



Agenda Work Session of the City Commission

City of Kalamazoo

Monday, January 8, 2018

6:00 PM

City Commission Chambers at City Hall - 241 W. South Street
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- A. CALL TO ORDER/ROLL CALL**
- B. COMMUNICATIONS**
- C. DISCUSSION TOPICS/ACTION ITEMS**
 - 1. Review and Winnowing of Applications for the At-Large Director Position on the Foundation for Excellence Board of Directors
- D. CITIZEN COMMENTS**
- E. MISCELLANEOUS COMMENTS AND CONCERNS BY COMMISSIONERS**
- F. ADJOURNMENT**



Commission Agenda Report

City of Kalamazoo

TO: Mayor Hopewell, Vice Mayor Knott, and City Commissioners

FROM: James K. Ritsema, ICMA-CM, City Manager

PREPARED BY: Steve Brown, FFE Coordinator, Resource Specialist

DATE: 12/26/2017

SUBJECT: Reviewing and Winnowing the At Large Director to the Foundation for Excellence Board of Directors

RECOMMENDATION

It is recommended that the City Commission winnow the slate of 43 eligible candidates for the At Large seat on the Foundation for Excellence Board to six (6) total for interviews and a vote of appointment at the January 16, 2018 meeting.

BACKGROUND

Commissioners received the attached At Large Application packet on December 22 containing the applications of all eligible candidates and a summary coversheet along with a recap of the methodology and processes that went into generating At Large candidates. Instructions in that packet were informed by the City Commission Appointment memo and Commissioners' December 18, 2017 discussion and resolution.

CANDIDATE RECRUITMENT

FFE staff sought consistency throughout the multiple board member selection processes that became necessary in order to fulfill the complex organizational requirements in the FFE Bylaws. Candidates were recruited through the Stakeholder application as well the At Large City application processes, which paralleled each other to the greatest extent possible.

Stakeholder Applications

Beginning in August 2017, an application form was developed in collaboration with KCF. The application form was made available to the public from **October 10 through November 1, 2017** in both an online form and a paper format available at City Hall and Kalamazoo Libraries. The City of Kalamazoo announced applications were being accepted by sharing a press release on the City website with links from the City's social media outlets. The Kalamazoo Community Foundation also made outreach efforts with over 115 area organizations. Additional outreach efforts were made to sectors that were seeing a lower number of applications. These outreach efforts resulted in the submission of over 150 completed applications. Applications were received from across the community.

Realizing that it may not have been clear to all Stakeholder applicants that there would be a separate At Large process, each was informed by email that their applications would also be considered for the At Large seat unless they actively opted-out.

At Large Applications

The At Large application was adapted from the Stakeholder application and was posted with an open period from **October 31 until November 22** in paper form at City Hall and digitally on the City's website and social media. A press release was also sent to the City's media contact list. Extra outreach to all City Commissioners was conducted by email to request commissioner participation in outreach.

ELIGIBILITY

All candidates being presented are eligible according to the Bylaws, bearing in mind that a final round of due diligence will be completed prior to the official selection of the final interview slate. The determination of eligibility involves consultation with The Office of the City Clerk and Management Surfaces to check for registered elector status, tax arrears, utility payments, and issues with purchasing or contracts with the City as required by the Bylaws. The Bylaws require:

- "The At-Large City Director shall be a registered elector of the City of Kalamazoo."
- "No person may serve as a City Director (...) if he or she is a disqualified person as defined by the Code or its Regulations, a person who could cause the Corporation to be determined a private foundation, or a person in default to the City of Kalamazoo."
- The At Large City Director "shall not be directly connected to any of the Stakeholder Groups or their members, nor be an employee or elected official of the City."

INSTRUCTIONS

Please select six (6) candidates and list the names to bring with you to the January 8th meeting. It is your choice if you want to pre-prioritize them for your own reference if multiple rounds of voting are required at the Commission Meeting. Depending on the overlap and alignment of commissioner choices, top candidates may very quickly reveal themselves, and consensus may easily follow. Commissioners can then vote, in multiple rounds if needed, to refine the slate until a final slate of six (6) maximum total candidates is ready for to be invited for public interview at the January 16 meeting

January 8: A public review and winnowing of applications by the Commission at a public meeting.

January 16: Interviews of a maximum of six (6) final candidates by the Commission. Each candidate is given an opportunity to make brief opening remarks, which are followed by questions from Commissioners. After all candidates are interviewed, there is a time for citizen comments, followed by Commission discussion and a vote.

COMMUNITY RESOURCES CONSULTED

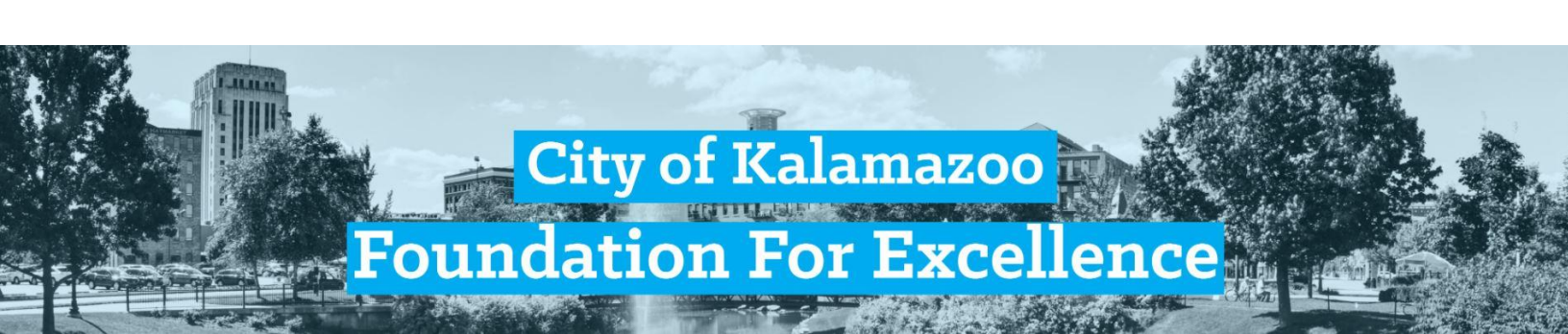
The Kalamazoo Community Foundation's December 18 Stakeholder memo.

ALTERNATIVES

Not advancing the process would delay formation of the FFE's Board of Directors.

ATTACHMENTS:

Type	Description
□	Report At Large Candidate Packet

A background image showing a city street scene with trees, a fountain, and buildings under a blue sky. The text 'City of Kalamazoo' and 'Foundation For Excellence' is overlaid in white on a blue rectangular background.

City of Kalamazoo

Foundation For Excellence

MEMORANDUM

DATE: December 22, 2018

TO: Kalamazoo City Commission

FROM: Foundation for Excellence staff

SUBJECT: Foundation for Excellence At-Large City Director Applicant Selection

A pool of **43 eligible applicants** to the At Large seat of the inaugural Foundation for Excellence (FFE) Board of Directors is included in this packet for City Commissioners to consider. The packet includes:

1. A **Background** statement
2. **Instructions** to Commissioners to prepare for the January 8, 2018 Special Meeting
3. An **Applicant Cover Sheet** summarizing applicant skills and demographic information
4. **The Applications** of all eligible applicants including all support materials

This work results from collaboration with the Kalamazoo Community Foundation (KCF). Staff hopes that this report ensures transparency and promotes confidence in the final product.

BACKGROUND

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At Large City Director – six (6) Candidate recommendations	
+	
+	
+	
+	
+	
+	

		Skills/Abilities/Experience											Demographic Information								
First Name	Last Name	governance/Board Administration	Finance	Anti-poverty strategy	Community Knowledge	Economic Development	Community Development	Youth Development	Fundraising/Fund Development	Job Training/Placement	Neighborhood Improvement	Other	Age	Race/Ethnicity	Marital/Family Status	Gender Identity	Sexual Orientation	Education Level	Income	Veteran Status	Religious Affiliation (if any)
Richard	Baker	X			X		X				X	X	75<	caucasian	married	male	bi	Bachelor's Degree	\$50,001-\$75,000	Yes	protestant
Margy	Belchak	X	X		X		X		X			X	35-44	White	Divorced	woman	bisexual queer	Bachelor's Degree	\$35,001-\$50,000	No	Athiest
John	Bradshaw				X	X		X	X		X	X	62	White	Married	Male	Heterosexual	Doctorate, Law	\$75,000 - \$100,000	No	Catholic
Neil	Bremer	X	X			X	X		X				55-64	White & 1/8 Ch	Married	Male	Hetero	Master's Degree	\$100,001-\$250,000	No	Christian
Jeffrey	Breneman	X			X	X	X		X			X	45-54	White	Married	Male	Straight	Bachelor's Degree	Over \$250,000	No	
James	Bridenstine	X			X	X	X		X				71	Caucasian	Married	Male	Straight	Master's Degree	\$75,000 - \$100,000	No	Catholic
Tauhric	Brown		X		X							X	45-54	African-American	Married	Male	Straight	Master's Degree	\$100,001-\$250,000	Yes	African Methodist Episcopal
Joe	Buckman		X		X	X		X	X		X	X	64-74	White	Married	Male	Heterosexual	Doctorate	\$75,001-\$100,000	No	Methodist
Amy	Campbell	X			X						X		50	White	Single	Female	Straight ally	Bachelor's Degree	\$50,000 - \$75,000	No	Christian
Ursula	Chapman-Larson				X			X	X				35-44	African American	Married	Female	Heterosexual	Tech/Trade/Vocat.	\$50,001-\$75,000	No	
Kailynn	Cummings						X	X					<35	African-American	Single	Female	heterosexual	Bachelor's Degree	Under \$35,000	No	Non-denominational
Nathan	Dannison	X	X	X	X	X	X	X	X		X	X	<35	White	Married	Male	Bisexual	Master's Degree	\$75,001-\$100,000	No	Congregationalist - Progressive
Richard	DeLuca	X				X				X		X	64-74	Italian-	Married	male	married	Master's Degree		No	Southern Baptist
J. Craig	DeNooyer	X	X	X	X	X	X	X	X				55-64	White	Married	Male	Hetero	Master's Degree	Over \$250,000	No	Christian Reformed
Vicki	DeVould-Cohn		X		X		X	X	X	X			42	African American	Married	Female	Heterosexual	Doctorate	\$35,000-\$50,000	No	Baptist
Jacque	Eatmon				X		X				X	X	55-64	American	married	female	heterosexual	Bachelor's Degree	\$75,001-\$100,000	No	Church, James Harris, Pastor
Sidney	Ellis	X			X			X	X			X	45-54	Black	Married	Male	Heterosexual	Master's Degree	\$75,001-\$100,000	No	Non denominational
Eponine	Garrod	X	X	X	X		X	X		X	X		<35	White	Married	Female	Straight	Bachelor's Degree	\$75,001-\$100,000	No	
Allison	Hammond				X		X	X				X	55-64	white	Married	Female	heterosexual	Doctorate	\$75,001-\$100,000	No	Presbyterian
Dale	Hein	X			X		X						64-74	Caucasian	Married	Male	Heterosexual	Master's Degree	\$50,001-\$75,000	No	Unaffiliated
Joshua	Hilgart	X		X	X	X	X		X			X	47	Caucasian	Married	Male	Cis-Het		\$75,000 - \$100,000	No	
James	Houston		X		X	X	X						64-74	African	Married	Male	Straight			Yes	Catholic
David	Jarl	X			X	X	X				X	X	55-64	White	Married	Male		Master's Degree	\$100,001-\$250,000	No	Presbyterian
Ian	Kennedy	X			X	X	X						35-44	Caucasian	Married	Male	Heterosexual	Other	\$100,001-\$250,000	No	Catholic
James	Koning	X											62	White	Married	Male	Hetro	Doctorate	Over \$250,000	No	protestant
Barbara	Kreuzer	X			X		X		X				73	Caucasian	Single	Female	heterosexual	Doctorate	\$50,000-\$75,000	No	none
Traver	McLaughlin	X			X	X	X	X	X	X	X		35-44		Married			Bachelor's Degree		No	
Stephanie	Moore	X		X		X	X	X		X	X		45-54	African	Divorced	Female	Straight	Associate's Degree	Under \$35,000	No	Christian Baptist
Thom	Myers	X			X				X				64-74		single	male		Bachelor's Degree	\$50,001-\$75,000	No	
Derl	Oberlin	X	X		X		X	X	X				55-64	Caucasian	Married	Male	Heterosexual	Bachelor's Degree	\$100,001-\$250,000	No	United Church of Christ
Jim	Perry	X	X				X		X			X	55-64	Caucasian	Married	Male	Gay	Bachelor's Degree	\$100,001-\$250,000	No	
Joyce	Pines	X		X	X							X	55-64	White	Married	Female	Sis - straight	Master's Degree	\$75,001-\$100,000	No	Lutheran background
Jennifer	Pomeroy		X		X								35-44	White	Not married	Female	Straight	Associate's Degree	Under \$35,000	No	Christian
Joel	Pryson	X			X						X	X	45-54	White	Single	Male	Gay	Bachelor's Degree	\$50,001-\$75,000	Yes	Christian - The River
Kathy	Purnell	X		X	X		X		X	X	X	X	48	Black-Korean A	Married	Cis-female	Cis-female / ally	Doctorate	\$50,000-\$75,000	No	Catholic

[illegible]



First Name: Richard **Last Name:** Baker

Who nominated you: self

Address: 2702 Mockingbird Drive Kalamazoo, MI 49008

Phone Number: 269 344 0158

Email: [REDACTED]

City Resident: Yes

Employer: Retired City Employee **Position/Title:** none

Sector (Choice #1): Neighborhood

Sector (Choice #2): Housing

Sector (Choice #3): Education

Neighborhood: Central Business District

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development
- Neighborhood Improvement
- City ordinances including zoning and Buildings

Please describe the skills and experience indicated above: During my administration, developed special fees for services; developed a plan for consistent neighborhood improvements, dealt with budget problems, worked with zero based budgeting.

Age: Over 75

Race/Ethnicity: caucasian

Marital/Family Status: married

Gender Identity: male

Sexual Orientation: bi

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$50,001-\$75,000

Veteran Status: Yes

Religious Affiliation: protestant

Other ways to bring diverse perspective: In addition to my city work experience, I was an adjunct professor at WMU for 18 years teaching a diverse course, I am familiar with health care costs/services (volunteer counselor with MMAP Program currently), I instigated to first second story housing development in central city area which led to current downtown housing development; I have assisted (as a registered Architect) to be involved with a number of downtown area construction/reconstruction projects.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Richard and Barbara Baker
2702 Mockingbird Drive
Kalamazoo, Michigan 49008-1627



November 3, 2017

To: Sharon Brown
From: Richard Baker

Subject: Qualifications for Foundations for Excellence Board participation

My reason for applying for this position is the varied public and private work experience which I had prior to retiring from the City of Kalamazoo employment in late 1996.

Although I am a graduate Architectural Engineer (University of Kansas) and a registered Architect in Michigan, my working career included a much broader work than would normally be associated with these credentials. This includes over 5 years of work in marketing research for US Gypsum company with a staff of Business MBA's. This included doing analysis of various markets in both construction and general industry and forecasting sales, needed product development, etc.

I came to Kalamazoo in 1971 to be a project manager and marketing person for the architectural firm of Kingscott Associates. Then in 1976 I joined Mille-DavisCompany's construction management services as a Project and Marketing Manager. In 1983, I joined the City of Kalamazoo as Building Official and Manager of the Buildings Division at the invitation of the then head of the then described as Economic Development functions.

It is, however, my work with the city, and the historical perspective of this work are my prime qualifications for serving on the subject Board. Most significant of this work was the result of the economic situation in the City in 1983. I signed on late in the year and the first item I learned was that because of the bad economic situation that year and expected for 1984, my staff had been cut by one position. To help offset the often excessive time spent in code enforcement, I developed a series of special fees to cover these excesses caused by persons failing to respond various code compliance deficiencies. Also initiated were the fees for regular inspections of rental housing compliance as required by City Ordinance. Next we took on the Trash and Brush violations which had not been being done by any other City operation

I was directly involved with the major expansion of the City's Historic Districts when the Vine Neighbor Hood was established. This required a great deal of patience and finesse with persons who learned that they could not change the exterior of their buildings (in many cases rental properties) without approval by the City Historic interests. This also resulted in the employment of a person to oversee this work and a staff position which still exists.

I believe that my knowledge of the City operations and other private sector experience qualify me to deal with the diverse issues which the Foundation will experience in its early formative years.



First Name: Margy **Last Name:** Belchak

Who nominated you: self

Address: 1210 Hillcrest Ave, Kalamazoo, MI 49008

Phone Number: (312) 848-0225

Email: [REDACTED]

City Resident: Yes

Employer: OutFront Kalamazoo **Position/Title:** Director of Operations

Sector (Choice #1): Affinity Organization/ Non-Profit

Sector (Choice #2): Neighborhood

Sector (Choice #3): None (use for 2nd & 3rd only)

Neighborhood: Oakland/Winchell

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development
- Fundraising/Fund Development
- Nonprofit administration, marketing & communications

Please describe the skills and experience indicated above: More than ten years working in the nonprofit sector Kalamazoo College grad Fund development, event planning, donor database management, fundraising planning Marketing & Communications (written and verbal) Public speaking comfort Personable and friendly Excellent administrative abilities Strong desire to make Kalamazoo the best it can be

Age: 35-44

Race/Ethnicity: White

Marital/Family Status: Divorced

Gender Identity: Cisgender woman

Sexual Orientation: pansexual/bisexual queer

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$35,001-\$50,000

Veteran Status: No

Religious Affiliation: Athiest

Other ways to bring diverse perspective: Fat and fabulous Two bilingual kids in KPS elementary school Biology degree from K College, minor in Spanish and Environmental Studies Concerned about environmental issues: on board of the Kalamazoo River Cleanup Coalition and (formerly) the

City of Kalamazoo's Environmental Concerns Committee Political progressive pragmatist liberal
Artist/craftsperson

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Foundation for Excellence

Applications are being accepted until 11:59PM ET, November 22, 2017.

The At-Large Director must be a registered voter in the City of Kalamazoo. The At-Large Director may not be an employee or elected official of the City of Kalamazoo. The At-Large Director may be chosen from applications to the Stakeholder Director seats that are not selected for that seat and are also not directly connected to any of the stakeholder groups.

We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name: John

Your Last Name: Bradshaw

Street Address: 640 Homestead Ave

City, State Zip: Kalamazoo

Best Daytime Phone: 264-998-3357 - cell

Email: 

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

☐ Governance/Board Administration

☐ Community Development

☐ Finance

☒ Youth Development

☐ Anti-Poverty Strategies

☒ Fundraising/Fund Development

☒ Knowledge of this Community

☐ Job Training or Placement

☒ Economic Development

☒ Neighborhood Improvement

☒ Other: _____

Please describe the skills and experience you indicated above:

See attached

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)
Under \$35,000	No High School Diploma
\$35,000-\$50,000	High School Diploma/Equivalent
\$50,000-\$75,000	Trade/Vocational School
<u>\$75,000-\$100,000</u>	Some College/No Degree
<u>\$100,000-\$250,000</u>	Associates Degree
Over \$250,000	Bachelors Degree
	Master's Degree
	<u>Doctorate</u> <u>Law</u>

Age: 62
Race/Ethnicity: White
Marital/Family Status: married - 2 children
Gender Identity: male
Veteran Status (y/n): N
Sexual Orientation: Heterosexual
Religious Affiliation: Catholic
(If any)

Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?

See attached

Attachment to Application for Foundation for Excellence

My name is John Bradshaw and I am applying for the 'At Large' board position for, the Foundation for Excellence.

As you can see I am a white middle-class male attorney, and at first glance----well, 'not very diverse'. However, along with a strong love of, and pride for, Kalamazoo, my Milwood neighborhood, and all of Kalamazoos residents, regardless of race or orientation, I would bring to the board experience in 'Youth Development', 'Fund Raising', 'Neighborhood Improvement', 'Knowledge of the Community', and 'Economic Development'.

First, along with coaching, I was treasurer of the **Milwood Little League** for 6 years, helping to develop league strategies that would help carry it forward for the future. MWLL is a working-class little league which struggles with the economic disadvantage which other, Portage and outlying leagues do not.

I am on the Board of Trustees for **Homestead Housing Services, Inc.**, a board which is part of **Residential Opportunities, Inc.** Both ROI and Homestead develop and provide housing opportunities for extremely low income individuals and individuals with disabilities.

Additionally, I was one of the individuals which helped develop the **Eviction Diversion Program** for the County of Kalamazoo. This program, which is 'anchored' by HRI, DHS and other financial contributors, helps individuals who are having temporary financial difficulties, get their rent paid ---without having a judgment on their court record.

I am involved in my children's catholic schools and have helped raise tens of thousands of dollars through diligent fund-raising efforts. Additionally, I have help raise funds for youth golf programs here in Kalamazoo, thorough the KMGa.

I am a member of our **Homecrest Circle** neighborhood association, and have attended each of the Neighborhood Improvement meetings making suggestions as to street design to improve pedestrian and bike traffic along Portage Road/Lovers Lane.

I was recently asked by Bishop Bradley to participate on the Racial Diversity Committee, which is being established to investigate and identify racial diversity problems and possible solutions, here in the Diocese of Kalamazoo.

I want the best participants on the Board. I am sure there are others with qualifications similar to mine. I have however, always strived to make 'every place I am or everything I am involved with, --Better-- because I was involved or was there'. I know I would give all of my energy and strengths to this position—simply because I want to make the Great City of Kalamazoo, better.

Thank you for the consideration.

John D. Bradshaw is an attorney at law and President of *John D. Bradshaw, P.C.*, a law firm located in Kalamazoo, Michigan.

John D. Bradshaw, P.C., is a statewide firm representing clients in all counties in the southern Peninsula. Mr. Bradshaw's areas of practice include consumer matters, debtor and creditor remedies and landlord and tenant law.

I am admitted to the Michigan Bar and California Bar. I received my B.A. Degree from Chapman University in Orange, California and a J.D. degree from McGeorge School of Law, University of the Pacific.

I am a member of the State Bar of Michigan, American Bar Association and the California Trial Lawyers Association.



First Name: Neil **Last Name:** Bremer

Who nominated you: Carrie Pickett-Erway, Kalamazoo Community Foundation

Address: 1120 Hol Hi Dr Kalamazoo 49008

Phone Number: 7087901210

Email: [REDACTED]

City Resident: Yes

Employer: Self **Position/Title:** Executive Director/Chief Operating Officer

Sector (Choice #1): Arts

Sector (Choice #2): Affinity Organization/ Non-Profit

Sector (Choice #3): Business/Banking

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Economic Development
- Community Development
- Fundraising/Fund Development

Please describe the skills and experience indicated above: Nonprofit executive for over 35 years. Experience on both sides of grant-making. Conceptual thinker with skill-sets to deliver on ideas.

Age: 55-64

Race/Ethnicity: White & 1/8 Cherokee

Marital/Family Status: Married to the love of my life

Gender Identity: Male

Sexual Orientation: Hetero

Education Level Completed: Master's Degree

Other:

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation: Christian

Other ways to bring diverse perspective: Proven commitment to partner in ways to give ownership and voice to complementary groups

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D. NEIL BREMER

1120 Hol Hi Drive
Kalamazoo, MI 49008

Phone: (708) 790-1210

Executive Management – Nonprofit Leadership

National & International Experience with Nonprofit Organizations - Transformational Leader

Program Management	Grants Management	Financial Management
Labor Relations	Talent Management	Budgeting & Forecasting
Public Administration	Regulatory Compliance	Legislative Affairs
Consensus Building	Policy Development	Vendor Relations
Empowerment Programs	Needs Assessment	Training and Instruction

- Accomplished professional, offering 35 years of experience with national and international nonprofits, with reputation for client advocacy and strong expertise in all areas of executive management.
- Team-based approach to problem-solving and collaborative solutions. Conceptual designer with hands-on experience including project management, communications, programming, organizational strategies and marketing, and finance and budgeting.
- Technologically savvy executive with years of skills in design, networks, internet, training, and communications.
- Responsible for P/L on \$8,000,000 annual budget, primary fund raising professional with experience on both sides of grant writing and grant making process.
- Supervised professional staff and volunteers totaling up to 300 persons.
- Excellent communicator. Sought after speaker for conferences and retreats with years of experience in front of audiences.

EXPERIENCE

Grand Rapids Art Museum	Chief Operating Officer	June 2015 to June 2017
Responsible for successful operations of a leading edge art museum consisting of a \$5,800,000 annual operating budget housed in the world's first LEED® Gold certified art museum building. Assist CEO in all elements of museum visioning, planning, and development. Direct reports include, Finance, Human Resources, Volunteer Management, Facilities & Security, Special Events, Visitor Services, Museum Store, and The Welcome Center (a county-wide visitor center), as well as involvement in all other aspects of the museum, such as Curatorial, Advancement, and Education. Manage reporting for funds held by the Grand Rapids Art Museum Foundation, act as liaison with the museum, investment manager, and foundation board.		
• Conceived and implemented The Media Arts Center, a first-of-its kind partnership with WOODTV, a leading West Michigan television station, presenting media art and live broadcasts from the GRAM facility. • Developed partnership with Kent County Visitor and Tourism to combine museum visitor services with a tourism visitor center. • Transitioned Museum and Foundation accounting to cloud-based Financial Edge Next software and designed complete rewrite of chart of accounts and reporting processes. • Saved more than \$130,000 in UBIT by improved reporting and assuring linkage of sales to the museum's mission.		
Arts Council of Greater Kalamazoo	Executive Director	April 2010 to June 2015
Chief Executive Officer, reporting directly to the President of the Board of Directors, responsible for all planning and operations of this 501(c)3 organization with a mission to improve, support, and fund arts and culture with an annual operating & capital budget of over \$2,000,000. Serving arts organizations, individual artists, and the wider community through program development, implementation, and evaluation, grant making, supervision of fundraising activities, curatorial practices, education; staff supervision and evaluation; long- and short-range planning, and management of facilities and grounds at the Epic Center, which houses ten arts organizations as tenants.		
• Described by one local foundation leader as leading <i>"the best Arts Council Kalamazoo has seen in 10 years..."</i> • Redesigned an aging lobby to include new performance space and current technologies increasing visitor engagement. Removal of existing escalators provided annual savings of \$30,000. • Dramatically increased Art Hop participation and geographic coverage. Introduced economic revitalization focus. • Developed new earned income streams by partnering with a local brewery, restaurateur, and distributor to introduce a newly branded beer named Art Hops.		
Elmhurst Art Museum	Executive Director	March 1999 to April 2009
Chief Executive Officer, responsible for all planning and operations specializing in art, architecture and design with an annual operating budget of just under \$1,000,000. Building and conservation of the collections, facilities and grounds; supervision of fundraising activities, curatorial practices, education programs; staff supervision and evaluation; research programs for the site; and long- and short-range planning. Serve as the primary public representative and liaison with all grant-related and government agencies.		
• <i>"Over the past several years, the Elmhurst Art Museum has become one of the best places to see contemporary art in the Chicago area."</i> – Artnet review by Victor M. Cassidy • Coordinated fund development efforts, grant proposals and membership programs, increasing membership by 70% and more than tripling the annual budget in three years. Secured gifts of \$250,000 and pledges up to \$1 million.		

Northern Illinois University**Adjunct Professor****August 2005 to April 2010**

Taught graduate-level course on Nonprofit Administration for NIU's Graduate Certificate in Museum Studies. Wide range of students with varying levels of experience in Art and Sciences.

- Developed curriculum of nonprofit administration modules including developing mission, organizational structure, fundraising and development, grant writing, human resources, budgeting and nonprofit accounting principles, understanding constituencies, communications, marketing and public relations.
- Conducted coursework in presentation and speaking skills as a parallel track with core curriculum.

Bremer Communications**Consultant, Speaker, Trainer****August 1985 to April 2010**

Nonprofit consulting featuring strategic planning, board retreats, training, workshops, organizational management, visitor services, architectural planning, and planning and design for exhibitions and events. Clients include:

The Field Museum, Chicago	The Milwaukee Art Museum	The Chicago Historical Society
High Museum of Art, Atlanta	Royal Ontario Museum, Toronto	Wheaton History Center
San Francisco Museum of Modern Art	Ontario Science Centre	Detroit Institute of Arts
The Walters Art Museum, Baltimore	Toledo Museum of Art	The Minneapolis Institute of Arts
Milken Family Foundation, Santa Monica	The Ernest Hemingway Foundation, Oak Park, IL	Ten Chimneys, Genesee Depot, WI

The Art Institute of Chicago**Director of Visitor Services****May 1990 to June 1996**

Proposed and implemented the first-ever Visitor Services department in an art museum in the United States, that focused on the visitor experience. Directly manage and supervise, or contribute to, all Institute activities involving up to 2.25 million visitors a year. Work closely with the Office of the Director and Departments of Marketing, Special Events, Museum Education, and Operations to provide operational, exhibition, and program planning and implementation. Oversee facilities and operations.

