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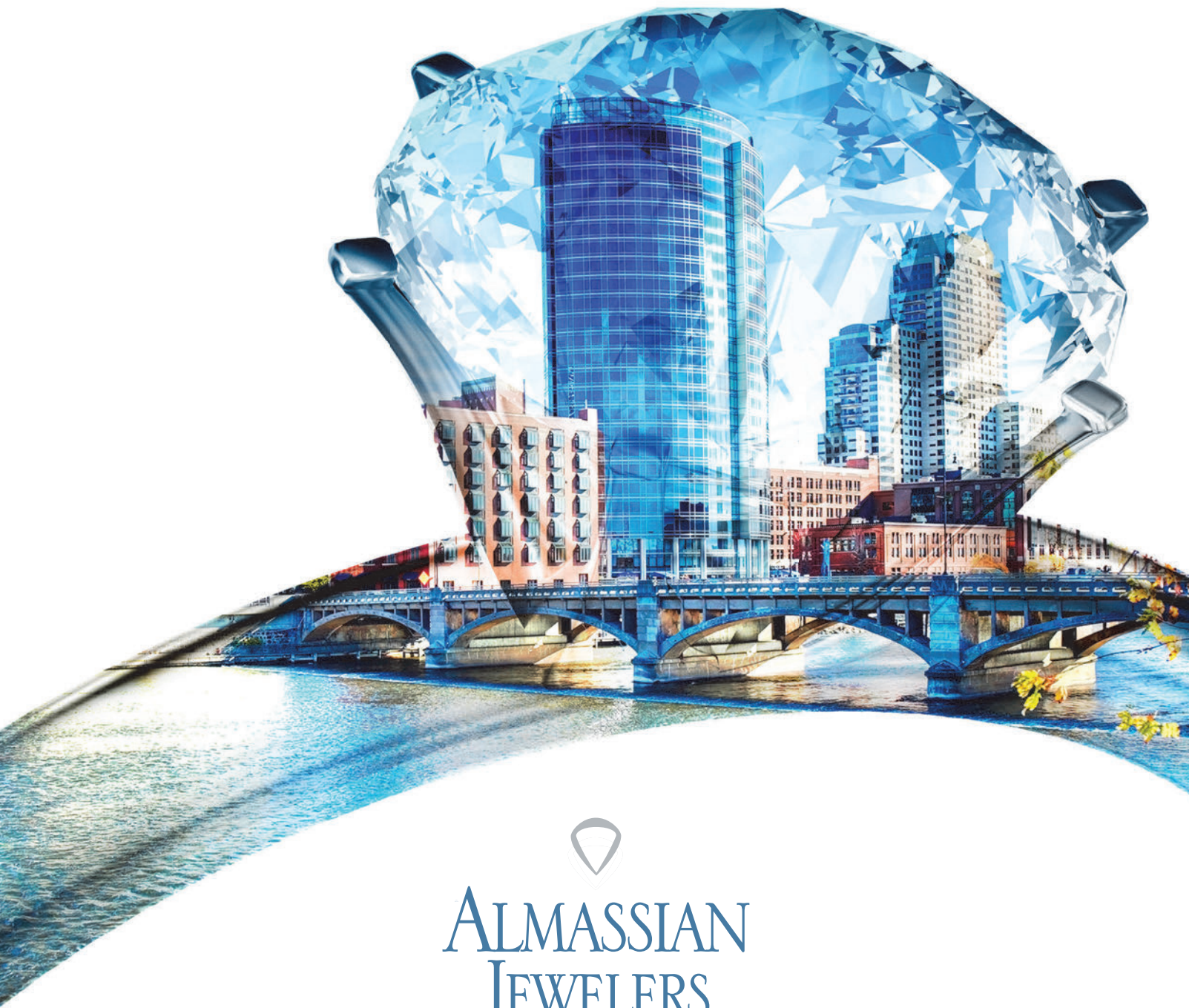


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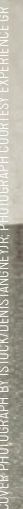
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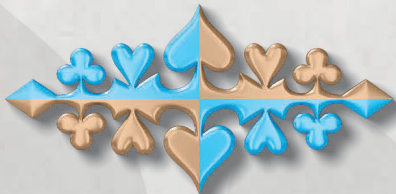


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THE GRAND RAPIDS 200



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Responsibility weighs heavily

If you've made it this far through COVID-19, congratulations. And if you think you're going to make it through to the other side of the pandemic, the chances are good that one or more of the 200 people listed in these pages either have helped or will help you reach that goal.

The Grand Rapids 200 represents the cream of the crop when it comes to leadership in West Michigan. These are the people making decisions every day that affect not only them and their business or organization, but the entire business community.

This is the second edition of the Grand Rapids 200. Many of the people featured in this edition appeared last year as well. While some may criticize that, we don't believe in giving out "participation trophies." You have to earn your place in this publication. It's not something we put to a vote of the people. These individuals are selected by the Editorial Department based on our news coverage, source networks and general knowledge of the inner workings of West Michigan.

There are 21 new people profiled in this edition. A glance at the headlines of 2020 will tell you in which sectors they serve.

Health care, social justice and racial equity are three topics of national discussion as well as right here in West Michigan.

Did you really think Adam London, Kent County's top health official, could be excluded during the worst health crisis of the last few generations? Neither did we.

The same goes for Grand Rapids Police Chief Eric Payne, who this year has been at the forefront of community policing efforts designed to quell some of the worst unrest West Michigan has seen since the 1960s and create better relationships between officers and citizens. He's on the list, too.

Graci Harkema makes the list for her efforts to bring diversity, equity and inclusion to the business community. These are subjects that should be top-of-mind for every employer, and the influence of Harkema and others with similar mindsets — and skills — are the people who will drive that change.

A 10% "turnover" rate also is indicative of stability. Some, like Dick DeVos and Birgit Klohs, have been influential in West Michigan for decades. Others, like Tory Richardson, make the list by virtue of the roles they recently have assumed in the community.

Richardson's statement that Gerald R. Ford International Airport should be the "front door" to West Michigan shows he understands the responsibility he has been given.

There are many others besides the 200 profiled here who make West Michigan a great place to do business and live. Their roles are no less important. A community is an assemblage of its various — and varied — parts and counts on contributions from everyone.

The people listed in these pages, however, might feel a bit more pressure to perform than the average person on the street.

These 200 leaders do not shirk responsibility; they welcome it.



Tim Gortsema
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■ ARTS & ENTERTAINMENT



GEORGE A. BAYARD III
Executive director
Grand Rapids African American
Museum and Archives,
Grand Rapids

George Bayard's dream of owning an art gallery started at age 15 and his love for art carried him to this point, owning West Michigan's oldest gallery devoted to artists of color for 30 years. He is spearheading a group to create the largest museum in West Michigan devoted to African American history, culture, learning and family. The group plans to open a new facility in 2021 focusing on local African American history and culture. GRAAMA was the winner of the Albert Baxter Local History Award and was featured on the cover of the national magazine History News for its Grandma's Voices Oral Histories series.

EDUCATION: University of Delaware (B)

INSPIRATION: A TV ad would rant about "starving artists' sale." I was inspired not to be a starving artist so I expanded my artistic vision.

FUNNIEST WORK EXPERIENCE: I waited on a customer and didn't recognize him as the most famous local artist of the time, Andrew Wyeth.

LESSON LEARNED: Persistence pays off in time. Life is a marathon not a sprint.

GRAND RAPIDS ATTRACTION: ArtPrize

DOWNTIME: Binge-watching TV and grilling

ADVICE TO 18-YEAR-OLD: Pick your friends and don't be afraid to seek new ones.

BUCKET LIST: Visit Africa

PLAY YOU IN A MOVIE: Giancarlo Esposito



PETER D'ARIENZO
CEO
John Ball Zoo, Grand Rapids

Peter D'Arienzo took over the reins of John Ball Zoo four years ago. Since then, the Zoo has created an annual economic impact of \$40 million a year. There are nearly 2,000 animals that represent over 230 species at the zoo. With a passion for sustainability and community, his team led the design and construction of John Ball Zoo's new front entry that features an inclusively designed pathway with the goal of achieving the Living Building Challenge commercial certification. His team also led the design and construction of a meerkat habitat that is SITES centered with a goal of achieving SITES' Gold Certification in 2020. This certification will make John Ball Zoo the first zoo in the country to receive this and the first 2.0 v SITES in Michigan. Prior to joining John Ball Zoo, he was the director of operations for the Kansas City Zoo. He led a team of directors with responsibilities ranging from general operations to guest satisfaction. He also worked at Donaldson Company International, an air filter company, as a human resources manager and an environmental health and safety manager where he wrote and implemented an Environmental Management System (ISO 14001). D'Arienzo also spent 20 years at American Multi-Cinema, eventually becoming corporate director.

EDUCATION: Rockhurst University (B), Aquinas College (M)

FIRST JOB: Theater staff member at American Multi-Cinema



GLENN DEL VECCHIO
Executive director
Grand Rapids Ballet,
Grand Rapids

Glenn Del Vecchio joined the Grand Rapids Ballet in 2009. Prior to his appointment, Del Vecchio moved to Michigan to serve as director of marketing for Universal Forest Products' restaurant division, a group of 29 company-owned and franchised casual, quick-service and specialty-themed restaurants in Pennsylvania, Maryland and Michigan. For 11 years, Del Vecchio worked for Clear Channel Communications. He joined the ballet as a consultant while with his own marketing firm, Captus Creative. He serves as vice chair of the Michigan Dance Council and operations committee member of the Grand Rapids-Kent County Convention Arena/Authority. In 2014, he received the Business Journal's Newsmaker of the Year award in the arts and entertainment category for the world premiere of Grand Rapids Ballet's "Nutcracker" production. The premiere capped the Grand Rapids Ballet's multiyear, multimillion-dollar campaign to build out production, stabilize its financial picture and raise the organization's profile.

EDUCATION: Millersville University (B)

FIRST JOB: A farmers market stand selling specialty meats and cheeses

BEST ADVICE: Do what you love, and the money will follow.

LITTLE-KNOWN FACT: I followed the Grateful Dead around the East Coast and a couple of choice Midwest cities.



RICK DEVOS
Founder
ArtPrize/Start Garden/
Wakestream Ventures,
Grand Rapids

Rick DeVos is an entrepreneur and investor. In 2009, he created ArtPrize, a simple social experiment designed to see if artists and the public could engage each other in new ways. In 2012, he founded Start Garden, a unique venture seed fund that invests in early-stage companies and strives to build Michigan's startup ecosystem. In 2016, Start Garden evolved to birth the for-profit Wakestream Ventures, an early-stage fund with investments ranging from \$100,000 to \$1.5 million. DeVos currently serves on the board of directors for ArtPrize, the Acton Institute and the West Michigan Aviation Academy Foundation.

EDUCATION: Calvin University (B)

TOUGHEST CHALLENGE: I was terrified when we announced ArtPrize 10 years ago. We had no real idea of what to expect and neither did anyone else. All we had built was a registration form. But we took a leap, ran fast and the incredible West Michigan community stepped up and supported us from the very first day.

FAVORITE HOBBIES: Aviation, photography, music and reading

FAVORITE CHARITY: As the founder of ArtPrize and a member of its board, I continue to believe in its catalytic impact on the West Michigan community. I am also honored to serve on the boards of the Acton Institute and the West Michigan Aviation Academy Foundation.

■ ARTS & ENTERTAINMENT



ELAINE DIDIER

Director
Gerald R. Ford Presidential
Library and Museum,
Grand Rapids

Dr. Elaine Didier is director of the Gerald R. Ford Presidential Library and Museum. Since assuming this role in 2005, she has led the Library (Ann Arbor) and Museum (Grand Rapids) to operate as an integrated team across both sites, dramatically increasing their visibility and impact through significantly expanded public programs and community partnerships. Working in close collaboration with the Ford Presidential Foundation, she helped lead planning for the total renovation of core exhibits at the museum, and the design and construction of the DeVos Learning Center. Prior to this position, she served for five years as dean and professor at Oakland University and 22 years at the University of Michigan, where she managed library and technology operations, served as adjunct professor, and was associate dean of the Rackham School for Graduate Studies.

EDUCATION: University of Michigan (B. A.M.L.S. Ph.D.), Oxford University

FIRST JOB: Library media specialist in Puerto Rico, when my husband was stationed there as a naval officer

FUNNIEST WORK EXPERIENCE: Being invited to coffee and offered a promotion out of the clear blue sky and then agonizing for days over whether to accept it, but I did.

BEST ADVICE: Seize upon new challenges and unexpected opportunities!

FAVORITE TV SHOW: "NCIS"



DANA FRIIS-HANSEN

Director, CEO
Grand Rapids Art Museum,
Grand Rapids

Dana Friis-Hansen, director and CEO of the Grand Rapids Art Museum since July 2011, leads the museum's staff of 50 in fulfilling its goal to serve as "a cultural beacon and a civic anchor." Fostering the museum's growth and impact through dynamic exhibitions, collections, learning initiatives and community collaborations, he helped shape a strategic plan that positions the 110-year-old institution as a 21st-century leader in the field by serving as community convenor and a catalyst for creative thinking, with the mission "to connect people through art, creativity and design."

EDUCATION: Carleton College (B)

FIRST JOB: A six-month unpaid internship with the curator of the Whitney Museum of American Art in New York.

HIDDEN TALENT: I speak Japanese almost fluently. I lived in Japan for five years, working as the only foreigner in a Japanese office and had to learn Japanese to get along. I organized exhibitions and wrote articles about Asian artists for Western museums and partnered with Japanese museums and publications to introduce American artists there.

TRAVEL DESTINATION: In the past, I've really enjoyed exploring Asia, starting when I lived in Japan and went for vacations to Myanmar, Vietnam, the Philippines, China, Pakistan, India and Singapore.



DAVID HOOKER

President
Frederik Meijer Gardens
and Sculpture Park,
Grand Rapids

David Hooker oversees one of the most popular tourist attractions that features horticulture, exhibitions and sculptures from around the world. More than 750,000 visitors walk through the halls of Meijer Gardens' botanical garden and outdoor sculpture park annually. The park hosts summer concerts that attract a large number of people. Hooker is trying to better the park experience through a \$115 million expansion project that began in 2017, with scheduled completion in 2021. Last year, Meijer Gardens completed the Stuart and Barbara Padnos Rooftop Sculpture Garden, which is located above a newly completed 22,000-square-foot Covenant Learning Center. Meijer Gardens also acquired a sculpture by Spanish artist Jaume Plensa, "Utopia." It consists of 19-foot tall portraits of four young women of different backgrounds and nationalities. The Richard and Helen DeVos Japanese Garden, which opened in 2015, is an 8-acre space with two ponds, four waterfalls, a couple of islands, scenic bridges, a bonsai garden, a Zen garden and a winding, shaded path with benches.

EDUCATION: Keyon College (B), University of Michigan – Stephen M. Ross School of Business (M)

PAST BOARDS: ArtPrize, Northpointe Lending, Grand Valley State University's board of trustees and NPB Mortgage LLC



J.D. LOEKS

President
Studio C, Grand Rapids

J.D. Loeks is continuing the legacy of business ownership in his family. He is the president of Studio C, which is mostly known for its Celebration Cinema movie theaters. It is a family-owned entertainment company that has locations in western and central Michigan. He took over the role from his father, John Loeks, and he is looking to expand its reach. Loeks recently finished building a Celebration location in downtown Grand Rapids, Studio Park, near Van Andel Arena. Alongside running Celebration Cinema, he is a principal of Olsen Loeks Development, which is helping to bring the Studio Park project to life. It will be a 62,500-square-foot mixed-use project that will have a music venue, a movie theater that will feature nine screens, a hotel, an office building, apartments, restaurants, retail, outdoor event space and parking. Some of the restaurants and retailers include Funky Buddha Yoga Hothouse, Leo's Coney Island, Malamiah Juice Bar and Eatery, Pump House Frozen Yogurt Bar and the development's flagship restaurant, One Twenty Three Tavern.

EDUCATION: Calvin College (B), University of Denver (two M)

BOARDS: National Association of Theatre Owners of Michigan, Economic Club of Grand Rapids



■ ARTS & ENTERTAINMENT



RICH MACKEIGAN
Regional manager
ASM Global, Grand Rapids

Rich MacKeigan is the head of the three most important ASM-owned entertainment venues in the city that attract people from near and far. He leads the operation of Van Andel Arena, DeVos Performance Hall and DeVos Place. Those venues are popular stops for tourists and locals, and they are important drivers of the Grand Rapids economy. For the 2018 fiscal year, the DeVos Place/Performance Hall brought in a combined record-breaking revenue of \$7.2 million. That was an increase from its 2017 FY revenue of \$6.5 million. The two venues had a combined attendance of 702,939 people, which is an increase from FY 2017 combined attendance of 631,744. Some of the events held at both locations included Michigan Music Conference, Michigan International Auto Show, Metro Health Hospital VITALity Gala, Grand Rapids International Wine, Beer & Food Festival, Michigan State University College of Human Medicine Matriculation and White Coat Ceremony, GR Symphony, Opera Grand Rapids, Grand Rapids Ballet and Broadway Grand Rapids. Van Andel Arena brought in \$6.8 million in revenues for 2018 FY.

EDUCATION: Dalhousie University (B),
St. Thomas University (M)

NOTABLE: Named the Grand Rapids Business Journal's 40 Under 40 Distinguished Alumnus in 2018



DALE ROBERTSON
President, CEO
Grand Rapids Public Museum,
Grand Rapids

Prior to his work at the museum, Dale Robertson spent 19 years at Blue Cross Blue Shield of Michigan (BCBSM). While there, he led the corporation's 53-county West Michigan and Upper Peninsula sales operations division as its vice president. Prior to that, he was BCBS's vice president of government affairs with responsibilities in Lansing and Washington D.C. He also previously worked as director of state legislative relations for the Greater Detroit Chamber of Commerce and in the Michigan State Senate as a legislative aide. Robertson currently sits on boards of the Grand Rapids Public Museum Foundation and Michigan Future Inc., among others.

EDUCATION: Michigan State University (B),
Thomas M. Cooley Law School (J.D.)

HOBBIES: I like to exercise, particularly running with the RunGR club, and I like to read — a lot.

BEST ADVICE: How you do something is as important, if not more important, than what you do.

ADVICE TO 18-YEAR-OLD: The humanities are the window into who we are as people — don't neglect them. I would say double down on building an understanding of how the world works, what drives people and how societies have formed and behaved.

PLAY YOU IN A MOVIE: Ted Danson. People tell me all the time I look like him.



SALVATORE "SAL" SEMOLA
President, COO
Gun Lake Casino, Wayland

Salvatore Semola has been active in the hospitality/gaming industry for over 40 years and has a broad range of experience in all consumer gaming market groups. For the past 20 years, he has held executive-level positions in operations and development of several major gaming/resort projects. As president and COO of Gun Lake Casino, he is responsible for the oversight of the casino and the long-term strategic direction for the master plan for the property. Semola has been recognized with the Eastern Division of the Casino Management Association's Gaming Professional of the Year honor and the Industry Executive of the Year by UNLV's William F. Harrah College of Hotel Administration.

EDUCATION: University of Nevada, Las Vegas (B)
FIRST JOB: Dishwasher

BEST ADVICE: No one can make you feel inferior without your permission.

FUNNIEST WORK EXPERIENCE: I tried to sell my boss's house while he was out of the country on vacation.

FEW PEOPLE KNOW: I sang with The Temptations in Las Vegas.

FAVORITE BOOKS: Biographies

TRAVEL DESTINATION: Italy

ADVICE TO 18-YEAR-OLD: Totally immerse yourself in anything you choose to do.

