

OPEN SPACE PLAN

TOWN OF CASCO, ME

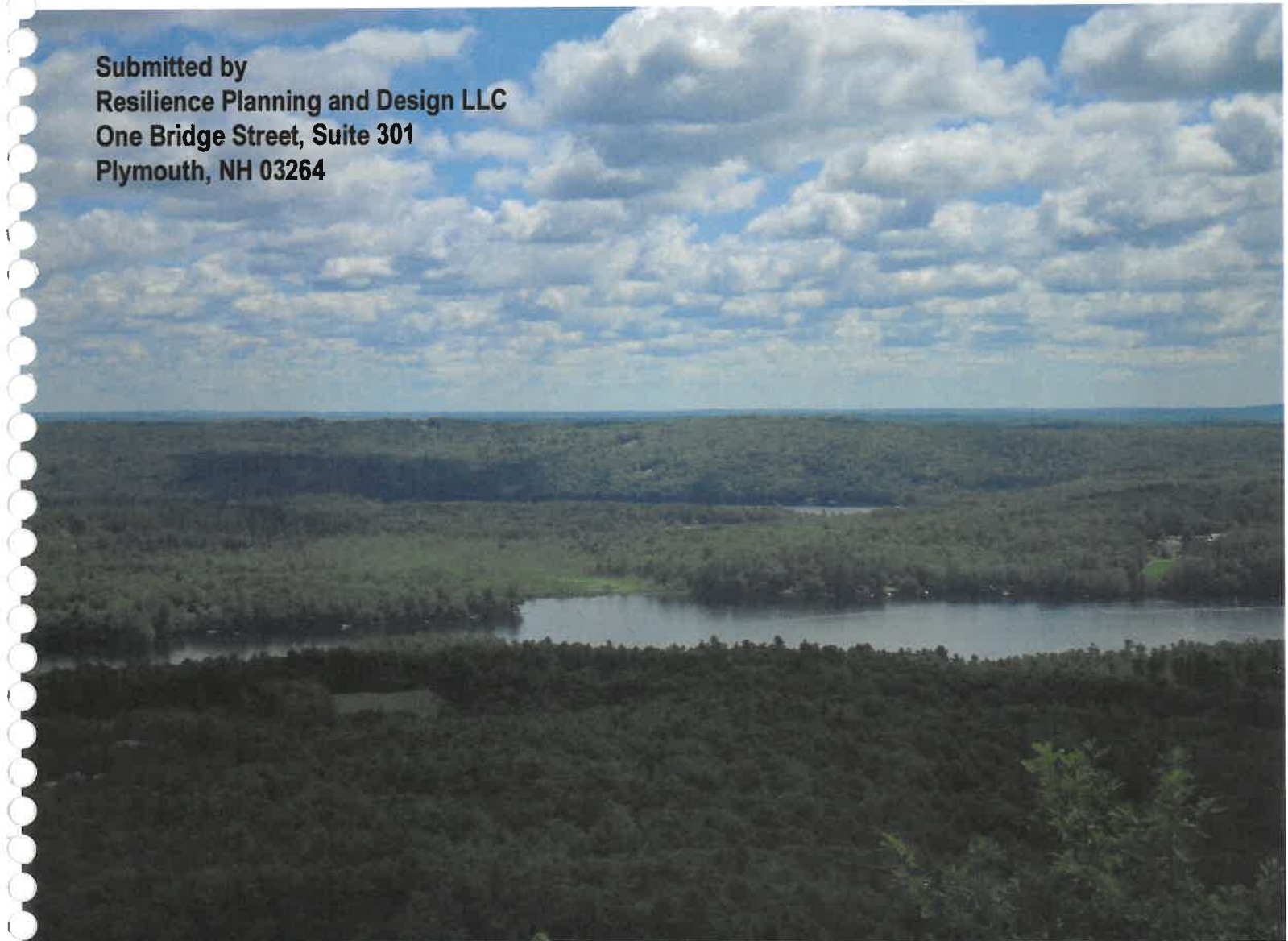
*Proposal for Professional
Consulting Services*

May 8th, 2025



RESILIENCE
Planning & Design LLC

Submitted by
Resilience Planning and Design LLC
One Bridge Street, Suite 301
Plymouth, NH 03264





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Anthony Ward
Casco Town Office
635 Meadow Road
Casco, ME 04015

May 8, 2025

Re: Open Space Plan

Dear Mr. Ward,



We are pleased to submit this proposal for open space planning services for your consideration. Resilience Planning and Design has significant experience in assisting communities with the future planning of their open space and conservation lands, recreation and trails, natural resources, and nature-based climate solutions. We believe our team's extensive experience and qualifications in these areas, our passion for land protection and accessible outdoor recreation opportunities, and our ability to conduct effective public outreach, will bring the skills and expertise required to reach your project goals for this project. Our experience includes the completion of a municipal Open Space Plan for Portsmouth, NH; a municipal Open Space Plan for Stratham, NH; a Conservation and Open Space Plan for Dover, NH; an Open Space Plan Addendum focused on Nature-Based Climate Solutions for Burlington, VT; regional conservation plans in New Hampshire and Pennsylvania; and many Comprehensive Plans that have an explicit focus on conservation and open space. This includes comprehensive plans completed for Bar Harbor, Maine, and Wells, Maine.

