

# Charles Ross

Sussex County  
Industrial Development Authority  
Appointment Application

Thank you for your interest in serving Sussex County as a potential member of the Industrial Development Authority (IDA)! This is a very important role that will have a direct influence on the County's economic growth. Terms are for a period of 4 years. Pursuant to the Virginia State and Local Government Conflict of Interests Act, each appointee will be required to file (upon appointment and annually thereafter) a disclosure statement of their personal interests ([as defined in §2.2-3101 of the Code of Virginia, as amended](#)) and such other information required by Virginia Conflict of Interest and Ethics Advisory Council. The County will host an in-depth training session for all appointed members.

The following series of questions will help County leaders select the final slate of candidates to appoint to open terms on the IDA. Please note: this application is NOT a guarantee that you will be appointed. The Board of Supervisors will objectively review the information you share to identify and appoint a slate of candidates that provide a variety of perspectives to best serve the IDA and County.

1. Name:  
Dr. Charles D. Ross
2. Home Address:  
23200 Moores Ln, Jarratt, VA 23867
3. County of Residence:  
Sussex County
4. Please provide a copy of your resume/CV when you submit this application.
5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).
  - a. Business Management/Administration
    - i. Score:  
5
    - ii. Explanation (optional):

I have a post Master Degree in Project Mangment from Virgina State University

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- b. Construction
    - i. Score:  
  
1
    - ii. Explanation (optional):
- c. Engineering
    - i. Score:  
  
5
    - ii. Explanation (optional):
- d. Finance
    - i. Score:  
  
5
    - ii. Explanation (optional):
- e. Law
    - i. Score:  
  
4
    - ii. Explanation (optional):

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f. Local Government

i. Score:

4

ii. Explanation (optional):

g. Marketing

i. Score:

4

ii. Explanation (optional):

a. Real Estate (please indicate if residential or commercial)

i. Score:

3 Residential

ii. Explanation (optional):

6. What do you think are the County's three biggest challenges?

Sussex County struggles financially in areas including balancing budgets, obtaining funds for necessary services, and equity.

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7. On a scale of 1-5 (with 1 being lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base?

5

8. Why do you want to be a part of Sussex County's Industrial Development Authority?  
(Please keep your answer to 500 words or less).

I am enthusiastic about the prospect of contributing to the prosperity and growth of Sussex County. I believe that serving on the Industrial Development Authority would enable me to actively participate in the promotion of economic development, employment creation, and community enrichment. I view this role as an opportunity to form a sustainable and vibrant economic environment for the county by working in collaboration with local businesses, government leaders, and stakeholders.

**End of Application**

Please email your responses to J. David Conmy, Deputy County Administrator & Economic Development Director for Sussex County at [dconmy@sussexcountyva.gov](mailto:dconmy@sussexcountyva.gov).

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Questions? Please email David Conmy at the email address above or call at (434) 632-9766.

## David Conmy

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**From:** Charles Ross <charlesdross05@gmail.com>  
**Sent:** Sunday, April 6, 2025 9:02 PM  
**To:** David Conmy  
**Subject:** Re: Sussex County - Industrial Development Authority - appointment application  
**Attachments:** IDA Member Application - C Ross.pdf; Dr C Ross Resume.pdf

**CAUTION:** This email originated from outside of the organization. Do not follow guidance, click links, or open attachments unless you know the content is safe.

I am writing this letter to present myself as a candidate for a member of the Sussex County IDA board. I am very excited about the opportunity to work in this capacity for you. The position would be a perfect fit for someone with my unique skills, interests, and professional expertise. My significant exposure to teaching, along with professional training and leadership execution successes, has equipped me with critical, technical, and creative abilities, enabling me to thrive in the intensive learning environment in Sussex County.

Throughout my experience as a teaching professional, I have successfully provided strong support and guidance to numerous community members. I have supervised the operational aspects of an entire department within my position. I have conducted my actions professionally and adhered to the district's standards and regulations, professional ethics, and applicable laws. I am a knowledgeable and qualified candidate with strong communication skills and an understanding of cultural diversity and insight into county development.

I have included the application and my resume, and I look forward to speaking with you regarding your position.

On Tue, Apr 1, 2025 at 2:17 PM David Conmy <[dconmy@sussexcountyva.gov](mailto:dconmy@sussexcountyva.gov)> wrote:

Good afternoon Mr. Ross,

It was a pleasure chatting with you over the phone earlier.

Per our phone conversation, please see the attached IDA Member appointment application. Please try to get your completed application back to me by the afternoon of **Monday April 7<sup>th</sup>** so that I can include it in the Board of Supervisors' meeting packet.

If you have any questions or concerns, please let me know.

Take care!

Best,

David

**“Rooted in the Past...Growing for the Future!”**

**J. David Conmy**

Deputy County Administrator & Economic Development Director

Sussex County

20135 Princeton Road

P.O. Box 1397

Sussex, Virginia 23884

office: (434) 246-4395

mobile: (434) 632-9766

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**Charles D. Ross, Ed.D.**  
**Educator**

***“Excellence Is The Standard, Not The Goal”***  
***Jesse W. Lewis***



# Dr. Charles D. Ross

*An experienced professional educator with impressive interpersonal skills and limitless levels of motivation and ambition*

23200 Moore's Lane  
Jarratt, VA 23867

Voice: (434) 378-3127  
Email: Charlesdross05@gmail.com

## ***Education:***

### **Virginia State University, Petersburg, VA**

Doctoral of Education, Educational Administration and Supervision, May 13, 2023

### **Virginia State University, Petersburg, VA**

Project Management, Certificate of Graduate Studies, May 13, 2023

### **Virginia State University, Petersburg, VA**

Master of Education, Curriculum and Instruction, May 16, 2020

### **Shaw University, Raleigh, NC**

Bachelor of Science, Recreation Administration, May 9, 2009

## ***Postgraduate Professional License with the following endorsements:***

- Administration and Supervision PreK-12
- Health and Physical Education PreK-12
- Driver Education

## ***Professional Experiences:***

### **Assistant Principal, Vernon John Middle School, Petersburg, VA,**

- Serves as an assistant to the principal. Provides leadership and direction to the school teachers and support staff
- Coordinates curriculum development with Instructional Services, administrators, specialists and teachers
- Conducted formal and informal observations for all educational and non-educational areas (Core, Specialists, and Exceptional Education teachers, Custodians, Coaches)
- Facilitated Professional Learning Communities in the four-core content areas
- Assisted Principal with the oversight of approximately 65 certificated and non-certificated personnel
- Managed Saturday SOL Academy and Targeted Instruction remediation programs
- Implemented and Managed Positive Behavior Intervention Strategies school wide
- Supported and Monitored AVID strategies school-wide
- Assists the principal in determining staffing needs with the Director of Instruction and the Human Resources Department, recommending staffing changes, and participation in the recruitment, selection, and assignment of the school staff.
- Assists in budget preparation and monitoring of school and activity fund budgets
- Works with committees of teachers, other assistant principals and principals and lay persons in specific programs, projects, or courses of action
- May perform other duties as assigned

### **Instructional Resource Coach, Greenville County Public Schools, Emporia, VA,**

- Analyze, design, develop, and implement training plans with curriculum and content development
- Collaboration with administrators and content supervisors with data-driven decision making relating to all areas of curriculum and instruction
- Organize and implement resources for curriculum and content for math and science teachers

- Using data to design and implement instructional strategies
- Accompanied elementary and middle school math teachers to the William & Mary Summer Math Professional Development Institute
- Implementation of project-based learning in elementary and secondary educational settings
- Served as district innovation coach for Virginia is For Learners Innovation Network

**Health and Physical Education Teacher, Sussex Central Middle School, Sussex, VA,**

- Organization of project-based learning among students from 6<sup>th</sup> to 8<sup>th</sup> grades
- Developed lesson plans and instructional materials and provided differentiated instruction in order to adapt the lessons to the needs of each student
- Found resources, services, and materials for students
- Taught Gross/fine motor, behavior, socialization, self-help, play skills, language, and communication
- Served on the Leadership Team and as New Teacher Mentor
- Coach of Boys Basketball Team
- Coach of Boys Baseball Team

**Drivers' and Physical Education Teacher, Greensville County High School, Emporia, VA,**

- Implemented DMV Learners Permit Testing program for the district
- Participate in design thinking workshops to enhance the experience of students in Greensville County
- Observe classroom instructional lessons within the department and provide feedback to teachers and building principals
- Established partnerships with the Greensville Police Department, DMV, Military reserves, and organizations to apply real-life applications of health and wellness
- Provided staff development for health and physical, and drivers education teachers
- Coach of Boys Junior Varsity Basketball

**Health and Physical Education Teacher, EW Wyatt Middle School, Emporia, VA,**

- Development of concrete academic plans to provide an effective intervention with the use of physical activity
- Physical Education Department chairperson and Athletic Director
- Overseen all aspects of the athletic program, including hiring coaches, scheduling, budget preparation, compliance, facility management, and allocate spending
- Overseen all aspects of Student Government Association
- Coach of Soccer, Girls Basketball, and Baseball

**Health and Physical Education Teacher, Sussex Central Elementary School, Stony Creek, VA,**

- Facilitator of daily operations of an assigned group
- Implementation of crisis intervention strategies/behavioral plans as needed
- Development of activity plans to reinforce desired behaviors and targeted academic principles
- Identified and obtained the required supplies and equipment
- Assistant Boys Varsity Basketball Coach, Head Middle School Football Coach

**Pre – Kindergarten Teacher, Bright Horizons, Apex, NC,**

- Planned a program of study that, as much as possible, meets the individual needs, interests, and abilities of the students
- Created a classroom environment that is conducive to learning and appropriate to the maturity and interests of the students.
- Employed a variety of instructional techniques and instructional technology, consistent with the needs and capabilities of the individuals or student groups involved

- Assessed the accomplishments of students on a regular basis and provided progress reports as required
- Implemented a developmentally appropriate curriculum that reflects observations and goals of individual students
- Facilitated regular parent/guardian communication and conferences to discuss orientation, transitions, and developmental goals

### ***Specialized Professional Experiences:***

#### **2021 Summer School Administrative Assistant, Sussex County Public Schools, Sussex, VA,**

- Disseminate summer session information to students, staff, parents, and the community
- Organize with administrators and content supervisors with data-driven decision-making relating to all areas of curriculum and instruction
- Verify student eligibility to attend summer sessions
- Assist with the enrollment process
- Represented Sussex Central Public Schools in the Rural School Coalition
- Assist the summer site coordinator with staffing
- Overseen all aspects of payroll and instructional reports

#### **2019 Internship with Director of Instructional Services, Greensville County Public Schools, Emporia, VA,**

- Severed on the Division Instructional Leadership Team
- Assisted with finalization of Instructional Plan
- Overseen the review and revision of the Division Administrator's handbook
- Provide staff development on Performance Matters implementation
- Development of secondary Program of Studies
- Analyzed Standards of Learning (SOL) testing data results
- Disaggregated Data with Core teacher, Educational Specialists, Exceptional Ed teacher and Principal to drive instruction
- Reviewed the Summer Excellence Team curriculum writing to include pacing guides and lesson plan exemplars
- Facilitator for K-8 English teachers meeting to address division's literacy needs
- Lead Presenter for professional development session for first-grade science teachers
- Implementation alignment between written, taught, and tested curriculum

### ***Specialized Training:***

- Proficient in managing Canvas
- First Aid and CPR Certified
- Human Rights Certified
- Proficient in Pearson Access -Trained and experienced in implementing Positive Behavior Intervention Strategies (PBIS) -Trained and proficient in implementing AVID.
- Cultural Competence and African American History Certified
- Child Abuse & Neglect Certified

Developed, coordinated, and organized seminars and programs for the following businesses and organizations:

- NUDTIME Inc
- 2<sup>nd</sup> Chance Youth Services Inc
- From Start 2 Finish Inc
- Phi Beta Sigma Fraternity, Inc
- Prince Hall Acme Lodge 158 of Virginia F&AM, Inc

# Chester Carter

## Sussex County Industrial Development Authority Appointment Application

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The following series of questions will help County leaders select the final slate of candidates to appoint to open terms on the IDA. Please note: this application is NOT a guarantee that you will be appointed. The Board of Supervisors will objectively review the information you share to identify and appoint a slate of candidates that provide a variety of perspectives to best serve the IDA and County.

1. Name: Laurence Chester Carter

2. Home Address: 14124 Sussex Drive  
Stony Creek VA 22882

3. County of Residence: Sussex

4. Please provide a copy of your resume/CV when you submit this application.

5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).

a. Business Management/Administration

i. Score: 5

ii. Explanation (optional):

Have owned 5 Businesses in Sussex County over the past 45 years, Always been self-employed + Born & operated a Family Farm in my Early Business Career & life.

b. Construction

i. Score: 5

ii. Explanation (optional):

Built many Houses, Business Buildings, 1980 started Stony Creek Texaco, 1991 Total Turned Down & Built Carter 1 step in 13 week, from ground to opening!

i. Score: 5

ii. Explanation (optional):

Designed many Vehicle & Rebuilt & modified. Designed Built several Business In Fun life Built many New & productive projects

d. Finance

i. Score: 4

ii. Explanation (optional):

Self financed my Projects with creative funds ways, Barter & Swap Deal one property to Build New ones!

e. Law

i. Score: 5

ii. Explanation (optional):

study of Constitutional law & Self Represented my Self on many legal Issues & Projects

f. Local Government

i. Score: 4

ii. Explanation (optional):

participated In 45 years of County Spoke w. National govt Activities. Ran for Public office 6 Time county & State Race.

g. Marketing

i. Score: 5

ii. Explanation (optional):

Created many Business Products & successfully market them. Several Business & Products Big Pig Logo.

a. Real Estate (please indicate if residential or commercial)

i. Score: 5

ii. Explanation (optional):

Have Own & Bought many Properties in Sullivan VA

6. What do you think are the County's three biggest challenges?

Water + Sewer Infrastructure to Abstraction  
on New Businesses for Job & Tax Base  
Qualified Workers, and Proper Housing for  
Citizens

7. On a scale of 1-5 (with 1 being lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base?

5

8. Why do you want to be a part of Sussex County's Industrial Development Authority?  
(Please keep your answer to 500 words or less).

I Been Working All my life  
to help give fellow Citizens Job  
opportunities & Broaden Tax Base  
to keep taxes Fair for Residents  
Help to Develop good Communities  
& happiness For the Future of the  
Next generations

**End of Application**

Please email your responses to J. David Conmy, Deputy County Administrator & Economic Development Director for Sussex County at [dconmy@sussexcountynyva.gov](mailto:dconmy@sussexcountynyva.gov).  
Questions? Please email David Conmy at the email address above or call at (434) 632-9766.

L Cheater Carter  
4-3-25

Lawrence Chester Carter

Born July 5, 1956

Graduated from Tidewater Academy  
Wakefield VA 1974

Attended Paul D Camp College

Attended School of Hard Knocks

At my Father Farm in  
Westhope VA.

Started Carters Service Station 8/1/1982  
Created & Built Carters 1 Stop Inc

Mar. 1, 1991  
Created Carter Service Center

Mar 2001  
Have managed 5 businesses at  
some time with over 35

Employees.

