



Town of Reading Meeting Posting with Agenda

Board - Committee - Commission - Council:

Select Board

Date: 2023-11-29

Time: 7:30 PM

Building: Reading Town Hall

Location: Select Board Meeting Room

Address: 16 Lowell Street

Agenda:

Purpose: Town Manager Screening Committee Interviews

Meeting Called By: Jacquelyn LaVerde on behalf of Chair Jackie McCarthy

Notices and agendas are to be posted 48 hours in advance of the meetings excluding Saturdays, Sundays and Legal Holidays. Please keep in mind the Town Clerk's hours of operation and make necessary arrangements to be sure your posting is made in an adequate amount of time. A listing of topics that the chair reasonably anticipates will be discussed at the meeting must be on the agenda.

All Meeting Postings must be submitted in typed format; handwritten notices will not be accepted.

Topics of Discussion:

This meeting will be held in-person in the Town Hall Select Board Meeting Room, remotely via Zoom, and will be broadcast on RCTV.

Join Zoom Meeting

<https://us06web.zoom.us/j/88488097748>

Meeting ID: 884 8809 7748

One tap mobile

+16465189805,,88488097748# US (New York)

+16465588656,,88488097748# US (New York)

Dial by your location

• +1 646 518 9805 US (New York)

• +1 646 558 8656 US (New York)

Meeting ID: 884 8809 7748

Find your local number: <https://us06web.zoom.us/u/kGa7vfIUf>

AGENDA:

Interview Resident-At-Large Candidates for Town Manager Screening Committee (Lineup subject to change):

- Denise Baker
- William Bullock
- Adam Denhard

This Agenda has been prepared in advance and represents a listing of topics that the chair reasonably anticipates will be discussed at the meeting. However the agenda does not necessarily include all matters which may be taken up at this meeting.



Town of Reading Meeting Posting with Agenda

- Josh Goldlust
- Andrew Gregory
- Tara Gregory
- Kevin Leete
- Sherilla Lestrade
- Shana Lyons
- Christopher Messing
- Thomas Mottl
- Helen Murphy Connors
- Nancy Tawadros
- Meghan Young



Town of Reading
16 Lowell Street
Reading MA 01867

Town Clerk
781-942-9050

fax: 781-942-9070
website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Baker Denise Date: 11/6/23
(Last) (First) (Middle)

Address: 22 Berkeley St Reading, MA

Phone (Home): - Phone (Work): 617-426-7272 x105

Phone (Cell): 617-775-5903 Which number should be listed? Cell

Occupation: non-profit assoc. mgmt. Number of years in Reading: 7.5

E-mail address: denisebaker999@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- Animal Control Appeals Committee
- Board of Assessors
- Board of Health
- Bylaw Committee
- Climate Advisory Committee
- Community Planning and Development Commission
- Constables
- Cultural Council
- Finance Committee
- Historical Commission
- Human Relations Advisory Committee
- RCTV Board of Directors
- Retirement Board
- Town Forest Committee
- Veterans Memorial Trust Fund Committee
- Audit Committee
- Board of Cemetery Trustees
- Board of Registrars
- Celebration Trust Committee
- Commissioners of Trust Funds
- Conservation Commission
- Council on Aging
- Custodian of Soldier and Sailor Graves
- Historic District Commission
- Housing Authority
- Permanent Building Committee
- Recreation Committee
- RMLD Citizen Advisory Board
- Trails Committee
- Zoning Board of Appeals

Other Town Manager Screening Committee

Please outline relevant experience for the position(s) sought:
I currently work as a Senior Membership Coordinator at the Mass Municipal Assoc. I've worked with the Massachusetts Municipal Management Association, the professional association of town managers in the state, for over 20 years. I have a wide knowledge of the candidate pool for the position and an understanding of what qualities I would like to see in Reading's next Town Manager. I'd like to offer my experience in local government, specifically working with town managers, to this important process. Thank you.



Town of Reading
16 Lowell Street
Reading MA 01867

Town Clerk
781-942-9050

fax: 781-942-9070
website: www.readingma.gov

Application for Appointment to
Boards, Committees and Commissions

Name: Bullock William Date: 11/6/2023
(Last) (First) (Middle)

Address: 35 Lincoln St, Apt 4001

Phone (Home): 413-687-2571 Phone (Work): 781-942-6516

Phone (Cell): 413-687-2571 Which number should be listed?

Occupation: Director Number of years in Reading: 1

E-mail address: bbullock@rmld.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- Animal Control Appeals Committee
Board of Assessors
Board of Health
Bylaw Committee
Climate Advisory Committee
Community Planning and Development Commission
Constables
Cultural Council
Finance Committee
Historical Commission
Human Relations Advisory Committee
RCTV Board of Directors
Retirement Board
Town Forest Committee
Veterans Memorial Trust Fund Committee
Audit Committee
Board of Cemetery Trustees
Board of Registrars
Celebration Trust Committee
Commissioners of Trust Funds
Conservation Commission
Council on Aging
Custodian of Soldier and Sailor Graves
Historic District Commission
Housing Authority
Permanent Building Committee
Recreation Committee
RMLD Citizen Advisory Board
Trails Committee
Zoning Board of Appeals

x Other Town Manager Selection Committee

Please outline relevant experience for the position(s) sought:

I have 30 years of corporate and entrepreneurial experience. I currently serve as the Director of Integrated Resources at RMLD and have years of experience screening and hiring candidates for jobs. I have been part of large Fortune 500 organizations as well as small entrepreneurial companies where hiring decisions were critical to the successful mission of the organization and finding the right candidate with the right skills and experience was of paramount importance. I have hired dozens of managers and employees during the course of my career.