For this project, I will serve as the project manager and point of contact from our Plymouth, NH office. However, our entire team will be directly involved in this effort. We feel our combined skills and experience will serve the Town of Casco effectively as you work to involve residents and property owners in determining how to best protect and steward the network of open spaces and conservation lands within the town. This is exactly what we have advocated for and accomplished in other communities. Our firm is committed to helping you connect with as many community members and stakeholders as possible to ensure the plan is driven by community priorities, while also being grounded in strong natural resource analysis. Building on the clear vision and actions identified in the 2024 Comprehensive Plan, Casco has an opportunity to create an actionable Open Space Plan that will serve as a blueprint for:

- Prioritizing land conservation efforts;
- Protecting the historical, wild, working, and water resource rich landscapes within the community;
- Developing a refined trail network that preserves access to trails and waterways;
- Creating safe connections for people and wildlife between villages and other destinations; and
- Setting an example as a resilient community.

The enclosed proposal will further detail who we are, our experience, and how we would assist you with the creation of an engaging, strategic, and action-oriented Open Space Plan. Thank you for the opportunity to offer our services, and we would be pleased to meet with you to discuss this project further.

Sincerely,

Steve Whitman, EdD, AICP
Founder and Principal
Resilience Planning & Design LLC
1 Bridge St, Suite 301 Plymouth NH 03264
P: 603-381-1798
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W: www.resilienceplanning.net

FIRM PROFILE



RESILIENCE PLANNING & DESIGN LLC

provides collaborative planning, design, and education services throughout the northeast, working on projects in New Hampshire, Vermont, Maine, Massachusetts, and beyond. Currently we have three full-time planners and a GIS analyst on staff. Beyond this core team, we collaborate with other professionals on a project- by- project basis to ensure we can deliver the specific skills needed for each initiative. Our professional experience includes working on a range of planning projects in communities of all sizes, but one of our specialties is leading open space planning initiatives. As a team, we have become extremely proficient in analyzing land use and natural resource data and then developing creative solutions that meet community objectives for conservation, open space, recreation, and transportation resources.

Each of our team members has a unique set of qualifications that focus on natural resources and environmental stewardship, and it represents an area of our work in which we are very motivated by. We are also very experienced with designing multi-pronged community outreach and engagement campaigns, creative GIS analysis, graphic design and visual communication, and document creation that is engaging and user-friendly. Together, we have been working to make planning documents and information more accessible and engaging to the public and municipal boards. We also have the ability to create the concise language and visuals needed to clearly communicate Casco's vision for its conservation and open space network, and the implementation program needed to reach that vision.

PROJECT TEAM

STEVEN WHITMAN, EDD, AICP **PRINCIPAL PLANNER & PROJECT MANAGER**

Steve Whitman is professional planner and educator who has been working in the public, non-profit, and private sectors for over twenty-five years. Steve will serve as the primary project manager and will ensure the project meets the scope and deliverables identified. Steve established Resilience Planning & Design to assist municipalities, agencies, and non-profit organizations with planning initiatives and implementation efforts that reinforce their visions and strategies for future land use, managing growth, and resource protection. His work includes strategic open space planning, comprehensive planning projects, housing assessments, policy and regulatory audits, and regional and watershed scale natural resource planning. Steve is also a published researcher on the value of holistic natural resource protection and regenerative design at the municipal scale. His work has been published in Planning magazine. Steve is a founding member of Pemi-Baker Trails in Plymouth, NH and an active board member for Mill City Park in Franklin, NH. He has extensive experience in trail management and outdoor recreation planning.



ELIZABETH KELLY **SENIOR PLANNER & DESIGNER**

Liz Kelly is a senior planner and designer who holds a M.S. in Ecological Design and Planning and has completed a variety of comprehensive planning projects for municipalities focused on dynamic visioning, place-based analysis, collaborative land use planning, creative plan development, and designing equitable outreach and engagement processes. She is highly skilled in working with communities to balance competing land use issues, create concensus, and support collaborative decision making. Liz is passionate about helping communities of all sizes realize their goals and envision solutions to complex, interrelated local and regional issues, especially those centered in how our natural lands are used and protected. She is formerly a municipal and regional planner, is a certified permaculture design teacher, is the president of her local community garden, and is highly skilled in group facilitation, graphic design, and project management.