Have been involved in the political  
arena for 40 years.  
Ran for State Senate in 1984, County Supervisor's  
2 times & served on Strick Creek Town Council  
for 10 years



# Dick Poole

Sussex County  
Industrial Development Authority  
Appointment Application Response  
Submitted by Arnold M. Poole (Dick)  
12149 Huske Road  
Stony Creek, VA.  
Sussex County, VA.  
804-400-7842  
[Ampoole57@gmail.com](mailto:Ampoole57@gmail.com)  
September 29, 2024

Curriculum Vitae submitted in separate file

### Experience and Knowledge Scores

1. Business Management / Administration
  - a. Score: 5
  - b. Forty years of experience successfully managing diverse and complex medical businesses. Please refer to CV
2. Construction
  - a. Score: 3
  - b. General knowledge of construction techniques. While in college I worked as a carpenter and helped build many of the bridges on I95 through Stony Creek. (they are still standing)
3. Engineering
  - a. Score: 1
  - b. No knowledge beyond basic concepts
4. Finance
  - a. Score: 3
  - b. Experience limited to financial management of medical businesses and securing capital and managing lines of credit necessary to purchase targeted medical practices
5. Law
  - a. Score: 3
  - b. General knowledge exceeds that of a typical layman. Most familiar with Healthcare, Contract and Employment law.
6. Local Government
  - a. Score: 4
  - b. Reasonably familiar with Sussex County Management structure
7. Marketing
  - a. Score: 4
  - b. Generally knowledgeable of typical Marketing strategies and techniques

8. Real Estate

- a. Score: 3
- b. Experience limited to leasing commercial office space

What do you think are Sussex County's three biggest challenges?

Assuming the question relates to challenges regarding Industrial and Business Development:

1. Lack of foundational industries and businesses that would provide a base to support new businesses to provide supporting supplies and services
2. Reluctance of general population to support significant industrial growth or cultural change
3. Lack of an educated or technically skilled workforce to staff any type of future looking business or industry

On a scale of 1-5 how would you rate your level of support for Sussex County's goal of expanding its industrial base?

Definitely a very strong 5. Industrial and business growth is absolutely necessary to support our current population and protect the county's tax base.

Why do you want to be part of Sussex County's Industrial Development Authority?

I was born and educated in Sussex County. I am a property owner and permanent resident since 2010. My family still operates the family farm in western Sussex County. However, I imagine that will end within the next 15 years as there are no younger generation family members interested in taking it over. Sussex County currently has little to offer its younger citizens to encourage them to stay in the county to work, start a business or raise a family. Our industrial and cultural base of agriculture and forestry is not sustainable and certainly does not position the county to be competitive currently or in the future. Growth by expanding landfills and adding prisons is not healthy desirable growth. Unless new, future looking, resilient industry is attracted our county will continue to suffer 1.5% to 3%, non-prisoner, annual population loss and a shrinking tax base. Our world and lives will rapidly change in ways we cannot imagine over the next 15 – 50 years and exponentially faster afterwards. Many jobs currently held by county residents will be the first to become obsolete as artificial intelligence proliferates. We have a duty to position the County to take advantage of unprecedented opportunities as they present and train our work force to be relevant and necessary to future industry.

I don't pretend to know the solutions to these problems but I'm vested in searching for them. It would be a honor to serve on the Sussex County Industrial Development Authority. Thank you for your consideration.

## **Arnold M. Poole (Dick)**

12149 Huske Road  
Stony Creek, VA. 23882  
Sussex County, VA.  
804-400-7842

[ampoole5757@gmail.com](mailto:ampoole5757@gmail.com)

### **Core Competencies**

Business Administration – Practice Management - Business Development - Acquisitions & Mergers - Strategic Planning - Marketing - Product Development - New Business Integration - Contract Negotiation – Proforma & Budget Development - Governmental & Legislative Affairs - Regulatory Compliance - Customer Service - Quality Improvement - Patient Safety - Revenue Cycle Management - Personnel Management - Staff Recruitment & Development

### **Professional Experience**

#### ***Self Employed Private Business Consultant***

**2020 – Present**

- Provided general business consulting services in the following areas:
  - New medical practice development and administration
  - Business plan and proposal development
  - Legislative and regulatory development and compliance
  - Contract negotiation for Rare Earth mineral rights

#### ***Mednax National Medical Group / Pediatrix Medical Group***

**2000 – 2020**

- *Regional President; North Region – Based in Glen Allen, VA.* **2015 – 2020**
  - Provided executive oversight of all clinical and business functions for 64 Women’s and Children’s physician practices and 21 Anesthesia practices operating in 22 states
  - Profit and Loss responsibility for over \$3.4 billion in gross patient revenue and \$125 million in operating income
  - Generated business and income growth exceeding 5% year over year
  - Developed and implemented Customer Satisfaction, Patient Safety and Quality Improvement programs in all practices
  - Led the expansion of gold standard Newborn Hearing Screen programs to 136 hospitals providing screening to over 300,000 newborns annually (approximately 8% of all babies born in the United States annually)
  - Responsible for the management and development of 6 direct reports
  - Management and administrative oversight of the North Regional Office comprised of approximately 130 team members providing “back office” support to physician practices

- *Regional Vice President; North Region \_Based in Glen Allen, VA.* *2005-2014*
  - Provided operational and P&L oversight to 48 Women's and Children's physician practices in 12 states
  - Supervised a regional management team of 12 direct reports
  - Led Governmental and Legislative Affairs programs
  - Led Managed Care contracting and negotiation strategies
  - Led business growth and M&A strategies
  - Delivered 15% - 20% volume and income growth year over year
- *Director of Operations – North Carolina & South Carolina* *2004 -2005*
  - Provided operational support and P&L oversight to 12 Neonatal Intensive Care physician practices in North and South Carolina
  - Secured hospital service contract renewals for all South Carolina hospitals
  - Acquired first Neonatal physician practice in North Carolina
- *Regional Director of Revenue Cycle Management – Glen Allen, VA* *2000 -2003*
  - Established the North Regional Office to provide RCM and operational support to 13 neonatal intensive care physician practices in 8 states
  - Expanded from 8 original employees to 60 employees supporting 35 neonatal physician practices in 13 states
  - Dramatically decreased Days Sales Outstanding (A/R Days) from 122 to 55 days

*MedPartners Inc. Birmingham, Alabama*

*1998 – 2000*

- *Director of Practice Operations – East Coast Region*
  - Provided operational support to 46 multi-specialty physician practices and 3 Centralized Revenue Cycle Management offices located along the east coast of the United States

*National Medical Enterprises – Behavioral Health Division*

*1993 – 1998*

- *Regional Director of Revenue Cycle Management – Mid- Atlantic Division*
  - Executive oversight of RCM services at 15 behavioral health hospitals located in the Mid-Atlantic and Northeastern United States
  - Served as a member of the Regional Executive Management Triad

*Prior to 1993; Various RCM leadership positions in Behavioral Health and General Medical hospitals located throughout the State of Virginia*

**Educational Background and Community Involvement**

- Virginia Commonwealth University – Business Administration
- Member of the Sappony Ruritan Club
- Elections Officer – Sussex County, VA.

# Earl Blackman

## **Earl A. Blackman, ATP**

10004 Blue Star Hwy · Stony Creek, VA 23882 · Ph: 434-632-1157 · Email: d19tss@gmail.com

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Visionary and results-driven executive with over two decades of progressive leadership in the healthcare and transportation sectors. As President of D19 Transportation Service, Inc., I lead with purpose, aligning operations with strategic goals to ensure excellence in patient care, regulatory compliance, and business sustainability. Adept at driving performance through innovation, cross-functional collaboration, and operational efficiency. Proven expertise in healthcare technology, rehabilitation services, and adaptive mobility solutions, with a strong background in project management, business development, and interdisciplinary leadership.

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### **Core Competencies**

- Strategic Leadership & Executive Oversight
  - Healthcare Operations & Compliance
  - Mobility & Assistive Technology (ATP)
  - Financial & Budget Management
  - Multidisciplinary Team Collaboration
  - Patient-Centered Care & Safety
  - Business Development & Marketing
  - Regulatory Affairs & Quality Control
  - Technology Implementation & Project Management
  - Stakeholder Engagement & Customer Relations
- 

### **Professional Experience**

#### **President**

#### **D19 Transportation Service, Inc. 2013 – Present**

- Provide executive leadership and operational direction across all functional areas including clinical transport services, regulatory compliance, staff development, and customer satisfaction.
- Develop and enforce policies that ensure safe, legal, and effective service delivery, maintaining alignment with federal, state, and industry standards.
- Oversee financial planning, resource allocation, contract management, and the implementation of long-term strategic goals.
- Conduct data analysis on staffing, budgeting, and operational performance to identify trends, mitigate risks, and improve service quality.
- Drive technological innovation and continuous improvement in service delivery models to enhance patient outcomes and operational efficiency.
- Foster collaborative relationships with healthcare partners and stakeholders to ensure

## **Earl A. Blackman, ATP**

10004 Blue Star Hwy · Stony Creek, VA 23882 · Ph: 434-632-1157 · Email: d19tss@gmail.com

### **Assistive Technology Practitioner (ATP)**

**MED, Inc., Chesterfield, VA | 2009 – 2012**

- Assessed and prescribed mobility and seating solutions tailored to individual patient needs in collaboration with interdisciplinary clinical teams.
- Expanded business territory through strategic partnerships, sales initiatives, and targeted marketing campaigns.
- Delivered educational support and consultation to therapists, caregivers, and healthcare professionals regarding the application of assistive technologies.

### **Assistive Technology Practitioner (ATP)**

**Rehab Health Care, Richmond, VA | 2005 – 2009**

- Provided expert evaluations and consultations for mobility and positioning devices for patients with complex needs.
- Engaged in strategic growth initiatives and relationship-building across outpatient and inpatient rehabilitation clinics.

### **Durable Medical Equipment (DME) Manager**

**Liberty Home Medical, Chesterfield, VA | 2002 – 2005**

- Managed all aspects of DME operations, including logistics, service delivery, staffing, and inventory management.
- Spearheaded marketing strategies and cultivated new business opportunities within the rehabilitation and home care sectors.

### **Founder & Owner**

**Dominion Rehab Equipment, Chesterfield, VA | 1998 – 2002**

- Established and led a full-service mobility and rehab equipment company, handling operations, sales, repairs, and customer support.
- Developed strong partnerships with regional healthcare facilities and built a loyal client base through exceptional service and personalized care.



## **Earl A. Blackman, ATP**

10004 Blue Star Hwy · Stony Creek, VA 23882 · Ph: 434-632-1157 · Email: d19tss@gmail.com

### **Education & Credentials**

**University of Pittsburgh / MED University** – Assistive Technology Practitioner Education  
**New York Institute of Technology** – Coursework in Business & Technology

### **Certifications**

- Assistive Technology Practitioner (ATP)
- Certified Emergency Vehicle Operator (EVOC)
- CPR & First Aid Certified
- PASS Training

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### **Professional Affiliations**

- Virginia Association of Volunteer Rescue Squads (VAVRS)
- Active Contributor to ALS and Spinal Cord Injury Clinics in Collaboration with GWU, VCU, UVA Health, and HealthSouth Rehab Centers

# Frances Chambers

Sussex County  
Industrial Development Authority  
Appointment Application

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1. Name: **Frances J. Chambers**
2. Home Address: **211 Prospect Street Wakefield, VA 23888**
3. County of Residence: **Sussex**
4. Please provide a copy of your resume/CV when you submit this application. **ATTACHED**
5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).
  - a. Business Management/Administration
    - i. Score: **5**
    - ii. Explanation (optional): **I was Head of School at Tidewater Academy for 5 years, and currently serve as Director of Academic Affairs at Nansemond-Suffolk Academy. In addition I am a co-owner of Commonwealth Fiber Services. Each of these professions require that I manage business entities, and all day to day operations with the support of staff ranging from 35- 200 plus.**
  - b. Construction
    - i. Score: **3**
    - ii. Explanation (optional):
  - c. Engineering **2**
    - i. Score:
    - ii. Explanation (optional):
  - d. Finance
    - i. Score: **4**
    - ii. Explanation (optional): **Was responsible for developing and maintaining a \$1.5 million dollar operating budget for Tidewater Academy, member of the Finance committee for the Town of Wakefield, and managed all Title II Part A and Title IV funding for Nansemond-Suffolk Academy. Manage all accounting for Commonwealth Fiber Services and Eastern Sales Associates.**

Sussex County  
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Appointment Application

- e. Law
  - i. Score: 4
  - ii. Explanation (optional): Having worked over 25 years in education (public and private) I have extensive knowledge experience in school governance and due process. Secondly, I was a high school government teacher for 8 years. Lastly, I currently review many legal documents, codes, policies and contracts in collaboration with the Town of Wakefield attorney on a frequent basis.
- f. Local Government
  - i. Score: 5
  - ii. Explanation (optional): I have been a member of the Wakefield Planning Commission since 2014, serving as chairman. I am also a council member for the Town of Wakefield. I am also the Zoning Administrator for the Town of Wakefield.
- g. Marketing
  - i. Score: 4
  - ii. Explanation (optional): While employed at Tidewater Academy as Head of School, I was responsible for the marketing, branding and recruitment for the school. This led to a rise in student enrollment, as well as large amounts of unrestricted gifts to support all areas of the school operations. Whether aimed at admissions, networking with alumni or fundraising our TA branding changed from 2013-2018.
- a. Real Estate (please indicate if residential or commercial)
  - i. Score: 3
  - ii. Explanation (optional): I am the zoning administrator and council representative for Wakefield. I manage on a weekly basis all matters related to the Town's zoning ordinances for all residential and commercial areas.
- 6. What do you think are the County's three biggest challenges?
  - a. Lack of water and sewer opportunities along the I-95 corridor, compiled with the financial instability of the Sussex Service authority to maintain and update existing county sewer infrastructure
  - b. Threat of the Virginia General Assembly voting to take away local government authority over the regulation of industrial solar facilities
  - c. Economic Development that is balanced with the preservation of Sussex's rural character
  - d. Continued loss of monies from Sussex I and II Prison, and the strain it places on our Fire, EMS and law enforcement agencies
- 7. On a scale of 1-5 (with 1 being lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base? 5

Sussex County  
Industrial Development Authority  
Appointment Application

8. Why do you want to be a part of Sussex County's Industrial Development Authority? (Please keep your answer to 500 words or less).

- a. I am a 4th generation resident of Sussex County, as my family is deeply rooted in the Wakefield area. As a resident who has been both employed in Sussex county, as well as commuted for employment, I see the great need for strengthening economic avenues in Sussex, particularly along the I-95 and 460 corridors. I would love to see strategic planning, execution, and oversight of industrial development that compliments our rural character, but does not deforest or ruin wetlands. I have great interest in economic development for all towns in Sussex. The creation of a workforce community that could generate alongside industry greater revenue for the county, which in return would allow for more resources and programs for our residents.

**End of Application**

Please email your responses to J. David Conmy, Deputy County Administrator & Economic Development Director for Sussex County at [dconmy@sussexcountyva.gov](mailto:dconmy@sussexcountyva.gov).