- Guided operations of the special exhibition, *Claude Monet: 1840-1926*, the largest special exhibition in AIC history with close to 1 million visitors in 5 months. Improved bottom line through marketing of museum memberships. Responsible for special exhibition planning, ticketing, and operations.
- Responsible for annual P/L of up to \$8,000,000.
- Extensive Human Resources experience; departmental staff of 65 employees, including Operators, Visitor Services Assistants, two Supervisors, four Managers and 300 volunteers.
- Delivered concept for changes in both museum lobbies, which dramatically improved service to the public. Includes changes to upgrade functionality of designs by John Vinci and Skidmore, Owings, & Merrill.

The Art Institute of Chicago**Assoc. Dir. of Protection Services****Oct 1982 to May 1990****The Art Institute of Chicago****Manager of Special Events****Feb 1981 to Oct 1982****OTHER EXPERIENCE**

- Producer, writer, director, designer, and performer for a variety of theatrical productions from 1978 to Present.
- Computer proficient designer experienced in exhibition design, theatrical design, and graphic design with skills in networking, wireless, Adobe and Microsoft Office products.

EDUCATION & AFFILIATIONS

Graduate Work: Master of Arts
Arts Administration Program
The School of the Art Institute, Chicago
Completed 36 hours

Bachelor of Science, Cum Laude,
Communications
Western Michigan University,
Kalamazoo, Michigan

Board of Directors – Public Media Network

Former Chair – Kalamazoo County Public Art Commission

Former Member – Board of Directors, Downtown Kalamazoo, Inc.

Former Member - Board of Directors, Illinois Assoc. of Museums

Member - American Association of Museums (AAM)



First Name: Jeffrey **Last Name:** Breneman

Who nominated you: Self

Address: 525 S Burdick St, Unit 4108, Kalamazoo 49007

Phone Number: 2023610938

Email: [REDACTED]

City Resident: Yes

Employer: Spectrum Public Affairs **Position/Title:** President/Owner

Sector (Choice #1): Business/Banking

Sector (Choice #2): Neighborhood

Sector (Choice #3): None (use for 2nd & 3rd only)

Neighborhood: Central Business District

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Community Development
- Fundraising/Fund Development
- Government Affairs and Public Policy

Please describe the skills and experience indicated above: 8 years professional experience serving as Executive Director of a non-profit trade association; 30 year resident of Kalamazoo County, 6 year resident downtown; professional fundraising experience; former WMU administrator; organized a coalition to help secure govt funding for I-94 widening and new airport tower; 7 year transit authority board member (current).

Age: 45-54

Race/Ethnicity: White

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Straight

Education Level Completed: Bachelor's Degree

Other:

Household Income: Over \$250,000

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective: Long history of working with groups in the community with diverse perspectives and goals. I share the goals of the FFE and I'm passionate about ensuring its endowment for future generations.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Foundation for Excellence

Applications are being accepted until 11:59PM ET, November 22, 2017.

The At-Large Director must be a registered voter in the City of Kalamazoo. The At-Large Director may not be an employee or elected official of the City of Kalamazoo. The At-Large Director may be chosen from applications to the Stakeholder Director seats that are not selected for that seat and are also not directly connected to any of the stakeholder groups.

We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name: JAMES A.

Your Last Name: BRIDENSTINE

Street Address: 218 HONROE STREET

City, State Zip: Kalamazoo, MI 49006

Best Daytime Phone: 269-349-9699

Email: [REDACTED]

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

- ☒ Governance/Board Administration
- ☐ Finance
- ☐ Anti-Poverty Strategies
- ☒ Knowledge of this Community
- ☒ Economic Development
- ☐ Other: _____

- ☒ Community Development
- ☐ Youth Development
- ☒ Fundraising/Fund Development
- ☐ Job Training or Placement
- ☐ Neighborhood Improvement

Please describe the skills and experience you indicated above:

HAVING SPENT ALMOST 30 YEARS IN KALAMAZOO INVOLVED IN DOZENS OF NON-PROFIT ORGANIZATIONS - ECONOMIC DEVELOPMENT (DEI) THE ARTS (KSO/KIA) PEOPLE WITH NEEDS (FAMILY & CHILDREN SERVICES) ETC.

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)	Age <u>71</u>
Under \$35,000	No High School Diploma	Race/Ethnicity <u>CAUCASIAN</u>
\$35,000-\$50,000	High School Diploma/Equivalent	Marital/Family Status <u>MARRIED</u>
\$50,000-\$75,000	Trade/Vocational School	Gender Identity <u>M/HE</u>
<u>\$75,000-\$100,000</u>	Some College/No Degree	Veteran Status (y/n) <u>NO</u>
\$100,000-\$250,000	Associates Degree	Sexual Orientation <u>STRAIGHT (NEVER ASKED BEFORE)</u>
Over \$250,000	Bachelors Degree	Religious Affiliation <u>Catholic</u>
	<u>Master's Degree</u>	(If any)
	Doctorate	

Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?

KNOWLEDGE OF THE LOCAL ARTS SCENE AND HOW IT BENEFITS THE CITIZENS OF KALAMAZOO. IT BRINGS PEOPLE FROM THROUGHOUT SW MICHIGAN AND BEYOND TO KALAMAZOO - DULC EARTHLY ART EXHIBITION ETC.



Foundation for Excellence

Mon, Nov 20, 2017 at 10:06 AM

RESUME

James A. Bridenstine

218 Monroe Street
Kalamazoo, Mi. 49006

Cell 269-377-8893
Land 269-349-9699

Education :

BA Degree Major; History 1967
College of the Holy Cross
Worcester, Massachusetts

Georgetown Law School 1968-1970

MA Degree Art History 1974
George Washington University
Washington, D.C.

Work Experience:

1967-68 Volunteer Teacher, St. Mary's College, Above Rocks, Jamaica

1968-71 St. Mary's School, Landover Hills Maryland (Junior High School)

1971-72 University of Detroit High School

1974-76 Toledo Museum of Art Assistant Curator Education Department

1976-80 Detroit Institute of Art Associate Curator Education Department

1980-85 Detroit Institute of Art Curator in Charge, Statewide Services Department

1985-1990 Edsel & Eleanor Ford House, Director

1990-2014, Kalamazoo Institute of Arts, Director (Retired)

Board Service: Detroit

Detroit Artist Market (President), Detroit Historical Society, Founders Junior Council (DIA),

Board Service : Kalamazoo

Family and Children's Service, Downtown Kalamazoo Inc., The Park Club (President for a total of three years,

Current Board Service:

Downtown Kalamazoo Inc, (Board President), South Haven Center for the Arts (Past Board Chair), Kalamazoo Symphony Orchestra, Park Club Historic Foundation, Ruthmere Museum (Elkart, Indiana), George Washington University Museum/Textile Museum, Washington, D.C.



First Name: Tauhric **Last Name:** Brown

Who nominated you: Self

Address: 1611 Southern Ave Kalamazoo, MI 49001

Phone Number: 269-330-0567

Email: [REDACTED]

City Resident: Yes

Employer: Senior Services Inc. **Position/Title:** Chief Operations Officer

Sector (Choice #1): Affinity Organization/ Non-Profit

Sector (Choice #2): Business/Banking

Sector (Choice #3): Faith Community

Neighborhood:

Skills/Experience (Choice #1):

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Business Development

Please describe the skills and experience indicated above: I currently oversee a \$17M operating budget for an agency whose mission is centered around older adults. I have owned and operated a cellular franchise for 9 years in the community. I have a tremendous amount of experience in creating and monitoring budgets in both the for profit and not for profit sectors. I have been a resident of Kalamazoo since 1977 and although I left to serve my country in the US Army; I returned to give back to my community.

Age: 45-54

Race/Ethnicity: African-American

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Straight

Education Level Completed: Master's Degree

Other:

Household Income: \$100,001-\$250,000

Veteran Status: Yes

Religious Affiliation: African Methodist Episcopal

Other ways to bring diverse perspective: I bring an out of the box thought process that I believe will serve this Board of Directors differently than many can. Having traveled the world and lived in other states and communities I learned that you can stretch resources as far as possible to deliver the result you strive to achieve.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.



First Name: Joe **Last Name:** Buckman

Who nominated you: Self

Address: 3338 Dunn's Ridge Kalamazoo, MI 49006

Phone Number: 7084204633

Email: [REDACTED]

City Resident: Yes

Employer: Retired **Position/Title:** N/A

Sector (Choice #1): Business/Banking

Sector (Choice #2): Neighborhood

Sector (Choice #3): Affinity Organization/ Non-Profit

Neighborhood: Northside

Skills/Experience (Choice #1):

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Youth Development
- Fundraising/Fund Development
- Neighborhood Improvement
- Legal and real estate experience.

Please describe the skills and experience indicated above: I was born in and grew up in Kalamazoo. I also spent many years in both Chicago and Detroit so I have some large city perspective. As a Director of Real Estate for AT&T as well as a licensed (in Michigan) attorney, I have experience, from corporate and personal perspective, with real estate finance and economic development. In my role with AT&T I was tasked with mentoring young employees and their professional development. I was also involved in the transformation of AT&T facilities into schools, recreation centers, etc. to support neighborhood and economic development.

Age: 64-74

Race/Ethnicity: White

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Heterosexual

Education Level Completed: Doctorate

Other:

Household Income: \$75,001-\$100,000

Veteran Status: No

Religious Affiliation: Methodist

Other ways to bring diverse perspective: I have seen the City of Kalamazoo evolve from 1952 until today. I have also lived in large metropolitan areas so, I believe, I have a unique and diverse perspective of what Kalamazoo has been and can be.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

JOSEPH D. BUCKMAN

• 708.420.4633

3338 Dunn's Ridge, Kalamazoo, MI 49006

Corporate real estate professional with broad experience in transactions, strategic and portfolio planning and client relationship management.

Core Competencies

Portfolio Optimization

Strategic Planning

Acquisitions/Dispositions

Financial Analysis

PROFESSIONAL EXPERIENCE

Real Estate and Legal Consultant 2013 – Present

Provide real estate consulting services to corporations and business owners. Analyze corporate real estate portfolios and recommend strategies. Review and negotiate contracts and other real estate agreements.

Director, Portfolio Management & Transactions 2009 - 2013

AT&T CORPORATE REAL ESTATE –Chicago, Illinois

AT&T has one of the largest real estate portfolios in the world totaling 250 million square feet. Responsibilities included managing a team of real estate professionals and brokers that developed and executed regional and business unit portfolio plans. Directed cost saving and square footage reduction strategies for a 50 million square foot office and industrial real estate portfolio. Recommended real estate strategies and financial implications to senior management.

Selected Achievements:

- ♦ Eliminated between 1,000,000 and 3,000,000 square feet annually.
- ♦ Eliminated over \$30,000,000 of annualized expenses.
- ♦ Monetized over \$250,000,000 million of real estate assets.

Director, Real Estate Transactions 2000 - 2009

AT&T (SBC) CORPORATE REAL ESTATE –Chicago, Illinois

Managed a large team of nationally based real estate transaction managers and three national brokerage firms in the acquisition and disposition of over 10,000 owned and leased real estate assets. Managed a \$100 million annual rent and operating expense budget. Presented strategic and financial recommendations to corporate officers. Lived in Johannesburg, South Africa while providing transactional and strategic portfolio recommendations to Telkom Z.A.

Selected Achievements:

- ♦ Completed \$3,500,000,000 of sale and sale/leaseback transactions from 2006 to 2008.
- ♦ Monetized a 1,600,000 square foot corporate campus in Hoffman Estates, IL. For \$340,000,000.
- ♦ Reduced the AT&T/SBC portfolio by 20,000,000 square feet.

Continued...

Senior Manager, Work Place Planning 1998 - 2000

AMERITECH (SBC) – Chicago, Illinois

Managed a planning and transactions team that implemented strategic real estate plans and portfolio optimization for over 50 million square feet. Presented financial models for the acquisition and disposition of corporate properties. Executed portfolio strategies such as synthetic leasing, sale/leasebacks and 1031 tax-free exchanges.

Selected Achievements:

- ♦ Led the re-engineering of Ameritech's Corporate Real Estate organization.
- ♦ Initiated alternative real estate financial structures for Ameritech's owned and leased portfolio.

Manager, Real Estate Services 1996 - 1998

AMERITECH – Chicago, Illinois

Managed site selection, acquisition and disposition of a 60 million square foot real estate portfolio. Managed an outsourced service provider and ensured contract compliance. Developed a process-based performance model to guide all transactional activity including Lease Administration, Legal and Budgeting that resulted in \$250,000 annual savings.

Selected Achievements:

- ♦ Reviewed and approved over 300 transactions per year.

Associate Broker 1994 – 1996

TRERICE TOSTO/COLIERS INTERNATIONAL – Detroit, MI

Reported to the Senior Vice President of Commercial Division for Michigan's largest real estate firm generating over \$200 million in annual sales. Managed the roll out of a Corporate Services group for Colliers Detroit. Represented office, industrial and retail tenants in the acquisition and disposition of leased and owned property.

EDUCATION

J.D., Detroit College of Law - Detroit, Michigan**B.A., University of Michigan – Ann Arbor, Michigan**

MEMBERSHIPS

Real Property Law Section – State Bar of Michigan**University of Michigan Alumni Association****Michigan State University-Detroit College of Law Alumni Association****Commercial Investment Real Estate Institute (CCIM)**



First Name: Amy **Last Name:** Campbell

Who nominated you: Self

Address: 748 Hutchinson Street

Phone Number: 269-808-3228

Email: [REDACTED]

City Resident: Yes

Employer: State Farm **Position/Title:** Claim specialist

Sector (Choice #1): Neighborhood

Sector (Choice #2): None (use for 2nd & 3rd only)

Sector (Choice #3): None (use for 2nd & 3rd only)

Neighborhood: Parker/Duke

Skills/Experience (Choice #1):

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community

Please describe the skills and experience indicated above: I have lived in the city for 30 years and have developed a network that covers a cross section of our community. I worked for the City for 10 years in purchasing so I have a realistic view of what things cost.

Age: 45-54

Race/Ethnicity: White

Marital/Family Status: Single, no children

Gender Identity: Female

Sexual Orientation: Straight

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$50,001-\$75,000

Veteran Status: No

Religious Affiliation: Christian

Other ways to bring diverse perspective: I'm older, no kids, and a longtime resident who has been active in the community. I can find common ground with anyone and would build relationships across many groups of stakeholders.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Amy Campbell

748 Hutchinson Street
Kalamazoo, MI 49008
(269) 808-3228
[REDACTED]

SKILLS

Experienced and self-motivated auto personal injury claim representative looking for opportunities to become part of a collaborative team environment.

EXPERIENCE

State Farm Insurance, Portage MI - *Claim Specialist, Personal Injury Protection*

April 2011 - PRESENT

- Committed to efficient claim handling through use of effective time management and task prioritization objectives.
- Self-starting, goal oriented, and strong initiative in working independently to accomplish team and company goals.
- Thorough in investigating claims, from determining order of priority according to Michigan statutory law to handling litigation from summons to settlement.
- Excellent relationship building skills, mentoring less experienced claim handlers, and acting as a resource for peers and teammates.
- Technologically interested, always looking for ways to improve current systems and processes using technology.
- Empathetic and sincerely enjoys helping others, yet able to set boundaries when needed.
- Skilled at building rapport with insureds and fostering an atmosphere of trust, inspiring confidence in my claim handling and in the State Farm brand.

State Farm Insurance, Kalamazoo MI - *Agency Field Support Specialist*

April 2006 - April 2011

- Built solid relationships with agency teams and developed relationships within Corporate agency to support field executives, consultants, and agents.
- Developed strong knowledge of licensing requirements and guided agent staff toward attaining these licenses.
- Acted as a resource for agents in working with the company to achieve their business goals, as well as supporting field executives to achieve goals set by the company.
- Assisted field executives in creating continuing education opportunities for agents by working with compliance staff.
- Facilitated policyholder complaints and retained business for the company where possible.

-
- Gathered sales and other reporting data to develop easily understood visuals and other meeting materials for field executive use in assisting agent teams.

City of Kalamazoo, Kalamazoo MI - *Department Secretary, Purchasing*

January 1996 - April 2006

- Responsible for creating bidding documents for City projects and resources, beginning with raw data from buyer staff and producing accurate documents for vendor review.
- Facilitated receipt of timely bids and enforced deadlines in diplomatic manner, and maintained excellent departmental relationships with vendors and citizens.
- Initiated idea to develop system for bidders to review bidding documents online via the City of Kalamazoo website, reducing administrative and postage costs considerably. Worked with information technology professionals to make this happen.
- Responsible for coordinating annual county-wide surplus auction. Built and maintained relationships with many area police, fire, educational, and governmental agencies. Worked with auctioneer, print shop manager, and county facilities team to provide a seamless experience for all participants.

EDUCATION

Chartered Property & Casualty Underwriter (CPCU) designation earned December 2016

Spring Arbor University - *Bachelor of Science, Organizational Management*

December 2011 - May 2013



First Name: Ursula **Last Name:** Chapman-Larson

Who nominated you: Self

Address: 525 Phillips street

Phone Number: 269-599-9069

Email: [REDACTED]

City Resident: Yes

Employer: Self **Position/Title:** Owner/operator

Sector (Choice #1): Arts

Sector (Choice #2): Education

Sector (Choice #3): Business/Banking

Neighborhood:

Skills/Experience (Choice #1):

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Youth Development
- Fundraising/Fund Development

Please describe the skills and experience indicated above: As a native Kalamazoo resident I have my finger on the pulse of the city. My networking skills are my strongest asset, I have an extensive background in the arts,theater, music, and homesteading.

Age: 35-44

Race/Ethnicity: African American

Marital/Family Status: Married

Gender Identity: Female

Sexual Orientation: Heterosexual

Education Level Completed: Tech/Trade/Vocational Training

Other:

Household Income: \$50,001-\$75,000

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective:

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.



First Name: Kailynn **Last Name:** Cummings

Who nominated you: self-nominated

Address: 647 Butterfly Dr. Apt 138 Kalamazoo, MI 49009

Phone Number: 248-826-3802

Email: [REDACTED]

City Resident: Yes

Employer: Boys and Girls Clubs of Greater Kalamazoo **Position/Title:** Northeastern Unit Director

Sector (Choice #1): Affinity Organization/ Non-Profit

Sector (Choice #2): Education

Sector (Choice #3): None (use for 2nd & 3rd only)

Neighborhood:

Skills/Experience (Choice #1):

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Community Development
- Youth Development

Please describe the skills and experience indicated above: As a recent graduate and alumna of Western Michigan University; I am eager to continue to gain professional development experience that will allow me to engage with and support Kalamazoo families & the community. Having had both professional and volunteer experience with diverse populations in the field of family studies; I am efficient in time management, have a sharp eye for attention to detail, and always take initiative to create opportunities. There are also qualities such as, knowledge and hands on experience working for the Boys and Girls Club, which also makes me equipped to understand the culture of members served. Having experience in program administration, community partner engagement and strategic planning, in addition to my own affiliation to the Boys and Girls Club; I do think that I am well equipped to full-fill the position and take on advocacy roles. I am motivated to do the work and am extremely passionate about serving communities and the families within them. It is because of my passion and motivation, that I am continuing my education to better assess the need of the community and find resources that are essential to the growth and development of public interests. I understand that education itself is not enough; and must also continue to work hands-on in this field, to effectively create change for individuals regardless of income, physical ability or mental acuity. Given this opportunity I could assure you that I would not only be accountable but, also the leader and team player that you so desire. It is my hope that you will consider me for such an amazing opportunity.

Age: Under 35

Race/Ethnicity: African-American

Marital/Family Status: Single- Never Married

Gender Identity: Female

Sexual Orientation: heterosexual

Education Level Completed: Bachelor's Degree

Other:

Household Income: Under \$35,000

Veteran Status: No

Religious Affiliation: Non-denominational

Other ways to bring diverse perspective: · Kalamazoo Gospel Mission August 2016 · Kalamazoo Public Schools January 2013-February 2016 · Kalamazoo Department of Health and Human Services January 2015 · PeaceJam Mentor March 2014 · Western Michigan University Fall Welcome Ambassador March 2013-December 2015 · F.I. R.E Sexual Assault Peer Educator January 2013- April 2013

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Kailynn R. Cummings

Present Address:
3900 Pine Terrace Blvd.
Kalamazoo, MI 49006

248.826.3802

Permanent Address:
22063 Atlantic Pointe
Farmington Hills, MI 48336

To Whom It May Concern:

I am writing in response to serve as a Board of Director member for the Foundation For Excellence.

As a graduate and alumna of Western Michigan University; I am eager to continue to gain professional development experience that will allow me to engage with and support the Kalamazoo Community. Having both professional and volunteer experience with diverse populations in the field of family studies; I am efficient in time management, have a sharp eye for attention to detail, and always take initiative to create opportunities. There are also qualities such as, knowledge and hands on experience working for the Boys and Girls Club, which also makes me equipped to understand the culture of both youth and community development. Two very important priorities that I am able to contribute to. With my experience in program administration, community partner engagement and strategic planning, in addition to my own affiliation to the Boys and Girls Clubs of Greater Kalamazoo; I do think that I am well equipped to full-fill the position and take on advocacy roles.

I am motivated to do the work and am extremely passionate about serving communities and the families within them. It is because of my passion and motivation, that I am continuing my education to better assess the need of the community and find resources that are essential to the growth and development of public interests. I understand that education itself is not enough; and must also continue to work hands-on, to effectively create change for individuals regardless of income, physical ability or mental acuity.

Given this opportunity I could assure you that I would not only be accountable but, also the leader and team player that you so desire. It is my hope that you will consider me for such an amazing opportunity.

Best Wishes,

Kailynn Ryan Cummings

Kailynn R. Cummings

Present Address:
3900 Pine Terrace Blvd.
Kalamazoo, MI 49006

248.826.3802

Permanent Address:
22063 Atlantic Pointe
Farmington Hills, MI 48336

OBJECTIVE

Team-oriented individual, seeking a stimulating and challenging career that is committed to helping enhance family and parent programs.

EDUCATION

Master of Education in Educational Leadership - April 2019
Wayne State University, Detroit MI

Bachelor of Science in Education and Human Development - December 2016
Western Michigan University, Kalamazoo MI
Major: Family Studies

PROFESSIONAL EXPERIENCE

Unit Director

Boys and Girls Clubs of Greater Kalamazoo

September 2017- Current
Kalamazoo, MI

- Responsible for staff management, that is of high quality and consistent with organizational mission, vision and strategic goals.
- Support key Boys & Girls Club initiatives including Formula for Impact, 5 Key Elements, Project Learn, and OJP mentoring for member recruitment and retention.
- Facilitate partnerships with local schools, community policing, non-profits, businesses and churches to support and enhance the daily program.

Health and Life Skills Coordinator

Boys and Girls Clubs of Greater Kalamazoo
MI

May 2017- Current
Kalamazoo,

- Coordinated the implementation and facilitation of all Boys & Girls Club prevention and health education programs.
- Planned and implemented Club wide special events that revolve around health and life skills topics.
- Compile data and program information concerning activities, participation, and member improvement.
- Coordinated the implementation and facilitation of weekly Family Support programming.

Student Receptionist

Western Michigan University Office of Student Affairs

April 2015- December 2016
Kalamazoo, MI

- Developed and built rapport with registered students and University affiliates through one-on-one resolutions and intercultural humility.
- Answered inbound call inquires and scheduled appointments for University departments in assigned meeting spaces.
- Organized and distributed personal and confidential documents to office personnel.

Homecoming and Bronco Bash Logistics Coordinator

Western Michigan University Office of Student Engagement

May 2016- November 2016
Kalamazoo, MI

- Worked closely with University Relations, Alumni Relations and Intercollegiate Athletics to serve as the main point of contact for homecoming and bronco bash team.
- Implemented campus wide events for all University students and constituents.
- Created day-of-event schedules for coordinators, SALP staff, and other constituents.

- Attended weekly team meetings, weekly one-on-one meetings, retreats, and university-wide meetings on an as needed basis.

First Year Experience Co-Instructor

May 2015-December 2015

Western Michigan University First Year Experience Program

Kalamazoo, MI

- Served as a co-instructor with a WMU faculty/professional staff member.
- Promoted WMU, First-Year Seminar, academic & student life; campus & community activities.
- Served as a leader and positive role model for all FYS students.

America Reads Tutor

September 2014-March 2015

Communities in Schools

Kalamazoo, MI

- Worked one-on-one with partnered student for 2-3 sessions per week to improve literacy skills.
- Facilitated reading activities for students K-5.
- Attended reading sessions, tutor trainings, and America Reads related meetings/events.

AmeriCorps VISTA Summer Associate

June 2014-August 2014

Western Michigan University GEAR UP

Kalamazoo, MI

- Developed and implemented work long summer college access activities for GEAR UP students.
- Educated GEAR UP students and families on the importance and accessibility of a college education.
- Provided academic support and guidance to make college enrollment and retention achievable.

PROFESSIONAL DEVELOPMENT

Member

September 2016-July 2017

Project X Leadership Development and Social Injustice Program

Kalamazoo, MI

- Develop critical analysis of the history of liberation and social justice movements.
- Participate in bi-weekly leadership trainings.
- Organize community events to bring awareness to identity development and social change.

Intern

July 2016- December 2016

Youth and Family Services Program-Lakeside Academy

Kalamazoo, MI

- Met with DHHS foster care workers to assist in coordination of high-risk student's treatment plan.
- Participated in weekly and monthly group and one-on-one counseling for female student population.
- Attended leadership and team meetings to discuss student weekly ratings and off-campus activities.

Intern

May 2016-August 2016

YWCA Kalamazoo

Kalamazoo, MI

- Attended community events that address gender equity, racial equity, and/or gendered violence.
- Researched, designed, and implemented innovative evaluation plans for YWCA Kalamazoo programs.
- Worked collaboratively with Women's Initiatives staff to facilitate events for Kalamazoo Infant Mortality Community Action Initiative.

ACTIVITIES & VOLUNTEER EXPERIENCE

- Kalamazoo Gospel Mission August 2016
- Kalamazoo Public Schools January 2013-February 2016
- Kalamazoo Department of Health and Human Services January 2015
- PeaceJam Mentor March 2014
- F.I. R.E Sexual Assault Peer Educator January 2013- April 2013

ACHIEVEMENTS AND AFFILIATIONS

- Association of Fraternal Leadership and Values January 2016-Present

- Sigma Gamma Rho Sorority Inc.
- Western Michigan University Future Educator Success Program
- New Faculty Orientation Panel

February 2015-Present

August 2012-Present

August 2015



First Name: Nathan **Last Name:** Dannison

Who nominated you: Jack Urban, City Commissioner John Hoadley, State Representative

Address: 604 S. Rose St, Kalamazoo MI 49007

Phone Number: 269-547-9622

Email: [REDACTED]

City Resident: Yes

Employer: First Congregational Church of Kalamazoo **Position/Title:** Senior Minister

Sector (Choice #1): Faith Community

Sector (Choice #2): Neighborhood

Sector (Choice #3): Affinity Organization/ Non-Profit

Neighborhood: Vine

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3): Anti-Poverty Strategies

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Community Development
- Youth Development
- Fundraising/Fund Development
- Neighborhood Improvement
- Resident Engagement, Fundraising (Faith Communities)

Please describe the skills and experience indicated above: I have served on several community boards. I currently serve on the Community Action Tripartite Advisory Board, I am the vice-chair of the Citizens Public Safety Review & Appeals Board, and I am the current President of the Kalamazoo Nonprofit Advocacy Coalition. I have previously served on the board of the Michigan Festival of Sacred Music. I have experience in overseeing and advising our church budget (\$650k annual) and have overseen our current capital campaign (\$2.7 million, \$1.6 raised-to-date). Previously, I worked as a Lead Organizer under an Arcus Foundation grant to ISAAC (Interfaith Strategy for Advocacy and Action in the Community) and the Hispanic American Council to improve access to economic development resources in the Edison Neighborhood. I am a fourth-generation WMU bronco, a seventh-generation West Michigander, and a proud advocate of the Kalamazoo community. I believe I would bring a host of strengths, strategies, a fund-development prospects to the board.

Age: Under 35

Race/Ethnicity: White

Marital/Family Status: Married, one child (Kalamazoo Promise bound!)

