



TOWN OF ERIE

645 Holbrook Street
Erie, CO 80516

Meeting Agenda Sustainability Advisory Board

Wednesday, March 4, 2026

6:30 PM

Community Room Town Hall

In Person
Doors close @ 6:45 p.m.

1. Call Meeting to Order

2. Roll Call and Verification of Quorum

3. Approval of the Agenda

4. Approval of Previous Meeting Minutes

A. *Approval of February 4, 2026 Meeting Minutes*

[2026-168](#)

Approval of Sustainability Advisory Board February 4, 2026, Meeting Minutes

Attachments:

[SAB 02-04-2026 Meeting Minutes](#)

5. Public Comment

6. General Business

A. *Council Member Updates*

B. *Staff Liaison Updates*

C. *Board Member Updates*

1. *Prior action items*

2. *New updates*

D. *Arbor & Earth Day Update*

E. *2026 Priorities Brainstorming*

F. *April Meeting Attendees & Topics*

G. *Review and Recommend Four Applicants for Sustainability Advisory Board Appointments*

[2026-158](#)

Sustainability Advisory Board Applicant Review & Recommendation to Town Council

Attachments: [SAB App - Anne Walsh](#)
[SAB App - Enrique Barrantes](#)
[SAB App - Karen Winkler](#)
[SAB App - Kathleen Teal](#)
[SAB App - Megan Anders](#)
[SAB App - Robert Cowan](#)
[SAB App - Thomas Leese](#)
[SAB App - William Thomas](#)

7. Adjournment

A. Next regular in person meeting Wednesday, April 1, 2026 @ 6:30 p.m.

Translation Services

Persons planning to attend the meeting who need sign language interpretation, translation services, assisted listening systems, Braille, taped material, or other accommodation should email the Town Clerk's Office at TownClerk@ErieCO.gov or call 303-926-2710. Please submit requests at least 48 hours prior to the meeting.

Si requiere una copia en español de esta publicación o necesita un intérprete durante la reunión del Consejo, por favor llame a la Ciudad al TownClerk@ErieCO.gov o 303-926-2710. Por favor envíe sus solicitudes al menos 48 horas antes de la reunión.



TOWN OF ERIE

645 Holbrook Street
Erie, CO 80516

Town Council

Board Meeting Date: 3/4/2026

File #: 2026-168, **Version:** 1

SUBJECT:

Approval of Sustainability Advisory Board February 4, 2026, Meeting Minutes

DEPARTMENT: Administrative Operations

PRESENTER(S): Karen Winkler, Chair

TIME ESTIMATE: 0 minutes

For time estimate: please put 0 for Consent items.

POLICY ISSUES:

N/A

STAFF RECOMMENDATION:

Approve Sustainability Advisory Board February 4, 2026, Meeting Minutes.

SUMMARY/KEY POINTS

N/A

BACKGROUND OF SUBJECT MATTER:

N/A

ATTACHMENT(S):

Add items in a numbered list OR delete this list and change to N/A.

1. SAB 02-04-2026 Meeting Minutes



TOWN OF ERIE

Meeting Minutes

Sustainability Advisory Board

Wednesday, February 4, 2026, at 6:30 PM

Town Hall
645 Holbrook Street
Erie, CO 80516

1. Call Meeting to Order

- A. Called to order by Karen Winkler

2. Roll Call and Verification of Quorum

- A. Present: Karen Winkler, Rick Kattar, Kathleen Teal, Art Henderlong, Anne Walsh, Renaldo Grami
- B. Absent: Mackenzie McClaskey
- C. Others in attendance: Sustainability Division Manager, Eryka Thorley; Council Member, Anil Pesaramelli

3. Approval of the Agenda

- A. Art motions to approve the February meeting agenda, second by Renaldo and Kathleen, approved

4. Approval of Previous Meeting Minutes

- A. Kathleen motions to approve the December 2025 meeting minutes, second by Renaldo, approved

5. Public Comment

- A. None

6. General Business

- A. Michéle Crawford (Town of Erie staff) presenting on new agenda format
 - a. Live inks in online agenda – keeps the whole agenda packet in Laserfiche. Allows attachments to be held with the agenda.
 - b. Legistar is the Town agenda management system. If you want to add an attachment to an agenda you need to provide justification that will be included in the system. Eryka and Michele will actually fill out the memo needed, with detailed info and links provided by the requestor.
 - c. Anne, Karen, and Kathleen are up for re-application. Need to resubmit our applications by February 27th. Discussion on applicant recommendations to Council

will take place at March 2026 meeting. <https://www.erieco.gov/1419/Apply-to-an-Advisory-Board>

- d. Presentation for new members, and refresher for returning members, will happen in May 2026.
- e. Agenda items need to be submitted at least one full week before the meeting date. Michele will send out a reminder.

B. Council Member Updates

- a. Study session for EPR and resiliency action plan, Eryka and Emma presented and did a great job. Council seemed very supportive and had relevant questions. Good discussion, going to add a section explaining the goal, aspiration of the resiliency plan.

C. Staff Liaison Updates

- a. Approved for second round of CU Boulder Masters of the Environment student. Goal is to explore implementation. Proposed three topic areas.
 - i. HOA resilience workshop pilot program, tangible threats explored in resiliency plan, identify resources.
 - ii. Extreme heat events are the most tangible threat for the town, identify most vulnerable residents and plan.
 - iii. Reliance hubs in the context of the Community Center. Resilience hub has a very broad definition and is really dynamic, so trying to find a balance for what is needed and what can be provided. It's possible to start smaller. Research good locations in Erie. Library, HOA community centers.
- b. Rebates – live for 2026, not many changes. Did not cut any rebates. Energy efficiency rebates were a smashing success in 2025! Sustainability was able to scale with increased demand and provide for double the number.
- c. Water conservation – Flush and Flow Program – Weld County Youth Conservation Corp. – targeted low-income residents, will replace toilets and other water equipment and replace them as it makes sense and helping them to conserve water. Very targeted outreach for disadvantaged community members. No cost to the person receiving the benefit.
- d. Grant submitted for nicer office space at the recycling center. New shed would have more windows, space to support staff, and better visibility to monitor people coming in.
- e. Draft Sustainability Action Plan to steering committee. Eryka will send it out to the SAB for a first review.
- f. Making a real effort with staff of the town on internal sustainability engagement, starting with a composting challenge in February and March. Facility that has the biggest change year over year will win their choice of a party – breakfast burritos, pizza, or ice cream. Colorado Compost no longer provides a detailed scorecard for town facilities so this will help keep the competitive spirit alive.

D. Sustainability Action Plan Letter of Support

- a. 2019 SAB provided a similar letter. SAB did most of the plan themselves, but keeping with the tradition, SAB would like to send another one.

- b. Motion to approve inclusion of letter of support in the Sustainability Action Plan, Kathleen motions, Art and Renaldo second, Karen Approves.
- E. 2026 priorities brainstorming
 - a. Pollinators District effort, need Mackenzie to update at the next meeting.
 - b. Community Fruit Rescue is up and running, can run on autopilot so long as there is funding.
 - c. EPR messaging will come from Circular Action Alliance (CAA), do we have an opportunity to be part of the educational outreach? Not sure what this might look like but want to keep it on the radar for engagement or networking.
 - I. How can we liaison with HOAs? Are there contacts available? Some. How do we get in front of the HOAs to get them thinking about re-allocating funds to net positive outcomes (i.e. pollinators, compost, etc.). We should be sharing info on our socials and to groups we interact with.
 - II. Rick advises TOE to be proactive on training and education. There will be a gap between start up and fluid operations. Need to get in front of Circular Action Alliance training plans.
 - III. Opportunity to work with the town's Neighborhood Services team for better engagement with HOAs.
 - d. Repair café?
 - e. Send any ideas to Karen and Mackenzie to think about for 2026 / 2027.
- F. 2026 Calendar of Events
 - a. Karen created a SAB calendar for SAB members, all have access. Front loaded all known events and meetings. Check the calendar regularly.
 - b. Biggest need for volunteers is the Arbor and Earth Day event. If at all possible, please volunteer.
 - c. SAB at community events? Partnering with Sustainability? Probably.
 - d. 2025 had 5 farmers markets we attended. Seems right for 2026.
- G. Event Materials Purchases
 - a. Mackenzie to supply reusable water balloons – vote yes, \$100 for materials. Motion to approve, Art, Renaldo second, approved.
 - b. Laser cut items – cannot use the logo right now, conversation ongoing. Can only use the Town of Erie Logo just can't add to the logo – Eryka to send Anne a high-res file.
- H. Arbor and Earth Day Updates
 - a. Event application submitted, vendor application is live.
 - b. TAB and SAB are expected to budget for Arbor and Earth Day and split the cost evenly (new town-directed process). We had not budgeted for this for 2026. \$600 for 2026 for SAB. Need to discuss at planning meeting on Feb 12. Eryka needs the email from Tom (TAB), Karen to forward it to Eryka. She says don't stress.
- I. March Meeting Attendees and Topics
 - a. Kathleen will be absent.
- J. Advisory Board Applications
 - a. Michele covered this above.