**Applications are due by COB Friday August 9<sup>th</sup>, 2024.**

Questions? Please email David Conmy at the email address above or call at (434) 632-9766.

## **R. FRANCES JOYNER CHAMBERS**

**Post Office Box 385  
211 Prospect Street  
Wakefield, VA 23888  
(804) 691-4579  
Fjoyner03@aol.com**

### **EDUCATION**

December 2007	Virginia Commonwealth University, Richmond, Virginia M. Ed. Educational Leadership
May 2000	Randolph-Macon College, Ashland, Virginia B.A. History                      Minor: Secondary Education

### **WORK EXPERIENCE**

July 2018-Present	<u>Director of Academic Affairs</u> Nansemond-Suffolk Academy, Suffolk, Virginia. Oversee the Center for Academic Excellence staff, K-12 curriculum; K-12 teacher professional development programs; VDOE licensure renewals. Maintain database for students with disabilities and reviewed annual learning plans for disabilities with public schools and other institutions, planned and implemented in collaboration with divisions the all academic calendar; partnered with Suffolk Public Schools for Title II Part A and Title IV funding implementation, responsible for VAIS accreditation and strategic planning
July 2013-June 2013	<u>Head of School</u> Tidewater Academy, Wakefield, Virginia. Oversee all daily operations PREK-12 <sup>th</sup> grade private school. Responsible for hiring and evaluating 35 faculty and staff, developed and implemented a 1.2 million dollar operating budget, designed and marketed programs and recruitment of students, planned and supervised fundraisers and annual giving campaigns, met annually with constituents and patrons of the school to secure development opportunities, implemented new programs K-5 engineering resource class and Richard Bland College Dual Enrollment, upgraded technology through restricted donations, as well as improved infrastructure of school with campus upgrades and initiatives, collaboratively managed the business office all finances of the school, worked with the Virginia Association of Independent Schools on accreditation, revised annually all staff/student handbooks, crisis manuals, and documents needed for the school, such as school calendar, contracts; Oversee admissions and financial aid programs
July 2010-July 2013	<u>Assistant Principal</u> Hanover County Public Schools, Hanover High School, Mechanicsville, Virginia. Manages discipline caseload GL-N, supervises/evaluates Social Studies, Fine Arts and Career and Technical Education departments/faculty, coordinated Project Graduation grant, opening and closing materials, faculty handbook, maintains school records, textbooks, oversees student 504's with guidance department, testing administrator for Career and Technical Education, Special Education building administrator, building level crisis coordinator, free and economically reduced lunch administrator, planned and supervised 10 <sup>th</sup> Year anniversary celebration for HHS, manages finances in absence of principal, collaborates/develops master schedule and teacher duty roster, supervises athletic and extracurricular evening events, coordinates the Hawk Ambassador program for new student mentors.
June 2011-August 2011	<u>Principal</u> Hanover County Public Schools Summer School Session, Hanover High School, Mechanicsville, Virginia. Planned, managed, coordinated all staffing and operational needs for summer school. Responsible for all daily processes and summer graduation for all four county high schools. Collaborated with School Board Office and HCPS high schools to facilitate summer session.
August 2008-June 2010	<u>Senior Teacher</u> Hanover County Public Schools, Patrick Henry High School, Ashland, Virginia. Supervises all teacher coverage and substitutes, textbook coordinator, business partners recruiter, Fine Arts teacher supervision and evaluation, coordinates mentor program, new teacher orientation, and teacher recertification, Content Literacy Continuum Site Leader, plans and collaboratively

implements all school-wide professional development and CLC demonstration site visits, supervises after school athletic events and extracurricular activities, assist with discipline of students, planned and supervised 50<sup>th</sup> Anniversary Tomato Bowl and Spring Fling activities of 2009-2010 school year

August 2000-August 2008      Social Studies Teacher, Hanover County Schools, Patrick Henry High School

## **AWARDS, ACHIEVEMENTS, COMMITTEES, SERVICE**

- January 2023-Present      Council Member and Zoning Administrator - Town of Wakefield, hold elected office to represent Wakefield, Virginia. Responsible for enforcing all zoning policies/regulations of the Town
- October 2013-Present      Vice-Chair, Education Alumni Board, Randolph-Macon College  
Chaired and collaborate with college deans, as well as other educational leaders and Students to guide the accreditation of RMC Education Department, advise and suggest Strategic goals for programs, lead professional development session, and review alumni and current student data reports
- October 2012-June 2013      Principal Evaluation Design Steering Committee, Hanover County Public Schools  
Chaired and collaborated with various district leaders to design and develop a new Principal evaluation system aligned with the VDOE mandates
- May 2007      William C. Boshier, Jr. Educational Leadership Scholarship, Virginia Commonwealth University, Richmond Virginia.
- August 2005 –June 2008      Virginia Commonwealth University Level 1 Clinical Faculty, Hanover County Schools, Patrick Henry High School, Ashland, Virginia. Supervised and instructed student teachers from Virginia Commonwealth University during Spring Semesters. Trained in Santa Cruz Model for instruction and teacher preparation. Students assumed full responsibility of courses and teacher responsibilities after a period of observation and modeling provided by myself. Provided written as well as oral feedback on student growth and development.
- September-June 2005      Hanover County Leadership Academy Participant, Oak Knoll Middle School, Mechanicsville, Virginia. Attended bi-monthly sessions conducted by school board assistant superintendents, principals, and county specialists. Participants informed of key issues faced by educational leaders. County program designed to train teachers for leadership roles.

## **LICENSURE**

- July 2021-June 2031      Commonwealth of Virginia Postgraduate Professional License, with a History and Social Studies Endorsement, and an Administration and Supervision endorsement as a School Principal/Supervisor K-12.

## **REFERENCES**

Mr. Mike Barclay, Head of School  
Nansemond-Suffolk Academy  
3373 Pruden Blvd  
Suffolk, VA 23434  
(757)-539-8789      [mbarclay@nsacademy.org](mailto:mbarclay@nsacademy.org)

Mr. G. Henry Goodrich, Finance Chair (Former)  
Tidewater Academy  
1116 Goodrich Fork Road  
Wakefield, VA 23888  
(757) 647-9842      [henrygoodrich@gmail.com](mailto:henrygoodrich@gmail.com)

Mr. William Havard, Board Chair (Former)  
Tidewater Academy

Post Office Box  
Waverly, VA 23890  
(804) 347-8576    [williamahavard@yahoo.com](mailto:williamahavard@yahoo.com)

Dr. Bob Staley, Director of Secondary Education  
Hanover County Public Schools  
200 Berkley Street  
Ashland, Virginia 23005  
(804) 365-4562    [rstaley@hcps.us](mailto:rstaley@hcps.us)

Mrs. Angie Thompson, Director of Finance and Accounting  
Nansemond-Suffolk Academy  
3373 Pruden Blvd  
Suffolk, Virginia 23434  
757-539-8789    [athompson@nsacademy.org](mailto:athompson@nsacademy.org)



# Jesse Hellyer

Sussex County IDA Appointment Applications  
Board of Supervisors Special Meeting  
~~Sussex County~~  
Industrial Development Authority  
Appointment Application

Thank you for your interest in serving Sussex County as a potential member of the Industrial Development Authority (IDA)! This is a very important role that will have a direct influence on the County's economic growth. Terms are for a period of 4 years. Pursuant to the Virginia State and Local Government Conflict of Interests Act, each appointee will be required to file (upon appointment and annually thereafter) a disclosure statement of their personal interests (as defined in §2.2-3101 of the Code of Virginia, as amended) and such other information required by Virginia Conflict of Interest and Ethics Advisory Council. The County will host an in-depth training session for all appointed members.

The following series of questions will help County leaders select the final slate of candidates to appoint to open terms on the IDA. **Please note: this application is NOT a guarantee that you will be appointed.** The County will objectively review the information you share to identify and recommend a slate of candidates to the Board of Supervisors that provides a variety of perspectives to best serve the IDA and County.

1. Name: Jesse K Hellyer Jr
2. Home Address: 135 Cornbank Ave, PO Box 931, Waverly, VA 23890
3. County of Residence: Sussex
4. Please provide a copy of your resume/CV when you submit this application.
5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).
  - a. Business Management/Administration
    - i. Score: 5
    - ii. Explanation (optional): I've owned my own business for over 30 yrs.
  - b. Construction
    - i. Score: 2
    - ii. Explanation (optional):
  - c. Engineering
    - i. Score: 2
    - ii. Explanation (optional):
  - d. Finance
    - i. Score: 5
    - ii. Explanation (optional):
  - e. Law
    - i. Score: 3
    - ii. Explanation (optional):
  - f. Local Government
    - i. Score: 4
    - ii. Explanation (optional):
  - g. Marketing
    - i. Score: 5
    - ii. Explanation (optional):
  - a. Real Estate (please indicate if residential or commercial)
    - i. Score: 3
    - ii. Explanation (optional):

Industrial Development Authority  
Appointment Application

6. What do you think are the County's three biggest challenges? *Workforce, govt programs*
7. On a scale of 1-5 (with 1 being lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base? *5* *Focuses thinking*
8. Why do you want to be a part of Sussex County's Industrial Development Authority? (Please keep your answer to 500 words or less).

**End of Application**

Please email your responses to J. David Conmy, Deputy County Administrator & Economic Development Director for Sussex County at [dconmy@sussexcountyva.gov](mailto:dconmy@sussexcountyva.gov).

**Applications are due by COB Friday August 9<sup>th</sup>, 2024.**

Questions? Please email David Conmy at the email address above or call at (434) 632-9766.

August 8, 2024

When I became President of the Sussex County Chamber of Commerce in late 2020, the Chamber had fewer than 30 active members. Currently, we have over 80 members. I start with this fact to demonstrate my interest in seeing Sussex County grow.

Working together with Chamber members, we have been trying to bring more awareness to the many great things our County has to offer, both to individuals and businesses. We have hosted numerous events around the County which have been well attended by the citizens.

As a member of the Industrial Development Authority, I believe my knowledge of the current businesses in Sussex will be very beneficial. I have a good working relationship with the established businesses, as well as with the County Government.

I also have a good relationship with the Town of Waverly government, as this has been my home since 1995. The Town of Waverly is currently the hub of activity in Sussex and not only living there, but with my office being located right in the heart of downtown Waverly, I can't help but think this will be beneficial.

My experience working with businesses in planning for the future will help me make the right decisions on the Board.

Thank you for considering me for this position.

Respectfully,

Jesse K Hellyer, Jr.

Jesse K Hellyer, Jr  
135 Coppahaunk Ave  
Waverly, Va. 23890

### **Education**

Bensalem High School, Class of 1981  
Randolph-Macon College, Class of 1985, BA Psychology

### **Work Experience**

Tidewater Academy, 1985-1993  
Educator and Coach  
New York Life  
1993-1995 Agent  
1995-2000 Sales Manager  
2001-2004 Agent  
Bank of Southside Virginia  
2004-2005 Financial Services Representative  
New York Life  
2005-Current Financial Services Professional

### **Accomplishments**

2006 Agent of the Year, NYL Richmond General Office  
Three Years Agent of Year Runner-up NYL Richmond General Office  
Forbes Best in State Financial Services Professional Three Years  
Consistent Top Producer with New York Life

### **Volunteer Activities**

Sussex County Chamber of Commerce President 2020-Current  
Town of Waverly Board of Zoning Appeals  
Town of Waverly Planning Commission, Vice Chairman  
Wakefield United Methodist Church, Multiple Positions

Statement: I am invested in the future and all the potential growth in  
Sussex County and am dedicated to helping achieve that growth.

# Kevin Bracy

Sussex County  
Industrial Development Authority  
Appointment Application  
**Kevin J. Bracy**

Thank you for your interest in serving Sussex County as a potential member of the Industrial Development Authority (IDA)! This is a very important role that will have a direct influence on the County's economic growth. Terms are for a period of 4 years. Pursuant to the Virginia State and Local Government Conflict of Interests Act, each appointee will be required to file (upon appointment and annually thereafter) a disclosure statement of their personal interests (as defined in 2.2-3101 of the Code of Virginia, as amended) and such other information required by Virginia Conflict of Interest and Ethics Advisory Council. The County will host an in-depth training session for all appointed members.

The following series of questions will help County leaders select the final slate of candidates to appoint to open terms on the IDA. Please note this application is NOT a guarantee that you will be appointed. The Board of Supervisors will objectively review the information you share to identify and appoint a slate of candidates that provide a variety of perspectives to best serve the IDA and County.

1. Name: **Kevin J. Bracy**
2. Home Address: **18377 Courthouse Road, Yale, Virginia 23897**
3. County of Residence: **Sussex**
4. Please provide a copy of your resume/CV when you submit this application (**attached**)
5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).
  - a. Business Management/Administration
    - i. Score: **5**
    - ii. Explanation (optional): **Small business owner for over 40 years**
  - b. Construction
    - i. Score: **5**
    - ii. Explanation (optional): **Class A Licensed Contractor with over 40 years experience in Telecommunications, Water and Storm management**
  - c. Engineering
    - i. Score: **3**
    - ii. Explanation (optional): **Extensive experience in shooting grades and reading and interpreting blueprints.**
  - d. Finance
    - i. Score: **3**
    - ii. Explanation (optional): **Experience in business ownership, budgets, inventory and accounti**

Sussex County  
Industrial Development Authority  
Appointment Application  
**Kevin J. Bracy**

- e. Law
    - i. Score **3**
    - ii. Explanation (optional): ***Working knowledge of local and state regulations for development and industry.***
  - f. Local Government
    - i. Score: **5**
    - ii. Explanation (optional): ***Member of the Sussex County, VA Planning Commision, Served on IDA Board for past 8 years***
  - c. Marketing
    - i. Score: **3**
    - ii. Explanation (optional): ***Not a marketing expert, but able to network and discuss opportunities with various entities to benefit the county.***
  - d. Real Estate (please indicate if residential or commercial) ***Residential- Farm***
    - i. Score: **5**
    - ii. Explanation (optional): ***Familiar with agricultural grants, farm animal husbandry and farming and appropriate land usage.***
  - i. What do you think are the three biggest challenges to the county?
    - i. ***Lack of Water and Sewer service to accommodate industrial development.***
    - ii. ***Lack of qualified leadership in the areas of development planning and finance.***
    - iii. ***Lack of communication and cooperation to create a successfully functioning county for all residents.***
6. On a scale of 1-5 (with 1 being the lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base? ***5. Responsible, planned growth for Sussex County is vital to a healthy and economically prosperous community with sustainable resources and jobs for its residents.***
7. Why do you want to be a part of Sussex County's Industrial Development Authority?  
(Please keep your answer to 500 words or less).