I hold a Bachelor of Science in Engineering from Worcester Polytechnic Institute. a Master's of Engineering from the Illinois Institute of Technology and an MBA from Columbia Business School.



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fax: 781-942-9070
website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Denhard Adam H Date: 11/8/2023
(Last) (First) (Middle)

Address: 77 Mount Vernon St, Reading, MA

Phone (Home): _____ Phone (Work): _____

Phone (Cell): (781) 724-6757 Which number should be listed? Cell

Occupation: Administrator Number of years in Reading: 3

E-mail address: adamdenhard@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- | | |
|--|---|
| <input type="checkbox"/> Animal Control Appeals Committee | <input type="checkbox"/> Audit Committee |
| <input type="checkbox"/> Board of Assessors | <input type="checkbox"/> Board of Cemetery Trustees |
| <input type="checkbox"/> Board of Health | <input type="checkbox"/> Board of Registrars |
| <input type="checkbox"/> Bylaw Committee | <input type="checkbox"/> Celebration Trust Committee |
| <input type="checkbox"/> Climate Advisory Committee | <input type="checkbox"/> Commissioners of Trust Funds |
| <input type="checkbox"/> Community Planning and Development Commission | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> Constables | <input type="checkbox"/> Council on Aging |
| <input type="checkbox"/> Cultural Council | <input type="checkbox"/> Custodian of Soldier and Sailor Graves |
| <input type="checkbox"/> Finance Committee | <input type="checkbox"/> Historic District Commission |
| <input type="checkbox"/> Historical Commission | <input type="checkbox"/> Housing Authority |
| <input type="checkbox"/> Human Relations Advisory Committee | <input type="checkbox"/> Permanent Building Committee |
| <input type="checkbox"/> RCTV Board of Directors | <input type="checkbox"/> Recreation Committee |
| <input type="checkbox"/> Retirement Board | <input type="checkbox"/> RMLD Citizen Advisory Board |
| <input type="checkbox"/> Town Forest Committee | <input type="checkbox"/> Trails Committee |
| <input type="checkbox"/> Veterans Memorial Trust Fund Committee | <input type="checkbox"/> Zoning Board of Appeals |

1 Other Town Manager Screening Committee

Please outline relevant experience for the position(s) sought:

- Have screened applicants based on competency evaluation of the role.
- Have hired individuals and managed teams
- Experience managing projects that require buy-in and attention to detail
- Experience in nonprofit management and development



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Reading MA 01867

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website: www.readingma.gov

Application for Appointment to
Boards, Committees and Commissions

Name: Goldlust Josh Date: 11/3/2023
(Last) (First) (Middle)

Address: 112 Spruce Rd Reading, MA

Phone (Home): Phone (Work):

Phone (Cell): 617-901-8919 Which number should be listed?

Occupation: VP of Software Product Management Number of years in Reading: 8

E-mail address: jgoldlust8@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- Animal Control Appeals Committee
Board of Assessors
Board of Health
Bylaw Committee
Climate Advisory Committee
Community Planning and Development Commission
Constables
Cultural Council
Finance Committee
Historical Commission
Human Relations Advisory Committee
RCTV Board of Directors
Retirement Board
Town Forest Committee
Veterans Memorial Trust Fund Committee
Audit Committee
Board of Cemetery Trustees
Board of Registrars
Celebration Trust Committee
Commissioners of Trust Funds
Conservation Commission
Council on Aging
Custodian of Soldier and Sailor Graves
Historic District Commission
Housing Authority
Permanent Building Committee
Recreation Committee
RMLD Citizen Advisory Board
Trails Committee
Zoning Board of Appeals

1 Other Ad-Hoc Town Manager Screening Committee

Please outline relevant experience for the position(s) sought:

Blank lines for outlining relevant experience.

Experience

(3+) years on Human Relations Advisory Committee (HRAC) with 2+ as the chair of HRAC. This included creating, mobilizing, and executing town wide programs to promote respectful and informative exchanges of information and ideas to make Reading a more diverse & welcoming town.

Participated on the ad hoc Human Rights Committee that led to the formation of a Director of Equity & Social Justice role in Reading which included significant time communicating and working with former town manager Bob LeLacheur and several select board members.

Participated on the interview committee for the Director of Equity & Social Justice position.

Participated in Reading Public Library's 2020 strategic planning discussions on better/ additional ways RPL can deliver services to Reading residents.

