# Innovation and Opportunity: A Closer Look at the New CEDS Content Guidelines

Thursday, February 26

2:00 – 3:15 pm ET









## NADO: Our Mission

To strengthen local governments, communities, and economies through the regional strategies, partnerships, and solutions of the nation's regional development organizations.





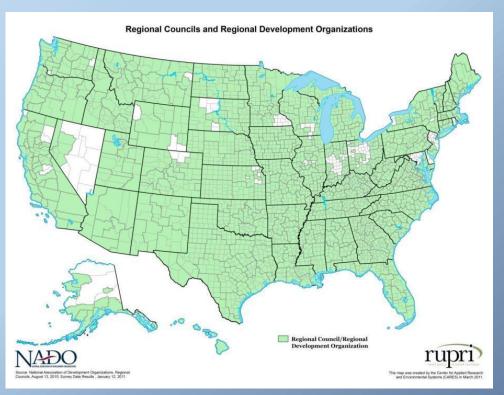






Photo credits, clockwise from top right: Region Nine Development Commission, Land-of-Sky Regional Council, Pennyrile Area Development District, Chittenden County Regional Planning Commission, Land-of-Sky Regional Council, River Valley Regional Commission, Association of Central Oklahoma Governments.

## Our Membership



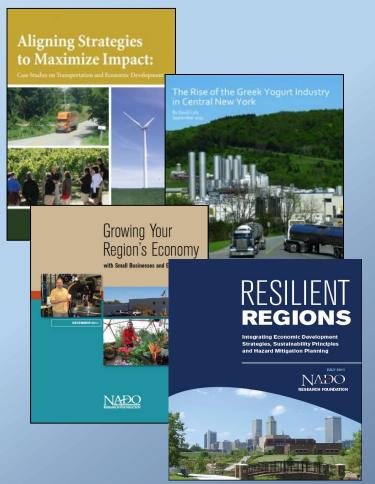
National membership organization for the network of over 520 regional development organizations (RDOs) throughout the U.S.

RDOs are also known as Councils of Government, Regional Planning Commissions, Economic Development Districts, and by other names.

They strengthen local governments, communities, and economies through regional strategies focusing on economic and workforce development, transportation, infrastructure, business lending, and more.



## NADO Research Foundation



Founded in 1988, the NADO Research Foundation is the non-profit research affiliate of NADO.

Shares best practices from small metropolitan areas and rural America through training, peer exchange, research, and other capacity-building activities.

### Focus Areas:

- Rural Transportation
- Regional Resilience
- Sustainable Communities
- Economic Development
- Organizational Support





## Regional Resilience



With support from EDA, the NADO Research Foundation provides capacity-building services to RDOs and local governments around regional resilience to natural disasters and other economic shocks.

These services include training workshops, peer exchanges, technical assistance, webinars, and research on best practices.

We make our resources and lessons learned available to the public—visit www.nado.org or contact mmcconville@nado.org.

## **HUD Sustainable Communities Capacity-Building**

# Sustainable Communities Learning Network



The NADO Research Foundation serves as one of the capacity-building teams in the Sustainable Communities Learning Network, providing support to HUD Sustainable Communities grantees and EPA technical assistance recipients

Initiative of the Partnership for Sustainable Communities (HUD/DOT/EPA)

Capacity-building support to strengthen grantee communities to create more housing choices, make transportation more efficient and reliable, make more effective infrastructure investments, and build vibrant, economically prosperous neighborhoods, towns, and regions

Sharing lessons learned and resources with a wider audience



## Webinar Logistics

Please type any questions you have for the speakers in the question box on the side panel throughout the presentation.

The webinar is being recorded and will be posted along with the PowerPoint slides on the NADO website, <a href="www.nado.org">www.nado.org</a>.

Please contact Megan McConville (<a href="mmcconville@nado.org">mmcconville@nado.org</a>) or Brett Schwartz (<a href="mailto:bschwartz@nado.org">bschwartz@nado.org</a>) if you have any questions after the presentation.



## Today's Webinar

- David Ives, Sustainability/Planning Coordinator, U.S.
   Economic Development Administration
- Brian Kelsey, Director of Economic Development,
   National Association of Development Organizations





## **CEDS Content Guidelines**

**External Webinar** 

February 26, 2014



## Agenda:

- 1. Why new Guidelines?
- 2. What's new with the Guidelines?
- 3. How are the Guidelines structured?
- 4. What are the formatting recommendations?
- 5. What are the content recommendations?
- 6. What about CEDS equivalent/alternate plans?
- 7. How/when will the Guidelines be updated?