***I want to be a part of the IDA to work cooperatively to bring my proven experience, expertise and love of my county into a role that will allow me to support the industrial growth in the county. I am hoping to work cooperatively with my fellow board members to grow and develop Sussex County into a thriving and economically prosperous community with clear goals, vision and sustained progress and growth. I know my experience, along with my Class A License and history in construction, agriculture and development will benefit and serve the IDA and Sussex County in a positive and collaborative way and I look forward to being a part of the team to lead the community forward.***



**Kevin J. Bracy**  
**18377 Courthouse Road**  
**Yale, VA 23897**  
**Phone: 757-635-8685**  
**Email: [bornajunker@hotmail.com](mailto:bornajunker@hotmail.com)**

**Professional Background: CLASS A LICENSE HOLDER**

- **1980-1995: General Utilities Construction Co., Inc.**
  - **Independent Contractor in the Tidewater Area providing contracted services to major utility companies**
    - **Installed cabling for telecommunications**
    - **Installed conduit for major projects**
    - **Provided follow up services and interpreted blue print instructions for major construction projects.**
- **1983-Present: Bracy and Company, LLC**
  - **Contracted recycling service provider for government entities:**
    - **Virginia Department of Corrections**
    - **Virginia Department of Education**
    - **Virginia Department of Transportation**
  - **Farming and Livestock husbandry**
  - **Production of and sales of quality hay to Sussex County residents**
  - **Former Authorized Feed Dealer, Southern States Cooperative**

**Volunteer Experience:**

- **Sussex County, VA IDA Board, current**
- **Tidewater Contractors Association, former member**
- **Mid Atlantic Meat Goat Association, former member- board of directors**
- **Virginia Quarter Horse Association, former member**
- **School Board Director, Tidewater Adventist Academy, served multiple years**
- **Volunteer- Adventist Christian Ministry, Sussex County Corrections, present**

# Commonwealth of Virginia

NUMBER 19969



## STATE BOARD FOR CONTRACTORS

This is to Certify that:

GENERAL UTILITIES CONSTRUCTION CO., INC.

CHESAPEAKE, VIRGINIA

having given satisfactory evidence of the qualifications as required by Section 54-129.1, Title 54, Chapter 7, Code of Virginia, as amended, and is hereby authorized to practice as a Class "A" Contractor, contracting:

PUBLIC UTILITIES - PIPE LINES

in the Commonwealth of Virginia until December 31, 1980, when this license expires, unless sooner reboked or duly renewed.

In Witness Whereof

this Board has caused this license to be signed by its  
Chairman, and the seal of the Board to be affixed and  
attested by its Secretary,  
this 14th day of OCTOBER 1980

Attest:

  
SECRETARY

  
CHAIRMAN



# Sarat Yellepeddi

Sussex County  
Industrial Development Authority  
Appointment Application

Thank you for your interest in serving Sussex County as a potential member of the Industrial Development Authority (IDA)! This is a very important role that will have a direct influence on the County's economic growth. Terms are for a period of 4 years. Pursuant to the Virginia State and Local Government Conflict of Interests Act, each appointee will be required to file (upon appointment and annually thereafter) a disclosure statement of their personal interests ([as defined in §2.2-3101 of the Code of Virginia, as amended](#)) and such other information required by Virginia Conflict of Interest and Ethics Advisory Council. The County will host an in-depth training session for all appointed members.

The following series of questions will help County leaders select the final slate of candidates to appoint to open terms on the IDA. **Please note: this application is NOT a guarantee that you will be appointed.** The County will objectively review the information you share to identify and recommend a slate of candidates to the Board of Supervisors that provides a variety of perspectives to best serve the IDA and County.

1. Name: Sarat K Yellepeddi
2. Home Address: 5027 Spring Branch Road, Waverly, VA 23890
3. County of Residence: Sussex
4. Please provide a copy of your resume/CV when you submit this application.
5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).
  - a. Business Management/Administration
    - i. Score: 5
    - ii. Explanation (optional): I have more than 20 years of senior management experience in the utility, services and insurance verticals.
  - b. Construction
    - i. Score: 4
    - ii. Explanation (optional): As part of the utility engineering, I am well versed in construction processes and land development.
  - c. Engineering
    - i. Score: 5
    - ii. Explanation (optional): I have a MS and MBA with over 25 years of experience in Engineering field.
  - d. Finance
    - i. Score: 4
    - ii. Explanation (optional): As a CEO, I am very well versed in all areas of financial accounting that is required to lead the organization.
  - e. Law
    - i. Score: 3
    - ii. Explanation (optional): I am not an attorney but have reasonable exposure to vendor, contract, legal and HR practices from a law perspective.
  - f. Local Government
    - i. Score: 4

Sussex County  
Industrial Development Authority  
Appointment Application

- ii. Explanation (optional): For past 5 years, I have been engaged with 6 neighboring counties to serve in community centric organization in various roles including providing fiber to the home service for the citizens.
  - g. Marketing
    - i. Score: 4
    - ii. Explanation (optional): Marketing and Sales is a critical aspect of leading an organization like PGEC
  - a. Real Estate (please indicate if residential or commercial)
    - i. Score: 3
    - ii. Explanation (optional):
6. What do you think are the County's three biggest challenges?
- 1. As Sussex county is rural with primarily farming and low income population, getting the right strategic plan for industrial economic development.
  - 2. To develop and underdeveloped communities require several futuristic funding and grant sources along with community development plans for employment opportunities and development of infrastructure (proactively) to market the potential opportunities for the industrial growth
7. On a scale of 1-5 (with 1 being lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base? 5
8. Why do you want to be a part of Sussex County's Industrial Development Authority? (Please keep your answer to 500 words or less).

For past 5 years, I have been working in various roles at PGEC. I have closely worked with Surry, Sussex and PG counties. In conclusion, the growth in Sussex county has been very minimal due to financial constraints and good strategic vision to develop infrastructure. My observation has been that any industrial development requires a good plan, funding and execution strategies (both short term and long term). I believe that my experience, skills with help bring the value to the county in the IDA role. Being a resident of Sussex county, I believe we all can collectively work together in developing these strategies for overall growth into future and not loose valuable younger generation to cities and neighboring counties.

**End of Application**

Please email your responses to J. David Conmy, Deputy County Administrator & Economic Development Director for Sussex County at [dconmy@sussexcountyva.gov](mailto:dconmy@sussexcountyva.gov).

**Applications are due by COB Friday August 9<sup>th</sup>, 2024.**

Questions? Please email David Conmy at the email address above or call at (434) 632-9766.

## SARAT KUMAR YELLEPEDDI

5027 Spring Branch Road, Waverly, VA  
84-895-2855

[syellepeddi@pgec.coop](mailto:syellepeddi@pgec.coop)  
[www.linkedin.com/in/saratyellepeddi](http://www.linkedin.com/in/saratyellepeddi)

I am writing this letter along with my attached resume/educational qualifications to board to inform my interest in applying to the CEO role. With the support of the board and given an opportunity I am confident and committed to the organization, members and employees to continue to work collaboratively to transform the organization for future.

As part of my career graph of 22 years, I have closely worked with distribution cooperatives in US for 11 years in developing and delivering solutions to meet their business needs. Over past 3.5 years at Prince George as COO and Sr. VP of IT, I developed and executed a strategic road map that brought and continues to improve overall efficiencies of the organization in all business functions.

With utmost respect, I would like to request the board to provide me with an opportunity to pursue this career goal and provide value to this organization with the skills I bring to the table.

- Double masters in Mechanical Engineering and Executive MBA from Northern Illinois University.
- Graduate of NRECA's MIP program that focusses on future cooperative leaders.
- Several industry recognized certifications including MCSD, PMP, MIP (NRECA CEO Mentorship Program), Black Hat, Risk Management, and B2B integrations (TIBCO).
- Managed and executed multi-million dollar portfolios in product development and execution strategies.
- Several annual user engagements in public speaking to close to 600 end users.
- Led the department of 220 employees.
- Recruited and retained top IT employees.
- Successfully managed and executed global outsourcing strategies.

I pride myself on my leadership ability and strategic vision. I take the leadership aspect of my role quite seriously, and I think this is why I'd be a great fit for this current opportunity.

Sincerely,  
Sarat Yellepeddi

## SARAT KUMAR YELLEPEDDI

5027 Spring Branch, Road, Waverly, VA  
804-895-2855

[syellepeddi@pgec.coop](mailto:syellepeddi@pgec.coop)  
[www.linkedin.com/in/saratyellepeddi](http://www.linkedin.com/in/saratyellepeddi)

### Chief Operating Officer

**Business Centric – Goals Driven Leadership | Emerging Technologies | Utility/Insurance/Financial/Services verticals**

**Strategic executive** with more than 22 years of experience in managing multi-million-dollar businesses in senior management roles, with focus on cooperative distribution utilities for more than 15 years. Recognized for organizational transformation strategies by harnessing people, processes and technologies.

Leadership

Strategy and Planning

Engineering & Operations

Collaboration

Member centric

Technology

### LEADERSHIP QUALIFICATIONS IN ACTION AT PRINCE GEORGE ELECTRIC COOPERATIVE

#### ➤ Organizational Transformation [People, Process & Technology]

**Reporting to CEO and working closely with board of directors, over past 3.5 years,** took several strategic initiatives, that transformed organizational functions to improve the workflow processes, technology integrations in mapping systems, field work management, OMS with improved SAIDI numbers, elimination of older paper processes and saving several thousand labor hours that yielded several positive outcomes.

#### ➤ Engineering & Operations

**Created, developed, and delivered annual strategic road maps for engineering and operations groups that included but not limited to**

1. Automation and fiber deployment for SCADA, downline devices [regulators and reclosers].
2. Coordinating with field crew to implement new inspection management process.
3. Transformed the engineering GIS system with field coordination to ensure operational confidence level of 95%
4. Increased the automated meter read rate (saving manual field trips and dollars) to 98.4%
5. Right of way improvements to keep the SAIDI numbers low. [from 4.5 hrs to 1.5 hours]
6. Improvement of safety procedures.
7. Several engineering system redesigns to improve the operational efficiency of PGEC system.
8. Collaboratively worked in designing and developing engineering projects like SCM, Schools, Garysville system redesign, Load shedding for Bennie's circuits.
9. Continue to develop and execute close to 30 strategic projects in 2023 for E&O, process, IT groups.

➤ **Customer relationship management and business growth**

**As a primary IT liaison for Ruralband**, I developed the contract management process, customer support/technical support processes. This also included designing/engineering and developing networks that provide high level of operational effectiveness and resiliency.

➤ **IT Leadership**

**As a primary IT administrator for PGEC systems**, implemented and redesigned the system infrastructure from cyber threats and provide highly available and redundant IT infrastructure.

➤ **People and Process improvements**

**With a strong belief that organizational transformation is only possible with collaborative, cross departmental effort**, over past 3.5 years at PGEC, several process improvements projects have been executed that added value to departmental/employee knowledge, clearly defined processes that would stream line the work flow processes. Examples include;

1. Appsuite Compass staking for electric and fiber.
2. Connect DQ Persona to automate cutoff and reconnect process for members.
3. Outage restoration in field on IPADS improving the accuracy of outage restoral.
4. Paperless new member communication (electric/fiber – member communication packets).
5. New large power service order flow.
6. Improved engineering and accounting work flows for inventory management and audits.

## Executive history and experience

**Prince George Electric Cooperative – September 2019 – Current. COO and Sr.VP of IT**

**Developed, managed and executed** several strategic projects in member services, engineering, operations, and IT departments.

**Transformed the organization** in leveraging and harnessing efficiencies by focusing on people, process, and technologies to improve the overall effectiveness and efficiency of the organization.

**Actively contribute** to the success of Ruralband initiative in fiber design, plant build out and IT infrastructure.



SEDC, Atlanta, GA November 2007 – August 2018

Vice President ->Senior Vice President->Chief Technology Officer

**Built a performance centric organization focused on innovation to deliver ERP solution portfolio for more than 260 utilities in the US.** Developed and built a project based organization with global sourcing strategies that resulted in more than **10 million dollars of savings over 11 years.**

- **Transformed IT functions by championing product automation and innovation strategy.**  
This initiative focused on re-architecting and re-designing several core ERP modules in engineering, meter data management, mobile work force management, billing and accounting platforms.
- **Managed business continuity of operational functions** supporting implementation, product support and territory managers in on boarding new customers, data conversions, and custom development requests for utilities.
- **Created, developed, and executed process improvement initiatives to streamline product development strategies in billing, accounting and engineering platforms.** Built operational efficiencies between 220 development team resources from design, programming and quality control groups (onshore and offshore). Managed the overall strategy for business processes of enterprise product platform for efficiencies/improvements and enhancements.

**Notable business improvements  
& IT initiatives**

- ✓ ITIL and SDLC process engineering
- ✓ New POS system
- ✓ Business rules engine platform
- ✓ GIS/work management integration
- ✓ Automated service order system
- ✓ Prepay system
- ✓ Requisition system
- ✓ Mobile payment apps (IOS/Android)
- ✓ Meter data management
- ✓ Consumer portal
- ✓ SmartApps platform
- ✓ Utility analytics and big data
- ✓ Materials Mgmt automation
- ✓ Cyber Security

- **Fast tracked, organized, and lead** the disparate product development functions to build synergies and migrated the legacy ERP platform to Microsoft.Net, Oracle 10 G/11 G platforms on Linux. Developed and managed PCI compliance initiatives for a credit card processing system that **processes close to one billion dollars' worth of transactions per annum. This includes cyber awareness initiatives, cyber vulnerabilities evaluation and cyber resiliency initiatives.**
- **Leveraged existing data and system platforms to** design/architect and develop engineering, billing, accounting analytic dashboards for distribution utilities. Examples include line loss analysis, load analysis, predictive demand forecast for peak loads etc.

#### EXECUTIVE HISTORY CONTINUED....

### Perficient Inc., Houston, Texas

Management Strategy Consultant/Portfolio Director (October 2006 – November 2007)

Championed the overall migration strategy for CiNTAS (client) to implement a new B2B platform (WebMethods) for their procurement management system resulting in a net savings of \$250,000 with vendors including Sprint, Valspar, and DISH Network.

- **Migration strategy:** Worked with executive leadership, created and developed a migration roadmap for projects that were 6 to 8 months behind schedule. Fast tracked the portfolio execution resulting in completion of high risk projects on time.
- **Vendor relationship management:** Managed all aspects of project management and milestone tracking with vendors for EDI implementations.

### Allstate Corporation, Northbrook, Illinois

Sr. Project Manager/Portfolio Manager (December 1999 – October 2006)

Managed several key enterprise initiatives and worked directly with senior management for more than 7 years both as a consultant (working through TEKsystems) and as an employee, delivering various enterprise integrations and client server projects involving TIBCO, Oracle, and .NET technologies.