(2) years Treasurer for Coolidge Middle School Science Olympiad parents' group

(1) year President for Coolidge Middle School Science Olympiad parents' group

Current Treasurer for Reading High School's drama parents' booster group



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16 Lowell Street
Reading MA 01867

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Fax: 781-942-9070
website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Gregory Andrew Tobin Date: 10/31/2023
(Last) (First) (Middle)

Address: 111 Pleasant St

Phone (Home): _____ Phone (Work): _____

Phone (Cell): 267-987-9085 Which number should be listed? _____

Occupation: Engineer Number of years in Reading: 2.5

E-mail address: AGregory399@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- Animal Control Appeals Committee
 - Board of Assessors
 - Board of Health
 - Bylaw Committee
 - Climate Advisory Committee
 - Community Planning and Development Commission
 - Constables
 - Cultural Council
 - Finance Committee
 - Historical Commission
 - Human Relations Advisory Committee
 - RCTV Board of Directors
 - Retirement Board
 - Town Forest Committee
 - Veterans Memorial Trust Fund Committee
 - Audit Committee
 - Board of Cemetery Trustees
 - Board of Registrars
 - Celebration Trust Committee
 - Commissioners of Trust Funds
 - Conservation Commission
 - Council on Aging
 - Custodian of Soldier and Sailor Graves
 - Historic District Commission
 - Housing Authority
 - Permanent Building Committee
 - Recreation Committee
 - RMLD Citizen Advisory Board
 - Trails Committee
 - Zoning Board of Appeals
- 1 Other Town Manager Committee

Please outline relevant experience for the position(s) sought:
Engineering program included interdisciplinary group work on campus and abroad.



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Reading MA 01867

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Town Clerk
781-942-9050

fax: 781-942-9070
website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Gregory Tara Jean Date: 10/31/2023
(Last) (First) (Middle)

Address: 111 Pleasant Street

Phone (Home): _____ Phone (Work): _____

Phone (Cell): 508-320-5418 Which number should be listed? _____

Occupation: Engineer Number of years in Reading: 2.5

E-mail address: tjgregory20@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- | | |
|--|---|
| <input type="checkbox"/> Animal Control Appeals Committee | <input type="checkbox"/> Audit Committee |
| <input type="checkbox"/> Board of Assessors | <input type="checkbox"/> Board of Cemetery Trustees |
| <input type="checkbox"/> Board of Health | <input type="checkbox"/> Board of Registrars |
| <input type="checkbox"/> Bylaw Committee | <input type="checkbox"/> Celebration Trust Committee |
| <input type="checkbox"/> Climate Advisory Committee | <input type="checkbox"/> Commissioners of Trust Funds |
| <input type="checkbox"/> Community Planning and Development Commission | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> Constables | <input type="checkbox"/> Council on Aging |
| <input type="checkbox"/> Cultural Council | <input type="checkbox"/> Custodian of Soldier and Sailor Graves |
| <input type="checkbox"/> Finance Committee | <input type="checkbox"/> Historic District Commission |
| <input type="checkbox"/> Historical Commission | <input type="checkbox"/> Housing Authority |
| <input type="checkbox"/> Human Relations Advisory Committee | <input type="checkbox"/> Permanent Building Committee |
| <input type="checkbox"/> RCTV Board of Directors | <input type="checkbox"/> Recreation Committee |
| <input type="checkbox"/> Retirement Board | <input type="checkbox"/> RMLD Citizen Advisory Board |
| <input type="checkbox"/> Town Forest Committee | <input type="checkbox"/> Trails Committee |
| <input type="checkbox"/> Veterans Memorial Trust Fund Committee | <input checked="" type="checkbox"/> Zoning Board of Appeals |

1 Other Town Manager Committee

Please outline relevant experience for the position(s) sought:
Engineering program included a lot of group work, and I work well with others and doing deep dives on topics.

I work with PAIR (Partners + Allies for an Inclusive Reading) and CATO: The Coalition of US and strive to be a good ally



Town of Reading
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Reading MA 01867

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website: www.readingma.gov

Application for Appointment to
Boards, Committees and Commissions

Name: Leete, Kevin, R Date: 10/25/2023
(Last) (First) (Middle)

Address: 895 Main St, Reading, MA 01867

Phone (Home): 617-480-6450 Phone (Work):

Phone (Cell): Which number should be listed? Home

Occupation: Sales, HR Technology and Recruiting Number of years in Reading: 10

E-mail address: mayorkl@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- Animal Control Appeals Committee
Board of Assessors
Board of Health
Bylaw Committee
Climate Advisory Committee
Community Planning and Development Commission
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RCTV Board of Directors
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Board of Registrars
Celebration Trust Committee
Commissioners of Trust Funds
Conservation Commission
Council on Aging
Custodian of Soldier and Sailor Graves
Historic District Commission
Housing Authority
Permanent Building Committee
Recreation Committee
RMLD Citizen Advisory Board
Trails Committee
Zoning Board of Appeals

x Other Town manager search Committee

Please outline relevant experience for the position(s) sought:

With 17+ years in the professional services, staffing, and placement industry plus a degree in Political Science, 3 years on Town Meeting, a new spot on the Rec Committee, and 10 years in town with 2 kids in the school system, I believe I can bring a bunch of relevant experience to the search committee.



