathways.org/resources/wnc-consultant-directory/wnc-consultant-search/) website (link below) for some potential candidates. I've copy/pasted some of the resumes listed on the website for the candidates that seemed more likely to fit our needs.

To solicit proposals, we will need a scope of work for potential candidates to review and bid on.

<https://nonprofitpathways.org/resources/wnc-consultant-directory/wnc-consultant-search/>

Althea Gonzalez

Althea Gonzalez Consulting
Asheville

North Carolina

Website: [Consultation, training & technical Assistance for NonProfits & Philanthropy](#)

**Consultation, training & technical
Assistance for NonProfits &
Philanthropy**

By Althea Gonzalez

Consultation, training & technical Assistance for NonProfits
& Philanthropy

Email: althea@altheagonzalez.com

Phone: 828-279-5711

Alt. Phone:

Paid Non-Profit Work (years):

20

Unpaid Non-Profit Work (years):

20

Consulting Experience (years):

15

Summary of your consulting practice and relevant experience:

Althea is a bilingual, bicultural, independent consultant supporting nonprofits, philanthropic institutions, and funder collaboratives in Western North Carolina, across the state, and across the U.S. She has more than 20 years' experience in the nonprofit sector in a range of consulting, leadership, and administrative roles. She has worked with more than 100 organizations facilitating strategic thinking, leadership development and executive coaching, program development, community conversations, and training sessions on a variety of capacity-building topics. All services can be offered in Spanish.

Judy Futch

Judy Futch Coaching

660 Blue Heron Road

Mars Hill NC 28754

Website:

Email: Judyfutch157@gmail.com

Phone: 828-380-9107

Alt. Phone:

Paid Non-Profit Work (years):

27

Unpaid Non-Profit Work (years):

22

Consulting Experience (years):

28

Summary of your consulting practice and relevant experience:

As an organization consultant, Judy Futch provided facilitative leadership to organizations and communities by guiding change processes, building collaborations

and developing strategies for productive and sustainable futures. She now focuses her work on the human dimension of change and transition by coaching leaders of organizations.

Through her coaching services Judy serves as a thought partner, an accountability coach, and as a resource and priority connector for leaders and their teams. She bases her coaching on Appreciative Inquiry methodology and values driven leadership. Judy has an Ed.S. degree in Human Relations and a M.Ed. in Counseling and Psychological Services from Georgia State University, Atlanta, Georgia. She has received additional training in facilitation, mediation, dialogue, appreciative inquiry and Jungian psychology. She is certified in the Myers Briggs Type indicator and the EQI 2.0. (Emotional Intelligence). She is a Professional Certified Coaching, international Coaching Federation and has a certificate in Advanced Personal and Executive Coaching from the College of Executive Coaching.

Leslie Anderson

Leslie Anderson Consulting, Inc.

10 Blackwood Road

Asheville NC 28804

Website:

Email: leslieanderson@bellsouth.net

Phone: 828-252-4913

Alt. Phone: 828-273-1555

Paid Non-Profit Work (years):

25

Unpaid Non-Profit Work (years):

42

Consulting Experience (years):

23

Summary of your consulting practice and relevant experience:

For over 47 years, as a volunteer and public servant, and as a consultant for the past 24 years, Leslie sought to improve the future of North Carolina and beyond. Leslie's experiences relevant to nonprofit consulting are diverse: active advocate, civic incubator, recognized community leader, downtown developer, nonprofit manager, fundraiser, community organizer, founder of several organizations, facilitator, and chair and Board member of numerous local and state organizations. As a consultant she has assisted over 200 organizations. With Leslie's leadership of public/private partnerships over 10 years, downtown Asheville became an extraordinarily successful model of authentic, profitable, fun, and shrewd re-development of a blighted city center. Now a source of community pride and a tourist mecca, downtown Asheville is cited on many "best" lists and national rankings for its distinct personality, unique offerings, and remarkable turnaround.

From this breadth of involvement, Leslie gained knowledge, background, and seasoned, practical experience that prepared her to support, advise, and partner with nonprofits, grassroots organizations, and governmental units. This experience enables Leslie to understand and relate easily to community leaders, staff, volunteers, and Board members. According to feedback from past clients, our firm delivers the agreed upon scope of work and exceeds expectations. Perhaps most telling, our clients usually become our friends and repeat customers.

Leslie Anderson Consulting, Inc. provides organizational development and support to public, private, and nonprofit organizations engaged in all types of public service. Our organizational development consulting services include, and are not limited to: board development and governance, strategic planning, nonprofit management, executive coaching, program development, community and public relations, downtown redevelopment, community collaborative facilitation, crisis management, fund development, and child advocacy. We do this through group facilitation, training, research, technical assistance, in-house management, planning processes, executive coaching, and the benefit of applied real-world experiences. We assist clients – from large national organizations to small town initiatives – in building capacity to achieve their desired impact and to become excellent organizations in the process.