K. Board Member Updates

- a. Karen: SAB booklet status? From Nov and Dec action items, where does this stand now? Eryka will work with their comms team on production. Karen to forward the email to Eryka.
- b. \$11,000 awarded in the 2026 budget.
- c. Can anyone create a monthly 'SAB Corner' blurb? Topics of interest. Kathleen volunteers for March, to be submitted by February 20. We started mid-way through 2025.
- d. Can we make a repository of topics to have in reserve? Yes, all can contribute.
- e. Community Fruit Rescue pre-season meeting – February 24th. Budgeted \$750 for 2026, TAB will do an equal share.
- f. Letter from Rose Murphy, Former SAB member

"I believe that the Sustainability Board has done considerable research on pollinators and the flowers that each species needs. Also, there are numerous guidelines out there for low water plants. Each year the town of Erie rents space to a plant vendor. Typically, the vendor sells a lot of non-native, hybrid flowering plants.

Three Suggestions:

Could the Sustainability Board work with the town to suggest, or require, that the vendor sell low water need, pollinator friendly plants?

Could the Sustainability Board set up a booth to educate and encourage the use of more low water use, pollinator friendly plan?

Could the Sustainability Board and the town work with Lowes to encourage them to sell more low water use, pollinator-friendly plants? Set up a workshop through Lowes? Set up a second workshop to educate customers on alternatives to Roundup and other environmentally harmful herbicides and pesticides? These alternatives would need to be available at Lowes and cost at least as much as Roundup."

- I. The plot of land referenced in the letter is slated for development in 2027 so this isn't something that will be an issue long-term.
- II. We are already stretched thin with SAB community engagement. Could possibly as Plum Creek to provide SAB materials at their location.
- III. We have limited influence on Lowe's corporate decision making. Not sure they'd welcome us in to provide workshops that may contradict available products. Could be some limited options for encouraging them to highlight native plants. Table the discussion until the March meeting.

Z. Future Topics for Next Meeting

A. 2026 Priorities

Town of Erie
645 Holbrook Street
Erie, CO 80516

B. Further discussion on Rose's feedback

8. Adjournment

Adjournment at 8:03 pm, next regular in person meeting is Wednesday, March 4, 2026, at 6:30pm.



Sustainability Advisory Board

Board Meeting Date: 3/4/2026

File #: 2026-158, **Version:** 1

SUBJECT:

Sustainability Advisory Board Applicant Review & Recommendation to Town Council

DEPARTMENT: Administrative Operations

PRESENTER(S): MacKenzie McClaskey, Secretary

TIME ESTIMATE: 80 minutes

For time estimate: please put 0 for Consent items.

POLICY ISSUES:

Ordinance 30-2025

STAFF RECOMMENDATION:

Please review and discuss the applications for the Sustainability Advisory Board. Members of the Sustainability Advisory Board (SAB) should make recommendations to fill three (3) three-year terms ending April 30, 2029, and one (1) resigned term ending April 30, 2027.

SUMMARY/KEY POINTS

- Advisory boards make recommendations for board appointments to the Town Council every two years.
- Three (3) positions on the SAB are ending on April 30, 2026, and one position has been resigned with a term ending April 30, 2027.
- SAB will need to appoint four (4) members to the board of the eight (8) attached applications.
- Three (3) applicants will be appointed to three (3) three-year terms to fulfill the odd numbered year appointments as updated in the Town of Erie Municipal Code.
- One (1) applicant will be appointed to Richard Kattar's resigned seat ending on April 30, 2027.

BACKGROUND OF SUBJECT MATTER:

Ordinance 30-2025 repealed and reenacted Title 3 of the Erie Municipal Code regarding boards, commissions, and committees. Appointments shall occur in April of odd number of years or as necessary to fill vacancies. Because of the Municipal Code update, three (3) applicants will now be

appointed seats with terms ending April 30, 2029.

ATTACHMENT(S):

Add items in a numbered list OR delete this list and change to N/A.

1. SAB App - Anne Walsh
2. SAB App - Enrique Barrantes
3. SAB App - Karen Winkler
4. SAB App - Kathleen Teal
5. SAB App - Megan Anders
6. SAB App - Robert Cowan
7. SAB App - Thomas Leese
8. SAB App - William Thomas



Town of Erie Sustainability Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Failure to attend three consecutive regularly scheduled meetings without a leave of absence approved by majority of the Sustainability Advisory Board could be grounds for dismissal.

Full Name	Anne Walsh
Are you an Erie resident?	Yes
Are you under the age of eighteen?	No
Home Address	[REDACTED]
Email	[REDACTED]
Primary Phone Number	[REDACTED]
Employer	Union Pacific Railroad
Job Title/Occupation	Director Environmental Programs
Have you ever been employed by the Town of Erie?	No
Do you work for or own a company that does business with the Town of Erie?	No
What is your highest level of education completed?	Masters Degree or Higher
Are you currently serving on an advisory board or commission?	Yes
What advisory board or commission are you currently	SAB

servicing on?

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed? See prior application

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues? Yes - SAB

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result? See prior application

If you were appointed, what goals would you like to see accomplished on this board or commission? See prior application

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission? Yes

Please read and agree with the following statement:

I certify that the facts and statements contained in this Board and Commission Application are true and correct. I further understand that false statements shall be sufficient cause for rejection of this application. I further certify that I have not been convicted of a felony under the laws of the State of Colorado or in another jurisdiction. I understand that falsification, omission or misrepresentation will result in a rejection of this application. Any falsification, omission or misrepresentation is evidence of perjury in the second degree. If I become a board or commission member with the Town, this form is valid for the period of my term with the Town and the crime records may be updated periodically at the discretion of the Town. I understand that this application is considered a public record and subject to the Colorado Open Records Act.

I Agree Yes

All board and commission members must follow the rules and Yes

regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use.

Acknowledgement Signature

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

Sustainability Advisory Board Application

02/06/2026 12:46 PM (MST)



Town of Erie Sustainability Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

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Full Name	Enrique Barrantes
Are you an Erie resident?	Yes
Are you under the age of eighteen?	No
Home Address	[REDACTED]
Email	[REDACTED]
Primary Phone Number	[REDACTED]
Employer	SummaWork LLC
Job Title/Occupation	co-owner
Have you ever been employed by the Town of Erie?	No
Do you work for or own a company that does business with the Town of Erie?	No
What is your highest level of education completed?	Bachelors Degree
Are you currently serving on an advisory board or commission?	No
Are you currently serving on a board?	No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

I am deeply interested in serving on the Sustainability Advisory Board for the Town of Erie because I am passionate about advancing environmental responsibility and sustainable practices at the community level. I'm actively seeking out sustainable options wherever I go, whether choosing eco-friendly accommodations and restaurants during vacations, opting for low-waste practices in daily tasks, or prioritizing energy-efficient choices in routine activities.

Living in the nearby Broomfield/Boulder County area, I am excited to contribute to Erie's impressive initiatives in renewable energy, water conservation, and long-term ecological health, helping balance growth with a greener future.

