

9. What experience or qualifications do you bring that prepare you to serve effectively on the Village Board?

Dennis Faber's Response

If re-elected, as the longest-serving elected official, I have historical information about decisions that were made that will be valuable to pass on to our new Administrator and new Board members so they can have a better understanding of our Village's evolution.

Another qualification is my knowledge of securing grants ("free money") from the DNR. Most recently, \$40,000 - or 50% of the cost - for three piers our Parks Department bought. Our state issued a Knowles-Nelson Grant for \$546,049 for our Community Park, our Camp Lake Park, and others.

Steve Dunn's Response

I have owned my own business for over 25 years. Prior to that, I gained management experience working as a shop foreman at the job I held before I started working for myself full-time. While running a Village is not exactly the same as running a business, there are similarities in the skills involved. I believe in setting goals, fiscal responsibility, and working with people to address challenges that may present. I understand the importance of balancing wants and needs. When I don't understand something or need more information, I'm not afraid to reach out and ask questions or do some research.

My background in heavy equipment repair and trucking has also given me experience working with other trades, including infrastructure and road planning/maintenance, snow removal, concrete work, construction, excavation, welding, and landscaping. I have worked on trucks and equipment for other municipalities. I have helped municipalities and businesses develop fleet maintenance plans. I have put together bids for municipal truck/equipment purchases. At one time, my business was listed as a vendor for Source well. I have also helped municipalities spec trucks/equipment so they could send out bid

packets. I can look at a bid or estimate for trucks, equipment, or services related to my trade and have a good idea about whether or not the costs are fair. My relationships with customers, vendors, and colleagues have created a network of people I can consult with to get reliable information about average job, materials, and equipment costs.

I also have a lot of experience managing employees. I try to identify my employees' strengths and give them opportunities to shine. I also challenge them to expand their skills by giving them jobs they may not find as easy. Fostering employee growth is a benefit to both them and my business. I tell all my employees that if they make a mistake or something goes wrong, they should just own up to it right away and try to learn from it. I respect a person who can admit when they screw up. I've had employees I can trust to make good decisions, and as a result they have more freedom. Others need a closer level of oversight. I am not afraid to call someone out on their actions.

With Village staff, I think it's important to remember that they serve the community, but they aren't elected or chosen by the constituents. The Board has a duty to investigate any concerns residents have about staff and hold staff accountable as necessary. I've learned that if you don't call out an employee's undesirable behavior, it won't change and can often start to spread a bad influence among an entire team.

Finally, I have been attending as many Village Board, Plan Commission, and EDC meetings as possible in order to stay up to date on the issues presenting and being made for the Village. When I am not able to attend in person, I watch the recorded meetings online. I am well connected to members of the community of Salem Lakes as well as our neighboring municipalities.

Adam Miller's Response

I have 25 years of construction experience, along with active service in emergency response and planning. My work on the Village Board of Appeals and my past experience on a Planning and Zoning Committee have given me a strong understanding of how rules, permits, infrastructure, and public safety work together to support a well-run community.

I also bring practical, common-sense decision-making and a willingness to ask questions, research issues, and hold people accountable when needed.

Kerry Verenski's Response

I bring a strong commitment to serving our community.

My experience in problem-solving, communication, and fiscal responsibility comes from years as a business owner. I understand financial management, relationship building, and strategic decision-making. I am deeply committed to the well-being of our community and will bring that same dedication to Village leadership.

James Woodke's Response

Retired Airline Pilot - critical thinking, making decisions after analyzing facts. I often had to work with many people of various job descriptions to make the flight operate safely and on time. Not only can I get the job done right, I'm good at working with others to get things done right.

CFO for an international corporation managing a large escrow fund.

Faculty for the International Critical Incident Stress Foundation - Certified Instructor.

American Academy of Experts in Traumatic Stress - Advanced Academy Credentials:

- Diplomat, American Academy of Experts in Traumatic Stress
- Fellow, American Academy of Experts in Traumatic Stress
- Board Certified in Emergency Crisis Response
- Board Certified in School Crisis Response
- Certified in Acute Traumatic Stress Management

International Critical Incident Stress Foundation - member for 30 years.

Damage Assessment Coordinator for the Antioch Emergency Management Agency for 20 years.

Town of Salem - Incorporation Committee: explored the costs and benefits of becoming a Village. My specialty was identifying ways to become a Village and the expenses associated with it.

Resident of Salem since 2005 - over 20 years.

Attended most of the Town Board and Village Board meetings, and most Fire Commission and Economic Development Commission meetings.