



Board of Directors Meeting | Friday, December 8th, 2023 | 12:00noon-1:30pm
IN PERSON: The Hub CoWorks, 67 Merchants Row, Suite 201

Agenda

- Call to Order Shana Louiselle, President
- Approval of Minutes from October 17th and November 14th (pages 2-8) Shana Louiselle, President
- Executive Director's Report Lyle Jepson
 - Hub CoWorks staffing update
 - Vermont State Chamber Guests
 - Betsy Bishop, President
 - Megan Sullivan, Vice President Government Affairs
- Committee Reports will be emailed
 - DEI (materials forthcoming) Shana Louiselle, Chair
 - Events (materials forthcoming) Chrispin White
 - Real Estate – no meeting Lyle Jepson
 - Marketing (materials forthcoming) MaryAnn Goulette, Chair
 - Business Development (materials forthcoming) Russ Marsan, Chair
 - Finance (materials forthcoming) Karen Garrow, Chair
 - Policy – attached Cooper Babbitt
- Old Business – Annual Meeting follow up Lyle Jepson
- New Business
- Adjournment

Upcoming Meetings and Events:

Real Rutland Feud Committee – Monday, December 4th, 4:00pm – 5:00pm

DEI Committee – Tuesday, December 5th, 11:00 a.m. – 12:00 p.m.

Ribbon Cutting at Tuttle Block – 2:00p.m.

Ribbon Cutting at Meals on Wheels (North Main Street) – 3:00p.m.

Real Estate Committee – Wednesday, December 6th, 8:15 a.m. – 9:15 a.m.

Marketing Committee – Thursday, December 7th, 11:30 a.m. – 12:30 p.m.

StartUp Rutland Board Meeting – Friday, December 8th, 10:30 a.m. – 11:30 a.m.

Board Meeting and Policy Committee – Friday, December 8th, 12:00 p.m. – 1:30 p.m. Please RSVP – lunch provided

Finance Committee – Tuesday, December 12th, 8:15 a.m. – 9:15 a.m.

CEDRR Mixer (Heritage Family Credit Union Allen Street Branch) – Tuesday, December 12th, 5:00 p.m. – 7:00 p.m.

Business Development Committee – TBD Wednesday, December 13th, 8:15 a.m. – 9:15 a.m.

CEDRR Mixer (Chaffee Art Center) Tuesday, January 9th, 5:00 p.m. – 7:00 p.m.

Legislative Breakfast – Monday, February 12th, 7:30am Southside Steakhouse – State Treasurer Mike Pieciak guest



Board of Directors Meeting Minutes – Tuesday, October 17, 2023, 8:15 a.m.

Present: Nicole Kesselring, Mary Cohen, Russ Marsan, John Casella III, Daniel Mora, Rolf Hirschmann, Devon Neary, Amy Laramie, Shana Louiselle, Karen Garrow, Sue Bishop, Mike Mitrano, Kelley Robinson, John Russell III, Alex Hilliard, Mary Ann Goulette, Greg McClallen, Lyle Jepson, Cooper Babbitt, Chrispin White, Olivia Lyons, Karly Haven, Shasta Mattino, Joel DeSota, Sarah Nadler

Guests: Sean Sargeant, Sargeant Appraisal Services.

The meeting was called to order 8:18 am.

Approval of minutes: Rolf Hirschmann made a motion to accept the meeting minutes from September 19, 2023. The motion was seconded by Russ Marsan and passed unanimously.

Executive Director Report: Lyle introduced Sean Sargeant from Sargeant Appraisal Services. Sean provided an update on residential and commercial property sales and rentals in the region. (See attached presentation.) Sean is moving to South Carolina and has worked diligently to transition his business. The business was purchased by Michael Foster who will work with Sean for the next several months. The Mayor is working on a Rutland Police Commission Chair replacement, as Sean has served in that role for many years. The board thanked Sean for his service and commitment to the City and Rutland Region.

USDA Grant application: Lyle reported that he and Cooper are working on a grant for the former Clays space. The space will allow for larger presentations and will have a kitchenette and bathroom and will be self-contained. It can seat up to 60 people and will house an 8ft. TV. The grant will help support buying equipment and furniture for this room and CEDRR would manage it as a great resource for the community.

