

Privacy Notice

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Profile

Which Boards would you like to apply for?

City of Raleigh - Dix Park Commission: Submitted

Please select your first Board preference: *

None Selected

Please select your second Board preference: *

None Selected

Please select your third Board preference: *

None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Christopher

First Name

Herndon

Last Name

Middle Initial

503 Carpenter Town Lane

Street Address

Suite or Apt

Cary

City

NC

State

27519

Postal Code

What district do you live in?

None Selected

Home: (317) 679-1046

Primary Phone

Mobile: (317) 679-1046

Alternate Phone

herndo@gmail.com

Email Address

Sierra Club

Employer

North Carolina Chapter
Director

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Cary

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I am interested in serving on the Dix Park Commission because I care deeply about how we shape and care for shared public spaces. Dorothea Dix Park is a once-in-a-generation investment; not just for Raleigh, but for all of Wake County. I would value the opportunity to help guide its continued development. I've spent much of my career working with organizations and communities to bring people together around a shared vision and turn that vision into something real and lasting. Serving on a board or commission is a meaningful way to contribute to that kind of work by listening to key stakeholders, asking thoughtful questions, and helping ensure decisions reflect both community input and long-term impact. I also believe the Wake County Board of Commissioners has a unique opportunity to appoint someone who brings a perspective from outside of Raleigh. As a Cary resident, I see how people across the county already use and value Dix Park, and how important it is that it continues to feel accessible and relevant to everyone in Wake County. I would bring that broader, countywide lens to the role. In my current role leading the North Carolina Chapter of the Sierra Club, I also bring a statewide perspective on issues like access to green space, conservation, and equitable investment in public resources. I would be excited to contribute both that experience and a collaborative approach to the Commission's work.

Work Experience

Sierra Club, North Carolina Chapter Director, 2024-present WakeUP Wake County, Interim Executive Director, 2023 United Way of the Triangle, Chief Operating Officer, 2021-23 The Diversity Movement, VP of Marketing & Partnerships, 2020-21 United Way of Central Indiana, Chief Marketing & Engagement Officer, 2012-19 Indianapolis Indians Professional Baseball, Director of Marketing, 1995-2012

Volunteer Experience

CIVIC LEADERSHIP: Dorothea Dix Park Leadership Committee, 2025-26 Dorothea Dix Park Community Committee, Chair, 2023-26 WakeUP Wake County, Board, 2024-26 Triangle Trails Initiative, Executive Committee, 2024- Town of Cary Parks, Recreation, & Cultural Resources Advisory Board, 2023- Town of Cary Greenway Committee, Chair, 2022-25 Cary 101 (formerly Cary School of Government), 2022 "Count Me In, Cary!" Stakeholder Representative, 2023-24 COMMUNITY SERVICE UNC Health Children's Cochlear Implant Center, Advisory Board, 2020-23 American Marketing Association Triangle, AVP Diversity & Inclusion, 2020-22 N.C. State Entrepreneurship Clinic, Mentor, 2019-23 Hear Indiana, Board Governance Chair, 2017-2019 Super Bowl XLVI, Host Committee, 2011-12 Big Ten Basketball, Local Organizing Committee, 2003-13 Downtown Indianapolis Inc., Executive Committee 2006-12 Chatham Courts HOA, President, 2007-16 NCAA Final Four, Local Organizing Committee, 2005-06

Education

Ball State University, B.S. Sport Administration Duke University, Certificate, Sustainable Management COMMUNITY LEADERSHIP DEVELOPMENT Leadership North Carolina, Class 33 North Carolina Institute of Political Leadership (IOPL) Fellow, 2025 Leadership Triangle Goodmon Fellow, Executive Program, 2025 Certified Interim Executive, 2024 Certified Diversity Executive, 2021 Leadership Triangle Goodmon Fellow, Regional Program, 2021 United Way Worldwide, Executive Leadership Series, 2018 Leadership Indianapolis. Executive Leadership Series, 2014

Comments

I bring a combination of direct experience with Dix Park, regional public service, and professional leadership that I believe would allow me to contribute right away. I previously served on the Dix Park Leadership Committee and chaired the Dix Park Community Committee. Those experiences gave me a strong understanding of the park's history, the partnership between the City of Raleigh and the Conservancy, and the importance of meaningful community engagement as the park continues to evolve. I also serve on the Town of Cary's Parks, Recreation and Cultural Resources Advisory Board and previously chaired the Town of Cary Greenway Committee. Through these roles, I've developed a deeper appreciation for how parks and greenways serve growing communities, and how important it is to think about access, connectivity, and long-term planning across municipal lines. Professionally, I bring both nonprofit and private-sector experience. In addition to leading the North Carolina Chapter of the Sierra Club, I spent 16 years leading marketing and communications for a major public-facing attraction that welcomed roughly 700,000 visitors annually. That experience shaped how I think about creating spaces that are welcoming, memorable, and reflective of the communities they serve, while also understanding the importance of sustainable funding, partnerships, and revenue strategies that support long-term success. If appointed, I would approach this role with a focus on collaboration, transparency, and thoughtful stewardship, helping ensure Dix Park continues to grow as a place that truly serves all of Wake County.

[Christopher M Herndon Resume -
_Sierra Club NC Director -
_111824_update.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Christopher Herndon

Date of Birth

Gender *

Male

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

Word of mouth

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

CHRISTOPHER M. HERNDON, CDE

Purpose-Driven Executive Leader, Certified Diversity Executive®

Cary, NC | 317-679-1046 | herndo@gmail.com | [Linkedin.com/in/herndo](https://www.linkedin.com/in/herndo)

OBJECTIVE

I help organizations better align mission, strategy, and stakeholder engagement to achieve long-term, sustainable impact. I am driven to improve communities by leveraging the intersection of public and private sectors.