GRAND RAPIDS ATTRACTION: Meijer Gardens



EMILEE SYREWICZE
Executive director
Opera Grand Rapids,
Grand Rapids

Opera Grand Rapids is the oldest opera company in Michigan and one of the top midsize opera companies in North America. Emilee Syrewicze, a Michigan native and classically trained pianist, took over the helm at Opera GR in 2019. She is the former executive director of Northwest Michigan Supportive Housing in Traverse City. She also was board vice president for the Community Economic Development Association of Michigan in Lansing and chair of the Greater Grand Traverse Area Continuum of Care. In 2015, Syrewicze became executive director of the Catawba Riverkeeper Foundation in Charlotte, North Carolina. CRF's mission is to advocate, educate and protect the Catawba-Wateree River Basin in North and South Carolina and is considered one of the most influential environmental organizations in the American south. CRF's work leading the litigious efforts to clean up coal ash in the Carolinas has been featured on "60 Minutes" and CNN, among others.

EDUCATION: Alma College (B), Vermont Law School (J.D.)

FUNNIEST WORK EXPERIENCE: My first interview for Opera Grand Rapids was over Skype and it was done on a Saturday morning after Hurricane Florence hit North Carolina. I was wearing business attire on top, but shorts underneath the table to hide the fact that I was sitting in a flooded office.



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and **learn** from the voices of our
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GRAND RAPIDS MAGAZINE LAUNCHES NEW DIGITAL ADVERTISING SERVICES



Grand Rapids Magazine has some exciting news!

Grand Rapids Magazine now offers a full-service suite of digital services including:

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BRUCE TINKER
Executive, artistic director
Grand Rapids Civic Theatre,
Grand Rapids

Bruce Tinker is celebrating his 21st season as executive and artistic director of Grand Rapids Civic Theatre and School of Theatre Arts. Civic Theatre is one of the leading community theaters in the country, enjoying 95 years of history, a state-of-the-art facility and serving more than 80,000 patrons, with 700 volunteers and 1,500 students each year. Tinker has directed more than 100 plays and musicals for community, professional and university theaters. Recent productions for Civic Theatre include "Mamma Mia!," "And Then There Were None," "Shrek The Musical" and "Ragtime." This season, he directed "Ring of Fire" and "Elf The Musical." Prior to his work with Civic, Tinker was the managing artistic director for the Fargo Moorhead Community Theatre in Fargo, North Dakota, and served on the board of the American Association of Community Theatre.

EDUCATION: University of Evansville (B), University of Nebraska (M)

BEST ADVICE: John Wooden's Pyramid of Success features prominently. When you are born a Hoosier, all life is viewed through a basketball lens.

FEW PEOPLE KNOW: I worked my way through graduate school handicapping college basketball.

TOUGHEST CHALLENGE: Beginning the recovery from the 2008 recession included reducing the theater's staff. We had to let very dedicated people go.



MARY TUUK
President, CEO
Grand Rapids Symphony,
Grand Rapids

Mary Tuuk assumed leadership of Grand Rapids Symphony in January 2019 after a lengthy career in retail and finance. She served as senior vice president for properties and real estate, as well as chief compliance officer, for Meijer Inc. She also spent several years in executive positions with Fifth Third Bancorp, including a stint as West Michigan president. Now, she's putting her lifelong interest in music — she's a singer, organist, pianist and violinist — to work in the arts community. She also serves on the boards of UFP Industries Inc., United Bank of Michigan, Calvin University, Davenport University and the Economic Club of Grand Rapids.

EDUCATION: Calvin College (B), Indiana University (M, JD)

BEST ADVICE: Be willing to step through career doors that open up unexpectedly

TOUGHEST CHALLENGE: Without a doubt, serving as chief risk officer for Fifth Third Bancorp during the financial crisis.

HIDDEN TALENT: I can recite every NCAA men's basketball team champion since 1980.

FAVORITE MOVIE: "The Sound of Music"

TRAVEL DESTINATION: Long weekends in New York City

HOBBIES: I am eager to improve my cooking skills.

ADVICE TO 18-YEAR-OLD: Engage in possibility thinking; there are no constraints.

LOCAL ATTRACTION: The beach at Holland State Park

BUCKET LIST: Attend the Summer Olympics

PLAY YOU IN A MOVIE: Helen Hunt



KATIE FERRIS
Tax office managing partner
BDO USA LLP, Grand Rapids

Katie Ferris is tax office managing partner for BDO West Michigan. In this role, Ferris manages roughly 100 tax professionals and is responsible for leading the tax practice in all areas, including setting strategic direction as well as managing operations. She serves clients in multiple industries, including manufacturing, distribution, technology, telecommunications and construction. Her primary focus has been on federal, state, and international tax planning, consulting, and compliance for closely held businesses and their owners.

EDUCATION: Grand Valley State University (B, M)

FIRST JOB: My very first job was working for my dad on our farm — working in the field, putting up hay, etc. I think that is how I learned about work ethic. My first job not working for family was at Subway as a high school student.

FAVORITE QUOTE: "We spend so much time being afraid of failure, afraid of rejection. But regret is the thing we should fear most. Failure is an answer. Rejection is an answer. Regret is an eternal question you will never have the answer to." Trevor Noah

FAVORITE TRAVEL DESTINATION: Hawaii was fantastic. I also have enjoyed the countries in Europe that I've traveled thus far.



KRISTA FLYNN
Regional president
TCF Bank, Grand Rapids

Krista Flynn has more than 25 years of experience in the banking industry. She was the commercial banking market manager at PNC Bank, and prior to that she held various positions at JPMorgan Chase and its predecessors, including roles in middle market, capital markets, automotive specialty group and credit. Flynn is on the boards of the Michigan Economic Development Corporation, The Right Place, Grand Action 2.0, Junior Achievement and K-Connect. She volunteers and supports Kids' Food Basket, the Association for Corporate Growth West Michigan, Egypt Valley Country Club committees and Heart of West Michigan United Way.

EDUCATION: University of Michigan-Dearborn (B), Walsh College (M)

FIRST JOB: At 13, I worked in our church rectory office answering phones and sorting/recording donation envelopes four nights a week.

FUNNIEST WORK EXPERIENCE: I ran into three executives in Rosa Parks Circle on a beautiful summer day after lunch. We chatted for a while and then headed back to work. On my walk back to the office, I got a text from one of them: "You have a big piece of lettuce stuck in your teeth."

FEW PEOPLE KNOW: I'm a closet nerd. I've seen the original "Star Wars" movie 71 times and can generally recite the lines along with the actors.

BANKING & FINANCE



RONALD HAAN
President, CEO
Macatawa Bank, Holland

Ronald Haan oversees West Michigan-based Macatawa Bank, which offers retail banking, commercial lending, e-commerce and wealth management services. The bank has 400 employees with 26 branches located in Kent, Ottawa and northern Allegan counties. Haan has been president and CEO since 2009, previously serving as executive vice president from 2005-09. Prior to September 2005, he was employed as an executive vice president of Fifth Third Bank. He also served as the president and COO of Ottawa Financial Corporation and AmeriBank, a position held since 1989. Prior to his employment with Fifth Third Bank, most of his experience was in locally owned and managed institutions in West Michigan. He returned to that space at Macatawa Bank. Haan brought Macatawa Bank through some challenging times during the Great Recession, and the bank successfully exited regulatory oversight in 2012 after improving its financial position following significant loan losses. The bank now has \$2.06 billion in assets, up from \$1.83 billion in the year ended 2009.

EDUCATION: Calvin College (B)

PRIOR JOBS: Executive vice president, Fifth Third Bank (1989-2005); president and COO, AmeriBank (1989-2000)

BANK FOUNDED: In 1997



TRACEY HORNBECK
President, CEO
Legacy Trust, Grand Rapids

As president and CEO of Legacy Trust, Tracey Hornbeck is responsible for all aspects of business, including strategic planning, P&L responsibilities, trust operations, corporate and bank compliance, information technology, accounting and financial reporting, forecasting, human resources, audit, risk management and board relations. Legacy Trust is an independent, locally owned, Michigan-chartered bank that specializes in providing investment and wealth management services. Before Legacy Trust, Hornbeck was regional chief financial officer and senior vice president for Fifth Third Bank. In this role, she had financial oversight of more than \$16 billion in assets and more than 3,000 employees in Michigan, Indiana, Missouri and Ohio.

EDUCATION: Michigan State University (B)

BOARDS: John Ball Zoo chair, WMCAT secretary, Grand Rapids Symphony board, Economic Club of Grand Rapids member, Michigan Bankers Association member, Michigan Women Forward committee member, Mary Fee Bed YMCA past chair

FIRST JOB: Salad bar attendant at Doo Drop Inn

BEST ADVICE RECEIVED: Don't be obsessed with work-life balance. Have the courage to combine the two guilt-free.

LESSON LEARNED: Having the courage to leave what you know and what is comfortable for the chance of a better opportunity.

FAVORITE TV SHOW: Everything on HGTV



RHONDA HUISMANN
Office managing partner
Crowe, Grand Rapids

Rhonda Huismann has spent her entire accounting career at Crowe, taking the office managing partner role in January 2017. She is a tax services partner, and her specialty is providing compliance and consulting services for clients in the construction and real estate industries. Huismann also serves a large number of manufacturing, retail and technology clients in West Michigan, many with complex multinational operations. She has more than 22 years of experience working with general and specialty contractors, construction management firms, architectural and engineering firms, real estate developers and material suppliers.

EDUCATION: Michigan State University (B), Grand Valley State University (M)

BOARDS: Grand Rapids Symphony, BBB Serving Western Michigan, Talent 2025, YWCA West Central Michigan, Grand Rapids Public Museum Gala Committee, The Right Place, Saint Mary's Foundation, GVSU Accounting Advisory, national Construction Financial Management Association Executive Committee

INSPIRATIONAL QUOTE: "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Maya Angelou

HIDDEN TALENT: Portrait photography

GRAND RAPIDS ATTRACTIONS: John Ball Zoo, Grand Rapids Public Museum, Blandford Nature Center



JOHN IRWIN
President, West Michigan region
Huntington Bank,
Grand Rapids

As president of the West Michigan region for Huntington Bank, John Irwin is responsible for overseeing the delivery of customer service across all business segments, as well as overseeing business for the private client group, including private banking and wealth management. Irwin is a 40-year banking veteran with experience in international services, business banking, corporate banking and retail banking administration. His career has taken him around the country, including Indianapolis, Phoenix, Columbus, Ohio, and, since 2002, Grand Rapids.

EDUCATION: DePauw University (B), Indiana University (M)

BOARDS: Grand Rapids Chamber of Commerce, Goodwill of Greater Grand Rapids, The Right Place, Southwest Michigan First, Grand Rapids Symphony, What's Next Grand Rapids, Armed Forces Thanksgiving co-chair, Talent 2025, Cascade Christian Church elder

FIRST JOB: Baling hay and detasseling corn

FUNNIEST WORK EXPERIENCE: Always being recognized on the streets of Grand Rapids as the "bow tie guy" from Huntington.

TOUGHEST CHALLENGE: Helping people see the reality that their skill set is not a good fit for their present position.

TRAVEL DESTINATION: Mountains of Colorado

HIDDEN TALENTS: Competitive age-group triathlete, aspiring pianist

GRAND RAPIDS ATTRACTION: Gerald R. Ford Presidential Museum



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■ BANKING & FINANCE



SANDY JELINSKI
President, CEO
Lake Michigan Credit Union,
Grand Rapids

Since becoming president and CEO of Lake Michigan Credit Union in 2000, Sandy Jelinski has overseen asset growth from \$400 million to over \$8.5 billion with \$8.3 billion in serviced mortgages, for a combined total of \$16.8 billion. In 2018, Jelinski was the catalyst behind LMCU's expansion in southwest Florida with the acquisition of Encore Bank's six branches. LMCU's presence there now has grown to 11 branches. The credit union has 55 branches total. LMCU has been named to top in-state financial institution rankings by Forbes. Plus, Money financial magazine has named LMCU's Max Checking as the No. 1 checking account in America and Kiplinger's named LMCU's Prime Platinum credit card as the No. 1 credit card in the nation for those that carry a balance. LMCU last year provided over \$500,000 in philanthropic support to the communities it serves.

BOARDS: The Right Place, Grand Rapids Economic Club

FIRST JOB: Pizza Hut

LITTLE KNOWN FACT: Most people don't know that I love real estate. I have moved 30+ times

TRAVEL DESTINATION: Naples, Florida

DOWNTIME: Relaxing by the water — Lake Michigan, Gulf of Mexico or the pool

GRAND RAPIDS ATTRACTION: Frederik Meijer Gardens — the outdoor music, butterflies and the Christmas trees



ROBERT KAMINSKI
CEO
Mercantile Bank of Michigan,
Grand Rapids

Before Robert Kaminski earned the title of chief executive officer of the third largest Michigan-based bank by deposit market share, he held another title. Kaminski became an entrepreneur when he and five of his colleagues founded Mercantile Bank in 1997 after he started his banking career at First Michigan Bank. Throughout the bank's 23 years, Kaminski has influenced its growing success. He became the president of the bank in 2007. In 2014, Mercantile Bank merged with Firstbank Corporation, a holding company for several banks in Michigan, including Keystone Community Bank and Ionia County National Bank. The merger of equals, at the time, catapulted Mercantile Bank to becoming the fourth-largest Michigan-based bank by deposit market share. In 2017, the West Michigan native assumed the role of president and CEO of its holding company, Mercantile Bank Corporation. The bank has 26 locations across Michigan.

EDUCATION: Aquinas College (B), Graduate School of Banking

FIRST JOB: Working at a local bakery while in school

BOARDS: Heart of West Michigan United Way, city of Wyoming Retirement System Board, West Michigan Policy Forum and finance committee member of The Right Place

HIDDEN TALENT: I am very good at Trivial Pursuit.

HOBBY: Studying world geography



TOM ROSENBACH
Managing partner
Beene Garter LLP,
Grand Rapids

Tom Rosenbach leads Beene Garter's operations and strategic initiatives. He has been a partner with the firm since 1990 and has more than 35 years of public accounting experience. Rosenbach has knowledge in several industries but specializes in construction, real estate, manufacturing, and wholesale and distribution. He also lends his expertise to clients in financial reporting and analysis, mergers and acquisitions, fraud and forensic accounting, and litigation support. Rosenbach currently serves on the board of Macatawa Bank and is a former board member with Moore Stephens North America, Moore Stephens International, Pine Rest Christian Mental Health Services, ABC Western Michigan and Catholic Social Services.

EDUCATION: Aquinas College (B, B)

HOBBIES: Kayaking and running

INSPIRATIONAL QUOTE: My dad used to tell me, "Your first loss is your smallest loss — don't let pride get in the way."

ADVICE TO 18-YEAR-OLD: That the next four years of their life will determine what they do the rest of their life. Work as hard as you can, keep your head down and keep your mouth closed.

DOWNTIME: Our cottage south of St. Joe

GRAND RAPIDS ATTRACTION: Leo's Restaurant

BUCKET LIST: To stay alive

PLAY YOU IN A MOVIE: I wouldn't wish that on anyone.



RENEE TABBEN
Director, market executive;
market president, Grand Rapids
Merrill Lynch Wealth
Management; Bank of America

After 19 years of leadership in the wealth management arena, Renee Tabben in 2016 was appointed to oversee Bank of America's West Michigan footprint, which includes Barry, Kent, Montcalm and Ottawa counties. She works to connect Bank of America's business lines to deliver integrated financial services to individuals, families and businesses. She also leads Bank of America's corporate social responsibility work in the market, helping partners, people, communities and a broad client and customer base address a wide range of issues. She also still holds the market executive role for Merrill Lynch Wealth Management's West Central Michigan region, through which she leads more than 130 financial advisers in the Grand Rapids, Portage, Muskegon, Ann Arbor, East Lansing, Saginaw and Traverse City offices. The Bank of America Corporation is a multinational investment bank and financial services company headquartered in Charlotte, North Carolina, with assets of \$2.03 trillion and 66 million consumer and small business clients worldwide as of July.

EDUCATION: Butler University (B), Northwestern University (M)

FIRST "REAL" JOB: Musical theater performer in a summer stock theater in Maine. She performed in theaters across the country before a desire for a different pace in life led her to a career in finance in 1997.



Congratulations,
SANDY JELINSKI

President/CEO Lake Michigan Credit Union

For being recognized by the Grand Rapids Business Journal as one of the most powerful business leaders in the Banking and Finance category of the Grand Rapids 200.



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KATIE FERRIS

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Katie Ferris, West Michigan Tax Office Managing Partner
616-802-3386 / kferris@bdo.com

BDO USA, LLP, 200 Ottawa Ave. NW, Suite 300, Grand Rapids, MI 49503

Accountants and Advisors

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TOM WELCH
Regional president
Fifth Third Bank,
Grand Rapids

Tom Welch is responsible for the growth and strategic alignment of Fifth Third's commercial, wealth and asset management and consumer businesses. He has more than 29 years of experience in the financial services industry, including 27 at Fifth Third. Most recently, he led the bank's aggressive expansion plans throughout St. Louis and Missouri. He also has held various leadership positions within the bank's Cincinnati, southern Indiana and St. Louis regions, including previously serving as regional president of Fifth Third Bank (St. Louis). Welch serves on the boards of Grand Action 2.0 (co-chair), The Right Place, Grand Valley State University Foundation, Grand Rapids Symphony, Heart of West Michigan United Way, Grand Rapids Chamber of Commerce, John Ball Zoo, Business Leaders for Michigan and Aquinas College. He also is on the leadership council for Talent 2025.

EDUCATION: Northwestern University (B)

INSPIRATIONAL QUOTE: "Everyone you meet in life has a problem you don't know about, so be kind. Every talent you have is a gift, so be grateful. Kindness and gratitude, alone, are omnipotent." My dad

FEW PEOPLE KNOW: I have 10 children and have lived in 10 different cities in my lifetime.

FAVORITE BOOK: "The Wealth of Nations" by Adam Smith

BUCKET LIST: Learn to play the bagpipes



SEAN WELSH
Regional president
PNC Bank, Grand Rapids

Sean Welsh began his banking career in 1986 with American National Bank & Trust Company of Chicago. After completing his credit training, he managed a large portfolio of loans to middle-market companies located throughout the Midwest. In 1991, he joined National City's predecessor bank, First of America. Welsh held several line and management positions with First of America, including vice president and group manager corporate banking, and vice president and group manager investment real estate and corporate finance. Prior to his role with PNC in West Michigan, he served as senior vice president and division manager for National City's middle-market banking group in Chicago and northern Illinois. Welsh is board chair of The Right Place and Talent 2025 and also serves on the boards of Spectrum Health System, the YMCA and Southwest Michigan First.

EDUCATION: Michigan State University (B)

FIRST JOB: Paper route

BEST ADVICE: Follow your passion

HOBBIES: Golf, travel, spending time with family

FAVORITE BOOK: "Team of Rivals" by Doris Kearns-Goodwin

GRAND RAPIDS ATTRACTION: Meijer Gardens

FAVORITE CHARITY: YMCA

ADVICE TO 18-YEAR-OLD: Work hard and good things will happen



CHARLES ZHANG
Founder, CEO
Zhang Financial, Portage

Charles Zhang is recognized nationwide for his expertise in the financial planning industry. In 2019, he was ranked No. 2 on Barron's list of the nation's Top 100 Independent Financial Advisors, and he has been ranked in the top 10 every year since 2015. He also was ranked No. 6 in the nation on Forbes' list of America's Top Wealth Advisors for 2019. On both lists, Zhang was the highest ranked NAPFA-registered fee-only financial adviser. In 2020, Zhang was ranked the No. 1 financial adviser in Michigan by both Barron's and Forbes. Barron's has ranked him No. 1 in Michigan for eight consecutive years and Forbes has ranked him No. 1 in Michigan every year since the inception of its state rankings. Zhang is often interviewed and quoted by national media sources and publications such as The Wall Street Journal, Barron's and Forbes, to name a few. He holds various professional designations and degrees, including certified financial planner (CFP) and chartered financial consultant (ChFC). He also is a COUR member (Committee on University Resources) for Harvard University and a member of the Economics Advisory Council for Columbia University. Zhang also is known for his philanthropic contributions to a number of educational institutions and many nonprofit organizations within his own community.