ZAK BROHINSKY **GIS ANALYST**

Zak Brohinsky is an expert in GIS analysis, data management, and conservation planning. With a foundation in land conservation and stewardship, Zak understands complex environmental and social interactions and has the capacity to convey spatial information effectively to broad audiences. In the field of applied land conservation, Zak has worked with federal and state agencies, private entities, and non-profit organizations. Zak also has a background in climate resilience analysis executing natural disaster risk assessments for local, state, and international clients. He is certified in FEMA's flood hazard training having successfully completed the Hazus-MH for Flood course. Zak is the current Board Chair of the Plymouth Area Renewable Energy Initiative and also sits on the board of Standing Trees, a regional forest advocacy non-profit.



**CRYSTAL KIDD
PLANNER**

Crystal Kidd is a professional planner with a degree in Environmental Policy. Crystal brings her municipal planning experience to our firm, and completes existing conditions research in the initial stages of a project. She also brings her organizational skills to the development and management of the outreach and engagement aspects of comprehensive planning and land use policy projects. Her professional area of interest are in developing plans, resources, and regulatory tools that help regions and municipalities protect their natural resources, while improving their resilience and livability for all. Crystal also completed a certificate in Invasive Plant Species Management. She is also a member of the American Planning Association and is a volunteer with the Squam Lake Conservation Society, assisting with monitoring conserved lands.



QUALIFICATIONS AND REFERENCES

On the following pages, we have provided some examples of recent planning projects we have assisted with that focused on open space conservation, and recreation planning. Each of these projects was also informed by robust outreach and engagement efforts. We have included references for each project and encourage you to speak with our former clients as they have first-hand knowledge of our work.





OPEN SPACE AND CONSERVATION MASTER PLAN CHAPTER DOVER, NEW HAMPSHIRE

In 2024, Resilience Planning & Design partnered with the City of Dover to update their Open Space and Conservation Master Plan chapter. The chapter resulted in a multi-faceted vision that emphasized planning for a network of interconnected conservation lands, rural areas surrounding the bustling city, green urban corridors, clean drinking water, diverse habitat, and a resilient natural landscape. The chapter utilized a co-occurrence GIS mapping analysis to determine priority areas for future conservation, and identified areas for recreation and public access improvements. Our team analyzed the existing open space network to better understand ownership, land management, and distribution of open space throughout the city. An action matrix was developed collaboratively with a subcommittee and city staff, and was informed by public engagement, research of the city, and best practices. It included actions related to stewardship, trails, amenities, and future land protection. To view the chapter, please visit: <https://www.dover.nh.gov/Assets/government/city-operations/2document/planning/master-plan/OpenSpace/2.4.25%20%20Final%20Open%20Space%20Chapter.pdf>

CLIENT REFERENCE

Donna Benton,
Director of Planning and
Community Development
City of Dover
288 Central Ave.
Dover, NH 03820
p: 603.516.6008
e: d.benton@dover.nh.gov



OPEN SPACE PLAN

PORTSMOUTH, NH

In 2018/19, Resilience Planning & Design partnered with the City of Portsmouth to create a municipal Open Space Plan. The purpose of the Plan is to improve public access, increase use and stewardship of, and improve connectivity between open space assets city-wide. Throughout the planning process, RP&D worked with City staff, a Steering Committee, and the public to prioritize undeveloped land for acquisition/ protection, create open space stewardship and management guidelines, enhance outdoor recreation facilities and programming, and identify opportunities to improve connectivity between open spaces, trails, and neighborhoods. As part of the planning process, tabling at community events, a public meeting, and an online mapping tool were developed to solicit community input. This Plan was featured in the American Planning Association's "Planning" magazine for its innovative approach to open space planning. In 2023, the City worked with Resilience Planning and Design again, this time creating a Climate Action Plan for the municipality. For more information about the project, please visit: <https://www.cityofportsmouth.com/planportsmouth/open-space-plan#:~:text=The%20plan%20establishes%20a%20City.assets%20to%20ensure%20access%20from>

CLIENT REFERENCE

Peter Stith, Principal
Planner
City of Portsmouth
1 Junkins Ave, 3rd Floor
Portsmouth, NH 03801
p: (603) 610-7296
e: pmstith@
cityofportsmouth.com