The new **CEDS Content Guidelines** are a collection of suggestions and recommendations, not a list of additional requirements. . .



### Why new CEDS Content Guidelines?

- The new CFDS Content Guidelines (Guidelines) are intended to help regional planning organizations craft more impactful CEDS. The Guidelines were released in conjunction with EDA's new regulations.
- The Guidelines are intended to replace the old two-pager ("CEDS Summary of Requirements") which was often criticized for simply repeating the regs while not providing enough information on what EDA would like to see in the CEDS.



directed to section 302 of the Public Works and Economic Development Act of 1965 (42 U.S.C. § 3162) and EDA's regulations at 13 C.F.R. part 303. The cument is intended to serve as a convenient source for requirements relating to the CEDS. Hothing in this document is intended to supersede or otherwise

economic roadmap to diversify and strengthen regional economies. The CEDS should analyze the regional economy and serve as a guide for establishing regional goals and objectives, developing and implementing a regional plan of action, and identifying investment priorities and fundamental produces are consistent and analyses of economic development. Integrated economic development planning provides the flexibility to adapt to global economic conditions and fully utilize the region's unique advantages to maximize economic opportunity for its residents by attracting the private investment that creates jobs for the region's residents. A CEDS must be the result of a continuing economic development planning process developed with broad-based and diverse public and private sector participation, and must set forth the goals and objectives necessary to solve the economic development problems of the region and clearly define the metrics of success. Finally, a CEDS provides a useful benchmark by which a regional economy can evaluate opportunities with other regions in the national economy

Who should develop a CEDS? A Planning Organization seeking to formulate and implement a regional economic development program will benefit from developing a CEDS. Successful económic development efforts are based on CEDS that provide an económic roadmap to diversify and strengthen regional económics. The Public Works and Económic Development Act of 1985, as amended (PWEDA), requires a CEDS in order of to play investment assistance under EDA shubic Works of Económic Adjustment Assistance Programs. A EDA's discending, EDA may accept of the DR in the Residence Programs. funded or CEDS prepared independently of EDA investment assistance or oversight.

The following sections set out below on "Planning Organizations" and "Strategy Committees" cover the requirements for EDA-funded CEDS, while the remainder of this document pertains to technical requirements for CEDS. It should be noted that in determining the acceptability of a CEDS prepared independently of EDA investment assistance or oversight for projects under 13 C.F.R. parts 305 or 307, EDA may in its discretion determine that the CEDS is acceptable without it fulfilling every requirement set out in 13 C.F.R. § 303.7. In doing so, EDA shall consider the circumstances surrounding the application for investment assistance, including emergencies or natural disasters, and the fulfillment of the requirements of Section 302 of PWEDA.

Pursuant to 13 C.F.R. § 303.6, If EDA awards Investment Assistance to a Planning Organization to develop, revise, or replace a CEDS, the Planning Organization must follow the procedures set forth in paragraphs A.1 and A.2.

Planning Organization: A Planning Organization (as defined in 13 C.F.R. § 303.2), typically an Economic Development District (EDD) or Indian Tribe, may be eligible for EDA planning investment assistance. The purpose of such assistance is to develop a CEDS for a specific EDA-approved region. The Planning Organization is esperable for:

- Appointing a Strategy Committee (CEDS Committee);
   Developing and submitting to EDA a CEDS that complies with 13 C.F.R. § 303.7
- Making a new or revised CEDS available for review and comment by the public for a period of at least thirty (30) days prior to submission of the
- After obtaining approval of the CEDS, submitting to EDA an updated CEDS performance report annually. The performance report, if addition to reporting progress on CEDS implementation, should also discuss community and private sector participation in the CEDS offort. Any performance report that results in a change in the technical components of the EDA-approved CEDS must be available for review and comment by the public for a period of at least thirty (30) days prior to submission of the performance report to EDA.
- Submitting a copy of the CEDS to arry Regional Commission of any part of the EDA-approved EDD region is covered by that Commission.
   Submitting a new CEDS to EDA at least every five (5) years, unless EDA or the Planning Organization determines that a new CEDS is requi earlier due to changed circumstances.