Gender Identity: Male

Sexual Orientation: Bisexual

Education Level Completed: Master's Degree

Other:

Household Income: \$75,001-\$100,000

Veteran Status: No

Religious Affiliation: Congregationalist - Progressive Protestant Christian

Other ways to bring diverse perspective: I acknowledge and accept my privilege as a cisgendered white male - while my partner and I both publicly identify as queer, we do not bear the burden of discrimination as we "pass" as a normative white male/female couple. Today, we seek to apply our unearned privilege in ways that benefit those who do not receive such benefits. I am absolutely committed to the work of liberation on behalf of all those many individuals marginalized by systems of oppression that dominate our civic practices. I am also fully committed to the work of anti-racism in our community.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Rev. Nathan Dannison, Senior Minister, First Congregational Church (UCC)
604 S. Rose St., Kalamazoo, Michigan 49007
[REDACTED] / 269.547.9622
www.allwelcome.church

Rev. Nathan Dannison currently serves as the 29th Senior Minister of the First Congregational Church of Kalamazoo, Michigan.

He is a graduate of the Chicago Theological Seminary and an ordained minister in the United Church of Christ and the Christian Church (Disciples of Christ). During his tenure in Kalamazoo the congregation he serves has undergone a renaissance of reinvestment in the life of its community. Declaring itself as the "living heart of the city," the congregation has opened its campus to over 100 different agencies, justice organizations, and arts and cultural ensembles completely free of cost or expectation. Their practice of embracing radical hospitality and a posture of hope has sparked rapid growth in attendance and a new sense of purpose among the members.

The church has publicly declared itself an Environmental Justice Congregation, an Immigrant Welcoming Congregation and Public Sanctuary Church, and led the movement to celebrate full marriage equality with numerous public events. The church affirms and celebrates the role of women, LGBTQ individuals, individuals with disabilities, and other historically marginalized populations at every level of church staff and leadership. Following the terrible mass-shooting that took place in February of 2016 the church was asked to host the civic vigil and call to action. The church campus was then designated a "gun free zone."

First Congregational Church has renewed the historic congregational practices of hosting town hall meetings, protests, and public lectures. They have also undertaken a major building restoration and renovation campaign to reduce the environmental impact of their historic building, protect its beautiful architecture for the benefit of future generations, and create additional space for community events in the form of a new Garden Atrium.

During his tenure the congregation has grown to over 600 in active membership, added additional worship services, and has been blessed by a renewed spirit of philanthropy, both through the tithes and offerings of the membership and vital investments by local foundations.

Nathan serves as the President of the Board of the Kalamazoo Non-profit Advocacy Coalition (KNAC), the Vice Chair of the Citizen's Public Safety Review and Appeal Board (CPSRAB), and is a member of the Kalamazoo County Community Action Tripartite Advisory Board (CATAB). He is a member of Kalamazoo Rotary Club. He previously served on the board of the Michigan Festival of Sacred Music. Within the United Church of Christ, Nathan is an adviser for church renewal and planting throughout Michigan. In 2017 he was honored to receive the Chicago Theological Seminary's *Distinguished Alumni* award.

Prior to ordained ministry, he worked as a community organizer with the Gamaliel Foundation and as an EMT with the International Red Cross / Red Crescent in the Occupied Palestinian Territories.

He is a seventh-generation Michigander and a proud WMU Bronco. Nathan and his partner, Heather, live in a restored civil-war era home in the Vine Neighborhood Historic District with their daughter, Josephine. He is an avid outdoors enthusiast, enjoys hunting and fishing, and plays fiddle in the Kalamazoo-based folk band Who Hit John.



First Name: Richard **Last Name:** DeLuca

Who nominated you: self

Address: 813 stafford rd, kalamazoo, mi

Phone Number: 770-845-3459

Email: [REDACTED]

City Resident: Yes

Employer: Retired **Position/Title:** Senior Lean Program Manager, retired

Sector (Choice #1): Business/Banking

Sector (Choice #2): Education

Sector (Choice #3): Neighborhood

Neighborhood: Westwood

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Economic Development
- Job Training or Placement
- Cost reduction-continuous improvement

Please describe the skills and experience indicated above: Excellent problem solving and management skills

Age: 64-74

Race/Ethnicity: Italian-American

Marital/Family Status: Married/2 children /6 grandchildren/ 2 greatgrandchildren

Gender Identity: male

Sexual Orientation: married

Education Level Completed: Master's Degree

Other:

Household Income:

Veteran Status: No

Religious Affiliation: Southern Baptist

Other ways to bring diverse perspective: World experience - travelled to Europe/Japan and Mexico. Also, taught at a historically black Kentucky State University

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

RICHARD A. DeLUCA
813 Stafford, Kalamazoo, MI.

Email: [REDACTED]
C: 770.845.3459

PLANT / OPERATIONS / GENERAL MANAGEMENT EXECUTIVE

Change Agent // Lean Transformations // Productivity & Cost Reductions // Supply Chain Management
Safety Performance // Customer Relations // Operations Start-Up // Distribution Management
Lean, TPS, TQM, JIT, QFD, Five "S", SMED, CEDAC, Kanban, Kaizens, Six Sigma
ISO 9002 // Union / Non Union

Growth oriented leader with a record of transforming business operations and culture to maximize productivity, revenues and profit. Substantial expertise in process reengineering/re-design, manufacturing engineering, supply chain management, and subcontract management. Excellent interpersonal skills with a unique blend of analytical, leadership, and organizational abilities. Thrives on competitive business situations and operates at the highest ethical level.

PROFESSIONAL EXPERIENCE

LEAN CONVERSION, Kalamazoo, MI. 9/11/2015 - Present

SENIOR LEAN CONSULTANT

Provided leadership and training in an enterprise wide Lean transformation of manufacturing and administration organizations.

PANDUIT CORPORATION, Tinley Park, IL 2011- 9/11/2115

SENIOR LEAN PROGRAM MANAGER

Report to the Director of US Operations. Responsible for all Chicago-land manufacturing sites (8 Mfg. divisions.), plus one Distribution Center. 2012 YTD lean saving = \$806,402. 2013 implemented savings was \$1,972,000 for Lockport and \$900,000 for Burr Ridge. Named "Panduit Lean Driver of the Year 2013".

EXIDE TECHNOLOGIES, Fort Smith, AR 2008 - 2011

CORPORATE LEAN LEADER

Report to the Vice President of Operations at Corporate HQ, Aurora, ILL. Responsible for implementing the Toyota Production System at Fort Smith. Facilitated over 28 TPM and Kaizen events over the past 16 months. Results of TPMs include a 75% reduction of downtime the assembly area (From 12% to 3% DT). SMED events showed 50% - 75% reduction in change over times.

BALL CORPORATION, Tallapoosa, GA (Formerly US CAN CORPORATION, Southern Operations) 2006 -2008

MANAGER, CONTINUOUS IMPROVEMENT,

Provided leadership and training in the Lean transformation strategy for the Tallapoosa Plant Operations. Facilitated over thirty Kaizen events, with major focus on TPM, process improvement, and 5S. Co-facilitated eight TPR/TPM events. Examples: Coil Line SMED reduced changeover time by 52%

- Litho Press Plate Spoilage – reduced spoilage by 80% have maintained this level for the past 8 months
- HR Hiring Process - reduced flow time by 41.2% & process steps by 36.3%
- Compound Application - \$148,000 material variance 2006, expected 2007. >\$0< \$20,000
- Assembly Line Label Change over reduced by 50%

DIRECTOR OF OPERATIONS, (2006-2006)

Managed a plant of 245 hourly and 8 salaried producing 1.5 million aerosol cans per day. Introduced principles of Lean manufacturing to shop floor. Provided leadership in the introduction of Behavioral Based Safety at TPO. Established visual performance metrics for shop floor.

LEAN CONSULTING, Aiken, SC 2003 - 2006
Lean Conversion Partners

SENIOR LEAN CONSULTANT

Provided leadership and training in an enterprise wide Lean transformation of manufacturing and Military organizations.

- Client list includes Warner Robbins AFB, Marine Corp Aviation Station, Beaufort, SC, Anniston Army Depot, Navair, Navsea, ITT, Gallo Winery, Fresenius Medical Care, North Shore Long Island Jewish Hospital and International Paper.
- Provided Black Belt coaching to twelve Gallo Black Belts whose projects will generate \$1.2M in savings.

- Lead Value Stream analysis of the PEO Carrier CVN 77 George H Bush aircraft Carrier currently running over budget. The VSA identified over \$13M of cost reductions.
- Lead over fifty VSA and Kaizen events that resulted in millions of dollars in savings for the military.

MAYTAG CORPORATION (Jade Products Company, A Division of Maytag, Brea, CA)
Manufacturers of Commercial & Residential Cooking Products

2002-2003

DIRECTOR of MANUFACTURING & LSO (LeanSigma Org)

Received mandate to implement a lean culture.

- Launched and designed dual fuel residential range which resulted in a new market and increased sales.
- Set-up systems for supply chain management through the use of lean principles such as Kanban
- Converted factory from batch processing to a flow process; a 25% productivity improvement
- Through the application of Kaizens, every weld cell was reduced by 50%. This helped to facilitate the moving of the plant from Commerce, Ca to Brea, Ca.
- I was involved with the layout, planning and coordinated the plant move to Brea, Ca.

DIXIE NARCO, A Division of Maytag, Williston, SC (2002-2003)
Manufacturer of Cold Drink Vendors

DIRECTOR OF REFURB OPERATIONS / MATERIALS / GLASS FRONT VENDING

- Managed a plant of 230 hourly team members
- Led team to convert old factory into new refurbish manufacturing plant
- Responsible for the \$ 2 million P&L of the Refurb operations
- Improved schedule attainment from 75% to 98% over a four month time frame.
- Improved operating income by 100% the first six months of 2003 exceeded y2002 total income of \$1.4M.
- Established an inventory tracking and control system
- Reduced costs by \$115k by Reorganizing and flattening the materials organization to improve communications and response time to their customer.
- Reduced labor cost per GFV units from \$102.4 to \$68.1/unit (33.5% improvement, \$857k productivity improvement).
- Improved First Pass Yield (FPY = Quality metric) from 40% TO 95%

GENIE INDUSTRIES, Moses Lake, WA,
Super Boom, Z60 and S40/45 Man Lift Manufacturer

1999-2002

MATERIALS MANAGER

Managed production control, inventory control, purchasing, supplier quality, shipping and receiving with 3 buyers, 2 supervisors, 5 production control specialists, 1 QA tech., 1 storekeeper, 2 receiving clerks, and 4 material handlers for a \$210 million business

- As a major contributor, our team converted an old B52 facility into super boom manufacturing site.
- Developed/created and implemented Moses Lake production control system which substantially improved customer delivery response rates.
- Developed and implemented Supplier Quality Tracking system reduced rejects by 50%.
- Set-up and implemented Kanban System at Moses Lake – Inventory at 48 turns by year end.
- Developed Non-BOM cost tracking process, a major cost control/reduction effort.
- Supported move of “Z60” product from HQ to Moses Lake, one month turnaround – Dec. 2000
- Supported move of “S40/45 stick boom from Redmond, WA to Moses Lake, one month –Dec 2001

GENERAL ELECTRIC, Dothan, AL
Industrial Systems-DC Motors

1998-1999

MANAGER / QUALITY PRODUCTION CONTROL & MANUFACTURING ENGINEERING 1998-1999

Managed Quality control, material control, production processes, and maintenance with 4 salaried and 23 hourly associates.

- Set-up and implemented in-process Kanban for the “5 Day” two pole D.C. motor that reduced manufacturing lead-time from 5-6 weeks to five days.
- Implemented bar coded in-process material transactions for relieving and tracking production parts.
- Managed ISO 9002 administration.
- Implemented operator certification process with 97% certified in 4 months.
- Brought plant operations to full ISO 9002 audit conformance in contrast to previous audits where several non-conformance notices were issued.

HENNESSEY INDUSTRIES - A Danaher Company, LaVergne, TN
Wheel Service Equipment Manufacturer

1989-1998

MANAGER, PRODUCTION CONTROL & SERVICE PARTS / ACCESSORIES (1995-1998)

Hennessey Industries was a cultural/manufacturing transformation from a family run company making product through the traditional batch method to a lean one piece flow world class manufacturer applying Lean Principles.

AMMCO Division

- Successfully reduced order past due from \$750K to \$95K and \$5M to \$2.5M RIP inventory within 2 years.
- Coordinated and implemented the move of 3850 brake lathe production and 1450 brake washer production from Bowling Green, KY to LaVergne, TN on time and within budget. The consolidation reduced operating costs by \$250,000
- Managed the move of 2800 ELE production from outside supplier to LaVergne meeting time and budget constraints. \$100,000/years savings
- Led team in reducing AMMCO scrap from \$310k in 1996 to \$189k (39%) in 1997.

CORPORATE CUSTOMER / PRODUCT SERVICE MANAGER (1993-1995)

Managed customer/product service for 4 divisions reported to Vice President of Sale and Marketing.

- Developed and implemented corporate product process tracking system.
- Implemented corporate automated telephone voice form order entry system as well as dispatch installation procedures.
- Interim Plant Manager-Coats Division 1993
- Managed 24 salaried and 98 hourly associates in a \$45 million plant producing Wheel Balancers and Tirechanger Equipment.
- Coordinated and implemented the Five “S” program
- Implemented “Product Life Testing Program “
- Implemented bar coded Kanban for receiving and EDI communications with suppliers.

PRODUCT FOCUS MANAGER-SERVICE PARTS and TIRECHANGER (1991-1993)

Managed all phases of Tirechanger and service parts production with 8 salaried and 47 hourly associates. Also responsible for Coats Division Distribution Center, shipping and receiving.

- Utilizing Kaizen activities increased Tirechanger line productivity by 14% or \$250k
- Achieved a 25% growth of Service Parts, from \$4.8 million to \$6 million without increased workforce.
- Production Control Manager 1989-1991
- Managed all phases of production control including production/material scheduling and inventory control and master schedule.
- Developed/created and implemented Coats Division Production Control System
- Developed and implemented Division Supplier Certification Program
- Coordinated implementation of Coats MRPII system

PRODUCTION CONTROL MANAGER (1989-1991)

Managed all phases of production control including production/material scheduling and inventory control and master schedule.

- Developed/created and implemented Coats Division Production Control System
- Developed and implemented Division Supplier Certification Program
- Coordinated implementation of Coats MRPII system.

EDUCATION

M.S., Indiana State University,
B.S., cum laude, State University of New York at Oswego, NY,

PROFESSIONAL DEVELOPMENT

BAMA TPS for Executives Workshop
Infinity QS SPC Training
Behavioral Based Safety Leadership Workshop
Total Productive Maintenance Coordinator’s Workshop
Basic Equipment Workshop (TPM/TRP workshop) Marshall Institute
Maytag Corp. Lean Sigma Leadership Workshop,
Certified in Production & Inventory Management-APICS,
Shingijutsu Co., LTD - 10th Global Kanban Seminar,
Six Sigma Blackbelt Training (at GE),
DBS Standard Work,
Project Management,

Quality Function Deployment Facilitator (Lawrence Guinta)
Five “S”,
Coaching Skills for Continuous Improvement (Steven Stowell)
CEDAC, (Ryuji Fukuda)
Process FMEA (Failure Mode & Effect Analysis)
Pre-Production Planning (Chihiro Nakao)
Time Based Management – Shopfloor Kaizen Breakthrough
White Collar Kaizen,
Kaizen,
Policy Deployment,
SMED,
JIT Mechanics/Leadership
Supplier Certification Seminar
Operations Management,
Kepner-Tregoe Analytical Trouble Shooting,
Motion Time Survey,
Production & Inventory Control,
Material Planning & Production Control,
GE Quality Leadership,
MRP Skills Workshop,
QC Circles Leader Seminar

BIOGRAPHY
RICHARD A. DeLUCA
(770) 845 3459 Cell
[REDACTED]

LEAN MASTER MANAGEMENT EXECUTIVE

Richard is a Lean Manufacturing Leader with broad based Lean Transformation experience in operations and production with emphasis in Operations, Materials, Manufacturing Engineering, Quality Control, Project Management, Customer/Product Service and Production Control.

An effective communicator and leader who successfully builds diverse teams, imploring a strong analytical ability and demonstrated decisiveness in implementing World Class Manufacturing Technologies (TPS, Lean Mfg., TQM, JIT, QFD, Five”S”, SMED, CEDAC, Kanban, Kaizens, Six Sigma, et al.) to bring about the resolutions needed to produce timely, fiscally sound results.

Richard has received his Lean training from Shingijutsu masters Yoshiki Iwata, Chihiro Nakao, Senji Niwa, Masaji Imai and Sadao Niino, Japanese disciples of Taiichi Ohno and was fortunate to participate in many Kaizens with these masters. In addition, Richard spent about a month in Japan, participating in a Shingijutsu distribution kaizen at Yamatake LTD and visiting lean Japanese companies such as Toyota, Hitachi, Showa, and Hokushin.

Richard also had the opportunity to work with the TBM group on several Kaizens.

Richard received his CEDAC training from the process creator Dr Ryuji Fukada.

Richard has extensive experience improving material flow and reducing WIP in a manufacturing setting.

Richard applies his expertise in Lean/JIT/World Class Manufacturing to a broad range of manufacturing and corporate applications – Operations, Quality, Materials, Engineering and customer service.

Richard is skilled at quickly identifying and focusing on key issues, to think into the future, see implications and chart a course of appropriate actions

His management experiences in room air conditioning, wheel service equipment, man lifts, and refrigerated vending, provide a broad understanding of manufacturing processes such as metal fabrication, precision machining, grinding, welding, plastic injection molding and assembly.

Richard has a passion for customer satisfaction and has worked with customers worldwide.

Colleagues recognize Richard’s ability to provide support for lean manufacturing systems implementation, program management, quality improvement and technology planning and implementation.

Richard earned his MS degree from Indiana State University and his BS. Cum laude, at the State University of New York at Oswego. He is also certified in Production and Inventory Management (CPIM) by APICS.



First Name: J. Craig **Last Name:** DeNooyer

Who nominated you: Craig Lubben, Managing Partner, Miller Johnson Law

Address: 1325 White Oak Drive Kalamazoo, MI 49008

Phone Number: 269-217-1685

Email: [REDACTED]

City Resident: Yes

Employer: 633 Group **Position/Title:**

Sector (Choice #1): Business/Banking

Sector (Choice #2): Faith Community

Sector (Choice #3): Education

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3): Anti-Poverty Strategies

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Community Development
- Youth Development
- Fundraising/Fund Development

Please describe the skills and experience indicated above: Founding member of Southwest Michigan First; State of Michigan: MEGA Board/Strategic Fund; Community Board/Volunteer: Kal. Deacons Conf., Urban Youth for Africa, 5/3rd Bank Comm-PAC Chair, Ministry w/Comm., Chamber of Commerce; Education: Kal Christian School BOD, U of M Business School Visiting Comm.; Faith: Third Christian Reformed Church Chair of Council, Elder and Deacon.

Age: 55-64

Race/Ethnicity: White

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Hetero

Education Level Completed: Master's Degree

Other:

Household Income: Over \$250,000

Veteran Status: No

Religious Affiliation: Christian Reformed

Other ways to bring diverse perspective: If chosen to serve, my perspective would be shaped by 35+ years as a community businessmean, volunteer, and my faith.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporatio

November 18, 2017

Foundation for Excellence

241 West South Street

Kalamazoo, MI 49007

Position: Applying for At-Large Director Position

Dear: Current Board of Directors

I thank-you for the opportunity to express my interest in representing Foundation for Excellence Board. I would like to take this opportunity to tell you a few things about myself. I believe I would contribute in a variety of ways, including input to organizational development, resource management, integration of corporate environmental health and safety requirements, and advice on financial accounting. I also live locally and my relevant experiences including have held positions on the Mea Union Board as President, Vice President, Twelve Month Representative, and Grievance Chair. I have shown extraordinary diligence and a good conduct of character. My perspective will be informed by being a native of Kalamazoo, thirteen years of education experience, Masters and Doctorate Degree in Education/Counseling.

With integrity and honesty our leaders should be. These are some of the qualities, I deem to have as a professional leader. I may represent the community's interest in preserving the value, beauty, and friendliness of Kalamazoo County. I consider my history with the community and vision could be an asset to create new ideas in order to benefit Kalamazoo and the surrounding communities. I believe Kalamazoo is a very unique community and whether as homeowners, or as renters, we were drawn to this beautiful city for primarily the same reasons. As such, I am confident I will perform with the finest conduct and the best ability. Preserving the community's appeal does not come without hard work and I deem our past and present boards have done a wonderful job in making Kalamazoo City a home or home away from home that each and every one of us is proud to be a part of. I am therefore, seeking to join the Foundation of Excellence Board to continue this tradition.

To provide essential services to citizens with an objective role in representing all constituents. Commitment and thorough communication is what I will give to every component of the Kalamazoo Community, including attending various meetings and roundtable discussions. It is the ideas and concerns of the constituents devoted to preserve and protect the community's urban ecosystem.

Thanks for the Board consideration and I appreciate this opportunity. Please contact me if there is any additional information needed from me.

Thank-you,

Vicki DeVould-Cohn

269-267-8502



Foundation for Excellence

Applications are being accepted until 11:58PM ET, November 22, 2017.

The At-Large Director must be a registered voter in the City of Kalamazoo. The At-Large Director may not be an employee or elected official of the City of Kalamazoo. The At-Large Director may be chosen from applications to the Stakeholder Director seats that are not selected for that seat and are also not directly connected to any of the stakeholder groups.

We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name: Vicki

Your Last Name: DeVauld

Street Address: 222 Reep Ave

City, State Zip: Kalamazoo, MI 49001

Best Daytime Phone: 269-267-8502

Email: [REDACTED]

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

- ☒ Governance/Board Administration
- ☒ Finance
- ☐ Anti-Poverty Strategies
- ☒ Knowledge of this Community
- ☐ Economic Development
- ☐ Other: _____

- ☒ Community Development
- ☒ Youth Development
- ☒ Fundraising/Fund Development
- ☒ Job Training or Placement
- ☐ Neighborhood Improvement

Please describe the skills and experience you indicated above:

11 years of experience working on Governance Boards with youth and family development. 4 years of experience working with job training, community development and many years of knowledge regarding Kalamazoo city. I also have 10 years of working in the bank environment and fundraising.

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)
Under \$35,000	No High School Diploma
<u>\$35,000-\$50,000</u>	High School Diploma/Equivalent
\$50,000-\$75,000	Trade/Vocational School
\$75,000-\$100,000	Some College/No Degree
\$100,000-\$250,000	Associates Degree
Over \$250,000	Bachelors Degree
	Master's Degree
	<u>Doctorate</u>

Age	<u>42</u>
Race/Ethnicity	<u>African American</u>
Marital/Family Status	<u>Married</u>
Gender Identity	<u>Female</u>
Veteran Status (y/n)	<u>NO</u>
Sexual Orientation	<u>Heterosexual</u>
Religious Affiliation (If any)	<u>Baptist</u>

Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?

Gender diversity on a Board is a way to bring in a variety of perspectives and experiences. I am able to participate in creating long term strategic plans and goals to also provide a bias outlook with the growth and risk taking within Kalamazoo market capitalization development.

Kalamazoo Neighborhoods:			
Arcadia	Hill N Brook	Parker/Duke	West Main Hill
Burke Acres	Homecrest Circle	Parkview Hills	Westnedge Hill
Central Business Dist.	Knollwood	Parkwyn Village	Westwood
Colony Farm	Lakeside	South Westnedge	Whites/Edgemoor/Bronson
Eastside	Milwood	Southside	Western Michigan University
Edison	Northside	Stuart	Woods Lake
Fairmont	Oakland/Winchell	Vine	
Gateway/South St	Oakwood	West Kilgore	

We will not sell or rent this information to anyone. We will not share your information with any third party outside of our organization, other than as necessary to complete the identification, selection, and nomination process as outlined in the Articles of Incorporation of the Foundation for Excellence. **By submitting this form, you give the Foundation for Excellence and City of Kalamazoo permission to use the information you share with us to facilitate the nomination and selection process for the Board of Directors of the Foundation for Excellence as outlined above.**

Signature: _____

Vicki DeMulle

Date: _____

11/18/17

When complete, please return along with a resume or CV to:

ffe@kalamazoo-city.org, or

The Kalamazoo Foundation for Excellence

c/o City Manager's Office

241 W. South St. Kalamazoo, MI 49007

Please direct questions about this application and process to Steve Brown,

FFE Coordinator: browns@kalamazoo-city.org, or (269) 337-8788.



First Name: Jacque **Last Name:** Eatmon

Who nominated you: jkl;;;l

Address: 2220 Sycamore Lane

Phone Number: 269-271-0478

Email: [REDACTED]

City Resident: Yes

Employer: NA **Position/Title:** Retired Early Childhood Specialist

Sector (Choice #1): Education

Sector (Choice #2): Neighborhood

Sector (Choice #3): Faith Community

Neighborhood: Oakland/Winchell

Skills/Experience (Choice #1):

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development
- Neighborhood Improvement
- Early Childhood, Parenting

Please describe the skills and experience indicated above: I am Kalamazoo resident born and raised on the Northside. I went to college put in the work graduated and came back to my community to help, participate and be a part of making it the best it can be. My career work has been in the field of early childhood. I have trained early childhood teachers, directed 3 child care centers, teaching parents about child development. I have worked at the State level participating in establishing policies, procedures, guidelines and programs related to early childhood. In addition, I have engaged in numerous community programs including Imagine Kalamazoo, Girls on the Run, Special Olympics, Jesus Loves Kalamazoo, Racial Reconciliation, E/RACE, ISAAC, KPL Community Reading Together, community organization, Neighborhood Meetings, Board of Kalamazoo Gospel Mission, Numerous State and local child care initiatives, Great Start Collaborative, developed and directed child care centers, accredited child care programs and individuals, mock job interviews, Shared Prosperity Committee on Families, Board of Reading and writing Kalamazoo, Strengthening Families Initiative, Cradle Initiative, cultural diversity training for KDPS, neighborhood picnic, CHAP, Health equality. As a life long member of this community I want to see my community thrive particular for the people of color. I want to help develop youth programs to help pull them from the mire. I want to work with my neighborhood of Winchell to get what we need because we may be overlooked because the needs are not as grave. I want to bring to the table the need to include the faith-based community because they can be such a great asset when I often they are seen as being an area of disquiet. I want to support the wonderful gift we have in The Kalamazoo Promise. I want to give back to a community that gave to me. I want to help correct problems in our community.

Age: 55-64

Race/Ethnicity: African American

Marital/Family Status: married

Gender Identity: female

Sexual Orientation: heterosexual

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$75,001-\$100,000

Veteran Status: No

Religious Affiliation: Christian- Trenches Community Church, James Harris, Pastor

Other ways to bring diverse perspective: life coaching women 25 - 35 Importance of going to college being black in a white society and being successful Ideas of types of activities to bring to downtown Kalamazoo to enrich the environment Ideas of activities to bring to Kalamazoo for youth to keep them involved in positive activities

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.



First Name: Sidney **Last Name:** Ellis

Who nominated you: NA

Address: 302 West Frank Street, Kalamazoo, MI 49007

Phone Number: 269-271-1906

Email: [REDACTED]

City Resident: Yes

Employer: YMCA of Greater Kalamazoo **Position/Title:** Director of Mission Advancement

Sector (Choice #1): Arts

Sector (Choice #2): Education

Sector (Choice #3): Housing

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Youth Development
- Fundraising/Fund Development
- Community Collaboration

Please describe the skills and experience indicated above: Over 10 years of board experience, 25 years of youth development, knowledge of Kalamazoo community through volunteerism, collaborations and connections within organizations through out the community. 10 years experience in fund development.

Age: 45-54

Race/Ethnicity: Black

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Heterosexual

Education Level Completed: Master's Degree

Other:

Household Income: \$75,001-\$100,000

Veteran Status: No

Religious Affiliation: Non denominational

Other ways to bring diverse perspective: Due to my background in the arts, community service and non profit organizations I have had to serve and or work with a wide variety of members of our diverse community from ethnicity, sexual orientation and financial status.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

SIDNEY ELLIS

1416 Egleston | Kalamazoo, MI 49001 | (269) 271-1906 | [REDACTED]

Profile Summary

- Demonstrated leadership abilities
- Ability to work within established budgets
- Able to work independently and with a team
- Communication and public speaking skills
- Demonstrated organizational skills
- Strong relationship cultivating skills
- Critical thinking and decision making skills
- Strong written & verbal skills
- Able to work with diverse cultures
- Able to incorporate innovative ideas quickly
- Solid data management experience
- Complex problem solving abilities
- Community focus
- Event & project management experience

Professional Experience

Director of Mission Advancement

YMCA of Greater Kalamazoo, MI 2014 – Present

Responsible for overseeing all aspects of the YMCA of Greater Kalamazoo annual and capital campaigns, providing strategic leadership in financial and volunteer development to advance the YMCA's mission through annual giving, grants, endowments, capital campaign, outcome measurements, and volunteer administration. Duties also include supervision of Marketing Department.

