

Letter of Recommendation for Ann Schneider

April 2, 2026

Dear NCLM nominating committee members,

I am writing this letter to express my unqualified support for Ann Schneider's application to serve the NCLM Board of directors as Second Vice President or as League District 9 representative. She will be a strong and effective leader in either position.

As an Oak Ridge resident, a former member of Oak Ridge Town Council, a long-time town volunteer, and a current member of the non-profit Friends of the Mountains-to-Sea Board of Directors, I have seen and appreciate her leadership abilities, her commitment to good governance, her dedication to our communities, and her communication skills.

Here in Oak Ridge, Ann Schneider has a long history of public involvement. As a municipal leader, she served on our Historic Preservation Commission before being elected to Oak Ridge Town Council where she is now serving her third term as Councilwoman. As a member of Council, Ann Schneider has demonstrated her strengths as a visionary leader and her heart for doing what is right for her community. During her time on Council, she also served as Mayor for four years. She played a key role in the development of our new municipal water system and was instrumental in obtaining the required funding by working with state and county elected officials. While Mayor, she led in the development of the Town's current Strategic Plan and strives to keep the focus on meeting those goals. She is actively involved with Town committees and has served as liaison to multiple committees. Seeing a need, she played a leading role in establishing the Oak Ridge Conservation Easement Committee and recently served as editor for a remarkable new book, *Historic Oak Ridge*. Whether sitting on Council or working with town committee volunteers, she continues to be a strong advocate for needed infrastructure as well as recreational, preservation, and conservation projects that benefit our whole community and prepare us for the future.

While tangible accomplishments are important, I also wish to call attention to her leadership and communication skills. Developing good policy and being able to communicate the fundamentals of that policy are key to effective public leadership. As her former peer on Council, a current volunteer, and someone with vast experience with professional and not-for-profit organizations, I can attest to her organizational skills, her desire to stay well informed, her ability to consider all the factors, and her talent at working with others to formulate an action plan based on best practices and good policy. Examples of her seeing a need and leading the development of municipal policy are the adopted *Rules of Procedure* for Oak Ridge Town Council as well as the *Commercial Village Core*

Guidebook, and the *Streetscape Vision Plan* as guidelines for development in Oak Ridge. She brings focus to every endeavor and is intentional in her actions to keep the residents informed.

Not only does Ann Schneider work tirelessly for Oak Ridge, she also currently serves as an At Large member of the NCLM Board of Directors. Prior to her current term on the Board, she served as a Presidential Appointee on the Board and was also active in the Mayor's Association as a Board member during her time as Oak Ridge Mayor.

While working with the League, Ann Schneider was appointed Co-Chair of the Legislative Policy Committee in 2025. In that role, she was a panelist for a webinar on housing (The Municipal Perspective on Housing) where she provided the small-town perspective on housing issues. She also offered opening remarks for another session on data centers (Demystifying Data Centers: Insights for Municipal Leaders). Prior to serving as Co-Chair, she used her strategic and policy skills on the Legislative Policy Committee, helping to develop and update legislative policy goals.

Ann Schneider has been a long-time champion of local authority in zoning matters. Last April, at the Leagues request, she spoke to the NC House Housing and Development Committee in opposition to HB 765 and in favor of local authority. She will continue to advocate for municipalities on this issue as a member of the League and as a member of Oak Ridge Town Council.

Ann Schneider always shows up. As an active member of the League, she attends all board meetings, the annual City Vision conference (where she presented strategic planning in 2024), Town & State dinners, and multiple training sessions and webinars. She adopts the League mission and makes it her own.

Ann Schneider always responds to a call for action. She has demonstrated her dedication to good governance through her years of service to both Oak Ridge and the NCLM. If called to serve as either Second Vice President or as League District 9 representative, she will be an engaged visionary leader who brings a willingness to collaborate and communicate with all parties, a wealth of knowledge and experience, and a determination to seek the best path forward.

Respectfully,



Martha Pittman

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