OPEN SPACE AND CONNECTIVITY PLAN STRATHAM, NEW HAMPSHIRE

The Town of Stratham, partnered with Resilience Planning & Design and FB Environmental Associates to create an Open Space and Connectivity Plan, which works to create an open space network that balances the protection of significant natural resources, the creation of opportunities for public access and recreation, and the enhancement of community character and desirability. Located in the New Hampshire seacoast, Stratham is known for its rural landscapes and agrarian history, and has been seeing increased development pressure. As part of this project, existing open space and natural resources were inventoried and the community was engaged in diverse ways to solicit input on strategies to increase the connectivity and quality of the existing open space network. Public outreach included the use of social media posts, a project website, and posters, while engagement included public meetings of the Steering Committee, an interactive map survey, tabling at events, and a traditional public input survey. These tools allowed over 300 people to contribute their input to the planning process. This Plan was created as a Story Map to create a more engaging planning tool to utilize in the future. View the Stratham Open Space & Connectivity Plan here: <https://storymaps.arcgis.com/stories/1c59844f0d1a446cab7b7457be80455e>

CLIENT REFERENCE

Mark Connors,
Former Director of
Planning and Community
Development
Town of Stratham
10 Bunker Hill Ave.
Stratham, NH 03885
p: (978) 626-5251
e: mconnors@
hamiltonma.gov



CONSERVATION PLAN

FIVE RIVERS CONSERVATION TRUST

In 2022/2023, Resilience Planning and Design (RP&D) partnered with Five Rivers Conservation Trust, a regional land protection organization serving the greater Concord region of New Hampshire, to develop a holistic regional conservation plan. The purpose of this plan was to provide a framework to guide future land acquisition and conservation projects, identify partnership opportunities with communities and others, and examine future opportunities through an ecological, equity and access, and recreational lens. As part of this project, a conservation workshop was coordinated convening stakeholders from throughout the region to participate in the planning process and shape the final plan. A municipal survey was also distributed to all conservation commissions in the region, and regular stakeholder meetings with the Lands Committee helped RP&D refine a GIS analysis process to evaluate conservation opportunities through a holistic lens. Instead of a traditional planning document, a story map was created to illustrate plan priorities and display GIS information through an interactive map. This can be found here: <https://5rct.org/regional-conservation-plan/>

CLIENT REFERENCE

Liz Short, Executive
Director
Five Rivers Conservation
Trust
10 Ferry Street, Suite
311-A
Concord, NH 03301
p: 603-225-7225
e: liz@5rct.org



NATURE-BASED CLIMATE SOLUTIONS ADDENDUM TO OPEN SPACE PLAN BURLINGTON, VT

In 2020, Resilience Planning & Design was hired by the City of Burlington to address the need for a more comprehensive approach to implementing nature-based climate solutions by developing an addendum to the existing open space plan. This new document focuses on utilizing nature-based climate solutions to capture and store carbon and deliver other critical ecosystem services and how these nature based climate solutions can be applied at various scales throughout the city. Working closely with City staff and a sub-committee of the Burlington Conservation Board, RP&D assessed existing conditions and engaged the public to imagine a future where residents are working together to combat climate change through nature. Outreach strategies included working with a local artist to develop educational comic style graphics, a virtual community meeting, an online survey, and promotion via television, radio, social media, and signage in the city's open spaces and other highly trafficked places. The final addendum document can be found here. <https://www.burlingtonvt.gov/595/Open-Space-Addendum#:~:text=The%20city's%20nature%2Dbased%20solutions,produce%20large%20amounts%20of%20carbon%2D>

CLIENT REFERENCE

Scott Gustin, Principal
Planner for Development
Review
City of Burlington
149 Church Street
Burlington, VT 05401
p: (802) 865-7189
e: sgustin@burlingtonvt.gov

OTHER RELEVANT PROJECT EXAMPLES



MILL CITY PARK MASTER PLAN - 2019
FRANKLIN, NEW HAMPSHIRE



OPEN SPACE PLANNING EFFORTS - 2023
MOOSE MOUNTAIN REGIONAL GREENWAYS,
NEW HAMPSHIRE



INTEGRATED LAND MANAGEMENT PLAN - 2020
SUSQUEHANNA RIVER LANDS CONSERVATION
LANDSCAPE, PENNSYLVANIA



REGIONAL CONSERVATION PLAN - 2023
KITTATINNY RIDGE CONSERVATION
LANDSCAPE, PENNSYLVANIA



BAR HARBOR 2035
COMPREHENSIVE PLAN - 2024
BAR HARBOR, MAINE



WATER RESOURCES MASTER PLAN CHAPTER
- 2021
FRANCESTOWN, NEW HAMPSHIRE

PROJECT UNDERSTANDING AND SCOPE

The timing of Casco's Open Space Plan nicely follows the adoption of the 2024 Comprehensive Plan, which provides clear goals for the open space network in Casco. Together, these efforts will help inform Casco's understanding of the existing network of conservation lands, open spaces, and trails. These documents and the public outreach and engagement opportunities that will be provided during this project will help envision and communicate how Casco can best care for these lands and expand this network over time.