- **Global outsourcing strategy:** Managed end to end global sourcing partner relationship for program delivery, **resulting in cost savings of over \$600,000.**

- **Common reusable frameworks:** Championed the creation of reusable component frameworks using SOA patterns within Allstate implementing ITIL and agile methodologies **resulting in a net savings of \$1.5 million dollars.**
- **Portfolio management:** Managed all aspects of program management for more than **50 initiatives within Enterprise Technology Services.**

**Notable business improvements  
& IT initiatives**

- ✓ Agile methodologies
- ✓ Common enterprise frameworks
- ✓ EmployeeDesktop (intranet portal)
- ✓ Enterprise Document Management
- ✓ B2B – Enterprise car rental
- ✓ B2B – Flood policy automation
- ✓ Global sourcing strategy

## EDUCATIONAL BACKGROUND

Other roles: COO, CTO, Sr. VP of IT, VP. Of IT

**MIP Graduate (NRECA):** Graduate of NRECA Kabat Management Internship Program. March 2018

**EXECUTIVE MBA:** Emphasis on Strategy/Finance, Northern Illinois University. DeKalb, Illinois. May 2003

**MS, MECHANICAL ENGINEERING:** Northern Illinois University. DeKalb, Illinois. May 1999

**BS, MECHANICAL ENGINEERING:** Osmania University, Hyderabad, India. May 1997

## PROFESSIONAL AFFILIATIONS AND CERTIFICATIONS

**Black Hat USA 2016 AbilitiesInc - Metasploit Basics.** July 2016

**Black Hat USA 2016 Basic Tools & Techniques for Hackers.** July 2016

**TIBCO BusinessConnect EDI protocol 5.x and TIBCO Business Works 5.x.** August 2006

**PMP Certification.** September 2005

**Assessing and Managing Risk (Novations).** November 2004

**Property and Liability Insurance.** Insurance Institute of America. October 2004

**Microsoft Certified Solutions Developer (MCSD.Net).** May 2004

## REFERENCES

References are available upon request.

## PUBLIC SPEAKING ENGAGEMENTS

Videos are available upon request that includes speaking to audience of close to 600 end users for cooperative distribution utilities.

In 2007 when I was offered a position of Vice President of IT Development (Programming) for SEDC that serves more than 260 utilities in 43 states of United states to provide software solutions, I was excited to serve the rural communities of USA and ensuring their operations are managed efficiently and effectively through the cooperative spirit of membership (not for profit organization).

Rural utilities were on the cusp of migrating from older systems, requiring several new tools to run operations including accommodating the regulatory mandates at a state and federal levels. With a single objective of understanding the business of a utility and serve their consumers, I started working closely several of utility CEO's, National Rural Electric Cooperative Association, Tennessee Valley Authority, CFC, CRC to improve and implement new software solutions.

In 2008/2009, Tennessee Valley Authority (TVA) was in the process of introducing new rate structures and expanding number of rates that utilities can support to be greater than 99. As a software vendor serving more than 30 utilities in the TVA states (Tennessee, portions of Alabama, Mississippi, and Kentucky, and small slices of Georgia, North Carolina, and Virginia), this was a strategic and herculean task. I organized several focus sessions with TVA leadership and SEDC development teams to create a task force to develop, plan and test the software changes within a short time frame of 6 months. My leadership, commitment and knowledge of the utility industry has resulted in a well modified software that not only helped the utilities adopt and implement the new rate structures but also allowed more than 200 utilities implement and take advantage of complex rate structure configurations within our software.

In 2016, I closely worked with regulatory authorities like TVA (Tennessee Valley Authority) in defining new rate structures ensuring our ERP system supports the billing components. Leading the effort of implementation included examples of new rates introduced for the TVA customers on class 251 for IP/MR for VCP reporting. This included Total contract demand, Protect load, Contract demands, MR and IP credit reporting, Class 251 metered and measured demand values, and reporting on small manufacturing credits. This has resulted better reporting structures for all our membership including utilities like North Georgia cooperative, Duck River cooperative, Bristol Cooperative, and Tri-County Tennessee cooperative to complete big data analytics for their commercial loads and manage their peak demand loads.

As a direct result of the innovation strategies (billing, service order processing, payments, SCADA, safety procedures, meter data management, budgeting and financial forecasting and mobile services to support engineering and operations crews of the utilities), SEDC has increased its membership from 190 utilities to 200 utilities. Utilities like Greystone Power Cooperative has reduced their customer call volume by 15% by implementing business rules engine platform, Horry Electric Cooperative has automated the service order process to 100% saving several hundred hours of manual labor.

In 2011, the U.S. Department of Energy (DOE) launched the SunShot Initiative, designed to lower the cost of solar energy to competitive levels by 2020. In June 2013, the Obama administration outlined three major goals related to climate change in "The President's Climate Action Plan:"

Federal funding and support in rural cooperatives has prompted several initiatives within cooperatives. I have lead and championed the effort to provide a business, Technical and financial model for our customer Walton EMC in their initiative to build and support Solar Community Farm. This solution required influencing the policy at the utility level and educating customers on the major solar initiatives with in the cooperative model.

1. Community Solar farm: Working closely with Georgia Statewide, I have created a billing solution model that included creating solar blocks to be sold to consumers and having consumers on consumer contracts to have a consumption credit for the solar energy subscription within the portfolio. This model was widely adopted by Walton EMC and utility was able to sell all of the solar blocks from their 8 acre solar farm within a month of marketing this model. This model is now the most popular model within Georgia cooperatives, and South Carolina cooperatives as this provided a sense of belonging to the same community spirit that created the cooperatives in late 1930's.

I have championed the effort of promoting the community solar model and influenced Georgia Statewide regulation to recommend this as a preferred model for utilities.

In September of 2016, I have championed the Georgia Solar Summit to build knowledge base, solution approaches and financial models with Georgia cooperatives. This was done in close collaboration with Georgia Statewide (Jeff Pratt – CEO of Statewide).

2. Solar Panels: In the current utility environment there is not a good model for supporting solar panels from investment/maintenance and ability to bill the consumers for the green energy consumption.

Also, within utility space, Cyber security is taking the front seat from DOE's C2M2 and NISTIR 7628 initiatives. Having a deep understanding of PCI compliance and how it impacts utility operations, I am in the process of working with DOE representatives (NRECA, NRTC) organizations to lead to work with Utilities, Municipals of SEDC to define, create and standardize the Cybersecurity models. For example, I have championed a network audit program within SEDC to ensure utilities (our customers) follows standard practices to secure their networks and minimize the vulnerabilities. This enabled our Utilities to clear the PCI compliance audits with a minimal budgets of 10,000 USD compared to couple of hundred thousand dollars per utility.

Overall understanding of utility domain from transmission and distribution systems provides the required knowledge to lead, engage and drive the alignment between software solutions and regulatory requirements. For the last eight years at SEDC, as the member of the senior executive team, I have provided an executive leadership in strategic planning. My career had a continuous progression from VP of programming to senior VP of IT development to a current role of Chief Technology Officer.

In 2015, Greystone EMC, one of the largest EMC of Georgia signed up to be our customer. Greystone EMC was moving from Oracle Utilities to SEDC's Utility Power Net. As part of the implementation process, I worked diligently to enhance their business work flows, processes and education of resources to best align with our product features and automate the utility business processes. This resulted in more than 1.8 million dollars of man hours per year by business process automation. Their service level calls were reduced by 15%, automated processing of pay plans resulted in consistent policy enforcement across utility and made automated decisions for more than 8000 pay plans per month.

Utility business process of service order processing through new connects, or delinquency and cutoff process is a interconnected process with customized business policies within each of the utility. As part of SEDC's strategic road map, I have created an automated service order system which is highly customizable and configurable. With the adoption of this new product from SEDC, more than 100 of our 260 utilities have gained a tremendous amount of work flow efficiencies and are saving at least one full time resource equivalent of work in the utility environment. Working closely with senior management at the utilities and improving their business processes and efficiencies, I have influenced their policy and processes to best utilize the technical solutions.

On a daily basis utilities are challenged with analysis of large volumes of data (big data). I took a major initiative within SEDC to provide utilities with solutions on big data analytics. I championed the creation of REPORT-IQ product that provided detailed analysis on load management, load profiling, rate analysis on large commercial loads. This resulted in 2 to 3 % of load shaving on North Georgia EMC's peak demands.

I built a performance centric organization focused on innovation to deliver ERP solution portfolio for more than 260 utilities in US. Developed and built a project based organization with global sourcing strategy that resulted in more than 10 million dollars of savings over 8 years.

At SEDC, I direct, plan, and implement policies, objectives, activities to ensure continuing operational efficiency and serve the spirit of cooperative membership. As a CTO of the organization and directly reporting to CEO, I am responsible to developing financial budgets, stream line software development processes, coordinate SAS 70 audit process, create and manage communication strategies on organizational metrics.





**NRECA**  
America's Electric Cooperatives

*The Center for Advanced Studies in Business*



**SCHOOL OF BUSINESS**  
University of Wisconsin-Madison

*The University of Wisconsin — Madison*  
School of Business  
and  
The National Rural Electric Cooperative Association

Certifies That

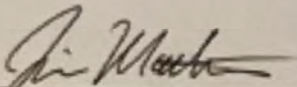
*Sarat Yellepeddi*

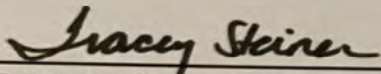
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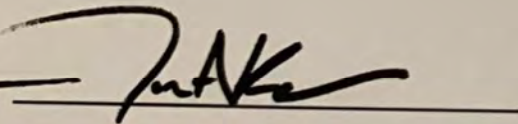
NRECA Robert I. Kabat  
Management Internship Program

This 29th day of March 2018



  
Chief Executive Officer - NRECA

  
VP, Education & Training - NRECA

  
Executive Director, Center for Professional and Executive Development

# Northern Illinois University

DeKalb, Illinois

On recommendation of the President and Faculty,  
the Board of Trustees, by virtue of the authority vested in it,  
has conferred on

**Sarat Kumar Vellepeddi**

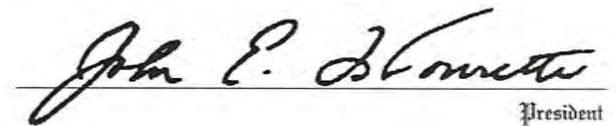
the degree of

**Master of Science**

and has granted this Diploma as evidence thereof  
this twelfth day of December, 1999.

  
Chair, Board of Trustees



  
President



# Northern Illinois University

DeKalb, Illinois

On recommendation of the President and Faculty,  
the Board of Trustees, by virtue of the authority vested in it,  
has conferred on

**Sarat Kumar Vellepeddi**

the degree of

**Master of Business Administration**

and has granted this Diploma as evidence thereof  
this tenth day of May, 2003.

*Manuel Sanchez*

Chair, Board of Trustees



*John R. Peters*

President

# Osmania University



## Faculty of Engineering

Roll No. 0294-709

MEDIUM : ENGLISH

This is to certify that G. Sarat Kumar  
son / daughter of G. V. S. S. S. Sastry  
has been admitted to the Degree of

## Bachelor of Engineering

Mechanical  
Spl. Production Engineering  
of this University, he/she having passed the Examination  
in May 1997, in First Division, with -  
Distinction

Given under the seal of the University

Hyder

Dated 20 OCT 1997

W. S. S.

Vice-Chancellor

# Sharon Rogers-Moore

Sussex County  
Industrial Development Authority  
Appointment Application

Thank you for your interest in serving Sussex County as a potential member of the Industrial Development Authority (IDA)! This is a very important role that will have a direct influence on the County's economic growth. Terms are for a period of 4 years. Pursuant to the Virginia State and Local Government Conflict of Interests Act, each appointee will be required to file (upon appointment and annually thereafter) a disclosure statement of their personal interests ([as defined in §2.2-3101 of the Code of Virginia, as amended](#)) and such other information required by Virginia Conflict of Interest and Ethics Advisory Council. The County will host an in-depth training session for all appointed members.

The following series of questions will help County leaders select the final slate of candidates to appoint to open terms on the IDA. **Please note: this application is NOT a guarantee that you will be appointed.** The County will objectively review the information you share to identify and recommend a slate of candidates to the Board of Supervisors that provides a variety of perspectives to best serve the IDA and County.

1. Name: [Sharon Rogers Moore](#)
2. Home Address: [1382 Walls Bridge Road, Wakefield, VA 23888 \(we are moving this fall to the Town of Wakefield but this is current residence\)](#)
3. County of Residence: [Surry](#)
4. Please provide a copy of your resume/CV when you submit this application.
5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).
  - a. Business Management/Administration
    - i. Score: [4](#)
    - ii. Explanation (optional):
  - b. Construction
    - i. Score: [2](#)
    - ii. Explanation (optional):
  - c. Engineering
    - i. Score: [2](#)
    - ii. Explanation (optional):
  - d. Finance
    - i. Score: [2](#)
    - ii. Explanation (optional):
  - e. Law
    - i. Score: [2](#)
    - ii. Explanation (optional):
  - f. Local Government
    - i. Score: [3](#)
    - ii. Explanation (optional):
  - g. Marketing
    - i. Score: [3](#)
    - ii. Explanation (optional):
  - a. Real Estate (please indicate if residential or commercial)
    - i. Score: [3 \(residential\)](#)

Sussex County  
Industrial Development Authority  
Appointment Application

- ii. Explanation (optional):
6. What do you think are the County's three biggest challenges?
    - a. [Revenue](#)
    - b. [Housing shortages](#)
    - c. [Disconnectedness within the county, geographically as well as philosophically](#)
  7. On a scale of 1-5 (with 1 being lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base? [3](#)
  8. Why do you want to be a part of Sussex County's Industrial Development Authority? (Please keep your answer to 500 words or less). [I have a wide range of connections and experiences that would be valuable to the conversation, and I am well respected and credible. I am a resident, multiple business owner, and am an active and engaged civic volunteer and leader.](#)

**End of Application**

Please email your responses to J. David Conmy, Deputy County Administrator & Economic Development Director for Sussex County at [dconmy@sussexcountyva.gov](mailto:dconmy@sussexcountyva.gov).

**Applications are due by COB Friday August 9<sup>th</sup>, 2024.**

Questions? Please email David Conmy at the email address above or call at (434) 632-9766.