EDUCATION: Northwestern University (M), Western Michigan University (M)



RICK BAKER
President, CEO
Grand Rapids
Chamber of Commerce,
Grand Rapids

Under Rick Baker's leadership, the chamber has developed a strategic focus on three key areas: being a champion for an inclusive and magnetic community, accelerating business growth through cutting edge programming and providing a positive business climate by aggressively advocating for business. Baker began his career in chamber management in May 1988. He has held executive positions with chambers in Iowa, Illinois and Minnesota, prior to assuming his current position in April 2011. He is a 1995 graduate of the U.S. Chamber Institute for Organization Management at the University of Colorado.

EDUCATION: Upper Iowa University (B)

BOARDS: The Economic Club, The Right Place, Downtown Grand Rapids Inc., Grand Valley Metro Council, Experience Grand Rapids, The Rapid, West Michigan Policy Forum

FIRST JOB: At age 12, a laborer at a southeast Minnesota sawmill

FUNNIEST WORK EXPERIENCE: After giving a presentation to a county board in Iowa, I forgot the small lectern was raised and I missed the step, falling to the floor and taking the Iowa and U.S. flags that flanked the podium to the floor with me. Not quite the way I had hoped to exit the stage.

HIDDEN TALENT: A certified captain in the U.S. Coast Guard Merchant Marines



Congratulations!

Crowe would like to congratulate all the Grand Rapids Business Journal 2020 "Grand Rapids 200" honorees, including our very own office managing partner, Rhonda Huismann.

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■ BUSINESS SERVICES



GUILLERMO CISNEROS

Executive director
West Michigan Hispanic
Chamber of Commerce,
Grand Rapids

After three years at the helm of the West Michigan Hispanic Chamber of Commerce, Guillermo Cisneros has grown membership numbers, event turnout and more. In 2018, he launched an initiative that focuses on economic development for Latino business owners, and he also recently launched an initiative that will focus on workforce development and talent acquisition by connecting Latino college students and local employers. He sits on the following boards for the city of Grand Rapids: Economic Development Corporation; Brownfield Redevelopment Authority; To College, Through College; and Grand Rapids Racial Equity Initiative. He also sits on the Workforce Development Advisory Board for Talent 2025 and the Economic Club of Grand Rapids board.

EDUCATION: Autonomous University of Campeche, Mexico (B), Autonomous University of Madrid, Spain (M)

FIRST JOB: I was a bookkeeper when I was 19 years old in my hometown of Campeche, Mexico.

BEST ADVICE YOU RECEIVED: My dad would always tell me, "Keep moving forward no matter the obstacles and barriers."

TOUGHEST CHALLENGE: Moving to the U.S. and not speaking the language nor being able to find my career path for several years.

HIDDEN TALENT: I like poetry, and I have memorized several poems and speeches.



JANE CLARK

President
Michigan West Coast
Chamber of Commerce

Under Jane Clark's leadership, the Michigan West Coast Chamber of Commerce is nationally recognized as an industry leader that is impacting the community for the greater good. During the 2020 COVID-19 shutdown, Clark activated the resources of the Michigan West Coast Chamber of Commerce Foundation. The foundation partnered with the Now for the Next fund of the Holland and Zeeland Community Foundation to establish a Downtown Relief Fund. This program awarded \$150,000 in relief grants to downtown Holland and Zeeland businesses adversely affected by the pandemic. She currently serves as vice chair of the ACCE Foundation Board of Directors. She is a former member of the ACCE board and the MACP board and has been recognized by MACP as the Chamber Executive of the Year. She also is a member of the Chamber of Commerce Committee of 100, a program of the U.S. Chamber.

EDUCATION: Indiana University (B)

FIRST JOB: Sales associate at the Lerner clothing store chain in Greenwood (Indiana) Park Mall while in high school.

FAVORITE GRAND RAPIDS ATTRACTION: I'll extend the question to the Lakeshore ... In Holland, the fun doesn't end when summer does. That's because Downtown Holland is home to the largest municipal snowmelt system in the United States.



SHANNON COHEN

Founder, CEO
Shannon Cohen Inc.

Shannon Cohen's firm specializes in developing custom emotional intelligence, equity and wellness content for organizations including the White House Office of National Drug Control Policy, Steelcase, United Way, Blue Cross Blue Shield, Amway, the city of Grand Rapids, Gentex, Atomic Object, Mercantile Bank and the Grand Rapids Community Foundation. She is founder and host of The Rockstar Woman Brunch; author of the book, "Tough Skin, Soft Heart" and owner-operator of a greeting card company and podcast by the same name; a W.K. Kellogg Foundation Community Leadership Network alumnus; co-founder of Sisters Who Lead, an affinity movement designed to advance the well-being and career mobility of women of color; and much more.

EDUCATION: Grand Valley State University (B, M)

TOUGHEST CHALLENGE: Transitioning to wearing my natural hair versus straightening my hair. I cut off the relaxed portions to begin growing my natural tresses, so my hair was in a short Afro. The day after, I interviewed for a senior management position at a local organization. The woman who escorted me to the interview room did a double take and said, "I hope you are not going to wear your hair like that every day." I ended up landing the role, and that woman became one of my direct reports.

HIDDEN TALENT: My voice is very soothing. I have been invited to do some voiceover projects.



JAMIE COOPER

Founder, managing director,
Michigan market director
Sensi Connects and
Sensi Media Group,
Grand Haven

Jamie Cooper moved to Grand Haven from Colorado in 2014. She founded Cannabiz Connection, now named Sensi Connects, a business-to-business marketing and lead referral network, in 2018. She is the market director for Sensi Magazine, a cannabis lifestyle magazine, which launched in Michigan in October 2019. In 2018 and 2020, the Grand Rapids Business Journal named Cooper one of the 50 Most Influential Women in West Michigan. She was a 40 Under 40 Business Leaders nominee in 2017 and 2018, an honoree in 2019 and selected as a 200 Most Powerful Business Leader in 2019. Cooper is a member of the West Michigan Cannabis Guild and was a part of the Smart & Safe GR Committee, an initiative to authorize medical and adult-use marijuana in Grand Rapids. She currently serves on the Grand Haven Musical Fountain Committee.

EDUCATION: West Texas A&M University (B)

FIRST JOB: As a pre-teen, I worked as a sales associate at a hardware store owned by my grandparents

INSPIRATIONAL QUOTE: "We should all do something to right the wrongs that we see and not just complain about them."

Jacqueline Kennedy Onassis

FUNNIEST WORKPLACE EXPERIENCE: The time I got to spend in Las Vegas with the cast of "The Hangover" as a television news producer

HIDDEN TALENT: I can win big-splash contests

FAVORITE CHARITY: Autism Speaks

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Congratulations to all the Grand Rapids Business Journal's "The Grand Rapids 200" honorees and to our own **Cathy Monton** for being chosen as an honoree. We are proud of her 17 years with Manpower in the West Michigan area.

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Congratulations, **Scott Hill!**

on your recognition by Grand Rapids Business Journal as one of the 200 most powerful and influential people in West Michigan.



- Currently serves as the firm's Executive Partner
- Corporate transactions, planning and counseling
- Succession planning for family and closely held businesses
- Counsels clients on supply chain contracting issues
- Community leader, mentor, role model

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■ BUSINESS SERVICES



FLORIZA GENAUTIS
CEO
Management Business
Solutions

Born in the Philippines, Floriza Genautis has worked her way up the ladder of success to achieve her American dream of starting her staffing firm. After earning her bachelor's degree in mathematics with an emphasis in computer application in her native country, Genautis came to the United States and started her first job at KFC, mopping floors. Although she started out working a menial job, since then, she has amassed over 25 years of experience in the professional staffing industry, including over 15 years in the accounting, finance and human resources industry. Before moving to Grand Rapids and creating MBS, she recruited for technology companies in Silicon Valley, working with companies such as Hewlett Packard, Hitachi Data Systems, Applied Materials, McAfee and Nike. Now with her own firm, she helps her clients find potential employees for accounting, finance, human resource, information technology, sales and marketing, nonprofit, government and engineering positions.

EDUCATION: De La Salle University, Philippines (B)

TOUGHEST CHALLENGE FACED OR LESSON LEARNED:

Founding and starting Management Business Solutions (MBS) in 2006 and the recession hit just shortly after opening the business. It was especially challenging since we are a staffing firm and no one is hiring

HOBBIES: Cooking, entertaining and just hanging out with family and friends



GRACI HARKEMA
Owner/diversity and
inclusion consultant/speaker
Graci LLC

Graci Harkema specializes in diversity, equity, inclusion, implicit bias, identity and belonging training and talent management across industries, including Fortune 500 companies, small businesses and nonprofit organizations. She is dedicated to driving inclusion and integrating diversity to ensure an open and safe work environment. Harkema helps create and evolve strategies to attract and engage a diverse and inclusive workforce and is committed to empowering employees to perform to their potential as their true selves in the workplace. She partners with clients to help them achieve successful business results by maximizing talent and inclusion strategies. Harkema was recognized as a 40 Under 40 Business Leader by Grand Rapids Business Journal in 2015 and 2020 and was the keynote speaker for the Business Journal's 50 Most Influential Women in West Michigan event in 2020.

EDUCATION: Grand Valley State University (B)

PHILANTHROPY: Grand Rapids Community Foundation's Our LGBTQ Fund Leadership Circle, Heart for Central Africa donor

FIRST JOB: GAP sales associate at RiverTown Crossings in Grandville

LITTLE-KNOWN FACT: I was the first female in the history of Grandville High School to be recruited to play men's varsity football. We made it to the playoffs, and our team photo was on the wall at a local Applebee's for years.



BETH KELLY
Founder, president
HR Collaborative,
Grand Rapids

Beth Kelly is on a mission to elevate HR. As founder and president of HR Collaborative, she is the visionary behind a team of experts who partner with organizations to create workplaces where everyone thrives. HR Collaborative works with organizations in the professional services, nonprofit, technology and manufacturing sectors. Through data-driven practices, it helps those organizations attract and retain the right talent to fuel sustainable growth. Kelly started her career as the first HR professional for Cascade Engineering and saw the company grow its human resources from 150 employees to over 1,000. In her next role, she served as the senior vice president of HR for D&W Food Centers. She then ventured out on her own, working with numerous organizations across Michigan for more than 20 years. Today, Kelly is frequently interviewed by the media for her thought leadership on HR trends and developments and has presented at multiple national conferences. HR Collaborative continues to expand its services and reach. It now serves organizations across the United States, and last year was recognized in the Inc. 5000 list of fastest-growing companies.

EDUCATION: University of Michigan (B),
Michigan State University (M)

FIRST JOB: Intern for Ralph Nader's Public Interest Research Group in Washington, D.C.



JOHN KENDALL
President, CEO
DK Security, Grand Rapids

John Kendall's 33-year career in law enforcement has garnered him many accolades and a path to start his own business. Kendall and his partner, Bob DuHadway, started DK Security in 1995, hiring five recent criminal justice graduates as security officers. The company ballooned into the largest locally owned security company in Michigan with over 2,200 employees who serve 450 clients in the hospitality industry. DK Security has offices in Grand Rapids, Lansing, Detroit and Flint. Former President Ronald Reagan appointed Kendall as a United States Marshal for the Western District of Michigan. During his 13-year stint as a Marshal, he received five awards for his service from two United States presidents and three attorneys general. Kendall also was the undersheriff in Grand Traverse County, chief of police in Harbor Springs and served in the Air Force during the Vietnam War.

EDUCATION: Wayne State University (B, M)

FAVORITE QUOTE: "Aviation is proof that given the will, we have the capacity to achieve the impossible." Eddie Rickenbacker

FEW PEOPLE KNOW: When Martin Luther King Jr. visited Gross Pointe South High School to give a speech, I was assigned as one of his bodyguards.

HOBBIES: Reading, boating and golfing
GRAND RAPIDS ATTRACTION: Frederik Meijer Gardens, Van Andel Arena and ArtPrize



The Windquest Group is proud to congratulate Dick DeVos and all those who serve our community and our world through leadership on their recognition among the Grand Rapids 200.

■ BUSINESS SERVICES



JEFFREY LAMBERT
Founder, CEO
Lambert & Co., Grand Rapids

The basement was where it all started for Jeffrey Lambert in 1998, but over the next 22 years, the co-founder has grown the public relations firm from a belowground business to a top 50 agency in the United States with offices in Grand Rapids, Lansing, Detroit and New York City. The company has over 100 clients, including several publicly traded and privately held clients based in 20 states and six countries. Some of the growth of the company can be credited to six acquisitions including John Bailey & Associates in Detroit, Sterling Corporation in Lansing and, most recently, Owen Blinksilver PR in New York City.

EDUCATION: Michigan State University (B)

BOARDS: YMCA, Downtown Detroit Partnership, Armed Forces Thanksgiving event, Campaign Cabinet for the Michigan State College of Communications Arts & Sciences, Young Presidents' Organization and Michigan State Varsity "S" Club

INSPIRATIONAL QUOTE: "Fair is for children."
Winston Churchill

TOUGHEST LESSON LEARNED: It's more important to be respected than to be liked but harder to achieve. I've often failed as a leader by getting these priorities reversed.

HOBBIES: Playing beach volleyball with people half my age and competing in sports of all kinds

FAVORITE TV SHOW: "America's Got Talent"

TRAVEL DESTINATION: Cabo San Lucas, Mexico



CINDY LARSEN
President
Muskegon Lakeshore
Chamber of Commerce,
Muskegon

Cindy Larsen is devoted to economic development, especially in Muskegon. She has been instrumental in reinventing a waterfront downtown, promoting Muskegon lakes and beaches. Larsen is using her role, one that she has held for 21 years, to oversee an advocacy and community development organization with over 1,250 member businesses. The organization has contributed more than \$1 billion in investment in public spaces, new buildings and renovations in and around Muskegon. Several of the projects have been completed with more in development. Organizations that have contributed to the cause include Art Van Furniture, Fifth Third Bank, Lakeshore Art Festival, Mercy Health, Lakeshore Museum Center and Muskegon Community College. The chamber has won numerous state and national awards for overall programing and communications.

EDUCATION: Central Michigan University (B)

FIRST JOB: Working in my father's bakery

BEST ADVICE: If you work hard enough, anything can happen.

FUNNIEST WORKPLACE EXPERIENCE: We took a staff photo where most people were seated or kneeling on the ground with everyone smiling. The photographer then snapped a photo immediately after when everyone was holding their backs or knees and visibly in pain.

TRAVEL DESTINATION: I love islands, northern California, places with water.



CATHY MONTON
Regional vice president
Manpower

Cathy Monton has been described as a "people's leader" who knows "every angle" of the staffing business. Between joining the global workforce solutions company Manpower fresh out of college in 2003 and now, Monton has been promoted eight times and held roles in staffing, account management, branch oversight and directorship for increasingly large swathes of territory. Now, as regional vice president of the company's Great Lakes Territory — Michigan, Wisconsin, Ohio and Indiana — Monton oversees Manpower's top-performing region, which, as of October 2019, was inclusive of 5,000 associates, 24 direct reports, 150 recruiters and 765 clients, with annual revenue of \$190 million. In addition to her current board service, she previously was board secretary for United Way of the Lakeshore and a member of the Michigan Works! Workforce Development Board and the Whitehall Schools Vocational Advisory Board.

EDUCATION: Grand Valley State University (B)

STRONGEST INFLUENCE: My mom. If you ask anyone who knows her, they will say she is the kindest person in the world. She taught me to give more than I receive.

GREATEST CAREER ACHIEVEMENT: Being promoted to Manpower's youngest regional vice president in 2019.



MINNIE MOREY
Executive director
West Michigan
Asian American Association,
Grand Rapids

Born in Manila, Philippines, Minnie Morey is executive director of the West Michigan Asian American Association, a nonprofit corporation that seeks to build a collaborative, active and committed Asian American community in West Michigan with a focus on health care, education and civic engagement. In pursuit of its mission and vision, the WMAAA's current programs and activities include a scholarship program, networking events, presentations and performances that promote appreciation for Asian culture, speaking engagements that promote greater awareness of health care issues affecting the Asian-American community; a patient navigation system, and other programs and activities that further its strategic objectives. Morey also is artistic director for the Pacific Island Dancers performing group, a board member of Arbor Circle, a member of the Community Inclusion Group of the Grand Rapids-Kent County Convention/Arena Authority and past president of the West Michigan Filipino American Association.

EDUCATION: Diablo Valley College (B)

FAVORITE QUOTE: "Education is what will help you achieve your goals."

HIDDEN TALENT: Event planning

HOBBIES: I study Polynesian dance and teach a group of dancers performing Polynesian dances from Hawaii and Tahiti and also Philippine folk dances.



Congratulations to our **President and CEO, John Kendall**, for being recognized as one of West Michigan's 200 Most Powerful Business Leaders. Thanks to John's leadership and vision of exceeding expectations in the private security industry, DK Security has become the largest privately owned security company in Michigan.



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Thank you to all of the leaders who have united this year to keep their people, their organization, and the community #GRstrong.

A special thank you to our president, Beth Kelly, for helping us continue to collaborate no matter where we work. And congratulations on her second consecutive inclusion in the Grand Rapids 200!

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■ BUSINESS SERVICES



JAMIEL ROBINSON

Founder
Grand Rapids Area
Black Businesses,
Grand Rapids

Jamiel Robinson is a serial entrepreneur and the founder and CEO of Grand Rapids Area Black Businesses (GRABB). GRABB is an economic development enterprise that focuses on fostering an economy that supports the revitalization of the Black community and expands opportunities for Black entrepreneurs in the Metro Grand Rapids area by promoting economic empowerment and equity. Robinson also is the co-owner of Motu Viyet Spirits, a premium wine and spirits company, and part of the team bringing Ambiance GR Kitchen & Lounge to downtown Grand Rapids. To date, Robinson has been recognized as a leading voice in West Michigan on economic equity with feature articles in Crain's Detroit, The Guardian, Grand Rapids Business Journal, Grand Rapids Press and Grand Rapids Magazine. Robinson was named by the Grand Rapids Chamber of Commerce as one of 30 extraordinary leaders over the past 30 years, Grand Rapids Business Journal's 40 under 40 Business Leaders and the inaugural class of Grand Rapids 200 Most Powerful Business Leaders in West Michigan.

FIRST JOB: Helping to clean up my grandfather and uncle's barbershop and property on South Division Avenue

INSPIRATIONAL QUOTE: "Each generation must, out of relative obscurity, discover its mission, fulfill it, or betray it." Frantz Fanon



RANDY RUA

President
NuVescor Group, Hudsonville

Randy Rua founded Rua Associates in 2010 and purchased NuVescor Group in 2016. His passion for entrepreneurship has driven him to manage and invest private capital through mergers, acquisitions and divestitures. He previously worked as a managing director for two of the largest West Michigan mergers and acquisitions firms. His transactional experience includes the negotiation and consummation of numerous successful acquisitions, primarily in the manufacturing, distribution and service industries. He is a Certified Business Appraiser through the Institute of Business Appraisers and a Certified Exit Planning Advisor through the Exit Planning Institute. In addition, he has served as an adjunct professor at Calvin University and Grand Valley State University.

EDUCATION: Calvin University (B), University of Southern California (M)

BEST ADVICE: A man convinced against his will is of the same opinion still

TOUGHEST CHALLENGE: When my son was diagnosed with autism and I was told by many doctors that we cannot help him, we still found a way. The lessons learned is there is always a way to improve your situation, there is always hope; it just takes faith.

GRAND RAPIDS ATTRACTION: The various breweries in town

BUCKET LIST: Start a nonprofit to help families with children that have autism.



VIRGINIA "GINNY" SEYFERTH

Founder, president
Seyferth PR, Grand Rapids

Ginny Seyferth, APR left the corporate world of public relations and issues management to establish SeyferthPR in 1984. Thirty-six years later she remains a powerful leader in counseling CEOs in every area of media, social media and traditional communications. The firm has grown in many ways and today has operations in Detroit, Grand Rapids, Indianapolis and Louisville. The COVID-19 pandemic quickly moved Seyferth and the SeyferthPR team into emergency response mode for multiple county health departments, hospitals and more than 60 businesses in the Midwest as they balanced different state rules on essential working environments, phased-in re-openings and the management of health screenings. Today, Seyferth leads a team that manages more than 800 Facebook pages while serving the media and communication efforts for every industry from health care to manufacturing, restaurants to automotive and construction. Seyferth remains an active volunteer on more than 15 boards and committees mostly tied to education, talent development or economic growth in the areas the firm serves. She and her husband of 32 years (Bob Boss) have two grown children.