This planning effort will also benefit from the progress in open space planning over the past decade. Equitable access, climate resilience, carbon sequestration, and many other ecosystem services and related issues are now considered as we plan for open space networks. This holistic approach is in line with Casco's Comprehensive Plan, and the desire to make these lands more accessible and central to community resilience efforts.

Our firm will assist town staff and the Open Space Commission with the careful design of an outreach and engagement program that broadly engages community members, elected officials, the school community, businesses, and many others. Using a combination of in-person and remote engagement strategies, the result of this process will be an updated and expanded vision of Casco's open space network, and a visually engaging plan that clearly communicates the implementation actions needed to accomplish the identified goals. This document will be concise and user-friendly as both a digital and print document.

TASK 1: PROJECT MANAGEMENT AND MEETINGS

We feel that regular meetings with town staff and the Open Space Commission spaced out over the project timeline are important for maintaining the attention needed to complete this Open Space Plan. These meetings provide an opportunity for project updates, as well as the delivery and review of draft



materials. Steve Whitman from our firm will attend all the meetings and will be joined by other team members for task and topic specific discussions as needed. At least one staff member will appear in person, but if additional members could attend by phone or Zoom that would help the budget. Between meetings, we will communicate regularly with the identified department staff or commission members.

We envision a minimum of five meetings with the Commission. This includes a kickoff meeting and tour of the town, a final committee meeting to review the draft plan and solicit feedback, and a presentation of the Final Draft Plan to the Board of Selectmen for adoption.

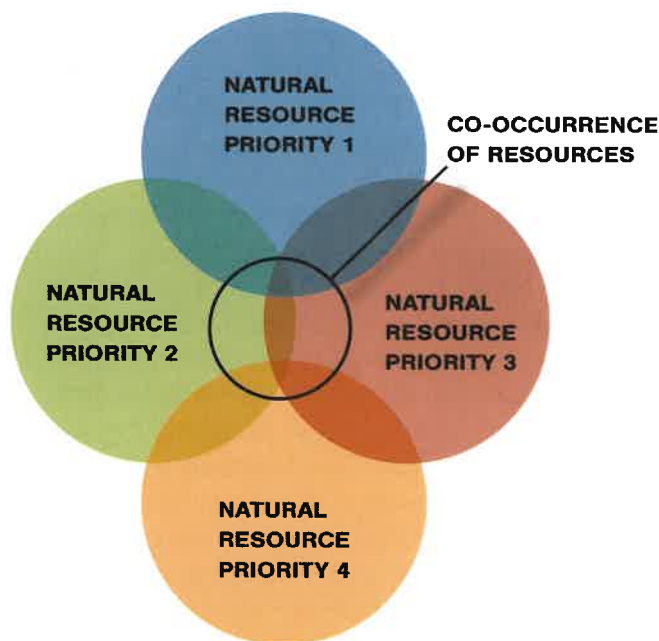
TASK 2: PRIORITIZATION STRATEGY - GIS ANALYSIS

Developing a town-wide strategy for prioritizing conservation efforts in Casco will require a data-driven approach that can be implemented and measured. Given the complexity, we recommend a robust GIS analysis that is informed by a thorough document review. The document review provides a foundation that will help our team understand the Town's overall direction and how it relates to, and is nested within, regional and state-wide open space considerations.

A strategy we have employed successfully in other communities involves a three-step process. This results in a co-occurrence map highlighting areas of highest conservation value based on Town-defined criteria. This result is a transparent, measurable, and defensible approach for prioritizing future conservation, recreation, and connectivity efforts in town. This comprehensive approach will also help inform internal discussions and decision-making and can be shared publicly to communicate and expand Casco's efforts.

We will craft a summary of the emerging issues and opportunities related to the open space network that result from the document review and town-wide GIS analysis. GIS maps and other relevant tools will be used to visually represent this important information after a review by the Commission and any necessary

revisions. The initial document and analysis findings will help our team identify ways to engage the public in conversations about the future of the open space network in Casco and the various functions it can provide. This early work will also help us understand how Casco has changed over time and how effectively existing resources are guiding the town's efforts. One of the deliverables from this task will be a new GIS conservation prioritization dataset for the Town of Casco.



TASK 3: PUBLIC OUTREACH AND ENGAGEMENT

We have found that outreach efforts associated with open space plans should utilize both conventional and alternative methods of engagement. This can include online polling, public meetings, workshops, and/or focus groups. This will provide greater flexibility over the project timeline and offers a variety of ways for individuals to participate. During the project kickoff meeting, we would like to begin identifying the range of outreach techniques that will be effective in Casco while being sensitive to any funding and timeline restrictions. Then we will draft an outreach plan that outlines the exact methods to be used and the timing of each throughout the project. At a minimum, we feel this should include a project webpage, regular print and digital project updates (including social media), and online and in

person public engagement opportunities.