- Develop and manage year-round financial development plan, including all aspects of the annual campaign and related events, major gifts, donor recognition and cultivation.
- Oversee the coordination and implementation of the capital campaign in conjunction with CEO and campaign consultants.
- Develops strategies to increase volunteer engagement at all levels of fundraising and program involvement.
- Prepare and coordinate grant process from government and foundation sources.
- Work with program staff to develop and maintain program outcome measurements.
- Maintains development database (eTapestry) as a resource to track gifts and pledges.
- Develop and implement communication plans in coordination with the marketing department to insure members, participants, and the community understand the Y's case for support.
- Oversee annual campaigns that include Annual Breakfast and Annual Golf Tournament
- Produced 150 Year Dinner Celebration supported by donors for Annual Campaign

Executive Director

Black Arts & Cultural Center, Kalamazoo, MI

2008 – 2014

Chief Executive Officer, reporting directly to the President of the Board of Directors, responsible for all planning and operations of this 501(c)3 organization with a mission to enhance the awareness of Black artistic ability in the greater Kalamazoo area. Serving individual artists, collaborating with arts and community organizations, development and implementation of programs, marketing, grant writing, supervision of fundraising activities and curatorial practices. Coordinate over 100 artists and curate 14 exhibitions annually.

- Produce and manage small & L projects. Supervise over 150 volunteers during major events that include: annual four day Black Arts Festival (Children's Day, Arts & Craft Vendors, Live Entertainment, Mini Film Fest, Poetry Event, Readers Theater Production and Art Exhibition), Fall & Winter Theater Productions, Annual Black & White Ball Fundraiser, Poetry Readings, Book Clubs and Movie discussions. Contract negotiator for local & national stage acts and audio/lighting/video/stage production vendors
- Led rebranding of organization which included: redesign of logo, website, development of social media sites and increasing media exposure in radio, electronic outlets, print and mailings.
- Increased collaborations with community organizations; Western Michigan University & Kalamazoo College's Performing & Fine Arts Departments - bringing in international and national artists and exposing them to the Kalamazoo community and surrounding areas. Worked with the Kalamazoo Boys & Girls Club, Fire Historical Arts Collaborative, New Genesis Inc. Kalamazoo Public Schools

and various other groups implementing youth programs and/or teaching collaboratively within their existing programs.

- Designed and implemented new youth development programs that include youth forums and classes in: dance, drawing & painting, photography, drum line and African-American History. The classes, which were assessed by an independent evaluator, showed the program helped improve self-confidence and encouraged youth to develop new skills. The result was to encourage positive interests to prevent negative influences that could potentially lead to risky behaviors.

Additional Experience

Television Producer/Creative Director Christian Life Center, Kalamazoo, MI 1995 – 2007

Lead video production crew of over 40 volunteers weekly to produce daily television program. Produced, wrote, directed and edited commercials for in-house use and commercial television. Produced live stage productions for video and DVD sales. In charge of special year-end live stage and videotaped programming, as well as live stage performances throughout the year.

- Produced weekly television program, *Transformed*, broadcast in the Southwest Michigan area
- Directed & edited video productions, maintained equipment and tape stock and managed & trained directors, camera operators and various production team positions
- Produce video for large scale church conferences with video conferencing and satellite integration for over 700 participants. Working with vendors within the city, state and out of state.

Leadership Experience

Leadership Kalamazoo, graduate June 2009

Community collaboration facilitator

Writer, director and producer of variety show aired on Public Media Network channels from 1989-1996

Volunteer Experience

Board member of: Public Media Network, Heritage Community of Kalamazoo, Kalamazoo Institute of Arts, Reading and Writing Kalamazoo and Kalamazoo New Years Eve Festival.

Formerly on the boards of or actively involved with: Arts Council of Greater Kalamazoo, Northside Business Association, Western Michigan University Theater Guild and Black Arts & Cultural Center. Volunteer in various duties for: Kalamazoo Civic Theater, Black Arts & Cultural Center, Public Media Network and Christian Life Center.

Community Activities

Mentor Coach for Kalamazoo Area Academic Achievement Program from 1995 to 2002

Vice President in local chapter of Alpha Phi Alpha Fraternity, Inc.

Member of Rotary International

Mentor in STRIVE high school program under local Rotary Club from 2010 to present

Awards

Rev. Dr. Otha Gilyard Award for Community Service (Northside Ministerial Alliance); Community Medal of Arts Award (Arts Council of Greater Kalamazoo); Metropolitan Kalamazoo Branch NAACP Vanguard Award.

Education

Spring Arbor University, Kalamazoo, MI

May 2015

Master of Business Administration concentration in Management

Spring Arbor University, Kalamazoo, MI

May 2007

Bachelor of Arts in Management and Organizational Development



First Name: Eponine **Last Name:** Garrod

Who nominated you: Self

Address: 2141 Benton Avenue Kalamazoo MI 49008

Phone Number: 5172428541

Email: [REDACTED]

City Resident: Yes

Employer: Pfizer **Position/Title:** Quality Control Technician (chemist)

Sector (Choice #1): Housing

Sector (Choice #2): Education

Sector (Choice #3): Health Care

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3): Anti-Poverty Strategies

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development
- Youth Development
- Job Training or Placement
- Neighborhood Improvement

Please describe the skills and experience indicated above: Governance/Board Administration: I have worked in multiple positions as a supervisor providing governance and have attended many municipal meetings and have an excellent understanding of how board administrations function. Finance: I am running a Congressional campaign which entails excellent understanding of finance and monetary exchanges. I have taken math classes through Calc III, Linear Algebra, and Partial Differential Equations and am well-versed in mathematics. Anti-Poverty Strategies: I have lived in poverty and spend much of my time helping those who are still in poverty. With my scientific skills and background I have the capabilities to collect and analyze data from impoverished communities to use as a strategic tool to use in addition to community testimonials to determine the best way to combat poverty in an area-specific strategy. Knowledge of the Kalamazoo Community: I have lived and worked in Kalamazoo for over two years and my family has roots in the area going back four generations. Community Development: I have done community organizing in Kalamazoo for a year and am familiar with the common pitfalls in community development and how to avoid them. I take the need to work with a community for improvement very seriously and would strongly oppose any measures to develop a community without their buy-in. Youth Development: As a young person myself I still clearly remember my primary school days and what activities were done for my development and what I enjoyed or disliked about them. Combined with my experience working as a volunteer for summer youth camps I am able to have a big-picture view for what youth development can look like in Kalamazoo. Job Training or Placement: I have interviewed (both as an interviewer and as an interviewee), hired, and fired over my career in

positions of supervision and management and have taken multiple communication and leadership workshops to determine effective management skills. This puts me in a prime position to work on job training or placement in Kalamazoo community for folks of all ages and backgrounds.

Neighborhood Improvement: As a scientist I am excellent at soliciting feedback (data) on what improvements are desired in neighborhoods and analyzing those responses to determine a strategy that helps the largest group of people in the most effective way possible.

Age: Under 35

Race/Ethnicity: White

Marital/Family Status: Married

Gender Identity: Female

Sexual Orientation: Straight

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$75,001-\$100,000

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective: I could bring a perspective of someone who does not trust the Foundation of Excellence as it is and that is critical because that means I would work as hard as necessary on this board to ensure that it will not unintentionally harm the people of Kalamazoo.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.



First Name: Allison **Last Name:** Hammond

Who nominated you: Barbara James

Address: 3319 Fair Oaks Dr. Kalamazoo MI 49008

Phone Number: 269-217-2205

Email: [REDACTED]

City Resident: Yes

Employer: Arcadia **Position/Title:** Executive Director

Sector (Choice #1): Affinity Organization/ Non-Profit

Sector (Choice #2): Housing

Sector (Choice #3): None (use for 2nd & 3rd only)

Neighborhood: Oakland/Winchell

Skills/Experience (Choice #1):

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development
- Youth Development
- Inclusion of people who experience disability

Please describe the skills and experience indicated above: As a long time resident of Kalamazoo, I have experience being on a variety of non profit Board of Directors, I am the Executive Director of a non-profit and my area of expertise is the inclusion of people who disability in the areas of independent living, employment and meaningful activity.

Age: 55-64

Race/Ethnicity: white

Marital/Family Status: Married

Gender Identity: Female

Sexual Orientation: heterosexual

Education Level Completed: Doctorate

Other:

Household Income: \$75,001-\$100,000

Veteran Status: No

Religious Affiliation: Presbyterian

Other ways to bring diverse perspective: While am a person who does not currently experience disability I have over 25 years of experience working to support people with disabilities to be included outside of segregated special programs as well as supporting organizations to be more inclusive

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Allison A. Hammond, Ed.D.

3319 Fair Oaks Dr. • Kalamazoo, MI 49008 • (269) 217-2205 •

Education

Ed.D. Educational Leadership	Western Michigan University
M.A. Special Physical Education	Western Michigan University
M.S.E. Adapted Physical Education/Dance	University of Kansas
B.S.E. Dance Performance	University of Kansas

Recent Professional Experiences

Arcadia: Building a Community of Belonging <i>Program Director and then Executive Director</i>	2008 - Present
Hopkins Public Schools <i>School Readiness Coordinator</i>	2001 – 2008
Western Michigan University <i>Unified Sports Volunteer Coordinator</i> <i>Special Physical Education Learning Lab Coordinator</i> <i>Part Time Faculty</i>	1989-2000

Community Involvement Highlights

Buy Local Kalamazoo Board Member	2016 - Present
Professional Executives Association of Kalamazoo (PEAK) Member	2016 – Present
Rotary Club of Kalamazoo Member	2015- Present
FOCUS Kalamazoo Volunteers WMU Student Organization Board Member	2015 - Present
Junior League of Kalamazoo Member <i>President 1998-1999</i>	1988 –Present
Housing Resources, Inc. Board Member	1992 - Present
Kalamazoo First Presbyterian Church Member <i>Clerk of Session 2013 – Present</i>	1989 - Present
Kalamazoo Parliamentary Law Unit Member <i>Registered Parliamentarian 2011- Present</i>	2008 – Present
Greater Kalamazoo United Way Community Investment Team	2006 – 2008
Kalamazoo Drop-in Child Care Center Board Member	2002 – 2008
Hospital Hospitality House Board Member	2001 – 2004
Pretty Lake Vacation Camp Board Member	1994-1996

Association of Junior Leagues, International Experiences

- *Association of Junior Leagues Secretary 2014 – 2016*
- *Association of Junior Leagues International Area IV Director 2008 – 2011*

Other Experience of Interest

ERRACE Training
Salvation Army Mother's Mentoring Program
Michigan Association of School Superintendents Champion of Children



First Name: Dale **Last Name:** Hein

Who nominated you: David Anderson, City Commissioner

Address: 1912 Oakland Dr. Kalamazoo 49008

Phone Number: 269-615-5754

Email: [REDACTED]

City Resident: Yes

Employer: Family & Children Services (Kalamazoo) **Position/Title:** Coordinator, Children's Medical Needs Fund

Sector (Choice #1): Affinity Organization/ Non-Profit

Sector (Choice #2): Health Care

Sector (Choice #3): None (use for 2nd & 3rd only)

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development

Please describe the skills and experience indicated above: 20 years in public sector management with Kalamazoo County government Served as the Director of the County Health and Community Services Dept. Served on numerous community boards and initiatives: i.e. Greater Kalamazoo United Way Housing Resources Inc. Healthy Futures West Michigan Legal Aid Community Action Board

Age: 64-74

Race/Ethnicity: Caucasian

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Heterosexual

Education Level Completed: Master's Degree

Other:

Household Income: \$50,001-\$75,000

Veteran Status: No

Religious Affiliation: Unaffiliated

Other ways to bring diverse perspective: I have worked in the human service professions my entire career (education, public health, transportation). My volunteer experiences have focused on domestic violence, housing, senior services, neighborhood development, poverty reduction.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Dale R. Hein

1912 Oakland Dr.

Kalamazoo, MI 49008

H (269) 345-2814

C (269) 615-5754

Education

Undergraduate:

Bachelor of Arts English / Secondary Teaching Certificate

Denison University – Granville, OH, 1972

Field Experience – Student Teaching, 1972

Semester at University of Vienna, Austria, 1971

Graduate:

Master of Arts Curriculum and Instruction

Case – Western Reserve University – Cleveland, OH, 1975

Field Experience – Practicum with Cleveland Board of Education,
'Analysis of English Curriculum Structure'

Master in Social Work (MSW)

Western Michigan University – Kalamazoo, MI 1983

Field Experience – 1. Oakwood Neighborhood Association Community
Organization/Youth Work

2. Michigan League for Human Services, Lansing, MI
Policy Analysis, Legislative Analysis, Coalition Work

Specialization: Federal Block Grant Structure
Juvenile Justice Issues

Employment

Coordinator,

Children's Medical Needs Fund, 9/13 – Present

Family & Children Services, 1608 Lake St. Kalamazoo, MI 49001
373-0248, Supervisor (Courtenay VanderMolen)

Duties: Administer the fund held at the Kalamazoo Community
Foundation to assist community families cover medical
costs for their children with chronic, costly medical conditions

Project Manager,

Kalamazoo County Transportation Authority, 6/07 – 12/11

201 W. Kalamazoo Ave. Kalamazoo, MI 49001 384-8114

Duties: Assist the KCTA Board prepare for the transition of the
City Of Kalamazoo's Metro Transit system to the KCTA. Work
with Metro Transit staff to prepare for an administrative
and financial transfer (including all staff and physical assets)
Supervisor: KCTA Board Chairperson (Currently Linda Teeter)

Director,

Kalamazoo County Health and Community Services Department
6/05 – 5/07,
3299 Gull Rd. Nazareth MI, 49074 373-5200
Duties: Lead and oversee the functions of the Dept. on behalf of Kalamazoo County Government. Supervised all senior management staff responsible for countywide Public Health activities, Community Action services, the Area Agency on Aging, Veterans' Affairs, Dental Services, and Emergency Preparedness. Oversight of a \$10 Million + dollar dept. budget, with 250 employees. Represent the Department at the state and local level and advocate for all services provided by the Department. Supervisor: Peter Battani, Assistant Kalamazoo County Administrator.

Deputy Director ,

Kalamazoo County Human Services Department, 1/88 – 6/05
3299 Gull Rd., Nazareth, MI 49074, 373-5247
Duties: Assist in the overall management of the Human Services Department. Duties included: supervision of the Area Agency of Aging, Veterans Affairs Office, County Dental Clinic, Care-A-Van Transit program, Department wide support services. Fill in for Director/Health Officer when necessary; represent the department on numerous community boards and committees, liaison with central administration. Past duties included oversight of the Public Health Emergency Preparedness program, the Director of Development, HSD Public Health Prevention Bureau, Substance Abuse Treatment and Prevention Services.
Supervisor: A. Roger VanderSchie, Ed.D., Kalamazoo County Human Services Department

Coordinator,

Kalamazoo County Children and Youth Services Coordinating Council,
1985 – 1988 ,709 S. Westnedge Ave., Kalamazoo, MI 49007
Duties: Liaison between major public/private children's service agencies in Kalamazoo county, facilitating coordinated problem solving and policy development, providing technical assistance to community based initiatives relating to children's issues, staffing council meetings, and council sub-committees meetings, budgeting, public relations.
Supervisor: Ann Marston, Planning and Allocations Director, Greater Kalamazoo United Way

Instructor, Western Michigan University School of Social Work, Fall 1987 – Spring 1989
Kalamazoo, MI 49008
Duties: Teaching Social Work 572, Community Agency
Resources
Supervisor: Dr. Phil Kramer, Director of School of Social Work

Executive Director, Association for Retarded Citizens / Allegan County, Michigan, 1983 – 1985
Box 32, Allegan, MI 49010
Duties: Budgeting, personnel management, fund-raising, public relations, liaison with public and private agencies, program planning, membership procurement, advocacy (legislative), organizational, program, individual.
Supervisor: Mrs. Robin Melvin, President ARC / Allegan

Affiliations/Community Involvement

Adolescent Pregnancy and Parenthood Community Task Force 1985-1987
Child Abuse and Neglect Council Advocacy Committee, 1987
Kalamazoo County Foster Care Review Board, 1986-1988
Leadership Kalamazoo, 1987-1988
Michigan Model for Comprehensive Health Education Steering Comm., 1987
Oakwood Neighborhood Association Board of Directors, 1986-1988
Portage Community Task Force on the Problems of Youth, 1986
Reproductive Health Care Center/Planned Parenthood Capital Fund Drive 1987
School Age Child Care Task Force, 1986-1987
WOTV "For Kid's Sake" Advisory Board, 1987
Community Information Systems Board of Directors, 1989-1991
Local Emergency Food and Shelter Board, 1989
Field Instructor, WMU School of Social Work, 7^{2nd} Yr. PP&A MSW Grad. Students 1988-2002
"Heart to Heart" Child Sexual Abuse Program Advisory Board, 1989
Mentally Ill Childrens Budget Priority Task Force, 1991
Michigan Health Officers Association, 1990-1993, 2005-2007
City of Kalamazoo Local Officers Compensation Committee – Chair, 1991- 2001
Speakers Bureau – 1992 Kalamazoo County Law Enforcement Millage Campaign
Substance Abuse Community Prevention Partnership – Kalamazoo County, 1992-1994
Coach – American Youth Soccer Association, 1992-1998
Community Information Systems Advisory Board, 1992-2000
Facilitator, 7 Habits of Highly Effective People 1994 - 1998
Edison School Based Health Center Governance Committee, 1994
Greater Kalamazoo United Way Planning Cabinet, 1994 -2002
Strong Families/Safe Children Consortium, 1994-2000
Men To Men Domestic Violence Action Team 1997-2001
Local Initiative Support Coalition, 2000-2003
Housing Resources Inc. Board of Directors, 2002-2005

West Michigan Legal Services Board of Directors, 2004-2005
Rotary Club of Kalamazoo 2001-2011
Kalamazoo Communities in Schools Foundation Board of Directors, 2002-2007
Healthy Futures Board President, 2000-2006
W.M.U. School of Social Work Advisory Board, 2001-2011
Kalamazoo County Workplace Diversity Team 2004 -2005
Poverty Reduction Initiative Housing Task Force, 2005
Chairperson, Kalamazoo Multi-Purpose Collaborative Council 2007-2008
Kalamazoo County Community Action Board (Chairperson 2012) 2008 – 2013
Treasurer, Bethany Non-Profit Housing Corporation Board 2009- 2011
Greater Kalamazoo United Way Board of Directors 2009 – 2011
Chair, GKUW Community Investment Cabinet, 2010
Great Lakes Acoustic Music Association Promotion Committee 2012 – 2013
Shepherd's Center of Greater Kalamazoo Board of Directors 2014-present , Board Chair
2015-2017

References furnished on request.

Foundation for Excellence

Applications are being accepted until 11:59PM ET, November 22, 2017.

The At-Large Director must be a registered voter in the City of Kalamazoo. The At-Large Director may not be an employee or elected official of the City of Kalamazoo. The At-Large Director may be chosen from applications to the Stakeholder Director seats that are not selected for that seat and are also not directly connected to any of the stakeholder groups.

We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name: Joshua

Your Last Name: Hilgart

Street Address: 2606 Frederick Avenue

City, State Zip: Kalamazoo, MI 49008

Best Daytime Phone: 269-365-9237

Email: [REDACTED]

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

☒ Governance/Board Administration

☐ Finance

☒ Anti-Poverty Strategies

☒ Knowledge of this Community

☒ Economic Development

☒ Other: Promoting Kalamazoo to Investors

☒ Community Development

☐ Youth Development

☒ Fundraising/Fund Development

☐ Job Training or Placement

☐ Neighborhood Improvement

Please describe the skills and experience you indicated above:

I was born in Kalamazoo and raised by a family deeply committed to the city's health and development. In my professional life I've fashioned communications to both large broad populations and distinct ones, raised millions of dollars in gifts, grants, and small donations, promoted national anti-poverty campaigns and local ones, and served in Kalamazoo County government; I currently provide direct services to the poor.

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)
Under \$35,000	No High School Diploma
\$35,000-\$50,000	High School Diploma/Equivalent
\$50,000-\$75,000	Trade/Vocational School
☒ \$75,000-\$100,000	Some College/No Degree
\$100,000-\$250,000	Associates Degree
Over \$250,000	Bachelors Degree
	Master's Degree
	Doctorate

Age	<u>47</u>
Race/Ethnicity	<u>Caucasian</u>
Marital/Family Status	<u>Married</u>
Gender Identity	<u>Male</u>
Veteran Status (y/n)	<u>N</u>
Sexual Orientation	<u>Cis-Het</u>
Religious Affiliation (If any)	<u></u>

Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?

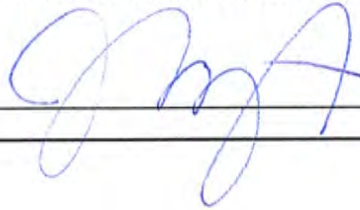
I have spent much of my professional life lifting up the voices of those not born with the privileges I obtained through sheer luck; it's the least I can do. While I cannot speak for the underserved, I have a great deal of experience magnifying their speech.

Kalamazoo Neighborhoods:

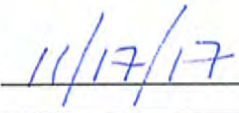
Arcadia	Hill N Brook	Parker/Duke	West Main Hill
Burke Acres	Homecrest Circle	Parkview Hills	Westnedge Hill
Central Business Dist.	Knollwood	Parkwyn Village	Westwood
Colony Farm	Lakeside	South Westnedge	Whites/Edgemoor/Bronson
Eastside	Milwood	Southside	Western Michigan University
Edison	Northside	Stuart	Woods Lake
Fairmont	✓Oakland/Winchell	Vine	
Gateway/South St	Oakwood	West Kilgore	

We will not sell or rent this information to anyone. We will not share your information with any third party outside of our organization, other than as necessary to complete the identification, selection, and nomination process as outlined in the Articles of Incorporation of the Foundation for Excellence. **By submitting this form, you give the Foundation for Excellence and City of Kalamazoo permission to use the information you share with us to facilitate the nomination and selection process for the Board of Directors of the Foundation for Excellence as outlined above.**

Signature: _____



Date: _____



When complete, please return along with a resume or CV to:

ffe@kalamazoocity.org, or

The Kalamazoo Foundation for Excellence

c/o City Manager's Office

241 W. South St. Kalamazoo, MI 49007

**Please direct questions about this application and process to Steve Brown,
FFE Coordinator: browns@kalamazoocity.org, or (269) 337-8788.**

Joshua C. Hilgart

2606 Frederick Ave., Kalamazoo, MI 49008

Home: (269) 365-9237

Mobile: (202) 425-0590

At a Glance:

- Over ten years in Washington, DC, as a communications and public campaigns expert for large non-profits, focused primarily on social justice and environmental issues.
- Collaboration: consensus development, coalition building, project management, conflict resolution.
- Political experience: lobbying, media, event organization, climate negotiation, fundraising and marketing.
- Kalamazoo Government: analysis and briefing of corporate and other civil cases for 9th Circuit Court.
- Helping those in need: defending the legal interests of Kalamazoo's underserved communities.

Representing the Underserved:

Legal Aid of Western Michigan (Kalamazoo, MI)

5/15 to Present

Staff Attorney

- Represent impoverished families and individuals in legal efforts to preserve housing, avoid domestic violence, maintain family integrity, secure public benefits, and find stable custodial environments.
- Chair of 8th District Court's Civil Bench-Bar Committee, and member of Kalamazoo County's Anti-Human Trafficking Coalition, and Kalamazoo County's Interpersonal Violence Response Team.
- Developing Legal-Medical Partnerships between Legal Aid of Western Michigan and local medical facilities to identify and systematically address social and economic factors contributing to diminished public health.

Other Legal Experience:

- | | |
|--|---------------|
| • Ninth Judicial Circuit Court of Michigan (Kalamazoo, MI), <i>Law Clerk</i> | 8/13 to 5/15 |
| • MSU College of Law Nonprofit & Business Clinic (East Lansing, MI), <i>Clinician</i> | 8/12 to 12/12 |
| • Legal Services of South Central Michigan (Battle Creek, MI), <i>Legal Intern</i> | 5/12 to 8/12 |
| • Ninth Judicial Circuit Court – Judge Alexander Lipsey (Kalamazoo, MI), <i>Legal Intern</i> | 6/11 to 8/11 |

Social Justice and Advocacy:

Friends of the Earth (Washington, DC), *Communications Director, National Field Director*

3/07 to 2/09

- Directed public communications strategies and campaigns.
- Represented Friends of the Earth U.S. at conferences in Africa, South America and Europe.
- Provided negotiation and media training for participants in international climate negotiations.
- Developed strategies for ecological justice with and for global indigenous populations.

People For the American Way (Washington, DC), *Deputy Director of Strategic Planning*

2/97 to 3/07

- Organized public branding projects and campaigns.
- Developed resource on federal judicial nominees, selected for inclusion in the Library of Congress.
- Election Protection: developed real-time reporting system for voting difficulties, selected for inclusion in the Library of Congress, and designed and administered the online legal resource system used by attorneys staffing regional call centers across the nation on Election Day.
- Developed the first nationwide polling place locator, MyPollingPlace.com (now defunct as it served as a model for the ubiquitous state systems currently in place).

Community:

KCHS Mock Trial coach; mentor to KPS students; Ministry with Community legal clinic; Kiwanis.

Education:

MSU College of Law, JD, Cum Laude; Shimer College, BA, Social Sciences, Oxford University Program.



First Name: James **Last Name:** Houston

Who nominated you: Jack Urban

Address: 4108 Old Field Trail, Kalamazoo, MI 49008

Phone Number: 269-352-7588

Email: [REDACTED]

City Resident: Yes

Employer: N/A **Position/Title:** Retired

Sector (Choice #1): Business/Banking

Sector (Choice #2): Education

Sector (Choice #3): Housing

Neighborhood:

Skills/Experience (Choice #1):

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Community Development

Please describe the skills and experience indicated above: I spent my career in corporate finance, which included manufacturing, research and banking.

Age: 64-74

Race/Ethnicity: African American

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Straight

Education Level Completed:

Other:

Household Income:

Veteran Status: Yes

Religious Affiliation: Catholic

Other ways to bring diverse perspective: As a person who has been very active in the Kalamazoo Community, I have and am working with diverse populations in this community. As one of the founders of Community Promise Federal Credit Union, a community development credit union, I have been part of the mission to provide financial services to those in the Kalamazoo Community, that regular financial organizations will not serve. This under-served community includes mostly low-income families and minorities.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporatio

Bio Summary of
Dr. James H. Houston
November 2, 2017

James H. Houston
4108 Old Field Trail
Kalamazoo, MI 49008

Education:

I have a B.B.A. degree in Finance and Accounting, and Masters and Doctoral degrees in Public Administration/Political Science.

Professional Experience:

I have almost thirty years in corporate finance, and several years of experience in banking. In addition, before and after my retirement, I have taught college courses in my major fields.

I am one of the charting members of Community Promise Federal Credit Union having helped acquire the charter through the NCUA in 2012. The credit opened for business in January of 2013, to present.

Other Experiences:

1. I am currently serving on the Kalamazoo Zoning Board of Review.
2. I have served on the Diocesan Committee for the Diocese of Kalamazoo.
3. In the early 1990s I served on the Charter Review Community for the City of Kalamazoo.



First Name: David **Last Name:** Jarl

Who nominated you: Barbara James

Address: 2526 Ridgeview Drive, Kalamazoo, Michigan 49008

Phone Number: 269-998-0722

Email: [REDACTED]

City Resident: Yes

Employer: Eckert Wordell **Position/Title:** Principal | Vice President of Architecture

Sector (Choice #1): Housing

Sector (Choice #2): Arts

Sector (Choice #3): Business/Banking

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Community Development
- Neighborhood Improvement
- Design planning and construction experience

Please describe the skills and experience indicated above: Education Kalamazoo, Public Schools (Fairview, Parkwood Upjohn, South Junior High School and Loy Norrix High School) Loy Norrix High School, 1975 University of Michigan, Bachelor of Science, 1980 University of Michigan, Masters of Architecture, 1983 Employment and Volunteer Positions Eckert Wordell (Kalamazoo, MI) 1983 until present Housing Resources, Inc. (Current member of the Board of directors, past president) Kalamazoo Institute of Arts (past board member, past president) Kalamazoo County Public Arts Commission (current board member) Kalamazoo Valley Community College Foundation (Past board member, past Vice President) Kalamazoo Math and Science Center, (past mentor) Kalamazoo Valley Community College, (member Design and Drafting Advisory Board) West Hills Athletic Club, Spinning Instructor (2006 - present) Oakland Drive Winchell Neighborhood Association (past board member, past president) Hobbies Avid Bicyclist Lifelong resident of the City of Kalamazoo

Age: 55-64

Race/Ethnicity: White

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation:

Education Level Completed: Master's Degree

Other:

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation: Presbyterian

Other ways to bring diverse perspective: I am a lifelong resident of the city of Kalamazoo, as well as the owner of a business located within the city. I believe I will bring a very unique perspective to the FFE Board of Directors with particular interest in affordable housing and the arts within our community.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.