EDUCATION: Grand Valley State University (B)

FEW PEOPLE KNOW: Active volunteer supporting new learning methods in Detroit Public Schools



MILINDA YSASI

Executive director
The SOURCE, Grand Rapids

The SOURCE's mission is to reduce employment barriers and create opportunities for mobility for employees that work for their partner organizations. The SOURCE began as an idea by local CEOs who wanted to retain talent in their companies and understood that talent is a differentiator for success. Milinda Ysasi is one of the founding members of WorkLab Innovations — a national network organization that is leading the replication and scale of the "sustainable workforce model." She joined The SOURCE in 2015 after an HR career in a variety of employment sectors, including health care and manufacturing. She is a 2018 Aspen Institute Economic Opportunities Job Quality fellow and also co-founder of the Latina Network of West Michigan, an organic collective focused on changing the Latina narrative in the region.

EDUCATION: Grand Valley State University (B), Michigan State University (M)

FIRST JOB: Scooping ice cream at Jersey Junction

INSPIRATIONAL QUOTE: "If there's a book that you want to read but it hasn't been written yet, then you must write it." Toni Morrison

HIDDEN TALENT: I love organization and have helped many friends move or organize their closets.

FAVORITE TV SHOW: "The West Wing"

TRAVEL DESTINATION: Mexico City

GRAND RAPIDS ATTRACTIONS: GRAM, UICA, Rosa Parks Circle and Calder Plaza

PLAY YOU IN A MOVIE: America Ferrera



A hand holding a glowing lightbulb against a background of a network graph. The lightbulb is illuminated, casting a warm glow. The background is a dark grey gradient with a complex network of white dots and lines, resembling a molecular or digital structure. The hand is positioned in the lower right, holding the base of the lightbulb.

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■ CAPITAL SOURCES



DICK DEVOS
President
The Windquest Group,
Grand Rapids

Dick DeVos has spent his business career working in a variety of executive positions at Amway, the NBA's Orlando Magic and the Windquest Group, where he currently serves as its president. As president of Amway from 1993-2002, DeVos held responsibility for all aspects of the company's operations in 50 countries and six continents. In his final fiscal year of service, Amway reported sales of \$4.5 billion. Prior to assuming the presidency, he served as vice president of Amway International where he held responsibility for the company's operations in 18 countries outside North America.

EDUCATION: Northwood University (B)

FIRST JOB: Just like the other Van Andel and DeVos second generations, I spent my summers at Amway, initially watering trees, pulling weeds and cutting grass by hand, as they wouldn't trust a 12-year-old with a power tool.

BEST ADVICE: "You can do it." Rich DeVos

FAVORITE BOOK: "Love Your Enemies" by Arthur C. Brooks

DOWNTIME: Somewhere on, under or around the water — ideally with family around me.

FAVORITE GRAND RAPIDS ATTRACTION: My most favorite place is probably the older section of the Amway Grand Plaza Hotel. I remember Jay (Van Andel) and Dad (Richard DeVos) opening it in 1981 and the pride they had whenever they set foot in the building.



MAX FRIAR
Managing partner
Calder Capital LLC,
Grand Rapids

Max Friar is a lifelong resident of Grand Rapids. He founded Calder Capital in 2013. Calder is a lower middle market M&A advisory firm focused on representing sellers of industrial, distribution and business service companies with enterprise value from \$1 million to \$100 million. He lives in Grand Rapids with his wife, Melissa, and three children, Brenna, Max and Jack.

EDUCATION: Alma College (B)

FIRST JOB: Government documents page at the Grand Rapids Public Library starting at age 15.

INSPIRATIONAL QUOTE: "Cling tooth and nail to the following rule: not to give in to adversity, never to trust prosperity, and always take full note of fortune's habit of behaving just as she pleases, treating her as if she were actually going to do everything it is in her power to do."
— Seneca

SOMETHING FEW PEOPLE KNOW ABOUT YOU: I

absolutely love thrash metal

FAVORITE BOOK: "Awareness," by Anthony de Mello

TRAVEL DESTINATION: I have been hiking/backpacking in Patagonia twice and would go back tomorrow. I have never visited a more naturally stunning place in my life

ADVICE TO AN 18-YEAR-OLD: Up until this point in your life, you have been judged on the basis of what you know. Studying, testing, research, writing. Exhale. Entering the workforce, you know very little and that is OK. You will gain the credibility, opportunities and rewards you desire by asking questions and being curious.



JEFF HELMSKI
Founder, managing partner
Auxo Investment Partners,
Grand Rapids

Jeff Helmski is the founder and managing partner of Auxo Investment Partners, a private investment firm that has worked with multiple founder- and family-owned industrial, manufacturing and business services companies. Helmski has a diverse professional background that includes experience in private equity investing, manufacturing, engineering and high-volume assembly operations management at General Motors, and in real estate development as president of Campus Village Development Company.

EDUCATION: Michigan Technological University (B), Purdue University (M), Stanford Graduate School of Business (MBA)

BOARDS: Spectrum Health Hospital Group, Broadway Grand Rapids

FIRST JOB: Paperboy delivering the Muskegon Chronicle

FUNNIEST WORK EXPERIENCE: Showing up to an office Halloween party dressed as a cowboy when everyone else dressed up as me.

TOUGHEST LESSON LEARNED: No business opportunity is worth compromising your values for. It is critical to align yourself with people with whom you have a shared value system.

LITTLE-KNOWN FACT: In college, I was the lead singer of a rock band that covered bands like Green Day and Stone Temple Pilots

GRAND RAPIDS ATTRACTION: Summer concerts at Meijer Gardens

FAVORITE CHARITY: Blue Lake Fine Arts Camp



MIKE JANDERNOA
Founder, chairman
42 North Partners,
Grand Rapids

Mike Jandernoa has quite a few business and investment experiences under his belt. Jandernoa was CEO of Perrigo Company from 1988-2000, chairman of the board from 1991-2003 and continued to serve on the board until 2017. Jandernoa is founder and chairman of 42 North Partners, a family office focusing on investments, entrepreneurship and community. He is a co-founder of Bridge Street Capital Partners and lead investor and board member of Hopen Life Science Fund. He's also co-founder and board member of investment fund Grand Angels. Jandernoa is the founder of Jandernoa Entrepreneurial Mentoring, a program for established business entrepreneurs seeking one-on-one mentoring from a West Michigan business leader. He was a CPA, having worked at BDO Seidman for seven years prior to joining Perrigo as CFO in 1979. He was later promoted to executive vice president of sales and finance in 1981 and to president in January 1983.

EDUCATION: University of Michigan (B)

BOARDS: Business Leaders for Michigan, Hopen Life Science Fund, Metabolic Solutions Development Company, Spectrum Health, University of Michigan president's advisory board, Grand Valley University Foundation, Gerald R. Ford Presidential Foundation, Heart of West Michigan United Way



■ CAPITAL SOURCES



JOHN KERSCHEN
President, managing partner
Charter Capital Partners,
Grand Rapids

John Kerschen's success in the financial industry almost didn't happen. A younger Kerschen was in pursuit of entering the medical industry, but it quickly became an afterthought when he realized he passes out at the sight of blood. As a result, Kerschen pursued another career path in finance that eventually led him to Charter Capital Partners. He has over 25 years of financial experience in commercial banking, merger and acquisition advisory, and private capital investment. He has used his expertise to complete more than 100 acquisition transactions with an aggregate value of more than \$1 billion. Kerschen also is the managing director for Michigan Accelerator Fund I, a venture capital fund that invests in early-stage Michigan companies with a primary focus on life sciences technology.

EDUCATION: Michigan State University (B),
DePaul University (M)

FIRST JOB: Night waterman at White Lake Golf Club

LESSON LEARNED: Focus your energy on those who recognize the value you bring and have self-confidence to hire people smarter than you.

INSPIRATIONAL QUOTE: "Winners never quit, and quitters never win." Vince Lombardi

ADVICE TO HIGH SCHOOL GRADUATES: Find work you like with people you enjoy and respect, bet on yourself and don't be afraid of change or failure.

FAVORITE CHARITIES: Have Mercy and United Lifestyles



TIM PARKER
President
Michigan Capital
Network/Grand Angels,
Grand Rapids

Grand Angels is one of Michigan's most active and consistent investment organizations whose objective is to build world-class companies and entrepreneurial talent through investment and mentoring. Tim Parker oversees Grand Angels' deal sourcing, investing and portfolio management, along with representing the group at networking and educational events across Michigan. He also is one of the managing partners of the Grand Angels Venture Fund II and Fund III. The Michigan Capital Network is a group of angels groups, including Grand Angels, Woodward Angels and Ka-Zoo Angels. In addition to serving on portfolio companies' boards, Parker is chairperson of ACRE AgTech, Michigan's only agriculture accelerator. He is a board member at The Center for American Entrepreneurship in Washington D.C.

EDUCATION: Western Michigan University (B, M)

FIRST JOB: Picking up rocks in fields around our small farm

BEST ADVICE: It is possible to do well and do good at the same time

HIDDEN TALENT: I have three hidden talents and can perform them all at the same time. I will share two of them — I can play the saxophone while riding my unicycle. The third talent will remain a mystery for now.

GRAND RAPIDS ATTRACTION: Rosa Park Circle stands out because it draws a full variety of people and activities.



MARTIN STEIN
Founder, managing director
Blackford Capital,
Grand Rapids

With more than 18 years of private equity experience, Martin Stein leads the firm's acquisition sourcing activities and has served on the boards of 15 of the firm's platform portfolio companies. Additionally, he has served as board chair for nine of the firm's platform investments. He has been involved in 50-plus acquisitions, investments, recapitalizations and exits worth approximately \$750 million in transaction value, including multiple cross-border transactions spanning from Europe to Asia. Prior to founding Blackford Capital, Stein worked as a consultant with Mercer Management Consulting where he developed growth strategies for Fortune 500 clients such as Sears, Dow, Searle Pharmaceuticals, Pfizer and PacifiCare Health Systems. He has authored three Harvard Business School case studies and is a frequent keynote speaker at industry conferences.

EDUCATION: University of Chicago (B), Harvard Business School (M)

HIDDEN TALENT: I'm a good cook. I was once a chef in Paris — a sous chef, to be exact — and served as the president of the Advisory Council for the University of Chicago Food Committee, helping to design all meals for the dining services.

DOWNTIME: Family game night with my six children

GRAND RAPIDS ATTRACTION: Reeds Lake



KURTIS TREVAN
CEO
Gun Lake Investments,
Grand Rapids

Kurtis Trevan is building on his previous banking career financing commercial real estate and venture capital-backed companies to provide guidance to his Native American tribe, the Match-E-Be-Nash-She-Wish Band of Pottawatomi Indians. He currently serves as the CEO of the tribe's nongaming investment firm, Gun Lake Investments. After serving as a vice president at Silicon Valley Bank in 2011, he followed his passion to assist his tribe's opening of Gun Lake Casino, leading various operational and analytical functions. He has taken on several roles since 2012, including tribal council and the casino's board of directors. He now leads the tribe's investment, diversification and business strategies to ensure financial strength for the next several generations.

EDUCATION: Western Michigan University (B), Walsh College (M), University of Michigan (M)

INSPIRATIONAL QUOTE: "You can't make a slow person fast, but you can make a fast person faster." My dad

LESSON LEARNED: The first investment for GLI was building a gas station. I had no idea what I was doing. There were several moments throughout the project that I literally looked in the mirror and laughed, given my lack of experience.

TRAVEL DESTINATION: Aspen, Colorado

FEW PEOPLE KNOW: Watching the Bellagio fountains in Las Vegas is my meditation.

BUCKET LIST: Learn Japanese and reconnect with my grandmother's family in Japan



■ CIVIC LEADERS



JUSTIN AMASH
U.S. Representative
United States Representative
for Michigan's 3rd
Congressional District,
Cascade Township

Justin Amash has been serving in the United States Congress for eight years. He has served and chaired numerous committees, including the Oversight and Government Reform, the Joint Economic, and Budget committees. Amash also served on the following subcommittees: Transportation and Public Assets, Government Operations, National Security, Homeland Defense and Foreign Operations, Federal Workforce, U.S. Postal Service, Labor Policy, Government Organization, Efficiency, Financial Management, TARP, Financial Services and Bailouts of Public and Private Programs. He has voted on issues involving domestic policy, economic affairs and regulations, foreign policy and national security. Before he joined the U.S. House of Representatives, the Grand Rapids native served as the representative of the 72nd District in the Michigan House of Representatives from January 2009-January 2011. Prior to getting into politics, he was an attorney for his family business.

EDUCATION: University of Michigan (B) and University of Michigan Law School (J.D.)

FIRST JOB: Corporate attorney for his family's business

NOTABLE: I recently left the Republican Party and became an Independent.



DARWIN "DAR" BAAS
Director
Kent County Department
of Public Works,
Grand Rapids

Dar Baas' focus is the emerging circular economy, providing leadership and visioning to deliver waste diversion, energy recovery and sustainable material management strategies. Baas brings 25 years of environmental management experience in the public and private sector with experience in emergency response, hazardous waste transportation, environmental contracting, industrial cleaning, landfill, transfer station, material recovery facility and waste-to-energy operations. His current project is the \$500 million sustainable business park on 250 acres next to the South Kent Landfill. He also is involved with policy formation at the local, state and national levels.

EDUCATION: Davenport University (B), Grand Valley State University (M)

FIRST JOB: Resource recovery specialist, Ottawa County Health Department-Environmental Health Division

BOARDS: Energy Recovery Council and Energy Michigan

HIDDEN TALENT: I have a 3rd Dan black belt in Okinawan Shorin Ryu

FAVORITE MOVIE: "A River Runs Through It"

DOWNTIME: I enjoy day trips in the convertible, sitting on the front porch of my log home, enjoying time with family and friends, trying out area restaurants, brewpubs and distilleries throughout West Michigan.



ROSALYNN BLISS
Mayor
City of Grand Rapids

Rosalynn Bliss became Grand Rapids' first female mayor on Jan. 1, 2016. She previously served as a Second Ward City Commissioner for 10 years. She has over 20 years of experience in the field of social work, especially in the areas of domestic violence and child welfare. Bliss serves on the boards of the Downtown Development Authority, Experience Grand Rapids, Convention Arena Authority, Economic Club of Grand Rapids, Friends of Grand Rapids Parks, Grand Rapids Promise Zone Authority, Interurban Transit Partnership and many others.

EDUCATION: University of South Alabama (B), Michigan State University (M)

FIRST JOB: Working at the concession stand at a two-screen movie theater in my hometown.

FAVORITE INSPIRATIONAL QUOTE: "Service to others is the rent you pay for your room here on Earth." Muhammad Ali

FUNNIEST EXPERIENCE IN THE WORKPLACE: When people don't realize I am the mayor, and they are complaining about local elected officials.

TOUGHEST CHALLENGE FACED: When I was a child, I was diagnosed with a rare bone disease that resulted in multiple surgeries on my legs with much of my childhood being spent in a wheelchair, on crutches or using a walker. I had some very difficult days and challenges and learned a great deal about the importance of being optimistic, believing in yourself, recognizing that your challenges do not define you ... along with the incredible power of people.



WAYMAN BRITT
Administrator/controller
Kent County, Grand Rapids

Wayman Britt was appointed the Kent County administrator/controller in January 2018. He had served as interim county administrator since July 2017 and as an assistant county administrator before that since 2004. In his present role, Britt manages all nonelected official department operations and is responsible for carrying out the goals and policies established by the Kent County Board of Commissioners. He also serves as the county's CFO, overseeing an operating budget of \$444 million. Previously, Britt held management and leadership positions at Steelcase and Michigan National Bank - Central. He serves on numerous boards and councils, including Experience Grand Rapids, President Ford Field Service Council-Boy Scouts of America, Gerald R. Ford Foundation, The Right Place, Michigan Fitness Foundation and Trinity Health Michigan.

EDUCATION: University of Michigan (B)

FIRST JOB: Cleaning and buffing the floors of the Genesee County Administration building.

HIDDEN TALENT: Growing up, I loved to sing and was active in the church choir and Glee Club. My singing is now strictly limited to solo performances in the bathroom or the car.

TRIVIA: I captained the University of Michigan men's basketball team to the NCAA championship finals in 1976. The men's basketball defensive player of the year award at U-M is named in my honor.



BETSY DEVOS

Secretary
U.S. Department of Education,
Washington D.C.

Betsy DeVos was confirmed as the 11th U.S. Secretary of Education on Feb. 7, 2017, after being nominated by President Donald J. Trump. DeVos has been involved in education policy for nearly three decades as an advocate for children and a voice for parents. She is especially passionate about reforms that help underserved children gain access to quality education. DeVos' interest in education was sparked at an early age by her mother, a public school teacher. Prior to her confirmation, DeVos served as chair of The Windquest Group, an enterprise and investment management firm.

EDUCATION: Calvin University (B)

BOARDS: Kennedy Center for the Performing Arts, Kids Hope USA, ArtPrize, Mars Hill Bible Church, the Kendall College of Art and Design.

FAVORITE BOOK: My favorite book is whatever I'm reading, and I usually have two to four different ones underway at the same time.

FAVORITE QUOTE: My favorite quote is a Bible verse, Micah 6:8. "He has shown you, oh mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God."

GRAND RAPIDS ATTRACTION: I am a little biased, but ArtPrize is my favorite. I remember Rick (DeVos) describing his idea initially and am inspired and moved by how that idea has provided a platform for many to share their artistic gifts with the world.



MARK WASHINGTON

City Manager
City of Grand Rapids

Mark Washington began serving as Grand Rapids' city manager in October 2018, a role in which he functions as the chief executive officer for the municipal corporation and oversees the \$531 million budget, workforce of 1,500 employees and all city departments, operations, policies and programs related to public safety, economic development, community services, mobility, infrastructure, health, environment, recreation and community engagement. Washington has worked in local government for 24 years. Prior to his current post, he served as assistant city manager for Austin, Texas. Washington is a member of the International City/County Management Association, Grand Valley Metropolitan Council and Planning Organization, Downtown Grand Rapids Inc. Advisory Board, Spectrum Health Community Commitment Advisory Board and National Forum for Black Public Administrators. He holds the International Public Management Association-Senior Certified Professional designation and the Senior Professional in Human Resources certification from HR Certification Institute and the Society for Human Resources Management Senior Certified Professional designation.

EDUCATION: Tarleton State University (B), Amberton University (M), Southwestern Baptist Theological Seminary (M, Ph.D.)

GRAND RAPIDS ATTRACTION: The Calder stabile



JOHN BITELY

President
Sable Homes, Rockford

John Bitely, a fourth-generation Algoma Township resident, founded Sable Developing Inc. in 1996. At that time, the company's focus was on residential development. The company has since evolved into Sable Homes and Sable Realty as a way to provide land development, home construction and sales. Bitely's goal has always been to build value into homes, allowing families to buy a high-quality home that is affordable to buy and operate. Sable Homes aims to build "larger, high-quality homes with amenities and energy efficiencies at a lower price point than its competitors."

FIRST JOB: I worked many hours on the family farm and then full time out of high school at my uncle's farm.

FAMILY: I have been married to my wife Annette for 33 years. We have five children: two boys and three girls.

FAVORITE HOBBIES: I personally enjoy hound dogs, fishing, hunting, my vegetable garden and hobby farming.

BOARD SERVICE: Previous board member of the Home Builders Foundation and serve on multiple Home Builders Association of Greater Grand Rapids committees. I also have served on the organization's board of directors. Previously, I served as board president of Urban Family Ministries in Grand Rapids, a Christian-based organization committed to helping inner-city youth, young adults and parents.



