



City of Concord, New Hampshire

Mayor Jim Bouley

TO: Members of City Council
FROM: Mayor Bouley
DATE: November 5, 2020
RE: Utility Appeals Board

I propose the appointment of the following individual to the Utility Appeals Board for a three year term to expire November 30, 2023. This appointment will fill a resident vacancy that currently exists on the board.

- Christopher Bourcier, 15 Wyman St., Concord. Mr. Bourcier's resume is attached.

In accordance with Section 18 of the City Council Rules, this proposed appointment is being distributed to City Council as information in advance of formal action at the November 9, 2020 City Council meeting. I ask for a suspension of the rules so that this nomination may be affirmed.

Christopher Bourcier

15 Wyman Street, Concord, NH 03301
christopher.bourcier@gmail.com
603-540-6953

EDUCATION

The George Washington University
Masters of Science
Organizational Leadership & Learning

Washington, D.C
Expected to graduate May 2021

Rivier University
Bachelor of Arts
Political Science
Rivier University Honors Program 2007-2010

Nashua, NH
2006-2010

PROFESSIONAL SUMMARY

New Hampshire Community Loan Fund
Organizational Trainer

Concord, NH

November 2017 - Present

- Create and facilitate training workshops and seminars for manufactured housing cooperatives throughout the state of NH. These trainings focus on business-related topics including governance, financial management, capital improvement planning, etc. Conducted over 75 training sessions with more than 450 board members and community leaders.
- Trained cooperative boards across the state to introduce a new self-assessment tools for long-term planning, as well as helping to implement Board succession planning and cloud technology programs into manufactured housing cooperatives in NH. The succession planning program was also taught to 90 cooperative leaders from around the country at a yearly conference.
- Worked to implement, update, and recruit community leaders throughout New Hampshire for a seven-month community leadership program. The program provided participants with tools for professional growth and strategically built leadership competencies for more than 15 leaders.
- Provide financial guidance, oversight, and training, focusing mainly on budgeting, compliance, reporting, and accounting, to more than 35 cooperatives. This work has resulted in more resilient organizations that have kept rent consistent and enhance surplus money for capital improvements.
- Oversee various internal and external projects including preparing educational materials, designing training videos, and implementing new technologies for consultant field use.

Young Entrepreneurs Network, Inc.

Wellesley, MA

Executive Director

March 2016 - November 2017

- Took the lead role in early-stage organizational growth and development. Was chiefly responsible for recruiting the board of directors, hiring staff and interns, and establishing initial donor and advisory partnerships.
- Partnered with the Associate Director and education professionals to create a streamlined and innovative curriculum intended to teach Entrepreneurial Thinking through experiential venture creation to students in grades 7-11.
- Collaborated with the board of directors to outline and implement organizational growth strategies, as well as using adult learning principles and practices to drive Board development through workshops, retreats, and consistent communication.
- Built and maintained public and private partnerships with schools, corporations, and nonprofits in Massachusetts, Rhode Island, and Texas. Oversaw the development of relationships in those areas that led to programming impacting hundreds of middle and high school students.
- Oversaw the development of student educators who delivered content to youth participants. Used instructional design principles to create both face-to-face and remote training that were both engaging and effective learning tools.

Babson College
MA

Wellesley,

Coordinator, Entrepreneurial Leadership Program

August 2014 – March 2016

- Built and supported after-school and volunteer entrepreneurial education programs for more than 150 underprivileged youth in the Greater Boston area and Metrowest. Worked with public schools and school boards

to ensure academic progress and material retention, as well as adding entrepreneurship education to the school curriculum.

- Designed and implemented innovative learning modalities for young adult skill and professional development in furtherance of the department's goal of creating learning opportunities for student volunteers.
- Independently hired, trained, and supervised more than 60 federal work-study students and 3 professional staff members working in the Office of Faith and Service and at four off-site organizations in the Greater Boston area.
- Managed multiple leadership development initiatives each semester and partnered with Americorps to provide an intensive 10-week leadership-focused summer internship program. The program focused on leveraging organizational resources to travel to El Salvador to provide training for women-run small businesses.
- Oversaw budgets and payroll for eight federal work-study and grant-funded programs totaling over \$300,000 annually.

Massachusetts Campus Compact

*Volunteer Coordinator/Americorps*VISTA*

Boston, MA

July 2011 – August 2014

- Built capacity for the department to deliver train-the-trainer programs to hundreds of Babson College students through data-driven knowledge transfer and partnerships with faculty and student leaders.
- Created best practices for assessment analysis - identified, drove, and recommended improvements to existing reporting, forecasting, and analysis procedures that led to more organizational financial support and more than five additional annual grants.
- Consulted with nonprofits to design and implement learning and development programs to ensure that volunteers and program leaders were continuously coached and properly trained.

DEC Consulting, LLC.

Project Assistant

Providence, RI

December 2010 – June 2011

- Managed workflow and budget updates for various construction projects in conjunction with planning and facilities staff at Brown University, Moses Brown School, and other partners.

Robert Towle Pallet Company

Development Consultant

Barnstead, NH

October 2009 – November 2010

- Created digital inventory control system, employee evaluation initiative, and new incentive program that helped reduce employee turnover by 52% and increased revenue by 22%.

VOLUNTEER EXPERIENCE

University of New Hampshire - NH Listens

Young Leaders Learning Exchange for Equity

Concord, NH

June 2019 - September 2019

Young Nonprofit Professionals Network

Board Member, Director of Operations

Boston, MA

May 2017 - June 2018

Institute for Nonprofit Practice

Core Nonprofit Leader Program

Lowell, MA

October 2017 - January 2018

Getsemani Cooperative-ESEN Educational Partnership

Co-Lead

San Salvador, El Salvador

March, 2013 - August 2016

IRS Volunteer Income Tax Assistance Program

Program Manager

Waltham, MA

January 2014 - April 2015

Habitat for Humanity International

Team Leader

Vero Beach, FL & Lafayette, LA

January 2012 & January 2015

PROFESSIONAL SKILLS

MS Office • Salesforce • Camtasia • Microsoft Teams • Google Suite • Adobe InDesign • Zoom

Moodle • Slack • Asana • Microsoft Access