

To: Matt Cherry, President and Members of City Council

From: Wade Kapszukiewicz, Mayor

Subject: Appointment to the Environmental Protection and Climate Resilience Commission

4/20/2023

I Recommend the Following Appointments to the Environmental Protection and Climate Resilience Commission

Appointee	Appointee Replaced	Proposed Term of Office	Section 61 waiver as a special engagement	Reserved Slot / Type	Recommended by (if applicable)	Attendance Record	Resume attached
Adam Cassi	new appointment	2 years, expiring 05/02/2025	yes	state-wide environmental	Mayor		yes
Zurijanne Carter	new appointment	2 years, expiring 05/02/2025	yes	Metropark or Land Conservation	Mayor		yes
Sonia Flunder-McNair	new appointment	2 years, expiring 05/02/2025	no	District 4 area environmental organization	Mayor		yes
Mark Frye	new appointment	2 years, expiring 05/02/2025	yes	District 2 area environmental organization	Mayor		yes
Scott Hayes	new appointment	2 years, expiring 05/02/2025	no	District 2 area environmental organization	Mayor		yes
Benjamin Pushka	new appointment	2 years, expiring 05/02/2025	yes	environmental organization	Mayor		yes



Wade Kapszukiewicz
Mayor

ADAM W CASSI

2650 Cross Ridge Way, Perrysburg, Oh

(C) (440) 321-8877

acassi@kilcb.org

Professional Summary

Management professional effective in leading successful and productive organizations, implementing Change Management techniques, and increasing mission fulfillment. Experienced in design and oversight of programming for all ages and group types, property management, and sustainability. Exhibits strength in innovative thinking and advanced problem solving. Proven success in staff/volunteer recruitment, public relations, and strategic planning. Experience in multiple positions demonstrates ability to adapt and implement Transformational Leadership strategies.

Areas of Expertise

Meeting revenue goals of up to \$1,000,000 annually

Fundraising - \$200,000+ annually

Grant Writing

Staff and Volunteer recruitment and management

Special event logistics and mechanics

Marketing plan development and implementation

Identifying, creating, and implementing strategic initiatives to fulfill mission and improve sustainability

Public and Media Relations

Sales – Market identification and communication of product value

Community partnership development

Hiring, developing, and coaching a team of 40+ staff

Budget creation and management

Presentation skills on public speaking

Providing environmental, sustainability, and leadership

Curriculum to community partners

Social Media upkeep and growth

Zero Waste analysis, design, and implementation

Work History

EXECUTIVE DIRECTOR

12/2018 to Present

Keep Toledo/Lucas County Beautiful

- Community relations and strategic partnership development
- Fundraising, grant writing, and other related development activities
- Volunteer recruitment and management
- Curriculum design and education / public speaking
- Development and oversight of recycling, community improvement, and litter reduction programs
- Low waste event management
- Developing and executing a marketing / outreach plan
- Staff management and coaching

ADVENTURE AND AMUSEMENT MANAGER

02/2016 to 12/2018

The Toledo Zoo & Aquarium – Toledo, OH

- Staff hiring, training, management, and mentoring
- Marketing and sales of attractions
- Budget creation and oversight
- Maintaining all local, state, and health standards and regulations for Zoo Attractions
- Curriculum design and facilitation of teambuilding and leadership workshops
- Working with contractors and third party vendors
- Community partnership cultivation and development
- Guest relations and customer service

DIRECTOR OF EVENT MANAGEMENT AND MARKETING

01/2015 to 03/2016

Defiance College – Defiance, OH

- Promotion and management of facility use among internal and external constituents
- Event management, contracting, and billing
- Marketing, sales, and customer service
- Provide direction, guidance, and assistance for events including: scheduling, setup and teardown, problem solving, and ensuring proper appearance of facilities
- Staff supervision and mentoring

EXECUTIVE DIRECTOR 12/2012 to 01/2015
 Red Oak Camps and Conference Center – Kirtland, OH

- Community relations and partnership development
- Fundraising and related development activities
- Development and oversight of community programs, special events, and leadership curriculum
- Developing and executing a marketing/recruitment plan
- Hiring, training, managing, and evaluating staff
- Creating new and innovative programs and a yearly budget
- Creating and meeting sales goals
- Maintaining all local, state, and health standards and regulations

MANAGER FOR LEADERSHIP and DEVELOPMENT 11/2010 to 12/2012
 Joy Outdoor Education Center – Clarksville, OH

