



Leadership North Carolina

Class 32 Environment Session

April 8-10, 2025
Asheville

[#LNC32]

Session Workbook

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This workbook contains links and materials you will need to make the most of your Environment session. Please download it or have it accessible online during the program.

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General Session Resources

This workbook contains links and content for use during your Environment session. Please download it or have it accessible online during the program.

COVID Protocols

LNC strongly encourages all participants to be fully vaccinated and boosted. All Environment session venues are mask-optional. Masking for all components of the session is at the discretion of individual participants and will be respected and supported.

LNC Staff Contact Numbers

- Kelly Turner (919) 523-4336
- Brian Etheridge (919) 609-1113
- MK Melton (336) 404-9418

Agenda Link

The detailed Environment session agenda is available through the link on the [Environment Schedule and Attire page](#).

Speaker Directory Link

The Environment session speaker directory is available through the link on the [Environment Speakers page](#). Speakers and planning committee members will be introduced briefly during the program. Please explore the speaker directory to learn more about them. Contact information is included if you would like to follow up with anyone. We encourage you to reach out with a note of thanks for their contributions to the session.

Homework and Resources

All session homework and recommended resources can be found on the [Homework and Resources page](#) of the [Environment Session Portal](#). Be sure to complete the assignments listed below before session starts.

Required Homework

Complete the following before heading to Asheville:

- Pre-register your vehicle to park at UNC Asheville Wednesday and Thursday [through this link](#). Detailed instructions are in the [Session Directions Document](#).

Explore the following before heading to Asheville:

- Watch [“What Is Environmental Justice?”](#) – Short video from Duke University
- Read [Chapter 1 of Upstream](#) by Dan Heath
- Explore [Hurricane Helene Damage and Needs Assessment](#)

Recommended Resources

Additional resources related to session content are also available on the session [Homework and Resources](#) page. You are encouraged to explore those that interest you, both in advance of and following the Environment session.

Wednesday Program Materials

Attire Suggestion

Weather permitting, Wednesday's program will include a sustainability walking tour on the UNCA campus (about 30 minutes). Comfortable shoes and weather-appropriate outerwear are recommended.

Session Locations and Directions

Renaissance Asheville Downtown—Base Hotel

31 Woodfin Street

Asheville

[Renaissance Asheville Hotel Website](#)

[Renaissance Asheville Hotel Google Maps Link](#)

Hotel Parking

Parking is discounted to \$10/night for LNC hotel guests and will appear as an incidental charge on the hotel bill. Room keys will be programmed to work the gates in and out. When you check in, let the front desk know that you're with the LNC group and they will give you your room key and a dash pass for your stay. If your key does not work at the parking gate, there is an assistance button at the top of the meter that will ring the front desk for guests to verify name and room number to be buzzed in. Valet parking is \$30/day.

French Broad Chocolate Factory & Cafe—Tuesday Afternoon Optional Tour

821 Riverside Drive, #199

Asheville

[French Broad Chocolate Website](#)

[French Broad Chocolate Factory & Cafe Google Maps Link](#)

French Broad Chocolate Factory & Cafe Parking

NOTE: The Factory is NOT the Chocolate Lounge located in Pack Square. The French Broad Chocolate Factory & Cafe is just 2.2 miles from the Renaissance Asheville Downtown Hotel via Broadway Street. We encourage you to carpool to the factory as parking is very limited. If spaces at the factory are full, please park across the street at the pay lot to the right of Go Store It Self Storage (NOT in the storage complex lot), alongside Riverside Drive in front of RAMP Studios, or in the lot behind RAMP Studios. See the map on the following page.



Center for Craft—Tuesday Optional Reception

67 Broadway Street

Asheville

[Center for Craft Website](#)

[Center for Craft Google Maps Link](#)

The Center for Craft is a short walk (.2 miles) from the Renaissance Asheville Downtown Hotel.

- Exit the hotel from the side doors opposite the Grand Ballroom, facing the Thomas Wolfe house.
- Walk up the steps to reach East Walnut Street.
- Take a right on East Walnut Street and walk two blocks and turn right on Broadway Street.
- The Center for Craft will be on your left about halfway down the block.

Recommended parking lots are the McLaurin and Masonic parking lots directly across Broadway from the Center for Craft. Parking is also available on the street or in one of these nearby decks: Rankin Parking Garage, Wall Street Garage, Civic Center Garage, and Biltmore Avenue Garage.

UNC Asheville Sherrill Center/Kimmel Arena—Wednesday and Thursday Meeting

Location

Ingles Mountain View Room

227 Campus Drive

Asheville, NC

[Sherrill Center Website](#)

[Sherrill Center/Kimmel Arena Google Maps Link](#)

All visitors must register their vehicles in advance to park on the UNCA campus. Follow the prompts on [this web page](#).