TODD CUSTER

President, CEO
Custer Inc., Grand Rapids

Todd Custer took over as president and CEO of Custer Inc., which includes sister companies CS Erickson and Century Floorspace, in 2016. As a second-generation family business leader, he makes sure Custer continues to live and practice the core values built and established by his father since 1980, but also to continue to focus on growth and expansion within all the family companies to become a full service, interior solutions firm, including furniture, technology, flooring, architectural solutions and custom solutions. Before joining the family business in 2007, Custer spent time with Steelcase living in Denver, Colorado. During that time, he collaborated with Steelcase dealers in the Mountain West Region, working with them to develop and grow their businesses. Custer also has a passion for the West Michigan community, working closely with the Family Business Alliance mentoring young leaders and working with local health care and education organizations on philanthropy needs.

EDUCATION: Michigan State University (B, M)

INSPIRATIONAL QUOTE: "Take time to plan and schedule your upcoming week on Sunday nights. Then, on Monday morning, you are ready to go before everyone else." Jim Hackett, former CEO of Steelcase, now CEO of Ford

TRAVEL DESTINATION: For cold, it's Big Sky, Montana, but for warmth it's Palm Springs, California, or anywhere in the Caribbean

■ CONSTRUCTION & DESIGN



BJORN GREEN
President, CEO
TowerPinkster, Grand Rapids

Bjorn Green serves as the president and chief executive officer of TowerPinkster, a Michigan architectural, interior design and engineering firm with over 140 employees. Since joining TowerPinkster in 2007, he has been involved in the growth, evolution and management of the company's portfolio of clients, projects and talented team of professionals. This year, he has spent considerable time navigating the challenges presented by 2020, working to develop strategies for TowerPinkster and its clients to envision indoor environments and solutions that support healthy spaces and social distancing guidelines. Green excels at leading a collaborative team-based approach where all voices matter. He has been working closely with the TowerPinkster team to maintain their award-winning company culture as they have implemented remote work solutions to keep employees and their families safe.

EDUCATION: University of Miami (B)

FIRST JOB: When I was 11 or 12, I laundered, ironed and folded towels in my grandparents' basement for my dad's dental practice

BEST ADVICE: Be kind and treat all others as you want to be treated

FUNNIEST WORK EXPERIENCE: No Shave "Movember" mustache contest!

LESSON LEARNED: That the power of the team is stronger than the strength of the individual

FAVORITE MOVIE: Any Marvel movie



AARON JONKER
President, Co-owner
Wolverine Building Group,
Grand Rapids

Aaron Jonker and his business partner, Curt Mulder, became the fifth owners of Wolverine Building Group in January 2018. An engineer by education, Jonker joined the company in 2007 as a project manager and was promoted to a vice president in 2010. He specialized in multiunit residential construction involving state and federal historic tax credit compliance and LIHTC funding. Jonker said he has overseen some of Wolverine's most complex historic renovation projects, many of which have received the Michigan Governor's Award for Historic Preservation. Founded in 1939, Wolverine has more than 150 employees and specializes in industrial, multiunit residential, health care, office, retail and restaurant construction.

EDUCATION: Calvin College (B)

BOARDS: Pine Rest Foundation, co-chair for the city of Grand Rapids' equitable economic development and mobility strategic plan steering committee, Talent 2025's CEO Council

FIRST JOB: Wholesale greenhouse

BOOKS: My love for literature started with JD Salinger but has continued to include John Steinbeck, Cormac McCarthy and, most recently, Colson Whitehead and Neil Gaiman, among others.

TOUGHEST CHALLENGE: Trying to develop a diverse workforce in a traditionally nondiverse industry

TRAVEL DESTINATION: Visiting my sister in Nicaragua and exploring Central America



MICK MCGRAW
President, CEO
Eastbrook Homes,
Grand Rapids

Last year, Mick McGraw's home building company ranked as the 95th largest U.S. homebuilder by Builder Magazine. Since he became the president in 1986, Eastbrook Homes has built more than 10,000 residential units and developed hundreds of communities. He has been instrumental in the purchase and revitalization of projects that had become distressed or abandoned, such as Macatawa Legends, Prairie Winds, Placid Waters and Tannery Bay.

EDUCATION: Olivet Nazarene University (B)

BOARD: Olivet Nazarene University Foundation

INSPIRATIONAL QUOTE: "Nothing in this world can take the place of persistence. Talent will not; nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. Education will not; the world is full of educated derelicts. Persistence and determination alone are omnipotent. The slogan 'Press On!' has solved and always will solve the problems of the human race." Calvin Coolidge

FUNNIEST WORKPLACE EXPERIENCE: Walking in a suit and tie and falling waist deep into a muddy trench.

TOUGHEST CHALLENGE: Maintaining a successful building company in the two big downturns of the last 45 years. The 1979 to 1981 years of 22% prime and mortgage rates of 17% and the Great Recession of 2007 to 2012.

HOBBIES: Golf, hunting and raising Red Angus cows in Montana



CURT MULDER
President, co-owner
Wolverine Building Group,
Grand Rapids

Wolverine Building Group, founded in 1939, has over 150 employees and is recognized nationally as a leader in the construction industry. Curt Mulder, along with his business partner, Aaron Jonker, became the fifth owners of the company in 2018. Mulder began working at Wolverine in 1998 while he was pursuing his civil engineering degree at what is now Calvin University. Upon graduation, he went to work for Wolverine full time as a project manager. He was promoted to vice president in 2010 and president in 2016. Mulder has a wide range experience in the industrial, office, health care, education and multiunit residential markets. He currently serves on Greater Grand Rapids YMCA board.

EDUCATION: Calvin College (B)

BEST ADVICE: Listen through curiosity

HIDDEN TALENT: I raise Texas Longhorns on my farm in Lowell.

TRAVEL DESTINATION: Pacific Northwest

ADVICE TO 18-YEAR-OLD: Take some time to explore and try as many new things as you can. Learn by way of adventure and be curious.

GRAND RAPIDS ATTRACTION: Meijer Gardens' summer concert series

FAVORITE CHARITY: Forgotten Man Ministries, Next Step of West Michigan, Young Life

BUCKET LIST: Ride in a fighter jet



■ CONSTRUCTION & DESIGN



THOMAS NEWHOF
President, treasurer
Prein&Newhof, Grand Rapids

Thomas Newhof has served 12 years as president, treasurer and business manager of Prein&Newhof, a civil and environmental engineering firm that also provides surveying, GIS and laboratory testing services. Last year, the company celebrated 50 years with donations to Saint Mary's Hospital and Van Andel Institute in honor of its company founders and for the benefit of public health in West Michigan and throughout the world. Since its beginning, Prein&Newhof has been meeting infrastructure needs for municipal and private clients across West Michigan. This year, the American Council of Engineering Companies of Michigan (ACEC/M) recognized the firm for its work on the Plainfield Charter Township water treatment pilot study for PFAS removal. This project entailed successfully modifying existing rapid sand filter beds in an operating treatment plant with granular activated carbon (GAC) to effectively remove PFAS from its water.

EDUCATION: Calvin College (B), Michigan State University (M)

FIRST JOB: Land surveyor for Prein&Newhof during high school and college

INSPIRATIONAL QUOTE: "I wish it need not have happened in my time," said Frodo. "So do I," said Gandalf, "and so do all who live to see such times. But that is not for them to decide. All we have to decide is what to do with the time that is given us." "Fellowship of the Ring," by J.R.R. Tolkien



MIKE NOVAKOSKI
President, CEO
Elzinga & Volkers
Construction,
Holland

Mike Novakoski is the president and CEO for three successful, innovative businesses — EV Construction, a growing national construction firm; EV Group, a national staffing company; and Become Unmistakable, a consulting business designed to train and develop well-rounded corporate leaders. He also has worked to build and develop uMap software (myumap.com) that is being used internationally by several well-known organizations. For 30 years, he has worked to develop a corporate culture that enables employees to thrive both professionally and personally and also gives clients an experience that is second-to-none. Novakoski is a sought-after national speaker who enjoys sharing the story of the company's journey in building culture. Under his leadership, EV Construction has received numerous accolades for its work in safety, the community and employee development.

EDUCATION: Ferris State University (B), Grand Valley State University (M)

FIRST JOB: Beginning at age 10, I was a paper carrier for five years — 365 days a year!

HIDDEN TALENT: I am a master carpenter. I have had my builder's license since the age of 18 and have always enjoyed the craft

BUCKET LIST: Completing the top five international marathons. I have completed Chicago and New York and look forward to London, Berlin and Tokyo



ROGER REHKOPF
President
Orion Construction,
Grand Rapids

Roger Rehkopf joined Orion Construction in 2011, serving as senior vice president. He has more than 25 years of construction-related project management and business development experience. In 2014, he assumed the role of president, directing strategic growth and streamlining internal operations for the company. Rehkopf has a strong background in architectural design and design-build projects. Like many heavy hitters in the West Michigan construction scene, he spun out of Grand Rapids-based Rockford Construction, where he served as vice president for almost 17 years. He has worked on a number of significant Grand Rapids projects, including the Grand Rapids Art Museum, the Grand Rapids Police Department and Blue Cross Blue Shield.

EDUCATION: Ferris State University (A)

NOTABLE: Orion Construction won Grand Rapids Business Journal's Newsmaker of the Year award in the Real Estate/Construction category in 2017, 2018 and 2019.

HIGH SCHOOL: Reed City High School



JONATHAN ROOKS
Owner
Parkland Properties
of Michigan, Grand Rapids

Jonathan Rooks' fingerprints are all over West Michigan. Since 1988, his firm has specialized in saving and adaptively reusing old buildings in urban settings and creatively developing and marketing coastal West Michigan waterfront properties connected to or on Lake Michigan. In 1999, he added hotel properties to his portfolio. Between 2002-2007, Rooks developed 50% of the condo housing market in Grand Rapids while developing the Wharf Marina in Grand Haven. After that, he turned his focus to bringing a new vibrancy to Muskegon with a number of new and adaptive reuse housing and hospitality projects. Parkland currently owns and operates more than 20 businesses and properties throughout West Michigan, including hotels, restaurants, marinas, office buildings, residential condominium buildings, apartments, land developments, retail complexes and warehouses. The firm employs 300 people. Currently, a new 5,000-square-foot lakeshore convention center is being built with a public/private partnership between Parkland, the city and Muskegon County.

EDUCATION: University of Michigan (B)

FIRST JOB: At age 14, I helped my Boy Scouts master renovate his home over the course of a year. After that experience, I convinced him to finance a four-plex flip where I could do more work and take part in the profits. I did the work got 33% of the profits and was hooked.



■ CONSTRUCTION & DESIGN



TIM SCHOWALTER
President, CEO
Pioneer Construction,
Grand Rapids

Pioneer Construction is a Grand Rapids-based general contractor with annual revenues in excess of \$200 million and approximately 300 full-time employees. Tim Schowalter, who met his wife, Barbie Beckering, in college, went to work for Pioneer upon graduation in 1995. He and his wife eventually purchased the firm from her father in 2005. Recent Pioneer projects include Revolution Farms greenhouse in Caledonia, Falk Panel manufacturing in Walker, Canopy by Hilton Grand Rapids Downtown, GVSU 333 Michigan classroom and laboratory building for health sciences, GVSU/Spectrum 335 parking ramp, Avflight hangar, Van Andel Arena Plaza streetscape, Studio Park's The Listening Room and Celebration Cinema, Aquinas College Albertus Magnus Hall of Science expansion and renovation, Embassy Suites by Hilton Grand Rapids Downtown and 601 Bond apartments. Pioneer's services include general contracting, design/build and construction management.

EDUCATION: Michigan State University (B)

BEST ADVICE: If things don't work out the way you planned, don't dwell on it; just move on

HIDDEN TALENT: I've built two small wooden boats

DOWNTIME: Reading, catching up on the news, crossword puzzles, pickleball — you know, old people stuff

PLAY YOU IN A MOVIE: Me, I was in a musical in the eighth grade, so I'm a pretty good actor



JEFF SCHUMAKER
President
Fishbeck

Jeff Schumaker has been with Fishbeck since 1993. He began as a structural engineer and was instrumental in developing and growing Fishbeck's steam distribution market for higher education clients around the Midwest. Schumaker first began his career as an engineer with Scott Civil Engineering, where he learned the full lifespan of a project, which became the foundation of his project management skills, and later, firm management. "The toughest challenge is getting a group of people, who all have unique thoughts and abilities, working together and moving in a singular direction," Schumaker said. These early years as a project manager and lead design engineer gave him the foundation to assume additional leadership roles and eventually be named Fishbeck's president in 2019. Through his guidance, Fishbeck continues to be among the nation's leaders in engineering, architectural and environmental science consulting and was recently recognized in Zweig Group's Hot 100 List of fastest growing companies.

EDUCATION: Michigan Technological University (B)

FAVORITE GRAND RAPIDS ATTRACTION: ArtPrize. I love the atmosphere and energy around this event

HOBBIES: Golf, disc golf, pickleball and water or snow skiing.

WHAT WOULD YOU TELL AN 18-YEAR-OLD YOU OR RECENT HIGH SCHOOL GRADUATE?: If it is worth doing, do it right the first time.



BRADLEY THOMAS
President, CEO
Progressive AE, Grand Rapids

Bradley Thomas has been president and CEO of Progressive AE since 2004. He possesses the philosophy that "spaces are strategic contributors, not static places," and his experience centers around contract interpretation, administration and dispute resolution. Progressive AE opened its fourth office in Holland in 2018. The firm also has offices in Grand Rapids, Muskegon and Charlotte, North Carolina. Progressive AE opened in 1962 and employs more than 230 people. The company has worked on thousands of projects throughout the country, including more than 3,100 in Michigan. All services provided outside the state are through a related company. Progressive AE won the American Institute of Architects' Michigan Firm of the Year award and the American Council of Engineering Companies' Michigan Engineering Merit award, both in 2018.

EDUCATION: McMaster University (B), Michigan State University (M)

HOMETOWN: Chatham, Ontario

NOTEWORTHY CLIENTS: Holland Energy Park, Boys & Girls Club of Holland, Gentex, West Michigan Regional Airport, Holland Hospital, city of Grand Haven, Rol Ergo, Trendway, Mary Free Bed YMCA

COMMUNITY: Economic Club of Grand Rapids board, Grand Rapids Chamber of Commerce governance committee, Talent 2025 CEO Council



MIKE VANGESSEL
Founder, CEO
Rockford Construction,
Grand Rapids

Mike VanGessel has led the Rockford team since it began in 1987, through more than 4,500 projects totaling more than \$4.8 billion. A Grand Rapids native with strong ties to the community, VanGessel is drawn to projects that positively impact the way people live, work, learn, heal and play. He uses his innovative and entrepreneurial spirit to serve the company and the community as he works with civic leaders, nonprofit organizations and other visionaries to create a brighter future for West Michigan. VanGessel serves on many boards and consistently gives his time and talents to serving others.

EDUCATION: Michigan State University (B)

BEST ADVICE: Don't worry about anything; instead, pray about everything.

FUNNIEST WORK EXPERIENCE: Two workers on a job site got in a fight and refused to shake hands. I made them stand on opposite sides of the building's windows. They spent the whole day washing windows and staring at each other.

HOBBIES: Hunting, fishing, hiking, scuba diving

ADVICE TO 18-YEAR-OLD: I would tell an 18-year-old me to learn how to type. I would tell a recent grad to work during college because it's a great way to discover a career, and I would tell everyone else to take time to be grateful.

PLAY YOU IN A MOVIE: If I want my wife to watch, it should probably be Brad Pitt.





WAYNE VISBEEN
Founder, principal
Visbeen Architects,
East Grand Rapids

Wayne Visbeen has more than 30 years of experience in retail, residential, commercial design and visual merchandising. He holds membership in the American Institute of Architects, the International Interior Design Association, and is a fellow of the American Institute of Building Design College of Fellows. Visbeen spent time as a senior designer at the Taubman Companies, designing more than 100 national prototypes for leading retailers across the nation before launching his own firm specializing in residential and commercial projects in 1992. Visbeen has collaborated with multiple companies, including Champion Home Builders, Phantom Screens, Napoleon Fireplaces and GAF. Additionally, he designed custom playhouses as a product and creative designer for the television production "Playhouse Masters," including designs for the Make-A-Wish Foundation. Visbeen Architects has completed more than 1,400 projects in 48 states and 10 countries and is the recipient of more than 100 national awards.

EDUCATION: Lawrence Tech University (B, M)

FIRST JOB: Haberdasher selling suits to Wall Street executives at a small men's clothing boutique

TRAVEL DESTINATION: Europe, Italy

TV SHOW: "Survivor," in fact, I'm working on a casting video to apply for the show.



MITCHELL "MITCH" WATT
Partner
Triangle Associates,
Grand Rapids

Mitchell Watt's career as an architect, contractor, business and community leader spans over 35 years in West Michigan. He has focused much of his career in the planning, design and construction of buildings, serving a broad range of clients in the educational, health care, commercial and infrastructure market segments. He has been involved in hundreds of planning, design and construction projects throughout Michigan, across the U.S. and abroad. As a partner, Watt is involved in the day-to-day operations of the regionally based construction management company with a focus on strategic planning, business and project development, and preconstruction phase services. Prior to joining Triangle, his career included more than 20 years with URS (now AECOM) in various design, project and business management roles, including 10 years as managing principal for the firm's Great Lakes region. Watt currently serves on the boards of the Grand Rapids Art Museum, Grand Valley State University Foundation and Versiti Corporation, a blood services and research institute headquartered in Milwaukee, Wisconsin.

EDUCATION: University of Kansas (Two B)

FUNNIEST WORK EXPERIENCE: We had renovated and installed frameless glass doors to the conference rooms. One colleague was running late but didn't realize the door was closed; huge face-plant! We placed logo stickers across the glass of all doors shortly after.



JOHN WHEELER
CEO
Wheeler Development Group,
Grand Rapids

John Wheeler has inspired and orchestrated the development of more than \$1 billion in real estate throughout his dynamic career. Wheeler's experience with urban core development is equally matched with his passion for his work. His role has been recognized as instrumental to Grand Rapids' downtown revitalization through the 1990s and early 2000s. He founded and led Rockford Construction from 1987 to 2009, and later partnered with Gary Postma to start Orion Real Estate Solutions in 2011. Wheeler has been recognized for several industry awards throughout his career and his successes have been shared through his varied philanthropic commitments.

EDUCATION: Ferris State University (B, M)

HOBBIES: Fishing, hunting, hiking

TRAVEL DESTINATION: Islamorada, Florida

SPEND DOWN TIME: With family, enjoying the Florida Keys

ADVICE TO AN 18-YEAR-OLD: Don't be afraid to take risks, be honest and hardworking, and be grateful for the opportunities and challenges in your life

FAVORITE ATTRACTION: Riverside Park

FAVORITE CHARITY: Community Media Center

BUCKET LIST: Visit all the continents



ED GARNER
Regional director
Michigan Small Business
Development Center -
West Michigan Region,
Grand Rapids

Ed Garner is responsible for providing comprehensive leadership, oversight, planning, resource development, coordination and management of the Michigan Small Business Development Center's West Region Center, at Grand Valley State University. Garner has over 35 years experience in economic and business development, marketing and sales, lending and customer service. Prior to joining the SBDC, he was the president and CEO of Muskegon Area First Economic Development Corporation and economic development vice president for the Grand Haven Chamber of Commerce. Previously, he served as the executive director of the Kent Area MicroBusiness Loan Services — the first SBA microloan program in the region.

EDUCATION: Michigan State University (B), Western Michigan University (M)

FIRST JOB: Sales engineer for Westinghouse Electric Corporation in Southfield.

TOUGHEST CHALLENGE: Refusing to fire an employee at the risk of losing my own job because a stakeholder had personal issues with the person. Lesson learned: Do the right thing, and things will undoubtedly work out.

DOWNTIME: I enjoy live musical performances, especially jazz, relaxing on the beach and spending time with loved ones.

