

# Crystal Jackson

## Climate + Sustainability Professional

*Dedicated sustainability professional offering 20+ years of experience in helping people to think wholistically and employ climate friendly practices. Gifted communicator with a dynamic and creative personality, diplomatic nature, and relationship-driven mentality.*

### Skills

Program identification & development

Project & budget management

Strategic planning

Partnership development

Facilitation & meeting planning

Problem solving

Community engagement

Coaching and mentoring

Leadership development

### Certifications

LEED Green Associate

Certified Sustainability CSR Practitioner



### Work History

**April 2012 –  
Current**

#### **Planning Manager, Climate + Sustainability**

*Atlanta Regional Commission, Atlanta, GA*

- Manage ARC's sustainability programs
- Provide policy guidance and technical assistance both internal and external to ARC
- Serve as liaison to local and national partner organizations and agencies
- Collaborate on cross-agency Climate Change initiatives including the 2022 Climate Retreat
- Develop federal and philanthropic grant proposals and complete applications including scope, workplan, and budget
- Coordinate Model Atlanta Regional Commission (MARC) leadership program
- Facilitated Agnes Scott College and City of Decatur Joint Climate Resilience Plan

**June 2007 –  
April 2012**

#### **Sr. Program Specialist, Government Services**

*Atlanta Regional Commission, Atlanta, GA*

- Coordinated Regional Leadership Institute (RLI) and LINK programs
- Established RLI Alumni Network for continued regional relationship building
- Designed Community Planning Academy curriculum
- Conducted Pay and Classification and High-Performance Organization studies
- Facilitated strategic planning retreats for local governments
- Authored City of Kennesaw Redevelopment Incentives Study and City of Chamblee Green Building Ordinance Implementation Study

## Affiliations

Institute for Georgia  
Environmental Leadership  
(IGEL) – Class of 2017

RCE Greater Atlanta –  
Founding Member and  
Steering Committee, 2017 –  
2020, Current Member

Atlanta Compost Council –  
Steering Committee, 2019 -  
2022

Georgia Institute of  
Technology – Guest  
Lecturer, Sustainable Urban  
Development, 2019 -  
Present

## Languages

Spanish  Average

English  Excellent



January  
2001 –  
June 2007

**Blueprints Program Manager**  
*Georgia Conservancy, Atlanta, GA*

- Facilitated Blueprints community workshops
- Negotiated consulting contracts and managed budget
- Developed promotional materials and reports
- Built and maintained working partnerships with quality growth organizations
- Coordinated annual Common Ground statewide conference
- Tracked state legislation and participated in lobbying efforts at the capitol
- Assisted with grant writing and fundraising including building relationships with philanthropic partners
- Advised organizational smart growth policies

February  
1999 –  
October  
2000

**Assistant Public Programs Manager**  
*Chattahoochee Nature Center, Roswell, GA*

- Created and taught nature-focused lessons, education events and curriculum for all ages
- Developed and coordinated community events for 1000+ participants
- Managed dedicated team of staff and volunteers

## Education

**Master of City and Regional Planning:  
Environmental & Land Use Planning**  
*Georgia Institute of Technology*

**Bachelor of Science: Earth Sciences &  
Geography, Environmental Sciences**  
*University of North Carolina At Charlotte*

# Daniel “Danny” E. Johnson, P.E.

**Managing Director, Natural Resources Department, Atlanta Regional Commission**

Results driven team leader, environmental engineer, and planner. Demonstrated expertise in strategic planning, stakeholder engagement, and sustainable water management practices. Proven track record of successfully implementing initiatives to ensure long-term water resource availability and promoting environmental stewardship. Committed to fostering collaborative partnerships and delivering innovative solutions to address the environmental challenges facing a growing and dynamic region.

## EXPERIENCE

**Atlanta Regional Commission, Atlanta, Georgia, July 2023 – Present**

*Managing Director, Natural Resources Department*

- Manage the development of the Natural Resources Department’s work program, projects and policies encompassing water resources management, river corridor protection, pollution prevention, climate change and resilient infrastructure systems, sustainability and green infrastructure, energy efficiency, environmental hazard mitigation, and other related environmental areas.
- Oversee the planning and administrative functions of the Metropolitan North Georgia Water Planning District.