Important Parking Details for UNC Asheville Parking

1. Parking is free but advance registration is required. Registration for LNC's dates becomes available April 2nd (one week before session). **We recommend completing the steps below prior to leaving for Asheville.** You will need the following to register your vehicle:
 - Vehicle Make, Model, Color, and Year
 - Vehicle License Plate Number and State of Issuance
2. Visit: [UNC Asheville - Visitor Parking Permit](#)
 - Select "2024-2025 Visitor Daily (\$0.00 / day)"
 - Date Selection: In the left box use the calendar to select April 9, 2025. In the right box, change the date to April 10, 2025. Select "Confirm."
 - Click "Add Vehicle"
 - Complete the fields with your vehicle details and click "Add"
 - Read the Terms of Service, then click the box on the bottom left
 - Click "Add Permit to Cart" (bottom right)
 - Enter your email address, then click "Checkout"
3. You will receive a confirmation email at the address you entered.
4. **There is no paper permit and nothing to print. Your license plate number serves as the permit identifier. Please do not back into a parking space.**
5. You may park in any lot labeled "Visitor", "Non-Resident", or "All Permit". The closest lots are Lots 9, 11, and 12 (see map below). All are either "Visitor" or "Non-Resident" lots. Once the lower section of the Lot 9 deck fills up, additional parking is available across the street in Lot 11 (recommended) or in the upper deck of Lot 9. If you prefer to park in the upper section of Lot 9, you'll need to exit the lower level by turning left and left again to access the upper portion of the deck.
6. Do NOT park in spots blocked by cones—these are reserved for session presenters.
7. After parking, enter through the main doors of the arena and follow the hallway down the left side of the arena to the Mountain View Room.

Note for Rental or Institutional Vehicles: If you won't know vehicle details until day of travel, please complete the steps above as soon as your vehicle is confirmed.

UNC Asheville Campus Map



Campus Map



Century Room at Pack's Tavern—Wednesday Class Dinner

20 South Spruce Street

Asheville

[Pack's Tavern Website](#)

[Pack's Tavern Google Maps Link](#)

Pack's Tavern is a five-minute walk from the hotel.

- Exit the hotel from the side doors opposite the Grand Ballroom, facing the Thomas Wolfe house.
- Walk up the steps and continue straight on Spruce Street to Pack Square Park.
- Just beyond Pack Square, Pack's Tavern will be on your left.
- Dinner will be held upstairs in the Century Room.

Follow-Up Materials

Session Evaluation Link

Please complete your session evaluation through [this Google form](#) by Friday, April 18. Thank you for sharing your feedback!

Planning Meeting and Graduation Attendance Survey

Share your attendance plans for the May planning meeting and graduation events in Raleigh through [this Google form](#) by Friday, April 18.

Learning Teams: Prompts and Recording Form Link

Hold your Learning Team calls and submit your notes through [this Google form](#) by May 1.

Stanley Frank Class Award Nomination Link

Consider nominating one of your classmates for the Stanley Frank Class Award. Award criteria and nomination form are available through [this link](#). Nominations may be submitted any time through April 11.

Planning Committee Preferences Survey

Submit your top three choices for the role you will play during Year 2 of your LNC Program experience through [this Google form](#). Surveys may be submitted any time through April 11. Detailed descriptions of the roles are available [here](#).

General Program Resources

Class Roster

Your class roster is below and also available through [this link](#).



Leadership North Carolina Class 32 (2024-2025)

Lisa Marie Adkins Transylvania
Director of Development
myFutureNC

Diana Baker Forsyth
Associate Director of MFP
North Carolina Department of Health and Human Services

Amy Bason Wake
Deputy Director/General Counsel
North Carolina Association of County Commissioners

Robin Bennett Moore
Senior Tax Manager
DMJPS PLLC

Susanna Birdsong Wake
General Counsel/ Vice President of Compliance
Planned Parenthood South Atlantic

Eric C. Bowen Wake
Director - Software and Data Engineering
North Carolina's Electric Cooperatives

Rosalie Calarco New Hanover
Associate State Director of Advocacy and Outreach of Coastal Region
AARP North Carolina

Adam Blake Caldwell Johnston
Business Development Representative
WithersRavenel

Ivan Canada Guilford
President & CEO
North Carolina Center for Nonprofits

Michael Thomas Carson Wake
Executive Director, Head of Consumer & Business Credit
First Citizens Bank

Darryl Childers Wake
Assistant State Budget Officer
North Carolina Office of State Budget and Management

Caroline Basnight Collier Durham
Associate Director of Continuing Professional Development
North Carolina Area Health Education Centers

