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Interests and Commitments

- **Preserve Rush Character and History.** Building community, connecting and engaging all residents in our community, creating a strong sense of belonging and actively participating in “our “town. Actively engaging all citizens in the development and implementation of town policies and procedures.
- **Farm Preservation.** Appropriate use of BOCES properties and other town properties. Engaging all sectors of the town in a coordinated and connected comprehensive planning process.
- **Appropriate commercial development** and improvements for our “main street” through outreach and engagement to the business community.
- **Supporting and responding to the needs of our Small Business Community.** Small business is the heart of our economic recovery as a nation and Rush has a great number of small business owners who need the commitment of the town leadership to be productive and continue to develop their business successfully.
- **Open, positive, supportive, responsive local government,** going beyond compliance with Public Officer’s Law, encouraging ongoing access, accessibility, engagement with all town residents. Reduced reliance on attorneys and litigation, and more citizen-centered and responsive government. Encourage town residents’ active participation in town decision making, especially in future planning.
- **Successful Aging in Place for Seniors.** I am a Certified Graduate Aging in Place Specialist through the National Association of Homebuilders. I hope to use this expertise to assist the many seniors who want to continue to live successfully in our community. Working together, we can make sure that we have the necessary services and supports available to meet the diverse needs of this sector of our community.
- **Controlling and reducing costs of government:** controlling costs of administration; development of principles, and procedures to promote full transparency and direct citizen involvement and oversight throughout the budget process; direct advocacy in the development of the county and school district budget and tax assessments. Benchmarking reasonable costs with other towns, school districts and counties similar in size and scope throughout our state.
- **Effective, ongoing positive communication and community engagement** through the Town’s newsletter, website, and local newspapers.

Key Qualifications

- More than 23 years as a Rush resident, and business leader in the town. Life-long resident of upstate New York.
- Former Trustee of Rush Library
- Graduate of the University of Rochester, worked for the first elected and first full-time Mayor of Rochester (1971-1973).
- Knowledgeable and experienced in all aspects of town government, including budgeting, managing programs and services, inventory and audits, facilities management, developing and implementing appropriate procedures to ensure accountability, and public information and relations.
- Knowledgeable and experienced in NYS laws, regulations and public policies regarding NYS towns, Public Officer's law, Home Rule, Development of town laws and ordinances, Building Codes, development of zoning ordinances, Planning Board and Zoning procedures and regulations, including SEQRA, SPEDES permits, Zoning variances, and Article 78 proceedings.
- A "watch dog" citizen for more than four years, actively participating in the Town of Fleming in Cayuga County, where I share ownership in a lake house with my sister, actively participating in the revisions of their comprehensive plan and zoning ordinances to be more protective of land conservation, prohibit dense, tract and commercial development in fragile land areas, and protect the rural character of the area. Actively researched and successfully worked to write a renters
- Passionate about making a positive impact on the political, economic, and social policies which impact attitudes, funding and quality services of people in our town.

Professional Background and Experience

- More than 30 years of work experience as an advocate and service representative in the non profit and public sector.
- More than 25 years of work experience as a system advocate, on a wide range of public policy issues, including the rights of people with disabilities; environment, conservation and land use; universal design, accessibility and green building; literacy and education, employment, transportation, and health and wellness. For past 5 years, working at a statewide level to develop cross sector collaboration to strengthen capacity to meet the needs of people with disabilities of all ages and their families.
- More than 20 years as a homebuilder, running a small business. Responsibilities for all accounting, including annual Workman's Compensation and Liability audits. Earned the designation of a Certified Graduate Builder and a Certified Aging in place specialist from the National Association of Homebuilders.
- Certified Trainer for the Northeast ADA Technical Assistance Center, and have conducted workshops on universal design to improve access and full community participation, and am a Benefits and Workforce Incentives Specialist.
- Knowledgeable and experienced in many of our NYS laws, regulations, policies, and practices in the areas of education, employment, health care, social services, disability rights, and nonprofit and public management.
- Extensive knowledge and experience on environmental and land development issues, have actively participated in Comprehensive Planning, successfully challenged SEQRA at a state level, and have been actively involved in protecting the Finger Lakes, helping to develop model town zoning

ordinances to ensure appropriate land use, drainage systems, and protection of our upstate waterways.

- More than 39 years in management positions, with more than 23 years as an administrator of multi-faceted non-profit organizations. Experienced in all aspects of management, including finances, human resources, program development and implementation, and administration, program and personnel policies, procedures, and evaluation.
- More than 8 years as a purchasing agent for a multi-faceted agency, including major renovation projects, including all aspects of the grant development, engineering and architectural review, bidding process and required wrap up.
- Strong research, communication, problem-solving and interpersonal skills.
- Successful in grant writing, fundraising and fund development, including development and management of special events, annual appeals, new services and membership benefit packages.
- Experience in implementing marketing and informational campaigns from concept to evaluation, including design and writing of brochures and newsletters, information series, workshops and conferences.
- Strong experience in organizational strategic planning, designing effective program evaluation and continuous performance improvement plans, and promoting consumer based learning organizations. Continue to facilitate strategic planning for small nonprofit start-ups.
- Extensive knowledge and experience with services, policies, laws and regulations of New York State, and direct experience with many state funding agencies, including New York State Education Department (SED), Office of Persons with Developmental Disabilities (OPWDD), NYS Developmental Disabilities Planning Council (DDPC).
- Knowledgeable and experienced with technology and a wide range of business software applications, interactive web pages, internet, Webinar, and social media.