DELIVERS

Earned trust and confidence of board, staff, and key stakeholders.
Consistently increasing revenue, visibility, and organizational alignment.
Implementation of complex local and national initiatives with high fidelity.
Infused enthusiasm and urgency into culture.
Positioning as industry leader and innovator among peers.

EXPERIENCE

Sierra Club

North Carolina Chapter Director | July 2024 – Present

Lead the North Carolina Chapter of the most historic grassroots environmental organization in the country by fighting for a healthy climate built on a foundation of environmental, racial, economic, and gender justice. Develop and direct organizational priorities, including but not limited to: conservation, political and legislative programs, assuring equity and inclusion, fundraising, volunteer development, member services, financial management, and media relations.

WakeUP Wake County

Interim Executive Director | September 2023 - February 2024

Led a high-profile, local non-profit through a critical transition period. WakeUP Wake County is a 501(c)3, non-partisan advocacy organization that leads public engagement on environmental stewardship and land use issues in one of the fastest-growing counties in the United States. Served as face of the organization and led the staff and partners while providing strategic direction, governance, stakeholder management, operations, fiscal management, grassroots organizing, and communications.

United Way of the Greater Triangle

Chief Operating Officer & Chief Philanthropy Officer | 2021-2023

Recruited by CEO to lead operations, development, and data teams while transforming operations and building a foundation for sustainable funding in support of UWGT's mission to invest in community-driven solutions that advance racial and economic justice.

- Increased internal collaboration by leading an inclusive organizational goal-setting process, socializing business analytics and insights, and establishing a directors-level leadership group.
- Revamped the fundraising function by solidifying a new leadership team and developing an empowering culture, resulting in nearly \$11M revenue across multiple revenue streams.

- Transformed technology operations, including onboarding organization’s first managed services partner, upgrading critical hardware and software, and migrating systems to the Cloud.

The Diversity Movement

VP of Marketing & Partnerships | 2020-21

Recruited by CEO to build the marketing function and to grow partnerships for a rapidly growing start-up that helps organizations integrate diversity, equity, and inclusion (DEI) strategies into the core of their businesses. Generated \$1M revenue within first year of operation.

- Developed strategic national and regional partnerships that drove revenue, grew capabilities, and increased presence in the marketplace within targeted verticals.
- Led creation of comprehensive marketing plan that integrated content, product, and events strategies to drive business development.

United Way of Central Indiana (Indianapolis)

Recruited by CEO to transform passive donors into raving fans. Succeeded by driving mission clarity, identifying customer needs/expectations and deepening relationships. Repositioned legacy organization locally and provided leadership to numerous groundbreaking initiatives nationally.

Chief Marketing & Engagement Officer | 2017-19

Senior Vice President of Marketing & Engagement | 2014-17

Vice President of Marketing & Communications | 2012-14

Director of Marketing & Communications | 2012

- Had executive-level accountability for \$70M annual revenue, 120 employees, 1,000 corporate partnerships and 60,000 individual donors while directly leading 20+ person team.
- Led organization’s role in 10-market pilot of UW’s first shared, year-round digital marketing campaign. Resulted in creation of Salesforce Philanthropy Cloud and expansion to 1,200 local UWs.
- Masterminded year-long centennial celebration that increased YOY engagement by 500%, secured 90K new business leads, and launched \$2.5M planned giving initiative; culminated in capstone event at world-famous Indianapolis Motor Speedway with 3,000+ attendees and national visibility.
- Influenced “All IN 4 Pre-K” public policy advocacy that resulted in the city’s first publicly funded pre-K program, a statewide pilot program, and nearly \$50M in public funding.

Indianapolis Indians Professional Baseball

Director of Marketing & Communications | 2003-2012

Throughout journey from intern to respected executive leader, fueled organizational innovation and growth to 600,000 attendees and \$9M annual revenue. Instrumental in propelling Triple-A organization to be recognized industry leader among 160 peers.

COMMUNITY LEADERSHIP

Chair, Town of Cary Greenway Committee
 Town of Cary Parks Advisory Board
 Town of Cary Climate Advisory Group
 Dorothea Dix Park Community Committee
 Triangle Trails Initiative Executive Committee

EDUCATION / EXECUTIVE LEADERSHIP PROGRAMS

Duke University, Sustainable Management Certificate
 Ball State University, B.S. Sport Administration
 United Way Worldwide Advanced Executive Leaders
 Leadership Indpls. Exec. Leadership Series
 Leadership Triangle Executive Series

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Profile

Which Boards would you like to apply for?

City of Raleigh - Dix Park Commission: Submitted

Please select your first Board preference: *

None Selected

Please select your second Board preference: *

None Selected

Please select your third Board preference: *

None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Karen

First Name

K

Middle Initial

Rindge

Last Name

1543 Sunrise Ave.

Street Address

Suite or Apt

Raleigh

City

NC

State

27608

Postal Code

What district do you live in?

None Selected

Home: (919) 637-4271

Primary Phone

Home: (919) 637-4271

Alternate Phone

karen@rootedinnaturedesigns.com

Email Address

self

Employer

landscape designer

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I have served on the Dix Legacy Committee for the past two years and was engaged in the development of the Chapel Healing Garden. I chair the Ecology Work Group of the Legacy Committee. In that capacity, I have coordinated Committee members and interested landscape architects who share a commitment to making Dix Park ecologically resilient, environmentally abundant, and a great public park for decades to come. We have worked with City staff in identifying important natural resource goals for the Park and we hope to continue supporting these efforts and goals. We are also engaging with local nonprofits interested in supporting Dix Park's ecosystem and tree canopy. I would be delighted to serve on the Commission and be a voice supporting all the Legacies of Dix and making Dix the next great ecologically significant park in the US.