George T. Collier Harrett
Deputy Director
North Carolina Department of Information Technology

Layla Cummings Wake
Director, Regulatory Affairs - NC
Duke Energy

Kevin Seldon Dick Wake
President & Chief Executive Officer
Carolina Small Business Development Fund

Tracey du Laney Wake
Vice President, Science and Technology Development
North Carolina Biotechnology Center

Morgan Edwards Whaley Durham
Chief Development Officer
Triangle Residential Options for Substance Abusers (TROSA)

Waqiah McNair Ellis Durham
Vice President, Nursing
WakeMed Health and Hospitals

Cristina España Wake
Deputy Director of the Office of Public Engagement
Office of the Governor

DeDreana Freeman Durham
Council Member
City of Durham

Andrea V. Freile Wayne
Family Engagement and Communications Coordinator
Wayne County Public Schools

Andrew Bryan Gardner Moore
Associate Vice President, Workforce Strategies
North Carolina Community College System

Esteban Guzmán Wayne
Director, Small Business Center
Wayne Community College

Shirnetta Harrell Johnston
Founder and Executive Director
The No Woman, No Girl Initiative

Kerry Grace Heckle Wake
Executive Director, Corporate & Community Relations
UNC Health

Jennifer Garifo Heiss Wake
Director of Marketing and Communications
Institute for Emerging Issues

Hank Henning Guilford
District Manager, Government and Community Relations
Duke Energy

Joseph Hungerford Buncombe
Director of Engineering
Curtiss-Wright

James Vinson Hunter Wake
Vice President, Government Relations
RTI International

Michael A. Johnson Durham
Senior Vice President
Dogwood State Bank

Jodi B. Kaplan Mecklenburg
Associate Vice Chancellor, Alumni Engagement
The University of North Carolina at Charlotte

Leslie Karkanawi Wake
Director of Legal and Regulatory Affairs and General Counsel
North Carolina State Education Assistance Authority

Stephanie Lake Wake
Chief Operating Officer
Wake Technical Community College Foundation

David Lee Cleveland
Industry Recruitment Coordinator, Division of Workforce Solutions
North Carolina Department of Commerce

Zachary Wayne Long Wake
CEO and General Counsel, Well Care Health
President, Long Family Ventures

Collin McColskey-Leary Wake
Vice President, Program Impact and Innovation
Communities in Schools of North Carolina

Maryam Meseha Wake
Attorney and Founding Partner
Pierson Ferdinand

Melissa F. Miller Wake
Senior Manager Infrastructure & Security
Martin Marietta Materials

Mary Jennings Moore Wake
Government Relations
SAS

Molly Nagowski Mecklenburg
Government Relocation Program Manager
Duke Energy

Molly O'Connor Chatham
President, Community Impact
Three Ships

Hetal Patel Guilford
Partnership Manager
MDC

Christopher Rivera Mecklenburg
Vice President, Business & Workforce Solutions
South Piedmont Community College

Stacy Sereno Wake
State Legislative Director and Legislative Counsel
North Carolina Farm Bureau

Kristi Lee Snuggs Johnston
President
Early Years

Alicia Stokes Durham
VP, Government Strategy, Planning, & Performance
Blue Cross and Blue Shield of North Carolina

April M. Thornton Randolph
Director of Communications
UnitedHealthcare

Mariam Tisdale Mecklenburg
Chief of Staff
Teach For America

Scarlett Tyner Johnston
Manager, Strategic Communications
Novo Nordisk

Stacey Waddell Wake
Deputy Chief Operations Officer
State Employees' Credit Union (SECU)

Emily Wallace Wake
Managing Principal
Thrivnr, Inc.

Thad Walton Mecklenburg
SVP, NC Commercial Banking Executive
Regions Bank

Demarcus Williams Durham
Director of Communications
North Carolina Independent Colleges and Universities

Keisha Williams Wake
Assistant Vice President, Duke Learning and Organization Development
Duke University

Heather Wilson New Hanover
Executive Director
Cameron Art Museum

Ralph Wilson Jr. Mecklenburg
Assistant Vice President - Endoscopy Service Line
Atrium Health

Learning Team Assignments

You have each been assigned to a Learning Team for the program year. Each session will offer opportunities for small-group work, simulations, and dialogue with your Learning Team members as well as with other LNC classmates.

Team 1: “7 Curious Carolinians”

Amy Bason
Eric Bowen
Ivan Canada
Esteban Guzmán
Shirnetta Harrell*
Melissa Miller
Mary Moore

Team 2: “Rolling in the Deep”

Susanna Birdsong
Morgan Edwards Whaley
Cristina España
Joe Hungerford
Zac Long
April Thornton*
Keisha Williams

Team 3: “The Storytellers”

Lisa Adkins
George Collier*
Stephanie Lake*
Maryam Meseha
Molly Nagowski
Demarcus Williams

Team 4: “Team For . . .”