DAVID G. JARL, AIA

I have a long history and passion for seeing the City of Kalamazoo succeed. As a home and business owner in the City of Kalamazoo, I feel that I will have a clear understanding of the community and will use this opportunity to bring a unique perspective to the inarguable Board of Directors for the Foundation for Excellence. As a trained and experienced architect I am accustomed to working in a collaborative, creative and systematic manner. I am able to work both as a visionary as well as recognizing limitations when appropriate. I am action oriented and consistently supportive of leadership. I also acknowledge and understand the commitment required for this position. I am committed to attending all board meetings and participating in meaningful committee work as well. I understand why my grandparents, parents and now my daughter and son in law have all chosen to make Kalamazoo home.

EDUCATION

- University of Michigan, Master of Architecture, 1983
- University of Michigan, Bachelor of Science, 1980
- Loy Norrix High School, 1975
- Kalamazoo Public Schools (Fairview, Parkwood/Upjohn, South Junior High School and Loy Norrix High School)

EMPLOYMENT

Eckert Wordell, Kalamazoo, Michigan | 1989 until present | Principal and Vice President of Architecture

In 1989, I joined the firm as a project architect and my role has continued to evolve over the years. My current role includes leading quality assurance for our various projects and day-to-day operations of the firm. Over the years, in my various roles from project architect to associate and now principal, I have had the opportunity to be a key contributor to design projects in Kalamazoo and around the country, many of which have received recognition. Projects that are representational of my work include:

- The Foundry, Kalamazoo, Michigan
- KVCC Health Focused Campus, Kalamazoo, Michigan
- Renovations and Addition to Friendship Village, Kalamazoo, Michigan
- Peoples Food Co-op, Kalamazoo, Michigan
- Rotary Stage in Bronson Park, Kalamazoo, Michigan
- Borgess at Woodbridge Hills, Portage, Michigan
- Lansing Ophthalmology, East Lansing, Michigan

Solomon Cordwell Buenz and Associates (SCB) , Chicago, Illinois | May 1983—July 1989 | Project Architect

- Renovation of the Chicago Hilton and Towers, 1983–1985
- Bethlehem Woods Senior Living, LaGrange, Illinois 1985–1988
- Luther Village Senior Living, Arlington Heights, Illinois 1988–1989

Gordon Rogers Associates, Kalamazoo, Michigan | November 1980—August 1981 | Intern Architect

James Associates, Fort Wayne, Indiana | May 1980—August 1980 | Summer Intern Architect

VOLUNTEER EXPERIENCE AND LEADERSHIP

- Housing Resources, Inc. (current member of the Board of Directors, past President)
- Kalamazoo Institute of Arts (past Board Member, past President)
- Kalamazoo County Public Arts Commission (Commission Member, 2010–Present)
- Kalamazoo Valley Community College Foundation (past Board Member, past Vice President, 2007–2016)
- Kalamazoo Math and Science Center (past mentor)
- Kalamazoo Valley Community College (member of the Design and Drafting Advisory Committee, 2006–Present)
- American Institute of Architects, Southwest Michigan Chapter (past Board Member, past President)
- Oakland Drive Winchell Neighborhood Association (past Board Member, past President)
- Kalamazoo Bicycle Club (current member)

HOBBIES AND OTHER PERTINENT INFORMATION

- Avid bicyclist
- West Hills Athletic Club, Spinning Instructor (2006–Present)
- Lifelong resident of the City of Kalamazoo
- Licensed Architect in Michigan, Illinois, and Ohio



First Name: Ian **Last Name:** Kennedy

Who nominated you: Kelly Clarke, Executive Director of the Kalamazoo County Land Bank Authority

Address: 3320 Bronson Blvd, Kalamazoo, MI 49008

Phone Number: 269-823-2805

Email: [REDACTED]

City Resident: Yes

Employer: Kalsec, Inc. **Position/Title:** Vice President & General Counsel

Sector (Choice #1): Business/Banking

Sector (Choice #2): Neighborhood

Sector (Choice #3): None (use for 2nd & 3rd only)

Neighborhood: South Westnedge

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Community Development

Please describe the skills and experience indicated above: I was an attorney in private practice in Kalamazoo for 13 years, and over that time I represented private industry, nonprofits, governmental authorities, churches, and educational bodies. I am a collaborative team member and have in depth knowledge of our local community. I have been involved as a team member in many initiatives for the betterment of Kalamazoo, and believe strongly in ensuring that our city continues to be a wonderful place to live, work and play.

Age: 35-44

Race/Ethnicity: Caucasian

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Heterosexual

Education Level Completed: Other (please specify)

Other: Juris Doctor

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation: Catholic

Other ways to bring diverse perspective: I have a large family (5 children) and am committed to working to ensure there is plenty of opportunity in Kalamazoo for them to come back and flourish here as adults. Over my time as an attorney I worked with many segments of Kalamazoo, and have a broad and in depth knowledge of many of the city's institutions. Finally, as Vice President and

Foundation for Excellence

Applications are being accepted until 11:59PM ET, November 22, 2017.

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We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name:

James

Your Last Name:

Koning

Street Address:

2234 Oakland Rd

City, State Zip:

Kalamazoo 49008

Best Daytime Phone:

343-1500

Email:

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

☒ Governance/Board Administration

☐ Finance

☐ Anti-Poverty Strategies

☐ Knowledge of this Community

☐ Economic Development

☐ Other: _____

☐ Community Development

☐ Youth Development

☐ Fundraising/Fund Development

☐ Job Training or Placement

☐ Neighborhood Improvement

Please describe the skills and experience you indicated above:

I am the president of a family foundation centering on education.
I have considerable interest + experience in running a foundation.
I have experience in investing funds for a foundation.

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)
Under \$35,000	No High School Diploma
\$35,000-\$50,000	High School Diploma/Equivalent
\$50,000-\$75,000	Trade/Vocational School
\$75,000-\$100,000	Some College/No Degree
\$100,000-\$250,000	Associates Degree
Over \$250,000	Bachelors Degree
	Master's Degree
	Doctorate

Age	62
Race/Ethnicity	White
Marital/Family Status	MARRIED
Gender Identity	Male
Veteran Status (y/n)	N
Sexual Orientation	Hetro
Religious Affiliation (If any)	Protestant

Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?

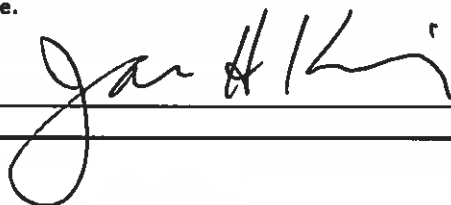
I love the idea of this foundation and its purpose
and would love to serve

Kalamazoo Neighborhoods:

Arcadia	Hill N Brook	Parker/Duke	West Main Hill
Burke Acres	Homecrest Circle	Parkview Hills	Westnedge Hill
Central Business Dist.	Knollwood	Parkwyn Village	Westwood
Colony Farm	Lakeside	South Westnedge	Whites/Edgemoor/Bronson
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Signature: _____



Date: _____

11-3-17

When complete, please return along with a resume or CV to:

ffe@kalamazoocity.org, or

The Kalamazoo Foundation for Excellence

c/o City Manager's Office

241 W. South St. Kalamazoo, MI 49007

Please direct questions about this application and process to Steve Brown,
FFE Coordinator: browns@kalamazoocity.org, or (269) 337-8788.

**JAMES H. KONING
ATTORNEY AT LAW
8080 Moorsbridge
Portage, Michigan 49024**

CURRENT PRACTICE

Shareholder, Koning and Jilek, P.C. 2005- present

Areas of Practice:

Wrongful Death
Serious Personal Injury
Complex Litigation
Civil Rights

Mr. Koning spends approximately 50% of his practice on pro bono and legal matters of personal interest

PROFESSIONAL MEMBERSHIPS AND ACTIVITIES

State Bar of Michigan (Negligence Law Section)
Illinois Bar Association
Kalamazoo County Bar Association
American Burn Association
Association of Trial Lawyers of America
NAACP

OTHER MEMBERSHIPS (Past and Present)

State Bar of Indiana
Michigan Trial Lawyers Association (now MAJ)

ACADEMIC BACKGROUND

Pre-University- Kalamazoo Christian Schools

Preparatory Education: Western Michigan University (B.B.A. with honors) (B.P.A., 1976)

Legal Education: Valparaiso University (J.D., 1980) (American Jurisprudence Award)

ADMISSIONS TO BAR

1980 - State of Michigan
1980 - Federal Court - Michigan (Western District)
2003- State of Illinois
2006- Federal Court- Illinois (Northern District)
2007- Federal Court- Indiana (Southern and Northern Districts)
2008 -Federal Court- 6th Circuit Court of Appeals

PRIOR EMPLOYMENT

Garvey, Kreis, Enderle, Halpert & Etter (1980 - 1982)
Halpert & Koning (1982 - 1988)
Howard & Howard (1988 - 1995)
Smith, Mequio and Koning (1996-2005)

PEER REVIEWED LEGAL HONORS

Martindale Hubble Rating: AV (1991-present)
U.S. World and News Reports- Best Lawyers in America (2018)

PUBLICATIONS

Contributing Author: "Michigan Law of Damages", ICLE (1989) (Wrongful Death)
Contributing Author: "Advanced Product Liability: The Drug Case", ICLE (1989)
Contributing Author: "Michigan Forms: Product Liability", ICLE (1996)

LECTURES, SEMINAR PRESENTATIONS

Mr. Koning has lectured on topics such as engineering (Western Michigan University), no-fault insurance laws (ICLE) and medical/legal protection for physicians (in conjunction with Searle Pharmaceuticals).

CHARITABLE/NON-PROFESSIONAL ASSOCIATIONS:

Kalamazoo Christian Schools Foundation (President) (1993 - 2001)
Kalamazoo Christian School Board (1990-1993)
M.A.D.D. (1985 - 2000)
Zion Lutheran Church Board of Trustees (1991-1994)
Kalamazoo Child Guidance Clinic (past Board Member)

PROFESSIONAL REFERENCES

Available upon request

General Counsel of a significant employer in Kalamazoo County, I represent a business that is similarly committed to ensuring the positive development of Kalamazoo.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

IAN R. KENNEDY
3320 Bronson Boulevard
Kalamazoo, Michigan 49008
269.823.2805 / [REDACTED]

* * * * *

LAW PRACTICE

- 2013 – Present **Warner Norcross & Judd LLP**, Kalamazoo, Michigan
Partner. Member of the business and corporate, real estate, labor and employment and trust and estate practice groups; chair of craft brewery industry group and member of compliance and higher education industry groups.
- 2006 – 2013 **Cooper, Martin & Kennedy, P.C.**, Kalamazoo, Michigan
Partner. Practiced estate planning, employment, real estate, education, non-profit and general corporate law.
- 2004 – 2005 **Smith, Haughey, Rice & Roegge**, Traverse City, Michigan
Associate. Practiced estate planning, real estate, education, and general corporate law.

OTHER LEGAL EXPERIENCE

- 2005 **Chemical Bank and Trust**, Kalamazoo, Michigan
Trust Officer. Site manager for bank trust department. Consulted with bank customers regarding estate planning and business succession issues.
- Summer 2003 **Department Of Justice**, Washington, D.C.
Law Clerk, International Criminal Division. Assisted in document production for the 9/11 Commission, coordinated with FBI officials and U.S. Attorneys in the pursuit of international criminal fugitives.
- Summer 2002 **Legal Aid of Northern Michigan**, Traverse City, Michigan
Law Clerk. Interviewed clients and researched legal issues concerning landlord tenant, consumer protection, and immigration law.

EDUCATION

- 2001-2004 **Notre Dame Law School**, South Bend, Indiana
Juris Doctor, *cum laude*, May 2004
- Three year academic scholarship
 - President, Environmental Law Society
 - Coordinated legal externship program
- 1997-2001 **Alma College**, Alma, Michigan
Bachelor of Science in Biology, April 2001
- Four year academic scholarship (National Merit Scholar)
 - Resident assistant
 - Cross Country team
- 2000 **Aberdeen University**, Aberdeen, Scotland
Visiting student

HONORS AND AWARDS

- Best Lawyers in America, Corporate Law (2017).
- Grand Rapids Business Journal, 40 under 40 (October 2015).
- Michigan Super Lawyer Rising Star (2014).
- Notre Dame Law School Dean's Award for excellent achievement in the study of Property Law (April 2002).
- Graduated from Notre Dame Law School with honors (May 2004).

PROFESSIONAL MEMBERSHIPS AND ACTIVITIES

- Attendee, Michigan State University – Food Law Current Issues Seminar (July 12-14, 2016).
- Fare Games Committee Member, Kalamazoo County Land Bank Authority (2016).
- President, Kalamazoo County Bar Association (2015-2016).
- Battle Creek-Calhoun County-Kalamazoo County Inland Port Development Corp., Member, Board of Directors (2015-2018).
- Vice President, Kalamazoo County Bar Association (2014-2015).
- Board Member, Kalamazoo County Bar Association (2014– present).
- Campaign Cabinet Member, Riverview Launch, Kalamazoo County Land Bank Authority (2014-2015).
- Board Member, Kalamazoo and St. Joseph County Michigan Works (2009 – 2012).
- Board Member, Catholic Information Center of Southwest Michigan (2007 – 2010).
- Board Member, Community Advocates for Persons With Disabilities Pooled Trust Committee (2006 – 2016).

- Board Member, Friends of Park and Recreation, Kalamazoo City Commission appointed advisory board supporting city parks (2005 – 2012).
- Board Member, Catholic Schools of Greater Kalamazoo Foundation (2005-2009).
- Member, Kalamazoo County Bar Association, Young Lawyers and Probate Practice sections (2005 – present).
- Member of the Michigan Bar Association, Probate and Estate Planning, Business and Real Property sections (2004 – present).

INVITED ADDRESSES AND PANEL PRESENTATIONS

- *Annual Update on Employment and Education Law*, Diocese of Kalamazoo Principal In-Service (2007-2016).
- *Craft Beverage Industry Roundtable*, MiBiz (April 22, 2016).
- *Title IX Implications for Nonpublic Schools*, Michigan Association of Nonpublic Schools Public Policy Day (March 2, 2016).
- *Craft Beverage Industry Roundtable*, MiBiz (June 24, 2015).
- *Managing Criminal Background Checks: Compliance with Michigan State Police and FBI Requirements*, Michigan Association of Nonpublic Schools Public Policy Day (March 19, 2014).
- *Probate Proceedings for Paralegals*, Institute of Paralegal Education, Grand Rapids (May 23, 2007).
- *Update of the Land Division Act*, Conference: New Designs for Growth, Traverse City Chamber of Commerce (Feb. 3, 2005).

PERSONAL

- Married, Sarah Elizabeth Kennedy.
- Five children: Charles Martin Kennedy, James Robert Kennedy, Elizabeth Gertrude Kennedy, Christopher Michael Kennedy, and Mary Anne Kennedy.
- Parishioner, St. Augustine Cathedral Parish, Kalamazoo, Michigan.

Foundation for Excellence

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We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name: Barbara

Your Last Name: Kreuzer

Street Address: 258 E. Michigan

City, State Zip: Kalamazoo 49007

Best Daytime Phone: 616-681-1064

Email: [REDACTED]

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

- ☒ Governance/Board Administration
- ☐ Finance
- ☐ Anti-Poverty Strategies
- ☒ Knowledge of this Community
- ☐ Economic Development
- ☐ Other: _____

- ☒ Community Development
- ☐ Youth Development
- ☒ Fundraising/Fund Development
- ☐ Job Training or Placement
- ☐ Neighborhood Improvement

Please describe the skills and experience you indicated above:

Served on numerous boards. Member of Planning Commission and ZBA in South Haven. Coordinated establishment of \$1 million endowment fund at the Kalamazoo Foundation. Led \$1 million

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)
Under \$35,000	No High School Diploma
\$35,000-\$50,000	High School Diploma/Equivalent
<u>\$50,000-\$75,000</u>	Trade/Vocational School
\$75,000-\$100,000	Some College/No Degree
\$100,000-\$250,000	Associates Degree
Over \$250,000	Bachelors Degree
	Master's Degree
	<u>Doctorate</u>

Age 73
Race/Ethnicity Caucasian
Marital/Family Status Single
Gender Identity Female
Veteran Status (y/n) n
Sexual Orientation heterosexual
Religious Affiliation none
(If any)

Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?



Kalamazoo Neighborhoods:

Arcadia	Hill N Brook	Parker/Duke	West Main Hill
Burke Acres	Homecrest Circle	Parkview Hills	Westnedge Hill
Central Business Dist.	Knollwood	Parkwyn Village	Westwood
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Eastside	Milwood	Southside	Western Michigan University
Edison	Northside	Stuart	Woods Lake
Fairmont	Oakland/Winchell	Vine	
Gateway/South St	Oakwood	West Kilgore	

We will not sell or rent this information to anyone. We will not share your information with any third party outside of our organization, other than as necessary to complete the identification, selection, and nomination process as outlined in the Articles of Incorporation of the Foundation for Excellence. **By submitting this form, you give the Foundation for Excellence and City of Kalamazoo permission to use the information you share with us to facilitate the nomination and selection process for the Board of Directors of the Foundation for Excellence as outlined above.**

Signature: _____

Date: _____

4 Nov 2017

When complete, please return along with a resume or CV to:

ffe@kalamazoocity.org, or

The Kalamazoo Foundation for Excellence

c/o City Manager's Office

241 W. South St. Kalamazoo, MI 49007

Please direct questions about this application and process to Steve Brown,

FFE Coordinator: browns@kalamazoocity.org, or (269) 337-8788.

→ Campaign at the Michigan Maritime Museum. Was development officer at WMU for major gifts. Lived in Kalamazoo most of my life.



First Name: Traver **Last Name:** McLaughlin

Who nominated you: Self

Address: 1128 Roseland, Kalamazoo, MI, 49001

Phone Number: 269-352-6804

Email: [REDACTED]

City Resident: Yes

Employer: Western Michigan University **Position/Title:** Marketing

Sector (Choice #1): Business/Banking

Sector (Choice #2): Neighborhood

Sector (Choice #3): Education

Neighborhood: Milwood

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Community Development
- Youth Development
- Fundraising/Fund Development
- Job Training or Placement
- Neighborhood Improvement

Please describe the skills and experience indicated above: Connecting with the people of the communities. Embracing the insights of diversity that we strongly over-look.

Age: 35-44

Race/Ethnicity:

Marital/Family Status: Married- no kids

Gender Identity:

Sexual Orientation:

Education Level Completed: Bachelor's Degree

Other:

Household Income:

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective: I came back to this area after living in a metropolitan developing area (Phoenix, AZ) with the same culture and identity issues and I am wanting to bring that experience to Kalamazoo.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

I am excited to be able to help contribute in shaping our communities future.

I am a 3rd generation Kalamazoo native. My grandmother used to run the Old Burdick Hotel, my grandfather played Bowser's prior to it being in Club Soda, where both my parents and I enjoyed musical acts, to say Kalamazoo pride in is my blood could not be more true. As a member of this community, I have seen its citizens try and try again to move this city forward. This Foundation for Excellence will help push the needed support to push these great intentions through the finish line.

My background is in communications and marketing. I worked for local radio stations and ones in Phoenix, where I received by undergrad in Public Relations from Arizona State University's Walter Cronkite school. I lead branding and communication efforts for local companies like Reedy Corp's Entertainment District to national corporations like Kellogg's and Heinz. My passion is public service. Serving the people of my community with the thoughts and initiatives that this city needs which is why I am currently working for Western Michigan University to help further a monument in our city.

The Foundation for Excellence is the hand up this community of Promise needs. It is for our infrastructure, the poverty that some see as hardship while other see as a way of life, and for our leadership to move this area to another level that this gift allows us push forward. I want to help lead this initiative through participation and collaboration of our great minds at the table together. I commit to all things this board maintains and will move all things forward for the sake of the FFE.

Thank you. Please see my resume attached.

Traver McLaughlin

269-352-6804



TRAYER MCLAUGHLIN

1128 Roseland, Kalamazoo, MI 49001

(269) 352-6804

Passionate marketing professional with diverse experience in advertising, client and media relations, strategic marketing, brand building, digital marketing, and operations management.

EXPERIENCE

Marketing Manager, Western Michigan University Extended University Programs

- Responsible for developing key messaging and strategy surrounding WMU programs across Michigan
- Successfully led an expansion effort to identify and develop a new regional university location in 2017 through creation of critical long-term relationships and vital competitive advantage in the local market
- Oversees development of and often drafts content for EUP marketing campaigns, including: promotional material, press releases, events, web and social media material for a diverse audience
- Manages departmental budgets and media spend, and oversees execution of events in MI and FL

Senior Account Manager, VML

- Responsible for managing advertising strategies across social media, online, mobile, TV, and print for Kellogg's brands in the United States and Canada
- Charged with developing and leading senior-level client relationships as a strategic partner to clarify and develop objectives, identify challenges, and guide success metrics
- Increased business by 15% for a \$3MM portfolio budget for globally recognized CPG brands
- Developed key relationships with partner agencies, vendors like Google and Twitter, and retail customers like Target and Wal-Mart
- Analyzed and delivered reports to optimize in-market and post-campaign results

Strategic Account Manager, Anthem Worldwide

- Responsible for managing a cross-discipline team of junior reports and partner agencies to create award-winning creative for Kellogg's Kids, Health & Wellness portfolios
- Elevated global brands by delivering strategic branding design, brand identity work and new product innovations projects across CPG categories
- Developed and delivered compelling creative through client presentations for packaging, in-store, print, digital and promotional channels
- Gained first-hand experience in consumer insights data collection through active organization of and participation in branding focus groups

Communications Specialist, Portage Public Schools

- ! Led strategic planning, crisis management implementation and brand development within new media and internal communications
- ! Utilized interpersonal, organizational, analytical, and communications skills to elevate the Portage Public Schools image for prospective and current stakeholders
- ! Developed communications strategies to tailor messaging by stakeholder group

Marketing Communications Director, Reedy Corp.

- ! Served as senior leadership in elevating marketing and communications efforts for six hospitality brands, including developing four brands from conception
- ! Spearheaded marketing campaigns and image management and developed critical relationships with community stakeholders to understand the audience and increase trust
- ! Responsible for managing P&Ls, hiring, and training staff across multiple disciplines and departments
- ! Created 18% additional NOI and enhanced brand recognition through addition of 10k+ Twitter followers
- ! Enhanced marketing strategies through use of CRM programs resulting in a 20% increase in ROI
- ! Increased gross sales by 197% during leadership of 4 quarterly marketing campaigns and 12 supporting events annually

EDUCATION

Bachelor of Arts in Public Relations and Journalism at Arizona State University

Walter Cronkite Student Recognition Award recipient and "NASA Means Business" National Collegiate Champion 2006

AWARDS AND ACKNOWLEDGEMENTS

- ! GD USA Package Design Award, Kellogg's Target Retro Cereal 2013
- ! GD USA Package Design Award, Kellogg's Harvest Acres 2013

SKILLS

- ! Google Analytics and Twitter Flight School certified



First Name: Stephanie **Last Name:** Moore

Who nominated you: Self

Address: 414 W. Paterson Kalamazoo, MI 49007

Phone Number: 269-547-9002

Email: [REDACTED]

City Resident: Yes

Employer: Kalamazoo County **Position/Title:** Commissioner

Sector (Choice #1): Housing

Sector (Choice #2): Health Care

Sector (Choice #3): Neighborhood

Neighborhood: Northside

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3): Anti-Poverty Strategies

Knowledge of the Kalamazoo Community:

- Economic Development
- Community Development
- Youth Development
- Job Training or Placement
- Neighborhood Improvement

Please describe the skills and experience indicated above: 10 years in leadership managing, hiring, training, organizing and project implementation. Motivated achiever, influential, interpersonal communicator, negotiator, and presenter. Served on neighborhood housing board, nonprofit organization experience, strong relationship with faith-based community. Currently serve as Vice-Chair of the county board of commissioners and 2nd term as county commissioner. Served 4 terms on City of Kalamazoo Commission. Served on various city boards.

Age: 45-54

Race/Ethnicity: African Mafrican

Marital/Family Status: Divorced

Gender Identity: Female

Sexual Orientation: Straight

Education Level Completed: Associate's Degree

Other:

Household Income: Under \$35,000

Veteran Status: No

Religious Affiliation: Christian Baptist

Other ways to bring diverse perspective: live in core urban neighborhood

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.



First Name: Thom **Last Name:** Myers

Who nominated you: Self

Address: 1105 Stafford Rd Kalamazoo MI 49006-3717

Phone Number: 269-720-4713

Email: [REDACTED]

City Resident: Yes

Employer: Western Michigan University (retired) **Position/Title:** retired

Sector (Choice #1): Education

Sector (Choice #2): Housing

Sector (Choice #3): Business/Banking

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Fundraising/Fund Development

Please describe the skills and experience indicated above: Thirty years experience in public relations and fundraising at Kalamazoo College and Western Michigan University; past officer of the WMU Foundation.

Age: 64-74

Race/Ethnicity:

Marital/Family Status: single, three adult children

Gender Identity: male

Sexual Orientation:

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$50,001-\$75,000

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective:

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Thomas A. Myers (Thom)

1105 Stafford Road
Kalamazoo MI 49006-3717

(269) 720-4713

Education

Allegheny College, B.A., 1971, majors in political science and communication.

Clarion University of Pennsylvania, 1972, teaching assistant in the school of communication, graduate studies in communication.

Employment

Western Michigan University, 1987-2012, variety of fundraising and communication positions, including director of communication in development and alumni relations, secretary of the WMU Foundation, and retired as director of electronic communication.

Kalamazoo College 1983-87, director of public relations and publications.

Teledyne Vasco, 1973-83, Latrobe, Pa., manager of advertising and public relations.

Relevant Activities and Memberships

InterCom: The Association of Professional Communicators, founding president, 1989-91.

Council for Advancement and Support of Education, 1983-97, frequent conference presenter and author of articles for CASE Currents magazine.

Kalamazoo Consortium for Higher Education, public relations committee, 1983-87.

Kalamazoo Valley Community College, instructor of advertising and public relations management, 1988.

Personal

Born in Latrobe, Pa., 1949 (age 68).

Resident of Kalamazoo Township, 1983-95; City of Kalamazoo, 1995-present.

Three adult children, all graduates of Kalamazoo Public Schools.

Annually support local organizations including First Day Shoe Fund, Kalamazoo Literacy Council, Kalamazoo Loaves & Fishes, Kalamazoo Public Library, Ministry With Community, and YWCA of Kalamazoo.

Statement for the Foundation for Excellence

I have professional experience in fundraising and communication management, including three major capital campaigns at Kalamazoo College and Western Michigan University. At some point, it will become highly desirable for the Foundation for Excellence to solicit support from the general community, if for no other reason than to give residents for Kalamazoo a sense of ownership in their foundation.