In addition to Leslie Anderson, our firm includes Stacy Anderson, administrative coordinator, and contracted associates. We retain specialized counsel and expertise as required by the customer. Since 1998, Leslie has had an adjunct faculty appointment at the University of North Carolina's School of Government. Areas of focus include civic engagement/civic education and community and economic development.

Every company has a particular style – its characteristic way of working with clients and addressing their needs. In our case, the style is innovative, collaborative, and solutions-oriented. Unlike some consultants, we do not offer pre-packaged solutions because there are no pre-packaged problems! Every organization has unique needs, circumstances, and opportunities. Therefore, we believe in a creative, customized, innovative approach to problem solving. We also believe that “consulting” should not be something someone “does” to you. Instead, it should be an engaging partnership and collaborative process – one that involves all stakeholders in defining the problems, generating options, and agreeing on and finding the solutions. Our clients are transformative change makers. LACI’s vision is that our clients grow in capacity, relevance, and change effectiveness and that they thrive by achieving their missions.

Allison Jordan

RiverStone Rising

41 Ivywood Road

Weaverville, NC 28787

Website: [RiverStone Rising | Leadership Coaching in Asheville](#)

RiverStone Rising | Leadership Coaching in Asheville

Local Certified Executive Coach who will Guide You, Your Company or Team to Corporate & Community Success. • Start with a Free Consultation Today!

Email: allison@allisonjordan.com

Phone: 828-230-5237

Alt. Phone:

Paid Non-Profit Work (years):

23

Unpaid Non-Profit Work (years):

17

Consulting Experience (years):

6

Summary of your consulting practice and relevant experience:

Allison Jordan is a certified Coach, Executive Director Mentor and Trainer and helps leaders meet their goals, grow and do good. She has extensive experience leading organizations both as the Executive Director of Children First/Communities In Schools for 11 years and through her many volunteer Board of Director roles and through her many volunteer Board of Director roles including NC Child, Buncombe Partnership for Children, Asheville City Schools Board of Education, and the NC School Boards Association. Allison has received numerous community awards including UNC-Asheville's Francine Delaney Service to the Community Alumni Award in 2012; Kennon Roberson Award for Nonprofit Management Excellence in 2012 and the Leadership Asheville Community Trustee Award in 2013 and the Woman Up Woman Nonprofit Leader of the Year in 2017. Allison holds a Master's of Science in Community Leadership from Duquesne University, a Bachelor of Arts in Psychology from UNC-Asheville, a certificate from CoachU and is Dare to Lead Trained. Allison is also a registered yoga teacher and certified meditation teacher.

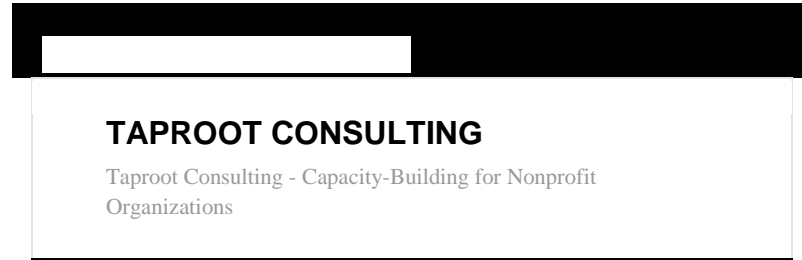
Beth Trigg

Taproot Consulting

PO Box 82

Swannanoa NC 28778

Website: [TAPROOT CONSULTING](#)



Email: beth.trigg@gmail.com

Phone: 828-776-1973

Alt. Phone:

Paid Non-Profit Work (years):

26

Unpaid Non-Profit Work (years):

20

Consulting Experience (years):

12

Summary of your consulting practice and relevant experience:

Beth Trigg supports nonprofit organizations with inclusive and participatory facilitation, strategy, and planning.

Services include:

Group facilitation

Community research (including needs assessments, listening projects)

Strategy development

Strategic planning

Fund development planning for financial sustainability

Design and facilitation of meetings, trainings, and retreats

Beth works in collaboration with a diverse team, using tools and approaches that encourage participation, build relationships, and build on the strengths, skills, and experience of the group. She is committed to equity and inclusion and invites all participants to bring their full selves into collective work. Beth's work with groups is grounded in the spiral model of popular education, using tools that help groups to make decisions together and valuing everyone's contributions. She draws on a lifetime of participation in social justice movements and community work, formal training in facilitation and coaching for transformation, and over 25 years of experience working in many roles within nonprofit organizations. As a consultant, she has worked with dozens of organizations locally and nationally since 2006.