**Atlanta Regional Commission, Atlanta, Georgia, June 2013 – June 2023**

*Manager, Metropolitan North Georgia Water Planning District*

- Manage the planning and implementation activities for the Metropolitan North Georgia Water Planning District. Responsibilities include governing board management, work program development and coordination; preparation of the regional Water Resources Management Plan; coordination with local governments and utilities on the development and implementation of the Plan; outreach and facilitation with citizen and partner stakeholders; budgeting and budget tracking; development of RFPs; contract and consultant management.
- Lead a team of five full-time and three part-time team members to execute the work program of the Metropolitan North Georgia Water Planning District. Responsible for the direct supervision of three full-time and one part-time employee.
- Assist the Natural Resources Department Managing Director with departmental needs including budget management, administrative needs, hiring process, and serve as her designee in meetings with upper management and external events.

**CDM Smith, Atlanta, Georgia, March 2011 – June 2013**

*Senior Project Manager*

- Manage large design teams through all phases of project delivery including design, permitting, and bidding projects; acquiring easements; administering construction contracts; and managing client relationships.
- Project experience includes statewide water planning public outreach, raw water reservoir design, pump station design, biosolids receiving station design, regulatory permitting for NPDES wastewater discharge, wastewater treatment plant upgrade designs including grit removal, aeration, ultraviolet disinfection, and chemical addition, public outreach for FEMA floodplain updates, stormwater improvements, and site civil design.

**Hayes, James & Associates, Inc., Norcross, Georgia, May 2002 – March 2011**

*Environmental Division Director and Assistant Vice President*

- Oversee all work in the Environmental Division, and lead business development efforts for the Division.
- Manage all phases of water resource engineering projects, including planning, funding, designing, permitting, and bidding projects; acquiring easements; administering construction contracts; and managing client relationships.

## EDUCATION

**University of Georgia**

- Bachelor of Science, Agricultural Engineering, Natural Resources Emphasis, May 2002

## LICENSING

- Georgia Professional Engineering License #31731, December 31, 2006

# JON PHILIPSBORN

[JPHILIPSBORN@ATLANTAREGIONAL.ORG](mailto:JPHILIPSBORN@ATLANTAREGIONAL.ORG) • 470-378-1613

---

## Summary

Optimistic and highly motivated leader, dedicated to creating positive climate, conservation and community outcomes. Trusted advisor on integrating climate considerations into planning, project development, policy and management decisions with proven experience working across geographies and sectors. Demonstrated success at building strategic and diverse partnerships and implementing transformative initiatives.

---

## Core Qualifications

- Exceptional knowledge of climate change – science and policy, challenges and opportunities
- Passionate team leader and motivator of colleagues and partners
- Successful at leveraging resources towards positive climate, conservation and community results
- Enthusiastic project developer able to engage public, private and non-profits sectors on climate action
- Big picture thinker capable of translating ideas into implementation
- Outstanding oral and written communication skills
- Comfortable collaborating in board rooms and government offices; in neighborhoods and in the field

---

## Experience

---

<b>Atlanta Regional Commission</b>	<b>2023-Present</b>
<b>Climate and Resilience Manager</b>	

- Developing and leading a regional approach to climate action for 11-county Metro Atlanta region
- Managing a team in support of regional projects and plans on energy transition, climate mitigation and climate resilience
- Working internally to integrate climate change considerations across departments
- Providing technical and advisory assistance to local governments on climate mitigation and resilience

---

<b>SLR International Corporation</b>	<b>2021-2023</b>
<b>Climate Resilience Manager</b>	

- Hired to build and lead a multi-disciplinary climate resilience group across sectors and geographies
- Manage a team of three climate resilience planners; collaborate across organization and service lines
- Develop plan for near- and long-term vision on creating value for clients through climate resilience
- Grow client relationships and partnerships in public and private sectors on climate resilience
- Represent SLR on climate resilience internally and externally

---

<b>AECOM</b>	<b>2015-2020</b>
<b>Associate Vice President, Americas Climate Adaptation Practice Director</b>	

