FCCMA’s **SENIOR ADVISOR PROGRAM** continues to expand its support for the membership through a variety of services.

Our **SENIOR ADVISORS** acquired extensive and diverse areas of expertise while in active service to their communities. They are willing to share this knowledge and experience with members. If you and/or your community are facing an issue or embarking on a program that our team members have knowledge or experience addressing, call or email one or several of us. Discussions regarding subject matter issues can be confidential. If more in-depth discussion and review are desired with you and/or staff, a site visit can be arranged.

The contact information for our **SENIOR ADVISORS** is on the right and below are listed their areas of expertise. Please note that you are not restricted to discussing your issues with any particular member of our team.

We will continue to seek out ways to bring added value to the profession through these dedicated volunteers and make the program more useful to you and your staff.

Please share your ideas on how we can improve and expand the services of our program.

Sincerely,

Oel Wingo, ICMA-CM
Senior Advisor Coordinator

---

**Budgeting**
Kurt Bressner, Daniel A. Kleman, Ken Parker, Oel Wingo

**Capital Improvement Program Development**
All

**Charter Development and Review**
Kurt Bressner, Daniel A. Kleman, Bill Neron

**Community Redevelopment Agencies**
Richard M. Kelton

**Council Retreats**
Mark Durbin, Daniel A. Kleman

**Downtown Development**
Bill Neron

**Economic Development**
Edwin (Buz) Eddy, Bill Neron

**Finance and Taxation**
Edwin (Buz) Eddy, Richard M. Kelton

**Human Resources Management/Process and Procedures Manual**
Daniel A. Kleman, Oel Wingo

**Impact Fees**
Richard M. Kelton

**Incorporation Studies**
Oel Wingo

**Infrastructure Development**
Kurt Bressner, Edwin (Buz) Eddy

**Innovation**
Edwin (Buz) Eddy, Robert S. LaSala

**Interview Skills**
Kurt Bressner, Mark Durbin

**Land Development Regulations**
Richard M. Kelton

**Leadership Training**
Robert S. LaSala, Ken Parker

**Managing for Outcomes and Results**
Robert S. LaSala

**Mentoring for Manager and Staff**
Mark Durbin, Edwin (Buz) Eddy

**Organizational Development/Team Building/Goal Setting**
Daniel A. Kleman, Robert S. LaSala, Oel Wingo

**Organizational Structure**
Kurt Bressner, Richard M. Kelton, Daniel A. Kleman, Robert S. LaSala

**Performance Management**
Richard M. Kelton, Robert S. LaSala

**Process Improvement**
Oel Wingo

**Professional Profile Management/Internet Reputation**
Oel Wingo

**Public Finance**
Edwin (Buz) Eddy, Ken Parker

**Purchasing Process and Procedures**
Oel Wingo

**Search Process and Approaches Advice**
Kurt Bressner

**Strategic Planning**
Robert S. LaSala, Ken Parker, Oel Wingo

**Technology**
Robert S. LaSala

**Training**
Oel Wingo

**Water and Sewer Acquisitions**
Richard M. Kelton