If appointed, I bring strong leadership, project management, and digital transformation expertise from my career in the energy sector at Chevron. I have led large-scale SAP S/4HANA implementations and the Digital Core program, successfully managing cross-functional teams to deliver complex projects. These skills in process optimization, technology integration, and fostering high-performing teams can support Erie's sustainability efforts, such as implementing data-driven tools for tracking emissions, streamlining green programs, or exploring AI for efficiency gains (bolstered by my recent certification in Artificial Intelligence: Business Strategies and Applications). As a collaborative leader with experience in governance and employee networks, I am eager to work with the board and residents to advance tangible, impactful sustainability goals for Erie.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

No

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

In Chevron's Digital Core program, while leading a small cross-functional team on critical integrations, I disagreed with a proposed custom-heavy approach that risked long-term maintainability and scalability on a multi-billion-dollar initiative.

My standard practice in high-budget IT projects is to first align the team on the WHAT (clear objectives) and WHY (business value, strategic fit, risks), then evaluate options and pros/cons. I facilitated a focused discussion to re-ground everyone on these fundamentals, presented data on total cost of ownership and upgrade impacts, and outlined alternatives (e.g., a standardized API-driven path) with clear trade-offs.

The structured, evidence-based conversation led to consensus on the more sustainable design. The result: a robust, future-proof solution delivered on time with no major rework, strong governance alignment, and maintained team morale—reinforcing the value of principled, data-driven disagreement.

If you were appointed, what goals would you like to see

Transparency, a clear roadmap on Erie's sustainability goals, and suitable ways that DON'T financially impact businesses and residents.

accomplished on this board or commission?

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission? Yes

Please read and agree with the following statement:

I certify that the facts and statements contained in this Board and Commission Application are true and correct. I further understand that false statements shall be sufficient cause for rejection of this application. I further certify that I have not been convicted of a felony under the laws of the State of Colorado or in another jurisdiction. I understand that falsification, omission or misrepresentation will result in a rejection of this application. Any falsification, omission or misrepresentation is evidence of perjury in the second degree. If I become a board or commission member with the Town, this form is valid for the period of my term with the Town and the crime records may be updated periodically at the discretion of the Town. I understand that this application is considered a public record and subject to the Colorado Open Records Act.

I Agree Yes

All board and commission members must follow the rules and regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use. Yes

Acknowledgement Signature





Town of Erie Sustainability Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Failure to attend three consecutive regularly scheduled meetings without a leave of absence approved by majority of the Sustainability Advisory Board could be grounds for dismissal.

Full Name	Karen Winkler
Are you an Erie resident?	Yes
Are you under the age of eighteen?	No
Home Address	[REDACTED]
Email	[REDACTED]
Primary Phone Number	[REDACTED]
Employer	The Wealth Conservancy, Inc.
Job Title/Occupation	Operations Manager
Have you ever been employed by the Town of Erie?	No
Do you work for or own a company that does business with the Town of Erie?	No
What is your highest level of education completed?	Bachelors Degree
Are you currently serving on an advisory board or commission?	Yes
What advisory board or commission are you currently	Sustainability Advisory Board

servicing on?

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

Having served on the Sustainability Advisory Board for the past two years, I've gained a deeper understanding of the Town's sustainability programs and action plan, as well as the important role the advisory board plays in helping Erie lead in the sustainability space. The board's work to inform, educate, and understand the diverse needs of the Erie community is essential to supporting projects that make a meaningful difference for the town. Working closely with Sustainability Division staff and with fellow board members has strengthened my commitment to environmental stewardship, and I would welcome the opportunity to continue supporting the town in its mission.

My husband and I have lived in Erie for nearly 26 years. We've raised our children here and have watched the town grow and evolve. Over those years, I've taken part in a wide range of volunteer opportunities as time and circumstances allowed—PTO officer, Neighborhood Watch, HOA committees, Library Association board member/treasurer, and the Erie Historical Society, among others. I'm approaching my three-year anniversary as a volunteer victims advocate with the Erie Police Department, and I served as chair during the final year of my two-year term on the Sustainability Advisory Board.

Engaging in the community in ways that give back and feel personally meaningful has always been a priority for me. Sustainability, climate impacts and resiliency, and the preservation of natural resources are issues I care deeply about. Supporting the Town of Erie in reaching its environmental and sustainability goals is something I find genuinely rewarding. I would like to continue contributing to the town's adoption of sustainable practices and help weave these values into the fabric of the community. I believe the board's accomplishments, my long-standing connection to Erie, and my desire to make a positive impact position me well to remain an asset to the Sustainability Advisory Board.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

As mentioned, I am currently serving on the Sustainability Advisory Board in a two-year term and have been chair for the past year. Working closely with Sustainability Division staff, as well as other town staff and divisions, my fellow SAB members, members of other advisory boards, and Town Council has been a wonderfully positive and collaborative experience. It has allowed me to see issues in a more holistic way and to take into account varying perspectives on how to achieve the town's goals as they relate to all aspects of sustainability. Concerns to address in the coming years will include climate resiliency, water conservation, energy efficiency, and the continued expansion of our waste diversion opportunities. As the Extended Producer Responsibility Program rolls out in 2026, it will bring with it a vital need to understand the impacts and to effectively communicate to residents how it will affect them.

Please describe a situation where you were working with a small group and disagreed with the

I have worked with many small groups personally, professionally, and in volunteer roles. They tend to share similar dynamics that set them apart from larger groups: higher levels of engagement, more collaborative and efficient processes, and better

direction of the project, what did you do? What was the result?

communication among members. They are often task-oriented and results-driven. At the same time, because of—or sometimes in spite of—these strengths, they can also be among the most volatile when high engagement and passion for the mission collide with internal disagreement.

While I can think of many small-group situations where conflict arose, I often return to my experience on the Erie Library Association board, which was one of the most rewarding small, mission-driven groups I've worked with. When I joined, there were five members. As time went on, it became our responsibility to determine the future and legacy of the Lorraine David Children's Library in light of its anticipated closure, as the new full-service library would eventually make our services unnecessary. Each of us had strong ideas about what should happen next. Some members had been involved since Lorraine was alive and felt a deep personal connection to the library's origins. Others, without that history, approached the situation through a more economic or strategic lens. As a result, moving forward initially proved difficult.

Out of mutual respect, we decided to reset, step back, and identify our individual priorities. Removing sentiment—just temporarily—from the conversation allowed us to look at those priorities more objectively. From there, we realized we could craft a strategy that addressed nearly all of our goals. Each member felt heard and validated, and we gained a stronger appreciation for one another's perspectives. None of this would have been possible without respectful dialogue and a shared commitment to advancing our mission.

Ultimately, we were able to donate the library's collection and contents to a Lakota Sioux organization in South Dakota, sell the building to the town, and donate the proceeds to the Erie High School Education Foundation to establish a perpetual scholarship in Lorraine David's name—ensuring her legacy. That legacy was further honored through the naming of the children's section in the Erie Community Library. It was a truly gratifying and positive experience.

If you were appointed, what goals would you like to see accomplished on this board or commission?

Continued public engagement and outreach on matters of waste diversion, energy efficiency, climate resiliency, and the key topics outlined in the Sustainability Action Plan are priorities I would promote as an advisory board member. I would like to see the Town of Erie develop and maintain a stronger and more collaborative connection with the town's HOA boards and Metro Districts to enhance communication with Erie residents (the majority of whom live in these types of communities), and develop a strategy for effective communication with residents without these organizational constructs. I would also like to see Erie continue to expand its collaboration with Community Fruit Rescue and advance toward Pollinator District Certification. I would like to work toward more structured public engagement through community presentations and workshops to promote resources, rebates, and expertise that help Erie residents adopt more sustainable practices.

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

I am fully aware of the time commitment and can devote personal time towards being an effective member of the Sustainability Advisory Board.

Please read and agree with the following statement:

I certify that the facts and statements contained in this Board and Commission Application are true and correct. I further understand that false statements shall be sufficient cause for rejection of this application. I further certify that I have not been convicted of a felony under the laws of the State of Colorado or in another jurisdiction. I understand that falsification, omission or misrepresentation will result in a rejection of this application. Any falsification, omission or representation is evidence of perjury in the second degree. If I become a board or commission member with the Town, this form is valid for the period of my term with the Town and the crime records may be updated periodically at the discretion of the Town. I understand that this application is considered a public record and subject to the Colorado Open Records Act.

