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Workforce Development

The Workforce Investment Act of 1998 reformed employment, training, adult education, and vocational rehabilitation programs by creating an integrated “one-stop” system of workforce investment and education services for adults, dislocated workers, and youth. Maine’s workforce system comprises four regions, which utilize a network of 12 full-service CareerCenters with additional service points and partner providers located throughout the state.

- Region 1 – Aroostook and Washington Counties
- Region 2 – Piscataquis, Penobscot and Hancock Counties
- Region 3 – Androscoggin, Franklin, Kennebec, Oxford & Somerset
- Region 4 – Waldo, Knox, Lincoln, Sagadahoc, Cumberland & York

Each CareerCenter offers employment assistance, such as résumé and interview tips, veterans services, workshops, job fairs, job search tools and employers recruiting. They also offer targeted services and programs as well as employer and business resources.

The 2008 recession caused massive job displacement from certain sectors such as manufacturing, construction, retail trade and government to job growth in education, health care, professional and business services. The education, knowledge, and skill requirements for jobs in these growing sectors differ from what was required of workers displaced in the declining sectors.

Educators and workforce development professionals have the important responsibility of anticipating job performance requirements and future needs of the workforce.

MCDA Workforce Conference

Thursday, May 14, 2015

8:00 a.m. to 2:15 p.m.

Jeff's Catering in Brewer

(See Page 10 for Further Details)

Northern New England Chapter American Planning Association

The Northern New England Chapter American Planning Association (NNECAPA) is one of 47 Chapters and 20 Divisions within the American Planning Association (APA), and serves APA members in Maine, New Hampshire, and Vermont. The American Planning Association is a non-profit public interest and research organization representing more than 40,000 practicing planners, officials, and citizens involved with urban and rural planning issues across the country.

NNECAPA's 2015 Annual Conference is scheduled for October 1 and 2, 2015 in Portland, Maine at The Westin. The overall theme for the conference is: RESOURCE, ENGAGE, SUCCEED. Listed below are ideas that the conference committee is working with to plan out the sessions:

Resource – Funding, leverage, philanthropy, use of skilled residents, aligning different sources of funds.

Engage – Working with difficult situations, an angry audience; why we do this, keeping the passion alive for what we do under difficult circumstances; engaging the public for implementation, going beyond the planning process; when you get to run the meeting, going beyond staff support.

Skills – Focus on future trends – new rules for the hospitality industry; alternative fuels; hybrid codes – what are they, how to mold the form-based code to your community; urban design; advanced site planning; reading a phosphorous plan (or other more advanced engineering study); RFP writing.

The call for sessions and mobile workshops is here:

<http://nnecapa.org/resources/2015-nnecapa-annual-conference-portland-me/>

It would be great to have an MCDA presence here with a session on funding, engagement in community development, RFP writing or anything that fits the theme from community development practitioners. Many planners have taken on community development as part of their services to a local government, so MCDA is more than aligned with NNECAPA – it's a part of it!

Please mind the deadline and e-mail or call with any questions.

Anne M Krieg AICP

krieg@bridgtonmaine.org

NNECAPA 2015 Conference Chair

MCDA Board member

MAP Board member

Director of Planning, Economic & Community Development

Town of Bridgton

3 Chase St, Suite 1

Bridgton, ME 04009

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http://www.bridgtonmaine.org/Eco/eco_home.php

NNECAPA –

Mission is to improve and promote the standards and quality of planning at all levels in the States of Maine, New Hampshire and Vermont; to encourage the free exchange of ideas among planners in Northern New England; and to facilitate the participation of members in the activities of the American Planning Association.



Funding Opportunities

Greenville, Eastport businesses to get \$200K in grants

Northwoods Gourmet Girl, a Greenville-based specialty foods company, is among five rural Maine businesses benefiting from a total of \$200,000 in community block grants.

The Maine Department of Economic and Community Development on Thursday announced the latest round of grants from the Micro-Enterprise Assistance Program to the towns of Greenville and Eastport to assist with business development.

The micro-enterprise program provides funding to communities "to assist [with] innovative solutions to problems faced by micro-enterprise businesses," the DECD said. The funds are administered by the DECD's Office of Community Development.