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Reading MA 01867

Town Clerk
781-942-9050

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website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Lestrade Sherilla Angela Date: 10/25/2023
(Last) (First) (Middle)

Address: 22 Gould St. Unit 3004 Reading MA 01867

Phone (Home): _____ Phone (Work): _____

Phone (Cell): 617-407-3539 Which number should be listed? _____

Occupation: Special Education Para Number of years in Reading: _____

E-mail address: Sherilla.Lestrade@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- Animal Control Appeals Committee
- Board of Assessors
- Board of Health
- Bylaw Committee
- Climate Advisory Committee
- Community Planning and Development Commission
- Constables
- Cultural Council
- Finance Committee
- Historical Commission
- Human Relations Advisory Committee
- RCTV Board of Directors
- Retirement Board
- Town Forest Committee
- Veterans Memorial Trust Fund Committee
- Audit Committee
- Board of Cemetery Trustees
- Board of Registrars
- Celebration Trust Committee
- Commissioners of Trust Funds
- Conservation Commission
- Council on Aging
- Custodian of Soldier and Sailor Graves
- Historic District Commission
- Housing Authority
- Permanent Building Committee
- Recreation Committee
- RMLD Citizen Advisory Board
- Trails Committee
- Zoning Board of Appeals

Other Ad-Hoc Town Manager Screening Committee

Please outline relevant experience for the position(s) sought:



Town of Reading
16 Lowell Street
Reading MA 01867

Town Clerk
781-942-9050

fax: 781-942-9070
website: www.readingma.gov

Application for Appointment to
Boards, Committees and Commissions

Name: Lyons Shana Margaret Date: 11/7/2023
(Last) (First) (Middle)

Address: 9 Mariano Drive Reading MA 01867

Phone (Home): 617-306-7465 Phone (Work): 617-306-7465

Phone (Cell): 617-306-7465 Which number should be listed? Cell

Occupation: Director, Solutions Consulting - Americas Corporate and LATAM at Adobe Number of years in Reading: 7

E-mail address: shanalyons@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- Animal Control Appeals Committee
Board of Assessors
Board of Health
Bylaw Committee
Climate Advisory Committee
Community Planning and Development Commission
Constables
Cultural Council
Finance Committee
Historical Commission
Human Relations Advisory Committee
RCTV Board of Directors
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Town Forest Committee
Veterans Memorial Trust Fund Committee
Audit Committee
Board of Cemetery Trustees
Board of Registrars
Celebration Trust Committee
Commissioners of Trust Funds
Conservation Commission
Council on Aging
Custodian of Soldier and Sailor Graves
Historic District Commission
Housing Authority
Permanent Building Committee
Recreation Committee
RMLD Citizen Advisory Board
Trails Committee
Zoning Board of Appeals

X Other Town Manager interview committee

Please outline relevant experience for the position(s) sought:

As my day job, I run a \$250m solutions consulting division for Adobe. I am run interviewing and filling for both our executive and individual contributor positions. I am in charge of developing the hiring policies and procedures for our division and onboard between 20-30 employees per year. I am familiar with a wide range of hiring methodologies (Who, Topgrading, etc) and have been through extensive training on hiring for diversity and inclusion. Additionally, last year, I completed a leadership program at Oxford University that covered identifying and nurturing executive talent.



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16 Lowell Street
Reading MA 01867

Town Clerk
781-942-9050

fax: 781-942-9070
website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Messing Christopher Robert Date: 11/9/23
(Last) (First) (Middle)

Address: 125 Grove Street

Phone (Home): _____ Phone (Work): _____

Phone (Cell): 617-259-0582 Which number should be listed? cell

Occupation: Executive Search Consultant Number of years in Reading: 7+

E-mail address: cmessing@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- | | |
|--|---|
| <input type="checkbox"/> Animal Control Appeals Committee | <input type="checkbox"/> Audit Committee |
| <input type="checkbox"/> Board of Assessors | <input type="checkbox"/> Board of Cemetery Trustees |
| <input type="checkbox"/> Board of Health | <input type="checkbox"/> Board of Registrars |
| <input type="checkbox"/> Bylaw Committee | <input type="checkbox"/> Celebration Trust Committee |
| <input type="checkbox"/> Climate Advisory Committee | <input type="checkbox"/> Commissioners of Trust Funds |
| <input type="checkbox"/> Community Planning and Development Commission | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> Constables | <input type="checkbox"/> Council on Aging |
| <input type="checkbox"/> Cultural Council | <input type="checkbox"/> Custodian of Soldier and Sailor Graves |
| <input type="checkbox"/> Finance Committee | <input type="checkbox"/> Historic District Commission |
| <input type="checkbox"/> Historical Commission | <input type="checkbox"/> Housing Authority |
| <input type="checkbox"/> Human Relations Advisory Committee | <input type="checkbox"/> Permanent Building Committee |
| <input type="checkbox"/> RCTV Board of Directors | <input type="checkbox"/> Recreation Committee |
| <input type="checkbox"/> Retirement Board | <input type="checkbox"/> RMLD Citizen Advisory Board |
| <input type="checkbox"/> Town Forest Committee | <input type="checkbox"/> Trails Committee |
| <input type="checkbox"/> Veterans Memorial Trust Fund Committee | <input type="checkbox"/> Zoning Board of Appeals |