Kathleen D. Osta

Vital Clarity

90 Aurora Drive #2

Asheville NC 28805-6603

Website: [Home](#)

Home

facilitation expert uses highly participatory processes, grounded and engaging services

Email: kathleen@vitalclarity.com

Phone: 828-254-0212

Alt. Phone: 828-231-5565

Paid Non-Profit Work (years):

15

Unpaid Non-Profit Work (years):

25

Consulting Experience (years):

28

Summary of your consulting practice and relevant experience:

Vital Clarity exists to serve as a reliable facilitation and training resource for people who work in groups, teams, organizations, and businesses.

President and founder, Kathleen Osta, brings decades of experience and facilitation mastery to her work with for-profit and nonprofit businesses. She values the crucial role that nonprofit organizations play in their communities and is committed to delivering customized services that support their successful development – as they define it. With the ability to tap into the wisdom of each group, she galvanizes the group's commitment to fulfilling the organization's or business' mission.

An early career in the nonprofit sector as a social worker, program director, fund raiser, public relations professional, and leadership team member equips her with practical experience in how businesses function. Whether your business has a long track record or is in its infancy, Kathleen's services bring a new level of cohesiveness to its direction and relationships.

Her approach to strategic planning results in an inspired vision of your future and a clear path to make it a reality – complete with a focus on priority issues and a follow-up schedule of progress meetings.

All of Vital Clarity's services are characterized by:

- High levels of participation
- Consensus outcomes that are owned by the group
- Follow through on focused actions

Kathleen surfaces the often latent alignment within groups that fuels the successful implementation of action plans.

Services and facilitator attributes you can count on are:

- Masterful facilitation skills in long- & short-term strategic planning
- Creative and time-efficient brainstorming experiences that result in true consensus
- Change management and facilitative leadership training

Participatory Strategic Planning

Starts with a three- to five-year vision of a desired future, coupled with a one-year calendar that is populated with specific, measurable projects that address organizational priorities.

In addition to having a comprehensive plan that guides day-to-day decision making and helps people stay "on the same page," components of the strategic plan document can be used for:

- board member recruitment efforts
- new employee orientation
- annual report narrative
- grant applications and funding reports
- certification applications

It is a living, breathing, relevant plan that capitalizes on areas of alignment and key priorities.

Change Management

Change is inevitable. Individuals and groups who have well-developed "change muscles" move through and make the most of changes as they occur. This three-hour module provides a cognitive understanding of the emotional experience that can reduce productivity and throw good plans off track.

By learning the natural cycle of change together, groups develop shared language and become better able to manage themselves through the unsettling aspects of change.

An optional action planning session may be added to make an immediate transfer of the group's heightened awareness to needed tangible outcomes.

Facilitation Training

A two-day course in three facilitation methods is available for groups wanting to build internal facilitation capacity. These time-tested approaches are designed to improve effectiveness of meetings by eliciting a more complete and shared understanding of any topic or issue.

Walker Wilson Consulting

31 Woodvale Ave

Asheville NC 28804

Website: <http://www.walkerwilson.com>

Email: greg@walkerwilson.com

Phone: 828-450-1400

Alt. Phone:

Paid Non-Profit Work (years):

15

Unpaid Non-Profit Work (years):

30

Consulting Experience (years):

12

Summary of your consulting practice and relevant experience:

Walker Wilson Consulting serves values-driven organizations. We utilize the best practices of the nonprofit world (mission, passion, and service) and the for-profit world (finance, analysis, and strategy) to benefit our clients. We prioritize equity and inclusion. Particular consulting services include strategic planning, sustainability planning, executive coaching, leadership transitions, leadership training, organizational assessment and development, business planning, financial analysis, merger/acquisition analysis, board best practices training, meeting facilitation, and interim leadership. All services can be offered in Spanish.

For example, we can:

Lead a participatory strategic planning process for board and staff to build ownership and unify focus

Facilitate retreats and meetings to maximize your team's scarce time

Conduct staff/board development sessions to increase your team's skills and productivity

Assess your organization's culture, finances, operations, programs, communications, governance, and/or human resources for greater community impact

Coach board and staff leaders through difficult decisions

Hold you accountable for achieving your personal leadership goals

Serve in interim leadership positions for organizations in transition

ABOUT WALKER WILSON CONSULTING:

Walker Wilson Consulting is a values-driven organization serving values-driven organizations. We utilize the best practices of both the nonprofit world (mission, passion, and service) and the for-profit world (finance, analysis, and strategy) to benefit our clients. Our commitment to Western NC is shaped through international experience. We prioritize equity and inclusion. All our services can be offered in Spanish.

Greg Walker Wilson, Principal of Walker Wilson Consulting, has consulted with nonprofit organizations, large corporations, government entities, and small businesses for more than 20 years on local, state, national, and international levels. He began his career as a management consultant with Accenture.