BUCKET LIST: To visit the Egyptian pyramids

ECONOMIC DEVELOPMENT



STEVE HEACOCK
President, CEO
Grand Rapids Whitewater,
Grand Rapids

Steve Heacock has played a role in many of the developments that have led to the economic revitalization of Grand Rapids: Van Andel Arena, DeVos Place, Millennium Park, Van Andel Institute, Michigan State University College of Human Medicine downtown and more. Prior to joining Grand Rapids Whitewater, Heacock was senior vice president of public affairs/research at Spectrum Health and president of Spectrum Health Innovations. He was chief admin officer of Van Andel Institute, VP of development and general counsel for Priority Health, a partner at Warner Norcross + Judd and a CPA with PwC in Detroit.

EDUCATION: Michigan State University (B), University of Michigan Law School (J.D.)

BOARDS: Grand Rapids-Kent County Convention/Arena Authority chair, Legacy Trust chair, United Bank of Michigan board, Gerald R. Ford International Airport board

FIRST JOB: At 13 years old, in the kitchen of Hidden Valley in Gaylord

BEST ADVICE RECEIVED: Peter Cook told me to broaden perspective by having at least one close friend 20 years older and one 20 years younger.

HIDDEN TALENT: I love to cook. My mother taught me. When I was in high school, she would call me from her work at the courthouse and ask me to get a meatloaf ready for dinner.

TRAVEL DESTINATION: Paris or Mackinac Island

BUCKET LIST: Rafting down the restored rapids in the Grand River



JENNIFER OWENS
President
Lakeshore Advantage, Zeeland

Jennifer Owens delivers direct business attraction, expansion and retention services while providing overall leadership to the organization. Since joining Lakeshore Advantage in 2013, she has helped guide various major business expansion and attraction projects. She has more than 15 years of leadership experience in business retention, expansion and attraction, working at various state and local economic development positions throughout Michigan. Prior to joining Lakeshore Advantage, Owens held the positions of vice president at Southwest Michigan First and principal of Consultant Connect, an organization that cultivates relationships between economic developers and location consultants. She also has worked for Ann Arbor SPARK and the Michigan Economic Development Corporation. She was named an ATHENA Award finalist (2017), Grand Rapids Business Journal Newsmaker of the Year finalist (2015 and 2016), Corp! Magazine Most Valuable Professional (2017) and Grand Rapids Business Journal's 50 Most Influential Women in West Michigan (2018).

EDUCATION: Michigan State University (B), Leadership certificates from University of Notre Dame and University of Alabama

FIRST JOB: Associate editor, Point of Beginning magazine for land surveyors and GIS professionals. I lasted at that job for six months.



BIRGIT KLOHS
President, CEO
The Right Place Inc.,
Grand Rapids

Birgit Klohs has been leading the regional economic development organization for 33 years. She collaborates with local, state and national organizations to help address issues related to economic development. Throughout her three decades of leadership, the organization has assisted thousands of West Michigan companies to invest more than \$5 billion and create 45,800 new jobs throughout the region. Klohs also leads The Right Place's international business development strategy. The German native, both independently and in collaboration with the state of Michigan and the governor's office, conducts foreign direct investment missions to Europe, Asia and the Middle East. Klohs spreads her wisdom on national and international economic development issues by traveling and speaking to audiences in France, England, Germany, Sweden, China, Australia and Israel. She is involved in many local and statewide boards because she is a strong believer that a community's quality of life is as important as its quality of commerce.

EDUCATION: Western Michigan University (B)

BOARDS: International Crossing Authority, Kent County/Grand Rapids Convention Arena Authority, Gerald R. Ford Airport Authority, Macatawa Bank, Michigan-Israel Business Accelerator, ADAC Automotive, Michigan Workforce Development, Priority Health, Grand Rapids Chamber, New Community Transformation Fund



KEVIN STOTTS
President
Talent 2025, Grand Rapids

Talent 2025 is a CEO-led effort in West Michigan to improve the quality of the region's talent development, attraction and retention efforts. As president, Kevin Stotts works with business, education, workforce and economic development leaders, as well as policymakers, to ensure West Michigan is a top-20 region for talent. Prior to joining Talent 2025, he served as vice president of community programs for the Grand Rapids Chamber of Commerce, where he launched Hello West Michigan, an employer-led effort to attract talent to the region. Stotts also has led several nonprofit organizations related to education, workforce and community development. He also serves on several statewide, regional, and local boards and commissions related to education and workforce, and was a member of former Gov. Rick Snyder's 21st Century Education Commission and an American Enterprise Institute fellow.

EDUCATION: Michigan State University (B)

FUNNIEST WORK EXPERIENCE: I worked two jobs while going to college full time, so I didn't get a lot of sleep. I would take naps on my breaks at Meijer in the refrigeration coolers when I worked in the grocery department.

ADVICE TO 18-YEAR-OLD: Work a lot of different jobs to find what you enjoy most and travel a lot while you have the chance to do it.

BUCKET LIST: Visit Rome and meet Sammy Hagar





Making West Michigan a great place to stay.

Congratulations, Peter D. Beukema, CHA, CEO of Suburban Inns and one of the Grand Rapids 200. Suburban Inns is a local, second-generation, family business that designs, builds, owns and operates eight hotels and five original-concept sports bars in Michigan. Visit www.suburbaninns.com for additional information.



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CAROL VAN ANDEL
Co-chair
Grand Action 2.0

Carol Van Anandel is a fixture in the West Michigan community. Recently, she became the co-chair of Grand Action 2.0, an organization that is focused on economic development. Grand Action was founded in 1992 and it has completed public-private developments that accounted for \$420 million in direct capital investment, including private funding of \$130 million. Other projects include DeVos Performance Hall, Grand Rapids Civic Theatre and the Secchia Center at the Michigan State University College of Human Medicine. Grand Action ceased operation in 2017, but this year the organization relaunched itself as Grand Action 2.0. Its primary mission is to identify capital-intensive projects that could transform the downtown area, galvanize public opinion and support for those projects, and leverage public and private investment. As a philanthropist, Van Anandel has financially donated to a number of projects and she holds prominent positions in organizations, foundations and schools. She has donated to the building of a health center at Mary Free Bed YMCA. The facility now bears her name, Carol Van Anandel Healthy Living Center. This year, her family donated to open an outdoor entertainment venue in Ada, which is now called the Van Anandel Family Pavilion.

EDUCATION: Hope College (B)



NORMAN BEAUCHAMP
Associate provost and
assistant vice president for
health initiatives/dean
**MSU College of
Human Medicine,
Grand Rapids**

As dean of the MSU College of Human Medicine, Norman Beauchamp leads medical school and research operations in downtown Grand Rapids. Working on an expansion of the research campus with a third facility, his goal is to put the area on the map for health care innovation. Beauchamp started his role over four years ago and since has been dedicated to expansion of the field and overall economic development locally. Prior, he was a professor and chairperson of the department of radiology at the University of Washington.

EDUCATION: Michigan State University (B), Johns Hopkins Bloomberg School of Public Health (M), Michigan State University College of Human Medicine (M.D.)
MEDICAL SCHOOL RESIDENCY AND FELLOWSHIPS: The Johns Hopkins University School of Medicine
CHILDHOOD: At age 7, his family moved from Boston to a farm in St. Johns, Michigan, where he helped raise 200 chickens and 20 cows until college.
EARLY CAREER: Substantially increased the number of patients treated at Johns Hopkins Medical Institution by reducing wait times
BOARDS: Van Anandel Institute, The Right Place, formerly Grand Action



DAVID EISLER
President
Ferris State University,
Big Rapids/Grand Rapids

Dr. David Eisler has served as president of Ferris State University since July 2003 and is the senior public university president in Michigan. Under his leadership, the university has embarked on an ambitious program of curricular innovation, classroom renovation, cooperative programs with high schools and community colleges, and providing opportunity for students who may not otherwise attend college. Under his leadership, Ferris State was the first university selected to receive the Uncommon Greatness Award from the Center for Community Leadership of the Grand Rapids Chamber of Commerce. In 2018, Eisler was chosen to present the President-to-Presidents lecture to his nearly 400 presidential colleagues of the American Association of State Colleges and Universities.

EDUCATION: University of Michigan (B, Ph.D.), Yale University (M)

FIRST JOB: Woodwinds instructor and assisting with the band program at Troy State University in Alabama.

FUNNIEST WORK EXPERIENCE: When I was a dean of fine arts at Eastern New Mexico University, a young man was walking the hall and making a disturbance. I went out to see what the problem was and walked with him. He was complaining about the dean, which was me. I said, "Well, he's like that" and walked back to my office. He stopped complaining.



J.C. HUIZENGA
Chairman, founder
National Heritage Academies,
Grand Rapids

J.C. Huizenga founded National Heritage Academies in 1995 and now chairs the organization that serves more than 60,000 students in 90 charter schools across nine states. In 2008, Huizenga launched a high school initiative, PrepNet, which operates seven charter high schools serving more than 2,500 students in Michigan. Huizenga founded and is the chairman of Huizenga Group, which manages a portfolio of businesses providing products and services for customers and manufacturers in the security, automotive and pharmaceutical industries, and consumer goods. Huizenga has chaired the Michigan Chamber of Commerce, served as a national judge for Ernst & Young Entrepreneur of the Year and serves on the Grand Rapids Promise Zone Authority.

EDUCATION: Hope College (B), Michigan State University (M)

BOARDS: Mackinac Center for Public Policy, Acton Institute, Gerald R. Ford Presidential Foundation, Grand Valley State University Foundation and Hauenstein Center for Presidential Studies, Salvation Army national advisory board, Seidman School of Business advisory board

FIRST JOB: Washing garbage trucks

BEST ADVICE: Never confuse activity with accomplishment

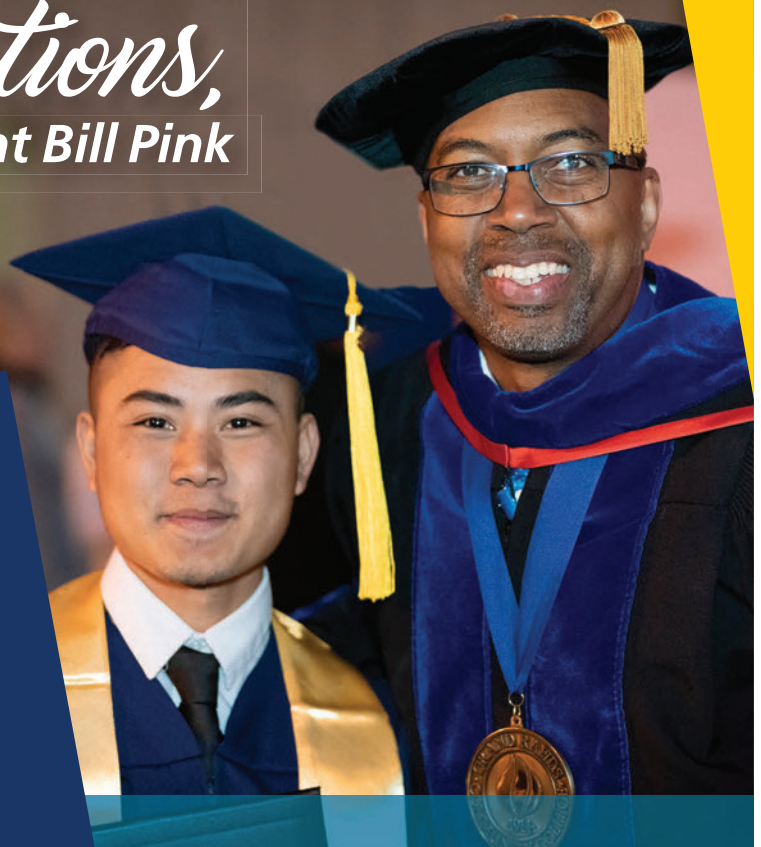
DOWNTIME: At our lake house in Holland during the summer

Congratulations, GRCC President Bill Pink

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■ EDUCATION



PHILOMENA MANTELLA
President
Grand Valley State University,
Allendale

Philomena Mantella became the fifth president of Grand Valley State University in July 2019. One of her key initiatives is creating access to educational opportunities for all learners. During her first year at Grand Valley, she launched the Laker Lifetime Learning (L3) Commitment, which puts \$1,000 aside for every graduate to use for future classes at Grand Valley, as well as an accelerated online degree program to help adults complete their bachelor's degree. Prior to GVSU, she spent 18 years at Northeastern University in Boston both as senior vice president of enrollment and student life, and as the chief executive officer of the Lifelong Learning Network. She also has been an educator at institutions in New York and New Jersey along with Ferris State University.

EDUCATION: Syracuse University (B, M),
Michigan State University (Ph.D.)

INSPIRATIONAL QUOTE: "The only limit to our realization of tomorrow is our doubts of today," Franklin Roosevelt

TOUGHEST CHALLENGE: The senseless loss of young life on a college campus without a doubt.

FAVORITE HOBBIES: Biking, cooking and weightlifting

BUCKET LIST: A private plane and a pilot license

FEW PEOPLE KNOW: I have a black belt in Taekwondo.



EDWARD MONTGOMERY
President
Western Michigan University,
Kalamazoo

Edward Montgomery became the ninth president of Western Michigan University in August 2017. Since then, he has launched initiatives focused on student success, revitalizing the south campus neighborhood, the development of a new budget model impacting all areas of campus and the implementation of the revised core curriculum. As part of his commitment to helping students complete their studies, Montgomery implemented a targeted grant program to assist financially at-risk students. During a more than 35-year academic career, Montgomery has held faculty positions at Carnegie Mellon and Michigan State universities, as well as the University of Maryland. During the Clinton administration, Montgomery held a number of positions, including chief economist and deputy secretary of the U.S. Department of Labor. In the latter role, he oversaw operations of a \$33 billion federal department.

EDUCATION: Penn State University (B), Harvard University (M, Ph.D.)

BOARDS: Center for Law and Social Policy, First National Bank of Michigan, Southwest Michigan First

FIRST JOB: Delivering the Pittsburgh Post-Gazette

INSPIRATIONAL QUOTE: "Never be too big to do the little things that need to be done."



RICHARD PAPPAS
President
Davenport University,
Grand Rapids

Richard Pappas leads the strategic direction of Davenport University while focusing on implementing quality measures that elevate academic programming, student support, market position and financial strength of the institution. As a result, Davenport's graduation rate has increased by more than 158% since 2009, and student retention, student satisfaction and philanthropic giving are at all-time highs. Prior to assuming his current position at Davenport in 2009, Pappas also served as president of National-Louis University, Lake Michigan College and Harford Community College. He is a member of the regional board for Fifth Third Bank and a board member for The Right Place and the American Council on Education.

EDUCATION: Eastern Michigan University (B),
University of Michigan (M, Ph.D.)

FUNNIEST WORK EXPERIENCE: I make videos before each strategic planning session that poke fun at me and the leadership team. Taking our work seriously is important, but we don't want to take ourselves too seriously — it's important to have fun while you're doing important work.

HIDDEN TALENT: I was a table tennis champion, and I began to write a fiction novel a number of years ago. I have to get back to writing it.

BUCKET LIST: Travel to Spain and Israel

PLAY YOU IN MOVIE: Anderson Cooper



BILL PINK
President
Grand Rapids Community
College, Grand Rapids

Dr. Bill Pink became the 10th president of Grand Rapids Community College in May 2017 and is the first African American appointed to the post in the institution's 100-plus years. The Abilene, Texas, native has taught and coached in Oklahoma, Nebraska and Oregon. He was inducted into the York College Athletic Hall of Fame in 2016 for his performance as a student-athlete. Pink was elected to the board of trustees for the Higher Learning Commission and serves on the Community College Advisory Panel for The College Board, and the American Council on Education board. He was appointed by Gov. Gretchen Whitmer to the Michigan Economic Development Corporation executive committee and most recently was elected to the American Association of Community Colleges board. In West Michigan, he serves on the boards of Spectrum Health West Michigan, the Heart of West Michigan United Way, West Michigan Works!, the Grand Rapids Economic Club and The Right Place.

EDUCATION: Oklahoma Christian University (B),
University of Central Oklahoma (M),
University of Oklahoma (Ph.D.)

BEST ADVICE: Always leave things better than you found them

HIDDEN TALENT: I used to be a radio personality (DJ in my day!) on a radio station in Oklahoma City and had the top-rated radio show for that day/time in the city among adults.



C O N G R A T U L A T I O N S

David and Carol Van Andel for their inclusion
among this year's *Grand Rapids 200*.



David and Carol Van Andel

Thank you for your leadership, vision and commitment to
Van Andel Institute, Grand Rapids and all of West Michigan.



■ FOOD & BEVERAGE



LARRY BELL

Owner
Bell's Brewery, Kalamazoo

Larry Bell moved to Kalamazoo in the late 1970s to attend college. After graduation, he began working at the original Sarkozy Bakery where he gained an interest in yeast and fermentation. Soon after, Bell started brewing his own beer and saw an opportunity to make a business out of it. Bell opened a homebrew supply shop in 1983 under the name Kalamazoo Brewing Co. He began selling beer commercially two years later. In 1990, Bell's beer became available outside Michigan, and three years later, Bell's became the first Michigan brewery to open an on-site pub, the Eccentric Café. Today, Bell's, which officially changed its name from Kalamazoo Brewing Co. in 2005, can be found in 39 states, as well as Washington D.C. and Puerto Rico. Bell reassumed operations of the company after his daughter, Laura Bell, stepped down from the role of CEO in 2018.

EDUCATION: Kalamazoo College (B)

NOTABLE: In 1986, production reached 135 barrels. Originally self-distributed, me and a staff of nine bottled and delivered everything for the next four years.



JAMES BERG

CEO, partner
Essence Restaurant Group,
Grand Rapids

James Berg got the bug for the food and beverage industry in the 1980s, working as a server for restaurants such as Taco Boy and T.G.I. Fridays. In 1993, he moved into formal dining, taking a position with Egypt Valley Country Club as its lead bartender and beverage director. He was quickly promoted to dining manager and beverage director, where he was responsible for beverage coordination for events such as the First of America Classic Golf Tournament held at the country club, which served 40,000 people. Berg went to work for the Woodruff family in 1996 to help open Bistro Bella Vita. He started as restaurant manager and was soon promoted to general manager. In 2006, he formed Essence Restaurant Group (ERG) with partners Patrick Wise and Jeffrey Gietzen, becoming the owner-operators of Bistro Bella Vita and opening The Green Well in 2007 and Grove in 2011. Wise recently left ERG, and last year, ERG added a new partner, Hillary Edwards-Berg.

FIRST JOB: Taco Boy on Plainfield in 1988

FUNNIEST WORKPLACE EXPERIENCE: My record for shots of espresso is 24 in 1998 at Bistro Bella Vita. Haven't slept a good night since.

HIDDEN TALENT: I can juggle.

FAVORITE HOBBIES: Golfing and working out

FAVORITE BOOKS: Milan Kundera's "Unbearable Lightness of Being" and Aldous Huxley's "Brave New World."



DENNIS EIDSON

Board chair
SpartanNash, Grand Rapids

Dennis Eidson has held key senior leadership positions since joining SpartanNash in 2003, culminating in his appointment to president in 2007, chief executive officer in 2008 and chairman of the board in 2016. He was serving as interim CEO and was replaced by new president and CEO Tony Sarsam in September. Eidson joined the SpartanNash board of directors in 2007. He previously served as the company's chief operating officer from 2007-08 and executive vice president of marketing and merchandising from 2003-07. Eidson spent his entire career in the grocery retail and wholesale distribution industry and is passionate about embracing changing trends and technology to create a personalized, diversified, local grocery experience for store guests and independent customers throughout the United States and military families around the world. His leadership and commitment to building an inclusive, accountable culture has driven SpartanNash's growth and was critical throughout the multibillion-dollar transformational merger between Spartan Stores and the Nash Finch Company in 2013.

