



Empire State Forest Products Association

The people behind New York's healthy forests and quality wood products
www.esfpa.org

47 Van Alstyne Drive / Rensselaer, New York 12144 / p: 518-463-1297 / f: 518-426-9502

Chairperson
Jennifer DeFrancesco
B & B Forest Products, LTD

Vice Chair
VACANT

Treasurer
Michael W. Hanlon
Cotton-Hanlon, Inc.

Secretary
Christopher Truso
Farm Credit East

Immediate Past Chair –
Michael J. McLarty
Finch Paper, LLC

Executive Director
John K. Bartow, Jr.

Sarah R. Bogdanovitch
Natural Resources Consultant

Sarah Boggess
ReEnergy Holdings LLC

Pat Buff
B&B Lumber Co.

Timothy Burpoe, CF®
Molpus Woodlands Group, LLC.

Renè H. Germain, Ph.D.
SUNY ESF

Thomas E. Gerow, CF
Wagner Lumber Company

Sara Gibson
International Paper Co.

Doug Handy
A&H Forest Management, Inc.

Damon Hartman
Prentiss & Carlisle

Craig Jochum
Craig Jochum Logging

Susan Keister
Susan Keister, LLC

Elizabeth Lesnikoski
Burlington Electric

Larry Richards
Richards Logging, LLC

Sean Ross
Lyme Timber Company

Jack Santamour
LandVest, Inc.

Tony Woods
Lignetics of New England

Edward G. Wright
W.J. Cox Associates, Inc

John Zemanick
Gutchess Lumber Company

Counsel
Dennis J. Phillips, Esq.
McPhillips, Fitzgerald & Cullum

Dear Future Leader:

Leaders aren't born – THEY ARE MADE!

The Empire State Forest Products Association (ESFPA) Board of Directors has for years been discussing the need to provide opportunities to attract and train future leaders in the forest management and wood products manufacturing sector. To that end, they believe that it is incumbent upon existing industry leaders to take on the responsibility to make the next generation of leaders. This fall we are kicking off our first **Future Leaders** program, a year-long partnership with a mentor and specific experiences, lessons, training, and opportunities to build leadership skills. We are also partnering with Farm Credit East in providing this opportunity.

The objective of the **Future Leaders** program is to expose professionals in our sector to ESFPA's vision and function and a wide range of career development fundamentals. Selected candidates will have the opportunity to learn skills that will help them participate and communicate with peers and superiors, ESFPA members, and New York policy makers including state representatives and New York State agency staff. Participation in the program will also foster future career growth and development, increasing the likelihood that they will remain in New York and continue contributing to the advancement of the industry as well as remaining active supporters of the ESFPA.

We believe that everyone has the potential to be a leader. Whether you have a formal leadership title, are leading projects and initiatives, or are a rising emerging leader. These workshops are directly applicable to inspire the way you lead your work and interact with peers, colleagues, and clients. We are looking for 4-6 candidates for this initial round of **Future Leaders** and encourage you to apply. If you are interested, or know of someone who may be interested, please apply by COB September 15, 2022, and look forward to our kick-off event at the October 20th ESFPA Board meeting.

If you have any questions, please feel free to email me at bbfp.jen@outlook.com or call me during business hours at (518) 622-8019.

Thank You!

Jennifer DeFrancesco
Chairperson