- Established emerging climate adaptation practice and grew annual revenue to over \$10M
- Led team of four regional leads, leveraging dozens of practitioners across disciplines and geographies
- Developed annual strategic plans focused on growth of services, clients, staff and technical leadership
- Managed client relationships and grew accounts, with focus on increasing climate action by clients
- Created and expanded AECOM's strategic partnership with The Nature Conservancy
- Principle for the UN *Disaster Resilience Scorecard for Cities*; co-authored Public Health Addendum
- Managed and led first-of-kind assessment of disaster resilience of small businesses in New Orleans
- Represented AECOM on climate initiatives with public, private, NGO and UN partnerships

---

<b>URS (Acquired by AECOM)</b>	<b>2011-2015</b>
--------------------------------	------------------

**Sustainability Manager**

- Created URS's climate adaptation initiative for North America
- Managed and advised on innovative climate and sustainability projects across North America
- Supported National Sustainability Practice
- Created and led office Green Team that engaged staff and raised awareness on sustainability

**URS (Acquired by AECOM)****2010-2011****Climate Change Mitigation and Adaptation Specialist**

- Worked on climate and sustainability projects for multiple clients across regions
- Assisted on local, state and federal hazard mitigation planning

**CARE****2009****Independent Consultant**

- Advised on community forest carbon project in Guatemala and provided on-sight consultation
- Produced report of recommendations and feasibility assessment for project design and development

**Conservation International****2007-2009****Program Coordinator**

- Developed projects for Climate Change Initiatives and Land Use Strategies Programs
- Organized and conducted capacity building training courses in multiple countries

**Office of US Senator Max Baucus (D-MT)****2007****Miles Conservation Fellow**

- Represented Senator at committees and at meetings with relevant interest groups and stakeholders
- Wrote briefings on topics such as energy policy and natural resource management

**Select Ornithological Field Research**

- **Bowdoin Research Station, Kent Island, New Brunswick** **2001, 2003, 2004**
  - Managed technical research project; contributed to population study on Leach's storm petrels
- **The Environmental Research Unit, Magdalena Island, Chile** **2003-2004**
  - Managed Magellanic penguin population project on impacts of fisheries on food availability
- **ABR Consulting Firm, ConocoPhillips Alpine Station, North Slope, Alaska** **2003**
  - Researched effects of oil drilling on arctic breeding bird populations and habitat
- **Univ. of Nevada-Reno, Tutakoke Field Camp, Yukon-Kuskokwim Delta, Alaska** **2002**
  - Conducted population study of black brant breeding colony
- **Point Reyes Bird Observatory, Boardman, Oregon** **2000**
  - Conducted research on loggerhead shrikes as part of post-fire habitat assessment

**Education****Columbia University, School of International and Public Affairs****2007**

Master of Public Administration, Environmental Science and Policy

*Seminal Workshop on Avian Influenza, co-led team in design of global Avian Influenza Surveillance Network, in partnership with Wildlife Conservation Society***Kenyon College****2003**

Bachelor of Arts

# **Katherine H. Zitsch, PE, BCEE**

## **Professional Experience**

### **Atlanta Regional Commission**

#### ***Deputy COO (2023 – Present)***

Responsible for coordinating and overseeing special initiatives that span multiple departments, including climate and resilience programming, water resources, transportation, trails, community development, aging & independence services, workforce development, mobility services, data & analytics, and homeland security. Key successes include:

- Successfully expanded ARC's climate and resilience portfolio by securing \$2.5M in climate programming since 2023. This funding comes from various sources, including the US EPA, US DOE, and Congressionally Directed Spending from Senator Ossoff and Representative Hank Johnson.
- Successfully expanded ARC's trails and Reconnecting the Region programming by securing a \$50M, no-match grant from US DOT to engineer and construct a trail on the south side of metropolitan Atlanta (Finding the Flint to the Beltline).

