



2025 FALL CONFERENCE
SEPTEMBER 23-26

COLUMBUS GEORGIA CONVENTION & TRADE CENTER

Welcome to the 2025 GCCMA Fall Conference!

Dear Colleagues,

On behalf of the GCCMA Board of Directors, it is my privilege to welcome you to the 2025 Fall Conference in Columbus, Georgia. As your GCCMA President, I am thrilled that we can come together in one of Georgia's most vibrant cities for a conference that promises to be both engaging and inspiring.

This year's fall gathering is designed to support city and county management professionals as we navigate the complex challenges facing our communities. Through an exceptional mix of keynote speakers, interactive sessions, and forward-looking discussions, you will leave with practical strategies, fresh ideas, and renewed energy to carry into your community.

Equally important, this conference provides us with the opportunity to strengthen our professional connections. Whether you are a veteran in local government or just beginning your journey, the relationships you build here will serve as valuable resources throughout your career. I encourage you to share your experiences, ask questions, and learn from the diverse perspectives of our colleagues.

We are also deeply grateful to our sponsors and exhibitors, whose support makes this event possible. Their expertise and resources offer real solutions that can help us better serve our communities. Please take the time to visit with them and show appreciation for their commitment to our profession.

And while the conference sessions and networking are an important focus, I hope you will also enjoy the setting of Columbus—a city rich in history, culture, and energy. From the scenic Chattahoochee Riverwalk to the thriving arts district and historic downtown, Columbus offers plenty of opportunities to relax, connect, and experience the charm and vibrancy of an amazing community.

I look forward to an outstanding few days together as we learn, collaborate, and continue shaping the future of local government in Georgia.

Sincerely,

Adam Mestres
President
Georgia City-County Management Association



9:00 a.m. – 4:00 p.m. Room 212

New Manager Boot Camp

(separate registration required – breakfast and lunch included – breakfast begins at 8:30 a.m.)

The demands on the local government manager have become increasingly more challenging as local governments have evolved to provide more complex and higher levels of services. The manager's role requires critical skills in local government fundamentals but also demands a unique set of skills in leadership, communications, and awareness of the delicate balance between politics and administration. This dynamic program will give new and aspiring managers valuable information on the foundations of local government management and an introduction to essential leadership and awareness skills. There will be ample discussion of real-world applications led by our seasoned managers* actively participating in each work group.

PRESENTERS:

- **Hardin Watkins**, *Public Service Faculty, Carl Vinson Institute of Government, UGA*
- **Suzette Arnold**, *Public Service Faculty, Carl Vinson Institute of Government, UGA*

**Joined by Seasoned GCCMA Managers Assigned to each Small Discussion Group*

► **ICMA Competency: 1, 2, 5, 6, 8, 14**

Dinner on Your Own

7:30 p.m. – 9:00 p.m.

“No Host” Get Together

7:30 a.m. – 8:30 a.m. South Hall

Breakfast

Gather with peers from your district. Locate your designated spot by checking the table markers.

7:30 a.m. – 8:30 a.m. Room 211

Orientation and Breakfast for First-time Attendees and New Members

First-time attendees and new members are encouraged to attend orientation to become familiar with the organization and be introduced to the GCCMA leadership.

SPONSORED BY: 4PM, Developmental Associates LLC, and OpenGov

8:30 a.m. – 8:45 a.m. Dining Gallery

Welcome and Opening Remarks

- Adam Mestres, *GCCMA President, Manager, Morgan County*
- Mayor Skip Henderson, *Columbus Consolidated Government*

8:45 a.m. – 10:15 a.m. Dining Gallery

Opening General Session - Ignite Your Leadership Potential



Retired Lieutenant Colonel Oakland McCulloch has 40+ years of leadership experience in Combat, Peacekeeping Operations, Disaster Relief and in the Boardroom. His “Ignite Your Leadership Potential” talk, and book, is based on his wealth of knowledge and lessons learned during his career as a leader. Oak highlights leadership principles that will

benefit today’s local government leaders and inspire the leaders of tomorrow. There is NO discussion of theory in this talk. We will discuss what every leader can do every day to improve leadership skills and abilities. We will examine what it takes to become the leader you were meant to be – a Servant Leader.

PRESENTER: LTC Oakland McCulloch, *U.S. Army, Retired*

MODERATOR: Adam Mestres, *GCCMA President, Manager, Morgan County*

► **ICMA Competency:** 1, 5, 6

10:15 a.m. –10:30 a.m.