New Business: Lyle is seeking Board approval to send a letter to the President of VT State University – Castleton (included in Board packet). Instructors on campus reached out to Lyle to ask for his support to help point out how important Castleton is to our area. This came in light of plans to move the graphic design program to the Lyndon campus. The Board approved sending the letter.

Mose went to Buffalo NY for the Forbes 30 under 30 event. Mose was recognized by Forbes as a rock star in the making. We are moving rapidly with gener8tor – which is the 3rd largest business incubator in the country, and they will be running one here starting in April 2024. Mose, Sarah and Joel are operating the Hub CoWorks.

Election of Officers: The following slate of officers was presented. Shana Louiselle-President, Russ Marsan-Vice President, Karen Garrow-Treasurer, Daniel Mora-Secretary. John Casella II made the motion to approve the new slate of officers. Rolf Hirschmann seconded, and it passed unanimously.



The Annual Meeting will take place on Tuesday, November 14th at MINT. From 5-6pm there will be a tour of the newly expanded facility and at 6 pm there will be presentations, awards and demonstrations by Rutland Area Robotics. Immediately following will be an unveiling of something special! Food and drinks will be provided from Rollin' Rooster.

DEI: Shana referred to the meeting notes included in the packet and reported that good work was happening.

Events: With the Whoopie Pie Fest behind us and the Annual Meeting planning well under way, we are working on the Real Rutland Feud which will take place on February 24th. We are looking for teams to participate. So, please feel free to reach out with team ideas. We have mixers scheduled out until 2025. Lyle thanked Russ and his staff for the placement of the sod at the Whoopie Pie Fest. We had about 4,500 people attend and weighed in a 770-pound whoopie pie. Dream Maker Bakers is going for a 900-pound whoopie pie in 2024.

Marketing: Olivia reported that the weekend getaway was this past weekend, and it was a big success. Families explored more of the area than anticipated. We had four families chosen out of 699 entries. Real Rutland also hosted the Sweater Weather Soiree with Come Alive Outside this past weekend and it went great.

Business Development: Russ indicated that if anyone had not yet met Mose, to please talk to him. He's a great person with a wealth of knowledge and we are very fortunate to have him here. Russ also welcomed Cooper Babbitt, CEDRR's new Operations Director.

Finance: Karen reported that things are going well. Shasta is working on fine tuning reports for the committee, and we looked at a draft budget for the Hub and Start Up Rutland. Karen also welcomed Cooper to the CEDRR team.

Policy: Lyle invited the Board to two of upcoming Policy Committee meetings. On November 10th Downs Rachlin Martin will report what to expect in the coming Legislative Session. This will be a zoom meeting. And, on December 8th, we will be having lunch with the Vermont State Chamber of Commerce to discuss what we'd like to see discussed in the Legislature.

Meeting adjourned 9:15 a.m.



Board of Directors Annual Meeting Minutes – Tuesday, November 14, 2023, 6:00 p.m.

Present: Nicole Kesselring, Mary Cohen, Russ Marsan, Raven Chrispino, Bill Moore, Mark Werle, Daniel Mora, Rolf Hirschmann, Devon Neary, Amy Laramie, Shana Louiselle, Sue Bishop, John Russell III, Ed Bove

Staff: Lyle Jepson, Cooper Babbitt, Chrispin White, Olivia Lyons, Karly Haven, Shasta Mattino, Joel DeSota, Sarah Nadler, Mose Cassaro

Guests: Public (approximately 225-250)

The meeting was called to order at 6:10pm by Shana Louiselle. Shana welcomed the guests and thanked them for supporting CEDRR.

Welcome – Lyle Jepson thanked the event Signature sponsor HFCU and introduced the new President/CEO Chris Gomez, who addressed the crowd, thanking them for his warm welcome. Additional sponsors were thanked, including Casella Waste, Cape Air, Community Health, M&T Bank, Killington, Green Mountain Power, Omya, Rutland Regional Medical Center, and Velco.

Introduction of CEDRR Officers for 2023-2024 – Russ Marsan

- President Shana Louiselle – Communications and Policy Advocate at Velco
- Vice-President Russ Marsan – Owner of Carpenter & Costin
- Treasurer Karen Garrow – Vice President and Senior Commercial Lender at HFCU
- Daniel Mora – Resident Liaison at Vista Senior Living

Introduction of CEDRR Staff – Chrispin White

Welcome to the MINT, Rutland's Makerspace – Kim Griffin

Executive Director Report – Lyle Jepson

Awards Ceremony – Lyle Jepson, Executive Director
Tyler Richardson

We would like to take a moment to appreciate the work that Tyler Richardson has done for the community in his many roles at CEDRR over the past eight years. Tyler joined REDC and supported continuous change during that entire time, culminating with the merger of the Rutland Region Chamber of Commerce and Rutland Economic Development Corporation, creating the Chamber and Economic Development of the Rutland Region; CEDRR. We are happy for the County that he will continue to support our communities in his new role with the City of Rutland. Help me in thanking Tyler for his past, current and future involvement with the region.