Other Ad-Hoc Town Manager Screening Committee - Resident @ Large

Please outline relevant experience for the position(s) sought:

I have 24 years experience recruiting executive leaders to privately-held and publicly traded companies in Greater Boston and across the United States, Europe and Asia. I have successfully led and supported full lifecycle search processes from start to finish encompassing research, screening, interviewing, and conducting reference while working with search committees to successfully select finalist candidates for 100's of searches. I've been a Reading resident for 7.5 years and have volunteered in various capacities from coaching youth soccer with RUSC to supporting our schools and communities. It would be honored to apply my expertise to support the selection of our next Town Manager.



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Reading MA 01867

Town Clerk
781-942-9050

fax: 781-942-9070
website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Mottl Thomas Otto Date: 11/09/2023
(Last) (First) (Middle)

Address: 93 Oak Street

Phone (Home): 781-942-0345 Phone (Work): 781-205-9866

Phone (Cell): 781-710-1017 Which number should be listed? Home

Occupation: Retired, but doing probono work Number of years in Reading: 49

E-mail address: tomottl123@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- Animal Control Appeals Committee
- Board of Assessors
- Board of Health
- Bylaw Committee
- Climate Advisory Committee
- Community Planning and Development Commission
- Constables
- Cultural Council
- Finance Committee
- Historical Commission
- Human Relations Advisory Committee
- RCTV Board of Directors
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- Historic District Commission
- Housing Authority
- Permanent Building Committee
- Recreation Committee
- RMLD Citizen Advisory Board
- Trails Committee
- Zoning Board of Appeals

Other AD- HOC TOWN MANAGER SCREENING COMMITTEE

Please outline relevant experience for the position(s) sought:

- Member of Reading Town Technology Committee (early 2000s)
- Vice President and Division Manager, The Analytic Sciences Corp
- Board Member and Secretary General, World Teleport Association
- Founder & President of Community Networks for Aging in Place Alliance (501-C-3 Non Profit Corp)
- Member, WBUR (National Public Radio) Executive Council

(Full experience profile at <https://www.linkedin.com/in/tomottl/>)



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781-942-9050

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website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Murphy Connors, Helen Date: 11/03/2023
(Last) (First) (Middle)

Address: 65 Lowell Street

Phone (Home): _____ Phone (Work): _____

Phone (Cell): 617-680-2322 Which number should be listed? Cell

Occupation: Consultant - Business Strategist Number of years in Reading: 23

E-mail address: hmmconnors@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- | | |
|--|---|
| <input type="checkbox"/> Animal Control Appeals Committee | <input type="checkbox"/> Audit Committee |
| <input type="checkbox"/> Board of Assessors | <input type="checkbox"/> Board of Cemetery Trustees |
| <input type="checkbox"/> Board of Health | <input type="checkbox"/> Board of Registrars |
| <input type="checkbox"/> Bylaw Committee | <input type="checkbox"/> Celebration Trust Committee |
| <input type="checkbox"/> Climate Advisory Committee | <input type="checkbox"/> Commissioners of Trust Funds |
| <input type="checkbox"/> Community Planning and Development Commission | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> Constables | <input type="checkbox"/> Council on Aging |
| <input type="checkbox"/> Cultural Council | <input type="checkbox"/> Custodian of Soldier and Sailor Graves |
| <input type="checkbox"/> Finance Committee | <input type="checkbox"/> Historic District Commission |
| <input type="checkbox"/> Historical Commission | <input type="checkbox"/> Housing Authority |
| <input type="checkbox"/> Human Relations Advisory Committee | <input type="checkbox"/> Permanent Building Committee |
| <input type="checkbox"/> RCTV Board of Directors | <input type="checkbox"/> Recreation Committee |
| <input type="checkbox"/> Retirement Board | <input type="checkbox"/> RMLD Citizen Advisory Board |
| <input type="checkbox"/> Town Forest Committee | <input type="checkbox"/> Trails Committee |
| <input type="checkbox"/> Veterans Memorial Trust Fund Committee | <input type="checkbox"/> Zoning Board of Appeals |

Other Ad-hoc Town Manager Screening Committee

Please outline relevant experience for the position(s) sought:

Over 25+ years, I have been screening and interviewing candidates for sales, operations and customer success positions to choose candidates who can be successful. Internal Salesforce certification for interviewers focused on best practices for in-person & virtual interviews; recognizing and addressing bias; values and behaviors-based hiring and hiring high-performance talent. I am approaching retirement and would like to give more time to my community as well as other causes I currently support.

