

Application Form

Board and Commission Application

Which Boards would you like to apply for?

Sustainability Advisory Board: Eligible

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

Board and Commission Meeting Days and Times

- Airport Economic Development Advisory Board meets on the Third Thursday of each month at 6:30 p.m.
- Board of Adjustment meets on an as needed basis.
- Historic Preservation Advisory Board meets on the Fourth Monday of each month at 6:30 p.m.
- Open Space Trails Advisory Board meets on the Second Monday of each month at 6:30 p.m.
- Planning Commission meets on the First and Third Wednesday of each month at 6:30 p.m.
- Sustainability Advisory Board meets on the First Wednesday of each month at 6:30 p.m.
- Tree Advisory Board meets on the Second Wednesday of each month at 6:30 p.m.

Profile

Kathleen

First Name

Teal

Last Name

Middle Initial

kathleenteal23@gmail.com

Email Address

1668 Holeman Dr

Home Address

Suite or Apt

Erie

City

CO

State

80516

Postal Code

Mobile: (908) 209-7719

Primary Phone

Alternate Phone

Clearway Energy

Employer

Associate project developer

Job Title

Are you an Erie resident?

☒ Yes ☐ No

Question applies to Sustainability Advisory Board, Tree Advisory Board

Are you applying as a youth member? (16-20 years of age)

☐ Yes ☒ No

Question applies to Tree Advisory Board, Sustainability Advisory Board

If yes, on what date will you turn twenty-one (21) years old?

N/a

Have you ever been employed by the Town of Erie?

☐ Yes ☒ No

If so, please explain your employment with the Town of Erie.

**Do you work for or own a company that does business with the Town of Erie?
If so, please explain.**

No

Interests & Experiences

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?

While I haven't served on a formal municipal board, I have provided strategic advice and stakeholder engagement support for large renewable energy projects in partnership with federal, state, and tribal agencies. Additionally, during my AmeriCorps service and various graduate school consulting roles, I worked closely with nonprofit and private stakeholders to design and implement community-based sustainability programs. These experiences taught me how to navigate diverse perspectives, build trust, and contribute to solutions that reflect shared values. Common challenges included aligning environmental objectives with financial feasibility and navigating regulatory hurdles—both of which I've grown comfortable addressing collaboratively.

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 appointed, I'd like to support the development and implementation of actionable sustainability initiatives that improve both environmental outcomes and community well-being. 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.

Questions

Demographics (optional)

The following questions are optional. This information helps track our recruitment and diversity efforts.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Sexual Orientation

☒ Straight/Heterosexual

03/31/1993

Date of Birth

Highest Grade or Degree Completed and Major

Masters

Trade School or Licenses/Certifications? If so, please list.

Resume and Additional Documents

[Teal Resume_1.28.25.pdf](#)

Upload a Resume

Please Agree with the Following Statement

I certify that the facts and statements contained in this Board and Commission Application is 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

Kathleen E. Teal

Boulder, CO · 908.209.7719 · kathleenteal23@gmail.com · [linkedin.com/in/kathleenteal](https://www.linkedin.com/in/kathleenteal)

SKILLS:

- Well developed understanding of the project development lifecycle
 - Thorough knowledge of US energy markets and nuances of each ISO
 - Exceptional networking and relationship building skills, diligent work ethic
 - Strong analytical skills, including experience with financial modeling, report writing, and risk analysis
 - Proven project management skills and decision making capability
 - Confident communicator with the ability to tailor presentations to various stakeholders
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PROFESSIONAL EXPERIENCE

TRANSALTA

Boulder, CO

Project Developer, Renewables

December 2023 - present

- Accountable for leading project teams and development 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
- Leading development of multiple projects in various stages across PJM, MISO, SPP, WECC, and ERCOT
- Overseeing and managing due diligence for acquisitions of portfolios and greenfield opportunities
- Oversee budgets and schedules, maintaining financial models and key assumptions, conducting feasibility studies
- Coordinating divestiture of assets including creating CIM's and VDR's and handling questions from buyers

INVENERGY

Denver, CO

Senior Analyst, Transmission Development

March 2023 - December 2023

- Developed the NM North Path transmission line, a 400-mile, 4,000 MW HVDC transmission line
- Worked directly with partners along the route, including private landowners, Native American tribal governments, state and federal government agencies
- Secured site control for development, including negotiating leases, easements, and other agreements
- Assisted with obtaining local, state, and federal permits and handling of confidential and sensitive information

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

MERCER ADVISORS

Boulder, CO

Sustainability Consultant - Intern

Spring 2022

- Collected usage data for 50+ offices, built a reporting tool, and calculated total GHG emissions
- Wrote high level report of findings for ESG reporting and tracking for SASB and TCFD
- Provided recommendations for reduction of GHG emissions, waste, and energy usage across 50+ offices

ECOPRODUCTS

Boulder, CO

B Impact Assessment - Consultant

Spring 2022

- Completed B Lab's B Impact Assessment (BIA) for Eco Products recertification application
- Created a gap assessment to determine where the company needs to improve to meet their target BIA score
- Benchmarked BIA performance to other certified B Corps in their industry

REPLANT CAPITAL

Boulder, CO

Impact Investing Intern

January 2021 - September 2021

- Worked side-by-side with co-founder, managed CRM for fundraising contacts, deals, and partnerships
- Had a seat at the table with farmers, HNWT's, family foundations, and CPG's
- Collaborated with executives and co-founders to source, fundraise, develop, and build partnerships

EARTHHERO

Boulder, CO

Graduate Sustainability Consultant - Supply Chain Evaluation

January 2020 – December 2020

- Conducted life cycle analysis research to evaluate the sustainability of each stage of the supply chain for four product categories sold on EarthHero's marketplace (textiles, cleaning products, pots/pans, cooking utensils)
- Delivered a comprehensive, detailed, and data backed guidebook for EarthHero's future purchasing and sourcing decisions
- Presented findings to the greater community through a webinar and workshop

COLUMBIA COLLEGE

Columbia, SC

Student Services Manager - Undergraduate Advisor

January 2018 – June 2019

- Provided academic advising and support to 300 online bachelors and masters degree students
- Designed and implemented a new format for course scheduling, staff hiring, and textbook and lab kit ordering
- Created transfer pathways for 20 South Carolina technical college transfer programs
- Increased student retention by 23% through increased weekly contact with all students

NOTRE DAME MISSION VOLUNTEERS – AMERICORPS

Immokalee, FL

Service Member

August 2015 – July 2017

- Managed and implemented all aspects of 21st CCLC grant, Miracle After School Program, in accordance with approved grant application requirements
- Prepared required reports and summaries, collected and analyzed data to guide program changes
- Hired and trained staff, created schedule for an enrollment of 150 students, managed program budget of \$300,000

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 of the Environment

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