I Agree

Yes

All board and commission members must follow the rules and regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use.

Yes

Acknowledgement Signature





Town of Erie Sustainability Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Failure to attend three consecutive regularly scheduled meetings without a leave of absence approved by majority of the Sustainability Advisory Board could be grounds for dismissal.

Full Name Kathleen Teal

Are you an Erie resident? Yes

Are you under the age of eighteen? No

Home Address

Email

Primary Phone Number

Employer Longroad Energy

Job Title/Occupation Development Manager

Have you ever been employed by the Town of Erie? No

Do you work for or own a company that does business with the Town of Erie? No

What is your highest level of education completed? Masters Degree or Higher

Are you currently serving on an advisory board or commission? Yes

What advisory board or commission are you currently Sustainability Advisory Board

servicing on?

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

I'm passionate about building resilient, climate-forward communities and believe local engagement is one of the most impactful ways to drive change. My background in renewable energy project development—from site control and permitting to stakeholder outreach and financial structuring—gives me a deep understanding of how large-scale sustainable infrastructure is successfully implemented. I've also worked across sustainability consulting, ESG reporting, and impact investing, which has given me a systems-level view of both environmental and economic outcomes. I bring strong project management, public-private collaboration experience, and a genuine commitment to helping our town make meaningful progress on its sustainability goals.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

I am currently serving on the Town's Sustainability Advisory Board and am seeking reappointment to continue this work. During my term, I have contributed strategic input and stakeholder-focused perspectives informed by my professional background in renewable energy and community-based sustainability initiatives. Prior to joining the Board and currently, I provide strategic advice and stakeholder engagement support for large renewable energy projects in partnership with federal, state, and tribal agencies. Additionally, through my AmeriCorps service and graduate-level consulting roles, I worked closely with nonprofit and private-sector stakeholders to design and implement community-based sustainability programs. These experiences—combined with my service on the Sustainability Advisory Board—have strengthened my ability to navigate diverse perspectives, build trust, and contribute to solutions that reflect shared community values. I am particularly comfortable working collaboratively to balance environmental objectives with financial feasibility and regulatory considerations, and I look forward to continuing to support the Town's sustainability goals through ongoing Board service.

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

While developing a transmission corridor project, I was part of a team planning outreach strategy for landowners and community groups. I had concerns that our initial approach didn't adequately consider the historical and cultural context of affected communities, particularly tribal partners. I voiced these concerns and proposed a more inclusive engagement strategy that incorporated early dialogue and formal consultation. The team agreed to revise the outreach plan, and the result was a much stronger foundation of trust with key stakeholders—helping us avoid costly delays and fostering long-term support for

the project. This experience reinforced my belief in the importance of active listening and thoughtful collaboration.

If you were appointed, what goals would you like to see accomplished on this board or commission?

If re-appointed, I'd like to support the development and implementation of actionable sustainability initiatives that improve both environmental outcomes and community wellbeing. Specifically, I'd advocate for: • Adopting a municipal climate action plan with defined emissions reduction targets and timelines, including sector-specific goals for transportation, buildings, and waste. • Accelerating the transition to clean energy, such as supporting solar installations on municipal buildings and community solar projects accessible to lower-income households. • Improving energy efficiency in town infrastructure, including LED streetlight upgrades, high-performance HVAC systems, and building envelope improvements. • Promoting electrification of municipal fleets and incentivizing EV adoption through expanded charging infrastructure. • Leveraging federal and state funding under the Inflation Reduction Act and Colorado's Greenhouse Gas Pollution Reduction Roadmap to help finance these initiatives. • Engaging the community through education campaigns, sustainability workshops, and climate resilience planning to ensure that the town's efforts are inclusive, transparent, and informed by resident priorities. My goal is to help the town translate big picture sustainability goals into specific, measurable, and community-driven actions.

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

Yes, I understand the time commitment and have the flexibility to dedicate time to board responsibilities. I'm currently working in a professional role that supports public engagement and collaboration, and I'm committed to contributing consistently and reliably to this important work.

Upload resume and additional documents (optional)



Teal_Resume.pdf

Please read and agree with the following statement:

I certify that the facts and statements contained in this Board and Commission Application are true and correct. I further understand that false statements shall be sufficient cause for rejection of this application. I further certify that I have not been convicted of a felony under the laws of the State of Colorado or in another jurisdiction. I understand that falsification, omission or misrepresentation will result in a rejection of this application. Any falsification, omission or misrepresentation is evidence of perjury in the second degree. If I become a board or commission member with the Town, this form is valid for the period of my term with the Town and the crime records may be updated periodically at the discretion of the Town. I understand that this application is considered a public record and subject to the Colorado Open Records Act.

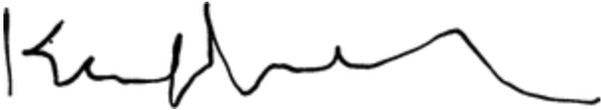
I Agree

Yes

All board and commission members must follow the rules and regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use.

Yes

Acknowledgement Signature

A handwritten signature in black ink, appearing to be 'Kupfer', written in a cursive style.

Kathleen E. Teal

Erie, CO · [REDACTED]

· [linkedin.com/in/kathleenteal](https://www.linkedin.com/in/kathleenteal)

SUMMARY

Experienced renewable energy project developer with 3+ years leading utility-scale solar and wind projects from greenfield through NTP and acquisition. Proven ability to manage full development lifecycle across multiple ISO. Skilled in interconnection, permitting, offtake strategy, and cross-functional coordination. Strong M&A, financial modeling, and stakeholder management experience with a focus on solar and wind projects. Able to hit the ground running in remote, fast-paced environments.

SKILLS:

- Full lifecycle utility-scale solar and wind project development
 - ISO familiarity: MISO, SPP, PJM, SERC
 - Land acquisition, permitting, and interconnection
 - Financial modeling, due diligence, and risk assessment
 - Cross-functional project management and team leadership
 - Strategic stakeholder engagement and community relations
-

PROFESSIONAL EXPERIENCE

LONGROAD ENERGY

Erie, CO

Development Manager

August 2025 - Present

- Lead development of multiple utility-scale solar projects in SERC across Dominion Energy and Alabama Power
- Serve as primary coordinator across internal SMEs for land, permitting, interconnection, engineering, and offtake
- Direct stakeholder engagement and risk mitigation activities across early and mid-stage projects
- Maintain detailed financial models and project budgets; support financing and acquisition diligence
- Manage greenfield and acquisition opportunities, and oversee interconnection strategy and development timelines

TRANSALTA

Boulder, CO

Project Developer, Renewables

December 2023 - June 2025

- Led project teams through all stages from conception to hand-off including: community outreach and stakeholder management, land acquisition, regulations, permitting at all levels, transmission and interconnection, engineering, and Power Purchase Agreements
- Focused on renewable project development across PJM, MISO, SPP, WECC, and ERCOT in wind and solar
- Overseeing and managing due diligence for acquisitions of portfolios and greenfield opportunities
- Managed project budgets and schedules, maintained financial models and key assumptions, conducted feasibility studies
- Supported portfolio transactions by building CIM's, setting up VDR's, and facilitating buyer Q&A

INVENERGY

Denver, CO

Senior Analyst, Transmission Development

March 2023 - December 2023

- Supported development of NM North Path transmission line, a 400-mile, 4,000 MW HVDC transmission line for renewable energy delivery
- Negotiated site control and right-of-way agreements with private landowners and tribal governments
- Coordinated with permitting and environmental teams on local, state, and federal approvals
- Identified renewable siting strategies aligned with long-haul transmission interconnection options
- Handled confidential regulatory and stakeholder engagement processes

GREEN ALPHA ADVISORS

Louisville, CO

Equity Analyst

May 2022 - March 2023

- Continually sought new corporate equity candidates for portfolio investment consideration and regularly reevaluated existing holdings through a comprehensive research and financial analysis process
 - Focused on renewable energy generation, storage at scale, and real estate development