2. Strategy Committee: The Strategy Committee is the entity identified by the Planning Organization as responsible for developing replacing the CEDS. The Strategy Committee must represent the main economic interests of the region, and must include Private Sector Representatives (defined in 13 C.F.R. § 300.3, with respect to any for-profit enterprise, as any senior management official or executive holding a key decision making position, or that person's designee) as a majority of its membership. In addition, the Planning Organization should ensure that the Strategy Committee also includes:

- Dublic officials Community leaders;
- Representatives of workforce development boards
- Representatives of institutions of higher education
- Minority and labor groups; and



### What's new with the CEDS Content Guidelines?

- Looks more like the 2000 and 2002 CEDS Guidelines ("Brown Book" and "Green Book").
- Developed with input of EDA regional office staff and stakeholders.
- Offers suggestions on what should be included in each of the required sections (per the regs), and recommends tools, resources and examples to help in the development of the CEDS document ("Recommended Resource").
- Focused almost exclusively on content (versus process).
- Provides practical suggestions about formatting look and feel.



### How are the CEDS Content Guidelines structured?

- 1. Overview
- 2. Content
  - Summary Background
  - SWOT Analysis
  - Strategic Direction/Action Plan
  - Evaluation Framework
  - Economic Resilience
- 3. Format
- 4. Preparation
- 5. Equivalent/Alternative Plans

Comprehensive Economic Development Strategy (CEDS)

US Economic Development Administration - 010515

Content Guidelines:

Recommendations for Creating an Impactful CEDS

#### Contents

1.		Dveniew	
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	Δ.	Summary Background: A summary background of the economic development conditions of the region	4
	В.	SWOT Analysis: An in-depth analysis of regional strengths, weaknesses, opportunities and threats	6
	C.	Strategic Direction/Action Plan: Strategic direction and an action plan (flowing from the SWOT analysis),	
	whi	ich should be consistent with other relevant state/regional/local plans.	.11
	•	Strategic Direction: Vision Statement and Goals/Objectives	.11
	•	Action Plan: Implementation	12
	D. Cel	Evaluation Framework: Performance measures used to evaluate the organization's implementation of the DS and its impact on the regional economy.	
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	•	Planning for and Implementing Resilience	.17
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## What are the **formatting** recommendations?

### 1. Keep your audience in mind

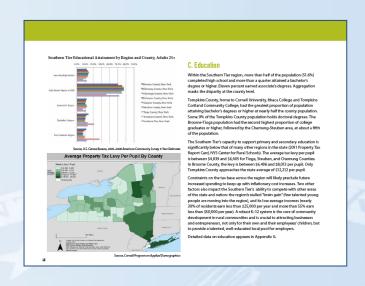
- Target page length
- Executive summary
- Use appendices

### 2. Communicate creatively

- Appealing look-and-feel
- Alternate formats

## 3. Think beyond the document

Consider stakeholder engagement





### What are the **content** recommendations?

- 1. Linking the sections to improve CEDS focus and measurable impact
- 2. Including key elements such as workforce, broadband, energy, etc.
- 3. Emphasizing measurable goals/strategies rather than a stand-alone list of projects
- 4. Integrating/leveraging other planning efforts and resources
- 5. Infusing economic resilience into the CEDS



1. Linking the sections to improve the CEDS focus and measurable impact

Elements of the CEDS content should build upon and/or shape each other to result in a coherent, targeted document -- SWOT section is key

- The demographic data in the summary background section should be limited to those items and key findings that are **relevant** to the SWOT
- The strategic direction and associated action plan should logically flow from the critical internal and external factors that speak to the region's assets and limitations (as identified in the SWOT) and its role in capacity building
- The evaluation framework, with its associated measures and timelines, should cascade from the strategic direction (and its measurable objectives) and action plan which in turn flow from the initial SWOT analysis



2. Including key elements such as workforce, broadband, energy, etc.

The SWOT section recommends assessing a wide variety of regional attributes, including:

- State of the regional economy, clusters, partners and resources for economic development
- Global competitiveness/FDI/exports
- Workforce/Job-Driven Training
- Spatial efficiency/sustainability
- Broadband
- Energy
- Natural hazards
- Equitable development

Summary Background section also outlines a large number of information types that may be relevant to include/examine in the CEDS



3. Emphasizing goals, measurable objectives and strategies rather than a stand-alone list of projects

The strategic direction and action plan are the heart and soul of the document

- The strategic direction should evolve from a clearly defined vision with prioritized goals and measurable objectives
- A successful action plan should then focus on those regionally-driven strategic priorities that will result in a prioritized, measurable collection of capacity building activity areas
  - ✓ The action plan, however, should NOT simply be a list of projects
  - ✓ Action plan should NOT exclusively reflect those activities which EDA alone could potentially support