Board Member Service Awards

CEDRR's strength and ability to support businesses, communities and families is a direct result of the people who volunteer many hours of their time, serving on CEDRR committees and on the CEDRR Board of Directors. Board members serve three three-year terms at which time they may continue on committees (until we recall them to join the Board again!)

We would like to thank the following individuals for their dedicated leadership to our businesses, communities and families of Rutland County and the State of Vermont. We missed a couple last year....

- Laurie Mecier Brochu – provided leadership to merge the Chamber and REDC
- Steve Costello – instrumental in launching Real Rutland Regional Marketing
- Mark Foley Jr – bringing skills to create the Hub CoWorks and StartUp Rutland
- Nicole Kesselring – brings a wealth of engineering knowledge and calm strategy to all conversations
- John Russell III – a mentor to me who taught me to “take the time to Stop and Think, then act”

Business Leader of the Year - Nicole Bower Cluckin' Café and Rollin' Rooster

CEDRR hosted a Mixer at the Rutland Airport early after the pandemic had eased. We were excited by the size of the crowd. We thought that people were eager to see us. In fact, we found a secret recipe to getting people to attend our Mixers. That secret was the Rollin' Rooster food trailer.

Nicole Bower and her team, especially her husband Scott, are perfect examples of scalable entrepreneurship. They are a business that has grown to meet the increasing demands of the market. With humble beginnings, their website says, “The first Rollin' Rooster food trailer first hit the road in 2019 as the first step in Nicole's and Scott's lifelong dream to own a restaurant. In the Spring of 2020, they added a second food-trailer and in 2021 added a third trailer to the fleet to help meet the extraordinary demand for their incredible chicken.

Success with the food trailers made it clear that Nicole and Scott needed a complete restaurant-kitchen if they were going to work their full magic. The Cluckin' Café & Culinary Institute, in Pittsford, was founded in the Fall of 2020 as an extension of their existing business, The Rollin' Rooster. As a certified teacher with a background in helping to run a culinary program at LiHigh School in Poultney, Nicole knew she had the experience and the passion for sharing her culinary skills with the next generation.

And that is not all, they are also located at Cluckin' Café at Cones point in Wells Vermont and over the summer they were at Condon's donuts food truck location in Wells, Maine. And, during Ski Season, you can find The Rollin' Rooster at Killington Resort and enjoy, as they will say, cluckin' awesome food and beverages at the Skyship Base Lodge on Route 4.

So, we all know why so many people are here tonight. They are here to enjoy your culinary talents as our Business Leader of the Year.

Community Leader of the Year – Killington Select Board

Chair Steve Finneron, Chris Karr and Jim Haff
Town Manager Mike Ramsey



We would like to commend the Killington Select Board for making Killington Forward a reality. Killington Forward is an action plan that will enhance the economy, infrastructure and growth potential in the Town of Killington and beyond, creating a sustainable future for everyone in the region. The efforts of the Select Board to bring all of the necessary players to the table will now bring municipal water infrastructure, significant road enhancements, workforce housing and the reality of the Six Peaks Ski Village.

We thank the Killington Select Board, Town Manager and staff, and White & Burke for the professional way they are working through this process. They have successfully earned TIF district designation and have partnered with Killington Resort and the Great Gulf Group.

As you know, Killington Resort attracts the most skier visits of any U.S. ski area east of the Rockies and is an industry leader in terrain and snowmaking capacity. Killington/Pico offer 1,977 acres of skiing on 213 trails. Parent company, Powder Resorts, continually invests in resort infrastructure, such as the K1 base lodge, new lifts, and snowmaking improvements.

Great Gulf Homes, a low and high-rise developer of over 80,000 homes to-date acquired 1,100 acres in Killington in May 2023. The project received masterplan approval from the state for between 1,935 and 2,300 residential units plus village commercial development.