- Built and maintained critical reports, financial models, and master list of Green Alpha's investable securities
- Led Investment Committee meetings and Investor Relations calls with external companies
- Authored blog posts and white papers, coauthored quarter and year end macro attribution commentary

ADDITIONAL EXPERIENCE

Sustainability Consultant Intern at Mercer Advisors • Consultant at EcoProducts • Impact Investing Intern at RePlant Capital • Graduate Consultant at EarthHero • Undergraduate Advisor at Columbia College • AmeriCorps Service Member

BOARD AND LEADERSHIP ROLES

Board Member — Sustainability Advisory Board, Town of Erie, CO

May 2025 – Present

- Provide strategic input on local environmental initiatives, energy policy, and long-term sustainability planning
- Advise municipal leadership on clean energy adoption, community engagement, and resource conservation

EDUCATION

UNIVERSITY OF COLORADO BOULDER, LEEDS SCHOOL OF BUSINESS

Boulder, CO

Master of Business Administration

May 2022

Focus on socially responsible business, project management, and renewable energy

UNIVERSITY OF COLORADO BOULDER, MASTERS OF THE ENVIRONMENT

Boulder, CO

Masters in Sustainability

May 2022

Focus on renewable energy, corporate social responsibility, and sustainability consulting

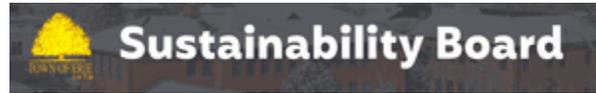
GREEN MOUNTAIN COLLEGE

Poultney, VT

Bachelor of Arts, Sustainable Agriculture and Food Systems

May 2015

Dean's list each semester, graduated Summa Cum Laude, captain of cross country and tennis teams



Town of Erie Sustainability Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Failure to attend three consecutive regularly scheduled meetings without a leave of absence approved by majority of the Sustainability Advisory Board could be grounds for dismissal.

Full Name	Megan Anders
Are you an Erie resident?	Yes
Are you under the age of eighteen?	No
Home Address	[REDACTED]
Email	[REDACTED]
Primary Phone Number	[REDACTED]
Employer	Endress+Hauser
Job Title/Occupation	Regional Sales Manager
Have you ever been employed by the Town of Erie?	No
Do you work for or own a company that does business with the Town of Erie?	Yes
If so, please explain	I work for an process instrumentation company that has the potential that we have sold flow meters and other instrumentation devices into the wastewater and water treatment plants. I have not directly sold into the facilities, but I believe my company has. Please don't hesitate to reach out if you have any questions or concerns.
What is your highest level of education completed?	Bachelors Degree

Are you currently serving on an advisory board or commission? No

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

As a resident of Erie, I am deeply committed to ensuring our town's rapid growth is balanced with long-term environmental resilience. I am currently pursuing my Master's in Sustainable Systems Engineering, expected graduation in May 2026, which has continued to fuel my passion for translating high-level sustainability goals into actionable strategic plans. I am eager to serve on the Sustainability Advisory Board to help Erie transition toward holistic energy conservation efforts, ensuring our community remains a leader in sustainable development.

Professionally, I bring a unique blend of technical expertise and strategic leadership to the table. In my current role as a Regional Sales Manager, I specialize in managing complex stakeholder relationships and developing comprehensive plans for industry leaders. While my academic focus has been on energy audits and sustainable infrastructure, the combination of these experiences allows me to bridge the gap between technical engineering requirements and community-wide implementation.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

While I have not yet served on a community board, I have experience serving in an advisory and committee capacities within my professional and academics circles. I have served on the Valparaiso University Women in Leadership Advisory Board in 2023 where I provided strategic guidance on professional development and mentorship initiatives. Internally at my organization, I am an active member of the Global Sustainability Circle and the Commission Rate Advisory Committee. These roles require me to evaluate complex data, represent the interests of diverse stakeholders, and provide formal recommendations to execute leadership to guide long-term policy and strategies.

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

In my experience on the Commission Rate Advisory Committee, I encountered a situation where I was the only person disagreeing with the proposed project direction. I believe that healthy, open conflict is essential to a group's success; it surfaces misalignments and ensures every perspective is heard. Rather than staying silent, I voiced my concerns to the group, emphasizing that while we shared the same end goal, I saw a different path to get there. This led to a transparent discussion where I highlighted specific concerns that the rest of the team had not considered.

The result was a productive compromise. Although the team ultimately decided to move forward with the original direction, we integrated several adjustments to address my specific concerns and mitigate potential issues. Even though the final outcome wasn't my initial choice, I respected the group's perspective and collaboration during the process. My focus then shifted to being a team player and I dedicated time to understand the nuances of the implementation and ensure each one of us communicated the new process clearly and effectively to the rest of the organization.

If you were appointed, what goals would you like to see accomplished on this board or commission?

If appointed, my goal is to serve as a collaborative "idea-generator" who bridges the gap between ambitious sustainability targets and the practical, day to day reality of a growing community. To support Erie's long term goals, I am eager to help implement a strategy to reduce the per-capita energy consumption, ensuring that the town's growth doesn't outpace the efficiency gains. Next, I would like to champion a community-wide composting program to divert organic waste from landfills and enrich our local soil. Finally, implementing further continued education across all generations of residence that empowers residents with the data and resources needed to navigate energy and water programs. I believe informed participation is the essential foundation for lasting and measurable change.

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

Yes I have reviewed the attendance requirements!

Upload resume and additional documents (optional)



Megan Anders - Resume - Sustainability Advisory Board.pdf

Please read and agree with the following statement:

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I Agree Yes

All board and commission members must follow the rules and regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use. Yes

Acknowledgement Signature

Megan Anders

████████████████████ | Erie, CO

Strategic leader with a unique background in both technical engineering and sales management, specializing in sustainable systems. Known for creating organization from chaos, developing high-performing teams, and implementing data-driven strategies that consistently improved process efficiencies.

Education

Master of Engineering: Sustainable Systems Engineering - University of Wisconsin - Madison: (Expected Graduation: May 2026)

- Core Competencies of Sustainability: Developed core competencies in sustainable development, focusing on risk management, carbon footprinting, and integrated engineering practices essential for driving a company's ESG strategy.
- Energy Efficiency in Buildings: Gained expertise in energy auditing, building energy modeling, and life cycle analysis (LCA) to identify and recommend high-impact energy conservation measures and performance improvements.
- Renewable Energy Systems: Analyzed the feasibility, availability, and environmental consequences of renewable energy sources, including methods for integrating them into existing systems to reduce emissions.
- Sustainable Energy Challenges and Solutions: Practiced analyzing complex energy problems to understand systemic social, environmental, and economic (ESG) impacts and to deploy comprehensive sustainability strategies.

Bachelor of Science in Engineering, Mechanical Concentration - Calvin University: International and Sustainability Designation | May 2018

Experience

Endress+Hauser – Sales Team, Greenwood, IN

Regional Sales Manager – Rocky Mountains/Pacific Northwest | April 2025 – Present

- Manages the sales pipeline for a \$68 million region, contributing to a 24% growth over last year
- Spearheaded the development of a strategic partnership with a leading national hyperscaler, developing and expanding an initial \$8 million opportunity into a current \$68 million opportunity.
- Led the development and delivery of a new curriculum focused on technical product knowledge and Blue Belt training for the sales team, driving a sales growth of 20% growth over previous year within the first 3 months of implementation.
- Developed a data optimization and performance tracking initiative, implementing a centralized CRM (Salesforce) platform that improved data quality by 26% and enabled clear, data-driven strategic insights.
- Developed and implemented of a value optimization sales strategy, shifting the regional approach from transactional sales to deep-rooted customer partnerships developing 2 accounts from \$300k to \$1.5 million accounts