Work Experience

For 13 year, I directed the non-profit, WakeUP Wake County, a citizens voice for sustainable growth. While leading WakeUP, I followed and was engaged with many local issues, including land use planning, public transit, water supply and quality, affordable housing, creating walkable/bikable neighborhoods, and supporting public schools. I have long been committed to improving our community and engaging with residents and local leaders with a shared vision for high quality of life for our fast growing region. I also served on the Raleigh Transit Authority for six years. I switched careers six years ago to focus on environmental resilience through sustainable landscape design, with a focus on native plants, pollinator gardens and meadows, and stormwater management. I work on residential projects as well as public spaces, including the Department of Natural & Cultural Resources downtown building, the Governor's Executive Mansion and Western Residence, and the Hillsborough Street roundabouts. I also serve on the NC Arboretum's Board of Directors.

Volunteer Experience

Dix Park Legacy Committee, current North Carolina Arboretum, Board of Directors, current Raleigh Transit Authority, 2017-23 North Carolina Native Plant Society, Advocacy Chair, current

Education

UNC-Chapel Hill, BA 1986 University of Zimbabwe, Honors Degree, 1989 NC State University, horticulture coursework

Comments

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Female

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

I've been following and engaged in County issues for many years!

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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Karen K Rindge

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Profile

Which Boards would you like to apply for?

City of Raleigh - Dix Park Commission: Submitted

Please select your first Board preference: *

City of Raleigh Planning Commission

Please select your second Board preference: *

Library Commission

Please select your third Board preference: *

Wake County Water Partnership

Please select your fourth Board preference: *

Water Partnership

Please select your fifth Board preference: *

City of Raleigh Board of Adjustment

Please select your sixth Board preference: *

Historic Preservation Commission

Ryan
First Name

Middle
Initial

McCune
Last Name

2704 Verde Dr
Street Address

Apt D
Suite or Apt

Raleigh
City

NC
State

27603
Postal Code

What district do you live in?

None Selected

Mobile: (717) 676-7023

Primary Phone

Home: (717) 676-7023

Alternate Phone

mccune.rt@gmail.com

Email Address

NC State University

Employer

Graduate Research Assistant

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I am a young professional attending graduate school at NC State University and have enjoyed living in Wake County for the last four years. I took active roles volunteering in my prior residential area and would love to get more involved in volunteering in Wake County as I intend to make this my permanent home. I have an extensive background in civil and environmental engineering which I believe sets a strong foundation for understanding the role of and serving on many of the citizen advisory boards.

Work Experience

I have had several experiences in private engineering consulting and design with private civil engineering and landscape architecture firms. I am currently a full-time engineering researcher at NC State University pursuing a PhD in civil engineering.

Volunteer Experience

Recently in the area I have volunteered with AventWest Children's Mentorship Program and Wake County Big Sweeps.

Education

BS Civil Engineering - University of Delaware
BS Environmental Engineering - University of Delaware
Masters of Civil Engineering - NC State University
Currently enrolled PhD Civil Engineering - NC State University

Comments

I know that I am a young volunteer for several of these boards, but I have a genuine interest and passion in local government involvement. I am originally from Pennsylvania and my mother worked for our local government for 40 years, so attending meetings and taking active interest and roles in our local area was ever present. I would love the opportunity to be more active in Wake County and provide my time in service to the community.

[RyanMcCune.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Male

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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RYAN THOMAS McCUNE, E.I.T.

+1 (717) 676-7023 · ryan@rmccune.io

rmccune.io

Department of Civil, Construction, and Environmental Engineering
North Carolina State University · 915 Partners Way, Raleigh, NC, 27695-7908

EDUCATION

Ph.D. Civil Engineering	Expected 2027
North Carolina State University	Raleigh, NC
<i>Concentration in Coastal Engineering</i>	
Master of Civil Engineering	2025
North Carolina State University	Raleigh, NC
<i>Concentration in Coastal Engineering</i>	
Honors Bachelor of Environmental Engineering with Distinction	2022
University of Delaware	Newark, DE
<i>Thesis: Potential Impacts of Soil Aging on TDR Calibrations of Biochar Amended Urban and Coastal Soils</i>	
Honors Bachelor of Civil Engineering	2022
University of Delaware	Newark, DE
<i>Concentration in Facilities Design and Construction</i>	

PROFESSIONAL EXPERIENCE

Graduate Research & Teaching Assistant 2022-present
Dept. of Civil, Construction, and Environmental Engineering, NC State University Raleigh, NC

- Investigate chronic "sunny day" flood hazards by developing high-resolution coupled simulations using SFINCS and ADCIRC numerical models.
- Architect custom Python workflows on High-Performance Computing (HPC) systems to process geospatial data and automate model forcing.
- Collaborate within the interdisciplinary "Sunny Day Flooding Project," integrating physical hydrodynamic modeling with social impact data to characterize regional flood risk.
- Mentor undergraduate researchers, providing technical training in Python programming and semantic image segmentation to support independent inquiry.
- Delivered annual guest lectures for the Introduction to Coastal Engineering course and facilitated semester-long student success through technical office hours and assessment.

Research Intern 2022
United States Geological Survey St. Petersburg, FL

- Leveraged MATLAB to analyze high-frequency imagery from the USGS coastal camera network, utilizing statistical techniques to extract and quantify wave runup parameters.
- Transformed raw optical data into actionable hydrodynamic metrics to support coastal change research.