HELEN MURPHY CONNORS

(617) 680-2322

Reading, MA

hmmconnors@gmail.com

CAREER SUMMARY

Executive leader with deep public sector industry expertise in business transformation, new ways of working, change management, people development, business development, account management, program/project management and partner enablement experience. Highly effective servant-leader with client, client teams, account team, internal teams and partners to address strategic business issues and develop innovative business transformation solutions impacting people, process, and technology to accelerate success. Lead clients through change and ambiguity with agility, integrity, and compassion. Strong relationship management skills focused on establishing trusted advisor role with clients, providing thought leadership, championing the client's strategic objectives, ensuring solution adoption is sustained, expanding account presence by continuously improving the solution and/or addressing additional strategic objectives, and retention of the client. Complex, global and multi-shore projects ranging from \$.5M to \$20M.

- **Domains:** Sales, Service, and Marketing – Grant Management – Customer Relationship Management – Partner Enablement
- **Platforms/Technologies:** Salesforce; Enterprise Content Management – Documentum, Open Text and DocuShare; Collaboration – Outlook and SharePoint; Enterprise Resource Planning
- **Methodologies:** Salesforce Professional Services, SAFe, Lean Six Sigma, Agile, ADKAR, PMI.

PROFESSIONAL EXPERIENCE

Salesforce.com, Boston, MA

2013 – Present

Senior Director, Business Strategist, Public Sector, 02/2022 to Present

Director, Customer Account Leader, Public Sector: 02/2021 to 02/2022

Director, Business Architect: 02/2017 to 04/2018 and 02/2020 to 02/2021

Director, Global Enablement – Partner CoE / Delivery Success: 04/2018 to 01/2020

Success Associate Director (Account Partner): 05/2016 to 01/2017

Success Engagement Director: 02/2013 to 04/2016

Champion multiple client programs / projects from innovation strategy to industry transformation, across multiple areas of client organizations. Gain trust of clients by partnering with them to define business goals and objectives and co-create implementation strategies. Deliver impactful experiences, design business processes, create strategic roadmap, recommend staffing, align to measurable business value, deliver agile projects, develop new operating models, support management of talent and change, and solve critical business issues to accelerate value.

- Earned Trusted Advisor status becoming highly integrated with Business and IT leadership with demonstrated success. Success based on a practical, actionable transformation maturity plan calibrated to organization's capacity to accelerate value.
 - Engage customers early to identify key business drivers, strategic business capabilities / services and KPIs, allowing measuring success on the customer's terms, as they mature their transformation.
 - Support education on Salesforce's fit within targeted value stream technology stacks, as portfolio rationalization begins
 - Formulate actionable path forward unifying enterprise and line of business visions, strategies and outcomes with operating models, governance processes, and maturation of strategic planning capability.

- Map customer's vision, goals, objectives and strategic business processes to Salesforce's capabilities in a strategic roadmap
 - For an inside out view of the customer's vision, conduct sales, service and marketing domain maturity assessments and incorporated them into customer's strategic roadmap.
 - For an outside in view of the customer's vision, conduct cross-functional workshop focused on customer pain points or provided an initial experience map with known pain points significantly impacting customer experience.
 - Provide scope of objectives for initial implementation aligned to business driven milestones on strategic roadmap and success KPI's
 - Transition strategic process and customer experience knowledge to implementation team and customer
 - Work closely with customer's product owner, implementation team and leadership to provide oversight, from a governance perspective, to the implementation
- Advise on short and long term adoption strategies and common risk factors.
- Work with senior stakeholders in key areas to ensure the right operating model is in place.
- Work with Red Account customers to focus on program and resource changes needed to help customers achieve desired business outcomes.

MARSH USA, Boston, MA

2007 – 2012

Senior Vice President

Oversaw complex change programs (multi-phase, multi-dimensional, multi-resource), as senior member of Center of Excellence, through entire project lifecycle, including business case to handoff and benefits.

- Deployed globally defined Salesforce application to 3,500 US colleagues 2 weeks ahead of deadline, (20 weeks) and within budget and scope requirements to drive consistent global process and sales collaboration in support of firm's organic growth objective.
- Developed strategic global, Enterprise Content Management (ECM) portfolio and Rapid Delivery Toolkit for countries and business segments to quickly prepare business case and deploy ECM product.
- Managed governance meetings across operating companies, legal, compliance and audit for Lotus Notes to Outlook global migration (25K colleagues/35K mailboxes and 19.5 Lotus Domino applications)

ADDITIONAL RELEVANT EXPERIENCE

XEROX CORPORATION, *Principal Consultant, Xerox Global Services (President's Club)*

Boston, MA

XEROX CORPORATION, *Post Sale Revenue Manager*

Boston, MA

XEROX CORPORATION, *Customer Relations Manager*

Boston, MA

EDUCATION

- Bentley University, Waltham, MA **BS, Marketing**
- Simmons Graduate School, Boston, MA **MBA**

CERTIFICATIONS

- Salesforce Administrator
- Salesforce Advanced Administrator
- Salesforce Platform App Builder
- Salesforce Sharing & Visibility Designer
- Salesforce Sales Cloud Consultant
- Salesforce Service Cloud Consultant
- Salesforce Community Cloud Consultant
- Certified SAFe 5 Agilist
- Certified Forrester CX Core
- Verified Course Designer, Salesforce

AFFILIATIONS

- Former Executive Board Member, Light the Night Walk, Leukemia & Lymphoma Society



Town of Reading
16 Lowell Street
Reading MA 01867

RECEIVED
TOWN CLERK
READING, MA.