Break

10:30 a.m. – 11:45 a.m. | CONCURRENT SESSIONS

Concurrent Session #1

Dining Gallery

Leadership in Action: A Conversation with Lt. Colonel Oak McCulloch



Continue the conversation with retired Lieutenant Colonel Oakland McCulloch in this interactive breakout session following his inspiring keynote address, Ignite Your Leadership Potential. This is your opportunity to dive deeper into the practical lessons and stories that have shaped his approach to leadership on the battlefield, in disaster relief, and in the boardroom. Bring your questions and join fellow attendees in a candid dialogue about what it takes to be an effective Servant Leader in today's complex world. Whether you want to explore strategies for motivating your team, navigating adversity, or developing your own leadership potential, this session offers a rare chance for personal connection and insight from a seasoned leader who has lived what he teaches.

PRESENTER: LTC Oakland McCulloch, *U.S. Army, Retired*

MODERATOR: Jeff Drobney, *Manager, City of Kennesaw*

► ICMA Competency: 1, 5, 6

Concurrent Session #2

Sycamore A/C

Discover Winning Strategies: Community Award Winners Roundtable Discussion.



Hear from the recipients of the most recent GCCMA Community Award program winners about their successful initiatives.

- ♦ **Cartersville's** Advanced Metering Infrastructure (AMI) project incorporated community engagement and a detailed project staging plan that included transitioning existing staff to replace outdated manual meters with new meters that modernized and improved utility services.
- ♦ **Columbus** used grant funds, corporate donations and private investments, to develop the Food Mill Shared Kitchen that has evolved into a comprehensive, multi-purpose facility that supports food entrepreneurs through a

state-certified shared kitchen; provides hands-on cooking and nutrition education; and increases food access via a Mobile Market.

- ♦ **Lumpkin County's** Pinetree Recreation Center responds to several critical gaps in Lumpkin County's recreation amenities and was made possible through a partnership with the county school system and incorporates a combination of uses at the facility while also addressing community employment needs.
- ♦ **Whitfield County's** First Responders Pathway program addresses a critical need for a skilled public safety workforce while opening doors for high school students by providing an opportunity to earn professional certifications while still in high school.

PRESENTERS:

- **Dan Porta**, *Manager, City of Cartersville*
- **Rob Scott**, *Director of Community Reinvestment, Columbus Consolidated Government*
- **Alan Ours**, *Manager, Lumpkin County*
- **Sam Hammontree**, *Assistant Fire Chief - Training, Whitfield County*

MODERATOR: **Freddy Morgan**, *Assistant Manager, City of Cartersville*

► **ICMA Competency:** 7, 8, 9, 10

Concurrent Session #3 Sycamore B/D Ethics Boards: Theory Meets Practice



Maintaining a culture of ethics is foundational to effective local government and essential to sustaining public trust. This session will begin with an exploration of theories and research behind creating ethical norms within organizations and why culture—not just compliance—matters most. This will be followed by real-world experiences—both positive and challenging—from Ethics Boards, providing examples of how policies translate into practice. Finally, the Georgia Municipal Association (GMA) will discuss the origins and purpose of the Georgia Certified City of Ethics program (this program does include counties), as well as the legal considerations and potential pitfalls for cities that establish ethics boards. This session blends theory, case study, and legal perspective to help managers think critically about how to strengthen ethical culture in their own organizations.

PRESENTERS:

- **Suzette Arnold**, *Public Service Faculty, UGA Carl Vinson Institute of Government*
- **Ryan Bowersox**, *Assistant General Counsel, Georgia Municipal Association*

MODERATOR: *Trudy Crunkleton, Manager, City of Clayton*

► **ICMA Competency:** 1, 3, 6, 7, 8, 9, 13, 14

11:45 a.m. – 1:00 p.m. South Hall

Networking Lunch with Exhibitors

SPONSORED BY: *OpenGov, Carroll Daniel Engineering & Construction, Charles Abbott Associates, Inc., Davenport & Company, LLC., and Polimorphic*

11:45 a.m. – 1:00 p.m. Room 211

Board of Directors Meeting and Lunch

1:00 p.m. – 2:15 p.m. | CONCURRENT SESSIONS

Concurrent Session #4 Dining Gallery

Your Next Move: Advice from Those Who Hire City and County Leaders



Who better to guide you through the hiring process than those who have been in your shoes—and now sit across the table? In this candid session, three former Georgia city and county managers turned executive search consultants will share perspectives on today's landscape for recruiting top local government talent. Learn what city councils and county commissions are really looking for in their next manager, how to prepare effectively before you ever submit an application, and strategies for presenting your experience and strengths with confidence. Panelists will offer practical tips for navigating interviews, negotiating an employment agreement that aligns with your goals, and avoiding common missteps that can derail an offer.