Greg learned first-hand the importance of prioritizing organizational development when he became CEO of the floundering Mountain BizWorks organization in 1998. Over the next 11 years, Greg led Bizworks to:

Pay off its debts and build net assets of nearly \$2 Million

Increase annual community impact by 700%

Recognition by Fast Company Magazine as a visionary and entrepreneurial social sector

organization

Develop a participatory entrepreneurial training curriculum that was licensed to other North

American nonprofits and the subject of a book chapter

A Nonprofit Sector Steward Award from the NC Center for Nonprofits, and

Give birth to Mountain Made, a for-profit retail subsidiary located in the Grove Arcade.

Today, Mountain Bizworks is a nationally recognized leader in the small business development field.

Greg has chaired numerous boards, including the national Association for Enterprise Opportunity, the Center for Participatory Change, and HandMade in America. He is Vice Chair and Executive Transition Chair of Democracy NC and Treasurer of La Milpa. He served as Treasurer and Strategic Planning Chair for the NC Center for Nonprofits and served as Communications Chair for Just Economics, and Secretary and Organizational Development Chair for Wildacres Leadership Initiative. He has written and presented extensively on boards, social enterprise, executive transitions, earned income, and coaching. For his commitment to empower women, Greg is the only man ever to receive the Asheville Chamber of Commerce's Athena Award. He has also received the Asheville NAACP's President's Award.

Greg has a BA from Bluffton University, a BS in Industrial Engineering from Case Western Reserve University, an MA in International Development from American University, a certificate in Non-Profit Management from Duke University, and a certificate in Advanced Personal and Executive Coaching from the College of Executive Coaching. Greg is a Professional Certified Coach with the International Coach Federation.

Elizabeth Holler Hunter, CFRE & Angela Kemper, CFRE

HunterKemper Consulting

50 Panola St

Asheville NC 28801

Website: <http://www.hunter-kemper.com>

Email: info@hunter-kemper.com

Phone: 828-252-1475 (Angela)
 Alt. Phone: 828-279-0274 (Elizabeth)

Paid Non-Profit Work (years):

34

Unpaid Non-Profit Work (years):

34

Consulting Experience (years):

23

Summary of your consulting practice and relevant experience:

Our Mission: At HunterKemper Consulting, our mission is to help you make the greatest impact possible on the people and causes you serve. Principals Elizabeth Holler Hunter and Angela Kemper apply more than 60 years of combined fundraising experience, advanced education in communication and organization development, and advanced professional certification to meet the unique needs of your project, fundraising program, and organization. We have earned the professional designation of Certified Fundraising Executive (CFRE), which is held by approximately 7,200 professionals worldwide. We have successfully raised millions of dollars through annual funds, membership programs, feasibility studies, and capital campaigns.

Our Strengths:

Solid Fundamentals. Relationship-based fundraising is the foundation of long-term success. We have an in-depth, experiential knowledge of fundraising—both principles and practice—and its application to Annual Funds, Membership Programs, Planned Giving, and Capital and Endowment projects.

Strategic Focus. Strategic focus is essential to achieve annual objectives or to accomplish lengthy projects such as capital campaigns. You need a customized plan to maximize the resources available for the project. We will build it together, and then we will provide clear, concise project management that keeps the process moving yet remains attentive to the countless details.

An Integrated Approach. Every fundraising program or project exists in the context of a larger organization, community and industry. Strategic fundraising and communication must go hand in hand with strategic organization development. We work with you to analyze and better understand current systems and processes, build your organization's infrastructure, and plan for a sustainable future in the context of trends and best practices and innovation in the nonprofit sector.

Application of Data. With our strength in hard analytical tools, from software to database systems, we guide you in essential tracking of prospects and project components.

Through a comprehensive analysis of your data, we create a Donor Strategy Map that segments donors based upon their giving history and capacity, and provides clear strategies for effective acquisition, renewal, upgrades, and stewardship.

Skilled Communication and Facilitation. Effective communication is critical for success, whether it relates to articulating your vision or mobilizing staff and volunteers to advocate for your mission. It's your story, and we support you to tell it in the most compelling ways possible. Through group facilitation and training we help bring people together and empower them to fulfill their strategic roles.

Elizabeth Hunter, MA, CFRE, has a Master's degree in Human Resource Development/Organization Development from Western Carolina University and a B.A in journalism from the University of North Carolina at Chapel Hill. She is also a professional executive coach.

Angela Kemper, MA, CFRE, has a Master's degree in Communication Studies and her undergraduate degree from the University of North Carolina at Chapel Hill. She taught Strategic Communication for the MBA program at the Fuqua School of Business at Duke University for four years.