4. Integrating/leveraging other planning efforts and resources

## Look for opportunities to "cross-pollinate"

- CEDS should integrate other regional planning efforts
- CEDS should identify opportunities for the integrated use of other local, state, private and federal funds



- 5. Infusing economic resiliency into the CEDS document
- ". . .each CEDS must promote Regional resiliency and be unique and responsive to the relevant Region."
- <u>Economic resiliency</u> = An area's ability to withstand, prevent, or quickly recover from major disruptions (i.e., 'shocks') to its underlying economic base.
- CEDS serves as a critical mechanism to help regions identify vulnerabilities and withstand or recover from disruptions.
- Integrating resiliency into the CEDS can take multiple forms (need to identify assets and vulnerabilities regardless)



- <u>Steady-state initiatives</u>: longer-term efforts that seek to bolster a community's ability to withstand or prevent a shock
- Responsive initiatives: establishing capabilities that allow an organization/region to be responsive to region's recovery needs following an incident
- As a baseline, EDA suggests regions undertake a two-pronged approach:
  - 1) Implement **specific goals or actions** to bolster the long-term economic durability of the region (*steady-state*)
  - 2) Establish **information networks** among the various stakeholders in the region to facilitate active and regular communications between the public, private, education and non-profit sectors to collaborate on existing and potential future challenges (*responsive*).



## **Equivalent/Alternative Plans**

- EDA may accept as a CEDS any locally, state, or regionally prepared plan, or a plan prepared under any Federally supported program if:
  - plan is current (i.e., developed or updated within the past year)
  - plan preparation and contents address EDA's regulations
  - plan is consistent with the Guidelines
- "Nesting" -- Previously approved CEDS should be folded into the new plan by leveraging the existing action/implementation plans and evaluation frameworks to effectively inform the newer plan.
- EDA does not formally "approve" these alternate/equivalent plans; EDA will accept or deny them as part of the community or region's pursuit of an EDAfunded project.



## **Guideline Updates**

- 1. Guidelines on the EDA website (<u>www.eda.gov/CEDS</u>)
- 2. Update schedule (ongoing)