PRESENTERS:

- **Warren Hutmacher**, *Sumter Local Government Consulting*
- **Janice Allen Jackson**, *Developmental Associates / Janice Allen Jackson & Associates*
- **Alan Reddish**, *Mercer Group Associates*

MODERATOR: *Dan Lasseter, Public Service Faculty, UGA Carl Vinson Institute of Government*

► **ICMA Competency:** 5, 6, 13

Concurrent Session #5

Sycamore A/C

A Real Discussion of Outsourcing: What Makes Sense



Outsourcing may seem like a straightforward solution—but when you dig into the details, the decision is anything but simple. From mowing crews and sanitation to IT and public works, participants will learn how to assess service delivery models with a deeper understanding of factors like employee performance, liability risks, insurance costs, institutional knowledge, and organizational culture. The session will include a discussion of tools, such as spreadsheets and decision frameworks, that managers can use to compare internal vs. external service provision, along with case examples from cities that have both fully outsourced and later reversed course on certain services.

PRESENTER: Dr. Rex Facer, *Public Service Assistant, UGA Carl Vinson Institute of Government*

MODERATOR: Keri Orvin, *Manager, City of Baxley*

► **ICMA Competency:** 6, 7, 8, 9, 10, 12

Concurrent Session #6

Sycamore B/D

Life in the Fishbowl: Navigating the Impact of City and County Management on Families



City and county management isn't just a career—it's a lifestyle that affects the entire family. From public scrutiny and political pressures to the decisions about moving and the toll of long hours, the demands of the profession can be as challenging for spouses and children as they are for managers themselves. In this candid and thought-provoking session, a panel of experienced managers will share personal reflections and lessons learned about sustaining healthy family relationships while leading in the public eye. Explore strategies for finding balance, building resilience, and helping your loved ones thrive amid the pressures of meaningful civic leadership. Whether you're new to the role or decades into your career, you'll gain perspective, validation, and practical ideas to support your well-being, and theirs, on the journey.

PRESENTERS:

- Terrell Jacobs (MODERATOR), *Manager, City of Albany*
- Carter Crawford, *Retired City Manager*

- **Kristen Gorham**, *Manager, City of Chamblee*
- **Joseph Mosley**, *Administrator, Liberty County*

► **ICMA Competency: 1, 5, 14**

2:15 p.m. – 2:45 p.m. South Hall

Break with Exhibitors

SPONSORED BY: *OpenGov, Batson-Cook, Readyly, and Turnipseed Engineers, Inc.*

2:45 p.m. – 4:00 p.m. Dining Gallery

General Session: Better Than You Found It: Learning, Leadership and Legacy



ICMA President-Elect Mike Land will share his experiences and insights from a 33-year career in local government, highlighting how the Athenian Oath has influenced his learning, leadership and legacy. He will also provide updates on his year as ICMA President-Elect and engage attendees in discussion on various ICMA issues and priorities.

“The Athenian Oath”

“We will ever strive for the ideals and sacred things of the city, both alone and with many; We will unceasingly seek to quicken the sense of public duty; We will revere and obey the city’s laws; We will transmit this city not only not less, but greater, better and more beautiful than it was transmitted to us.”

PRESENTER: *Mike Land, ICMA President-Elect and Manager, City of Coppell, Texas*

MODERATOR: *Peggy Merriss, Executive Director, GCCMA*

► **ICMA Competency: 1, 2, 5, 6, 9, 14**

4:00 p.m. – 4:45 p.m. Dining Gallery

GCCMA Business Meeting & Awards Ceremony

Adam Mestres, GCCMA President, Manager, Morgan County

4:45 p.m. - 6:15 p.m. South Hall

Opening Reception with Exhibitors

SPONSORED BY: OpenGov, Carter & Sloope, Inc., Crews & Associates, Inc., Gallagher, and GMC (Goodwyn Mills Cawood)

Dinner on your own



7:45 a.m. – 9:00 a.m. Sycamore A/C

Women in Government Breakfast



Colleen Craig is the founder and sole owner of the Atlanta Vibe pro volleyball team and a founding member of Major League Volleyball. She will share her eight pillars of success and how effort, attitude, and intentionality are necessary for achieving business and personal goals.