2023 NOV -7 AM 7:41

Town Clerk
781-942-9050

fax: 781-942-9070
website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: Tawadros Nancy S. Date: 11/6/23
(Last) (First) (Middle)

Address: 31 Libby Ave Reading MA 01867

Phone (Home): _____ Phone (Work): _____

Phone (Cell): 978-390-1823 Which number should be listed? cell

Occupation: Talent Partner Number of years in Reading: 20+

E-mail address: nst1176@gmail.com

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- | | |
|--|---|
| <input type="checkbox"/> Animal Control Appeals Committee | <input type="checkbox"/> Audit Committee |
| <input type="checkbox"/> Board of Assessors | <input type="checkbox"/> Board of Cemetery Trustees |
| <input type="checkbox"/> Board of Health | <input type="checkbox"/> Board of Registrars |
| <input type="checkbox"/> Bylaw Committee | <input type="checkbox"/> Celebration Trust Committee |
| <input type="checkbox"/> Climate Advisory Committee | <input type="checkbox"/> Commissioners of Trust Funds |
| <input type="checkbox"/> Community Planning and Development Commission | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> Constables | <input type="checkbox"/> Council on Aging |
| <input type="checkbox"/> Cultural Council | <input type="checkbox"/> Custodian of Soldier and Sailor Graves |
| <input type="checkbox"/> Finance Committee | <input type="checkbox"/> Historic District Commission |
| <input type="checkbox"/> Historical Commission | <input type="checkbox"/> Housing Authority |
| <input type="checkbox"/> Human Relations Advisory Committee | <input type="checkbox"/> Permanent Building Committee |
| <input type="checkbox"/> RCTV Board of Directors | <input type="checkbox"/> Recreation Committee |
| <input type="checkbox"/> Retirement Board | <input type="checkbox"/> RMLD Citizen Advisory Board |
| <input type="checkbox"/> Town Forest Committee | <input type="checkbox"/> Trails Committee |
| <input type="checkbox"/> Veterans Memorial Trust Fund Committee | <input type="checkbox"/> Zoning Board of Appeals |

Other Town Manager Screening committee

Please outline relevant experience for the position(s) sought:

I have over 20 years experience in Talent Acquisition, partnering with organizations to hire the right talent. I applied to be considered for the committee that hired Fidel. I hope the town will consider my application, as this is my area of expertise.

Thank you!



Town of Reading
16 Lowell Street
Reading MA 01867

RECEIVED
TOWN CLERK
READING, MA.

2023 OCT 31 AM 8:05

Town Clerk
781-942-9050

fax: 781-942-9070
website: www.readingma.gov

**Application for Appointment to
Boards, Committees and Commissions**

Name: YOUNG MEGHAN A. Date: 28 OCT 23
(Last) (First) (Middle)

Address: 40 OAK STREET

Phone (Home): 781.944.7689 Phone (Work): N/A

Phone (Cell): 617.794.9468 Which number should be listed? CELL

Occupation: HEAD OF EXEC DEVELOPMENT Number of years in Reading: 30+

E-mail address: MEGHAN.Y@COMCAST.NET

Place a number next to your preferred position(s) (up to four choices) with number 1 being your first priority. (Please attach a resume if available)

- | | |
|--|---|
| <input type="checkbox"/> Animal Control Appeals Committee | <input type="checkbox"/> Audit Committee |
| <input type="checkbox"/> Board of Assessors | <input type="checkbox"/> Board of Cemetery Trustees |
| <input type="checkbox"/> Board of Health | <input type="checkbox"/> Board of Registrars |
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| <input type="checkbox"/> Climate Advisory Committee | <input type="checkbox"/> Commissioners of Trust Funds |
| <input type="checkbox"/> Community Planning and Development Commission | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> Constables | <input type="checkbox"/> Council on Aging |
| <input type="checkbox"/> Cultural Council | <input type="checkbox"/> Custodian of Soldier and Sailor Graves |
| <input type="checkbox"/> Finance Committee | <input type="checkbox"/> Historic District Commission |
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| <input type="checkbox"/> Human Relations Advisory Committee | <input type="checkbox"/> Permanent Building Committee |
| <input type="checkbox"/> RCTV Board of Directors | <input type="checkbox"/> Recreation Committee |
| <input type="checkbox"/> Retirement Board | <input type="checkbox"/> RMLD Citizen Advisory Board |
| <input type="checkbox"/> Town Forest Committee | <input type="checkbox"/> Trails Committee |
| <input type="checkbox"/> Veterans Memorial Trust Fund Committee | <input type="checkbox"/> Zoning Board of Appeals |

Other TOWN MANAGER SCREENING COMMITTEE

Please outline relevant experience for the position(s) sought:

- WORKED IN TALENT MGMT AND EXEC & LEADERSHIP DEVELOPMENT FOR OVER 15 YRS
- SERVED AS A VOLUNTEER ON THE ECONOMIC DEVELOPMENT COMMITTEE FOR 10 YRS
- ONE OF THE FOUNDING MEMBERS OF THE FALL STREET FAIR. POSSESS A THOROUGH UNDERSTANDING OF TOWN COMMITTEES, BYLAWS, AND BUSINESSES

MEGHAN A. YOUNG, M.ED.