# *Sharon Rogers Moore*

186 Wright Building, Greenville, NC 27858 ♦ 252-737-2982 ♦ rogersssh@ecu.edu

## **EDUCATION**

2005	Ph.D.	Virginia Polytechnic Institute and State University	Human Development
2002	M.S.	University of South Carolina	Motor Control
1999	B.S.	College of William and Mary	Kinesiology

## **CERTIFICATIONS/LICENSURE**

2006	National Provider Identifier, #1164498705
2006	Licensed Athletic Trainer, State of North Carolina, #1264
2002	Licensed Athletic Trainer, Commonwealth of Virginia
2000	Certified Athletic Trainer, Board of Certification, Inc., #020002258
1999	Commonwealth of Virginia Collegiate Professional License, Physical Education

## **BUSINESS OWNERSHIP**

2024	Owner, The Peanut Queen Boutique & Market, Wakefield, VA
2015-Present	Owner, Sportscale, Inc., Greenville, NC <a href="http://www.sportscalesystem.com">www.sportscalesystem.com</a>
2007-Present	The Hideaway Guest Suite, Wakefield, VA <a href="http://www.hideawayguestsuite.com">www.hideawayguestsuite.com</a>

## **EMPLOYMENT**

2022-Present	Associate Professor & Innovator in Residence Isley Innovation Hub, Miller School of Entrepreneurship Department of Management, College of Business East Carolina University, Greenville, NC
2013-2022	Associate Professor Athletic Training Education, Department of Health Education and Promotion, College of Health and Human Performance East Carolina University, Greenville, NC

2007- 2013            Assistant Professor  
East Carolina University, Department of Health Education and Promotion  
College of Health and Human Performance, Greenville, NC

2005-2007            Research Associate  
Duke University Medical Center, Department of Psychiatry and Behavioral  
Medicine, Division of Behavioral Cardiology, Durham, NC

2004-2005            Faculty Instructor  
Lynchburg College, School of Health and Human Performance  
Athletic Training and Exercise Physiology Programs, Lynchburg, VA

2002-2004            Graduate Research and Teaching Assistant  
Virginia Polytechnic Institute and State University  
Department of Human Development, Blacksburg, VA

#### ADMINISTRATION

2021            Co-Program Director, Athletic Training Education, Master's of Science in Athletic Training  
degree program

2020            Program Director, Athletic Training Education, Master's of Science in Athletic Training  
degree program

2018            Director, Community-University Partnership Academy, East Carolina University Office of  
Engagement and Public Service

#### SPORTS MEDICINE CLINICAL EXPERIENCE

2009-Present    Adviser, Athletic Training Program and Athletic Training Staff, Pitt County Schools,  
Greenville, NC

2009-2022       Clinical Preceptor, Athletic Training Education Program  
East Carolina University

2009-2017       Assistant Athletic Trainer, East Carolina University Athletics, men's and women's golf  
teams

2009-2014       Assistant Athletic Trainer, East Carolina University Athletics, dance team

2011-2012       Independent Contractor, Golf Fitness Assessor and Instructor, Vidant Wellness Center,  
Greenville, NC

2008-2009       Athletic Trainer, Bon Secours Hampton Roads Health System: RehabCare Group,  
Portsmouth, VA

2005-2007       Certified Athletic Trainer (volunteer), Duke University Athletics

2004-2005       Approved Clinical Instructor, Athletic Training Program  
Lynchburg College

- 2002-2004     Head Athletic Trainer  
Auburn High School, Montgomery County Public Schools, Riner, VA
- 2002-2003     Graduate Assistant Athletic Trainer  
Virginia Polytechnic Institute and State University
- 2000-2002     Graduate Assistant Athletic Trainer  
University of South Carolina, Columbia, SC

#### SPORTS MEDICINE CONSULTING

- 2014-2019     Police Athletic League for youth tackle football, Greenville, NC
- 2014-2019     Ayden Recreation Department, Ayden, NC
- 2011-2019     Winterville Recreation and Parks, Winterville, NC
- 2012-2021     Vidant Medical Center, Office of Injury Prevention, Greenville, NC
- 2014-2016     Farmville Parks and Recreation, Farmville, NC
- 2011-2016     Greenville Recreation and Parks, Greenville, NC
- 2013-2014     North Lenoir High School, La Grange, NC
- 2013            Gates County Schools, Gatesville, NC
- 2013            Wayne County Schools, Goldsboro, NC
- 2012            Nash County Schools, Rocky Mount, NC
- 2012            Wilson County Schools Athletics, Wilson, NC
- 2012            Beaufort County Schools Athletics, Washington, NC
- 2012            Martin County Schools, Williamston, NC
- 2010-2011     Child Care Health Consultant/Safe Kids Eastern Carolina Coordinator, Lenoir County, NC  
and Greenville, NC

#### RESEARCH

#### PUBLICATIONS

**Rogers, S. D.,** Smith, P. J., Stephenson, A. J., & Everhart, D. E. (2017). A Retrospective Cross-Sectional and Longitudinal Study of the Effects of Age on CNS Vital Signs Scores in High School Athletes. *Sports Medicine*, 47, 1893-1899.



**Rogers, S. D.,** Loy, D. P., & Brown-Bochicchio, C. (2016). Sharing a new foxhole with friends: The impact of outdoor recreation on injured military. *Therapeutic Recreation Journal*, 3, 28-37.

**Rogers, S. D.** & Jarrott, S. E. (2012). Adults with dementia can appropriately engage in a strengthening exercise program. *American Journal of Recreation Therapy*, 11, 7-15.

**Rogers, S. D.,** Hampton, C. E., & Barringer, S. (2012). Transition from student to clinician in a scholastic sports setting. *International Journal of Athletic Therapy and Training*, 17, 45-48.

**Rogers, S. D.** (2008). A practical approach to preventing MRSA infections. *Athletic Therapy Today*, 13, 37-41.

Hoffman, B. A., Blumenthal, J. A., Babyak, M. A., **Rogers, S. D.,** Smith, P. J., Barbour, K. A., Doraiswamy, P. M., & Sherwood, A., (2008). Aerobic exercise fails to improve cognitive function in middle-aged and older adults. *Medicine & Science in Sports & Exercise*, 40, 1344-1352.

**Rogers, S. D.** & Jarrott, S. E. (2007). Cognitive impairment and effects on upper-body strength of adults with dementia. *Journal of Aging and Physical Activity*, 16, 61-68.

Blumenthal, J. A., Sherwood, A., **Rogers, S. D.,** Babyak, M. A., Doraiswamy, M., Watkins, L., Hoffman, B. M., O'Connell, C., Johnson, J. J., & Patidar, S. M., (2007). Understanding prognostic benefits of exercise and antidepressant therapy for persons with depression and heart disease: The UPBEAT Study--rationale, design, and methodological issues. *Clinical Trials*, 4, 548-559.

Winston, B. L., Jarrott, S. E., & **Rogers, S. D.** (2005). Considerations for designing a walking and flexibility program for adults with dementia. *Activities Directors' Quarterly for Alzheimer's and Other Patients*, 6, 1-11.

## ABSTRACTS

**Rogers, S. D.** (2005). Reliability of performance-based measures for use with adults with dementia. *Medicine & Science in Sports & Exercise*, 37 (5), S106.

## BOOK CHAPTERS

**Rogers, S. D.** (2010). "Health Promotion and Disease Management", In John and Chris Cavanaugh (Eds.) *Aging in America: Volume II*. Praeger Publishers.

## INTELLECTUAL PROPERTY

2015                      Inventor, US 8,957,328, US Patent and Trademark Office  
Issued to East Carolina University, Greenville, NC  
*Computerized Weight Tracking Console*

## CREATIVE WORK

**Moore, S. R.** (2022). Pitt County Athletic Training Manual of Operations, 6th ed.

**Moore, S. R.** and Butler, R. (2021). Pitt County Athletic Training Manual of Operations, 5th ed.

**Moore, S. R.** and Butler, R. (2019). Pitt County Athletic Training Manual of Operations, 4<sup>th</sup> ed.

**Rogers, S. D.** and Butler, R. (2017). Pitt County Athletic Training Manual of Operations, 3<sup>nd</sup> ed.

**Rogers, S. D.** and Butler, R. (2015). Pitt County Athletic Training Manual of Operations, 2<sup>nd</sup> ed.

**Rogers, S. D.**, Butler, R., and Niceler, B. (2014). Pitt County Athletic Training Manual of Operations.

## PRESENTATIONS

**Moore, S. R.** (Accepted for presentation, May 2023). New evidence, conflicting headlines: What athletic trainers need to know about mRNA vaccinations in children and young adults. Mid-Atlantic Athletic Trainers' Association, Virginia Beach, VA.

Gaglias, K. & **Moore, S. R.** (Accepted for presentation, May 2023). Updated physical activity recommendations for sickle cell disease. Mid-Atlantic Athletic Trainers' Association, Virginia Beach, VA.

**Moore, S. R.** (September, 2022). Engaged partnerships and intellectual property: Overview of protections and risks. Engagement and Scholarship Consortium, Athens, GA.

Tucker, K., Webb, M., and **Moore, S. R.** (May, 2022). Athletic trainers' knowledge related to athletic-related dental trauma. Poster presented at the American Academy of Pediatric Dentistry Annual Session. San Diego, CA.

**Moore, S. R.** and Fairbrother, D. (May, 2022). COVID-19, vaccines, and myocarditis: A review of the evidence and implications for athletic trainers. Mid-Atlantic Athletic Trainers' Association, Charlotte, NC.  
**Flanagan, K. W.** and **Moore, S. R.** (April, 2022). Air quality and its impact on safe physical activity – How to protect your patient. Far West Athletic Trainers Association Education Program, San Diego, CA.

**Moore, S. R.** and Flanagan, K. W. (2021, September). Understanding partnership and capacity building within a community-based sports medicine team: An ecological framework. Engagement Scholarship Consortium, virtual.

Sayre, H. D., **Moore, S. R.**, Ernest, S., & Robinson, C. L. (2020, January). High school football players' beliefs and behaviors related to fueling for preseason football practice. Virginia Athletic Trainers' Association Annual Meeting, Harrisonburg, VA.

**Moore, S. R.** (2019, October). Community University Partnership Academy: A piloted approach to building research-based partnerships. Engagement Scholarship Consortium, Denver, CO.

**Rogers, S. D.** (2048, February). I'm an inventor: Now what? Virginia Childrens' Engineering Convention, Roanoke, VA.

**Rogers, S. D.** (2017, March). Evidence for annual baseline neuropsychological testing of high school athletes. North Carolina Athletic Trainers' Association, Charlotte, NC.

- Rogers, S. D.** (2016, March). Emergency action planning and response: An update. North Carolina Athletic Trainers' Association, Wilmington, NC.
- Cole, T., Armstrong, S., **Moore, S.R.**, Spaugh, J. (2016, March). *Assessing hydration and nutritional status of high school football athletes: Consideration for the special circumstances of pre-season*. Poster presented at the 39<sup>th</sup> North Carolina Athletic Trainers' Association Spring Symposium and Awards Ceremony, Wrightsville Beach, NC.
- Rogers, S. D.** (2015, September). Management of pediatric sport-related concussions: Communicating with school-based athletic trainers. Pediatric Grand Rounds, East Carolina University, Greenville, NC.
- Rogers, S.D.** (2014, October). Challenges defining the impacts of engagement: University partner's perspective. Engagement Scholarship Consortium, Edmonton, Alberta.
- Rogers, S.D.** (2014, June). Structured mentoring program for first-year athletic training professionals. National Athletic Trainers' Association, Indianapolis, IN.
- Rogers, S. D.** (2012, November). Emergency preparedness and planning in recreational activity programs. North Carolina Parks and Recreation Association Annual Meeting, Greenville, NC.
- Rogers, S. D.** (2012, October). Partnering to integrate athletic trainers into eastern NC secondary schools. National Outreach Scholarship Conference, Tuscaloosa, AL.
- Rogers, S. D.** (2012, March). Career exodus: Who leaves athletic training? North Carolina Athletic Trainers' Association Meeting, Wilmington, NC.
- Rogers, S. D.** (2012, February). From tragedy springs collaboration: Importance of community engagement. Big Sky Athletic Trainer and Sports Medicine Conference, Big Sky, MT.
- Rogers, S. D.** (2010, March). In caregivers' voices: Creating opportunities to exercise for community-dwelling adults with dementia. Gerontological Society of America Annual Meeting, New Orleans, LA.
- Rogers, S. D.** (2010, January). Fewer aging female athletic trainers: Considering the consequences of this demographic. Virginia Athletic Trainers' Association Annual Meeting, Charlottesville, VA.
- Rogers, S. D. & Butler, R.** (2010, October). From tragedy springs collaboration for improved safety of student-athletes. National Outreach Scholarship Conference, Raleigh, NC.
- Rogers, S. D. & Rhodes, J. D.** (2010, April). From research subjects to community partners: How outreach built engagement with the Alzheimer's Disease caregiving community in eastern North Carolina. Southern Gerontological Society Annual Meeting, Richmond, VA.
- Velde, B., Mitchell, J., & **Rogers, S. D.** (2010, April). The Engagement and Outreach Scholars Academy, A method for embedding the scholarship of engagement in a university culture. Southern Gerontological Society Annual Meeting, Richmond, VA.
- Rogers, S. D.** (2009, March). Emergency preparedness and planning in secondary-school athletic programs. North Carolina Athletic Directors' Association Annual Meeting, Wilmington, NC.
- Rogers, S. D.** (2008, November). *Undergraduates' experiences with older adults*. Gerontological Society of America Annual Meeting, Washington, DC.

**Rogers, S. D.** (2008, October). Strength training for adults with dementia. North Carolina Conference on Aging, Greenville, NC.

Lisk, M. T. & **Rogers, S. D.** (2008, May). Just how amped are your athletes? Results of a web-based survey of supplement use among Division I athletes. Mid-Atlantic Athletic Trainers Association Meeting, Virginia Beach, VA.

**Rogers, S. D.** & Jarrott, S. E. (2005, November). *Effects of cognitive impairment on upper-body strength in older adults with dementia.* Gerontological Society of America Annual Meeting, Orlando, FL.

**Rogers, S. D.** (2005, June). *Reliability of Physical Performance Measures for Use with Adults with Dementia.* Poster presented at the meetings of the American College of Sports Medicine, Nashville, TN.

**Rogers, S. D.,** and Jarrott, S. E. (2005, April). *Feasibility of a resistance training program for adults with dementia: Evaluation of participant engagement.* Paper presented at the meetings of the Southern Gerontological Society, Orlando, FL.

**Rogers, S. D.,** & Brossoie, N. (2005, February). *Preparing the future professoriate: Integrating a successful teaching apprenticeship program.* Poster presented at the meetings of the Association for Gerontology in Higher Education, Oklahoma City, OK.

**Rogers, S. D.,** & Jarrott, S. E. (2004, November). *Effectiveness of a progressive group strength training program for adults with dementia at an adult day service: A pilot study.* Poster presented at the meeting of the Gerontological Society of America, Washington, DC.

**Rogers, S.,** Jarrott, S. E., Gigliotti, C., and Weaver, B. L. (2004, April). *Designing and implementing exercise programs for adults with dementia.* Workshop presented at the meetings of the Southern Gerontological Society, Atlanta, GA.

Blieszner, R., Roberto, K., Love-Norris, D., **Rogers, S.,** and Fruhauf, C. (2003, November). *Rural older adults' previous help and support experiences: Influences on attitudes about current and future assistance.* Poster presented at the meetings of the Gerontological Society of America, San Diego, CA.