The town of Greenville is receiving a \$50,000 grant to help Northwoods Gourmet Girl purchase a commercial dishwasher, 40-gallon steam kettle, computer inventory management system and delivery van. The funds will also help the company create two jobs and convert two part-time jobs into full-time positions. The company matched the grant with \$330,000.

The town of Eastport is receiving a \$150,000 grant to help the Landmark 1887 Restaurant, S.L. Wadsworth & Son and The Soda Fountain & Apothecary/E.E. Shead. The grant, matched with \$400,000 from the businesses, could create up to five new jobs.

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- **Farmers Market Promotion Program – May 14, 2015.** The FMPP provides funds on a competitive basis to support the development, improvement, and expansion of domestic farmers markets, roadside stands, community supported agriculture programs, agritourism activities, and other direct producer-to-consumer market opportunities.
 - **Local Food Promotion Program – May 14, 2015.** The LFPP provides funds on a competitive basis to support planning or implementing projects designed to assist in the development, improvement, and/or expansion of local and regional food business enterprises that have the capacity to increase domestic consumption of, and access to, locally and regionally produced agricultural products and develop a new market opportunities for farm and ranch operations serving local markets.

June 24-26, 2015 – Northeast Planning Conference

Plan on attending the **2015 APA Northeast Planning Conference in Saratoga Springs, NY, June 24-26th**. We are planning informative, inspirational sessions and have secured two great [speakers](#) to help you stay in touch with important changes in our communities, regions, and the planet.

Getting ahead of the future involves anticipating new planning trends, emerging issues, and preparing for what is next. But what is next? How do we prepare for an uncertain economy, adapt to climate change or address new demographic realities? What is the role of the professional planner of the future and what skills will they need? How can planners engage and inspire our constituencies in preparing for what's next? The Getting Ahead of the Future Conference will explore these questions and the necessary skills for planners at all stages of their careers, including: specialized competencies, political savvy, leadership, collaboration, and written, oral and graphic communication. We invite you to learn how to get ahead of the future with your peers from 9 states at the 2015 APA Northeast Planning Conference in Saratoga Springs, June 24-26th.

Jobs & Classifieds

Economic Development Specialist – The Central Maine Growth Council seeks an Economic Development Specialist. The position involves analytical and specialized technical work in supporting planning and implementing a program of economic development for the Central Maine Growth Council and the municipalities they serve. For more information and a detailed job description, contact Tanya Verzoni at tverzoni@centralmaine.org.

Code Enforcement Officer – The Town of North Berwick seeks qualified applicants for the position of Code Enforcement Officer, Building Inspector, and Local Plumbing Inspector. The position will begin in June, 2015. The successful applicant must have previous planning, enforcement, and building trade experience and must possess a Local Plumbing Inspector license for interior and exterior plumbing inspections. Send a cover letter, résumé, and salary history by April 13, 2015 to Town Manager, Town of North Berwick, P.O. Box 422, North Berwick, ME 03906.

Town Manager – The Town of Fort Fairfield is a community of 3500 with a Council/Manager form of government, an annual budget of \$2.6 million and 28 full-time employees. The Town seeks an individual with personnel management and labor relations experience, strong successful economic development experience, strong financial management and budgeting skills, and good communication skills. Submit correspondence via e-mail to PersonnelServices@memun.org by April 9.

Town Manager – The Town Manager is appointed by a three-person Board of Selectmen in St. Agatha. The Town Manager serves as the administrative head of Town government, directs and manages operations, services and activities and provides organizational leadership to each department within Town government. The successful candidate should possess a minimum of a Bachelor's degree in Public Administration, Business Administration, or other related field and three years or more of municipal or business supervisory responsibility or a combination of education, experience, and training. To apply, submit a cover letter, résumé, 3 professional references, and a 3-year salary history to Town Manager Search, Town of St. Agatha, P.O. Box 110, St. Agatha, ME 04772 by April 10, 2015.

Director of Planning and Development – Must have a solid working knowledge of Maine subdivision, shoreland zoning, and site plan regulations. Minimum qualifications include five or more years successful leadership experience in municipal planning and development review, advanced degree in community planning or related field and AICP or CNU certification or equivalent combination desired. The position includes coordination and supervision of development reviews, code enforcement, and building codes administration, work with citizen committees, and frequent evening meetings. Apply by mail with résumé and professional references by April 24, 2015 to Human Resources, Town of Yarmouth, 200 Main Street, Yarmouth, ME 04096 or by e-mail to HR@yarmouth.me.us.