She will also highlight the role of community engagement and positive energy in building a successful sports team, share information on the rapid growth and increasing recognition of women's sports, particularly volleyball, and describe the unique experience of attending a volleyball game with the Atlanta Vibe.

PRESENTER: Colleen Craig, *Founder and Owner, Atlanta Vibe*

MODERATOR: Cheri Hobson Matthews, *Manager, Henry County*

► **ICMA Competency:** 3, 5, 6

SPONSORED BY: *OpenGov, InterDev, and Schneider Electric*

8:00 a.m. – 9:00 a.m. South Hall

Breakfast with Exhibitors

SPONSORED BY: *OpenGov, Comprehensive Program Services, Inc., Parrish Construction Group, Path Company, Pond & Company, Stifel, and Thomas & Hutton Engineering Co.*

9:00 a.m. – 9:15 a.m. Dining Gallery

Welcome and Opening Remarks

Adam Mestres, *GCCMA President, Manager, Morgan County*

9:15 a.m. – 10:15 a.m. Dining Gallery

General Session: Anchors of Civility: The Leadership Legacy of Local Government Managers



Rising incivility and public hostility are negatively impacting democratic institutions, straining service delivery, and threatening the well-being of local government leaders across the United States. Renowned civility expert Diane Kalen-Sukra, author of the book telling us how to bring healing to communities, "Save Your City," will deliver powerful remarks



exploring how we can respond to these challenges with resilience and purpose.

As a former City Manager, she will draw on her experience and extensive research, to discuss how toxic behaviors undermine public trust and effective governance—and what leaders can do to counteract these forces. She will highlight the essential role managers play as anchors of civility, modeling ethical leadership and fostering environments where respectful discourse can thrive,

even in times of heightened polarization and crisis.

Kalen-Sukra's address will also celebrate the often-unseen contributions of local government executives as stewards of community well-being and democratic integrity. Attendees will gain insights, inspiration, and practical strategies to strengthen their leadership approach and empower their teams to uphold civility as a core organizational value.

This keynote will serve as both a call to action and a reminder of the vital legacy today's local government leaders are creating through their commitment to ethics, integrity, service, and civil discourse.

PRESENTER: *Diane Kalen-Sukra, Author, Coach, Educator, Former City Manager, and Founder of the Kalen Civic Academy*

MODERATOR: *Sammy Rich, GCCMA Vice President, Manager, City of Rome*

► **ICMA Competency:** 1, 2, 3, 5, 6, 8, 9, 14

10:15 a.m. – 10:45 a.m. South Hall

Break with Exhibitors and Book Signing with Diane Kalen-Sukra

SPONSORED BY: *OpenGov, Batson-Cook, Readyly, and Turnipseed Engineers, Inc.*

10:45 a.m. - 12:00 p.m. | CONCURRENT SESSIONS

Concurrent Session #7

Sycamore A/C

Been There, Survived That: War Stories from the Frontlines of Local Government



Join a panel of distinguished city and county managers as they reflect upon decades of public service at the helm of local government. With candor and good humor, these seasoned leaders will share hard-won wisdom, memorable success stories, and a few cautionary tales from their careers navigating the challenges of politics, policy, and public expectations. This engaging conversation offers a unique opportunity to gain insights into what they wish they had known, the moments that defined their leadership, and the strategies that helped them persevere through crises and change. Bring your questions to this interactive session that is designed to inspire, affirm, and connect today's local government practitioners with those who have paved the way.

PRESENTERS:

- **Al Grace (MODERATOR)**, *Retired Manager (50 years - 6 cities, 3 counties)*
- **Sonja Fillingame**, *Manager, City of Union City*
- **Phil Sutton**, *Local Government Consultant, Retired Manager (24 years - Habersham, Hall, and Athens-Clarke County)*
- **John Ward**, *Manager, Walton County*

► ICMA Competency: 1, 5, 6, 8, 9, 14

Concurrent Session #8

Sycamore B/D

Youth Engagement Programs That Work: Growing Tomorrow's Leaders



Engaging young people in civic life doesn't just strengthen your community today—it builds the leadership pipeline for tomorrow. This session will highlight the Suwanee Youth Leaders program, a standout example of how local governments can inspire high school students to connect with public service, develop leadership skills, and become active residents. From the UGA Fanning Leadership Institute, you'll also hear an overview of similar youth leadership development initiatives across Georgia, including some in counties, with practical tips for designing a program that fits your community's needs and resources. Whether you're

just exploring the idea or ready to launch, you'll leave with ideas, resources, and proven strategies to start growing your own youth leadership program.