Engineering Intern 2020-2022
Coastal Resilience Design Studio, University of Delaware Newark, DE

- Achieved First Place in the Coastal & Estuarine Research Federation (CERF) national design competition for an innovative, resilience-focused coastal infrastructure proposal.
- Developed community-informed conceptual designs for public infrastructure within a multi-disciplinary team of landscape architects, policy analysts, and engineers to integrate technical constraints with aesthetic and regulatory requirements.

Undergraduate Research Assistant 2018-2022
Dept. of Civil & Environmental Engineering, University of Delaware Newark, DE

- Investigated the hydraulic performance of biochar-amended soils for stormwater filtration, performing sensor calibrations using Time Domain Reflectometry (TDR) probes.
- Conducted independent laboratory analysis to quantify the Electron Reduction Capacity (ERC) of biochar substrates for environmental remediation applications.
- Supported transportation planning studies by deploying JAMAR counters to capture and analyze field traffic volume data.

Engineering Intern 2020-2021
C.S. Davidson, Inc. York, PA

- Analyzed historical state contract datasets to develop updated unit price schedules, directly improving the accuracy of cost estimation and bidding for future municipal projects.
- Conducted technical reviews of land development plans to ensure compliance with municipal ordinances, zoning codes, and stormwater regulations.
- Performed field operations including precision field surveys and stormwater BMP inspections to verify construction quality and document existing infrastructure conditions.

Engineering Intern 2019
Manchester Township York, PA

- Established a digital inventory of over 300 stormwater Best Management Practices (BMPs) by migrating legacy engineering archives into the CSDatum platform.
- Optimized future maintenance operations by centralizing infrastructure data, enabling efficient tracking of BMP performance and necessary repairs.

Keller Family Senior Writing Fellow 2021-2022
Honors College, University of Delaware Newark, DE

- Selected as the inaugural Keller Family Senior Fellow, responsible for leading the fellowship team and managing operational logistics including scheduling and performance reviews.
- Oversaw the professional development of the fellowship team, providing mentorship and actionable reviews to improve coaching strategies.

Writing Fellow 2020-2021
Honors College, University of Delaware Newark, DE

- Selected for a competitive fellowship requiring a semester-long training course in writing pedagogy and communication strategy.
- Partnered with faculty to provide editorial guidance on dozens of essays per semester, mentoring a cohort of 20 students to improve their argumentation and clarity.

Undergraduate Teaching Assistant 2020-2022
Dept. of Civil & Environmental Engineering, University of Delaware Newark, DE

- Provided supplementary instruction during office hours, translating theoretical engineering concepts into practical problem-solving strategies for students.
- Evaluated technical assignments and exams against established rubrics, providing detailed feedback to identify gaps in understanding.

Munson Fellow 2019-2020
Honors College, University of Delaware Newark, DE

- Selected as a residential peer mentor to facilitate the academic and social transition of incoming Honors students, directly supporting university retention goals.
- Advised a cohort of first-year students on course selection and degree planning, serving as a critical resource for navigating university administration and academic requirements.
- Designed and executed social programming and community-building events, effectively managing logistics to enhance the student living-learning environment, foster a cohesive residential community and promote student engagement.

HONORS & AWARDS

National Defense Science & Engineering Graduate Fellowship	2024-2027
ICCE Student Travel Scholarship	2026
KIETS Climate Leaders Program Scholar	2024
AGU Outstanding Student Presenter Award	2023
NSF Graduate Research Fellowship Program, Honorable Mention	2023
EWC Student Poster Competition, 2nd Place	2023
Provost Doctoral Fellowship, North Carolina State University	2022
American Society of Landscape Architects Award of Excellence in Student Collaboration	2022
PA-DE Chapter of the American Society of Landscape Architects Student Honor Award	2022
RJN Foundation Department of Civil & Environmental Engineering Award	2022
1st Place 2021 Coastal & Estuarine Research Federation Design Competition	2021
Delaware Section of the American Society of Civil Engineers Junior Award	2021
Honors Enrichment Award, University of Delaware Honors College	2021
Chair's Fellowship, University of Delaware Dept. of Civil & Environmental Engineering	2021

CONFERENCE PRESENTATIONS

Oral Presentations

- Collins, J., Hino, M., **McCune, R.**, Anarde, K., Frankenberg, E., (2025). *Tolerating the tide: accommodation and tolerance of chronic coastal flooding in rural North Carolina*. Population Association of America Annual Conference. Washington, D.C., 2025.
- McCune, R.**, Anarde, K., (2025). *Evaluation of Chronic Coastal Flooding Inundation of Low-Lying Roadways and Impacts to Community Livability*. Presented at the 3rd Regional (East Coast) Peer Exchange for Sustainable Eco-Resilient Bridges and Structures. Raleigh, August 2025.
- McCune, R.**, Anarde, K., Sebastian, A., Collins, J. P., Grimley, L., Hamidi, E., Hino, M., Dietrich, J. C., (2025). *The End of the Road: Present and Future Chronic Flood Risk Along Coastal Roadways and Impacts to Community Livability*. Presented at the AGU Fall Meeting. New Orleans, December 2025.
- Hino, M., Anarde, K., **McCune, R.**, Thelen, T., Farquhar, E., Fridell, T., Whipple, T., Woodard, P., (2024). *Incidence and Impacts of Chronic Coastal Flooding in North Carolina*. Invited presentation at the AGU Fall Meeting. Washington, D.C., 2024.
- McCune, R.**, Anarde, K., Goldstein, E. B., Srebnik, E. R., Thelen, T., Hino, M., (2024). *Quantification of chronic coastal flooding using machine learning*. Presented at the International Conference of Coastal Engineering. Rome, September 2024.
- McCune, R.**, Anarde, K., Goldstein, E. B., (2023). *Semantic Image Segmentation of Coastal Roadway Inundation*. Presented at the AGU Fall Meeting. San Francisco, December 2023.
- Muldrow, L., **McCune, R.**, Bruck, J., (2022). *Resilient Self-Generative Infrastructure: A Blue Carbon Solution for Coastal Protection in Hampton, VA*. PA-DE ASLA Conference on Landscape Architecture. Wilmington, April 9, 2022.