Business Development Specialist – The City of Bangor is seeking highly qualified applicants for the position of Community and Economic Development Officer. This position will be responsible for assisting the Director and CED staff in developing, managing and enhancing both economic and community development projects and relationships in the community, region and state. The primary responsibilities are to assist with the implementation and management of the City's CDBG projects and programs and to assist in business attraction, retention and expansion activities. Position requirements include a 4-year degree related to business, community and economic development, marketing, or a related field and at least 5 years of relevant experience. To apply, submit a letter of interest, application, résumé, and references by April 15, 2015 to Melissa Borden, Human Resources Specialist, Bangor City Hall, 73 Harlow Street, Bangor, ME 04401.

Assistant City Manager – The City of Caribou will be accepting résumés for the position of Assistant City Manager. The Assistant Manager is responsible for Human Resources and City Planning. The position also helps in the day-to-day oversight and operation of all departments of the city. Project management and detailed reports on the progress of assigned projects is a regular part of the functions of the position. Desired qualifications include: experience of a high level for strategic planning, intergovernmental relations, labor relations/negotiations/contract administration, and land use and traffic and transportation issues. Please send cover letter, résumé, and employment application to Assistant City Manager Search, Attn: City Manager, 25 High Street, Caribou, ME 04736 or email to citymanager@cariboumaine.org by April 29, 2015.

Director of Community Development - The Town of Camden seeks a highly energetic, creative, self-starter to be its Director of Community Development. The ideal candidate will have a proven track record in community building, neighborhood outreach, and business retention and development. The Director will be the “go to” Town liaison for the businesses community, be a resourceful problem solver, and have an entrepreneurial approach to enhancing job and business opportunities. The Director is a key member of the Town’s management team and is the primary staff for the Town’s Community and Economic Development Committee and the Downtown Network Board.

Qualifications include: A combination of education and experience in one or more of the following: business, public administration, communications or relevant field; 5 years of professional experience in volunteer or nonprofit administration, small business development, or project management; excellent written and verbal skills, considerable experience in community building; familiarity with planning and zoning ordinances/regulations, and doing infrastructure projects. Qualified applicants should submit a cover letter, resume and 3 professional references to: Community Development Director Search, Town Manager’s Office, PO Box 1207 Camden, ME 04843. On-line applications will also be accepted by sending them to townmanager@camdenmaine.gov with a subject line of Development Director. Applications are due by Monday, May 11. The Town of Camden is an equal opportunity employer and offers a competitive compensation package.

Planning and Development Director - The Midcoast Council of Governments (MCOG) seeks an energetic and experienced Planning and Development Director to support regional planning, economic development, project development and service provision. This position will appeal to those who thrive in a challenging learning environment and appreciate the reward of working at the regional level in the Midcoast. Possessing a significant number of these attributes will foster success in this position:

- Experience in municipal or other government environments.
- Land use planning, economic development, community development experience.
- Project development and administration experience.
- Program administration and reporting experience.
- Appreciates the reward of working independently and taking ownership.
- Excels at creative problem-solving.
- Quick learner, expects tasks outside of current knowledge-base

Competitive salary will be commensurate with experience. Excellent benefit package. A full job description is posted at midcoastcog.org. Please forward cover letter and resume. Application review starts May 7 and continues until filled. EOE Jeffrey Kobrock jkobrock@midcoastcog.org, Midcoast Council of Governments, PO Box 62, 165 Main St, Damariscotta, ME 04543.

JobFairs throughout Maine

March 30: Job Fair at the Augusta CareerCenter, 10 a.m. to 2 p.m.

April 1: Job Fair at the Greater Portland CareerCenter, Noon to 3 p.m.