PRESENTERS:

- **Billqeece Naqawe (MODERATOR)**, *Assistant to the City Manager, City of Suwanee*
- **David Meyers**, *Public Service Senior Associate, UGA Fanning Leadership Institute*

► **ICMA Competency: 2, 3, 9, 13**

Concurrent Session #9 Dining Gallery WOW! Great Projects from Across Georgia



Managers are always looking for best practices, great ideas, and success stories. Hear from three of your colleagues on innovative initiatives that have worked to improve their community:

- ♦ **Woodstock** has opened Made Mercantile, a collaborative coworking space and small business retail incubator in the heart of downtown that provides local makers with workspace, retail opportunities, and educational resources to help them scale their businesses, while providing a downtown brick and mortar option for these former home-based operators.
- ♦ **Spalding County** has participated in an internship program with Southern Crescent Technical College to advance the Fire Department's need for transitioning EMTs to Paramedics.
- ♦ **Byron** has implemented a four-day work week for many of its city employees that has improve work-life balance, reduce burnout, increase job satisfaction, improve retention rates, and achieve higher productivity with fewer errors and a more focused workforce.

PRESENTERS:

- **Jeff Moon (MODERATOR)**, *Manager, City of Woodstock*
- **Steve Ledbetter**, *Manager, Spalding County*
- **Tiffany Sandefur**, *Administrator, City of Byron*

► **ICMA Competency: 4, 7, 9, 10, 13**

12:00 p.m. – 1:00 p.m. South Hall

Networking Lunch with Exhibitors

SPONSORED BY: *OpenGov, Carroll Daniel Engineering & Construction, Charles Abbott Associates, Inc., Davenport & Company, LLC., and Polimorphic*

12:00 p.m. – 1:00 p.m. Dining Gallery

Assistant/Deputy Lunch

Panelists will be reporting on and following up on the facilitated discussion held at the Spring 2025 Conference. Today's focus will be, "Where do we go from here?"

PANELISTS:

- **Teresa de Castro**, *GCCMA District Director, Assistant Manager, City of Decatur*
- **Freddy Morgan**, *GCCMA District Director, Assistant Manager, City of Cartersville*
- **Gina Roy**, *GCCMA District Director, Assistant Manager, Jackson County*

SPONSORED BY: *OpenGov, Charter Spectrum, and Municipal Electric Authority of Georgia (MEAG Power)*

1:00 p.m. – 2:15 p.m. Sycamore A/C

Roundtable Session – Hot Topics

Fast-paced review and roundtable discussion of the latest topics important to communities across the state.



FACILITATORS:

- **Meredith Ulmer (MODERATOR)**, *Assistant Manager, City of Rome*
- **Dwayne Flowers**, *Administrator, City of Wadley*

► **ICMA Competency: 8, 9, 10**

Mobile Workshops

1:00 p.m. – 4:00 p.m.

(Tours meet promptly at 1 p.m. in front of South Hall and begin at 1:15 p.m.)

Tour 1: Downtown Columbus Renaissance Tour

When Columbus leaders began the revitalization journey over 35 years ago, the key goals were to: 1) accelerate the renewal of the urban core, 2) recruit investors, retailers and tenants to the area,

3) promote a vibrant and diverse Uptown, and 4) ensure Uptown is clean, safe, and attractive. The remarkable transformation began with visionary leaders and continues with the work of Uptown Columbus, Inc., the Columbus Consolidated Government, and many others. There are many signature projects that have helped reshape the area such as the renovation of the Springer Opera House, the addition of the RiverCenter for the Performing Arts, enhanced streetscapes, the creation of RushSouth Whitewater Park, the Ma Rainey House, art installations, pocket parks, and more. Join this tour to hear from the insiders how a focus on quality development and redevelopment in a sustained fashion for decades has led to a prime destination for shopping, dining, meeting, living, and playing.

TOUR HOST: *Steve Morse, President/CEO, Uptown Columbus Inc.*

► **ICMA Competency:** 2, 3, 6, 7, 8, 9, 14

Tour 2: Quality Housing Helps People Live Better Lives

(Meet in Sycamore B/D at 1:00 p.m. before tour departs.)