The topics addressed in this plan will benefit from a fun and interactive in person event where participants can provide feedback and ideas on the management of existing parcels and help identify and envision new open space priorities and connections within the town, and into neighboring communities.

TASK 4: PLAN DEVELOPMENT AND DELIVERY

After the public outreach tasks have been completed, we will work with the Town to refine the direction of the plan, and the detailed actions needed to guide these efforts. This will include cross-references and connections to the comprehensive plan and other initiatives to ensure they are consistent.

The plan layout and visuals will make the final product visually appealing and easy to navigate and comprehend. To accomplish this, the final document will be formatted and delivered using InDesign software. This is now the industry standard and will allow the city to share a draft of the final plan online, and as a printed document in key locations within the community to solicit public feedback. Once this phase of the project is complete, we will meet with the Committee to review any final changes or additions before providing a final version to the Board of Selectmen. We are happy to assist with this public hearing process, and are happy to be in attendance to present materials and collect any feedback received.

Delivery of electronic copies of the final Open Space Plan, maps, and supporting data will be completed after adoption.



PROPOSED TIMELINE

We have estimated a June project kickoff meeting with representatives of the Town of Casco to refine the scope and schedule for this project. We would also like to arrange a tour of the community early on in the project. A minimum of four additional in person meetings are anticipated over the course of this project. Below we have suggested a project schedule that we would like to discuss with you further.

TASKS	2024						
	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Task 1: Project Management and Meetings							
Task 2: Prioritization Strategy - GIS Analysis							
Task 3: Public Outreach and Engagement							
Task 4: Plan Development and Delivery							

PROPOSED BUDGET

Based on our initial understanding of the proposed project, and our experience on other similar initiatives, we feel confident that the budget identified below will ensure a thorough and innovative process that results in an engaging and actionable Open Space Plan. The breakdown of our proposed budget is provided by task below. However, we would welcome the opportunity to meet with the Town of Casco to refine this scope of work and the corresponding budget to ensure it best meets your needs.

TASK	FEE
Task 1: Project Management and Meetings	\$9,950
Task 2: Prioritization Strategy - GIS Analysis	\$17,250
Task 3: Public Outreach and Engagement	\$8,500
Task 4: Plan Development and Delivery	\$14,300
TOTAL	\$50,000

The hourly rates for the proposed project team are below. On projects such as this we prefer to bill on a monthly basis.

PERSONNEL	HOURLY RATES
Steve Whitman, EdD, AICP	\$165
Liz Kelly	\$100
Zak Brohinsky	\$100
Crystal Kidd	\$75

RESUMES



Resumes for our team members are included on the following pages.

STEVE WHITMAN, EdD, AICP

Principal Planner & Project Manager



P: 603.381.1798

E: steve@resilienceplanning.net

VOLUNTEER ACTIVITIES

Board of Directors, Mill City Park; December 2018 – Present

Founding Member, Pemi-Baker Trails; March 2020-Present

Board of Directors, Transport Central; May 2024-Present

Board of Directors, Root to Rise; January 2018 – October 2021

Alternate, Plymouth Planning Board; January 2015 – December 2021

Member, Plymouth Energy Commission; July 2007 – 2017

Board of Directors, Plymouth Area Renewable Energy Initiative; August 2006 – 2017

Planner of the Year, New Hampshire Planners Association; 2012

Eagle Scout, Boy Scouts of America

EDUCATION

EdD Learning, Leadership and Community.
Plymouth State University, Plymouth, NH; December 2018

M.S. Regional Planning. Concentration: Environmental Policy and Planning
University of Massachusetts, Amherst, MA; May 1998

B.A. Marine Affairs. Concentration: Coastal Zone Management. Minor: Zoology
University of Rhode Island, Kingston, RI; May 1995

Associates Degree: Liberal Arts. Concentration: Math and Science
Dean College, Franklin, MA; May 1993

CERTIFICATIONS

Permaculture Teacher Certification
Central Rocky Mountain Permaculture Institute, Basalt, CO; September 2009

Permaculture Design Certificate
Crystal Waters Ecovillage, Queensland, Australia; May 2008

PROFESSIONAL EXPERIENCE

Planning Consultant. Resilience Planning and Design LLC, Plymouth, NH; 2014 – Present
Founder and Principal of this New Hampshire based planning, ecological design and education firm providing a range of services to clients with a commitment to a more resilient future.