April 6: Sebago Lakes Region Chamber of Commerce Job Fair, 2 to 6 p.m. at St. Joseph's College, Standish

April 10: Androscoggin County Community Job Fair, 9 a.m. to Noon, Central Maine Community College, Auburn

April 16: Calais Job Fair, 10 a.m. to 1 p.m., Washington County Community College Gymnasium

April 23, Job / Resource Fair, 9 a.m. to Noon, Oxford Hills Comprehensive High School cafeteria, 256 Main Street, South Paris

NEW April 23, Job Fair at the Skowhegan CareerCenter, 3 to 6 p.m.

April 27: Job Fair at the Augusta CareerCenter, 3 to 6 p.m.

April 29: Career Fair, 10 a.m. to 2 p.m., Kennebec Valley Community College, Fairfield

May 4: Job Fair at the Lewiston CareerCenter, Time TBD

May 6: Job Fair at the Greater Portland CareerCenter, Noon to 3 p.m.

May 13: 8th Annual Regional Job Fair, 3:30 to 6:30 p.m., Warsaw Middle School, Pittsfield

May 14: Government Jobs Job Fair, Augusta Armory, Augusta

SAVE THE DATE 2015 CDBG Certification and Implementation Training Workshop June 18 & 19th, Augusta City Hall

The Department of Economic and Community Development (DECD) Office of Community Development will be holding a 2015 CDBG Certification and Implementation Training Workshop for all applicants who have been invited into the Project Development Application Phase of the Community Development Block Grant (CDBG) Program. Topics included in the workshop covers the national objectives of the CDBG Program, such as who benefits, who cannot apply for CDBG, etc. Staff from the Office of Community Development will provide details of the specific community and economic development projects available as well as project budgets and timeline for applications and letters of intent (LOI). This Two-Day Workshop will provide grantees with information on the Nuts-n-Bolts of the CDBG Program and will include other topics, such as:

- Phase II review (Project Development Application) requirements
- Environmental Review process
- Procurement
- Federal Labor Standards
- Construction and Section 3 Requirements
- ADA Requirements
- Income Surveys

NEWS FROM AROUND THE STATE

Town of Madison

Madison Paper Industries laid off a number of employees during a two-week period in January, 2015 citing competition from a Canadian mill and rising energy costs. The Madison mill produces supercalendered paper used for magazines and advertisements and employs about 220 people.

The Canadian mill produces the same type of paper and receives subsidies from the Canadian government resulting in a much lower cost structure to operate the mill. U.S. Senators Susan Collins and Angus King have raised concerns with the Office of the U.S. Trade Representative regarding unfair subsidies and plan to continue to fight against unfair trade practices that affect employment in Maine.

Madison Paper Industries makes up about 40% of the town's tax base. A recent decrease of the mill's value from \$229.7 million to \$80 million compounds the financial burden of residents in the community.



Success Stories from Sunrise County Economic Council:

- ❖ SCEC and County Government formed the Unorganized Territories Tax Increment Financing (UT TIF) program and assisted over a dozen businesses with almost \$150,000 in grants and over \$330,000 in loans.
- ❖ Launched the Sunrise Food Infrastructure Initiative through micro loan and grant programs investing over \$250,000 in local farms during 2014.
- ❖ The Washington County Education Initiative was created to assist Washington County in building an educated workforce.
- ❖ SCEC is helping to strengthen Adult Education by working with the Town of Machias on a \$100,000 CDBG grant for Workforce Development.
- ❖ The Eaton Foundation and Boston Foundation made possible scholarships of \$500 for low-to-moderate income residents of Washington County who will be attending a training and/or certification program that will increase their opportunities for employment



In an effort to reinvigorate the town's Chamber of Commerce, membership in the Fort Fairfield Chamber of Commerce is FREE for any resident or business in the community in 2015. Active membership helps businesses grow while making positive impact on the community. For more information, contact Executive Director, Tim Goff at 472-3802 or email tgoff@fortfairfield.org.

ABOUT MCDA

MCDA's Purpose

TO PROVIDE FORUMS TO INCREASE AWARENESS AND FOSTER COMMUNICATION RELATING TO COMMUNITY DEVELOPMENT ISSUES AND CONCERNS, AND TO PROVIDE EDUCATION AND TRAINING THROUGH WORKSHOPS.