First Name: Derl **Last Name:** Oberlin

Who nominated you: Self

Address: 471 W. South Street #502

Phone Number: 269-2760180

Email: [REDACTED]

City Resident: Yes

Employer: The Kalamazoo Symphony Orchestra **Position/Title:** Donor Services Manager

Sector (Choice #1): Arts

Sector (Choice #2): Business/Banking

Sector (Choice #3): Health Care

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development
- Youth Development
- Fundraising/Fund Development

Please describe the skills and experience indicated above: Skills: • Business and non-profit experiences in diverse organizations • Involvement with non-profit organizations' annual campaigns, events and major capital campaigns • Over 30 years of Kalamazoo community volunteer experience, including a variety of executive committee positions (committee chair, treasurer, vice-chair and chair) • Program leadership through strategic use of tools such as: planning, scheduling, budgeting, coordinating multiple functions, monitoring and redesigning resulting in successful outcomes Previous Community Activities: • Friendship Village Board of Directors Chair (present) • WMU Theater Guild: Past Board Member • KVCC Board of Trustees: Past Chair (term expired January 1, 2015) • WMU's Richmond Center for Visual Arts: Past Friends Board Member • Food Bank of South Central Michigan: Past Board Member, Chair of Personnel Committee and Finance Committee Member • City of Kalamazoo's Historic Preservation Commission: Past Commissioner • Kalamazoo Valley Museum Community Advisory Council: Past President • Hospice Care of Southwest Michigan: Past Board Member, President, Vice President, Secretary, Treasurer and Development Committee Chair • Planned Parenthood of Michigan (including previous affiliations): Past Board Member, including various Executive Board positions • Specialized Language Development Center: Past Board Member • Kalamazoo Historic Conservancy for the Preservation of Arts: Past Board Member

Age: 55-64

Race/Ethnicity: Caucasian

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Heterosexual

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation: United Church of Christ

Other ways to bring diverse perspective: Erase program graduate

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Community Profile

- Downtown Kalamazoo resident since 2000
- Over 34 years of Kalamazoo community professional and volunteer experiences, including a variety of executive committee positions focused on access for all to tutoring, basic food needs, art experiences, sanctuary, housing, reproductive health care, end of life care, and secondary education opportunities
- Development experience in annual campaigns, events, major capital campaigns, grant writing, and grant reviewing/scoring
- ERACCE training in analyzing systematic racism (2013)

Community Involvement

- **Friendship Village** Board of Trustees; Chair
- **Planned Parenthood of Michigan**; Finance Committee
- **Loaves and Fishes**; Resource Development Committee
- **First Congregational UCC of Kalamazoo**; Finance Committee

Previous Community Involvement

- **KVCC Board of Trustees**; Chair (term expired January 1, 2015)
- **WMU Theater Guild**; Board Member
- **WMU's Richmond Center for Visual Arts**; Friends Board Member
- **Food Bank of South Central Michigan**; Board Member
- **City of Kalamazoo's Historic Preservation Commission**; Commissioner
- **Kalamazoo Valley Museum Community Advisory Council**; President
- **Hospice Care of Southwest Michigan**; Board Member
- **Planned Parenthood of Michigan** (including previous affiliations); Board Member
- **Specialized Language Development Center**; Board Member
- **Kalamazoo Historic Conservancy for the Preservation of Arts**; Board Member

Professional Experience

- **Kalamazoo Symphony Orchestra**, February 2015-present; Donor Services Manager
- **Community In Schools of Kalamazoo**, October 2014-May 2015; Development Assistant
- **The Kalamazoo Civic Theatre**, July 2014-September 2014; Facilities Project Contractor
- **The Irving S. Gilmore International Keyboard Festival**, November 2013 – June 2014; Operations Coordinator
- **Community In Schools of Kalamazoo**, July 2012-September 2013; Director of Finance and Administrative Services
- **The Irving S. Gilmore International Keyboard Festival**, January 2009 – July 2012; Development Officer
- **The Upjohn Co./Pharmacia & Upjohn/Pharmacia/Pfizer Inc.**, March 1987 – December 2008; Manager, Financial Analysis (retired) • Recipient of 2005 W.E. Upjohn Award
- **First of America Bank**, July 1983 – March 1987; Assistant VP Operations
- **Park National Bank**, September 1979 – July 1983; Operations Analyst

Education

- The Ohio State University, Columbus, Ohio; Bachelor of Science in Finance



First Name: Jim **Last Name:** Perry

Who nominated you: self

Address: 2630 Parkwyn Drive, Kalamazoo, MI 49008

Phone Number: 312-622-5657

Email: [REDACTED]

City Resident: Yes

Employer: self-employed **Position/Title:**

Sector (Choice #1): Business/Banking

Sector (Choice #2): Affinity Organization/ Non-Profit

Sector (Choice #3): Neighborhood

Neighborhood: Parkwyn Village

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Community Development
- Fundraising/Fund Development
- strategy development, demographics, LGBTQ

Please describe the skills and experience indicated above: Through my Kalamazoo-based consulting practice I work with motivated and skilled corporate, small business and not-for-profit leaders throughout the United States to help them understand their market, clarify their opportunities and create their future. My professional experience includes organizational management, marketing, branding, executive coaching, leadership development and strategic planning. My work in the corporate sector has been primarily with financial institutions and state associations - often in partnership with other consulting firms or creative teams. My work in the not-for-profit sector has helped non-profit organizations raise over \$35 million in private donations from foundations, corporations and individuals. Additionally, I am a published writer and have been a featured speaker and workshop presenter at conferences throughout the United States. As a trainer and public speaker, I am known for making complex concepts easy to understand and simple to apply.

Age: 55-64

Race/Ethnicity: Caucasian

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Gay

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective: I moved to Kalamazoo 10 years ago. While my business has taken me around the US, my home is here and I have given time/effort in support of many organizations here including WMU, Fontana Chamber Arts, CARES, etc.

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PROFESSIONAL SUMMARY

I am a strategist with a broad range of expertise in data analysis, marketing, philanthropy and brand communications. My clients are generally from the financial services, not-for-profit and small business sectors. As a consultant, trainer and public speaker, I promote collaboration and consensus building; and have earned the reputation for making complex concepts easy to understand and simple to apply. I am a detail oriented leader who values authenticity and invites people to imagine and accomplish new possibilities. Learn more at jasper.com.

EXPERIENCE

1/05 – present

Strategy Consulting - Chicago, IL and Kalamazoo, MI

- Help companies and organizations (primarily community banks, credit unions, not-for profit organizations and small businesses) differentiate themselves and their products through research-based data analysis and strategy development
- Assist with development/implementation of repositioning and rebranding initiatives
- Facilitate strategic planning, focus groups and leadership training
- Create key messages for specific target audiences
- Assess customer and delivery channel readiness for product promotion
- Writing and editing of communication materials, conference presentations, industry-specific articles, etc.
- Planning and design of content marketing (websites, social media, email)

11/96 – 12/04

Voices for Illinois Children - Chicago, IL

Director of Development

- Developed and directed annual resource development program
- Assisted with marketing and communication strategy, production of quarterly newsletters, annual reports and direct mail
- Managed foundation grants, corporate gifts and sponsorships, special events, major gift solicitation, annual campaign and other donor cultivation/recognition efforts, and growth of endowment fund
- Created *Wrigley Start Early 5K/10K Run and Associates Board*
- Supervised development staff and volunteers
- Directed Technology/Data Management Team
- Managed the growth and utilization of Raiser's Edge database

10/94 – 10/96

Fundraising Consultant - Chicago, IL

- Not-for-profit management and development consulting
- Designed and developed Corporate Giving Programs
- Developed email marketing programs
- Foundation research and grant writing
- Evaluation and redesign of print and promotional materials
- Campaign planning and operational budgeting

6/93 – 10/94

STOP AIDS Chicago, Inc. - Chicago, IL
Director of Development

- Developed and directed annual development campaign
- Inaugurated new special events and donor cultivation/recognition program
- Directed Board Development Committee and designed Board giving plans
- Coordinated redesign of corporate image and program materials

3/89 – 12/92

Hospice of Green Country, Inc. - Tulsa, OK
Executive Director

- Supervised 12 staff and 45-50 volunteers
- Maintained certification with federal, state and local authorities
- Expanded annual operating budget over 800%
- Motivated creation of Community Bereavement Program
- Organized Hospice of Green Country Guild

EDUCATION

Kansas Wesleyan University - Salina, Kansas
Religious Studies Major

Southwestern College - Winfield, Kansas
Bachelor of Arts, Pastoral Studies
Dean's List during final two semesters

RECENT PRESENTATIONS

October 2017 – Western Independent Bankers
Recognizing Toxic Culture & Creating Change

May 2017 – The Financial Brand Forum
Proven Strategies to Shape Your Institution's Culture

November 2016 – EverFi Roundtable
From Data to Decision Making: 3 Steps to Developing a Data-Driven Marketing Strategy

AFFILIATIONS

AIDS Foundation of Chicago – World of Chocolate, Co-Chair (2009-2012)
American Marketing Association
Association of Fundraising Professionals
American Psychotherapy Association
Who's Who in America – 1999-2017
Fontana Chamber Arts – Member, Board of Directors (2009-2010)

REFERENCES

Available on request



First Name: Joyce **Last Name:** Pines

Who nominated you: Self

Address: 2404 S Westnedge Ave Kalamazoo 49008

Phone Number: 269-615-2055

Email: [REDACTED]

City Resident: Yes

Employer: Community Healing Centers **Position/Title:** Clinical Director

Sector (Choice #1): Health Care

Sector (Choice #2): Affinity Organization/ Non-Profit

Sector (Choice #3): Housing

Neighborhood:

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3): Anti-Poverty Strategies

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community

Please describe the skills and experience indicated above: Lived in community since 1989. Worked at Kalamazoo Gazette for 22 years - learned the community thoroughly. Children attended KPS, I attended WMU grad school. Now work in non-profit sector assisting individuals in poverty with substance use disorders. Held management positions at newspaper and currently.

Age: 55-64

Race/Ethnicity: White

Marital/Family Status: Married

Gender Identity: Female

Sexual Orientation: Sis - straight

Education Level Completed: Master's Degree

Other:

Household Income: \$75,001-\$100,000

Veteran Status: No

Religious Affiliation: Lutheran background

Other ways to bring diverse perspective: Parent of transgender adult, ties to African-American community as mentor and employer

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Joyce Obermeyer Petersen Pines

2404 S. Westnedge Ave., Kalamazoo, MI 49008



(269) 383-0725 (home), (269) 382-9820, ext. 128 (work), (269) 615-2055 (cell)

Licensure

Limited Licensed Psychologist since August 2013

Certified Advanced Alcohol and Drug Counselor since January 2014

Development Plan to become a certified clinical supervisor with the Michigan Certification Board of Addiction Professionals

Education

Western Michigan University, Kalamazoo, MI, master's degree in counseling psychology, December 2010

Valparaiso University, Valparaiso, IN, graduated with distinction in 1979 with a B.A. and majors in history and journalism

Haworth High School, Kokomo, IN, graduated in 1975

Employment

February 2016 – present: Clinical Director, Community Healing Centers, Kalamazoo

January 2012 – present: Contract psychologist with Scott Kelly & Associates, Ed.d, Kalamazoo

November 2014 – February 2016: Residential Services Coordinator Gilmore Community Healing Center, Kalamazoo

January 2011 – October 2014: Residential therapist with Gilmore Community Healing Center, Kalamazoo

August 2004 - December 2012: Western Michigan University, part-time instructor School of Communications, teaching journalism courses

June 1989 - December 2011: Kalamazoo Gazette, daily newspaper in Kalamazoo, MI. Served in a variety of editing and supervisory roles.

March 1988-June 1989: Reporter newspapers, Downers Grove, IL. Managed group of six weekly newspapers

August 1983-March 1988: Pioneer Press Newspapers, based in Wilmette, IL. Began as reporter at Winnetka Talk, promoted to editor of the Norridge and Harwood Heights News

March 1981-July 1983: Ogle County Life, newspaper in Oregon, IL. Reporter

Awards

2010 Michigan Association of Drug Court Professionals journalism award for excellence in coverage of substance abuse and drug court issues

2007 Michigan Press Association Better Newspaper Contest first place for editorial pages

1997 Finalist J.C. Penney-Missouri Journalism Awards for special section for the Irving S. Gilmore International Keyboard Festival

1996 and 1993 Michigan Press Association Better Newspaper Contest, first place for lifestyle sections

1995 - 1994 J.C. Penney-Missouri Journalism Awards finalist in general excellence

1991 - Gannett Fellowship at Colorado State University, spent three weeks on campus working with journalism students and professors, held workshop for area newspapers

1987 - National Newspaper Association National Better Newspaper Contest, second place for general excellence

1986 Illinois Newspaper Contest, Illinois Press Association, first place general excellence

1986 Suburban Press of Chicago, first place 1986 Suburban Newspaper of the Year

Community Service

Coming Together Community Conference on Addiction and Recovery facilitator, 2017

Kalamazoo County Opioid Coalition Steering Committee, 2017

Kalamazoo Drug Court Foundation, marketing committee, 2012

Community Literary Awards, 1995-2011, through the Kalamazoo Gazette, founded program to recognize poems and short stories from members of the community

Kalamazoo County Chamber of Commerce Mentor of the Year Award 2001

Star Award for Employed Volunteer 1999

Kalamazoo Area Academic Achievement Program mentor, 1992-2001, mentored 14 students in Kalamazoo Public Schools

Leadership Kalamazoo, 1992-1993, selected for program operated by Chamber of Commerce to develop community leaders

Continuing Education

Level of Care Utilization System For Psychiatric and Addiction Services Train the Trainer Program, March 27-28, 2017, Kalamazoo, MI

Michigan Association of Community Mental Health Boards Winter Conference, Feb. 6-8, 2017, Kalamazoo, MI

Trauma Informed System of Care – Clinical Supervision Workshop, Sept. 14, 2016, Kalamazoo, MI

CBT Essentials: CBT for Depression and Suicidality Workshop, June 21-23, 2016, Kalamazoo, MI

Trauma-Informed Care: A Skill Development Workshop, April 21, 2016, Kalamazoo, MI

DSM-5 and The ASAM Criteria: How the Criteria Interact and Implications for Treatment Planning and Co-Occurring Disorders with Dr. David Mee Lee, March 23, 2016, Kalamazoo, MI

Institute for the Advancement of Human Behavior: The Power of Mindfulness: Mindfulness Inside & Outside the Therapy Hour, workshop led by Ronald D. Siegel, PsyD, Nov. 12-13, 2015, Ann Arbor, MI

Coming Together Community Conference on Addiction and Recovery, October 2015, May 4, 2011, Kalamazoo, MI

Michigan Association of Alcoholism and Drug Abuse Counselors: 2015 Spring Conference: Opiates: Losing Our Youth & Our Future, May 8, 2015, Plymouth, MI

Southwest Michigan Behavioral Health Seeking Safety course April 23, 2015, Kalamazoo, MI

Southwest Michigan Behavioral Health Skill Building in the ASAM Criteria: Using the Criteria in a Managed Care Environment with Dr. David Mee-Lee, March 24, 2015, Kalamazoo, MI

14th Annual Substance Use Disorder Conference: “Bridging to an Integrated Future” Sept. 16-17th, 2013, Traverse City, MI

DSM 5 Training from Southwest Michigan Affiliation, Aug. 21, 2013, Kalamazoo, MI

Lakeshore Coordinating Council workshop: Coping with Trauma and Addiction: For Treatment Professionals, Oct. 14, 2011, Holland, MI



First Name: Jennifer **Last Name:** Pomeroy

Who nominated you: Eric Cunningham has encouraged me to apply for the Board of Directors

Address: 106 Ridgewood Street Kalamazoo, MI 49001

Phone Number: (269) 779-6506

Email: [REDACTED]

City Resident: Yes

Employer: **Position/Title:**

Sector (Choice #1): Business/Banking

Sector (Choice #2): Faith Community

Sector (Choice #3): Arts

Neighborhood:

Skills/Experience (Choice #1):

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community

Please describe the skills and experience indicated above: I was born in Kalamazoo and have lived my entire life here. I love the city and would be honored to serve the community as a board member. I have an associates degree in accounting with four years experience in accounts payable and cash application. I plan to further my education in the near future in pursuit of a bachelors degree in accounting.

Age: 35-44

Race/Ethnicity: White

Marital/Family Status: Not married

Gender Identity: Female

Sexual Orientation: Straight

Education Level Completed: Associate's Degree

Other:

Household Income: Under \$35,000

Veteran Status: No

Religious Affiliation: Christian

Other ways to bring diverse perspective: I feel that I am truly of product of this city and have many interests including the arts, culture and music. I enjoy volunteer work and regularly participate in distribution at a food pantry. I enjoy the opportunities to connect with others that it provides.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination

process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

My name is Jennifer Pomeroy. I attended KPS from the first through twelfth grade graduating from Loy Norrix High School in 1997. I am blessed to have my mother and both sets of grandparents in the area. I recently enjoyed the festivities of my twenty year high school reunion with a football game at my alma mater and an evening out downtown.

Growing up in the Kalamazoo school district gave me wonderful memories as well as some challenges. My mom and I moved a few times and when I found myself attending a new school there were always new friends to help me out and wonderful teachers and staff to help me feel welcome. The early years of high school became more difficult. Drama over boys was the norm, marijuana and alcohol were available in excess. I skipped school quite a bit; to sleep in or hang out with friends. The activities that kept me grounded were my involvement in DECA, cheerleading and after school jobs. I had little to no guidance as to what I would do after high school, and not wanting to attend college in the traditional manner, I chose to become a licensed Cosmetologist.

My career lasted ten years then I needed a change. I had attended KVCC over the years taking classes occasionally. Once I decided to study accounting I was able to complete my associate's degree in five semesters.

As 2012 came to a close I separated from my ex-husband. I was struggling with anxiety, depression and abusive behavior. I moved in with my mother and continued to attend college full time. I feel stronger now because that time in my life began to shape the person that I am today, the person that I continue to become.

In 2013 I completed an accounting internship with New Genesis Learning Center. I enjoyed the time that I spent there and it sparked my interest in volunteering and in the non-profit sector overall. During 2014 I began attending Threads Church and became a volunteer for the on sight Loaves and Fishes distribution pantry. I have the most amazing church family in Threads and have made the most wonderful friends there.

I have been building a life that I can be proud of. In trusting God to lead the way I have become a more open and caring person. I seek out opportunities to help others and those that I care about. This often involves trying new things. The last couple of months I have walked so much of the city that I grew up in canvassing for the Friends of Eric Cunningham campaign. It has been a challenge both physically and mentally that has been well worth the effort.

I am eager to pursue the Board of Directors seat for the Foundation for Excellence as far as the opportunity allows, for the love of my city. I look forward to seeing how the Imagine Kalamazoo 2025 initiative will change and shape the city's future, and excited that I may have the opportunity to be a part of the team that brings forth that vision. Thank you for your consideration of my application.

Foundation for Excellence

Applications are being accepted until 11:59PM ET, November 22, 2017.

The At-Large Director must be a registered voter in the City of Kalamazoo. The At-Large Director may not be an employee or elected official of the City of Kalamazoo. The At-Large Director may be chosen from applications to the Stakeholder Director seats that are not selected for that seat and are also not directly connected to any of the stakeholder groups.

We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name: Kathy

Your Last Name: Purnell

Street Address: 142 E. Stockbridge Ave.

City, State Zip: Kalamazoo, MI 49001

Best Daytime Phone: 269-251-4858

Email: [REDACTED]

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

☒ Governance/Board Administration

☐ Finance

☒ Anti-Poverty Strategies

☒ Knowledge of this Community

☐ Economic Development

☒ Other: law, education, coaching programming.

☒ Community Development

☐ Youth Development

☒ Fundraising/Fund Development

☒ Job Training or Placement

☒ Neighborhood Improvement

Please describe the skills and experience you indicated above:

please see statement attached.

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)
Under \$35,000	No High School Diploma
\$35,000-\$50,000	High School Diploma/Equivalent
<u>\$50,000-\$75,000</u>	Trade/Vocational School
\$75,000-\$100,000	Some College/No Degree
\$100,000-\$250,000	Associates Degree
Over \$250,000	Bachelors Degree
	Master's Degree
	<u>Doctorate</u>

Age	<u>48</u>
Race/Ethnicity	<u>Black - Korean American</u>
Marital/Family Status	<u>Married</u>
Gender Identity	<u>Cis-female</u>
Veteran Status (y/n)	<u>No. But from military family</u>
Sexual Orientation	<u>Cis-female / Ally</u>
Religious Affiliation (If any)	<u>Catholic</u>

Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?

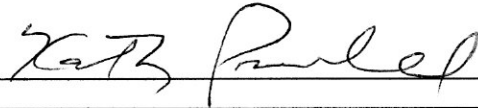
- I was raised in New York City and have worked in large urban environments, so feel that this will help to inform the work of the foundation.
- I am also trying to ~~launch~~ launch my own low-profit limited liability company / am interested in social entrepreneurship.

Kalamazoo Neighborhoods:

Arcadia	Hill N Brook	Parker/Duke	West Main Hill
Burke Acres	Homecrest Circle	Parkview Hills	Westnedge Hill
Central Business Dist.	Knollwood	Parkwyn Village	Westwood
Colony Farm	Lakeside	South Westnedge	Whites/Edgemoor/Bronson
Eastside	Milwood	Southside	Western Michigan University
Edison	Northside	Stuart	Woods Lake
Fairmont	Oakland/Winchell	Vine	
Gateway/South St	Oakwood	West Kilgore	

We will not sell or rent this information to anyone. We will not share your information with any third party outside of our organization, other than as necessary to complete the identification, selection, and nomination process as outlined in the Articles of Incorporation of the Foundation for Excellence. **By submitting this form, you give the Foundation for Excellence and City of Kalamazoo permission to use the information you share with us to facilitate the nomination and selection process for the Board of Directors of the Foundation for Excellence as outlined above.**

Signature: _____



Date: _____

11/20/17

When complete, please return along with a resume or CV to:

ffe@kalamazoocity.org, or

The Kalamazoo Foundation for Excellence

c/o City Manager's Office

241 W. South St. Kalamazoo, MI 49007

Please direct questions about this application and process to Steve Brown,

FFE Coordinator: browns@kalamazoocity.org, or (269) 337-8788.

Kathy Purnell (Application for Foundation for Excellence)

Please describe the skills and experience you indicated above:

1. I have over a decade of experience working in academic administration including grant development and fundraising, the development of civic engagement and service learning programming, partnership development, and contract negotiation and review.
2. I am a licensed attorney in the State of Michigan
3. I am a certified professional coach (and member of the International Coach Federation), a certified philosophical counselor (American Philosophical Practitioners Association).
4. I teach undergraduate political philosophy at Western Michigan University (Political Science Department) and have a strong background in critical race theory, feminist theory and queer theory, which inform my approaches to diversity and inclusion.
5. I also teach graduate level courses in WMU's Masters of Public Administration Program. Most recently, I have taught Nonprofit Governance and Grant Writing.
6. I currently serve on board for interdisciplinary academic centers (the Center for the Study of Ethics in Society and the WMU Center for the Humanities), where I work collaboratively to develop public programming. Most recently, a Book Club on "The Harm in Hate Speech," as well as service as a former Course Director and instructor for the local Humanities for Everybody program.
7. I am focused on entrepreneurship both for myself and for our community and am currently developing my own business to support nonprofits devoted to promoting resiliency, expanded social opportunity and creativity.

CURRICULUM VITAE
Kathy Purnell, J.D., Ph.D.

E-

Phone : 269-251-4858

EDUCATION

Harvard University

B.A. in Government, Cum Laude General Studies, 1991

Honors/Awards: Harvard/Radcliffe National Scholar, 1987-1991

N.Y. State Governor's Committee on Scholastic Achievement Scholar, 1987-1991

Study Abroad: Korea University, Summer 1991 (Courses in Elementary Korean and Korean Economics and Business) – post-graduation summer

University of Madrid, Summer 1987 (Program in Spanish and Spanish Civilization and Culture) – pre-matriculation summer

Cornell University

Ph.D., Government, August 1999

Major: Political Theory

Minor: Colonization in Comparative and Historical Context (Self-designed Course of Study)

Honors/Awards: Mellon Foundation Dissertation Completion Fellowship, 1997-1998

Ford Foundation Predoctoral Fellowship, 1992-1993, 1993-1994, 1996-1997

Predoctoral Semester Mellon Fellowship, Spring 1995

Graduate School Summer Fellowship: Summers 1993- 1997

Graduate School Summer Tuition Grant: 1993 & 1995

Study Abroad: Catholic Institute of Paris, Summer 1995 (Program in Intermediate French)

DePaul University College of Law (attended part-time evenings while at the University of Chicago)

J.D., May 2008 & Certificate in Comparative and International Law (admitted to Michigan Bar, December 2008)

Awards/Activities: Dean's List, Spring 2006, Fall 2007, Spring 2008

Sullivan Human Rights Fellow, 2007-2008

Member, DePaul Journal for Social Justice

3L Evening Dean's Advisory Council Representative, Fall 2007

Equal Justice America Fellow, Summer 2007

Equal Justice Works/AmeriCorps Fellow, Summer 2007

Study Abroad: Sorbonne (Paris II)/Tulane Paris Institute of Legal Studies,

Summer 2007 (3 credit program in Comparative Law)

University of Amsterdam/Tulane University, Summer 2006

(6 credit program in International Human Rights Law)

ACADEMIC ADMINISTRATION EXPERIENCE

RESEARCH ATTORNEY, OFFICE OF THE VICE PRESIDENT FOR RESEARCH, WESTERN MICHIGAN UNIVERSITY. February 2011 – August 2017. Developed review procedures for research contracts that support the research, instructional and creative activities of faculty for all academic units at WMU. Coordinates the internal contract review process between the Office of the VP for Research, General Counsel, and the Office of VP for Business and Finance. Directly reviews, drafts and negotiates subawards and research contracts (inclusive of sponsored project agreements, master agreements, non-disclosure agreements, material transfer agreements, business associate agreements, among others) between WMU and a wide range of external sponsors including industry, non-profit organizations, universities and other state, local and international entities. Ensures compliance of research contracts with federal regulations, sponsor requirements and applicable laws. Worked as part of a team to update WMU Conflict of Interest Policies and procedures for federal regulatory compliance. Developed presentations for, and advised faculty and graduate students on Export Control, Sponsored Research, Contract Negotiation and Professional Development. Supervised law student (4-credit externship/Approved Field Supervisor for Thomas M. Cooley Law School). Developed, in collaboration with the Small Business Development Center and WMU Business Connection, a new workshop to promote WMU-industry collaboration on SBIR/STTR applications (“Building University-Industry Partnerships for Research Collaboration”). Served on University-level committees to represent and advance interests of discovery and research activities. Collaborated with the Graduate Student Advisory Committee on professional development programming and a screening of “Ph.D. -The Movie” on WMU’s campus. Presented annually (2014-2016) at the Graduate Research Assistantship Training the program “Navigating the Universe of Funding: Building Your Research Career with Fellowships and Other External Support.”

UNIVERSITY SERVICE-LEARNING COORDINATOR, WESTERN MICHIGAN UNIVERSITY. February 2010- February 2011. Launched new office at Western Michigan University to support and coordinate service-learning initiatives to integrate graduate and undergraduate student engagement with academic programs. Worked as part of a team to secure external recognition for WMU’s levels of community engagement, such as the President’s Community Service Honor Roll and the Carnegie Classification in Community Engagement. Hired and supervised four student service learning coordinators. Collaboratively created new initiatives and events to link service to academic curricula such as “Pre-Law for the Public Interest” events, screening/recruiting community partners for the Artist as Citizen Program (new initiative in College of Fine Arts), special workshops for faculty on service-learning, and the Michigan Service Scholars Program (with support from Michigan Campus Compact and AmeriCorps). Served as a representative for WMU with local non-profits to build partnerships and coordinated with organizations as varied as Michigan Department of Transportation (Safe Routes to Schools Program), Michigan Prisoner re-Entry Initiative (Creative Expressions Program), and Kalamazoo Valley Museum/Kalamazoo Public Schools (Race Exhibit Volunteer Guides) on service-learning initiatives. Planned and developed WMU’s first annual “Community Partnership Breakfast.” Coordinated with WMU’s Faculty Development Office to launch WMU’s Faculty Service Learning Community. Served as the Principal Investigator on three grant applications (1 grant awarded – Ohio Campus Compact “Pay It Forward” grant; 2 grant proposals declined – grant proposal to FIPSE/US Dept of Education for an “Off-campus Service Scholars Program” and a subaward

proposal for a Youth Empowerment Zone/Prime: Van Buren ISD). WMU's role in development of the "Creative Expressions" Program was featured on local National Public Radio's "Arts and More" Program.

DIRECTOR, EXTERNAL FUNDING AND SPECIAL PROJECTS, PHYSICAL SCIENCES DEAN'S OFFICE, THE UNIVERSITY OF CHICAGO, Chicago, IL. Summer 2005 – June 2007. Monitored federal funding trends in basic science research and wrote grants/prepared grant proposals to support PSD Dean's programmatic initiatives including interdisciplinary collaborative grants for centers, support advancement of women in the Sciences, and to coordinate support for the Division's engagement and outreach activities. Advised faculty on grant and fellowship submissions. Developed lectures for graduate students on "Navigating the Universe of Funding." Served on Women in the Physical Sciences Committee and Diversity Committee and served as a liaison to the Junior Faculty Mentoring Committee.

ASSOCIATE DIRECTOR (promoted from ASSISTANT DIRECTOR), OFFICE OF FOUNDATION RELATIONS, THE UNIVERSITY OF CHICAGO, Chicago, IL. Winter Quarter 2002-Winter Quarter 2005. Managed the University Faculty Competitive Fellowships Program (portfolio included Keck Distinguished Medical Scholars Program, Searle Scholars Program, Carnegie Scholars Program, Mellon New Directions Faculty Award, and approximately 15 other programs annually) on behalf of Provost and Vice President for Research Offices. Edited and wrote grant proposals to private foundations. Managed a portfolio of foundations and assisted in the research and preparation of briefing materials for University Deans and other administrators to engage private foundations. Wrote and disseminated newsletter on foundation funding opportunities.

