

BUCKS COUNTY CONSORTIUM MEETING MINUTES
Thursday, September 5, 2024

Call to Order:

A meeting of the Bucks County Consortium was held at 9:20 a.m. at Warrington Township on September 5, 2024, and called to order by Consortium President, Becki Marencik.

Roll Call, Introductions and Community Updates:

The following Bucks County communities were represented at the meeting:

Heather Satterly, Bristol Township
Jessica Ireland, Bristol Township
Megan Abbott, Bristol Township
John Larson, Chalfont New Britian Sewer Authority
Sophia Vitoroulis, Chalfont New Britian Sewer Authority
Caroline Brinker, Doylestown Borough
Stephanie Mason, Doylestown Township
Andrea Susten, Doylestown Township
Steve Bradshaw, Langhorne Borough
Ashley Casey, Middletown Township
Mega Bhandary, Middletown Township
Nick Valla, Middletown Township
Stephanie Teoli Kuhls, Middletown Township
Alex Mullin, New Britian Township
Bob Pellegrino, Northampton Township
Bill Wert, Northampton Township
Alex Nagey, Northampton Township
Stacy Mulholland, Plumstead Township
Steve Hicks, Plumstead Township
Eileen Bradley, Sellersville Borough
Brenda Detweiler, Sellersville Borough
Catherine Cataldi, Solebury Township
John Ramey, Warminster Township
Timothy Hagey, Warminster Township Municipal Authority
Daulton George, Warminster Township Municipal Authority
Angela Benner, Warrington Township
Kyle Seckinger, Warwick Township
Becki Marencik, Warwick Township
Lauri Halderson, Warwick Township Water & Sewer Authority
Greg Schuster, Wrightstown Township

Sponsors:

Rick Mellor, Delaware Valley Trust

Beth Kaufman, Equitable Advisors

Tom Hough, Hough Associates

Bill Vitiello, Victory Bank

Tracey Carroll, William Penn Bank

Sponsors Spotlight:

Mike Baumwell, Chief Executive Officer, Rep'd

Presentation: Passing the Torch: Effective Succession Strategies for Municipal Success

Panel discussion moderated by Stephanie Teoli Kuhls, Middletown Township with Bob Pellegrino, Northampton Township Manager, and Randee Elton, Bristol Township Manager.

Ms. Teoli Kuhls began her presentation by discussing Succession Planning with the following focus points:

- Top Strategies for Local Governments
- Classic Mistakes and Suggested New Approaches

Ms. Teoli Kuhls, Mr. Pellegrino, and Ms. Elton each providing real-life examples from their professional career in municipal government.

She then discussed succession planning within local government and the following concepts:

- Recent understanding that it is critical to organizational success
- Importance of continuity of services and leadership
- Identification of critical roles
- Talent assessment and development
- Leadership development

Ms. Teoli Kuhls and the panelist reviewed each of the following topics providing feedback and their professional knowledge and experiences:

- Cross Training, Mentorship, Leadership Development, Community Involvement, Strategic Use of Technology, Partnerships and Collaboration, Regular Talent Reviews, and the use of Flexible Workforce Planning

Ms. Teoli Kuhls discussed and provided feedback on "Why Engage in Succession Development"

- Get talent ready to move up
- Talent is mobile
- Learning and development become the "glue"
- The war for talent is won with culture and enriched experience

Link to the article discussed and basis of this presentation: [Career Compass No. 109: Succession Planning—Nine Classic Mistakes to Avoid | icma.org](https://www.icma.org/career-compass/109-succession-planning-nine-classic-mistakes-to-avoid)

Ms. Teoli Kuhls and the panelist reviewed the classic mistakes and the suggested new approaches for each of the following:

- Mistake #1 – Relying solely on compensation to win the war for talent
- *Suggested Approach – Enhance organizational culture*

- Mistake #2 – Focusing solely on position replacement
- *Suggested Approach – Develop “leader-full” organization (Margaret Wheatley)*

- Mistake #3 – Putting all the attention on the “known” stars
- *Suggested Approach – Focus on all high-potential employees*

- Mistake #4 – Over-emphasizing classroom education and training
- *Suggested Approach – 70% learning by doing, 20% coaching and 10% classroom training*

- Mistake #5 – Assessing only hard skills
- *Suggested Approach – Focus on importance of leadership and communication skills*

- Mistake #6 – Letting departments hoard their talent
- *Suggested Approach – Provide cross-department learning opportunities*

- Mistake #7 – Not training managers on how to conduct development conversations
- *Suggested Approach – Make development conversations part of your organization*

The panelist concluded their discussion by providing examples and their experiences of the mistakes/suggested approaches listed above.

Ms. Marencik thanked Ms. Teoli Kuhls, Mr. Pellegrino, and Ms. Elton for their wealth of knowledge and information with today’s presentation.

Treasurer’s Report and Payment of Bills:

Upon motion by Eileen Bradley, seconded by Stephanie Mason, the Treasurer’s Report for May through August 2024, was unanimously approved.

Approval of Minutes:

Upon motion by Eileen Bradley, seconded by Caroline Brinker, the May 2, 2024, meeting minutes were unanimously approved.

New Business:

Mrs. Marencik announced that the Bucks County Consortium membership has been invited to a discussion on affordable housing, hosted by the Montgomery County Consortium of Communities, and the HealthSpark Foundation.

She shared that this event is designed specifically for municipal and township staff, which will cover the basics of affordable housing, and offer a chance to talk with peers about local challenges and opportunities.

Affordable Housing Insights: A Municipal Manager's Forum on Tuesday, October 15, 2024, from 1:00- 2:30pm at the Community Partners Center, located in Colmar, PA.

Mrs. Marencik noted that Ashley Casey, Consortium Coordinator will share the registration link with the membership after today's meeting.

Mrs. Marencik thanked Angela Benner, Warrington Township Manager for hosting today's meeting.

Adjournment:

The meeting was adjourned at 10:31 a.m.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Ashley Casey".

Ashley Casey
Consortium Coordinator