- Sales and meeting yearly revenue goals
- Increased retention of clients through building relationships, networking, and customer service
- Leadership and teambuilding curriculum design and program development
- Event management and logistics
- Facilitation and evaluation of programming
- Overseeing and managing direct report and part time adjunct staff

OUTDOOR PROGRAM and PARTNERSHIPS MANAGER 02/2006 to 11/2010
 Girl Scouts of Western Ohio – Toledo, OH

- Managing year round programming focused on the goals and objectives of the Girl Scout Organization
- Hiring, training, and managing staff and volunteer
- Development and oversight of community programs and special events
- Developing and implementing a marketing/recruitment plan
- Curriculum development and implementation for environmental education and leadership programs
- Budget creation and management
- Meeting sales goals for off-season user groups

Education

Master of Business Administration: Concentration in Leadership - Partial Coursework Completed Defiance College – Defiance, OH	2015
Bachelor of Science: Restoration Ecology Defiance College – Defiance, OH	2000 to 2004
Semester Abroad: Queensland Australia	2003

Professional Affiliations, Volunteer Experience, and Development

Zero Waste USA – Certified Zero Waste Associate	2022 to Present
The City of Perrysburg – Litter Prevention and Recycling Board	2022 to Present
The Rotary Club of Toledo	2019 to Present
Chair of the Environmental Committee	2022 to Present
Vice-Chair of the Community Service Committee	2021 to 2022
Ohio Department of Natural Resources Shrink Wrap Recycling Working Group	2020 to Present
Toledo-Lucas County Sustainability Commission	2018 to Present
Chair for the Food Waste Diversion Subcommittee	2019 to 2022
Toledo Jeep Fest – Green Team Committee	2018 to Present
Toastmasters International – Maumee Valley Club, District 28	2018 to Present
Vice President of Public Relations	2019 to 2020
Secretary	2018 to 2019
Experiential Systems Inc. High Adventure Facilitation and Risk Management Trainer	2018 to Present
Perrysburg Schools – Safety Taskforce Member	2018 to Present
Association of Challenge Course Technology	2016 to Present

Past recreation and youth development certifications including archery, canoeing and kayaking, first aid/CPR and wilderness first aid, lifeguarding, 40 Developmental Assets for Youth Development, and certified pool operator.

Zurijanne Carter

6101 Fallen Timbers Lane • Maumee, OH 43537 • 419-407-9760 •

zuri.carter@metroparkstoledo.com

EDUCATION

Michigan State University	East Lansing, MI
M.Sc. Human Dimensions of Fisheries & Wildlife Management	2015
Clemson University	Clemson, SC
B.Sc. Wildlife and Fisheries Biology	2009
Indiana University Executive Development Program Year 1	2019
Leadership Training	

FIELD & RESEARCH EXPERIENCE

Metroparks Toledo Toledo, OH
Deputy Chief of Natural Resources September 2022 to **Current**

- In depth knowledge of procedures, techniques and best practices in natural resources planning, restoration and management
- Collaborate with staff conservation and natural resource plan development, coordination, and implementation.
- Utilize assessment and monitoring techniques for natural communities and species, ability to interpret research findings and scientific literature.
- Lead teams and utilize project management techniques in planning and implementing natural area restoration projects.
- Knowledge and ability to identify and interpret the flora, fauna, natural history and geology of Northwest Ohio.
- Utilize knowledge of state and federal laws that apply to Ohio's native species and natural areas.
- Seek and apply for state and federal grant programs to fund various conservation projects.

Mecklenburg County Park and Recreation Charlotte, NC
Natural Resources Supervisor August 2020 to September 2022

- In depth knowledge of Geographic Information System (GIS) resources, data management, techniques and implementation in natural resources planning, restoration and management
- Seek and apply for grant funding opportunities in collaboration with and under supervision of Natural Resources Manager to fund natural resources management, land acquisition and conservation initiatives of Mecklenburg County.
- Utilize field collected data to develop a prioritization model to identify areas of focus for invasive species management efforts.
- Represent Mecklenburg County professionally at local, state, and national conferences and trainings.
- Develop and administer training for staff in the use of ESRI products administratively and in the field.
- Collaborate with staff as part of a small team or all-staff on prescribed burns, trail building, invasive species management, boundary reviews, or rare plant monitoring.