DIVISIONAL GRANT WRITER, PHYSICAL SCIENCES DEAN'S OFFICE, UNIVERSITY OF CHICAGO, Chicago, IL. Academic Year 2000-2001 (Winter -Summer Quarters). Assisted in the development and submission of large collaborative grants for research and centers at direction of the PSD Dean's office. Monitored federal and state funding opportunities to support research in the physical sciences. Worked with a large interdisciplinary and inter-institutional group of researchers to secure \$5M in federal funding to support a new center "CISES" (Center for Integrating Statistics and Environmental Science).

ACADEMIC TEACHING AND LEGAL EXPERIENCE

SCHOOL OF PUBLIC AFFAIRS AND ADMINISTRATION, WESTERN MICHIGAN UNIVERSITY, Part-time Instructor. Taught Graduate-level seminar on "Grant Writing and Nonprofits" (Spring 2017) and Nonprofit Governance (Fall 2017). Developed speaker series on "Real Talk About Nonprofit Governance" featuring the Executive Directors of the Michigan Nonprofit Association, the Michigan Humanities Council, and the Founding Director of the Michigan State Bar Foundation.

POLITICAL SCIENCE DEPARTMENT, WESTERN MICHIGAN UNIVERSITY, Teaching "Contemporary Political Ideologies" (Political Science 3620), Fall 2017 and Spring 2018.

HUMANITIES FOR EVERYBODY, Instructor and Course Director. Taught courses: “Freedom and Empowerment” (2013) and “Introduction to Political Philosophy” (2014) for community-based adult education program (collaboration between WMU Center for the Humanities and two local non-profit organizations). Provided supervision for WMU Graduate Assistants (H4E Program Managers) during academic years 2013-2014 and 2014-2015. Assisted in program development, faculty course support, grantwriting and the development of outreach strategies.

ACLU FOUNDATION OF GEORGIA, Atlanta, GA, April – December 2009, *Immigration Detention Fellow*, Interviewed immigrants in detention in the state of Georgia to document and investigate due process and human rights violations. Researched and presented findings on behalf of ACLU on human rights and immigrant detention. Wrote fact summaries for the Legal Director and Legal Committee for review to facilitate the recruitment of ACLU cooperating counsel. Developed strategies for advocacy on behalf of immigrants with international organizations such as UNHCR, national consulates, and federal agencies. Engaged in outreach and educational activities to raise public awareness of the rights of the detained. Assisted in the supervision of law students and interns.

KALAMAZOO COUNTY EVICTION DIVERSION, Eviction Clinic Resources Group Member, January 2009-June 2009. Assisted in the development of an integrated clinic based at the 8th District Court (Kalamazoo, MI) to provide advice, mediation and legal information for landlords and tenants seeking to avoid the eviction process. Clinic remains in existence and incorporates legal, social service, mediation, fair housing and other community resources to divert cases from summary proceedings.

LAW OFFICES OF KATHY PURNELL, January 2009-present. Pro bono practice provides legal information, referrals, representation and educational programs. Practice areas include immigration petitions and visas, entertainment law (for independent filmmakers), and development of “Know Your Rights” presentations.

ADMITTED TO MICHIGAN BAR – December 2008

WESTERN MICHIGAN UNIVERSITY, Kalamazoo, MI (2008-2010), Adjunct Professor of Political Science, Fall 2008, taught “Contemporary Political Thought” (Political Science 3620), and Instructor in First Year Experience Program, Fall 2010.

MICHIGAN COURT OF APPEALS, Grand Rapids, MI, Prehearing Attorney, Fall 2008. Conducted legal research, drafted legal opinions and wrote research reports for the Michigan Court of Appeals.

ILLINOIS APPELLATE COURT, Chicago, IL. Judicial Extern for The Honorable Justice Margaret O’Mara Frossard, Spring 2008. Conducted legal research, writing and opinion drafting. Edited and updated a publication on pretrial procedure.

WORKING HANDS LEGAL CLINIC, Chicago, IL. 711 Student License/Legal Volunteer, Spring 2008. Researched and drafted complaints and pleadings to recover overtime and back wages owed to day and temporary laborers under the Fair Labor Standards Act and IL Minimum Wage Statutes.

Represented clients under IL Rule 711 and assisted with client intake. Attended Freedom Network workshop on Human Trafficking Prevention.

DEPAUL UNIVERSITY, INTERNATIONAL HUMAN RIGHTS LAW INSTITUTE, Chicago, IL. *Sullivan Human Rights Fellow*, Academic Year 2007-2008. Researching and developing the “Learning from Atrocity” project which seeks to understand how periods of violent conflict and post-conflict transitional justice measures are represented in the secondary school materials of five Latin American nations. Drafted country profiles for Chile, El Salvador, and Argentina.

DEPAUL UNIVERSITY, IMMIGRATION AND ASYLUM CLINIC, Chicago, IL. Senior Law Student, Fall 2007. Represented clients in the clinic in asylum and various immigration petitions such as I-130s, I-730s, N-400s and waiver applications. Drafted comments on Interim U-Visa Rules.

LEGAL AID OF WESTERN MICHIGAN, Kalamazoo, MI. *Student Staff Attorney*, Summer 2007 & *Part-time legal intern*, Fall 2007. Conducted legal research and drafted legal memoranda on landlord-tenant, subsidized housing and public housing issues. Interviewed witnesses, drafted court documents, and developed supporting materials for administrative proceedings/formal hearings. Advised potential clients seeking legal advice in court (landlord-tenant docket) under Michigan Court Rule 8.120. Analyzed tenant selection criteria for federally subsidized housing. Explored eviction diversion program with the Kalamazoo Affordable Housing Partnership and Kalamazoo County’s 8th District Court. Gave a presentation entitled “Low Income Tenants and Housing Access: Current Issues” on tenant screening practices at federally subsidized housing complexes for local community and social service providers (10/12/07).

DEPAUL UNIVERSITY COLLEGE OF LAW, Chicago, IL. *Research Assistant*, Fall 2007. Researched the debate on Central American Free Trade Agreement (CAFTA) in Costa Rica. Researched and compiled articles from Costa Rican newspapers on the impact of CAFTA on the environment, the privatization of state monopolies (insurance, public utilities, healthcare), intellectual property and the democratic process.

CARPENTER & CAPT, Chicago, IL. *Law Clerk*, Spring 2007. Conducted legal and country conditions research, interviewed clients, and drafted legal briefs and memoranda for immigration cases and waiver petitions.

STUDENT HURRICANE NETWORK Service Trip to New Orleans. *Legal Team Member*, January 2007. Developed a “Road Home Program” pamphlet targeted to hurricane victims rebuilding their homes to warn them of consumer fraud and advise them of remedies. Gathered information from displaced public housing residents for attorneys working on the HUD lawsuit to reopen public housing in New Orleans. Served as a legal observer for the January 11th March Against Violence in New Orleans.

NATIONAL IMMIGRANT JUSTICE CENTER, Chicago, IL. *Volunteer/Intern*, Spring 2007. Provided advice to citizenship applicants (Saturday workshops) and conducted research for the Policy Director. Conducted a review of State FOIA laws, researched legislation and drafted comments on USCIS proposed fee increase.

COORDINATED ADVICE & REFERRAL PROGRAM FOR LEGAL SERVICES (CARPLS), Chicago, IL. *Volunteer*, Summer 2006. Fielded calls on the CARPLS hotline, conducted research and developed legal advice and strategy for clients under the supervision of an attorney in the areas of divorce/marital law, landlord-tenant law and bankruptcy law.

POLITICAL SCIENCE DEPARTMENT, DEPAUL UNIVERSITY, Chicago, IL. Adjunct Professor of Political Science (2003-2006). Taught "Freedom and Empowerment," "Multiculturalism and Democracy," and "Modern Political Thought"

POLITICAL SCIENCE DEPARTMENT, THE UNIVERSITY OF VERMONT, Burlington, VT (2001-2002). Visiting Assistant Professor of Political Science. Taught Introduction to the Problems of Political Thought; History of Political Thought I and II. Advised Women's Studies Internship Student.

POLITICAL SCIENCE DEPARTMENT, ALBION COLLEGE, Albion, MI. *Instructor then Assistant Professor of Political Science*. 1998-2000. *Courses taught*: Introduction to Political Philosophy; Classics of Political Philosophy: The Individual in Modern and Postmodern Contexts; Contemporary Political Ideologies: Feminism; American Political Thought; Nationalism and National Identity; Recognizing Others: Identity and Difference in Democratic Spheres; Empires, Colonies and Nations (Freshman Writing Seminar).

J.S. KNIGHT FRESHMAN WRITING PROGRAM, CORNELL UNIVERSITY, Ithaca, NY. *Instructor*. Spring 1996. Course Taught: Freshman Writing Seminar: Nationalism and Imperialism.

GOVERNMENT DEPARTMENT, CORNELL UNIVERSITY, Ithaca, NY. *Teaching Assistant*. Fall 1994 and Fall 1995. *Courses taught*: Introduction to Political Theory (1994); American Constitutional Law (1995).

HIV CENTER FOR CLINICAL AND BEHAVIORAL STUDIES, New York, NY, *Research Assistant*, Spring-Summer 1992. Conducted and coded qualitative interviews of family members and developed database to examine the stress factors, coping strategies and support systems of families caring for HIV infected children. Conducted library research.

MANHATTAN BOROUGH PRESIDENT'S OFFICE, New York, NY, *Intern/Assistant Policy Analyst*, Academic Year 1991-1992. Researched Americans with Disabilities Act compliance issues for New York City businesses. Addressed constituent and civil rights organizations concerns regarding local ordinances.

CENTRO PRESENTE, Cambridge, MA, *Documentation Assistant*, Fall 1989-Summer 1990. Reviewed Foreign Broadcast Information Service reports and human rights newsletters for evidence to document legal claims of Guatemalan and Salvadoran refugees seeking political asylum in the United States. Maintained documentation library, coded and retrieved documents. Developed searchable database.

TEACHING AND RESEARCH FIELDS

Teaching Fields: Immigration Law, International Human Rights Law, Constitutional law, Civil Rights Law, Human Rights and National Sovereignty, Political Theory and Philosophy (Thematic and Historical Courses), Equality and Democratic Thought, Liberalism and Identity, American Political Thought, Critical Race Theory, Feminist Thought, Nationalism and National Identity, Research Law, Public Interest Law, Grant Writing and Program Development

Research Fields : Immigration Law, International Human Rights Law, Human Rights, Normative Foundations of Liberalism, Anti-discrimination law, American Identity Politics, American legal studies, Post-Colonial Studies, Politics of Nationalism, History of Science and Science Policy, Gender Studies, Ethics and Moral Theory, Gustave de Beaumont, Comparative Identity Politics, Normative International Relations, Social Contract Theory, Critical Mixed Race Studies, First Amendment Law in Educational Contexts

PUBLICATIONS, INVITED PRESENTATIONS AND PAPERS

Creating Room for Improbable Philosophers: The Opportunity Chronicles of a Mixed Subject. Personal memoir (in process).

Critical Mixed Race Studies Conference, University of Southern California, February 2017. Paper presentation on “The Transgressive Nature of Hybrid Family Values: A Philosophical Memoir on Limits.” (50th Anniversary conference on *Loving v Virginia*)

WMU Fall Convocation Poster Session, September 2016, “Embracing ‘Other’ Forms of Sponsored Activity: Leadership Conversations on Building Research Capacity at WMU.”

Center for the Study of Ethics in Society, Western Michigan University, February 2016. Authored and Co-Produced “Divorce (Professional)” as a script-in-hand performance featuring WMU administrators, faculty and students addressing ethical dilemmas pertinent to Title IX, discrimination and professional mentoring. Featured as part of the Center’s 30th Anniversary Celebration.

Adult Literacy Research and Training Symposium, Western Michigan University, December 2015. Presented “Rendering the Humanities Accessible to All: Reflections on Teaching Techniques in the Humanities for Everybody Program”

American Political Science Association, September 2015, “Gustave de Beaumont’s Sketch on the Limits of Love, Law and Imagination: Engaging Liberal Democracy through *Marie*.”

Critical Mixed Race Studies Conference, November 2014, “Sketching the Limits of Love, Law and Imagination: Gustave de Beaumont’s Examination of American Mores and Racial Mixture in *Marie*.”

WMU Graduate Assistantship Training, August 2014, August 2015 and August 2016, "Navigating the Universe of Funding: Using External Support to Build Your Research Career."

Discover Discovery, WMU Office of the Vice President for Research, February 2014, "Contracting for Research and Creative Activities: A Resource Guide for Faculty and Administrators," presentation on the contracting process in the VP for Research Office and the new Business Connection Office at WMU.

WMU College of Engineering and Applied Science, October 2011, "The Role of Research, Export Controls and the US v Roth Case." Presentation on the causes and consequences of non-compliance with export control regulations, with special emphasis on international graduate students and faculty start-ups.

University of Mississippi Law School, February 2010. Presented "The Pathways of Detained Immigrants: Why Human Rights Should Guide Detention Reform."

Emory University School of Law, October 2009, Presenter for CLE program on "Human Rights and Migration" Presented: "Pathways of Detained Immigrants: How and Why Human Rights Should Reform Immigrant Detention"

Amnesty International Atlanta, July 2009, "Human Rights Norms and Immigrant Detention"

Georgia State University, June 2009, "Immigrant Detention and Human Rights: Reflections on Lumpkin and Atlanta" invited presentation at Symposium on Immigration Policy and Human Rights

American Political Science Association, September 2008, "Defending Human Dignity: Toward a New International Convention on Enslavement" presented to the Human Trafficking panel at the American Political Science Association Meeting.

Midwestern Political Science Association Meeting, April 2008. "Defending Human Dignity: Toward a New International Convention on Enslavement."

Legal Aid of Western Michigan, October 2007, "Low-Income Tenants and Housing Access: Current Issues" presented at the "Still I Learn" Conference for Community Service Providers, Western Michigan University, Kalamazoo, MI.

American Political Science Association Meeting, September 2004 "Democratic Irony and Human Solidarity: Recognizing the Other in Empires Past and Present."

Midwestern Political Science Association Meeting, May 2004. "Democratic Irony and Moral Equality: What Equality Means on Both Sides of the Pro-life/Pro-Choice Divide."

Midwestern Political Science Association Meeting, May 2002. "Mapping the Terrain of Imperial Politics: Rethinking Liberalism and Empire."

Gendering Ethics/The Ethics of Gender conference, University of Leeds, United Kingdom, June 2000
"Dissent Through Consensus: Equality, Citizenship and the Pro-Life/Pro-Choice Divide."

"From Liberal to Democratic Irony: An Essay for Marx's (Late) Modern Interpreters" in *Hybrid Spaces: Theory, Culture, Economy*. Angermuller J, Bunzmann K, editors. LIT (Münster, Germany); 2000. Chapter 5.

Postmodern Perspectives: Culture, Literature, Society Conference, November 1999 (Erlangen, Germany). "From Liberal to Democratic Irony: Three Theses for Marx's (Post)Modern Interpreters."

American Political Science Association Annual Meeting, September 1999. "Essential Origins ? A Genealogy of Respectability."

Philosophy in the 'Feminine' Conference, Vanderbilt University, February 1999 "In a Different (But Impartial) Voice ? Moral Equality in John Rawls and Iris Marion Young"

Northeastern Political Science Association Annual Meeting, November 1998. "What Equality Means on Both Sides of the Pro-Life/Pro-Choice Divide and Its Political Consequences."

Northeastern Political Science Association Annual Meeting, November 1997. "Slave Morality as an Active Force ? An Examination of the Nietzschean Inversion of the Civil Rights Era,"

Midwestern Political Science Association Annual Meeting, April 1997. "Why Rights Can No Longer Require Locations : Veiling and L'Algérie Reconsidered."

Southwestern Political Science Association Annual Meeting, March 1997. "Models for Fashioning Well-Behaved Nations in the State of Nature ? Rousseau's Admiration of Ancient and Modern Republics Reconsidered."

Northeastern Political Science Association Annual Meeting, November 1995. "The Everyday and the Flashes : A Critical Analysis of Abortion Discourse."

Midwestern Political Science Association Annual Meeting, April 1995. "Equality and Im partiality : Moral Equality in the Work of John Rawls, Thomas Nagel and Iris Marion Young,"

Northeastern Political Science Association Annual Meeting, November 1994. "Sovereignty and Independence in the Discourses of Léopold Sédar Senghor and Kwame Nkrumah,"

Power and Resistance : Crossing the Boundaries Graduate Student Conference, Binghamton, NY, 1993

"Non-Violent Resistance, Black Power and Black Feminist Thought : A Re-examination of Three Strategies for "Resisting Racism" in the Civil Rights Era."

WMU GRANT AND PROGRAM APPLICATIONS

Principal Investigator (subcontract). *Federal Agency/Program: Corporation for National and Community Service (CNCS)/Learn & Serve America Program.* Pass-through entity: Ohio Campus Compact (consortium leader in partnership with Michigan Campus Compact and Kentucky Campus Compact). CFDA# 94.005. Support for one WMU philanthropy course to distribute funds to local non-profits. Amount awarded: \$5,500.00.

Program applicant (AmeriCorps site approval). *Prime: Michigan Campus Compact.* WMU awarded 30 tuition awards to establish the WMU "Michigan Service Scholars Program." Tuition awards were distributed to undergraduate and graduate students with 300 service hours. Formed partnerships with local agencies to place students to complete hours of service in areas that reflected their professional plans and academic interests. For news story describing the program, see WMU News article: <http://www.wmich.edu/wmu/news/2010/10/005.shtml>

OTHER PROFESSIONAL ACTIVITIES, MEMBERSHIPS AND AWARDS

Book Club Leader, WMU Center for the Study of Ethics in Society, on Gustave de Beaumont's *Marie*, (March 2017) and on Jeremy Waldron's *The Harm in Hate Speech* (November 2017).

Certified Philosophical Counselor, American Philosophical Practitioners Association, July 2017

Member, International Coach Federation, August 2017-present & Certified Professional Coach (Life Coach Institute of Orange County, August 2017)

Advisory Board Member, WMU Center for the Study of Ethics in Society, 2016-present

Advisory Board Member, WMU University Center for the Humanities, 2013-present

Title IX Coordinator Training, National Association of College and University Attorneys (2015)

WMU Academic Leadership Academy 2015-2016 Cohort

Member, National Association of College and University Attorneys (NACUA), 2011- 2017

Michigan SCAO Approved Court Mediation Training - Civil Mediation (December 2015)

Notary Public. Commissioned in Kalamazoo County, Michigan on 12/16/2015

Member, Kalamazoo County Bar Association (2011-2016) and Pro-Bono Committee member (2013-2015)

Advisory Board Member, Journal of College and University Law, NACUA, 2014-present

Co-Chair, “Courage to Create (MLK Poetry) Competition, November 2014-February 2015. Poetry competition for Kalamazoo Public Schools Grades 7-12 developed as part of the annual Martin Luther King, Jr. Community Celebration. Recruited community poets and literacy experts to judge the competition and serve as keynote speakers at the awards ceremony for KPS students, teachers and parents. Coordinated with local public schools, the Kalamazoo Institute of the Arts, poetry organizations, and local afterschool programs to promote the new competition. Secured donations of prizes for competition finalists.

Playwright & Dramaturg, New Play Project, Western Michigan University, May-June 2015, Authored stage play, *Divorce (Professional)*, invited for development/workshop. Participated in writing workshop led by playwright Sarah Ruhl. Served as dramaturg for the play and production “Wannabe”.

Co-Producer (Film), *Zero, Grin and the Adoring Masses*. Short film screened at the inaugural North by Midwest Micro-Budget Film Festival (May 2015).

Interviewer (Medical School Admissions), Homer J. Stryker Western Michigan University School of Medicine (“WMed”), (2013-2014). Part of the team that conducted multiple mini-interviews (MMIs) to help identify WMed’s inaugural 2014 class.

Clinical Trials Fundamentals Training, Society for Research Administrators International (2014)

Co-Chair, WMU Community Engagement and Engaged Scholarship TAC, 2014-2015

Steering Committee Member, WMU APLU-Innovation and Economic Prosperity Designation (2015) – wrote report on WMU Cooley affiliation.

Member, WMU Martin Luther King, Jr. Celebration Committee, 2014-present

Outstanding New Professional, Association of Professional Administrators, Western Michigan University (2012)

Board Member, Kalamazoo Gay and Lesbian Resource Center, 2011-2012

Certificate in Research Law, Society for Research Administrators International (2011)

Chair, “Accountability and Justice: The Role of International Trials and Tribunals” panel, American Political Science Association Meeting, September 2008.

Discussant, “Rethinking International Law” panel, Midwestern Political Science Association Meeting, April 2007.

Chair, "Humility and Humiliation" panel, American Political Science Association Meeting, September 2004

Chair, "Rawls" panel, American Political Science Association Meeting, September 2003

Discussant, "Are Transnational Conceptions of Citizenship Viable?" panel, American Political Science Association, September 2003

Extracurricular Seminar Coordinator in London, England for First Year Seminar "Empires, Colonies, and Nations, August 14-22, 2000. Activities included coordinating seminars at the London School of Economics and the Institute for Commonwealth Studies, University of London.

Undergraduate Thesis Advising (Albion College):

"The Future of Affirmative Action," by Michael Mara. April 2000. (Thesis Chair)

"Remembering the Patterns of War: Cultural Conflict, Rape and Genocide In the Balkans," by Kelli Brigida Zappas. April 1999.

Model United Nations Faculty Co-Advisor, Albion College, Academic Year 1999-2000.

Columnist, Philosophy News Service, "What's Happening in Political Philosophy,"

URL: <http://www.philosophynews.com/whip/pp> (wrote piece on the *Moral Spaces* reader)

Discussant, American Political Science Association Annual Meeting, September 2000, "Home, Nostalgia and Homelessness" Panel

Discussant, American Political Science Association Annual Meeting, September 1999, "Rousseau" panel

Chair and Discussant, American Political Science Association Annual Meeting, September 1998, "Friendship and Civility" panel

Chair, Southwestern Political Science Association Annual Meeting, March 1997, "National and Self-Identity in Rousseau" panel

Discussant, Northeastern Political Science Association Annual Meeting, November 1996, "Race, Gender, Cultural Values and Political Discourse" panel (chaired by Cynthia Enloe)

Discussant, Northeastern Political Science Association Annual Meeting, November 1995, "Race and Difference" panel

Albion College Institutional Representative, Scholars at Risk Network Spring 2000

Academic Committee Service (Albion College): Gender/Ethnicity Course Review committee, Women's Studies Committee, Meaning and Value Steering Committee, Course Change Committee, Off-campus Programs Advisory Council

Co-Organizer of Zillah Eisenstein's "working session" on Nationalism and National Identity at Cornell University entitled, "Racialized Gender and the New Nationalisms" May 1994

Co-Producer and Director of the Cable 13 Tompkins County Public Access Show , "The Poets' Café". Guests have included the contemporary poets A.R. Ammons, Robert Morgan, David Lehman, James McConkey and Gail Holst-Warhaft. Interviewed Nikki Giovanni for the show (February 17, 1996) during her book tour at DeWitt Mall, Ithaca, NY. Recipient of a 1996 PEGASYS award for technical direction on "The Asylum," a poetry video show. Have well-developed skills in video production and editing. Active production and cablecast dates for three consecutive seasons (1995-1996).



First Name: Joel **Last Name:** Pryson

Who nominated you: Self

Address: 805 Fulton Street Kalamazoo, MI 49001

Phone Number: 269-873-1189

Email: [REDACTED]

City Resident: Yes

Employer: JLP Logistics LLC **Position/Title:** Agency Owner

Sector (Choice #1): Neighborhood

Sector (Choice #2): Education

Sector (Choice #3): Business/Banking

Neighborhood: Edison

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Neighborhood Improvement
- ZBA Vice Chair

Please describe the skills and experience indicated above: I was a member and Vice Chairman of the Zoning Board of Appeals for 2 terms - 6 years. Frequently acting as Chairperson for a number of monthly meetings. As a life long resident of Kalamazoo and having my family here as well, I will always have the best interest of the city and all our communities at heart.

Age: 45-54

Race/Ethnicity: White

Marital/Family Status: Single

Gender Identity: Male

Sexual Orientation: Gay

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$50,001-\$75,000

Veteran Status: Yes

Religious Affiliation: Christian - The River

Other ways to bring diverse perspective: I have spent many years as a member of the armed services - 8 years total. Veteran of Desert Shield/Storm. Chapter advisors at two major universities for the TKE Fraternity. Have own and/or worked for myself for 15+ years. Worked on a neighborhood enhancement project for my street. Work in the community as a Shipt Shopper as well.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporatio

NOVEMBER 1ST, 2017

Joel L. Pryson
[REDACTED]

Selection Board:

Thank you again for your considering me as a member to the 1st inaugural Board of Directors for the F.F.E.

I'd like to share more information about myself. First and foremost, I am a resident of the great City of Kalamazoo, born and raised. I have traveled the world during my military service and found myself back in Kalamazoo every time. My family lives here, my home is here and my business is here.

While serving in the US Navy for 8 years I was placed in many leadership roles as a Petty Officer 2nd Class, onboard the U.S.S. Wisconsin. I am a Desert Shield / Desert Storm Veteran with many awards issued to both myself and the ship I served.

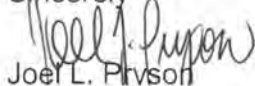
I graduated from Central Michigan University, Fire Up Chips, with a B.S.B.A. - Supply Chain Management. I have worked as a freight Broker for more than 15 years, 5 having owned my own Agency and 10 working as business partners with Logistic Dynamics Inc. out of Buffalo NY, with my office here in Kalamazoo.

My good friend Sean McCann got me interested in serving the city I love and gave my guidance to find a good fit for me on volunteer boards. I was appointed to the Zoning Board of Appeals by the City Commission, where I served a total of 6 years. More than half acting as Vice Chair and filling in as Chairperson on many occasions.

I know I would be a great addition to the Board of Directors because I think I represent a good deal of the diversity the Board Selection Committee is looking for. I have a great personality, I am a strong communicator and well as an equally strong listener. Team player and leader when called upon to do so. I take initiative to complete tasks that are assigned, and all the while being easy going and approachable.

Thank you again for your consideration, I look forward to your decision.

Sincerely


Joel L. Pryson



First Name: Diane **Last Name:** Schear

Who nominated you: self

Address: 1331 Grand Avenue Kalamazoo, MI 49006

Phone Number: 269.599.9421

Email: [REDACTED]

City Resident: Yes

Employer: retired **Position/Title:** 27 year veteran teacher public high school - physics teacher

Sector (Choice #1): Education

Sector (Choice #2): Housing

Sector (Choice #3): Faith Community

Neighborhood:

Skills/Experience (Choice #1):

Skills/Experience (Choice #2):

Skills/Experience (Choice #3): Anti-Poverty Strategies

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development
- Youth Development

Please describe the skills and experience indicated above: I would like to highlight my long-term experiences with educating teenagers, trying to maintain an old house in Kalamazoo, and strengthening the Jewish community and its outreach. Additionally, I would like to share that I am currently in the process of becoming a tutor for the Kalamazoo Literacy Council. When one has long term experiences in various areas, the ability to share these experiences in an effort to shape the future, well, is vital to that forward movement. Long-term experiences also provide a solid platform for generating new ideas for the future. Finally, I am privileged to see an additional side of the education of our youth. My husband is an administrator for Kalamazoo Public Schools (Dr. Michael Tanoff). This allows me to have a balanced view of educating our youth. I have been brief in my writing. Please understand that I would welcome the opportunity to discuss further the skills that I can bring to the Foundation For Excellence board of directors.

Age: 55-64

Race/Ethnicity: caucasian

Marital/Family Status: married

Gender Identity: female

Sexual Orientation: heterosexual

Education Level Completed: Master's Degree

Other:

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation: Jewish

Other ways to bring diverse perspective: I was trained as an engineer. I earned my living as a physics teacher. I bring a scientific and mathematical perspective to the board of directors.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Monday, November 6, 2017

Additional Information for Foundation for Excellence Application

Applicant: Diane Schear

I am an alumna of Rutgers University, College of Engineering and the Graduate School of Education. I am also an alumna of Southern Connecticut State University. I sat for their sixth-year certificate in high school science teaching. I have been a physics and chemistry teacher at the high school level for 27 years. I retired in June of this year.

My work in the classroom has given me experience in meeting goals and objectives, managing a budget, and creating and maintaining relationships with teenagers and their families (along with my administrator and colleagues). High school science education is driven by goals. The most recent guidelines are the Michigan Next Generation Science Standards (MSS). MSS took years to develop by the team leaders, the implementation at the classroom level is dictated to take less time than that. Daily, I balanced my obligations to MSS and my obligations to students. Never straight forward nor easy especially as science tells us that teenagers brains are not yet fully formed. This balance required being able to be flexible, being knowledgeable about where the group is, and maintaining a bottomless bag of skills for teaching a concept in multiple ways. I needed to work with the biology, chemistry, and math instructors to tie the education of our teenagers together. When a student showed creativity and leaps of faith I needed to be able to support that student while ensuring the ordinary work was still accomplished. I have managed a budget for 27 years. Science supplies are not inexpensive! I always attended my professional society meetings when I could afford to. These professional society interactions ensured that I employed the best and forward-thinking practices for my students.