#### ***Managing Director, Natural Resources (2013-2023)***

#### ***Director, Metropolitan North Georgia Water Planning District (2013-2023)***

Responsible for developing the strategy and executing programs in water resource planning, climate, and sustainability. Key successes include:

- Building on ARC's strong record of delivering excellence, secured over \$2 million in funding for new climate programming across the agency.
- Successfully defended the region's water supply access in the courts, with the Corps of Engineers, and in Congress. Set the stage for a secure water supply for Metro Atlanta, all the while putting into place measures to continue to improve the region's water conservation and efficiency efforts.
- Working with data and science, refocused efforts on effectively communicating about the region's water supply challenges to engage leadership across metro Atlanta and Georgia.
- Building on these communication efforts, collaborated with a broad array of stakeholders to acknowledge the region's water efficiency successes and decrease our water demand projections.
- Led the development of a climate resilience plan for the region that evaluated potential impacts of climate change on the region's water resources.
- Oversaw the creation of the region's first ever stormwater forecast – a tool to evaluate the impact of infrastructure decisions and more intense storms on flooding across the region.
- Helped develop the Finding the Flint initiative, collaborating with The Conservation Fund and American Rivers.

Work efforts have also included coalition building and leadership across regional, state, and national organizations:

- Seeing a need for entities with water supply interests in Corps reservoirs nationwide to have a common voice in Congress and with the Corps, brought these interests together to form the National Water Supply Alliance. Currently serving as Board Vice President.
- Working with ACF Stakeholders (ACFS), helped develop the 2015 Sustainable Water Management Plan – a roadmap for better water management across the three states and the Corps. Helped promote ACFS with major environmental foundations in Georgia, including fundraising for ongoing work efforts of the organization. Served as Governing Board Chair.
- Working with the Institute for Georgia Environmental Leadership (IGEL), conducted a series of workshops across the state to educate leaders about our water resource challenges and elevate them into action. Served on the Board of IGEL.

**CDM Smith Inc. (formerly Camp Dresser & McKee Inc.) 1996-2013**

***Vice President and Client Service Manager, Atlanta, GA***

Over a nearly 17-year career at CDM Smith, developed sound skills in leadership, financial management, engineering, water planning, and communications. Relevant experience included:

- As the company's Regional Performance Manager, oversaw CDM Smith's financial performance in the Carolinas-Tennessee and Florida-Georgia regions from 2006-2010.
- Leadership roles included CDM Smith's Global Project Management Discipline Leader and Atlanta Office Leader

**Education**

Master of Science in Environmental Systems Engineering, Clemson University, 1998

Bachelor of Science in Civil Engineering with Honors, Clemson University, 1994

**Board Memberships and Leadership Positions**

National Water Supply Alliance, President/Board Member

Interstate Council on Water Policy, Past Vice Chair/Board Member

Apalachicola-Chattahoochee-Flint Stakeholders, Governing Board Member and Past Chair

Institute for Georgia Environmental Leadership, Former Board Member

**Award Recipient**

George Warren Fuller Award, Georgia, 2020

**Leadership Programs**

Regional Leadership Institute (2015)

Institute for Georgia Environmental Leadership (2014)

Leadership Cobb (2022-2023)

CDM Smith's Advanced Leadership Program (2009-2010)

**Registrations**

Board Certified Environmental Engineer, American Academy of Environmental Engineers

Professional Engineer, Georgia and South Carolina

## **BIO**

### **Tejas Kotak, Transportation Planner Atlanta Regional Commission**

Tejas is a Principal Transportation Planner at ARC working under its role as the Atlanta-area Metropolitan Planning Organization (MPO). His primary work tasks include ensuring ARC properly tracks and reports on several federal performance measures including roadway safety, asset management, congestion, air quality programs, and, newly, climate change mitigation. This requires significant knowledge of various data systems, federal rules, and coordination with the state and adjacent MPOs, so Kotak must frequently exercise both technical skills and interpersonal communication skills.

He contributed to the PCAP and the CPRG Implementation Grant by validating GHG reduction values given by outside partners, and by calculating new numbers for the grant as needed in his role as a data expert. This role may be expanded on or otherwise utilized if ARC wins this grant in order to aid ARC staff, Fellows, and local governments with data analyses and technical skills as needed.

Tejas has a Bachelor of Science in Environmental Engineering and a Master of Science in International Affairs. Both degrees are from the Georgia Institute of Technology.