Join this tour to hear from leaders of the Housing Authority of Columbus and NeighborWorks Columbus and see what they've done to improve quality of life for thousands of residents over the past decades. The Housing Authority transforms eyesores into assets, redevelops old landmarks, completes property facelifts, and creatively finances their bold initiatives. NeighborWorks is the only community development institution providing financial services to underserved communities. Their strategies include constant teamwork, talking with elected leaders, policy and advocacy for those in need, and utilization of tools like New Markets Tax Credits. This tour will visit multiple properties around the city to see and learn how they have become reality.

TOUR HOSTS:

- **Laura Johnson**, *Chief Operating Officer, The Housing Authority of Columbus*
- **Cathy Williams**, *Retired President and CEO, NeighborWorks Columbus*

► **ICMA Competency:** 2, 3, 6, 7, 8, 9, 10, 12, 14

Tour 3: National Infantry Museum – Guided Tour

The National Infantry Museum and Soldier Center opened in June 2009 and has greeted over 3.8 million visitors from across the world. The facility is recognized as one of the premier military attractions in the nation by numerous outlets including USA Today and TripAdvisor. It preserves and displays one of the greatest collections of military artifacts in the world, with 190,000 square feet of galleries.

TOUR HOST: Gracie Childers, Sales Service Coordinator, Visit Columbus GA

► ICMA Competency: 5, 6, 7, 14

2:30 p.m. – 4:30 p.m. Sycamore A/C

Skills-Based Quick Learning Session: Fundamentals of Grant Writing



In this hands-on session, participants will learn the essential elements of successful grant writing, from identifying funding sources to crafting compelling proposals. This session will walk you through practical steps to strengthen your applications and increase your community's chances of securing funding. Attendees will work through real-world examples and leave with tools and tips they can immediately apply. Whether you're new to grants or looking to sharpen your skills, this fast-paced session will deliver practical value.

PRESENTERS:

- Laura Mathis, Executive Director, Middle Georgia Regional Commission
- Jim Livingston, Executive Director, River Valley Regional Commission

MODERATOR: Jason Rizner, GCCMA District Director, Manager, Jones County

► ICMA Competency: 6, 7, 8, 10, 12

Dinner on Your Own

7:30 a.m. – 8:45 a.m. Room 211

Program Planning Committee Meeting and Breakfast

8:00 a.m. – 9:00 a.m. South Hall

Breakfast with Exhibitors

SPONSORED BY: OpenGov, Comprehensive Program Services, Inc., Parrish Construction Group, Path Company, Pond & Company, Stifel, and Thomas & Hutton Engineering Co.

9:00 a.m. – 9:15 a.m. Dining Gallery

Opening Remarks & Vendor Door Prizes

9:15 a.m. – 10:30 a.m. Dining Gallery

General Session: Shine Forward: Grow and Glow



Leadership in local government can be rewarding but draining, especially when navigating pressure, politics, and public expectations. In this reflective and energizing session, we'll explore how to protect your energy, grow through challenges, and glow with purpose and presence. Through metaphor, mindset, and practical insight, you'll learn how to lead without shrinking yourself to make others comfortable. You'll leave recharged, realigned, and ready to shine forward, no matter the environment around you.

PRESENTER: Freddie Broome, *Director of Community and Workplace Culture, Georgia Municipal Association, and former Valdosta and South Fulton Fire Chief*

MODERATOR: Shawn Boatright, *GCCMA Secretary/Treasurer, Administrator, Camden County*

► **ICMA Competency:** 1, 3, 5, 6, 14

*See you in Athens, Georgia for the
GCCMA 2026 Spring Conference,*
March 11-13, 2026



**Overall Evaluation
GCCMA - Fall 2025**

NOTES

NOTES

NOTES

ICMA PRACTICES FOR EFFECTIVE LOCAL GOVERNMENT LEADERSHIP

The International City/County Management Association (ICMA) has identified **14** core competencies critical for effective local government management. These have been determined by members to be essential.

1. Personal and Professional Integrity
2. Community Engagement
3. Equity and Inclusion
4. Staff Effectiveness
5. Personal Resiliency and Development
6. Strategic Leadership
7. Strategic Planning
8. Policy Facilitation and Implementation
9. Community and Resident Service
10. Service Delivery
11. Technological Literacy
12. Financial Management and Budgeting
13. Human Resources Management and Workforce Engagement
14. Communication and Information Sharing

2025 FALL CONFERENCE SPONSORS

PREMIER SPONSOR



GOLD SPONSORS



SILVER SPONSORS