Great Parks of Hamilton County Cincinnati, OH

Conservation Biologist

October 2015 to August 2020

- Effectively work as part of a team to accomplish agency, divisional, and team goals as part of the agency's Comprehensive Master Plan, and development of the Natural Resources Management Plan Framework.
- Lead, assist and advise fauna and flora inventory, monitoring and management as part of projects such as herpetofauna monitoring, nest box monitoring, field surveys, land acquisition, and trail planning.
- Organize and oversee events such as controlled bow hunting qualifications, volunteer appreciation dinner, and annual winter bird count.
- Recommend disciplinary actions or send commendations to participants of GPHC controlled bow hunting or citizen science programs.
- Ensure compliance with federal, state, and local regulations of researchers and contractors and coordinate permits for various natural resource management and cultural resource activities.
- Utilize the Geographic Information Systems (GIS) to map, analyze, and present data to plan natural resources management activities, address integrated pest management efforts, track research efforts, and small projects to encourage staff development of diverse skillsets.
- Establish and maintain diverse relationships with public agencies, non-profits, corporate groups, and individuals as part of volunteer efforts or natural resources management projects.
- Utilize and train park staff in use of ArcMap, GPS, and Microsoft Office products in support of administrative, and technical tasks that involve data management, reports and presentations.
- Recruit and functionally supervise 40 volunteers in support of natural resource monitoring and management programs to ensure safety, and accurate data collection.
- Collaborate framework development of teen volunteer program with Volunteer Resources department as a park representative on the Board for a local non-profit in order to create a pipeline to employment with the parks or encourage pursuing continuing education.
- Design and utilize sociological, ecological and biological principles to contribute to an integrated pest management approach to mitigate human wildlife conflicts, to develop volunteer wildlife monitoring programs, and to implementation of the white-tailed deer management program.
- Coordinate and utilize diverse suite of tools to conduct and lead prairie burns and develop plans for implementation with the burn manager team.
- Collect, summarize, and analyze field data to prepare reports and recommendations for division, team, or park board meetings.
- Develop budget, administer contracts & maintain purchase records in support of research, natural areas projects & volunteer activities.
- Evaluate existing processes and communication for completing projects regularly to ensure efficiency, use of best practices, and integrating latest available technology.

COMMUNITY INVOLVEMENT

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- Toledo PETBull Project, **Volunteer**, February 2023-Current
 - Adventure Crew, **Board Member**, January 2016-July 2021

Sonia Flunder-McNair

Executive Director

Toledo, OH 43607

soniasorganic419@outlook.com

Passionate leader and activist skilled and experienced in education, programming and product formulation rooted in wholistic wellness and community. Seeking innovative opportunities to engage the community through education, instruction, land development and the creation of economic advancement.

EXPERIENCE

SONIA Organics Products, LLC

Founder and Owner

JUNE 2017 - PRESENT

- Through natural wellness education, we teach people how to:
 - Use food and herbs as medicine
 - Understand ingredients and their health effects
 - Proactively handle stressors and disease threats
- Through community development, we:
 - Revitalize undeveloped land into usable spaces
 - Mobilize communities to promote sustainable neighborhoods and lifestyles
 - Leverage natural resources and waste reduction to create self-sufficiency
- Through youth programming, we teach young people how to:
 - Grow/harvest food
 - Jumpstart generational wealth through entrepreneurial farming/commerce
 - Understand organic formulations and invent useful products

Urban Wholistics by SONIA Organics, 501-c3

Founder and Executive Director

NOVEMBER 2019 - PRESENT

- Beautify open land in neighborhoods that have been historically excluded from access to wholistic green spaces
- Making a strong contribution to an improved environment, job creation and giving back to our community through the development of green spaces
- Engage the community through education, instruction, land development and the creation of economic opportunities.