Poster Presentations

- McCune, R.**, Anarde, K., Goldstein, E., Baker, C., (2025). *Quantification of Chronic Coastal Flooding: A machine learning-driven approach to water level extraction*. Presented at the NC State Environmental, Water, and Coastal Engineering Symposium. March 21, 2025.
- McCune, R.**, Anarde, K., Goldstein, E., (2024). *Witness to the Rising Tide: Semantic Image Segmentation of Chronic Coastal Flooding*. Presented at the NC State Environmental, Water, and Coastal Engineering Symposium. March 8, 2024.
- McCune, R.**, Anarde, K., Hino, M., Frankenburg, E., Amspacher, K., (2024). *Rising tides, drowning ditches: Analysis and communication of chronic coastal flooding in rural communities*. Presented at the National Adaptation Forum. Baltimore, May 2024.
- McCune, R.**, Collins, J., Anarde, K., Hino, M., (2024). *A Summer Down East: Internship and Research Experiences in Carteret County*. Presented at the KIETS Climate Leaders Symposium 2024. September, 2024.
- McCune, R.**, Anarde, K., Goldstein, E., (2023). *On-device Machine Learning for Identifying the Spatial Extent of Chronic Coastal Flooding*. Presented at the NC State Environmental, Water, and Coastal Engineering Symposium. March 10, 2023.
- Anarde, K., Goldstein, E., Bolewitz, J., **McCune, R.**, Gold, A., Hino, M., (2022). *On-device machine learning for identifying the spatial extent of chronic coastal floods*. Presented at the International Conference of Coastal Engineering. Sydney, December 5, 2022.

McCune, R., Fettke Von Koeckritz, H., Bruck, J., Puleo, J. A., (2021). *Fenwick Island Dune Encroachment Monitoring Project*. Presented at the Young Coastal Scientists and Engineers Conference – Americas. Myrtle Beach, October 30, 2021.

PUBLICATIONS

Peer-Reviewed Journal Articles (Published or Accepted)

Hino, M., Anarde, K., Fridell, T., **McCune, R.**, Thelen, T., Farquhar, E., Woodard, P., Whipple, A., (in press). “Land-based sensors reveal high frequency of coastal flooding”. In: *Nature Communications Earth and Environment*. In press.

Naquin, K., Adams, D. R., Bailey, M. M., Brown, L., Diez, M., Kanipe, J., **McCune, R.**, Thelen, T., Hunter, D. L., Cooper, C. B., (Apr. 2025). “Not Empty Rain Gauges: Experienced Hobbyists Fulfilled in a Contributory Project”. In: *Citizen Science: Theory and Practice*. DOI: 10.5334/cstp.774.

Peer-Reviewed Journal Articles (Under Review & In Preparation)

McCune, R., Anarde, K., Goldstein, E., Baker, C., (in preparation). “Quantification of chronic coastal flooding: a machine-learning driven approach to water level extraction”. In preparation for Water Resources Research.

Datasets

Ku, V., Gabbula, S. R. A. K., **McCune, R.**, Budavi, P., Sigdel, R., Buscombe, D., Favela, J., Shah, M., Goldstein, E. B., Fitzpatrick, S., (2022). “Segmentation Labels for Emergency Response Imagery from Hurricane Barry, Delta, Dorian, Florence, Isaias, Laura, Michael, Sally, Zeta, and Tropical Storm Gordon”. In.

PROFESSIONAL DEVELOPMENT

COPRI Leadership Summit, Reston, VA	2026
Community Surface Dynamics Modeling System Annual Meeting, Boulder, CO	2025
Earth Surface Processes Institute, Boulder, CO	2025
From Ice Sheets to the Coast: Sea-Level Rise Impacts Workshop, Houston, TX	2024
KIETS Climate Leaders Symposium, Raleigh, NC	2023
5th NOAA AI Workshop, virtual	2023
Coastal Imaging Research Network Workshop, Duck, NC	2023
Blue Economy Workshop, Morehead City, NC	2023

PROFESSIONAL SERVICE

Chair, EWC Seminar Visiting Student Logistics Committee	2026
Student Ambassador, NC State Climate and Sustainability Academy	2025

Session Chair and Organizer, AGU Annual Meeting "The MacGyver Session" Ocean Sciences Poster Session	2025
Member, EWC Seminar Visiting Student Logistics Committee	2025
Organizer and Moderator, Panel: Community Responses to Chronic Flooding and Sea-Level Rise Impacts, North Carolina Coastal Conference	2024
Chair, EWC Seminar Food Committee	2024
Member, EWC Seminar Food Committee	2023
Student Member, Provost Search Committee, University of Delaware	2022
Engineering Ambassador, College of Engineering, University of Delaware	2022
Engineering Ambassador, Dept. of Civil & Engineering, University of Delaware	2021-2022
Honors College Ambassador, University of Delaware	2019-2022

LEADERSHIP

President, Coasts, Oceans, Ports & Rivers Institute Student Chapter	2025-present
Vice President, Coasts, Oceans, Ports & Rivers Institute Student Chapter	2023-2024
Vice President, Environmental Engineering Student Association	2020-2022
Parliamentarian, Phi Sigma Pi National Honor Fraternity Alpha Eta Chapter	2021

Privacy Notice

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Profile

Which Boards would you like to apply for?

