

In 2010 The Franklin Grand Isle Workforce Investment Board created the Rick Manahan Civic Involvement Award. Rick is remembered as much for his work at Peoples Trust as for his individual contributions to the people of Franklin County. He was admired personally and professionally. His name is synonymous with community service and commitment; we will never forget his ambition to give more than he got. How do we ever recover from the loss of a true leader ~ we don't. But, we can honor others who exemplify his integrity, his commitment and his drive to serve the community.

This year's recipient holds true Rick Manahan's most treasured values: a solid understanding of love for community and love of family.

Hib Doe has been a part of the Vocational Rehabilitation team for over 20 years. He began his career with VR in 1999 as a counselor, was promoted to a senior counselor and then became the regional manager in 2006. According to **Diane Dalmasse, Director of Vocational Habilitation**, "Hib inherited some significant personnel issues and over time he has built two very high performing teams in St. Albans and Newport. Hib is committed to the professional growth and development of his staff and to building leaders for the future. He has an excellent ability to partner and he has built outstanding relationships in the public and private sectors during his tenure. "

And to that point, **Katie Coe, Business Account Manager for Creative Workforce Solutions**, remarks, "Hib is sincerely one of the best community leaders and partners that I have ever worked with. His management skills and style set the tone for developing and growing new leaders in our region. And as well, he is incredibly funny; you can't help but laugh when we're with Hib." Meg Lister, one of Hib's many employees, adds, "Hib loves data driven outcomes, but makes certain the workplace is both healthy and productive. He is respected and admired."

But Hib doesn't use "his fame" to set back on his laurels. He's still out there, making a difference in a new way. **Monica White, Director of Operations, Department of Disabilities, Aging and Independent Living**, tells us, "Hib has long been a valued colleague of mine. When I was deployed to lead DAIL's COVID-19 response in March, Hib was one of the first people I asked to join the team. He stepped up without hesitation and has become absolutely invaluable to

Vermont's pandemic response. Hib has logged many notable accomplishments in the past eight months, but perhaps most notably he led the charge on developing N95 fit testing and respiratory protection protocols for our 200+ long term care facilities, a HUGE undertaking and vitally important to the State's pandemic readiness. Hib is universally respected and admired by his fellow staff on the DAIL COVID-19 Team and others within the State Emergency Operations Center. Hib is an absolute pleasure to work with, and so deserving of this recognition for his outstanding service."

And of equal importance, Hib's wife Suzanne, and children Tooley & Fisher, need us to know that Hib isn't only incredible at work. But I think they're still trying to mend fences when they said, "He loves us so much that he agreed to another St. Bernard that sheds and drools, even though he's a total clean freak! They remind us that he is a typical Vermonter- he lives for his weekend household projects of chopping wood, stacking wood, staining the house, and tending to the garden. They benefit often from his amazing culinary skills, whipping up complicate recipes that are perfectly delicious. And just in case any of us hadn't noticed, Hib loves to tell them the same stories and use the same phrases over and over again. So apparently both work family and home family get to share in that joy!

Hib Doe, your endearing personality, your steadfast leadership, and your unending commitment to community and family has had an incredible impact on our region and in our state. We are sincerely grateful and the lives of our peoples are forever better.

Congratulations on receiving the Rick Manahan Civic Involvement Award for 2020...a great way for many of us to close out this incredibly challenging year.