EDUCATION: Michigan State University (B)

FAVORITE HOBBIES: Michigan State University football and basketball

FAVORITE TV SHOW: "Madam Secretary"

FAVORITE TRAVEL DESTINATION: Italy



DAVE ENGBERS

Co-founder, president
Founders Brewing Co.,
Grand Rapids

Born and raised in Grand Rapids, Dave Engbers attended Hope College where he met fellow co-founder Mike Stevens. The pair spent their college years dreaming of opening a brewery, and after a few years spent on unsatisfying career paths, Engbers and Stevens decided they never wanted to look back on life with regrets. They wrote a business plan, secured funding and opened the doors of Founders Brewing Co. in 1997. Building the brewery from the ground up, the pair had to spend time in every role. Recently, the company sold 90% of ownership to longtime partner Mahou San Miguel based in Spain, but Engbers and Stevens still are involved in the brewery.

EDUCATION: Hope College (B)





GREGORY GILMORE
CEO
Gilmore Collection,
Grand Rapids

Gregory Gilmore has been in the hospitality industry for over 40 years and is passionate about bringing people together for entertainment and the pleasures of the table. He joined the company his father John F. Gilmore founded at the age of 23. Gregory Gilmore had previously studied hospitality management at Davenport and philosophy at the University of Oregon before deciding to accept a management position at The Thornapple. Shortly thereafter, The Thornapple won several prestigious awards, including Grand Rapids Magazine's Restaurant of the Year award. Over the next three decades, the father and son duo embarked on a series of new ventures that would define the Gilmore Collection as it is known today.

EDUCATION: Davenport University (B),
University of Oregon (M)

FIRST JOB: Street sweeper at 12

BEST ADVICE: You can watch it happen,
you can wonder what happened or you
can make it happen.

FUNNIEST WORK EXPERIENCE: Performing the
Heimlich maneuver on a guest and then
ending up choking worse than him after
he threw up on my hands.

FAVORITE HOBBIES: Skiing, cycling, food and
wine, art, reading, travel, music, boating

PLAY YOU IN A MOVIE: Mike Rowe from
"Dirty Jobs"



GREG HERBRUCK
President
Herbruck's Poultry Ranch,
Saranac

As president and the fourth son born into the family business, Greg Herbruck and his siblings have grown Herbruck's Poultry Ranch to the largest egg producer in the state. The company has over 9 million laying hens in Michigan and Indiana. Herbruck's parents started the company in 1958 with 3,000 hens. Herbruck spent his childhood on the farm gathering eggs by hand and putting them in trays for packaging. In the late 1980s, he and his siblings created a system that allowed the farm to reuse waste as organic fertilizer. Since becoming president in 2017, Herbruck has helped the business make other strides in the poultry industry, including supplying eggs to restaurants and retailers across the country. A recent decision ensured a maximum of 5 million caged hens, the others cage-free. Herbruck is making efforts to launch farming operations and education in Zimbabwe and Zambia.

EDUCATION: Michigan State University (B)

FIRST JOB: Ionia County Animal Control

FUNNIEST WORK EXPERIENCE: Too many to consider
and they all revolve around chicken manure.

HIDDEN TALENT: Pingpong

FAVORITE TRAVEL DESTINATION: Anywhere with natural
beauty: rivers, mountains, cool climates

BUCKET LIST: Visit Australia and New Zealand

FAVORITE CHARITY: Mel Trotter Ministries



JEFF LOBDELL
President
Restaurant Partners
Management,
Grand Rapids

Jeff Lobdell comes from a family of restaurant industry entrepreneurs. His father Wayne Lobdell founded Hospitality Restaurant Group, which is a franchisee of 90 Yum Brands, including Taco Bell, KFC and Pizza Hut. As a result, Lobdell had an idea of what the blueprint to success was, and now, it has materialized into him being a multiunit independent restaurant business owner and hospitality executive. Lobdell operates 12 brands within 20 locations and employs 850 people in the greater Grand Rapids and Grand Traverse areas. Some of the restaurants include The Beltline Bar, Sundance Grill, Omelette Shoppe & Bakery, Rockwell Republic, Apache Trout Grill, The Red Geranium Cafe, Noble Restaurant, Grand Coney, Flap Jack Shack, Bagel Beanery, Pete's Grill & Tavern and Boone's Prime Time Pub. Lobdell started the business in 1995 with the opening of a bagel bakery and coffee shop in Grand Rapids.

EDUCATION: Michigan State University (B)

BOARDS: National Restaurant Association,
Michigan Restaurant & Lodging Association
and Grand Rapids Police Foundation

FIRST JOB: At age 13, I was a cherry picker in
Traverse City.

HOBBIES: Coaching hockey, playing golf and
hockey, watching the Michigan State
Spartans, Detroit Red Wings, Detroit Lions
and Detroit Tigers games



JON O'CONNOR
Co-founder, co-owner
Long Road Distillers,
Grand Rapids

Long Road Distillers is the first distillery in the history of Grand Rapids. Located in Beer City, USA, Long Road was founded on the belief that world class spirits could be crafted by taking advantage of the abundant agricultural resources and diversity found in West Michigan. O'Connor and his business partner, Kyle Van Strien, have a commitment to doing things the right way — hence the name Long Road; there are no shortcuts. Their commitment to quality in sourcing ingredients, utilizing world class equipment, practicing time-honored processes and, ultimately, being honest with their customers has earned them accolades from across the country for the quality of their spirits. Prior to starting Long Road Distillers, O'Connor owned and operated West Michigan Real Estate Advisors, a residential real estate appraisal and brokerage firm, and he still holds a broker's license. He currently serves as 1st Ward commissioner in the city of Grand Rapids and previously served one term on the Board of Education for Grand Rapids Public Schools.

EDUCATION: Grand Valley State University (B)

HIDDEN TALENT: Handy with all things construction
and mechanical

TRAVEL DESTINATION: Europe for the history,
architecture and food

GRAND RAPIDS ATTRACTION: Blandford Nature Center

TV SHOW: "Mad Men"

■ FOOD & BEVERAGE



ROBERT SCHERMER JR.
CEO
Meritage Hospitality Group,
Grand Rapids

Robert Schermer Jr. is at the helm of quick-service and casual dining restaurant company Meritage Hospitality Group, which operates 326 restaurants in 16 states under several brands: Wendy's, Stan Diego, Freighters Eatery & Taproom, Wheelhouse, Twisted Rooster and — its newest offering — Morning Belle, a brunch eatery that opened last year. Meritage has about 10,000 employees and reported 2018 sales of \$435.3 million, a year-over-year increase of 39.3% — and up over 1,512% since Schermer joined the company.

FIRST JOB: Corporate finance, according to an article on franchising.com.

COMPANY FOUNDED: 1986

HIRE DATE: 1998

NOTABLE: Schermer in 2016 announced a five-year goal to grow Meritage's portfolio from 164 to 285 restaurants, a target it has long since passed. Last year, Meritage pledged to build 40 new Wendy's restaurants by 2024.

TRIVIA: Schermer collaborated with John Wheeler on the development of Arena Place downtown, which then became the new headquarters for Meritage and several other commercial tenants.



CRAIG SMITH
COO
RedWater Collection/
RedWater Restaurant Group,
Grand Rapids

RedWater Collection (previously Watermark Properties) operates seven golf courses and eight restaurants in West Michigan. During peak season, the company employs approximately 1,000 people. Craig Smith has been heading up RedWater Collection for the last 11 years. When he arrived, the company had two golf courses and one restaurant. Its eateries now include Boatwerks Waterfront Restaurant, Cork Wine & Grille, Fire-Rock Grille, Gravity Taphouse Grille, RedRock Grille, Reds at Thousand Oaks, Rush Creek Bistro and Vintage Priime & Seafood. Prior to RedWater Collection, Smith was vice president of people and process for Workstage. Smith also held executive positions at Steelcase and Gordon Food Service.

EDUCATION: Michigan State University (B), Aquinas College (M)

INSPIRATIONAL QUOTE: "The spouting whale gets the harpoon." Bob Pew, Steelcase chair. It means don't put yourself or your company on a pedestal. Just silently go about your work and let it speak for itself.

FUNNIEST WORK EXPERIENCE: I was about to give a speech at a very large company breakfast meeting. I was in line getting coffee and just raised my cup up to take a drink as someone backed right into me and spilled the entire cup down the front of my white shirt. It was uncomfortable and not very flattering when I got up to speak to the group.



KRIS SPAULDING
President, owner
Brewery Vivant and
Broad Leaf Local Beer,
Grand Rapids

As the president of Brewery Vivant and Broad Leaf Local Beer, Kris Spaulding manages the people and planet aspects of the company's triple bottom line focus in addition to the daily operations. She was the driving force in the pursuit of the company's LEED and B Corporation certifications and is an advocate for businesses engaging with their community in a meaningful and impactful way. Spaulding plays an active role in numerous local organizations and advisory boards, has served on the Sustainability Subcommittee for the national Brewers Association and has been named one of the 50 Most Influential Women in West Michigan for multiple years. She also is a founding member of the MI Restaurant Promise.

EDUCATION: University of Michigan (B), Grand Valley State University (M)

LESSON LEARNED: I continually learn that no matter how much we each do personally or professionally, we cannot please everyone. This is especially tough for self-perfectionists like me

FAVORITE BOOK: "Double Bind: Women on Ambition," by Robin Romm. It is a thought-provoking collection of essays by female writers about the word ambition and what it means to them. I recommend it to every woman I know.

BUCKET LIST: I would love to take a few months to either travel the country in an RV with my family or live in a different country with them.



MIKE STEVENS
Co-founder, CEO
Founders Brewing Co.,
Grand Rapids

Founders Brewing Co. has made its distinctive mark on the craft beer community by brewing complex ales with big aromatics and flavor. It is one of the fastest-growing craft breweries in the nation, currently ranking among the top 10 largest breweries in the U.S. as of 2018. The brewery has received numerous awards from the World Beer Cup and the Great American Beer Festival, and its beers often are rated among the best in the world by RateBeer and Beer-Advocate users. Stevens met co-founder Dave Engbers in college and, in 1997, with the mantra of "no regrets," they put together a business plan and opened the brewery. The company has seen its annual barrel output nearly double each of the last seven years. A current expansion project will bump the brewery's capacity to 900,000 barrels shipped when complete. Founders is available in all 50 states and around the world.

EDUCATION: Hope College (B)

FIRST JOB: Started a TV show that aired on the Fox network throughout Michigan called "Midwest Flycasters," featuring fly fishing throughout the Midwest with me as host.

BEST ADVICE: Sound business decisions come from a focus on brand (your product) and culture (your soul). Allow these elements to guide you in planning, and bottom-line performance becomes merely a byproduct of making the right decisions.





KYLE VAN STRIEN

Co-owner, co-founder
Long Road Distillers,
Grand Rapids

Kyle Van Strien began his career at a small neighborhood nonprofit on Grand Rapids' West Side and worked as its development director for seven years before joining the staff of Friends of Grand Rapids Parks as development director in 2012. One year later, Van Strien and his partner, Jon O'Connor, began planning what would become Long Road Distillers. Their goal was simple: Craft world-class spirits from local ingredients in the city they called home. Since opening its doors, Long Road Distillers has been recognized as the "Best Craft Specialty Spirits Distillery in the US" by USA Today and received numerous national and international "Best of Show" honors for its locally distilled spirits. Van Strien also is chair of the Grand Rapids Planning Commission and serves as a mentor for the Cook Leadership Academy at Grand Valley State University.

EDUCATION: Calvin College (B), Grand Valley State University (M)

FIRST JOB: Filling flats with soil at a greenhouse that would pay us 5 cents per flat filled

FUNNIEST WORK EXPERIENCE: Drinking whiskey with comedian Bert Kreischer in our office before his LaughFest shows.

TOUGHEST CHALLENGE: Opening every new location is nearly as hard as the first

FAVORITE ATTRACTION: John Ball Zoo or Millennium Park

PLAY YOU IN A MOVIE: Bradley Cooper



TAMI VANDENBERG

Co-owner, co-founder
The Meanwhile/
The Pyramid Scheme,
Grand Rapids

Tami VandenBerg is a business owner, community activist, gardener, traveler and mother. She is the co-owner and co-founder of The Meanwhile Bar and The Pyramid Scheme — two popular gathering spaces in the city. She has been an outspoken advocate for human rights in West Michigan and a leader in sustainability — both businesses have solar power and generate very little waste. She has been active in the areas of ending homelessness, women's rights, LGBTQ rights, criminal justice reform and drug policy reform. VandenBerg previously ran the nonprofit Well House for five years. Using harm reduction and housing-first models, 200 people were moved off the street and into formerly vacant and boarded-up homes. She also is a leader in cannabis policy reform — playing an instrumental role in Decriminalize GR as well as passing Proposal 1. She is a board member of MILEgalize and co-founder and co-chair of the West Michigan Cannabis Guild.

EDUCATION: Calvin College (B)

BEST ADVICE: Results matter more than effort; imperfect action is better than the perfect plan.

HOBBIES: Gardening, traveling, fitness, yoga, music, reading

TRAVEL DESTINATIONS: Amsterdam, New Orleans, Havana



BRETT VANDERKAMP

President
New Holland
Brewing Company,
Holland

At age 24, Brett VanderKamp and a business partner started New Holland Brewing Company in 1996. After drinking "too many" craft beers in his post-college days in Colorado, VanderKamp said he realized microbreweries could be more than a hobby. Now, with nearly 500 employees, New Holland's craft beer and spirits are sold across the country. Beginning as a brewery, the company added distillery operations in 2005. The company has two full-service restaurants, a spirits tasting room, two brick-and-mortar stores and an online store. VanderKamp opened The Knickerbocker location in Grand Rapids in 2016 and the tasting room in Saugatuck in 2019.

EDUCATION: Hope College (B), Siebel Institute of Technology (diploma short course)

BIRTHPLACE: Akron, Ohio

SIGNATURE BEER: Dragon's Milk

BOARDS: Samaritas; formerly Holland Chamber of Commerce, Jubilee Ministries, Michigan Brewers Guild government affairs committee

POLITICS: Lost bid in the August 2010 state senate primary for the 30th District as a "liberty-minded Republican"

PASTIME: Discussing politics over beer

FOUNDING PARTNER: Jason Spaulding, who later founded Brewery Vivant



RICH WOLOWSKI

President, CEO
Gordon Food Service,
Wyoming

Gordon Food Service is a multibillion-dollar, privately held and family managed foodservice distribution company with operations in the U.S. and Canada. In addition to his leadership position, Rich Wolowski also holds a seat on the Gordon Food Service board. He is responsible for leading the North American Senior Leadership Team, which includes all aspects of Gordon Food Service in the U.S. and Canada. Wolowski has been with the company since 2004, holding such positions as director of program sales, general manager of the Central States Division, senior manager of U.S. national accounts sales/distribution and COO. He is a board member of the International Foodservice Distributors Association and Markon Cooperative Inc.

TOUGHEST CHALLENGE: Twenty-two years ago, my mother was killed by a drunk driver on a Saturday morning. It created a roller coaster of emotions and was a painful journey. What helped me through this time was leaning on my faith in Jesus Christ, which gave me strength and hope that I would see her again in heaven someday.

FEW PEOPLE KNOW: A long time ago, and several pounds lighter, I ran the Ironman qualifier in New Orleans.

HOBBY: Fly-fishing

ADVICE TO 18-YEAR-OLD: Dream big and don't let anyone tell you that you shouldn't chase your dream. Also, don't forget to call Mom every Sunday.



■ FOUNDATIONS & PHILANTHROPY



STACIE BEHLER

Group vice president,
public affairs and communication;
executive director
Meijer Inc.; Meijer Foundation

At Meijer, the Walker-based grocery chain with annual sales of over \$22 billion, Stacie Behler has oversight of five state Meijer political action committees and manages the company's political involvement and state and federal policy work. Behler also directs all of Meijer Inc.'s community and philanthropic work, investing more than 6% of the company's annual net profit back into the communities throughout the Midwest where Meijer stores are located. In addition, she manages all internal and external communications, including media relations and community, collegiate and professional sports partnerships and promotions. Her work with the Meijer Foundation includes assisting its trustees in their engagement and investments in arts, education, health and economic development of communities in Michigan. Behler originally joined Meijer in 2001 as senior legal counsel.

EDUCATION: Oakland University (B), University of Illinois in Champaign-Urbana (JD)

BOARDS: YMCA of Greater Grand Rapids, chair; Economics Club of Grand Rapids, vice chair; Grand Rapids Art Museum, trustee

GREATEST CAREER ACHIEVEMENT: Transitioning from the legal field into continuously broader roles and responsibilities within one of the largest companies and foundations in the state; translating the business skills and leadership I have into membership, then leadership, of the largest nonprofit organizations in West Michigan.



CHERI DEVOS

Founder
CDV5, Grand Rapids

Cheri DeVos is the founder of CDV5, a management, real estate and investment firm. The company owns and/or operates private development properties, commercial properties and several businesses, including the Michigan Sports Academies (MSA), various properties and projects supporting the expansion of Ada Village, the Ottawa Beach General Store and the Ada Village General Store. DeVos also is a member of the board of directors at RDV Corporation, is founder of the CDV5 Foundation and recently retired from the board of directors at Amway after 20 years of service. She previously served as Amway's vice president of corporate affairs and the director of health and beauty marketing.

EDUCATION: Hope College (B)

FIRST JOB: Day camp counselor at Park Township in Holland

BEST ADVICE: While it's almost cliché now, my dad's "You can do it" phrase is still my go-to. His positive attitude was unending. He would always share a smile, a word of optimism and hope.

DOWNTIME: Spending time with our kids, our family and our friends is most important to us, and any free time is devoted to them.

GRAND RAPIDS ATTRACTION: Right now, we find ourselves visiting the Wealthy Street area ... there is a vibrancy there that is instantly recognizable.



MIKE GOORHOUSE

President, CEO
The Community Foundation
of the Holland/Zeeland Area,
Holland

Mike Goorhouse became president and CEO of The Community Foundation of the Holland/Zeeland Area in 2014 after serving two years as its vice president of donor development. Prior to that, he worked for six years at the Council of Michigan Foundations, providing member services to family foundations, community foundations and youth grant makers. His most notable accomplishments during his time at CFHZ include successfully completing a \$35 million unrestricted endowment campaign — including 100 new estate gift commitments — and co-launching a multisector collaborative effort to significantly improve the affordability of local housing options.

EDUCATION: Calvin College (B), Grand Valley State University (M)

FIRST JOB: Mawby Internship at the Council of Michigan Foundations

BEST ADVICE: Communication is not what you say, but what the other person hears. So be sure to understand how other people are hearing you, especially in the relationships you care about the most.

DOWNTIME: With a 3-year-old and a 4-month-old, "downtime" is literally "down" time on the floor playing cars, reading books and learning how to crawl.

HIDDEN TALENT: My wife and I used to host Latin dancing parties at our house. Bachata and merengue are my favorite styles.

PLAY YOU IN A MOVIE: Daniel Radcliffe



HOLLY JOHNSON

President
Frey Foundation, Grand Rapids

Holly Johnson was named president of the Frey Foundation in August 2018. She leads the Frey team and directs a grantmaking program awarding nearly \$6 million annually to nonprofit organizations throughout West and Northern Michigan. Based in Grand Rapids, the Frey Foundation is one of West Michigan's largest family foundations. Johnson has spent her career in community-based philanthropy. She has previously led campaign efforts at Greater Ottawa County United Way and, most recently, had leadership roles at the Grand Haven Area Community Foundation, serving as vice president of development for five years and president for six. She has been actively involved in many community organizations: Lakeshore Nonprofit Alliance; Council of Michigan Foundations; Council on Foundations; Association of Fundraising Professionals; West Michigan Planned Giving Group; Lake Michigan Estate Planning Council; and Lakeshore ATHENA. Currently, she is a trustee on the Grand Valley State University Foundation Board, serves on the board of Lakeshore Advantage and is a member of the Spectrum Health Finance Advisory Committee.

EDUCATION: Hillsdale College (B), Grand Valley State University (M)

FIRST JOB: Scooping ice cream at Temptations in Grand Haven





“To meet the needs of our community and overcome racial, social and economic inequities, we must partner and respond with intention and care. Together, we can make informed impact.”

Diana Sieger, *President*

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GRAND RAPIDS
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**Joshua
Hulst**

Co-founder and Managing Partner

Congratulations Josh for being recognized as one of the region's 40 top young professionals under 40.