City of Raleigh - Dix Park Commission: Submitted

Please select your first Board preference: *

City of Raleigh Planning Commission

Please select your second Board preference: *

Open Space and Parks Advisory Committee

Please select your third Board preference: *

Wake Technical Community College Board of Trustees

Please select your fourth Board preference: *

United Arts Grants Panels

Please select your fifth Board preference: *

Capital Area Workforce Development Board

Please select your sixth Board preference: *

Keep America Beautiful Advisory Board

Lisa
First Name

hammond
Middle Initial

hammond
Last Name

5340 TOPSPIN COURT
Street Address

5340 topspin court
Suite or Apt

RALEIGH
City

NC
State

27609
Postal Code

What district do you live in?

None Selected

Home: (214) 534-9603

Primary Phone

Home: (214) 534-9603

Alternate Phone

freidenhammond@gmail.com

Email Address

Chro

Employer

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I love this area, and have watched it grow for past 10 years. Want to support and help drive Wake County forward sensibly while serving its residents

Work Experience

25+ years HR experience. Executive coach, facilitator, developer of talent, transformation, operations, etc

Volunteer Experience

Heroes Who Read-millbrook 4 Paws NC therapy team ECU mock interviewer AHA Go Red past chair, team member Wake County Arts Council Raleigh Raquet Club board HOA board Bhutan Enlightened Entrepreneurs- executive coach

Education

Indiana University GW University Certified Professional Coach Current: MIT ExEd- AI Strategy and product innovation

Comments

Thank you for consideration

[Hammond_2602.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Lisa hammond

Please upload a file

Demographics

Date of Birth

Gender *

Female

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

Friend

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

LISA FREIDEN HAMMOND, CPC

Raleigh, NC • 214.534.9603 • freidenhammond@gmail.com • linkedin.com/in/lisafhammond

CHRO and enterprise leader who drives results across diverse environments by partnering cross-functionally to solve complex problems—whether navigating a large divestment, acquisitions, redesigning an organization, or coaching leaders through growth and organizational change. I bring a roll-up-your-sleeves approach—clear, collaborative, and grounded in strategic thinking with practical execution that drives business outcomes and people development.

CORE STRENGTHS

Business-Driven HR Strategy • M&A • Organizational Design • Executive Coaching • Change Management • Strategic Workforce Planning • P&L Impact & Budget Optimization • Learning & Development • Culture & Inclusion Leadership • Cross-Functional Partnership

PROFESSIONAL EXPERIENCE

VERADIGM (formerly Allscripts) | Raleigh, NC

SVP & CHRO | March 2020 – December 2025

Through roles as Director, HR Operations (including TA and L&D), SVP, and CHRO; Led people strategy for a publicly held healthcare technology company with 3,000 employees across US and India. Part of the Executive Cabinet with a team of 6 direct and 25 indirect reports covering ESG, Internal Communications, Total Rewards, L&D, Business Partners, Talent Acquisition, and People Operations.

- Partnered with legal, finance, and operations to lead the people side of a major divestment—from early due diligence through ongoing TSA management, affecting 5,000+ associates while maintaining business continuity
- Kept key talent engaged through five simultaneous organizational storms (Divestment of Allscripts BU, regulatory audit open since 2023, stock delisting, 5 CEO transitions) by doubling down on ERGs, launching 'Leader as Coach' workshops, refining the remote experience, and creating practical development programs that gave people real tools and community
- Completely reorganized the HR function in 2021—not a reduction, but a strategic rebuilding saved \$750K in salary costs while adding 6 positions where we needed them. Continued refining the budget through smart internal development and process improvements, ultimately delivering \$2.2M under budget year-over-year
- Drive 3 consecutive years of double-digit improvement in Associate Engagement scores. These improvements were a result of leadership listening program, Town Halls, and leadership engagement with their teams, additional benefits, updated recognition programs, and launching a new internal communications strategy
- Built 24 original L&D programs from scratch to maximize tight budgets—everything from Emerging Professionals cohorts to 'Leader Lite Bites' microlearning: supporting development and succession, as well as lifting overall engagement in individual development
- Led implementation of new ATS (Greenhouse), working alongside hiring managers to ensure adoption and delivering year-over-year increases in Hiring Manager satisfaction scores
- Redesigned performance management to be useful—integrating succession planning, IDPs, and 9-box talent reviews. Also implemented an internal executive coaching program supporting and accelerating the performance of Directors and VPs

LMR LLC | Raleigh, NC

VP, Human Resources / Training / Private Dining Sales & Marketing | July 2015 – February 2020

Brought transformational HR leadership to a locally family-owned restaurant group (\$125M sales, 2,300-3,000 employees across three states). Wore multiple hats—HR, training, operations, payroll, executive coach, along with private dining sales. Corporate coach to ownership and executive team. Led team of 9 direct/11 indirect reports.