**CEDS Content Guidelines: EDD Opportunities** 

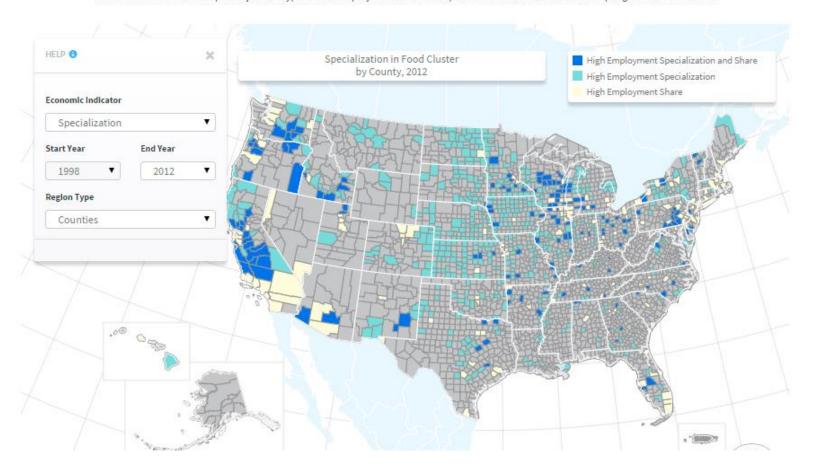


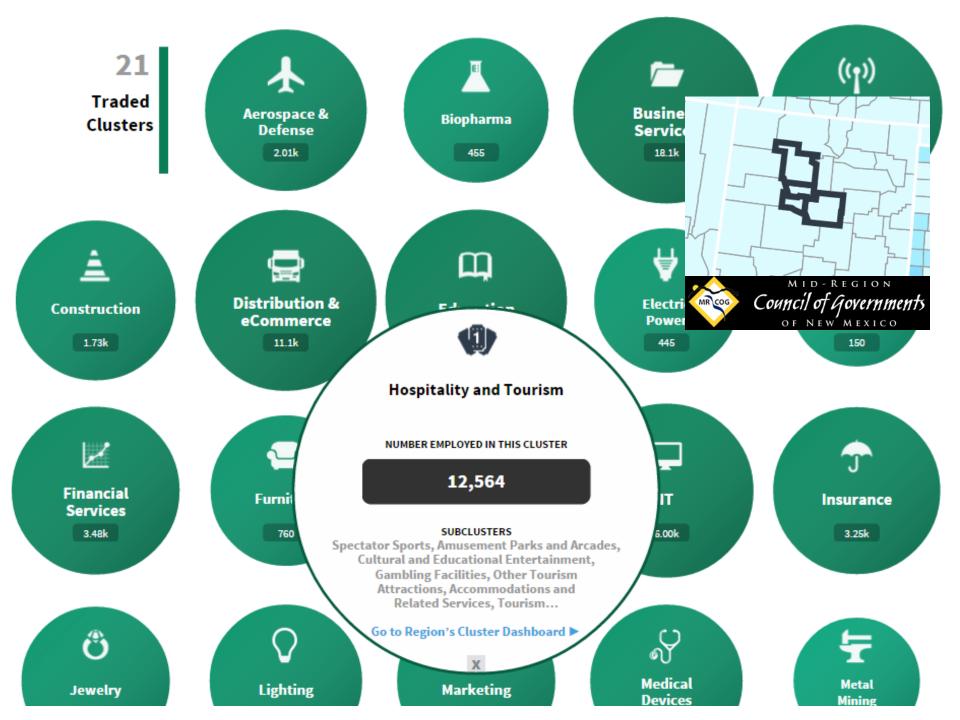
## **CEDS Content Guidelines**

- You now have flexibility you have been asking for—embrace opportunity to rethink, improve and better leverage your CEDS
- Time to brainstorm about integrated planning & potential revenue generating activities (e.g., WIOA emphasis on regional planning & sector strategies; metro/rural transportation)
- Take advantage of free tools & collaborate w/ other EDDs on shared interests



This map illustrates the economic geography of this cluster. Click on any region for specific regional data or to go to a Region Dashboard. Use the controls on the map to adjust the type of data displayed. Below the map is a set of charts that show the top regions for this cluster.

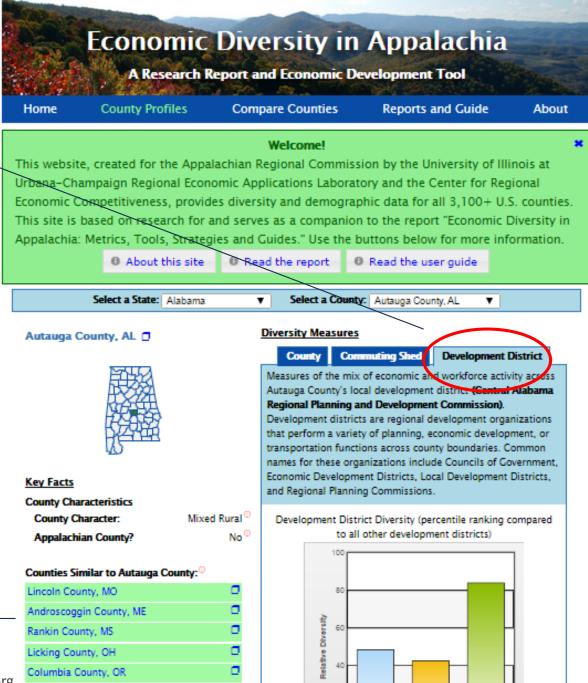




Analyze measures of economic diversity for counties in your EDD and benchmark your EDD to other EDDs.

Data tool developed for ARC counties but data available for all counties in US.

Identify peer counties for benchmarking and potential info sharing.