Product Manager – Liquid Analysis | May 2023 – April 2025

- Support 25-30 customers weekly on analysis applications to solve complex problems to help improve efficiency and meet regulatory requirements
- Enhancing analyzer service contracts by integrating remote connectivity support and proactive ticket creation into CRM
- Partner with diverse industries daily, including but not limited to wastewater, life sciences, chemical, power/energy, green energy, and semi-conductor, to specify and provide correct equipment solutions tailored to their unique applications.
- Drive products through the lifecycle from specifying, installing, integrating, maintaining, and end of life with the customer
- Responsible for \$14 million annually in sales for the Western US; growing the region by 25% over 2024

- Facilitate knowledge transfer to maintain B2B relationships, ensuring alignment to provide seamless support
- Manage new product launches to distribute information and training throughout the sales channel
- Championed sustainable solutions by partnering with clients on projects including CO2 capture from the ocean, biofuel operations for energy generation, and water quality measurement in concentrated solar applications

Technical Support Team Manager – Liquid and Optical Analysis | Apr 2022 – May 2023

- Manage a cross-functional team of 8 engineers in multiple locations who troubleshoot, service, and train on instruments
- Align cross-functional taskforce (including service VP) to integrate Raman Spectroscopy into our division through various projects, including data systems integration, customer portfolios, service trainings, and field service kits/OJT's, etc.
- Drive cross-functional strategic direction for the next 5 years for Optical Analysis alongside the executive team
- Reduced the customer wait time KPI in Liquid Analysis by 41% and in Optical Analysis by 67%
- Spearheaded project to develop service contracts for liquid analysis analyzers, from conception to market launch

Technical Support Engineer – Team Lead Analysis | March 2021 – Apr 2022

- Facilitated weekly meetings, project planning, and KPIs for liquid and optical analysis, digital solutions, and TRSS.
- Cultivated a culture of cross-functional collaboration, continuous learning, and curiosity
- Fielded and serviced products in high level urgent cases to mitigate issues for quality customer experience
- Serviced instrumentation on-site for high profile cases and customers for critical complex customer problems

Technical Support Engineer – Liquid Analysis | Jan 2021 – March 2021

- Resolved customers in-depth technical questions involving troubleshooting broken instrumentation, calibrating instrumentation, application support, programming PID loops, and PLC integration
- Managed 30-40 customer cases and 15-20 customer calls daily to rectify critical problems in our customer facilities
- Trained internal and external personnel to be able to commission, service, and troubleshoot instrumentation in the field

Rotational Engineer | Jan 2020 – Dec 2020

- Rotations: Technical Support Engineer – Flow/Temperature/Digital Solutions, Inside Sales Engineer, Operations Engineer
- Operations Engineer – Developed and implement process improvement initiative increasing order processing throughput by 25%

Integrated Packaging Machinery

Mechanical Engineer | June 2018 – Sept 2019

Achievements, Skills, & Engagement

Organizations Members: Society of Women Engineers, Women in Manufacturing

University of Colorado Boulder: SWE mentorship Program (2024)

Endress+Hauser Committees: Global Sustainability Circle (2024 – Present) Hydrogen Instrumentation Team (2023-Present), Mentorship Program – Mentor/Committee Member (2023-Present), Commission Rate Advisory Committee (2024-Present), D&I Events Committee (2020-2024), CCEF Steering Committee - Coding Booth Lead (2020-2023)

Valparaiso University: Women in Leadership Advisory Board (2023)

Skills: Proficiency in Microsoft Office, Salesforce (CRM), SAP, Seismic, B2B integration, Beginner PLC integration, EQuest, Systems Advisory Model



Town of Erie Sustainability Advisory Board Application

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Full Name Robert Cowan

Are you an Erie resident? Yes

Are you under the age of eighteen? No

Home Address

[REDACTED]

Email

[REDACTED]

Primary Phone Number

[REDACTED]

Employer eGauge Systems

Job Title/Occupation CEO

Have you ever been employed by the Town of Erie? No

Do you work for or own a company that does business with the Town of Erie? No

What is your highest level of education completed? Bachelors Degree

Are you currently serving on an advisory board or commission? No

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

I've reached the point in my career and personal life where I feel compelled to give back and help others. Through eGauge, we've been part of numerous case studies and energy initiatives (<https://www.egauge.net/blog/category/case-study/>) so when I saw the opening for the sustainability board, I felt I might be able to add some value and help Erie achieve its sustainability goals in a more direct capacity.

I possess a practical understanding of the technology and processes needed to monitor and evaluate energy usage and can hopefully provide insight and industry experience for contextualizing the feasibility of energy goals. My wife is also the director of operations and maintenance for a wastewater treatment plant, so I at least have a cursory understanding of the wastewater process and water conservation initiatives.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

Although I have not served on a board or commission in the capacity for which I'm applying, I do serve as the head of the board for my current company. I am often challenged to manage the needs of not only the original founding members (non-active economic-interest only) as well as the needs of the company and its active members. We are currently undergoing a potential acquisition and the needs of all groups (the company and its employees, founders and active members) aren't necessarily aligned. It's my duty to actively ascertain the needs and concerns of all parties, and provide a solution that offers the maximum benefit to all those involved.

I feel there may be similar challenges when trying to satisfy the needs of public opinion and the town's objectives while taking into account constraints weighed by budget, resources, and process.

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

In my current professional role, I have come across these situations quite frequently! My management team is composed of 5 individuals with non-overlapping skillsets. We've recently started development of our next product line and there have been several disagreements on specific technical aspects of the product. Sales, engineering, logistics and finance all have different goals and objectives, which dramatically influence the final product.

Over the years I've found that it's best to focus on the highest level goal, and branch out from there. My motto is always 'what's the problem we're trying to solve?'. If the problem can't be explained succinctly in one sentence, it's not well defined. My aim is to identify why we're doing the work, what we expect for our intended outcome and find the simplest solution that satisfies all the identified goals. In this particular instance, we were able to put together a list of essential features that satisfy the needs of everyone involved. This helped to further elucidate why we're developing the product in the first place.

From my experience, most disagreements come from developing a solution before clearly identifying the problem that needs solving. If the group can't agree on the goal (or the problem to be solved), there's no hope in agreeing on a solution or process to fix it.

If you were appointed, what goals would you like to see accomplished on this board or commission?

I admittedly do not have a full understanding of the Sustainability Boards' needs and objectives, beyond what is publicly viewable on the town of Erie's website. That being said, I would like to assist the board in whatever way I can with a primary focus on sustainability awareness and energy efficiency. These are the topics that are most important to me, but I assume there will be many ongoing initiatives as well.

In my experience, awareness is an essential part of any public facing initiative. Without the public's awareness, even the best program can be ineffective. Additionally, energy efficiency is an area of expertise for me, so I hope I can help contextualize some of the challenges that might come from trying to achieve specific efficiency goals.

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

I am fully aware and do not foresee any scheduling issues and am prepared to devote the necessary time and effort to this committee if selected.

Upload resume and additional documents (optional)



Robert Cowan Resume (2026).pdf

Please read and agree with the following statement:

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I Agree Yes

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Acknowledgement Signature

CONTACT

Cell: [REDACTED]
[REDACTED]
[REDACTED]

[LinkedIn](#)

ROBERT COWAN

CEO

CAREER OBJECTIVE

I want to make organizations better. I provide transparent processes and executive leadership to help companies realize their goals. I promote work-life balance, individual ownership, and profit sharing for employees. I work to make sure everyone has a firm understanding of the organization's goals, while removing any obstacles or distractions.