Waqiah Ellis*
DeDreana Freeman
Andrew Gardner
Emily Wallace
Thad Walton
Heather Wilson

Team 5: “Orchids and Spice”

Layla Cummings
Tracey du Laney
Andrea Freile
Michael Johnson
Chris Rivera
Kristi Snuggs*

Team 6: “The Regulators”

Diana Baker
Robin Bennett
Adam Caldwell
Collin McColskey-Leary*
Stacy Sereno
Ralph Wilson

Team 7: “The Spice Squad”

Darryl Childers
Kerry Heckle
Jenn Heiss
Hank Henning
Leslie Karkanawi
Hetal Patel*

Team 8: “The Dogwoods”

Mike Carson
James Hunter
Jodi Kaplan
Molly O'Connor
Alicia Stokes* (rotating navigator)
Mariam Tisdale

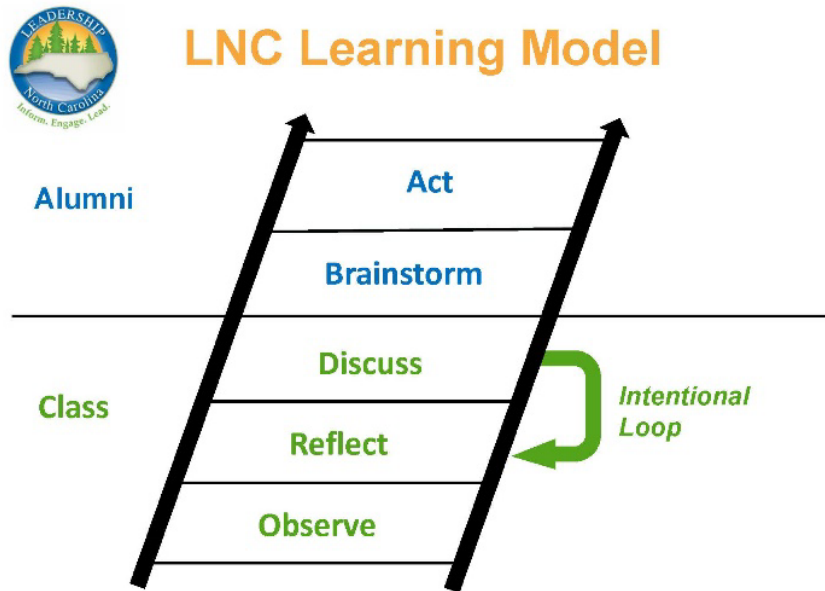
Team 9: “The Ascendants”

Rosalie Calarco
Caroline Collier
Kevin Dick
David Lee*
Scarlett Tyner
Stacey Waddell

*Team Navigator(s)

LNC Learning Model with Guiding Principles and Team Agreements

The LNC Learning Model and Guiding Principles are included below and also available through [this link](#). Please make sure you have access to this material during the Environment session.



LNC Learning Model Guiding Principles

- What personal history am I bringing to the conversations?
- What are my biases?
- What do I already think?
- Am I only hearing the things that reinforce what I already think?

Class 32 Agreements

We will practice active listening and open communication. We commit to listening for understanding, not just to respond. We will engage in open and honest communication to strengthen our connections and shared learning.

We will embrace a growth mindset and prioritize continuous learning. We approach every interaction with curiosity, seeking opportunities for individual and collective growth.

We will embrace humility, vulnerability, and offer grace. We recognize that humility and vulnerability are keys to growth. We will extend grace to each other and ourselves as we navigate challenges and create a safe space for honest conversations.

We will foster inclusivity and practice cultural humility. We value diverse perspectives and commit to showing up with cultural humility, challenging our own biases and making space for others' experiences.

We will hold each other accountable and share responsibility. We believe in equal (equitable) contributions from all team members and commit to holding ourselves and each other accountable for maintaining trust and engagement.

We will stay present and focused. We commit to being fully present in all interactions, minimizing distractions to ensure meaningful contributions and connections within the group.

We will lean into discomfort and prioritize reflection. We understand that growth comes from discomfort, and we will take time to reflect on our experiences in order to inform thoughtful action, forward progress, and build bridges.

We will lead with servant leadership and prioritize service above self, embodying the values of Leadership North Carolina by focusing on building a stronger, more vibrant North Carolina through civic engagement and leadership development. We commit to placing the success of the team and the greater good above personal interests, striving to uplift each other and advance the collective mission of making a positive impact on the communities we serve.