EDUCATION

TPS, Toledo, OH

High School Diploma

May 1991



AWARDS AND CERTIFICATIONS

Jerry Bannister Green Stewardship Award

Urban Wholistics

Keep Toledo Lucas County Beautiful, 2021

Juneteenth Changemaker Award

Sonia Flunder-McNair

Toledo Museum of Art, 2022

Community Service Award

Sonia Flunder-McNair

NSPDK, Inc., Beta Gamma Chapter, 2022

Community Service Award

Sonia Flunder-McNair

Coalition of Black Trade Unionist, 2021

Black Girls Rock and Exemplify Excellence Award

Sonia Flunder-McNair, Community Change Agent

Alpha Kappa Alpha Sorority, Inc, 2020

Black Lives Matter Award

Sonia Flunder-McNair

Community Solidarity Response Network, 2021

GAP Certified

Sonia Flunder-McNair

OSU Expansion, 2015

MARK R. FRYE

Address: 5577 Airport Highway, Suite 101, Toledo, OH 43615 Phone: 419-539-9180

Profile

- President and owner of Palmer Energy Company Inc.
- CEO of Palmer Conservation Consulting LLC
- Responsible for directing operations since acquiring Palmer Energy in 1994.
- Certified Energy Manager (CEM) through Association of Energy Engineers (AEE).
- Previously Director of Marketing for a natural gas marketing company.
- Previously Manager of Production purchases for large flat glass manufacturing company.
- Previously Specialist of Energy Purchases for large flat glass manufacturing company.

Experience

- Consultant for customers with total energy purchases in excess of \$400 million.
- Consulting for over 1,000 governmental, commercial, industrial, and institutional locations.
- Savings for customers has exceeded \$100 million over past ten years.
- Natural gas and electric rate analyses expert.
- Industrial level procurement of other energy sources.
- Specialties include natural gas and electric procurement.

Expert Witness Testimony at Public Utilities Commission of Ohio

- Case No. 18-1815-EL-CSS (Cleveland Schools Transformer Case). Testimony on behalf of CMSD.
- Case No. 16-1309-GA-UNC (Columbia Gas DSM Case). Testimony on behalf of NOAC.
- Case No. 12-1230-EL-SSO (FirstEnergy ESP III Case). Testimony on behalf of NOAC and NOPEC.
- Case No. 11-0346-EL-SSO (AEP ESP II Case). Testimony on behalf of OSBA, OASBO, BASA & OSC.
- Case No. 10-2929-EL-UNC (AEP Capacity Case). Testimony on behalf of OSBA, OASBO, BASA & OSC.
- Case No. 09-0906-EL-SSO (FirstEnergy ESP II Case). Testimony on behalf of NOAC and NOPEC.
- Case No. 08-1094-EL-SSO (DPL ESP Case). Testimony on behalf of Honda and Cargill.
- Case No. 08-0935-EL-SSO (FirstEnergy ESP Case). Testimony on behalf of NOAC and NOPEC.
- Case No. 08-0917-EL-SSO (AEP ESP Case). Testimony on behalf of Ohio School Boards Association (OSBA), Ohio Association of School Business Official (OASBO) & Buckeye Association of School Administrators (BASA).
- Case No. 05-0376-EL-UNC (AEP IGCC Case). Testimony on behalf of Direct Energy.
- Case No. 03-2144-EL-ATA (FirstEnergy RSP Case). Testimony on behalf of Northwest Ohio Aggregation Coalition (NOAC) and Northeast Ohio Public Energy Council (NOPEC).

Other Community Service

- Councilmember, City of Sylvania (2014 – present).
- Board Member, Lucas County Board of Development Disabilities (2009 - 2020).
- President of Council, Olivet Lutheran Church (2013 – 2015).
- Chairman of alternative energy committee for Honorable Carty Finkbeiner (Toledo) (2005 - 2009).
- Member, City of Toledo Energy Policy Review Committee (2010 – 2011).

Education

BACHELOR OF SCIENCE IN ENERGY TECHNOLOGY

Pennsylvania State University, Capitol College. Middletown, Pennsylvania.

ASSOCIATES-IN-ENGINEERING, NUCLEAR ENGINEERING TECHNOLOGY

Pennsylvania State University, Altoona Campus. Altoona, Pennsylvania.



SH

SCOTT HAYES

HSE AND GOVERNMENT AFFAIRS MANAGER
SCOTTHAYES@AMERITECH.NET
419-350-9579

OBJECTIVE

To make the world a better place and to be happy. A great way to meet this objective is to embrace a career that I am passionate about.

SKILLS

I enjoy advocating for sound policy, collaborating with difference makers, and promoting progress.

EXPERIENCE

HEALTH, SAFETY, ENVIRONMENTAL AND GOVERNMENT AFFAIRS MANAGER • TOLEDO REFINING COMPANY • JANUARY, 2016 - CURRENT

- Lead a department that ensures the company is in compliance with all OSHA, EPA, DHS and other regulatory authorities.
- Pursue initiatives to improve the culture and performance of the entire organization.
- Advocate to and engage with local, regional, and federal stakeholders, including lawmakers, economic developers, labor leaders, executives, and others on issues important to the organization.
- Serve on the refinery leadership team.