The Select Board in Killington focused on bringing the players to the table and creating the necessary infrastructure. The State of Vermont and Town of Killington are investing over \$65 million in public road and water infrastructure via grants, forgivable loans, and tax increment financing. Killington is a model for development that could only have happened because of the people that worked tirelessly to move it forward.

We congratulate and thank the Killington Select Board for being the leaders that our Region has needed to get the job done.

Volunteer of the Year – Paul Gallo – Magic Brush Painting

We are taping this right now, because our Award winner wants everyone to know that he is doing his 5 and 5. Five days sick and five days with a mask. COVID has not gone away. He is being responsible.

There are people in our community who silently work as community developers. They are people that humbly give other people credit for successes. They are people that appreciate the **good** that bringing people together around a common cause can create.

A person that goes unrecognized, because that is the way he likes it, is Paul Gallo.

We know that Paul owns and operates Rutland's Magic Brush Painting, one of northern New England's largest commercial painting contractors, servicing four states. But who is Paul Gallo, really?



We reached out to people that know him well, like Dean Pierce, Susan Schreibman and others. We learned that Paul graduated from Mt. St. Joseph Academy, Champlain College and Castleton University.

Paul currently serves on many committees at MSJ including chairing MSJ's Diversity Committee. He is passionate about our community and our future and about children and families.

You may know that Paul has worked on the redevelopment of Center Street Marketplace and the creation of the Rutland Creek Path. He has served as a Board member with Rutland Free Library, Rutland Regional Medical Center, Rutland Head Start, the Paramount Theatre (VP), the Rutland Creative Economy (Chair), the Italian-American Club and numerous advisory committees for local non-profits.

His service on Boards is well known, but his contributions behind the scenes are equally impressive. He has used his business as a tool to provide in-kind services to non-profits and individuals in need of a helping hand. None of this is known to the public and certainly the magnitude of these contributions will never be known to even his benefactors as he understates all his efforts. On top of that, he and Ingrid's personal contributions have been extraordinary. One local business leader commented, "When Paul comes knocking, I know it's going to cost me something, but I also know he and Ingrid are putting in twice as much as he's asking for from me."

Fundraising is a true skill, but to raise funds you must have vision and Paul is a sought-after visionary leader. Paul often refers to passion and purpose, and he lives his life under that mantra. The Paramount Theater would not exist without Paul and Wonderfeet Kid's Museum would not exist without Paul. The expansion of Wonderfeet into their new space has taken 10 years of vision, planning, management, PASSION and PURPOSE.

When talking about Paul, one person that cannot be overlooked is Paul's partner in life, Ingrid. She has also joined Paul in staying home for all the right reasons. Behind the scenes Ingrid is there to support him in every single venture. From his business, to their financial contributions, to their everyday life, Ingrid is there at every step, providing guidance, support and vision. No one but he and Ingrid will know how many foster children that they have supported for as long as anyone can remember.

Paul is vision, planning, management, PASSION and PURPOSE, a person that appreciates family, a person that is the epitome of all that is "good" about humanity.

Paul's response on the phone today was, "There are lots of good people in Rutland. That is why we are here." And he is our Volunteer of the Year.

Innovator of the Year – Rutland Area Robotics

Rutland area Robotics is a 501c3 non-profit organization that supports k-12 robotics teams in Central Vermont. They strive to instill a passion for science, technology, engineering, and math in every team member. Team members learn project management skills and how to work as part of a team. The team



in front of you includes our future engineers, scientists, designers, healthcare and finance professionals and community leaders. They are our workforce of the future, a workforce that will inspire, solve big problems, such as Global Warming, and they will be our ethical compass for the AI industry.

Dean Kamen, founder of FIRST Robotics stated, “We created a sport as exciting as every other – but the only one where every kid on every team has the chance to turn pro.”

They are led by a group of mentors who are just like you, business and industry leaders and parents; each is passionate to pass on their skills and expertise to the next generation. That generation stands before you today. They are Rutland Area Robotics.

Accepting the Innovator of the Year award on behalf of the IBOTS is Dan Roswell, President of Rutland Area Robotics and Mentor for the team.

Speaker – Dan Roswell, Mentor and President of Rutland Area Robotics spoke about the evolution of the team.

New Business: None

Old Business: None

Meeting adjourned 6:45 pm at which time people attended the mural unveiling at the front of the MINT.