PROFESSIONAL SKILLS

Manufacturing

- DFM, contract manufacturing
- supply chain, sourcing and demand planning
- rapid prototyping
- CNC machining, injection molding, 3d printing, pad printing, laser engraving, 3d modeling
- ANSI, CE, FCC, and UL certification

Leadership

- conflict resolution
- succession planning
- staff development
- executive mentorship

Legal

- M&A
- S-corp management
- patent/trademark management
- IP protection and enforcement

HR

- benefits administration/management
- PA/PIP process development
- payroll processing
- PEO implementation

ACHIEVEMENTS

- Granted US Patent US10560763B2 for 'Smart sensor technology'
- Successfully transitioned company HQ to net-negative energy efficient building with solar and EV charging

WORK EXPERIENCE

EGAUGE SYSTEMS

CEO | Jan. 2023 to Present

VP | Jul. 2018 to Jan. 2023

Product Manager | Oct. 2015 to Jul. 2018

- Manufacturer of US-made energy monitoring hardware, enabling customers to better understand their energy usage and generation.
- Developed company-wide mission and vision statements to align with goals
- Achieved average YoY revenue growth of 21%, while increasing net income by 94.5%
- Implemented comprehensive employee wellness program including flexible hybrid work schedule, profit sharing, retention bonuses and competitive benefits package.
- Redefined and focused product lineup, created product development roadmap
- Implemented ERP and CRM systems to streamline sales, manufacturing and support
- Introduced formalized white-labeling and OEM process
- Redefined target markets and shifted from B2C to B2B with a focus on distribution and large-volume integrators
- Launched corporate social responsibility initiative

SPARKFUN ELECTRONICS

Product Manager | Nov. 2009 to Oct. 2015

- Oversaw product catalog of over 2,000 SKUS, including over 500 in-house assemblies.
- Managed product lifecycle from prototype to retirement
- Developed product vetting process and prioritization of engineering resources
- Created over 200 product demonstration videos, earning over 5M views on YouTube, creating a loyal custom following and brand recognition
- Managed development of retail product packaging
- Managed several large-scale product launches and marketing campaigns

EDUCATION

UNIVERSITY OF COLORADO, BOULDER

BA in Psychology

1999 to 2006

SHRM

People Management Qualification (PMQ)

May 2025

EXTRACIRRICULARS

BATTLEBOTS TV SHOW

Discovery Channel | Seasons 4 - 6

Competed on Battlebots TV show for 3 seasons with the robot Copperhead, built in my shop in Erie, CO.

RCDIY

[YouTube Channel](#)

Share my knowledge of CNC, robotics and small scale manufacturing through various projects, achieved over 10M views on the platform.



Town of Erie Sustainability Advisory Board Application

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Full Name Thomas Leese

Are you an Erie resident? Yes

Are you under the age of eighteen? No

Home Address

[REDACTED]

Email

[REDACTED]

Primary Phone Number

[REDACTED]

Employer Charm Industrial, Inc.

Job Title/Occupation Controller

Have you ever been employed by the Town of Erie? No

Do you work for or own a company that does business with the Town of Erie? No

What is your highest level of education completed? Masters Degree or Higher

Are you currently serving on an advisory board or commission? No

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

I'm interested in serving on the Sustainability Advisory Board because sustainability isn't just something I work on professionally it's something I care about personally and want to be able to have an impact on this community. Erie is growing quickly, and the decisions we make now will shape what kind of town we are in 10, 20, and 30 years. I've been a resident of Erie for 6 years now and want to use my expertise to contribute in a way that helps balance growth, environmental responsibility, and long term financial sustainability.

In my role as Controller at Charm Industrial, Inc., I work for a carbon removal company focused on addressing climate change at scale. I'm responsible for both the accounting team as well as the MRV (Measurement, reporting, verification) team. I spend a lot of time evaluating tradeoffs how to invest responsibly, how to manage risk, and how to ensure that plans are both net positive for an environmental impactful and financial standpoint. I think that perspective is directly relevant to a sustainability board, where good intentions need to translate into realistic, measurable action.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

While I have not served on a municipal board or commission, I have participated in advisory and cross functional leadership groups within my organizations professionally. In those settings, we were responsible for evaluating strategic initiatives, operational priorities, and long-term financial planning. These experiences required balancing differing viewpoints, managing resource constraints, and ensuring alignment between ambitious goals and practical execution. What made those experiences most meaningful was the opportunity to collaborate across disciplines (engineering, operations, policy, and finance) to arrive at decisions that were mission driven and sustainable.

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

Recently at Charm, I've been involved in a lot discussions around the buildout of new technology and injection processes at our wellheads with our operations and engineering leadership team. As with many first of kind projects, costs have continued to evolve and, in some cases, balloon as engineering complexity evolves. The team is deeply committed to moving quickly and solving hard technical problems, which I respect. At the same time, I have the responsibility of stepping in and challenging their direction. In situations where the engineering team was over automating systems with no line of site to ROI on the project I would educate them on the impact it has from both a dollars as well as a carbon emissions standpoint. In the end the team will often walk away with a new perspective and return to the drawing board.

Sometimes the team will come back, and we all decide to move forward regardless of the costs knowing that the long term goals are more important than the short term financial impact. A lot of times though we come back with a new solution to the problem that has either a better net carbon position, or a better dollar result.

If you were appointed, what goals would you like to see

Exploring fiscally responsible approaches to renewable energy adoption, energy efficiency, and waste reduction.
Encouraging partnerships between local government, businesses, and residents to

accomplished on this board or commission?

accelerate practical climate solutions.
Supporting data driven goals and reporting so the community can see measurable and transparent impacts over time.

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

Yes, I understand that serving on this board requires preparation, meeting attendance, and ongoing engagement beyond just attending scheduled sessions.

Please read and agree with the following statement:

I certify that the facts and statements contained in this Board and Commission Application are true and correct. I further understand that false statements shall be sufficient cause for rejection of this application. I further certify that I have not been convicted of a felony under the laws of the State of Colorado or in another jurisdiction. I understand that falsification, omission or misrepresentation will result in a rejection of this application. Any falsification, omission or representation is evidence of perjury in the second degree. If I become a board or commission member with the Town, this form is valid for the period of my term with the Town and the crime records may be updated periodically at the discretion of the Town. I understand that this application is considered a public record and subject to the Colorado Open Records Act.

I Agree

Yes

All board and commission members must follow the rules and regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use.

Yes

Acknowledgement Signature

A handwritten signature in black ink, appearing to read "Tha [unclear]".



Town of Erie Sustainability Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Failure to attend three consecutive regularly scheduled meetings without a leave of absence approved by majority of the Sustainability Advisory Board could be grounds for dismissal.

Full Name	William Thomas
Are you an Erie resident?	Yes
Are you under the age of eighteen?	No
Home Address	[REDACTED]
Email	[REDACTED]
Primary Phone Number	[REDACTED]
Alternate Phone Number	[REDACTED]
Employer	United Power
Job Title/Occupation	Distributed Energy Resources Engineer
Have you ever been employed by the Town of Erie?	No
Do you work for or own a company that does business with the Town of Erie?	Yes
If so, please explain	I work for United Power coop electric utility that serves part of Erie.
What is your highest level of education completed?	Masters Degree or Higher

Are you currently serving on an advisory board or commission? No

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

I am interested in serving on the Sustainability Advisory Board because I care deeply about the long-term resilience, affordability, and quality of life in the Town of Erie. As both an energy professional and a parent raising a family here, I believe sustainability is not just an environmental concept—it is about responsible planning, reliable infrastructure, and thoughtful growth that benefits future generations.

Professionally, I work in the electric utility sector supporting distributed energy resources, microgrids, battery storage, and electrification programs. My experience includes reviewing energy infrastructure projects, evaluating cost-benefit and performance impacts, supporting grant-funded initiatives, and working across engineering, regulatory, and public-sector stakeholders. This gives me a practical understanding of how sustainability goals intersect with infrastructure realities, budgets, reliability requirements, and long-term system planning.

In addition to technical expertise, I bring experience facilitating collaboration among diverse groups. My background in both the military and public utility environments has taught me to approach complex issues with discipline, respect for differing perspectives, and a focus on mission outcomes rather than ideology. I believe effective sustainability work requires balancing ambition with feasibility, and I would aim to contribute thoughtful, data-driven insight to support the Town's goals.

Ultimately, I am motivated by service. I see this board as an opportunity to apply my professional knowledge in a way that directly benefits the community where my family lives, works, and grows.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

I have not previously served on a formal municipal board or commission. However, I have extensive experience working in advisory and collaborative settings within the utility sector, where I regularly contribute to discussions involving energy strategy, infrastructure planning, and program development. These efforts require balancing technical feasibility, cost considerations, regulatory requirements, and long-term community impact.