MCDA Meetings

THE ANNUAL MEETING OF THE ASSOCIATION TAKES PLACE AT THE ANNUAL CONVENTION OF THE MAINE MUNICIPAL ASSOCIATION. FOUR (4) REGULAR MEETINGS FOR THE GENERAL MEMBERSHIP AND THE EXECUTIVE COMMITTEE ARE HELD ANNUALLY THROUGHOUT THE STATE OF MAINE. THE EXECUTIVE COMMITTEE MEETINGS ARE CALLED BY THE PRESIDENT OR MAJORITY OF OFFICERS ON AN AS-NEEDED BASIS.

MCDA Newsletters

QUARTERLY NEWSLETTERS HIGHLIGHTING COMMUNITY AND ECONOMIC DEVELOPMENT ARTICLES OF SPECIAL INTEREST THROUGHOUT THE STATE OF MAINE ARE MADE AVAILABLE TO THE GENERAL MEMBERSHIP.

Benefits to Becoming a Member. . .

MCDA Funding Directory

Training and Workshops

Legislative Advocacy

Affiliation with Other Agencies and Organizations

Links to Funding and Business Agencies

MCDA's ability to network with multiple partners

Who's Invited to Join????

ANY PERSON, MUNICIPALITY, OR FIRM EMPLOYED BY OR INTERESTED IN ECONOMIC AND/OR COMMUNITY DEVELOPMENT.

THE COMPOSITION OF MCDA'S EXECUTIVE COMMITTEE AND CURRENT MEMBERSHIP OFFERS NEW MEMBERS AN EXTENSIVE KNOWLEDGE BASE OF COMMUNITY AND ECONOMIC DEVELOPMENT PROGRAMS AND AVAILABLE FINANCIAL RESOURCES. THE TENURE AND EXPERIENCE OF THIS ASSOCIATION CAN PROVIDE NEW MEMBERS WITH A MULTIPLE RESOURCE BASE ON A VARIETY OF PROPOSED PROJECTS IN YOUR COMMUNITY. I AM/AM NOT INTERESTED IN SERVING ON ONE OF THE FOLLOWING COMMITTEES:

- ✓ ADVOCACY
- ✓ COMMUNICATIONS
- ✓ FINANCE
- ✓ PROFESSIONAL DEVELOPMENT
- ✓ MEMBERSHIP
- ✓ OFFICER/EXECUTIVE COMMITTEE

DID YOU KNOW!!!

MCDA currently has a membership of 51 members consisting of municipalities, individuals, firms and state representatives from throughout the State of Maine. Becoming an MCDA member offers numerous benefits, such as training and workshops, legislative advocacy, affiliation with other agencies and organizations, links to funding and business agencies, and ability to network with multiple partners. The Quarterly Newsletter provides informational materials on funding opportunities, job openings, community and economic development articles, and upcoming events. MCDA urges each municipality to become a member of the organization. MCDA is an affiliate group of the Maine Municipal Association (MMA) and as such enjoys the same status regarding lobbying. MCDA's Advocacy Role is to weigh in on proposed legislation and policies that impact community development in Maine.

MCDA also works closely with the Maine Department of Economic and Community Development (DECD). DECD's Office of Community Development works collaboratively with MCDA to review proposed changes and garner support for the CDBG Program. This is a time for the MCDA membership to provide feedback in the CDBG Program. As the federal budget continues to decrease, it is necessary for communities to seek funding from sources other than the CDBG program. Networking with MCDA's experienced members provides a source for connection to other funding sources and/or available financial resources.

This organization is the "voice" of community development policy making in Maine. Please join and make your 'voice' count!

Visit our website at www.maineecda.org for a membership application or contact any member of the Board of Directors.

Maine's Housing Crisis

According to the Bangor Daily News, February 4, 2015, the State of Maine will receive \$21.5 million from the financial ratings company, Standard & Poor's as settlement for unfair and deceptive trade practices in connection with the housing crash. Attorney General Janet Mills filed a lawsuit against Standard & Poor in 2013 for its role in the housing crisis. Maine was one of 19 states, along with the federal government and the District of Columbia that sued S & P on charges that it had defrauded investors in the lead-up to the recession. S & P negotiated a joint settlement worth \$1.4 billion in payments with one-half of the payments going to the federal government and the remaining one-half divided amongst the 19 states.