VICE PRESIDENT • A.A. BOOS • SEPTEMBER, 2006 - JANUARY 2016

- Development policy and advocacy approach.
- Directed a holistic and successful business strategy.
- Increased productivity, quality, and safety performance.
- Invested in workforce and was recognized as the #1 Top Workplace of our size.
- Constructed a model of safety excellence and received national recognition through the Associated General Contractors.
- Engineered worker's compensation management policies and practices, resulting in savings of over 250%.

OCCUPATIONAL HEALTH CONSULTANT/BUSINESS CONSULTANT • STATE OF OHIO • SEPTEMBER, 1992 - SEPTEMBER 2006

- One of four consultants assigned to work with the Governor to develop and implement an initiative to assist Ohio companies struggling with high worker's compensation costs to improve profitability through sound safety and health management.
- Consulted with hundreds of businesses to assess risk and provided mitigations plans.
- Designed and conducted training at the state-wide training and education center.



SH

SCOTT HAYES

HSE AND GOVERNMENT AFFAIRS MANAGER
SCOTTHAYES@AMERITECH.NET
419-350-9579

- Conducted technical surveys to assess exposures to occupational health hazards in industry.

INDUSTRIAL HYGIENIST • BRUSH WELLMAN, INC. • JUNE, 1990 – SEPTEMBER 1992

- Designed and executed the installation of industrial ventilation systems to reduce exposures to beryllium.
- Developed and performed company training.
- Developed programs to comply with regulatory requirements.
- Performed occupational health surveys and audits.

EDUCATION

MASTER OF SCIENCE IN OCCUPATIONAL HEALTH • 1996 • MEDICAL COLLEGE OF OHIO

Graduate School Dean's Award Recipient

BACHELOR OF SCIENCE IN ENVIRONMENTAL HEALTH • 1990 • BOWLING GREEN STATE UNIVERSITY

Phi Eta Sigma National Honor Society

COMMUNITY ACTIVITIES

- Project iAM/Acoustics for Autism- Board of Directors
- Lucas County TASC- Treasurer
- ADAMS House- Past President
- Regional Growth Partnership- Board Member
- Oregon Economic Development Foundation- Board Member
- John J. Bloomfield Award Recipient
- TRACE- Past President

Benjamin W. Pushka

pushkbw@gmail.com • Mobile: 734.497.1011 • www.linkedin.com/in/benjaminpushka

Executive Summary

- Experienced in working with elected officials, area organizations, and community leaders on issues related to the environment, and the health of Lake Erie.
- Currently working with City of Toledo and TMACOG on creating an EV Readiness Plan for the city and county.
- Assisting the City of Toledo, the University of Toledo, NOAA, and other interested organizations on creating a heat map to address the urban heat island effect within the city of Toledo.
- Currently sit on TMACOG's Water Quality Council

Education

- May 2012 *Master of Public Administration*
Bowling Green State University (BGSU), Bowling Green, OH
Major Area: Environmental Management
- May 2009 *Bachelor of Science in Education*
Bowling Green State University, Bowling Green, OH
Major Area: Adolescent Young Adult (Grades 7-12) Integrated Social Studies
Minors: Geography, Geology, History, Political Science

Skills

- | | | | |
|-----------------------------|---|-------------------------|--|
| <i>Professional Skills:</i> | <ul style="list-style-type: none">• Budgeting• Nonprofit Management• Personnel Management• Program Evaluation• Survey Administration• Survey Data Analysis | <i>Computer Skills:</i> | <ul style="list-style-type: none">• Microsoft Office• Microsoft Publisher• PowerSchool• SurveyMonkey• Website Design |
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Relevant Work Experience

- 2019- Present Board of Lucas County Commissioners, Lucas County, OH
Executive Assistant
Interim Sustainability Project Manager
- 2018- 2019 Mobile Meals of Toledo, Toledo, OH
Director of Marketing & Outreach
- 2016- 2017 Toledo-Lucas County Sustainability Commission, Lucas County, OH
LISC AmeriCorps Community Engagement Specialist
Bowling Green State University, Bowling Green, OH
- 2006-2013 *SOAR Academic Advisor- Honors Program*
Graduate Assistant- Academic Investment in Math and Science (AIMS) Program
Teaching Assistant and Logistics Coordinator- GeoJourney Program