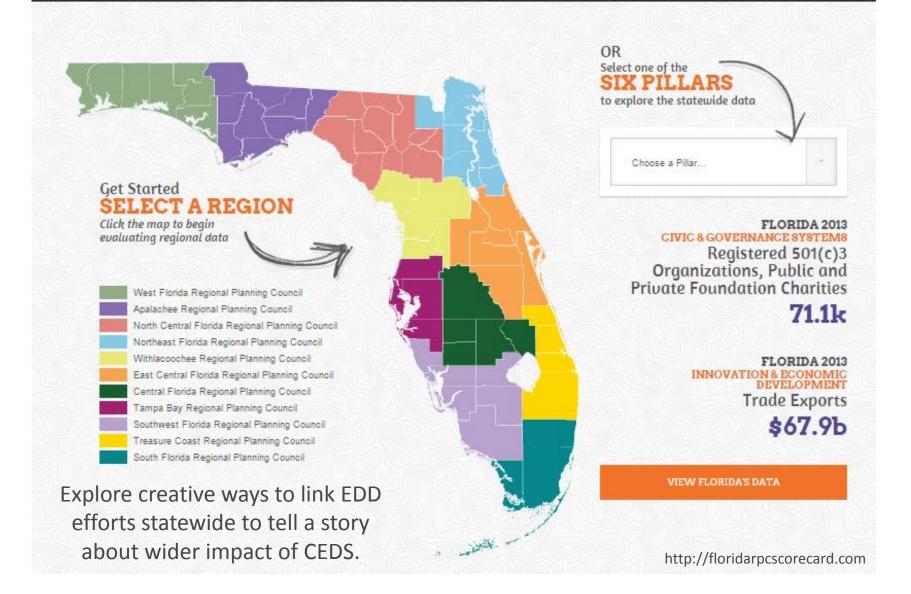


http://economicdiversityinappalachia.creconline.org

#### THE FLORIDA SCORECARD

## FLORIDA ECONOMIC DEVELOPMENT DISTRICTS

in partnership with The Florida Regional Councils Association and Florida Chamber Foundation





## Region 2000 Local **Economy Dashboard**

OVERVIEW

KEY INDUSTRY PERFORMANCE ENTREPRENEURSHIP

Regional Performance Indicators

REGIONAL EQUITY

QUALITY

DEVELOPMENT

& INNOVATION

Welcome to the Region 2000 Local Economy Dashboard, This website provides a snapshot of how the local economy is performing in Virginia's Region 2000, a 2,000 square mile area composed of the city of Lynchburg; the counties of Amherst, Appomattox, Bedford and Campbell; and the towns of Altavista, Amherst.

Appomattox, Bedford, and Brookneal.

The Dashboard provides independent and objective data on how the Region 2000 economy is performing in six key areas. It covers recent trends and will be updated on a regular basis. It is designed to track local economic performance and to spark local conversations about building a more competitive regional economy.

#### Performance Indicator Key

Arrow indicates that Region 2000 performance is:

- improving or strong
- ♦ unchanged or similar
- declining or weak

when compared to Virginia and the United States

#### GENERAL ECONOMIC PERFORMANCE

- Labor Force Size
- ← Average Annual Wage
- ← Gross Domestic Product

#### TALENT DEVELOPMENT

- Educational Attainment Rates
- ♠ High School Students Participating in Career and Technical Education Programs
- High School Students Post-Graduation Intentions
- ♠ Graduates from the Region's Six Institutions of Higher Education

#### KEY INDUSTRY PERFORMANCE

- ←→ Manufacturing Employment
- ← Healthcare Employment
- ♠ Higher Education Employment Growth
- ♠ Economic Impact of Domestic Tourism

#### ENTREPRENEURSHIP & INNOVATION

- ↔ New Business Starts
- ⇔ Stage II Establishments
- Small Business Innovation Research (SBIR) Grants
- ← STEM Employment
- ⇔ Broadband Access
- ← Churn Rate

#### REGIONAL EQUITY

- ← Unemployment Rate
- Poverty Rate
- ← Closings

#### QUALITY OF LIFE

- Cost of Living
- New Housing Costs
- ♠ Average Commute Time
- ♠ Jobs-Employed Residents Ratio

http://region2000dashboard.org



## Region 2000 Local Economy Dashboard

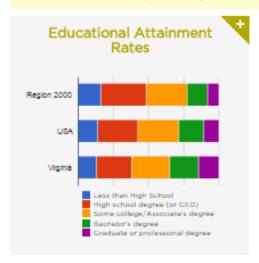
OVERVIEW

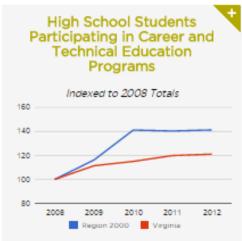
GENERAL ECONOMIC

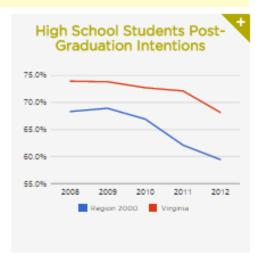
TALENT DEVELOPMENT KEY INDUSTRY PERFORMANCE ENTREPRENEURSHIP & INNOVATION REGIONAL

QUALITY OF LIFE

These indicators track the capacity and skills of the region's workforce. The region's talent level is the key ingredient for future economic prosperity.