Sustainability Programs Coordinator & Teaching Lecturer. Plymouth State University, Plymouth, NH; 2004 – 2021
Contract staff for the Office of Environmental Sustainability. Taught courses in Environmental Planning, Community Planning, Permaculture and Sustainability in the Social Science Department at the University. Developed and currently offering international field study courses focused on sustainability and permaculture.

Adjunct Professor. Colby Sawyer College, New London, NH; 2011 – 2018
Developed and co-taught the College's first Permaculture Design Course. Participants in these courses include Colby students, faculty, and members of the general public. Assisted the College with the development of a Community Based Sustainability major, and collaboration on projects in Franklin, NH.

Senior Planner. Jeffrey H. Taylor and Associates, Concord, NH; 2003 – 2013
Planning consultant offering facilitation and long range planning services. Projects included design charrettes, climate/energy projects, community and watershed scale master planning, policy audits, and natural resource based planning projects.

Principal Planner. Office of State Planning, Concord, NH; 1999 – 2003
Responsibilities included coordination and/or participation in major studies and projects dealing with smart growth land use issues in New Hampshire. Responsibilities also included planning the annual conference and other workshop opportunities for planners in New Hampshire; providing technical advice to municipalities and regional planning staff on land use planning related topics; preparing and coordinating the publication and distribution of technical bulletins; writing, administering, and coordinating contracts.

Regional Planner. Lakes Region Planning Commission, Meredith, NH; 1997–1999
Provided technical planning assistance and workshops to Lakes Region Municipalities and other interested parties. Provided Circuit Rider Planning Assistance to the Town of Northfield, NH.



ELIZABETH KELLY

Senior Planner & Designer



P: 860.573.6458

E: liz@resilienceplanning.net

VOLUNTEER ACTIVITIES

President. Plymouth
Community Garden.
Sept. 2023 - Present.

Former Board President.
Permaculture Association
of the Northeast
2017 - 2021

EDUCATION

M.S. Ecological Design

The Conway School of Landscape Design, Northampton, MA;
June 2014

B.S. Interdisciplinary Studies: Sustainability and Ecological Design

Plymouth State University, Plymouth NH; May 2013

SKILLS AND EXPERTISE

- Digital Design: Adobe Creative Suite, Auto CAD
- Regional and Municipal Planning
- Permaculture and Ecological Design
- Community Resiliency
- Natural Resource Planning
- Placemaking



PROFESSIONAL EXPERIENCE

Senior Planner and Designer. Resilience Planning & Design LLC. Plymouth, NH. July 2017 - Present.

- Manages a variety of planning projects to ensure consistent communication, client satisfaction, and oversight of the full planning process.
- Develops municipal and regional planning documents for municipalities, coalitions, and non-profit organizations. Relevant project experience includes preparing comprehensive planning documents, open space and land conservation plans, housing studies, economic development plans, and site-level master plans.
- Manages community engagement and outreach processes for a variety of planning projects. Design print and digital outreach materials.
- Author and design layout of planning documents.

Teaching Lecturer. Plymouth State University. Plymouth, NH. February 2018 - May 2021

- Developed and taught curriculum for the following courses: Issues in Sustainability, Community Planning, Intro to Permaculture, and Advanced Permaculture Design.

Planner. Town of Bristol. NH. July 2017 - May 2018.

- Conducted plan review for site plan applications, subdivisions applications, etc.
- Provided technical assistance and support to local land use boards.
- Drafted land use regulations.
- Communicated planning processes and procedures to the public and applicants.
- Applied for and managed grants related to historic preservation and transportation planning.

Planning Technician. Southwest Regional Planning Commission. Keene NH. January 2016 - June 2017.

- Contributed to the authoring and design of numerous regional planning documents.
- Developed complete streets policies and accompanying design guidelines for municipalities.
- Coordinated complete streets demonstration projects in two communities.
- Managed a grant funded regional free bike rack program including outreach, budget management, and fostering relationships with funding recipients.
- Produced graphics, maps, promotional materials, plans, and publications for a variety of projects.

ZAK BROHINSKY

GIS Analyst



P: 860.559.1488

E: zak@resilienceplanning.net

VOLUNTEER ACTIVITIES

President of Board of Directors. Plymouth Area Renewable Energy. Mar. 2019 - Present.

Member of Board of Directors. Plymouth Area Renewable Energy Initiatives. Jan. 2015 - Present.

Advisory Committee. Local Foods Plymouth. May 2013 - May 2019.

EDUCATION

M.S. Conservation Biology & Planning.
University of Massachusetts. Amherst, MA. 2011.

B.S. Cultural Ecology & Sustainability
Plymouth State University. Plymouth, NH. 2009.

ADDITIONAL TRAINING

Professional Certificate. Hazus-MH for Flood. FEMA Software.
Emmitsburg, MD. April 2018.