My professional and military leadership experience has taught me the importance of listening carefully, evaluating issues objectively, and working toward practical, consensus-driven solutions. I believe those skills would translate well to serving effectively on this board.

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

In a previous role, I was part of a small team designing a positive-pressure respirator for wildland firefighters. I had developed a highly effective rechargeable lithium-ion battery system that offered strong performance and long runtime. When the design went through review, it was returned with a request to redesign it to use AA batteries instead. I initially disagreed, as the lithium-ion system was technically superior in efficiency and space utilization.

Rather than pushing back defensively, I reached out to the review team to better understand their reasoning. They explained that while the rechargeable system performed better on paper, firefighters in remote field environments often lack reliable access to charging infrastructure. However, they already have established resupply systems for AA batteries. The decision prioritized operational practicality over technical optimization.

That experience reinforced for me that disagreements are often rooted in gaps in shared information rather than conflicting goals. By seeking clarification instead of assuming error, we arrived at a design that better supported the end user's real-world conditions. It strengthened the final product and improved collaboration across the team.

If you were appointed, what goals would you like to see accomplished on this board or commission?

If appointed, I would like to see the board focus on practical, measurable sustainability initiatives that align with Erie's continued growth and long-term resilience. As the Town expands, thoughtful planning around energy use, infrastructure, water conservation, and transportation will be increasingly important.

One goal I would support is helping the Town identify sustainability actions that are both impactful and financially responsible. That includes exploring grant opportunities, leveraging partnerships, and ensuring that proposed initiatives are grounded in data and long-term cost-benefit considerations.

I would also like to see the board serve as a bridge between technical strategy and community understanding. Sustainability efforts are most successful when residents understand both the benefits and the tradeoffs. Clear communication and transparent evaluation of options can help build community trust and support.

Ultimately, I would hope to contribute to initiatives that improve resilience, maintain affordability, and preserve the quality of life that makes Erie such a desirable place to live.

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

Yes

Upload resume and additional documents (optional)



2025 resume pdf.pdf

Please read and agree with the following statement:

I certify that the facts and statements contained in this Board and Commission Application are true and correct.

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I Agree

Yes

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Yes

Acknowledgement Signature

A handwritten signature in black ink, appearing to be 'W. J. ...', written over a horizontal line.

WILLIAM THOMAS

Erie, CO [REDACTED]

Professional Summary

Mechanical Engineer and Energy Project Manager with extensive experience supporting energy efficiency, distributed energy, and infrastructure modernization initiatives. Background includes technical design review, performance evaluation, cost and funding justification, and coordination of project documentation across utilities, vendors, and public-sector partners. Has supported energy and resilience projects through early evaluation, design coordination, implementation support, and performance monitoring. Veteran with prior Secret clearance, experienced working in regulated, mission-critical environments.

Professional Experience

United Power Cooperative | Brighton, CO

Distributed Energy Resources Engineer II / Energy Systems Specialist

August 2021 – Present

- Lead for United Power’s distributed energy resource initiatives.
- Managed the DERMS platform RFP development and vendor collaboration, enabling control and visibility across EV, battery, thermostats and solar systems.
- Wrote and administered the EV Home Charge Grant, funded through the Colorado Energy Office, expanding residential electrification access for cooperative members.
- Oversaw deployment of EV chargers across the cooperative’s service area and EV managed demand response through DERMS system.
- Supported design, procurement, and compliance management for major funded projects including the Fort Lupton Water Treatment Microgrid (DOE-funded) and Microgrid Batteries for Rural Emergency Services Project (DOLA-funded).
- Partnered with internal teams across engineering, IT, member services, and power supply to advance distributed energy integration and prepare for virtual power plant participation.
- Participated in the Cooperative Roadmap Development Process, aligning DER integration and grid strategy with long-term business and community goals.
- Utilized CIS and AMI data for energy use analysis, enhancing program efficiency and member engagement.
- Developed and hosted the United Power EV Showcase, a community car show-style event designed to connect members with cooperative programs, vendors, and staff while promoting awareness of United Power’s clean energy goals.
- Represented United Power as a public speaker at multiple energy and utility industry events, sharing insights on DER strategy, electrification programs, and microgrid development.
- Recognized by senior leadership as a High Performer and nominated for the RE Magazine Rising Star 2025 feature.

Mechanical Design Engineer | TDA Research | Golden, CO

September 2020 – August 2021

- Supported R&D initiatives in prototype design and system testing for mechanical and chemical energy systems.
- Created SolidWorks drawings and 3D-printed prototypes; oversaw mechanical design for injection-molded components.
- Conducted performance and reliability testing for clean technology components and developed technical reports for funded projects.

Project Engineer (Part-Time) | Westover Corporation | Denver, CO

December 2019 – March 2020

- Designed and commissioned HVAC control systems and building automation projects.
- Submitted RFIs, adapted schematic drawings, and tested control panel assemblies for commercial buildings.

Project Manager Intern | Denver International Airport | Denver, CO

July 2019 – October 2019

- Assisted with facility management projects, including the Glycol System Modernization and Cooling Tower Liner Replacement at the Central Utility Plant.
- Project lifecycle training
- Six Sigma training focused on efficiency and asset reliability.

Solar PV Technician | NextEra Energy Resources | Blythe, CA

2015 – 2016

- Performed inspection, commissioning, and troubleshooting for the McCoy (250 MW) and Blythe (250 MW) solar projects.
- Conducted high-voltage switching (700V+) and inverter diagnostics (Siemens 2 MW, GE 4 MW systems).
- Monitored and reported energy production for regulatory compliance (FERC).

Wind Turbine Technician | NextEra Energy Resources | Peetz, CO

2014 – 2015

- Troubleshot electrical and mechanical issues on GE 1.5 MW and Siemens 2.3 MW turbines.
- Conducted system diagnostics using SCADA monitoring and root-cause analysis.
- Mentored new technicians in safety, isolation procedures, and field troubleshooting.

Staff Sergeant | U.S. Army Infantry | 10th Mountain Division / 1st Infantry Division

January 2001 – April 2011

- Led teams through multiple combat deployments, including Kosovo (2002) and Iraq (2003–2007).
- Trained over 1,500 personnel in demolition, field safety, and combat leadership procedures.

- Trained and certified: Army Airborne, Warrior Leadership Course, Secret Clearance, Combat Lifesaver, Field Sanitation, Squad Designated Marksman, Dynamic Breaching (explosives), Army/Standard Vehicle Operator.
- Incorporated and trained foreign soldiers in tactics and operational procedures.
- Established operating procedures to optimize efficiency and safety in hazardous environment

Education

Bachelor of Science, Mechanical Engineering

Colorado School of Mines | Golden, CO | 2020

Associate of Applied Science, Renewable Energy Technology (Wind Energy Focus)

Ecotech Institute | Denver, CO | 2014

Certifications, Awards & Recognition

- **Project Management Professional (PMP)** – Project Management Institute
- **OSHA 30-Hour Construction Safety Certification**
- **High Voltage Switching**
- **CPR Certified**
- **Valid Driver's License**
- **RE Magazine Rising Star Nominee (2025)** – Selected by leadership for exceptional performance.
- **Army Commendation Medal (2x)** – For outstanding leadership and service.

Community & Leadership Involvement

- **Erie High School NASA HERC Mentor (2025–Present)** – Mentoring students in mechanical design and prototyping for NASA's Human Exploration Rover Challenge.
- **Youth and High School Football Coach (2014–Present)** – Coach and mentor for Erie Youth Football and Prospect Ridge Academy High School.
- **STEM and Energy Outreach Advocate** – Support youth programs promoting engineering and renewable energy careers.

Key Skills

- Distributed Energy Resource Management Systems (DERMS)
- EV Charging and Residential Battery Program Management
- Microgrid and Energy Storage Development
- RFP and Grant Administration (DOE, DOLA, CEO, CCAE)
- Research and Development Collaboration
- Renewable Energy Integration (Solar, Wind, Storage)
- Cross-functional Team Leadership
- Technical Writing & Communication
- Data Analysis & System Monitoring (AMI, SCADA, CIS)
- Public Outreach and Education