Policy Committee Meeting Minutes | Friday, November 10th, 2023 | Via Zoom

Present: Sen. Brian Collamore, Doug Babbitt, Lyle Jepson, Ed Bove, Sen. David Weeks, Nicole Kesselring, Jennifer Scott, Rep. Mary Howard, Michael Ramsey, Tyler Richardson, Andrew Brewer, Cooper Babbitt

The meeting was called to order at 12:03 p.m.

Each participant introduced themselves.

Downs Rachlin Martin Legislative Review – Andrew Brewer

Andrew provided an overview of the status of the 3-Acre Rule. He described that the rule is in the first phase of a two-phase roll-out, and that companies have an 18-month window to come up with mitigation plan and Nicole explained that based on her work, some permit applications have been sent in, but there has been a delay in response from the state. Andrew discussed ARPA money available for design and that, in his discussions with the Agency of Natural Resources, there is a belief there may be money for construction in the future and that the administration may back such a plan. Sen. Collamore said he is not aware of any specific appropriations proposals yet, but there may be some in the upcoming session. Andrew expressed that DRM would track this activity and any proposal by the Administration. Lyle explained that the two primary waterways in Rutland, Moon Brook and Mussey Brook, do not have an existing mitigation plan, which leads to significantly increased impact fees for Rutland businesses affected. Nicole and Sen. Collamore provided examples of potential impact fees between \$200,000 and \$1,000,000 for certain local businesses, which are unmanageable. Andrew explained that certain aspects of the rule are governed by the Federal and State governments. The EPA set the timeline, and any change would require congressional action. The impact fees are set by State rulemaking, and the Legislative Committee on Administrative Rules could act. Any appropriations would need to be approved by the state legislature. Lyle and Andrew stated they would raise the issue again with the RDCs to incorporate it into legislative priorities.

Andrew provided an overview of the upcoming legislative session, focusing on the following issues:

Flood Recovery: Flood recovery would be a major priority in this legislative session, and that it would take up a lot of oxygen, which could detract from other priorities.

Housing: Housing will remain a key priority for the legislature this session. The primary focus will be on emergency housing for people experiencing homelessness, which is currently costing the state government ~\$50 million/year. Work around housing is likely to focus on building upon Act 47 to increase development of existing single-family housing and that the changes have already started to be implemented in the state. Additionally, there will be continued activity on changes to Act 250 specific to housing. These potential changes include raising the 25-unite threshold for Act 250 review and changes to which areas of the state Act 250 would cover – potential exempt areas include downtowns and village centers, and other developed areas. Nicole discussed the impact of the 10/5/5 rule.

Public Safety: Topics such as bail reform, changes to penalties for shoplifting offenses, and dealing with substance abuse are the expected focuses for public safety.

Workforce Development: The Scott Administration has been particularly focused on career technical education and administrative proposals to expand and support it are expected. The struggles at VTSU will be a major topic. DRM will



focus on achieving another 1-year extension of the VEGI program. H.10 was introduced last session and would have increased reporting requirements and added limits to VEGI, but did not advance out of committee.

Paid Family Medical Leave: PFML has been a major priority for the House but has not gained much traction in the Senate. Andrew explained that any new legislation would compete with the voluntary PFML law already in place, which the Scott Administration supports.

Andrew took questions from Nicole, Doug, and Michael. Nicole asked about the potential changes to Act 250, specifically around housing, and what changes, if any, were anticipated. Andrew explained that, to many, Act 250 is working exactly as it should and that this was a major barrier to any changes. He further explained that there may be some changes to definitions in the Act, but was concerned about whether new triggers would be associated with them. He explained that prospective exempt areas make up a tiny portion of the state, so the impact of changes would be limited.

Doug described his experience working with developers, whose primary issue with Act 250 reviews is the inconsistency between regions, making it impossible to reliably predict how their permits would be adjudicated, and asked who controls the process and what changes could be made to the process. Andrew described the review and appeal process, with all appeals being heard by the Superior Court currently. There are studies and proposals looking at changing the reviewing body and the appeal process, as well as the functions, resources, and staffing at the NRB. Andrew expressed that a better system would have professionals completing all reviews, rather than laymen members of the local commissions, and that this would bring more consistency.

Michael asked about the opportunity for project-based TIFs. Andrew explained that Sen. Cummings is working on it, but that he is not sure whether the House Ways and Means committee has the same goals.

Adjournment at 12:56 p.m.