I love where I live. I pay attention to where I live. I relish the fact that I live in such an amazing community. Where else could one tell stories about the first pedestrian mall or the urban legend of the first credit card purchase being made here in Kalamazoo? Our philanthropists are home grown and are amazing. Whether it is a center to advocate for marginalized people, The Stryker Center, college tuition for all, the Kalamazoo Promise, or young girls selling baked goods at D & W to help fund the reconstruction of a beloved bakery, Sarkozy's. Our YMCA and its youth programs are responsible for our son's contentment in his adult life. Thank you to Mr. Don Seibert. Our beloved library won library of the year. I know from my father's career what an accomplishment that is. Then around the corner there is the Ladies Library. Third in the nation. I keep the city hot line number in my phone so that when I see trashed curb lawns I can and do start the process to hold those responsible accountable. We have higher education, nationally ranked community theater, and the Kalamazoo Institute of Arts, currently lead by a visionary. We have great leadership. Our mayor does not know who I am, yet I have always walked away from a small talk conversation with him feeling respected. Our public-school leader, Dr. Michael Rice, is so smart and innovative. He knows that children of higher ability have a right to an education too. We have the Kalamazoo Area Mathematics and Science Center. He also knows that families who are immersed in generational poverty have great needs. He opened the elementary school libraries this summer to help meet one of those needs. I ask the question, how could one not love this community, it is an amazing place.

I have lived in Kalamazoo for 20 years. My husband, Dr. Michael Tanoff, works for Kalamazoo Public Schools. We have a son who is currently living and working in Eastern Kentucky, proud to be from Kalamazoo.

Foundation for Excellence

Applications are being accepted until 11:59PM ET, November 22, 2017.

The At-Large Director must be a registered voter in the City of Kalamazoo. The At-Large Director may not be an employee or elected official of the City of Kalamazoo. The At-Large Director may be chosen from applications to the Stakeholder Director seats that are not selected for that seat and are also not directly connected to any of the stakeholder groups.

We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name: John

Street Address: 4415 Glenrose Terrace

Best Daytime Phone: 269-312-2428

Your Last Name: Sullivan

City, State Zip: Kalamazoo MI 49008

Email: [REDACTED]

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

☒ Governance/Board Administration

☒ Finance

☐ Anti-Poverty Strategies

☒ Knowledge of this Community

☐ Economic Development

☐ Other: _____

☐ Community Development

☐ Youth Development

☐ Fundraising/Fund Development

☐ Job Training or Placement

☐ Neighborhood Improvement

Please describe the skills and experience you indicated above:

Lifelong resident of the Kalamazoo area with good knowledge of my community. Have served several years as an administrator for the Social Security Administration. I hold an MBA from WMU and have strong grasp of many aspects of finance.

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)
Under \$35,000	No High School Diploma
\$35,000-\$50,000	High School Diploma/Equivalent
\$50,000-\$75,000	Trade/Vocational School
\$75,000-\$100,000	Some College/No Degree
<u>\$100,000-\$250,000</u>	Associates Degree
Over \$250,000	Bachelors Degree
	<u>Master's Degree</u>
	Doctorate

Age 49
Race/Ethnicity White
Marital/Family Status Married
Gender Identity Male
Veteran Status (y/n) No
Sexual Orientation Heterosexual
Religious Affiliation None
(If any)

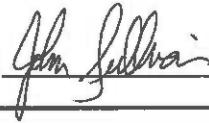
Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?

Kalamazoo Neighborhoods:

Arcadia	Hill N Brook	Parker/Duke	West Main Hill
Burke Acres	Homecrest Circle	Parkview Hills	Westnedge Hill
Central Business Dist.	Knollwood	Parkwyn Village	Westwood
Colony Farm	Lakeside	South Westnedge	Whites/Edgemoor/Bronson
Eastside	Milwood	Southside	Western Michigan University
Edison	Northside	Stuart	Woods Lake
Fairmont	Oakland/Winchell	Vine	
Gateway/South St	Oakwood	West Kilgore	

We will not sell or rent this information to anyone. We will not share your information with any third party outside of our organization, other than as necessary to complete the identification, selection, and nomination process as outlined in the Articles of Incorporation of the Foundation for Excellence. By submitting this form, you give the Foundation for Excellence and City of Kalamazoo permission to use the information you share with us to facilitate the nomination and selection process for the Board of Directors of the Foundation for Excellence as outlined above.

Signature: _____



Date: _____

11/21/17

When complete, please return along with a resume or CV to:

ffe@kalamazoo-city.org, or

The Kalamazoo Foundation for Excellence

c/o City Manager's Office

241 W. South St. Kalamazoo, MI 49007

**Please direct questions about this application and process to Steve Brown,
FFE Coordinator: browns@kalamazoo-city.org, or (269) 337-8788.**

John Sullivan

4415 Glenrose Terrace ~ Kalamazoo, Michigan 49008 ~ (269)312-2428~ [REDACTED]

EDUCATION

Western Michigan University - Kalamazoo, Michigan

Master of Business Administration, June 2004

PROFESSIONAL EXPERIENCE

Assistant District Manager, Social Security Administration May 2015 - Present

Responsible and accountable for the overall program management, direction, planning, objectives, policy-making and coordination of a Social Security field office. Manages public relations with community stakeholders. Provides managerial oversight to employees. Oversees security of the office. Develops and implements efficient business processes to achieve agency objectives.

Operations Supervisor, Social Security Administration January 2010-May 2015

Served as the first-line supervisor of a Social Security field office. Participated in planning, organizing, directing and accomplishing management objectives. Managed and appraised employee performance. Implemented strategies to achieve national performance goals. Acted as liaison to outside agencies.

Claims Specialist, Social Security Administration February 2005-January 2010

Determined eligibility of applicants for Social Security benefits. Examined evidence to evaluate its validity and acceptability in establishing entitlements to these benefits. Researched complex policy to resolve issues with existing cases. Provided technical guidance to other employees. Conducted outreach events in the community.

Grant Administrator, WE Upjohn Institute for Employment Research February 2002-February 2005

Managed federal and state funded workforce development grants. Developed process to administer grants and monitored their progress. Reviewed applications for completeness and shared award recommendations with management staff. Ensured compliance with awarded organizations. Presented incremental updates to stakeholder board. Analyzed outcomes and prepared summary reports.



First Name: Jacob **Last Name:** Sumner

Who nominated you: Self

Address: 1421 Cambridge Drive, Kalamazoo, MI 49001

Phone Number: 317-908-3666

Email: [REDACTED]

City Resident: Yes

Employer: Kellogg Company **Position/Title:** Marketing

Sector (Choice #1): Neighborhood

Sector (Choice #2): Arts

Sector (Choice #3): Business/Banking

Neighborhood: Milwood

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2): Finance

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Economic Development
- Community Development
- Job Training or Placement
- Neighborhood Improvement

Please describe the skills and experience indicated above: JD/MBA, Previous Board Experience, Contract Review and drafting experience, budget management experience in a Fortune 500 company.

Age: Under 35

Race/Ethnicity: Caucasian

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation:

Education Level Completed: Doctorate

Other:

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation: irreligious/indifferent

Other ways to bring diverse perspective: I have lived in small towns to big cities. I have a masters in business and a doctorate in law. I believe that all religions matters. I believe in robust discussions and that all perspectives have merit. I want what is best for Kalamazoo. I am an older Millennial or a young Gen. X, depending on how you do the math.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

JACOB THOMAS SUMNER

1421 CAMBRIDGE DRIVE
KALAMAZOO, MI 49001

(269) 961-6545

Experience

Kellogg Company Battle Creek, MI December 2015 - Current

Enriching and delighting the world through foods and brands that matter.

Associate Manager: Integrated Promotions

- Support incremental growth by managing multi-brand/multi-BU tentpole events.
- Lead creative agency partners ensuring cross-functional brand alignment in promotional campaigns including packaging design and end-to-end television commercial execution.
- ZBB successes in optimizing 2016 Inventory Write Off charter resulting in YoY \$1.5MM+ initial savings.
- Drove YoY savings of \$200K+ in evergreen bowls promotion proposal by exploring different manufacturing options and challenging agency proposal process.
- Recognized in MF Quarterly Business Update for exhibiting agility in execution of 2016 Bags and 2017 Special K Craisins Insert project.
- Researched Premiums Inserts chargeback rationale and recommended holding 38% less, based on YoY data.
- Leveraged insights to maximize utility of premiums for national promotions.

3M Minneapolis, MN May 2014 - Oct 2014

A global innovation company that never stops inventing.

MBA Product Marketing: Hearing protection devices in Personal Protection Equipment

- Maximized research in partnering with interest groups to propagate hearing conservation in entertainment venues.
- Consulted with specialized 3M Military Division team in order to launch product through last project stage-gate.
- Directed marketing feasibility studies based on consumer insights for product-line extensions.
- Briefed outside creative agencies ensuring results stayed under budget while designing novel digital advertising.
- Collaborated on social media campaign focusing on an influencer strategy to grow brand awareness and loyalty.

Tamarisk, Inc. Andover, MN Feb 2014 - Oct 2014

Non-profit providing volunteers to attend to the non-medical needs of families and patients in hospice care.

Board of Directors

- Created community fundraising initiatives and awareness, growing fundraising profit 155%.
- Used legal background to negotiate and draft new building lease agreement.
- Analyzed financials to ensure appropriate funding levels while benchmarking annual budget costs

Angie's List Indianapolis, IN Sept 2007 - Aug 2010

Providing consumer insights on local businesses through first-hand customer reviews.

Sales Consultant, Emerging Markets

- Earned company-wide recognition as top sales consultant in June 2010 for largest percentage of market sold.
- Created seasonal marketing campaigns by forecasting consumer demand and targeting business segments.
- Increased overall market potential by maintaining strong relationships with high potential clients.

Education

Valparaiso University Valparaiso, IN
College of Business Dec 2013

Master of Business Administration Dual Degree

School of Law Valparaiso, IN
Juris Doctor Dual Degree May 2013

Indiana University Bloomington, IN
College of Arts and Sciences May 2007

Bachelor of Arts, Sociology, German

Kelley School of Business (*Minor*)



First Name: Rachel **Last Name:** Tapp

Who nominated you: Self

Address: 4612 green acres drive Kalamazoo, MI 49009

Phone Number: 517-902-1505

Email: [REDACTED]

City Resident: Yes

Employer: MPI Research **Position/Title:** Senior Study Director of Neurobehavioral Science

Sector (Choice #1): Education

Sector (Choice #2): Health Care

Sector (Choice #3): Neighborhood

Neighborhood: Westwood

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Community Development
- Fundraising/Fund Development
- Neighborhood Improvement
- Research

Please describe the skills and experience indicated above: As a research scientist, I've skills to lead, develop, and research problems and appropriate paths forward to ensure a fair outcome for the safety testing I do for drug development. I also own my own consulting business where I guide clients by analyzing data and guiding them to the next steps forward. I've lived in Kalamazoo county for 15 years, and have experienced many of the positive things we can offer, but also see where we can improve the situation for more of our residents. I've performed fundraisers for small endeavors, and am not afraid to get involved with larger opportunities to raise money for our community and ensure those funds are used appropriately.

Age: 35-44

Race/Ethnicity: Caucasian

Marital/Family Status: Married

Gender Identity: Female

Sexual Orientation: Straight

Education Level Completed: Master's Degree

Other:

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective: As a scientist, my ability to research and carefully examine situations can bring different insight, based on precedence, to the table for consideration.

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Foundation for Excellence

Applications for the Inaugural Board of Directors are currently being accepted until 11:59PM ET, November 1, 2017.

We seek to engage organizations that are headquartered in, significantly located in, or overwhelmingly active within Kalamazoo City limits. We respect and promote the diversity that exists in our community through a policy of inclusiveness where all persons are treated fairly regardless of their differences or inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

BOARD OF DIRECTORS APPLICATION

Did someone else suggest you would be a great candidate for the Board of Directors? Please tell us who that was, or, if not applicable, indicate "self"

Nominator Name: _____

Next, please tell us about YOU, the nominee and potential member of the Board of Directors

Contact Information:

Your First Name: Gary

Your Last Name: Wark

Street Address: 428 Stuart Ave.

City, State Zip: Kalamazoo MI 49007

City of Kalamazoo Resident? ☒ Yes ☐ No (answering "no" does not bar you from consideration)

Best Daytime Phone: 269-873-8775

Email: _____

The FFE intends that the composition of the Board of Directors include ten (10) Stakeholder Directors, representing a different group or sector that plays an important role in the City of Kalamazoo.

Which sector do you feel most suited to represent? (choose up to 3)

Sector Information:

Employer: _____

Position/Title: _____

	Arts	Business/Banking	Education	Faith Community	Health Care	Housing	Affinity Organization/Non-Profit	Neighborhood	None (use for 2nd & 3rd only)
Top priority:	☐	☐	☐	☐	☐	☒	☐	☐	☐
Second Priority:	☐	☐	☐	☐	☐	☐	☐	☒	☐
Third Priority:	☐	☐	☒	☐	☐	☐	☐	☐	☐

If "Neighborhood" indicate which (list on reverse side):

Stuart

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

- ☒ Governance/Board Administration
- ☐ Finance
- ☐ Anti-Poverty Strategies
- ☒ Knowledge of this Community
- ☒ Economic Development
- ☐ Other: _____

- ☒ Community Development
- ☐ Youth Development
- ☐ Fundraising/Fund Development
- ☐ Job Training or Placement
- ☒ Neighborhood Improvement

Please describe the skills and experience you indicated above:

I have been on various City of Kalamazoo boards for approximately 17 years & have been involved in my neighborhood association. I have worked for Eyde Development Co. for approximately 30 years in commercial sales & leasing/property management. I have also been a business owner in the community for approximately 18 years and own real estate investments in the City of Kalamazoo. More importantly, I am a father of 3 children & I am determined to make our community a better place for them & their children, as well as all residents in the city of Kalamazoo.

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (circle range)	Education (circle highest level completed)	Age <u>60</u>
Under \$35,000	No High School Diploma	Race/Ethnicity <u>White/Caucasian</u>
\$35,000-\$50,000	High School Diploma/Equivalent	Marital/Family Status <u>Divorced</u>
\$50,000-\$75,000	Trade/Vocational School	Gender Identity <u>Male</u>
*\$75,000-\$100,000	*Some College/No Degree	Veteran Status (y/n) _____
\$100,000-\$250,000	Associates Degree	Sexual Orientation <u>Heterosexual</u>
Over \$250,000	Bachelors Degree	Religious Affiliation _____
	Master's Degree	(If any)
	Doctorate	

Are there other ways you could bring a diverse perspective to this Board of Directors? If so what are they?

I am a strong proponent of the Civil Rights Act of 1964. I would also like to improve housing opportunities for the poor, & create more youth recreational opportunities in the community.

Kalamazoo Neighborhoods:			
Arcadia	Hill N Brook	Parker/Duke	West Main Hill
Burke Acres	Homecrest Circle	Parkview Hills	Westnedge Hill
Central Business Dist.	Knollwood	Parkwyn Village	Westwood
Colony Farm	Lakeside	South Westnedge	Whites/Edgemoor/Bronson
Eastside	Milwood	Southside	Western Michigan University
Edison	Northside	<u>Stuart</u>	Woods Lake
Fairmont	Oakland/Winchell	Vine	
Gateway/South St	Oakwood	West Kilgore	

The Foundation for Excellence has contracted with us, the Kalamazoo Community Foundation, as a Governance Facilitator, responsible for the coordination, identification, and selection of persons as Stakeholder Directors to be recommended to the City Commission for nomination.

The Kalamazoo Community Foundation is the sole owner of the information collected on this form. We only have access to/collect information that you voluntarily give us through this tool, email or other direct contact from you.

We will not sell or rent this information to anyone.

We will not share your information with any third party outside of our organization, other than as necessary to complete the identification, selection, and nomination process as outlined in the Articles of Incorporation of the Foundation for Excellence.

By submitting this form, you give the Kalamazoo Community Foundation permission to use the information you share with us to facilitate the nomination and selection process for the Board of Directors of the Foundation for Excellence as outlined above.

Signature: [Signature]

Date: 10/31/17

When complete, please return to:
FFE Governance Facilitator
Kalamazoo Community Foundation
c/o Sharon Brown
402 E. Michigan Ave.
Kalamazoo, MI 49007

Questions? Sharon Brown 269-381-4416 or sbrown@kalfound.org

Foundation for Excellence

Applications are being accepted until 11:59PM ET, November 22, 2017.

The At-Large Director must be a registered voter in the City of Kalamazoo. The At-Large Director may be an employee in elected official of the City of Kalamazoo. The At-Large Director may be chosen from applications by the Stakeholder Director seats that are not submitted for that seat and are also not directly connected to any of the stakeholder groups.

We respect and promote the diversity that exists in our community through a policy of inclusion where all persons are treated fairly regardless of their differences in inclusion in any of the following classifications: age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, gender orientation, height, marital status, national origin, pregnancy, race, religion, sex/gender, sexual orientation, veteran status, and/or weight.

AT-LARGE DIRECTOR APPLICATION

Contact Information:

Your First Name: Lindsay

Your Last Name: Wherley-Kleber

Street Address: 2829 S. Park St.

City, State Zip: Kalamazoo MI 49001

Best Daytime Phone: 269-364-3939

Email: [REDACTED]

Skills and Experience:

The Foundation for Excellence will provide funding to stabilize the City of Kalamazoo's budget, lower its tax rate, and pursue aspirational community projects with the stated goal of continuing this work in perpetuity.

Please indicate skills or experience you are able to contribute to help the Board to achieve these priorities:

☐ Governance/Board Administration

☐ Community Development

☐ Finance

☒ Youth Development

☒ Anti-Poverty Strategies

☐ Fundraising/Fund Development

☒ Knowledge of this Community

☐ Job Training or Placement

☐ Economic Development

☐ Neighborhood Improvement

☐ Other: _____

Please describe the skills and experience you indicated above:

I have been a resident of Kalamazoo for over twenty years. My children attend KPS, and I am a public school educator.

Demographic Information:

The Foundation for Excellence is committed to maintaining a Board of Directors with diverse perspectives and abilities. Therefore, we invite you to share, to your comfort level, how you identify in the following areas:

Household Income (include rental)	Education (include highest level completed)	Age
Under \$18,000	No High School Diploma	41
\$18,000-\$24,999	High School Diploma/Equivalent	Race/Ethnicity
\$25,000-\$34,999	Trade/Vocational School	White
\$35,000-\$44,999	Some College/No Degree	Marital/Family Status
\$45,000-\$54,999	Associate Degree	Married
\$55,000-\$64,999	Bachelor's Degree	Gender Identity
\$65,000-\$74,999	Master's Degree	Veteran Status (y/n)
\$75,000-\$84,999	Doctorate	Sexual Orientation
\$85,000-\$94,999		Religious Affiliation
\$95,000-\$104,999		None
\$105,000-\$114,999		(if not)
\$115,000-\$124,999		
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Kalamazoo Neighborhoods:

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Edison	Northside	Stuart	Woods Lake
Fairmont	Oakland/Winchell	Vine	
Gateway/South St	Oakwood	West Kilgore	

We will not sell or rent this information to anyone. We will not share your information with any third party outside of our organization, other than as necessary to complete the identification, selection, and nomination process as outlined in the Articles of Incorporation of the Foundation for Excellence. By submitting this form, you give the Foundation for Excellence and City of Kalamazoo permission to use the information you share with us to facilitate the nomination and selection process for the Board of Directors of the Foundation for Excellence as outlined above.

Signature: _____

L. Wherley-Kleber

Date: _____

11-5-17

When complete, please return along with a resume or CV to:

fte@kalamazoo-city.org, or

The Kalamazoo Foundation for Excellence

c/o City Manager's Office

241 W. South St. Kalamazoo, MI 49007

Please direct questions about this application and process to Steve Brown,

FTE Coordinator: browns@kalamazoo-city.org, or (269) 337-8788.

Lyndsay Wherley-Kleber

2824 S. Park St. Kalamazoo, MI 49001

(269) 364-

The Kalamazoo Foundation for Excellence
City Manager's Office
241 W. South St.
Kalamazoo, MI 49007

November 5, 2017

Dear Foundation for Excellence Coordinator:

As a parent of Kalamazoo Public School students, a resident of Kalamazoo's Westnedge Hill neighborhood, and a public school educator, I am enthusiastic about the possibility of a seat on the Foundation for Excellence board. I am eager to give back to my community and help address challenges so Kalamazoo and its community members can thrive.

Following are my key attributes which make me a strong candidate for the position:

- I am an excellent communicator both orally and in writing. I communicate daily with parents, colleagues, and administrators. I possess the ability to persuade people to be committed and motivated, and I have strong presentation skills.
- I have a great ability to learn and apply new knowledge. I stay current on best practices and state expectations, and I utilize technology competently. I can work collaboratively and effectively carry out the duties of this position.
- I am organized and experienced at time management. I have proven ability to meet deadlines and be punctual with tasks and assignments. My career and life experiences have prepared me for a position on a diverse and influential board.

These skills will enable me to contribute my unique perspective and skills to the work ahead. I look forward to hearing from you about my application. Thank you for your time and consideration.

Sincerely,

Lyndsay Wherley-Kleber

LYNDSAY WHERLEY-KLEBER

2824 S. Park Street Kalamazoo, MI 49001 (269) 364-3939

PROFESSIONAL SUMMARY

Exceptional leader talented at implementing district curriculum and policies, engaging in formative assessment, and participating in professional learning communities. Outstanding at analyzing data, problem-solving, collaborating, and delivering engaging professional development.

CAREER HIGHLIGHTS

- Language Arts Committee Chair, Trained by the Reading and Writing Project
- Member of FAME, Formative Assessment for Michigan Educators, MDE
- Cognitive Coach, Certified by the Thinking Collaborative
- Equity Committee Member, Examining data and identifying obstacles students face

WORK EXPERIENCE

Mattawan Consolidated Schools, Mattawan, MI

Writing Specialist and Elementary Teacher, August 1999 - Present

- Supporting and coaching teachers around the Language Arts curriculum.
- Developing pacing charts and unit guidelines for teacher use.
- Implementing new strategies and technology to improve teaching and learning.
- Providing intervention and targeted instruction for students.
- Engaging parents and colleagues to optimize achievement.

American Legacy Publishing, Lindon, UT

Curriculum Developer, May 2009 - September 2016

- Created Social Studies articles, activities, and assessments for student use.
- Worked collaboratively on freelance writing projects until completion.

EDUCATION

Marygrove College, Detroit, MI *Masters in the Art of Teaching, 2001*

Western Michigan University, Kalamazoo, MI *Bachelor of Science in Education, 1998*

ADDITIONAL TRAINING

The Reading and Writing Project, Columbia University, 2013 – 2017

Cognitive Coaching Seminars Foundation Training, 2017



First Name: Derek **Last Name:** Wissner

Who nominated you: Self

Address: 306 Grandview Avenue Kalamazoo, MI 49001

Phone Number: 269-930-1679

Email: [REDACTED]

City Resident: Yes

Employer: Memories Bridal & Evening Wear **Position/Title:** Owner - I Manage the Business Operations

Sector (Choice #1): Business/Banking

Sector (Choice #2): Education

Sector (Choice #3): Neighborhood

Neighborhood: Westnedge Hill

Skills/Experience (Choice #1): Governance/Board Administration

Skills/Experience (Choice #2):

Skills/Experience (Choice #3): Anti-Poverty Strategies

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Community Development
- Youth Development
- Neighborhood Improvement

Please describe the skills and experience indicated above: I've been very active in a variety of boards and committees in Kalamazoo for the past decade presently including the Kalamazoo Planning Commission, the DDA, & DKL. I've also been very active in development of the City's Master Plan. I've been a business owner in Kalamazoo since 2006 and run a successful retail business with my wife. Prior to that I was a social worker, with a Master's Degree in Social Work Administration, and have quite a bit of experience working with at risk children, specifically adolescent boys presenting behavioral problems. I feel I have a very interesting background that would give me a unique voice on the board.

Age: 35-44

Race/Ethnicity: Caucasian

Marital/Family Status: Married (11 years) with three toddlers.

Gender Identity: Male

Sexual Orientation: Straight

Education Level Completed: Master's Degree

Other:

Household Income: Over \$250,000

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective: I'm very committed to the success of this City.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.

Derek Wissner

306 Grandview Avenue, Kalamazoo, MI 49001

269-930-1679

BOARD EXPERIENCE

- Kalamazoo City Planning Commissioner - 2013 – Present
- Kalamazoo Downtown Development Authority (DDA) Board Member - 2008 – Present
- Downtown Kalamazoo Incorporated (DKI) Board Member - 2013 – Present
- DDA - Capital Improvement Committee Chair - 2009 – Present
- DKI - Business Recruitment and Retention Committee Chair - 2017 – Present
- Downtown Kalamazoo Retail and Restaurant Association (DKRRA) - Past President
- Founding Director of The Cinderella Project of Kalamazoo – 2006 – Present

PROFESSIONAL EXPERIENCE

Memories Bridal & Evening Wear, Kalamazoo, MI

09/06 – Present - Owner / VP of Business Operations

- Responsible for managing business growth and opportunities, financials, analytics, human resource and facility management.

Pretty Lake Vacation Camp, Mattawan, MI

02/06 – 09/06 - Interim Executive Director

- Responsible for the immediate stabilization of year-round personnel after abrupt dismissal of leadership and remaining staff.

Child & Family Services/ Link Crisis Center, Benton Harbor, MI

03/04 – 02/06 - Shelter Supervisor

- Responsible for the operations of "The LINK" residential crisis shelter program serving approximately 200 at-risk youth annually; the direct oversight of a youth Respite Program serving nearly 60 families raising medically fragile, special needs, or at-risk youth; a Summer Day Camp program within the agency.

Pretty Lake Vacation Camp, Mattawan, MI

12/00 – 7/03 - Camp Director

- Responsible for the design and operation of a resident camp program that serves more than 800 at-risk children each summer.

Princeton University -Princeton Blairstown Center, Blairstown, NJ

2/00 – 12/00 - Experiential Education Facilitator

- Instructed inner-city youth, university students, and corporate clients in communication skills, problem solving and team work development in an outdoor, high-adventure environment.

EDUCATION

Master of Social Work - Western Michigan University, Kalamazoo, MI

Concentration: Policy, Planning, and Administration

Bachelor of Science - Central Michigan University, MI. Pleasant, MI

Double Major: Sociology & Family Studies



First Name: Gabriel **Last Name:** Wolverton

Who nominated you: Self

Address: 917 S Park St Kalamazoo, MI 49001

Phone Number: 2695682771

Email: [REDACTED]

City Resident: Yes

Employer: **Position/Title:**

Sector (Choice #1): Neighborhood

Sector (Choice #2): Business/Banking

Sector (Choice #3): Housing

Neighborhood: Vine

Skills/Experience (Choice #1):

Skills/Experience (Choice #2):

Skills/Experience (Choice #3):

Knowledge of the Kalamazoo Community:

- Knowledge of the Kalamazoo Community
- Economic Development
- Job Training or Placement
- Neighborhood Improvement
- Marketing

Please describe the skills and experience indicated above: I am from Southwest Michigan and have lived in Kalamazoo for the last 6 years. A year and a half ago, I purchased a single family home in the Vine neighborhood with my young family. We have worked on improving our own home and the neighborhood as a whole since moving downtown. I am very passionate about developing downtown Kalamazoo and making it more appealing to other young families. It is my strong belief that downtown is the heart of the community and that the decisions we make are incredibly influential to the Kalamazoo community as a whole. I plan to use my background in marketing and sales to spread these ideas and make Kalamazoo a priority destination in the state of Michigan.

Age: Under 35

Race/Ethnicity: White

Marital/Family Status: Married

Gender Identity: Male

Sexual Orientation: Straight

Education Level Completed: Bachelor's Degree

Other:

Household Income: \$100,001-\$250,000

Veteran Status: No

Religious Affiliation:

Other ways to bring diverse perspective: I have lived all over the country and I'm very diverse communities, from a dude ranch in Idaho, to a van in Hawaii, and the mountain tops of Tennessee. My son is from a mixed racial background and I believe that my experience with these different communities will bring a new and balanced perspective to the Board of Directors.

Grant permission: I grant permission to the Kalamazoo Community Foundation to use and share the information I have provided as necessary to complete the identification, selection, and nomination process for the Board of Directors as outlined in the Articles of Incorporation of the Foundation for Excellence.