## RESEARCH GRANTS

**Moore, S. R.** 2022, Agreement between East Carolina University and Pitt County Schools to Provide Support for Pitt County Schools Student Athletics Program  
Pitt County Schools, Greenville, NC  
Awarded, \$110,365, September 2022-August 2024

**Moore, S. R.** 2019, Agreement between East Carolina University and Pitt County Schools to Provide Support for Pitt County Schools Student Athletics Program  
Pitt County Schools, Greenville, NC  
Awarded, \$77,374, July 2019-June 2021

**Moore, S. R.** 2018, Gfeller-Waller Ten Year Commemoration  
Carolina Panthers Charities, Charlotte, NC  
Not Awarded, \$10,000

**Rogers, S. D.** 2017, Agreement between East Carolina University and Pitt County Schools to Provide Support for Pitt County Schools Student Athletics Program  
Pitt County Schools, Greenville, NC  
Awarded, \$65,794, July 2017-June 2019

**Rogers, S. D.,** Miller, J. 2016. Establishing Infrastructure for Athletic Trainers in Northeastern North Carolina High Schools through Sentara Orthopedic and Sports Medicine Specialists  
National Football League Foundation and Carolina Panthers, Charlotte, NC  
Awarded, \$25,000

**Rogers, S. D.,** Miller, J. 2015. Establishing Infrastructure for Athletic Trainers in Northeastern North Carolina High Schools through Sentara Orthopedic and Sports Medicine Specialists  
National Football League Foundation and Carolina Panthers, Charlotte, NC  
Awarded, \$25,000

**Rogers, S. D.** 2014, Agreement between East Carolina University and Pitt County Schools to Provide Support for Pitt County Schools Student Athletics Program  
Pitt County Schools, Greenville, NC  
Awarded, \$56,975, July 2014-June 2017

Velde, B. et al. (Rogers, S collaborator) 2013, Innovative Measurement Tools for Community Engaged Research  
National Institutes of Health  
Not Awarded, \$402,964

Wentz, L., Domire, Z., & **Rogers, S. D.** 2013, Vitamin D Status as a Predictor of Recovery in High School Athletes  
East Carolina University, East-West Research Collaboration Award  
Not Awarded, \$32,840

Wentz, L., Domire, Z., **Rogers, S. D.,** & Niceler, B. 2013, Vitamin D Status as a Marker of Concussion Resilience and Recovery in High School Athletes  
National Institutes of Health  
Not Awarded, \$147,000

**Rogers, S. D.,** 2012, Project to Provide Athletic Training Services to Pitt County, NC  
Pitt County Schools, Greenville, NC  
Awarded, \$244,005, July 2012-June 2014

**Rogers, S. D.,** 2012, Project to Provide Athletic Training Services to Pitt Community College  
Pitt Community College, Greenville, NC  
Awarded, \$6325.00, August 2012-May 2013

Mitchell, J., Mathews, H., **Rogers, S. D.,** Shank, D., & Niceler, B., 2011, Racial Disparity in Later-Life Health: A Mixed Methods Life-Course  
National Institute on Aging (NIA)  
Not Awarded, \$379,655

**Rogers, S. D.,** 2011, Summer Institute on Aging Research  
National Institute on Aging  
Not awarded

**Kulas, A. S. & Rogers, S. D.,** 2010, Project to Provide Athletic Training Services to Pitt County Schools  
Pitt County Schools, Greenville, NC  
Awarded, \$100,000.00, August 2010-June 2012

**Niceler, B. & Rogers, S.,** 2010, Tracking Concussions in Pitt County, NC  
American Academy of Family Physicians  
Not awarded, \$4873.00

**Rogers, S. D. & Niceler, B.,** 2010, Tracking Concussions in Pitt County High School Athletes  
East Carolina University, East-West Research Collaboration Award  
Not awarded, \$83,138.78

**Rogers, S. D.,** 2010, Development of a Computerized Weight Tracking Console  
East Carolina University, Office of Technology Transfer, Accelerator Award  
Awarded, \$800.00

**Rogers, S. D.,** 2010, Identifying Meaningful and Feasible Measures of Well-Being for Adults with  
Alzheimer's Disease and Related Dementias  
East Carolina University, East Carolina University Center for Health Disparities Research  
Not awarded, \$9150.00

**Rogers, S. D.,** 2009, Identifying Meaningful and Feasible Measures of Well-Being for Adults with  
Alzheimer's Disease and Related Dementias  
East Carolina University, Engagement and Outreach Scholars Academy  
Awarded, \$3,050.00

**Rogers, S. D.,** 2009, Summer Institute on Aging Research  
National Institute on Aging  
Not awarded

## **TEACHING**

### **COURSES TAUGHT**

#### East Carolina University

Athletic Training (ATEP) 2800, Medical Nomenclature  
Athletic Training (ATEP) 3270, General Medical Conditions in Sport  
Athletic Training (ATEP) 3271, Clinical Experience in Medicine  
Athletic Training (ATEP) 3350, Concepts of Pharmacology  
Athletic Training (ATEP) 4001-4002, Clinical Experience in Athletic Training  
Athletic Training (ATEP) 4300, Sports Medicine Practicum  
Athletic Training (ATEP) 4320, Leadership and Management in Sports Medicine  
Athletic Training (ATEP) 6001, Essential Skills in Athletic Training  
Athletic Training (ATEP) 6045, Advanced Organization and Administration in Sports Medicine  
Athletic Training (ATEP) 6050, Advanced Sports Medicine Related Injuries  
Athletic Training (ATEP) 6270, Pathology and General Medicine in Sport  
Athletic Training (ATEP) 6271, Clinical Skills in Health Assessment  
Athletic Training (ATEP) 6550, Transition to Professional Clinical Practice  
Health Education and Promotion (HLTH) 6503, Independent Study  
Entrepreneurship (ENTR) 4955, Special Topics, Sports Entrepreneurship



Kinesiology (KINE) 6500, Independent Study  
Kinesiology (KINE) 6501, Independent Study

Lynchburg College

Exercise Physiology (EXPH) 380, Kinesiology  
Health Promotion (HP) 270, Nutrition  
Health and Physical Education (HPE) 102, Concepts of Exercise and Life Wellness  
Health and Physical Education (HPE) 303, Structure and Sequence of Developmental Human Movement  
Health and Physical Education (HPE) 148, Principles of Aerobic Fitness

Virginia Polytechnic Institute and State University

Human Development (HD) 3004, Introduction to Adult Development and Aging

EXCEPTIONAL PRACTICES IN TEACHING

2017-2021 Development of a course pack for Leadership and Management course (ATEP 4320)

DIRECTION OF STUDENT CLINICAL EXPERIENCES

2017 Faculty Liason, East Carolina University, Public Service Fellows Program  
Elizabeth Andrews, D. H. Conley High School

2016 Faculty Liason, East Carolina University, Public Service Fellows Program  
Hope Stuart and Stephanie Minor, D. H. Conley High School  
Matthew Barrier, North Pitt High School  
Conor Hoffman, Farmville Central High School

2015 Faculty Liason, East Carolina University, Public Service Fellows Program  
Katie Antosyzk, D. H. Conley High School  
Myranda Fields, Ayden-Grifton High School  
Thomas Morris, Farmville Central High School

2012-2013 Clinical Coordinator, East Carolina University, Athletic Training Education Program

DIRECTION OF STUDENT RESEARCH

2021 Doctoral Research Advisor  
East Carolina University, School of Dentistry  
Student: Kristal Amalia Tucker, DDS

2018-current Doctoral Dissertation Committee Member  
East Carolina University, Department of Psychology  
Student: Alexandra Nicoletta  
Dissertation: Eyes Open, Eyes Closed: Exploring the Cognitive and Neurophysiological Features of Sleep and Physical Activity

- 2016-2017 Master's Thesis Committee Member  
East Carolina University, Department of Recreation and Leisure Studies  
Student: Lauren Gregg  
Thesis: Aquatic Exercise and Pain Management
- 2016-2017 Master's Thesis Committee Member  
East Carolina University, Department of Kinesiology  
Student: Michele Hudgins  
Thesis: Exploring Gender Bias in Athletic Training
- 2016-2017 Master's Thesis Committee Member  
East Carolina University, Department of Human Development and Family Science  
Student: Jordan Horn  
Thesis: Maternal Resilience: Assets and Resources Utilized when Parenting an Adolescent with a Congenital Heart Defect
- 2016-2017 Master's Thesis Committee Member  
East Carolina University, Department of Recreation and Leisure Studies  
Student: Briana Whitehurst  
Thesis: The Impact of Adaptive Sports Participation on Community Reintegration of Veterans with Acquired Disabilities.
- 2007-2016 Supervision of Graduate Research Assistants
- 2015-2016 Master's Thesis Committee Member  
East Carolina University, Department of Recreation and Leisure Studies  
Student: Ashley Bohnert  
Thesis: Factors associated with Motivation of Wheelchair Athletes
- 2014-2015 Master's Thesis Committee Member  
East Carolina University, Department of Recreation and Leisure Studies  
Student: Tori Pinchuk  
Thesis: The Relationship between Yoga Participation and Balance Measures in Older Adults
- 2012-2013 Master's Thesis Committee Member  
East Carolina University, Department of Recreation and Leisure Studies  
Student: Whitney Sauter  
Thesis: Comparison of Wii Exergaming and Matter of Balance on Aspects of Functional Balance in Community-Dwelling Older Adults
- 2011-2012 Master's Thesis Committee Member  
East Carolina University, Department of Recreation and Leisure Studies  
Student: John Rhodes

## **SERVICE**

### **SELECTED UNIVERSITY SERVICE**

- 2022-present Military Affiliated Student Faculty Mentor
- 2017-present Chris Murphy Scholarship Review Committee



2015-present	Patent Committee, Member
2008-2022	East Carolina University Athletic Training Alumni Group, Faculty Advisor
2016- 2021	Gerontology Advisory Committee
2020	Engagement and Outreach Scholarship Academy, Selection Committee
2016-2019	University Athletics Committee
2017-2018	University Code Screening Committee
2017	Pirate Challenge, School of Business, Judge
2016	Magrath Award for University Engagement, Internal Reviewer
2016	Academic Program Review of Gerontology and Substance Abuse Graduate Certificates, Reviewer
2016	Interdisciplinary Research Award competition, Judge
2015-2016	Drive East Task Force, Member
2015-2016	Office of Public Service and Community Relations Workgroup, Member
2010-2015	Engagement and Outreach Scholars Academy, Coach
2010-2015	Center for Health Disparities Research, Research Core, Member
2015	East Carolina University Women's Golf, Assistant Coach Search Committee, Member
2014-2015	Innovation and Economic Prosperity Task Force, Member
2010-2015	SACS Working Group for Public Service, Committee Member
2013-2014	University Athletics Committee
2012	Gender Equity Plan for Athletics Review Committee, Member
2010-2012	Office of Aging Studies, Academic Advisory Board, Member
2009-2011	Gerontology Training Advisory Committee, Member
2009-2010	Student Engagement and Outreach Scholars Academy, Mentor

#### SELECTED COLLEGE SERVICE

2007-2022	Department of Health Education and Promotion, Graduate Faculty
2012	Department of Recreation and Leisure Studies, Faculty Search Committee, Member

2007 HHP Centennial Leadership Forum

SELECTED DEPARTMENT SERVICE

2013-2015 Department of Health Education and Promotion, Curriculum Committee  
2010 Department of Health Education and Promotion, Faculty Search Committee, Chair  
2009 Spring Recognition Committee

SELECTED COMMUNITY SERVICE

2023-present Salty Southern Route Economic Development Group, Smithfield, VA  
2018-present Tidewater Academy, Inc., Board of Directors, Wakefield, VA, Chair 2019-2022  
2017-present Wakefield Swim Club, Treasurer, Wakefield, VA  
2011-2013 Keeping Warriors Outdoors, Inc., Wakefield, VA, Board Member  
2010-2013 Alzheimer's Professional Partnership, Greenville, NC  
2011 National Pediatric Acquired Brain Injury Tour, Greenville, NC, Host Committee  
2010 Governor's Roundtable on Healthy Aging, Greenville, NC  
2009 Pitt County Area Agency on Aging, Farmville, NC, Caregiver Event Planning Committee  
2008 Emergency Preparedness of Coaches of Youth Baseball, Wakefield, VA, Event Organizer  
2007 Play It Safe: Youth in Sports Workshop, Sussex, VA & Wakefield, VA, Event Organizer

SELECTED PROFESSIONAL SERVICE

2020-present Judge, Engaged Scholarship Consortium Awards program  
2020-present Southeast Regional Climate Center, Carolinas Heat Health Coalition  
2018-present Mid-Atlantic Athletic Trainers' Association Program Development Committee  
2014-present North Carolina High School Athletic Association Sports Medicine Advisory Committee  
2022-2022 National Athletic Trainers' Association, Education Advancement Committee  
2016-2022 Mid-Atlantic Athletic Trainers' Association Scholarship Committee  
2015-2021 North Carolina Athletic Trainers' Association Board of Directors

2013-2021	Vidant Medical Center, Eastern Carolina Office of Injury Prevention, Sports Safety Task Force, Member
2016-2018	North Carolina Athletic Trainers' Association Program Development Committee
2017	Collaborative Solutions for Safety in Sport, Kansas City, MO, Invited Guest of NCHSAA
2015	External Reviewer, Promotion, Duke University Medical Center
2012	Volunteer Athletic Trainer, US Olympic Training Center, Chula Vista, California
2010	Capitol Hill Day participant, Richmond, Virginia, Virginia Athletic Trainers' Association
2007-2010	Hit the Hill Day participant, Washington, DC, National Athletic Trainers' Association
2005-2007	Women in Athletic Training Committee, Mid-Atlantic Athletic Trainers' Association

### JOURNAL REVIEWS

American Journal of Alzheimer's Disease & Other Dementias

Athletic Therapy Today

Journal of Affective Disorders

Journal of Intergenerational Relationships

Journal of Aging and Mental Health

Journal of Aging and Physical Activity

Journal of Outdoor Recreation and Tourism

Journal of Park and Recreation Administration

Medicine and Science in Sports and Exercise

Sports Medicine

### CONFERENCE PROGRAM REVIEWS

2008 Gerontological Society of America Annual Meeting

2007 American Public Health Association Annual Meeting-Gerontological Health Program

### CONFERENCE ORGANIZER

2015 Management of Pediatric Sports Related Concussion, Greenville, NC

2014 Solutions to Athletic Training in North Carolina High Schools, Greenville, NC

### PROFESSIONAL MEMBERSHIPS

National Academy of Inventors, Senior Member

National Athletic Trainers' Association

Mid-Atlantic Athletic Trainers' Association

North Carolina Athletic Trainers' Association

### ACKNOWLEDGMENTS AND AWARDS

- |      |   |
|------|---|
| 2023 | Invited participant, Equalize Program 2023 Cohort, A program for women academic researchers who are also entrepreneurs                            |
| 2020 | Recipient, Engagement Scholarship Consortium, Community Partner Engagement Award  |
| 2018 | Recipient, ECU Scholarship of Engagement Award  |
| 2018 | Recipient, North Carolina Athletic Trainers' Association University Educator of the Year  |
| 2016 | Nominee, University Scholarship of Engagement Award, East Carolina University   |
| 2015 | Nominee, University Scholarship of Engagement Award, East Carolina University   |
| 2013 | National Athletic Trainers' Association, Safe Sports School Awards for Pitt County Schools, NC  |
| 2013 | East Carolina University, Five Years of Public Service Award  |
| 2012 | Nominee, Edward A. Lynton Award for the Scholarship of Engagement by Early Career Faculty, New England Resource Center for Higher Education       |
| 2012 | Grant-funded project selected as a focus of a documentary presented by Dr. Sanjay Gupta CNN, <i>Big Hits, Broken Dreams</i>                       |
| 2010 | Nominee, University Scholarship of Engagement Award, East Carolina University   |
| 2009 | Scholar Inductee, East Carolina University Engagement and Outreach Scholars Academy   |
| 2004 | Virginia Association on Aging, Outstanding Doctoral Student Award   |
| 2004 | Center for Gerontology, Virginia Polytechnic Institute and State University, Peggy Lavery Gerontology Research and Professional Development Award |

# Susan Seward

*Susan Blair Seward*  
*5060 N. Beaverdam Road*  
*Post Office Box 186*  
*Waverly, Virginia 23890*  
*(804) 658-8659*

Since 2004, I have been the President of Seward Consulting, a lobbying and consulting firm based in Waverly, Virginia. In 2010, the firm was incorporated and became Seward Consulting, Inc. I have represented numerous clients and associations before the Virginia General Assembly and state agencies. Current association clients include the Virginia Forest Products Association, which I have represented since 2014, and the Virginia Veterinary Medical Association, a client since I began Seward Consulting in 2004. In 2021, I co-created the Rural Solar Development Coalition, a group of local governments advocating at the General Assembly for responsible solar deployment in rural Virginia.