Professional Highlights

NYS Disabilities Advocacy Association and Network, Executive Director, 2005 – Present

The network is an independent cross disability, and cross-sector resource network designed to develop a clearinghouse of information, strengthen the capacity of the nonprofit sector, identify gaps in services, and develop effective practices, collaboration, connections and communication among all stakeholders to better meet the needs of people with disabilities and their families.

LDA Life and Learning Services, Rochester, N.Y. Associate Executive Director 1986 – 2005

The organization incorporated in 1985, and I was recruited to help build the family and children services and administration services. The agency grew from 12 to 100 staff and from .5 to 4.5 million budgets.

Responsibilities and projects changed as services and departments were created; highlights included:

- Strategic planning needs assessment and research, and new services development for children and adults with learning and developmental disabilities, and their parents and families.
- Director of Family and Children Services providing direct and system advocacy services for children and adults with learning disabilities and their parents; advocacy included education, employment, social security, college search, independent living, residential and education program and placement alternatives, accessibility laws, regulations, and special education due process including state level appeals.

- Assisted parents in establishing parent support and advocacy groups, and provided parent and professional area wide information programs, workshops and conferences; designed and offered new services to meet the needs of children and adults, including an after school computer lab for children, summer recreation programs, teen conferences, and in-school support service, and a GED-ABE program for adults.
- Producing a variety of administrative reports including agency budgets, state cost reports, payroll processing, benefit management, and agency audits.
- Human resource management experience including direct staff supervision, staff development and training, volunteer programs, and the development of policies and procedures, salary wage plans, and performance evaluations.
- Grant development activities including new concepts, grant writing, data collection, research, needs assessments, consumer surveys and program evaluations.
- Active participation in interagency collaborations and partnerships with other advocacy organizations, schools, agencies, parent and disability based associations to promote effective systems advocacy.
- Fund development activities including special event fundraising, annual appeals, membership promotion;
- Marketing and promotion including public and media releases, testimony for governmental hearings, opinion articles, newsletters, public speaking, and workshops.

Health Association, Rochester, N.Y., Manager, Administration Support Services, 1978 - 1986

A multi-million dollar agency, I was there during a period of significant growth. A newly created position, responsibilities included:

- Recruitment, training, and supervision of administration support staff and volunteers; initiated an active recruitment of individuals with a wide range of disabilities, recognizing and providing the appropriate accommodations needed for success.
- Managed support services for 12 different in-house organizations, each with their own advisory group and target population, each providing an array of services to individuals with disabilities. Target groups included individuals struggling with arthritis, alcoholism, mental health, hearing impairments, visual impairments, learning disabilities, and compulsive gambling.
- Grant and project manager for capital expenditures, equipment and computers, renovations, and start up packages for supportive apartments; secured funding and implemented a State funded accessibility, renovation and improvement grant.
- Compliance officer for accessibility, health and safety facility issues
- Provided staff support and training for new computers and a new database management system

1199 Hospital Workers Union, Rochester, N.Y., Administrative Organizer, 1974 – 1977

- A new position, in English and Spanish, taught more than 800 members and their families how to use a membership designed HMO benefit plan, a first of its kind comprehensive prevention care program with medical, dental and prescription care
- Served as an advocate and representative for Spanish speaking members
- Managed office and member support services

Mayor's Office, Rochester, N.Y. Service Representative, 1971 - 1973

- The first elected Mayor, the position was newly created; responsibilities included investigating and resolving, and analyzing for policy changes, citizen complaints, concerns, and questions. Coordinated and followed-up on the “open door” monthly sessions for all city residents
- Managed and supported Mayor’s events calendar. Researched and drafted speeches, and proclamations, set up community presentations, and media events with the Public Information Office. Designed and maintained a research file on current events and public policy issues
- Served as Mayor’s representative on health and disability issues, making community presentations, and assisting a group of individuals with physical disabilities to advocate for accessibility and development of an independent advocacy group.

Education and Training

I actively participate in Webinars, workshops, trainings and conferences on issues of management, education and nonprofit public policy, universal design, accessibility, disabilities, grant writing, and marketing.

Formal education experiences include:

University of Rochester, Rochester, NY , BA Major Psychology / Minor Black Studies

Howard University, Washington, D.C., Exchange Program

Nazareth College, Rochester, NY, Biology Courses

Industrial Arts School, Manizales, Columbia, South America Exchange Program

Rochester Effectiveness Program, 3- year training in participatory evaluation and development of effective organizations.

Americans with Disabilities Act (ADA) Trainer, ADA Technical Assistance Center, Cornell University

Other Business, Community, and Volunteer Experiences

2010-Present	Public Policy Committee, Board Member, Center for Disability Rights
2009-Present	Social Security Benefits and Workforce Incentives Information Network,
2008-Present	Owasco Watershed Lake Association Land Use Chairperson
2005-Present	Trustee, New York State Learning Disabilities Association
2005-Present	Statewide IDEA Partnership School-Family Partnerships Community of Practice
1991-Present	Certified Graduate Builder, Aging in Place Specialist, Secretary/Treasurer, Hankins Development Corporation, Member, Rochester, NYS and National Home Builders Associations
1992 - Present	Advisory Board, TRIO Program, Rochester Institute of Technology,
2006 – Present	Advisory Board, TRIO Program, Genesee Community College
1992-1998	Trustee, Rush Public Library