- Orchestrated complete HRIS/payroll system transition—saved 15% year-over-year, added employee self-service, and created digital open enrollment. Total 2016 savings: \$200K just from the system switch
- Negotiated benefits renewal that saved \$147K while improving coverage—added LTD, increased life insurance from \$10K to 1X salary, and gave 5-year managers an extra week of PTO (because retention matters)

- Worked with operations and finance teams to dramatically reduce NC unemployment tax rate—bringing annual spend from \$200K in 2016 down to \$9K over 4 years through better separation documentation and process improvements
- Cut salaried manager turnover from 53% to 43% through structured development programs—promoted 5 internal GMs in 10 months, all coming through our leadership pipeline. Currently no EEOC claims or lawsuits
- Built competency models for all roles (with input from actual managers doing the work) to align performance, recruiting, and development. Also managed Private Dining Sales team—created new programs and packages that drove double-digit YOY growth. When leadership transition hit one restaurant, stepped in to manage operations, improving flow-through by 5 basis points

SAMSUNG ELECTRONICS AMERICA | Richardson, TX

Senior Manager, HR Business Partner | March 2014 – July 2015

Recruited by a prior Leader (CEO-Cellhire)—a testament to building strong partnerships. Provided specialized HR support to Retail team with early focus on Best Buy Store-in-Store program (1,400 locations). Also supported Finance team through One Samsung integration. Led team of 2 HRBPs.

- Role quickly expanded to National Retail Operations (4,000 contractors, 650 FTEs) based on results and relationships built
- Partnered with Retail Sales VP to add 140 District and Market Managers in 3 months (June-August), including a new management layer—designed competencies, built selection processes, created onboarding program
- Co-designed and executed Talent Review Program that became the US pilot for Samsung's broader Talent Management approach

ON THE BORDER, LLC | Dallas, TX

Director, Field Human Resources | May 2011 – March 2014

Led field HR team post-acquisition by Golden Gate Capital. Partnered with Regional HR Managers supporting 8,000 employees nationwide on operations partnership, policy, training, talent management, and employee relations.

- Business partnered with SVP and Regional Directors to coach Area Directors through transition. Through focused collaboration, drove YOY turnover decrease in both hourly (89% to lower) and management (22% reduction)
- Led vetting and interview process for Area Directors; developed high-potential GMs through structured programs
- Designed employee relations investigation system that brought consistency and reduced risk
- Completely redesigned hourly pre-hire assessment to include hospitality components. Created and delivered NSO HR training covering everything from sourcing to performance management

ACG TEXAS LP | Richardson, TX

Senior Director, Human Resources / Training | August 2007 – April 2011

First specialized HR leader for PE-owned company. Built HR function from ground up supporting 3,600+ employees. Led team of 3 direct reports across administration, field operations, recruiting, retention, risk management, training, and HRIS.

- Integrated two major acquisitions—8-restaurant Applebee's acquisition and 40-restaurant multi-state IHOP acquisition—working cross-functionally to ensure smooth transitions
- Reduced turnover from 167% to 86% (below industry average) by building productive relationships with operations, improving recruiting/selection, coaching leaders, and integrating process improvements throughout the business
- Resolved all 15 open EEOC charges within first 12 months by working collaboratively with legal, operations, and affected employees
- Cut payroll administration costs 25% by switching vendors (while improving employee access). Led HRIS update that enabled actual measurement of HR metrics
- Partnered with Operations to enhance IHOP Management Training to include HR administration, shift actions, and company-specific SOPs
- Secured new benefits (LTD, HSA, vision) for salaried managers by finding cost savings elsewhere in the budget
- Eliminated 90% of off cycle raise requests by creating clear, transparent compensation matrix for all field levels

EARLY CAREER

Progressive HR leadership roles at: **Blockbuster Video • CellHire • Blockbuster Video DBA Movie Trading Company • The Magnolia Hotel • Pizza Hut Inc.**

EDUCATION & CREDENTIALS

Massachusetts Institute of Technology (M.I.T.), Executive Education

Advanced Certificate - AI Strategy and Product Innovation | Present – May 2026

North Carolina State University

Professional Coaching Certificate Program | 2019

Indiana University, Bloomington

Bachelor of Arts, Double Major in Political Science and Criminal Justice

Professional Certifications:

Certified Professional Coach (CPC) • TTI Success Insights Certified EQ (2019) • TTI Certified Driving Forces Analyst (2020)
DISC Certified Behavioral Analyst (2018) • MSI Six Sigma Champion (2019) • MSI Six Sigma Black Belt (2019)

COMMUNITY LEADERSHIP & SERVICE

Duke University, Fuqua School of Business, Executive Education

CHRO Board of Advisors | November 2025 – Present

American Heart Association – Go Red for Women, Triangle

Executive Team Member (2024 – Present) • 2023 Campaign Chair

United Arts of Wake County

Board Member | 2025 – Present

Raleigh Racquet Club

Board Member (2021 – Present) • President (2023 – 2024) • Vice President (2021 – 2023)

Wimbledon Homeowners Association

Board Leadership (2019 – Present) • Served as President, Vice President, and Secretary

Additional Volunteer Work:

Heroes Who Read - Millbrook Elementary • 4Paws NC - Therapy Dog Team • Good Barrels of the Triangle

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Profile

Which Boards would you like to apply for?

City of Raleigh - Dix Park Commission: Submitted

Please select your first Board preference: *

None Selected

Please select your second Board preference: *

None Selected

Please select your third Board preference: *

None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Damon

First Name

J

Middle Initial

Circosta

Last Name

2007 Avery Drive

Street Address

Suite or Apt

Raleigh

City

NC

State

27608

Postal Code

What district do you live in?