Seward Consulting, Inc. also provides consulting services at the local level in jurisdictions across the Commonwealth. Local project clients include or have included Old Dominion Electric Cooperative, SmartBus, the National Shooting Sports Association, Energix Renewables, Clenera Solar, RWE Solar, and Chaney Industries.

With over thirty years in state and local government, Seward Consulting, Inc. offers a unique and results-oriented perspective to its clients. As a former elected official, I have a practical insight into how government really works. I enjoy using this hands-on experience to get the best result for my client.

#### **Elected Experience:**

I served two consecutive terms on the Sussex County Board of Supervisors. First elected in November of 2015, I was Vice-Chair of the Board in 2016. From 2017 through 2023, I was elected by my fellow Board members to serve as Chair, the only individual to serve six consecutive years as Chairman in county history. In my final year on the Board, I was once again elected to the position of Vice-Chair.

Prior to serving on the Board of Supervisors, I was appointed to the Sussex County Electoral Board for one term during the McDonnell Administration.

#### **Past Employment:**

The Vectre Corporation

January 1999 through March 2002

Lobbyist

Represented various clients' interests before the Virginia General Assembly and state agencies.

Virginia Department of Social Services

June 1998 through December 1998

Policy Analyst, Division of Child Support Enforcement

Assisted with the interpretation and implementation of the child support enforcement statutes and regulations.

The Honorable John A. Rollison, III, Republican State Delegate from the 52nd Legislative District

October 1995 through June 1998

Legislative Aid and Campaign Director

Responsible for the administration of the Delegate's Richmond and district offices. Handled all constituent inquiries and requests. Prepared delegate's calendar, scheduled meetings and appearances, and prepared financial disclosure and campaign account reports. Planned all campaign events and fundraisers. Prepared all correspondence and public remarks. Organized reelection campaign, including recruitment and organization of volunteers and precinct captains.

#### Virginia House of Delegates

January 1994 through October 1995

Indexing and Records Assistant

Assisted the Records and Journal Clerks on the floor during House sessions and with the production of the House Journal. Responsibilities included preparation of the House Calendar, communications to the Senate and Committee Operations of daily legislative proceedings, research for parliamentary inquiries and member requests, and all facets of House Journal production including research, organization, and proofreading.

#### Federal Housing Finance Board, Washington, D.C.

June 1993 through December 1994

Administrative Assistant, Office of Congressional Affairs

Assisted the Director of Congressional Affairs with agency outreach to members of Congress and their staffs. Duties included meeting and event planning, correspondence drafting, and preparation of FHFB Annual Report to Congress.

#### RJR Nabisco Government Affairs, Washington, D.C.

September 1989 through June 1993

Receptionist and Administrative Assistant

As receptionist, handled all front-desk duties for prominent Washington government affairs office. Promoted to administrative assistant in 1990. Responsibilities included legislative bill tracking, lobbying reports, PAC administration, and covering hearings on Capitol Hill

#### **Education:**

Walsingham Academy, Williamsburg, Virginia 1985, National Honor Society Graduate

University of London, London, England 1988

Hollins Abroad Program in British History and Political Science

Hollins College, Roanoke, Virginia 1989, B.A. in Political Science

Inducted into Pi Sigma Alpha, the National Political Science Honor Society

#### **Honors and Awards:**

Who's Who of American Women, 2000 Edition

Friend of the VVMA Advocacy Award, 2003 and 2013

Virginia Animal Protection Collaborative Advocacy Award, 2023

Virginia Federation of Humane Societies Bravo Award, 2024

#### **Memberships:**

Member, National Society of the Daughters of the American Revolution, Frances Bland Randolph Chapter

Member, United Daughters of the Confederacy, General Mahone Chapter

St. Paul's Episcopal Church, Surry, Virginia

#### **Interests:**

A lifelong horsewoman, I live on a farm in Sussex County with horses, dogs, cats and African geese. I am an avid gardener and love arranging flowers, and I have won or placed in a number of juried flower shows. I am one of the floral designers chosen by the Petersburg Garden Club to create the holiday decorations for the historic Centre Hill Mansion in Petersburg. I also enjoy traveling, especially to beaches and throughout Europe, and collecting antiques.

**References furnished upon request**

# Thomas Jones



Sussex County  
Industrial Development Authority  
Appointment Application

Thank you for your interest in serving Sussex County as a potential member of the Industrial Development Authority (IDA)! This is a very important role that will have a direct influence on the County's economic growth. Terms are for a period of 4 years. Pursuant to the Virginia State and Local Government Conflict of Interests Act, each appointee will be required to file (upon appointment and annually thereafter) a disclosure statement of their personal interests ([as defined in §2.2-3101 of the Code of Virginia, as amended](#)) and such other information required by Virginia Conflict of Interest and Ethics Advisory Council. The County will host an in-depth training session for all appointed members.

The following series of questions will help County leaders select the final slate of candidates to appoint to open terms on the IDA. Please note: this application is NOT a guarantee that you will be appointed. The County will objectively review the information you share to identify and recommend a slate of candidates to the Board of Supervisors that provides a variety of perspectives to best serve the IDA and County.

Responses collected by David Conmy over the phone. Mr. Jones has been very sick lately and was unable to complete the rest of the application by the time it was due to be share with the County Board of Supervisors.

1. Name: Thomas Jones
2. Home Address: 405 Railroad Ave Waverly, VA 23890
3. County of Residence: Sussex [tjdivinecreations@gmail.com](mailto:tjdivinecreations@gmail.com)
4. Please provide a copy of your resume/CV when you submit this application. (will send in about 2 week)
5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).
  - a. Business Management/Administration
    - i. Score: 4
    - ii. Explanation (optional): Photographer, not as active anymore. Did that for about 10 to 20 years. Divine Creations was his company.
  - b. Construction
    - i. Score: 3
    - ii. Explanation (optional): Has some prior experience and an interest in construction in general.
  - c. Engineering
    - i. Score: 1
    - ii. Explanation (optional):
  - d. Finance
    - i. Score: 4
    - ii. Explanation (optional): Ran a business for 10 to 20 years.
  - e. Law
    - i. Score: 3
    - ii. Explanation (optional): Has some experience, serves as a located elected official for the Town of Waverly. Familiar with the Town charter amendment process, which Waverly is currently working on.

Sussex County  
Industrial Development Authority  
Appointment Application

- f. Local Government
    - i. Score: 5
    - ii. Explanation (optional): Has served two terms for the Town of Waverly. On advisory Board for Sussex Authority.
  - g. Marketing
    - i. Score: 3
    - ii. Explanation (optional): Has some experience using marketing for promoting his business.
  - a. Real Estate (please indicate if residential or commercial)
    - i. Score: 4, residential
    - ii. Explanation (optional): Has experience in home purchase process and guiding his children in the home purchase process.
6. What do you think are the County's three biggest challenges?
- Delivering adequate water and sewer for economic development
  - Commercial transportation in the County (many people don't have a means for accessing services, most of which are located out of the County)
  - Improvement in housing affordability in the County
7. On a scale of 1-5 (with 1 being lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base?
- a. 5
8. Why do you want to be a part of Sussex County's Industrial Development Authority? (Please keep your answer to 500 words or less).
- a. Having been in the military and living in other places. Mother served on the BOS in the 90s and she gave him interest in public service. Witnessed the opportunity of Rolls Royce coming to locate in the County (that ended up choosing Prince George County). It's important to compete to win these kinds of projects.

David to email application with notes to Mr. Jones so that he may continue answering the questions and reviewing his previous answers.

**End of Application**

Please email your responses to J. David Conmy, Deputy County Administrator & Economic Development Director for Sussex County at [dconmy@sussexcountyva.gov](mailto:dconmy@sussexcountyva.gov).

Questions? Please email David Conmy at the email address above or call at (434) 632-9766.

# Yvonne Williams

Sussex County  
Industrial Development Authority  
Appointment Application

Thank you for your interest in serving Sussex County as a potential member of the Industrial Development Authority (IDA)! This is a very important role that will have a direct influence on the County's economic growth. Terms are for a period of 4 years. Pursuant to the Virginia State and Local Government Conflict of Interests Act, each appointee will be required to file (upon appointment and annually thereafter) a disclosure statement of their personal interests ([as defined in §2.2-3101 of the Code of Virginia, as amended](#)) and such other information required by Virginia Conflict of Interest and Ethics Advisory Council. The County will host an in-depth training session for all appointed members.

The following series of questions will help County leaders select the final slate of candidates to appoint to open terms on the IDA. Please note: this application is NOT a guarantee that you will be appointed. The Board of Supervisors will objectively review the information you share to identify and appoint a slate of candidates that provide a variety of perspectives to best serve the IDA and County.

1. Name: Yvonne D. Williams
2. Home Address: 126 Pleasant Spring Avenue, Waverly, VA 23890, P. O. Box 1052, Waverly, VA 23890
3. County of Residence: Sussex
4. Please provide a copy of your resume/CV when you submit this application.
5. Please score your experience and knowledge in the following subjects on a 1 to 5 scale. A score of 1 indicates no knowledge and experience while a score of 5 indicates an expert level of knowledge and experience. Additional space is available to explain your answers (optional).
  - a. Business Management/Administration
    - i. Score: 5
    - ii. Explanation (optional): As an educator, my business management /administration skills involved, planning, organizing, directing, executing, and controlling activities to achieve the goal.

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Appointment Application

b. Construction

i. Score: 4

ii. Explanation (optional): Was involved in the planning of the construction for Sussex Central High School, Sussex Central Elementary School, and renovation of the old Central High School to become the Sussex Central Middle School

c. Engineering

i. Score: 3

ii. Explanation (optional): See explanation for construction

d. Finance

i. Score: 5

ii. Explanation (optional): Developed and executed budgets as a classroom teacher, principal and Coordinator of Elementary Instruction

e. Law

i. Score: 5

Sussex County  
Industrial Development Authority  
Appointment Application

ii. Explanation (optional): Familiar with the Code of Virginia

f. Local Government

i. Score: 4

ii. Explanation (optional): Currently serving on the Waverly Planning Commission and I serve as secretary

g. Marketing

i. Score: 4

ii. Explanation (optional): Had the opportunity to market educational programs to teachers, parents, administrators and citizens

a. Real Estate (please indicate if residential or commercial)

i. Score: 3

ii. Explanation (optional):

Sussex County  
Industrial Development Authority  
Appointment Application

6. What do you think are the County's three biggest challenges?

Rural

Water Supply

Employment Opportunities

7. On a scale of 1-5 (with 1 being lowest), how would you rate your level of support for Sussex County's goals of expanding its industrial base?

5

8. Why do you want to be a part of Sussex County's Industrial Development Authority?  
(Please keep your answer to 500 words or less).

I am a lifelong resident of Sussex County and remember when there were industries in Sussex that provided employment for its citizens. As time went on, many of those industries were sold, closed or moved out of the county leaving many of its citizens jobless.

As I look at my county, and some of the surrounding counties, such as Prince George, Dinwiddie, and Greensville, I wonder why we aren't growing like they are. Those counties are rural just like Sussex, but they are growing economically. To me Sussex basically is at a standstill regarding industrial growth. There are two major highways in Sussex, I-95 on the western side and route 460 and rail service on the eastern side. These corridors can be a major asset for economic development.

While Sussex is rural, I am interested in seeing economic growth and development that will enhance the lives of the citizens of Sussex County.

Sussex County  
Industrial Development Authority  
Appointment Application

**End of Application**

Please email your responses to J. David Conmy, Deputy County Administrator & Economic Development Director for Sussex County at [dconmy@sussexcountyva.gov](mailto:dconmy@sussexcountyva.gov).

Questions? Please email David Conmy at the email address above or call at (434) 632-9766.



**Yvonne D. Williams**

**P. O. Box 1052, 126 Pleasant Spring Avenue**

**Waverly, Virginia 23890**

[ydwms1@yahoo.com](mailto:ydwms1@yahoo.com)

### **Education**

- Central High School, Sussex, VA (1969)
- Virginia Union University, BA, Elementary Education (1973)
- Virginia State University, MEd, Early Childhood Education, Endorsement in Administration and Supervision (1979)

### **Employment**

- Sussex County Public Schools (39 years of employment)
  - Second grade and kindergarten teacher,
  - Principal
  - Coordinator of Elementary Education,
  - Gifted Coordinator,
  - Testing Coordinator,
  - Home School Coordinator

### **Organizations**

- Alpha Kappa Alpha Sorority, Incorporated, Delta Omega Chapter
  - Corresponding/Recording Secretary,
  - Scholarship Chairman,
  - Member several committees,
  - Unsung Hero-2013
- The Links, Incorporated, Petersburg (VA) Chapter
  - Corresponding and Recording Secretary, Scholarship Chairman, Audit Committee, Hospitality Committee, The Arts, Services to Youth, National Trends and Services, International Trends and Services
  - Attended National Assemblies
  - Attended Area Conferences
- The National Drifters, Incorporated, Petersburg Chapter
  - Past President,
  - Recording Secretary, Membership, Program, Scholarship, and Fundraising Committees,
  - Special Drifter Award
- The National Epicureans, Incorporated, Petersburg Chapter
  - Recording Secretary,
  - Scholarship, Program, Bylaws, Social Committees
- Helena #110 Order of the Eastern Star, Prince Hall Affiliation (Former President of Naomi Chapter #123 OES, PHA)

- Virginia Union University Alumni Association, Richmond, VA, Life Member
- Greater Petersburg Virginia State Alumni Association
- NAACP

#### **Community**

- Waverly Planning Commission (Secretary)
- Sussex County Election Official, Waverly Precinct
- Friends of the Carpenter Museum Board
- Sports Support Board, Jessica A. Moore Community Center, Waverly, VA
- Volunteer, Summer Youth Workshop, Jessica A. Moore Community Center, Waverly, VA
- Sussex County (VA) Chamber of Commerce, Member
- First Baptist Church, Waverly, VA (Served as Sunday School Superintendent, Financial Secretary, Vacation Bible School Superintendent, Pastoral Search Committee; Chaired the Committee for the 150<sup>th</sup> Anniversary Celebration; Member of Sanctuary Choir, Queen Ester Missionary)
- Waverly Juneteenth Community Committee, Member

#### **Personal**

- Daughter of the Late George and Susie Williams

I retired in 2012 from Sussex County Public Schools after a career in education of 39 years. I am very passionate about educating youth.