PROFESSIONAL EXPERIENCE

Conservation Planner and GIS Analyst. Resilience Planning & Design LLC. Plymouth NH.
June 2019 - Present.

Leads conservation project efforts and manage GIS support across all project disciplines. Develops municipal and regional documents for conservation-based projects on behalf of municipalities and non-profits throughout the Northeast. Generates spatial statistics for projects and prepare all map products. Maintains strong working relationships to ensure consistent and accurate data throughout all projects.

Adjunct Faculty. Plymouth State University. Plymouth NH. January 2013 - December 2023.

Develops and teaches undergraduate curriculum in GIS foundations and advanced topics with focus in applied land protection and environmental research projects.

Conservation Mapping & Field Specialist. Squam Lakes Conservation Society. Holderness, NH. July 2013 - 2022.

Prepares baseline documents, maps, and all spatial needs related to land conservation transactions and maintains the geographic database for the Squam Lake Watershed.

GIS Specialist. Sobis, Inc. January 2017 - 2022.

Provides geospatial and GIS expertise in the field of natural disaster risk management for domestic and international clients.

Contractor. Geolink. Rumney, NH. May 2015 - 2022.

Prepares baseline documentation reports as part of land conservation transactions for regional conservation groups in the northeast. Prepare required maps and conduct data collection and field work for certified forestry operations in VT and NH.

Program Coordinator. Plymouth Area Renewable Energy Initiative. September 2011- 2014.

Organized, implemented, and marketed energy efficiency workshops throughout New Hampshire on behalf of state utilities. Acted as liaison between utilities to prioritize workshop locations.

Extension Research Assistant. NH Fish & Game Department. January 2011 - May 2011.

Assisted with the federally endangered Karner blue butterfly recovery plan by prioritizing properties and landowners to focus future conservation efforts.



CRYSTAL KIDD

Planner



P: 508-818-3570

E: crystal@resilienceplanning.net

EDUCATION

B.S. Environmental Policy
Plymouth State University. Plymouth, NH. 2020.

RELEVANT PROJECTS

Master Plan Projects

- Pelham, New Hampshire
- Atkinson, New Hampshire
- Rye, New Hampshire
- Meredith, New Hampshire
- Bristol, New Hampshire
- Dover, New Hampshire
- Orange, Massachusetts

Natural Resource Protection

- New Hampshire Water Works Association (NHWWA) - Sanbornton and Franklin, New Hampshire

Housing Related Projects

- Lancaster, New Hampshire
- Enfield, New Hampshire
- Farmington, New Hampshire
- Bedford, New Hampshire

VOLUNTEER ACTIVITIES

Conservation Easement Monitor, Squam Lakes Conservation Society Feb. 2025 - Present

ADDITIONAL TRAINING

Professional Certificate. Invasive Species Plant Management. 2022.

PROFESSIONAL EXPERIENCE

Planner. Resilience Planning & Design LLC. Plymouth, NH.

March 2022 - Present.

Analyzes and synthesizes data, studies, and other resources to summarize existing conditions for a variety of planning projects.

Provides staff support for community engagement and outreach activities.

Develops advertising materials for outreach initiatives including flyers, press releases, and project websites.

Assists with project meeting facilitation.

Planning Technician. Town of Narragansett. Narragansett, RI.

February 2021- April 2022.

Reviewed building plans and zoning permit applications to assure compliance with requirements such as bulk, placement, proximity to wetland/coastal features, and parking ratios with the Environmental Planning Specialist.

Prepared staff reports and recommendations on special use permits and variances.

Provided technical assistance and information to staff and the public in the administration of specific planning program areas or ordinances.

Staffed the Narragansett Planning Board, Zoning Board, and Historic District Commission. Managed the Narragansett Adopt-a-Spot Program by writing promotional ads, processing adopter applications, assisting the adopter in the procedure of the Conservation Commission, Town Council, and state approvals.

Assisted the Community Development Director in conducting public engagement focus group meetings for a parking study in Town.

Community Planning Intern. North Country Council. Littleton, NH.

May 2019 - August 2019.

Completed culvert assessments for New Hampshire Department of Environmental Services in several towns.

Entered culvert assessment data into GIS software to map the culverts that needed to be replaced due to low aquatic passage or structural damage.

Worked on projects for NHDOT setting up traffic counts in several towns across the state.

Worked on projects for NH Forest Service by doing parking lot assessments and entering data on GIS maps.

Used Microsoft excel to take inventory of historical markers throughout the region.

Used Microsoft PowerPoint and Word to create fliers for specific towns in the planning region to help promote economic development.

Worked closely with team members to deliver project requirements, develop solutions and meet deadlines.