Graduates from the Region's Six Institutions of Higher Education

14,686



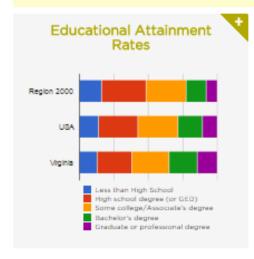
# Region 2000 Local Economy Dashboard

OVERVIEW

GENERAL ECONOMIC

TALENT DEVELOPMENT KEY INDUSTRY PERFORMANCE ENTREPRENEURSHIP & INNOVATION REGIONAL EQUITY QUALITY OF LIFE

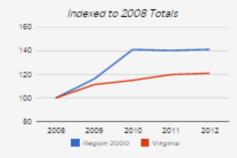
These indicators track the capacity and skills of the region's workforce. The region's talent level is the key ingredient for future economic prosperity.



### Don't stop with data!

Use the website to link goals, strategies, activities (implementation) to key regional/local metrics.

#### High School Students Participating in Career and Technical Education Programs



#### What Does it Measure?

This measure shows the number of high school students training for?and looking to enter?careers in the trades and other technical fields.

#### How is Region 2000 Performing?

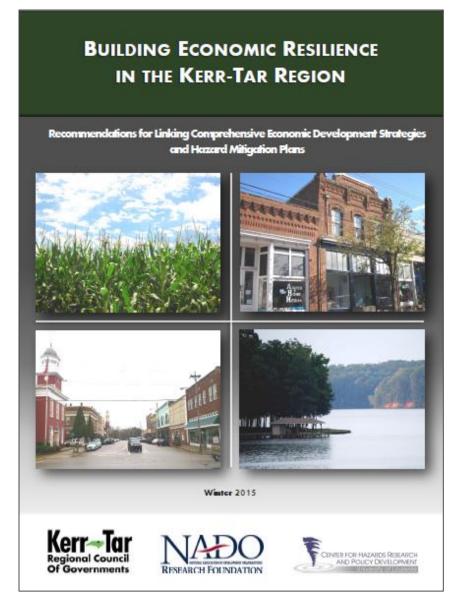
The number of CTE program completions by Region 2000 increased by 40 percent between the years 2008 and 2012, a rate twice as fast as the state as a whole.

#### What Does it Mean?

This measure indicates that Region 2000 is doing very well at encouraging high school students to complete career and technical education programs. The high number of completions shows that the region will be better positioned to supply a ready pool of potential workers for trades and technical fields. Most analysts predict that these middle skill jobs will be among the fastest growing occupations in future years. This strong performance suggests Region 2000 is well situated to compete for these jobs.

Source: Virginia Department of Education, 2008-2012

Many publications available for you to learn about how to link planning approaches, case studies, and peer exchange possibilities to strengthen CEDS.



# Regional Approaches to Sustainable Development:

Linking Economic, Transportation, and Environmental Infrastructure in Rural and Small Metropolitan America





In Partnership with the Federal Highway Administration

September 2011

## **CEDS Outline: Recommendation**

- Vision Statement
- Call to Action

SMART Goals

- Strategies
- Actions



— What



Summary background & SWOT analysis

Evaluation framework

Strategic direction & action plan

### I. Executive Summary

- Vision Statement
- b. What is [EDD]?
- c. What is a CEDS?
- d. Why are you doing this?—the "call to action"
  - Economic Conditions/SWOT Finding #1
  - Economic Conditions/SWOT Finding #2
  - Economic Conditions/SWOT Finding #3
- e. What will you accomplish?
  - SMART Goal #1
  - SMART Goal #2
  - SMART Goal #3
- f. How will you do it?
  - SMART Goal #1 Strategy or Project
  - SMART Goal #2 Strategy or Project
  - SMART Goal #3 Strategy or Project



#### S.M.A.R.T.

Goals should be used for each critical condition and should be specific, measurable, achievable, relevant and time based.

#### Executive Summary

A Comprehensive Economic Development Strategy (CEDs) is more than a mandatory report for opening doors to federal funding, especially through the U.S. Economic Development Administration (EDA). It should be an opportunity to formulate effective strategies that transform a region's economy by creating or retaining wealth and increasing prosperity.

Howeve, too often a CEDS is perceived as a compilation of the region's needs and wish its of proposed projects, without an analysis of the trends and conditions that impact a region's current economic landscape and without asset-based strategies to improve these conditions. And too often, the CEDS focuses on the number of jobs created, while failing to recognize that not all Jobs have equal value.

To foster meaningful conomic development, the national network of 380 EDA-designated Economic Development Districts (EDDs) should strive for a more sophisticated approach to setting, measuring and meeting goals than simply counting job growth, which does not accurately determine whether a region is growing its economy in the right direction.