None Selected

Mobile: (919) 740-1719

Primary Phone

Business: (919) 322-2580

Alternate Phone

damon.circosta@gmail.com

Email Address

A.J. Fletcher Foundation

Employer

Executive Director

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I'm interested in serving as the county appointee to the Dix Park Commission because much of my civic and professional life has been spent working at the intersection of public institutions, nonprofit partners, and communities that don't always line up neatly. I've seen up close how ambitious public projects succeed or stall based less on vision than on trust, governance, and the ability to work across lines of difference. That posture has shaped how I show up in every role I take on. Representing the County on the Dix Park Commission would be an extension of that same approach. I care not only about the park itself, but about how such a significant civic asset is governed and how it serves the full breadth of Wake County. The County has made long-term, meaningful investments in human services and community-based organizations, many of which are directly connected to the history, footprint, and future of Dix Park. Beyond the legacy of Dorothea Dix Hospital as a place of healing, several nonprofit organizations operate in and around the park today, including Healing Transitions and other organizations serving people experiencing homelessness. I bring deep, long-standing relationships across this nonprofit landscape and an understanding of how decisions about the park will ripple outward to organizations, clients, neighbors, and systems the County has invested in over decades. Dix Park is a generational opportunity, and a place that has become special to me.. Each year I mark my birthday with a long walk through the park. It started as 41 kilometers on my 41st birthday, and this past December I logged 490 minutes of walking to celebrate 49 years. It's one of the few places where Raleigh, and Wake County more broadly, consistently feels like shared ground. I'm a regular user of parks across the county, from Zebulon to Holly Springs to Clayton, and I've seen how these spaces quietly build connection and civic muscle in ways policy alone never can. I believe Dix Park will help define our region for generations. It is a park built for all, by all, and at a moment when civic life feels increasingly fragmented, shared civic spaces like this matter more than ever. I would bring a regional lens, a working knowledge of public-private partnership, and a steady, non-ideological approach to governance. I'd be honored to serve and grateful for your consideration.

Work Experience

Executive Director, AJ Fletcher Foundation, Raleigh, NC (2012- current) Lead strategy, grantmaking, governance support, and convening for a philanthropic foundation focused on strengthening civic and nonprofit infrastructure across North Carolina. Work closely with an engaged board of directors and manage complex public-private partnerships. • Adjunct Professor, Sanford School of Public Policy, Duke University (2018-current) Teach graduate-level coursework on philanthropy, public policy, nonprofit governance, and civic institutions, emphasizing real-world application and fiduciary responsibility. • Executive Director, North Carolina Center for Voter Education (2009-2012) Led a statewide nonprofit focused on voter access, campaign finance reform, and improvements to election administration, working closely with state and local governments and community partners.

Volunteer Experience

• Chair, North Carolina State Board of Elections (2019-2023) Served as Chair of the state's election oversight body, leading a bipartisan board responsible for election administration, compliance, and public trust during a period of heightened scrutiny. • Board Member and Treasurer, Leadership Triangle (2016- 2026) Provide governance and financial oversight for a regional leadership development organization focused on cross-sector collaboration across the Triangle. • Advisory Board Member, North Carolina Leadership Forum (2024-2026) Advise and support statewide efforts to strengthen civic leadership, democratic norms, and institutional capacity. • Chair, Community Engagement Task Force, City of Raleigh (2017) Led a city-appointed task force charged with evaluating and strengthening Raleigh's community engagement practices, with a focus on inclusion, trust-building, and public participation. • Board Member, Healing Transitions 2025-2026 Serve on the board of a Wake County nonprofit providing recovery-oriented housing and services for individuals experiencing homelessness and substance use disorder, located adjacent to Dix Park and closely connected to the County's human services investments.

Education

•University of Arizona, James E. Rogers College of Law 2003 Coursework in state and local taxation, governance, and election law • Northern Arizona University 1999 Bachelor of Arts, Political Science

Comments

Thank you for your consideration

[Damon_Circosta_Resume.docx](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Male

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

City of Raleigh Council meeting

Please upload a file

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Damon Circosta

Professional Experience

Executive Director, AJ Fletcher Foundation, Raleigh, NC (2012-Present)

Lead strategy, grantmaking, governance support, and cross-sector convening for a philanthropic foundation focused on strengthening civic and nonprofit infrastructure across North Carolina. Work closely with an engaged board of directors and manage complex public-private partnerships.

Adjunct Professor, Sanford School of Public Policy, Duke University (2018-Present)

Teach graduate-level coursework on philanthropy, public policy, nonprofit governance, and civic institutions, emphasizing practical decision-making and fiduciary responsibility.

Executive Director, North Carolina Center for Voter Education (2009-2012)

Led a statewide nonprofit focused on voter access, campaign finance reform, and election administration improvements, working closely with state and local governments and community partners.

Civic and Volunteer Leadership

Chair, North Carolina State Board of Elections (2019-2023)

Led the state's election oversight body, guiding bipartisan governance and statewide election administration during a period of heightened public scrutiny.

Board Member and Treasurer, Leadership Triangle (2016-2026)

Provide governance and financial oversight for a regional leadership development organization focused on cross-sector collaboration.

Advisory Board Member, North Carolina Leadership Forum (2024-2026)

Support statewide efforts to strengthen civic leadership and institutional capacity.

Chair, Community Engagement Task Force, City of Raleigh (2017)

Led a city-appointed task force evaluating and strengthening Raleigh's community engagement practices.

Board Member, Healing Transitions (2025-2026)

Serve on the board of a Wake County nonprofit providing recovery-oriented housing and services for individuals experiencing homelessness and substance use disorder.

Education

University of Arizona, James E. Rogers College of Law (2003)

Coursework in state and local taxation, governance, and election law.

Northern Arizona University (1999)

Bachelor of Arts, Political Science.