S & P was allegedly issuing unrealistic ratings to mortgage backed securities and credit default options, not because those were great investments but because S & P were getting fees (kickbacks) from the investment banks. As part of the settlement, S & P did not admit to any violations of the law, but did sign a statement of facts acknowledging that its executives in 2005 delayed implementing new models that produced more negative ratings.

The settlement money will be used for consumer protection and education, including efforts aimed at helping homeowners facing foreclosure stay in their homes.

Growing Maine's Economy

In November, 2014, the Bangor Daily News took a Maine Focus survey and asked people for their feedback on which economic development ideas deserve priority. The following lists the top 10 results:

1. Reduce energy costs
2. Expand broadband
3. Improve K-12 education
4. Improve quality of Maine's workforce
5. Focus on entrepreneurs and innovators
6. Protect Maine's quality of place
7. Cultivate connections for local food
8. Reform higher education
9. Improve health, reduce health care costs
10. Improve Maine government efficiency

Once the results were in, the top 10 were sent to people in the fields of economic development, community planning, energy, every level of education, business, entrepreneurship, transportation, banking, town government, innovation, technology, research and health and asked them to rank each on a scale of 1 to 10. The following top five proposals were ranked by 46 experts:

1. Improve quality of Maine's workforce
2. Focus on entrepreneurs and innovators
3. Improve K-12 education
4. Reform higher education
5. Protect Maine's quality of place



Thursday, May 12, 2015
GENERAL MEMBERSHIP MEETING and
WORKFORCE CONFERENCE
8:00 A.M. TO 2:15 P.M.

MEETING AGENDA

Jeff's Catering

15 Littlefield Road
Brewer, ME

8:00 - 8:45 A.M.	Breakfast and Registration
8:45 – 9:15 A.M.	Welcome/Business Meeting
9:15 – 9:45 A.M.	Glenn Mills: Labor Trends in the State of Maine: Department of Labor, Center for Workforce Research and Development

ELEMENTS OF A SUCCESSFUL PROGRAM –

9:45 – 10:15 A.M.	Randy Dicker, Pride Manufacturing and Conrad Nadeau, Tasman Leather The Employer's Perspective
10:15 – 10:30 A.M.	Break
10:30 – 11:30 A.M.	Jim McGowan, KVCC and Denise Smith, EMDC The Trainers: Who They Are and What They Do
11:30 – 12:00 Noon	Funding Resources and Challenges
12:00 – 1:00 P.M.	Lunch
1:00 – 2:15 P.M.	Don Mondor, Senior Flexonics Pathway Case Study: Maine Extension Partnership

MCDA meetings are held the second Thursday of every other month. In the event, the second Thursday falls on a holiday, the meeting will be held on the next business day.

Maine Community Development Association

Local Government Center
60 Community Drive
Augusta, ME 04330-9486

(207) 623-8428 or
1-800-452-8786

www.maineccda.org

MCDCA Subcommittee

Members:

Advocacy

Vacant (Chair)
Tony Levesque
Amy Bernard

Communications

Joella Theriault (Chair)
Tony Levesque
Amy Bernard

Finance

Mathew Eddy (Chair)
Executive Committee

Professional Development

Gail Chase (Chair)
Jim Gulnac
Tracey Hutton
Anne Krieg
Tony Levesque
Linda Smith
Tracey Steuber
Austin Blees

Membership

Steve Dyer (Chair)
Amy Bernard
Jim Gulnac
Tony Levesque

Nomination

Tony Levesque (Chair)

2014-2015 MCDA EXECUTIVE COMMITTEE MEMBERS

President:

Darryl Sterling
Economic and Community Development Consulting
1 Tulip Street
Richmond, ME 04357
(207) 807-9062
Term Expires: October, 2015

Vice President:

Gail Chase
Kennebec Valley Council of Governments
17 Main Street
Fairfield, ME 04937-1119
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Term Expires: October, 2015

Treasurer:

Mathew Eddy
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Term Expires: October, 2015

Secretary:

Joella R. Theriault
Northern Maine Development Commission
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Term Expires: October, 2015

Past President:

Rodney Lynch, AICP
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Term Expires: October, 2015

BOARD MEMBERS

Anne Krieg

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Term Expires: October, 2016

Tom Martin

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Steve Dyer

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Suzie Paradis

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Term Expires: October, 2015