What is the "right" direction? It is job growth that is in balance with a comprehensive vision that leverages the unique assets of a regional economy. A balanced approach to economic development also focuses on wealth creation and retention, improving quality of place, fostering a climate of innovation, and growing overall regional prosperity. This is why job growth is only one metric used by ViTAL Economy in a broader, yet targeted set of indicators called performance metrics.

Growing the right kinds of jobs requires a region to set its community and economic development conditions in context. This involves understanding and measuring trends, defining the region's current economic conditions, and establishing measurable goals. As every region is unique, each region should use tailored and slightly different measures. These metrics should address:

- Which conditions are important?
- · Which trends need to be reversed:
- . Which assets are available to be leveraged?
- How will a strategy help achieve the economic vision?

Examples of critical conditions hampering economic growth include high levels of poverty, low average wages, low educational attainment, out-migration of healthcare services, aging workforce, and below-average broadband demand/speed/access.

Taking the critical conditions into account, a growing number of regional economic development policy makers, practitioners, and stakeholders are adopting the necessary discipline to establish best practice performance metrics to guide their CEDS development, design, and implementation path.

To be effective, the CEDS cannot focus solely on what a region lacks or needs. It must also focus on a region's unique assets and competitive advantages, as these will drive future economic success. To fully leverage a region's unique tangible and intangible assets as the foundation for transformative economic strategies, it is vital for regions to benchmark current conditions, yet also set measurable S.M.A.R.T. goals to monitor progress and adjust strategies and tactics as needed.

This white paper discusses how performance metrics can be used to crate a more effective CEDs for a regional economy. It includes real-life examples of how performance metrics have been used by various Economic Development Districts (EDDs) and other regions assisted by ViTAL. Economy to address unique conditions and transform their region's economic performance. It also demonstrates how performance metrics are the first critical step in creating meaningful strategies in a CEDs and how they can improve an economic region's ability to meet the new NADO's Seven Principles of CEDS Standards of Excellence (Appendix A).

"We will no longer think, think, think; we will think and act, and get results."

Michael Aube, President Eastern Maine Development Corporation

4 | Performance Metrics Matter

### Performance Metrics Matter

http://www.nado.org/performance-metrics-matter/

### II. Summary Background (Economic Conditions)

- a. Brief introduction of region—location, component counties/cities, population, etc.
- Recent timeline of major economic events (providing context)
- Key industries or clusters (with company features)
- Key regional trends—demographic, economic, social (tied to SWOT)
- e. Assets providing competitive advantage

### III. SWOT Analysis

- a. Strengths
- b. Weaknesses
- c. Opportunities
- d. Threats



## IV. The Plan: SMART Goals, Objectives, Strategies, Actions

- a. SMART Goal #1
  - Strategy 1.1
    - Action 1.1.1
    - Action 1.1.2
    - 3. Action 1.1.3
  - ii. Strategy 1.2
    - Action 1.2.1
    - 2. Action 1.2.2
    - 3. Action 1.2.3
  - iii. Strategy 1.3
    - Action 1.3.1
    - Action 1.3.2
    - 3. Action 1.3.3



#### V. Evaluation Framework

SMART goals <u>are</u> your performance measures. Hypothetical example: "Increase the primary working age population of Region X by 10% by 2019." Make sure you have at least one SMART goal that tracks private investment and jobs created/retained to satisfy EDA's GPRA reporting requirements.

### VI. Strategic Projects

Include at least one project of "regional significance" that corresponds to each SMART goal. You know your boards, communities, and stakeholders best so what you do with the longer "project list" is up to you. If you decide to list all projects here, make sure you do it in a format that doesn't look like a laundry list—i.e. organize them under SMART goals so they at least fit the format of the plan.



## Questions?

- Please type your questions in the question box on the side of your screen.
- The webinar recording and slides will be available at <a href="www.nado.org">www.nado.org</a>.
- NADO's CEDS Resilience Library: <a href="https://www.nado.org/resources/ceds-library">www.nado.org/resources/ceds-library</a>
- Contact information:
  - Megan McConville, mmcconville@nado.org
  - Brett Schwartz, <u>bschwartz@nado.org</u>
  - David Ives, dives@eda.gov
  - Brian Kelsey, bkelsey@nado.org
- Our next webinar: Building Economic Resilience in Your Community: Linking Economic Development and Hazard Mitigation Planning, March 17 from 2:00 pm 3:15 pm ET. Register: https://attendee.gotowebinar.com/register/7565064775249115906