■ meghanyc@comcast.net ■ (781) 944-7689 ■ www.linkedin.com/in/meghanayoung

TALENT MANAGEMENT AND LEADERSHIP DEVELOPMENT LEADER

Accomplished and effective multi-industry leader experienced in professional and leadership development in dynamic, fast-paced, and global organizations. Expertise in designing and delivering global executive development leadership and learning programs that drive high-performing organizations. Created broad range of human resources, learning and development solutions that addressed both large-scale professional development and tailored learning for key roles and critical positions. Recognized for creativity, tenacity, and unique approaches to leadership brand and growth, deploying learning technology and building teams. Proven skills include the following:

- **Talent Development**
- **Strategic Planning, Development, Partnership**
- **Program Management**
- **Executive Coaching**
- **Multi-stakeholder (matrixed) Environments**
- **Succession Development and Assessment**

EDUCATION

- Harvard Graduate School of Education, Master of Education in Human Development and Psychology
 - Administrative project member of Learning Innovations Lab (LILA) Exploration of Wisdom with Fortune 100 CLOs and Guest Speakers
 - Project member of LILA research investigating the nature of learning conversations - Professor Daniel Wilson, Principal Investigator
 - Project member of SAIL research on social perspective taking (SPT) - Professor Hunter Gehlbach
- Miami University, Oxford, OH, B.S., Education

RELEVANT EXPERIENCE

Leadership Development and Management

- Consult and collaborate with executive leadership to assess and identify leadership development needs and create development programs that align with business strategy
- Managed communications with senior leaders, learning and development collaborators, stakeholders and third-party vendors inspiring expanded and sustained long-term partnerships
- Provided disciplined program and project management to ensure proper resource allocation and return on investment for internal and external stakeholders
- Managed team of leadership consultants and collaborated with senior level HR leaders to address critical development needs and prescribed specific solutions tied to strategic business outcomes

Growth Mindset and Organizational Development

- Acquired acumen for adult learning pedagogy and research. Substantial experience partnering with HR learning partners creating solutions for key leaders and programs for executive development and leadership
- Research and collaboration with Dr. Michael Watkins, on the revised 10th anniversary edition of *The First 90 Days* focused on critical needs for successful executive onboarding
- Designed, developed, and deployed process improvement and change management approaches that empowered work teams to communicate across roles and divisions providing improved customer satisfaction and response
- Chaired, organized, and delivered inaugural Community of Practice learning and leadership community. Practice included global team of sales, engineering, marketing, and relationship team members resulting in competitive intelligence, industry insights and presentations, and continued learning seminars

Strategic Planning and Consulting

- Consulted with Fortune 100 HR leaders to create programs designed for matrixed learning leaders addressing corporate, country and regional learning requirements for leadership growth and development
- Translated business needs into specific learning and coaching solutions aligned with business strategy, succession planning, change management, and HR policy and approaches
- Managed cross-functional, international teams to design and deploy Learning Management Systems (Saba, NetDimensions, Totara) which housed instructor-led and web-based training as well as internal and client-specific SOPs providing 24/7 access to course material, enrollment administration, learning assessments and certifications
- Served as a cross-functional leader and liaison on multiple projects effecting core business objectives and strategy

Strategic Analysis and Implementation

- Designed and delivered development courses for change management initiatives enhancing communications and customer service skills for pharmaceutical executive managers
- Developed and designed roles-based simulation including alliances, payoffs and scoring criteria for gamification study on social perspective taking
- Analyzed, presented, and published qualitative data on the nature of learning conversations identifying learning moments and dynamics that influence adult learning and development

PROFESSIONAL EXPERIENCE

2021 -	Executive and Leadership Development	USAA
2018 - 2021	Executive Development, Global Talent	State Street Bank & Trust
2013 – 2018	Leadership and Learning Consultant	Purvis Communications (Consulting)
2015 - 2016	Strategic Business Partner	Brainshark (Leadership Enablement)
2014 - 2015	Community Practice Leader, Senior Manager	NetDimensions (Learning Technology)
2011 - 2013	Client Accounts Director	Genesis Advisers (Leadership Consulting)
2008 –2011	Senior Strategic Relationship Manager	Harvard Business Publishing (Leadership)
2004 – 2007	Academic Director	Saba (LMS/Synchronous Learning)

PROFESSIONAL ASSOCIATIONS AND CERTIFICATES

- Boston Association of Talent Development
- Successful Negotiation: Essential Strategies and Skills Certification (Coursera)
- PMP Certification Prep 1 for PMI Certification (Middlesex Community College)

COMMUNITY AFFILIATIONS

- Economic Development Committee, Reading, MA, 2006 – 2015, Chair, 2008-2011
- Founding member of Reading Fall Street Faire Committee, 2008 - 2015
- Active leadership in civic and charitable organizations in Boston North region
- Reading Public Library, Entrepreneur Incubator, Chapter President, 2016 - 2019