GRAND RAPIDS
Business Journal
40 Under 40
BUSINESS LEADERS

**Mark
Johnson**

Co-founder and Managing Partner

Congratulations Mark on being named one of Grand Rapids 200 most powerful business leaders in West Michigan.

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DIANA SIEGER
President
Grand Rapids
Community Foundation,
Grand Rapids

Diana Sieger has been in her current role for 33 years. Under her leadership, the foundation's assets have grown from \$35 million to \$360 million. Her professional and community activities include currently serving on the boards of the Office of Foundation Liaison for the governor's office and on the Grand Rapids Downtown Development Authority. Sieger also is a former board and executive committee member for the Council on Foundations and past board chair for the Council of Michigan Foundations. Some other honors include being named one of the "50 Most Influential Women in West Michigan" six times by the Grand Rapids Business Journal as well as one of Crain's Detroit's 100 Most Influential Women in Michigan in 2016.

EDUCATION: Western Michigan University (B, M)

INSPIRATIONAL QUOTE: "We may encounter many defeats, but we must not be defeated."

Maya Angelou

HOBBIES: I have collected many pieces of contemporary art. I enjoy going to art fairs and galleries around the world.

TOUGHEST CHALLENGE: When I started here in 1987, I was determined that I wouldn't make mistakes, which was my first mistake.

FAVORITE DESTINATION: Italy. I've traveled there eight times.

FAVORITE ATTRACTION: Grand Rapids Art Museum and Frederik Meijer Gardens

PLAY YOU IN A MOVIE: Bette Midler or Goldie Hawn



**LA JUNE MONTGOMERY
TABRON**
President, CEO
W.K. Kellogg Foundation,
Battle Creek

After 26 years of promotions at the W.K. Kellogg Foundation, La June Montgomery Tabron began as president and CEO in 2014. The Kellogg Foundation has the most assets of any foundation in West Michigan, reporting \$8.25 billion in 2017. It has funded numerous organizations and initiatives in Michigan, the U.S., Latin America, the Caribbean and southern Africa. Among those grants are \$24 million total in 2017 to organizations to help fight racism in Michigan and across the country.

EDUCATION: University of Michigan (B), Northwestern University (M)

FIRST JOB: Attendance taker at a summer program in Detroit at age 14, making \$2.75 per hour

BEST ADVICE: Early in my career, Norm Brown, previous Kellogg Foundation president, coached me after a meeting by saying, "Think about your approach." We'd just come from a meeting where I was very direct, maybe too straightforward for the Ph.D.s in the room. He encouraged me to think about the group and their interests, and keep the focus on what we were trying to accomplish. Norm helped me to see that an approach is critical to getting the work done.

LESSON LEARNED: If we want our children to have the communities they deserve, the racial equity journey is an essential process.



MARK VAN PUTTEN
President, CEO
The Wege Foundation,
Grand Rapids

Prior to joining The Wege Foundation, Mark Van Putten spent 13 years as president of ConservationStrategy LLC, a philanthropic advisory firm specializing in environmental and natural resources. He previously had served for 21 years on the staff of Washington D.C.-based National Wildlife Federation — America's largest membership-based conservation organization — including nearly eight years as president and CEO. Van Putten also was the founder of the University of Michigan's Environmental Law Clinic. On the 30th anniversary of the federal Clean Water Act, he was recognized as one of 30 people nationwide named "Clean Water Heroes."

EDUCATION: Calvin College (B), University of Michigan School of Law (J.D.)

FIRST JOB: Busboy/dishwasher at Ponderosa Steakhouse

BEST ADVICE: My grandfather told me, "Nothing's as easy as it looks and everything takes longer than you think."

FUNNIEST WORK EXPERIENCE: Giving a lecture on the first day of classes to two students who, like me, had misread the schedule and went to the wrong classroom.

LESSON LEARNED: There is no such thing as loyalty to institutions, only to other people.

FEW PEOPLE KNOW: I worked for several years as a carpenter.

FAVORITE BOOK: "Midnight's Children" by Salman Rushdie



DR. KENNETH BERKOVITZ
Senior VP/Ministry
Market Executive
Ascension Michigan

Dr. Kenneth Berkovitz is responsible for leading Ascension Michigan's 16 hospitals and hundreds of related health care facilities that together employ over 22,000 associates. Ascension Michigan provided over \$270 million in community benefit and care of persons living in poverty in fiscal year 2019. Prior to this role, Berkovitz served as president of Ascension Medical Group in Michigan. "As a leader, there is a big difference between being truthful and being trusted," Berkovitz said. "Earning trust is an ongoing and active process and requires much more than being honest. It requires the investment of time to develop a relationship." Before coming to Ascension Michigan, Berkovitz served as CEO of the Cardiovascular Institute of OSF Healthcare System in Peoria, Illinois, where he was responsible for strategy and execution, staff development, finance and management of the system's cardiovascular service line (CVSL). Previously he held a similar role with Summa Health System in Akron, Ohio.

EDUCATION: Purdue University (B), Vanderbilt University School of Medicine (MD)

FIRST JOB: Working at a gas station that had a car wash. Back then, the tax was not included in the pump price, so we had to calculate the total amount in our heads.

FAVORITE QUOTE: "Perfection is not attainable, but if you chase perfection, you can catch excellence." Vince Lombardi

Chief Encouragement Officer

Just one of his many titles.

Congratulations to our CEO, Kent Riddle, on being honored again by the *Grand Rapids Business Journal*. Kent's vision and leadership was instrumental in Mary Free Bed being recently named Michigan's 2020 Best Physical Rehabilitation Center by *Newsweek*.

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■ HEALTH CARE



TASHA BLACKMON
President, CEO
Cherry Health, Grand Rapids

Born and raised in Grand Rapids, Tasha Blackmon serves as president and CEO of Michigan's largest Federally Qualified Health Center, Cherry Health. Cherry Health provides integrated health care services in Barry, Eaton, Kent, Montcalm, Muskegon, Ottawa and Wayne counties. Blackmon is responsible for oversight of Cherry Health's network of more than 20 locations, over 800 employees, and more than 60 physicians and mid-level providers specializing in primary care and family medicine, pediatrics, internal medicine, obstetrics/gynecology, optometry, oral health, behavioral health and substance use disorders. During her 15 years with Cherry Health, Blackmon has championed health justice through aggressively disrupting health care disparities. Her experience comes from an operational perspective, having established high standards of care and developed integrated health care systems that treat an individual's health needs holistically, rather than symptomatically. Blackmon has led numerous large-scale expansion and development projects and held six positions within Cherry Health before becoming president and CEO in 2018.

EDUCATION: Michigan State University (B), Cornerstone University (MA)

FIRST JOB: Making pizza and working as a cashier at Little Caesars.

BEST ADVICE YOU RECEIVED: Lead with love.



ROBERT CASALOU
President, CEO
Trinity Health Michigan,
Grand Rapids/Muskegon

Robert Casalou is the first regional president and CEO of Trinity Health Michigan, which was formed when Trinity's Mercy Health System in West Michigan and Trinity's Saint Joseph Mercy Health System (SJMHS) in southeast Michigan came together to form one statewide health system in January 2018. He joined SJMHS in 2008 as president and CEO of St. Joseph Mercy Ann Arbor and Livingston hospitals. In 2015, he was named regional president and CEO of SJMHS, comprised of five hospitals, six cancer centers, five ambulatory care centers, more than 2,700 physicians and 14,000 employees. Casalou is a board member of the Michigan Health and Hospital Association, Make-A-Wish Foundation of Michigan, American Hospital Association and Blue Cross Blue Shield of Michigan. He is board chair of the American Hospital Association Regional Policy Board 5 and Together Health Network.

EDUCATION: University of Michigan (B, M)

FIRST JOB: Automotive sales representative in a family-owned business for eight years

FAVORITE QUOTE: "We make a living by what we get, but we make a life by what we give."
Winston Churchill

FAVORITE HOBBIES: Founded and currently serves as the captain of the Team Joe's Cycling Team

TOUGHEST CHALLENGE: Watching my dad suffer from Alzheimer's disease.



MINA BREUKER
President, CEO
Holland Home, Grand Rapids

Mina Breuker worked acute care at Holland Community Hospital for 20 years in nursing management and hospital administration positions. She has over 22 years of experience in senior living with Holland Home, a nonprofit, multi-facility, continuing care retirement community founded in 1892 with combined revenues of over \$130 million. The organization serves over 1,300 residents and provides services to another 2,500 seniors in the community through its Faith Hospice, Reliance Community Care Partners' Medicaid waiver and senior millage, Atrio Home Care, Tandem 365 population health management and Care Resources PACE programs. Breuker was named president and CEO of Holland Home in July 2015.

EDUCATION: Grand Valley State University (B), Aquinas College (M), Mercy Central School of Nursing (RN)

FIRST JOB: Picking blueberries. I remember the day we got 10 cents per pound, and I was averaging 100 pounds per day.

INSPIRATIONAL QUOTE: "Actions speak louder than words."

FUNNIEST WORKPLACE STORY: First time I had to administer a rectal tube — just saying, when told to place something on the end of the tube, don't use a rubber glove.

HIDDEN TALENT: I can locate veins of water on your property with two wire hangers. Anyone need to drill a well?



TINA FREESE DECKER
President, CEO
Spectrum Health System,
Grand Rapids

Tina Freese Decker is the president and chief executive officer of Spectrum Health System. Her collaborative, strategic and visionary leadership has helped evolve Spectrum Health into an expansive, \$7.3 billion integrated health system with physician practices, a health plan and 14 hospitals employing 31,000 individuals in Southwest and West Michigan. Activated by a deep-seated passion for health and improving care and access through innovative strategies, she leads with a bold vision: personalized health made simple, affordable and exceptional. Known as a change agent with a strong track record of forging successful community partnerships, executing effective strategy, fostering a dynamic and inclusive organizational culture, and inspiring high-performing talent and teams, she is the recipient of numerous national and local awards, including Crain's Detroit Business's 2019 Health Care Heroes and Modern Healthcare's 2019 Top 25 Women Leaders in Healthcare.

EDUCATION: Iowa State University (B), University of Iowa (M, MHA)

FIRST JOB: Lifeguard and swim coach. I guess my passion for saving lives started at an early age.

INSPIRATIONAL QUOTE: "If you want to go fast, go alone. If you want to go far, go together."

African proverb

SPEND DOWN TIME: Reading, swimming, traveling and spending time with my husband and kids, and enjoying walks with our new puppy, Ginger



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PETER HAHN, MD, MBA

President & Chief Executive Officer
Metro Health – University of Michigan Health

We are thankful to be led by a true visionary. Join us in congratulating Dr. Peter Hahn for being recognized as one of Grand Rapids Business Journal's 200 most powerful business leaders. As President and CEO of Metro Health, Dr. Hahn's relentless pursuit of excellence is redefining care.



Congratulations on another well-deserved top honor.

Joan Budden is recognized once again as one of Grand Rapids Business Journal's 200 most powerful leaders. Congrats, Joan, from all of us at Priority Health.

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■ HEALTH CARE



MARK EASTBURG
President, CEO
Pine Rest Christian
Mental Health Services,
Grand Rapids

Dr. Mark Eastburg has been president and CEO of Pine Rest Christian Mental Health Services since 2006. He has held a number of clinical and administrative leadership positions since joining Pine Rest in 1991, including director of the Pine Rest Family Institute, director of research and psycho-oncology at the cancer center at Mercy Health Saint Mary's and corporate director of Pine Rest's Outpatient Clinic Network. He also served as director of Mission Effectiveness, director of New Program Development, is the founder of the Psychological Consultation Center and maintains a small clinical practice. Eastburg is a clinical psychologist, having received his doctoral training at the Fuller Graduate School of Psychology in Pasadena, California. He serves as chair for Covenant Living Retirement Communities and Services, the fourth largest nonprofit retirement system in the United States, and also serves on the board for the Michigan Health & Hospital Association. His wife, Susan, is an oncology nurse.

EDUCATION: Wheaton College (B), Fuller Graduate School of Psychology (Ph.D.)



DR. PETER HAHN
President, CEO
Metro Health-University
of Michigan Health,
Wyoming

Dr. Peter Hahn is a senior physician leader with experience in service line development, strategic planning, physician engagement and quality improvement. He has national-level expertise in health care policy, reimbursement and regulatory issues. In addition to his role as president and CEO of Metro Health-University of Michigan Health, he has held several national and regional health care leadership roles, including president of the Oregon Society of Critical Care Medicine and founder and head of the northwest section of the American Association for Bronchology and Interventional Pulmonology. Hahn has published extensively and lectured and presented on numerous health care topics.

EDUCATION: University of Michigan (B), University of Tennessee (M), Michigan State University (M.D.), Mayo Clinic (residencies and fellowships)

FIRST JOB: Public Health Library at the University of Michigan

HIDDEN TALENT: I play the violin. I was taught at a young age and can still play well.

HOBBIES: Soccer, reading and watching classical performances

BUCKET LIST: Seeing an opera at the La Scala Opera House in Milan, Italy

FAVORITE QUOTE: "If you don't ask the question, the answer is always no."



DR. HYUNG KIM
President
Mercy Health Saint Mary's

As is tradition in his native South Korea, the future Dr. Hyung Kim's parents laid out several instruments representing different professions. Kim chose the stethoscope, possibly foretelling his future career as a physician, although he admitted his father and uncle were both surgeons, so the device was likely just familiar to him. Either way, his parents were excited and raised him to be a physician. "They consistently made it clear that I was instilled with certain abilities," Kim said. "The reason was that I was supposed to help people." Kim became president of Mercy Health in May 2019, marking the first time the hospital has had a physician in the role. Not just any physician, however, but one who came equipped with an MBA from the University of Michigan. For his peers, his proven leadership in building alignment and leading change in complex environments proves him worthy to lead the organization through the intricacies of health care delivery. "There's so much complexity now that team-based care is just the way we have to do it in order to deliver the experience and the outcomes that I think everybody wants," Kim said.

EDUCATION: University of Michigan (M), Johns Hopkins University School of Medicine (MD)

ASSOCIATIONS: American College of Healthcare Executives, American College of Physicians

FAVORITE QUOTE: Change is the only constant



ADAM LONDON
Administrative Health Officer
Kent County
Health Department

Adam London has been on the front lines of West Michigan's most notorious public health crises over the past few years, including opioid overdoses, suicide, lead poisoning, PFAS and now COVID-19. "These crises have taught me that we need a broader perspective on public health. We should view these crises as threats to our national safety and security," he said. "All systems need to be engaged in prevention and solutions." London grew up in Big Rapids and is a lifelong resident of the Great Lakes State. He has worked in local public health since the 1990s and has been serving as the administrative health officer of the Kent County Health Department since 2013. London also teaches courses in public administration and health at GVSU, MSU and the University of Michigan.

EDUCATION: Ferris State University (B), Grand Valley State University (M), Walden University (Ph.D.)

FIRST JOB: Delivering the Grand Rapids Press. I learned lots of important lessons about pedaling uphill while carrying a heaving load. Also, avoid angry dogs. All skills that still serve me well.

FAVORITE GR ATTRACTION: The John Ball Zoo and Meijer Gardens are magical places that mean a lot to me and my family, but there's no place I'd rather be in GR than rooting for the Whitecaps or the Griffins.





**"If you want to go fast,
go alone. If you want
to go far, go together."**

~AFRICAN PROVERB

Reimagining health demands collaboration and innovation. Thank you, Tina, for rallying our communities to come together for the future of health. Your passion and dedication to making a difference inspire all of us to push the boundaries of what's possible.

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■ HEALTH CARE



BILL MANNS
President, CEO
Bronson Health

As a young man, Bill Manns was inspired to "be a man for others." "I attended The University of Detroit Jesuit High School, and the Jesuits encouraged us all to be 'Men for Others' and to remember that we were all put here for a purpose and that it's not for our own self-aggrandizement but rather to help others," Manns said. Manns was appointed president of Bronson Health in January this year, having previously served as president of Mercy Health Saint Mary's. As president of Mercy Health, he oversaw numerous hospital renovations, including the construction of a \$50-million surgical suite; the opening of the Mercy Health Rockford Medical complex; the opening of numerous ambulatory sites throughout West Michigan; and the current renovation of the maternity unit. From 1996 to 2005, Manns held administrative roles in operations at St. John Detroit Riverview and St. John Providence in Detroit, where he was promoted to COO and EVP in 2003.

EDUCATION: University of Michigan (B, M)

FIRST JOB: My first memorable job was working at the Wayne County Medical Examiner's Office in Detroit. I saw a lot and it both changed and shaped me for the rest of my life.

TOUGHEST CHALLENGE: I think the thing that many leaders forget is that it's not about us, our personalities, our skills, but rather about how we need to build a culture for our organizations that makes things better for everyone.



MARK MEIJER
President
Life EMS Ambulance,
Grand Rapids

Life EMS Ambulance has operations in Grand Rapids, Kalamazoo, Ionia and Allegan, as well as Newaygo, Lake, Mason, Oceana and Van Buren counties. Life EMS began providing ambulance service early in 1980 with initially just one used vehicle licensed for service. This spartan beginning has since evolved into one of the most respected pre-hospital care providers anywhere in the country. This is demonstrated in part by the fact that Life EMS of Grand Rapids and Life EMS of Kalamazoo were two of the first 17 ambulance operations from across the country, and the first in West Michigan, to become fully accredited by the Commission on Accreditation of Ambulance Services (CAAS).

EDUCATION: Aquinas College (B)

BOARDS: Meijer Inc., Van Andel Institute, Great Lakes Protection Fund, Commission on Accreditation of Ambulance Services

FIRST JOB: Working in Meijer store stocking shelves, bringing in carts, etc., at age 11

HIDDEN TALENT: I wish I had some talent, let alone a hidden one

FAVORITE MOVIE: "Dr. Strangelove"

ADVICE TO 18-YEAR-OLD: Experience the dignity of work and look for job/career that will provide fulfillment. A general college degree is not for all.

BUCKET LIST: Riding in Air Force One



KENT RIDDLE
President, CEO
Mary Free Bed
Rehabilitation Hospital,
Grand Rapids

You might not expect an engineer to be at the helm of one of the nation's largest rehabilitation systems. After graduating from Purdue University with a bachelor's degree in construction engineering and business, Kent Riddle's career followed a likely track: commercial and industrial real estate development, building design, and global mergers and acquisitions in over two dozen countries. His professional path realigned in 2002 when his wife, Susan, suffered a traumatic brain injury in a car crash and recovered at Mary Free Bed Rehabilitation Hospital. A short time later, Riddle joined the hospital board and he was invited to become CEO in 2011. Riddle's entrepreneurial leadership has transformed Mary Free Bed. He has led a \$180 million investment in growing the main Grand Rapids campus and expanding to 33 cities (and counting) throughout Michigan and Indiana. The number of patient beds has more than quadrupled, employees have tripled and the medical group has more than 50 board-certified rehabilitation doctors. The Rehabilitation Network has 38 acute-care hospital members, and the Mary Free Bed Foundation has raised more than \$30 million.

EDUCATION: Purdue University (B)

FAVORITE BOOK: "A Prayer for Owen Meany," by John Irving, because it's the only book that's made me laugh out loud



DALE SOWDERS
President, CEO
Holland Hospital, Holland

Dale Sowders has led Holland Hospital as president and CEO since 2002, joining the hospital in 1999. Under his leadership, Holland Hospital has earned national recognition as one of the country's leading hospitals in quality, satisfaction and value. The CMS Five-Star hospital also has consistently received top ratings from its employees as one of the nation's 101 Best and Brightest Places to Work For nine years in a row and earned the West Michigan award for 18 years. Sowders previously served in an executive capacity with Evanston Hospital Corporation in Chicago. His board work and community service includes roles with the American Cancer Society, American Heart Association, Grand Valley State University's Health Advisory Board, Michigan West Coast Chamber of Commerce, Michigan Hospital Association, Priority Health and the Community Foundation of the Holland/Zeeland Area. Sowders continues to guide the hospital's dedicated medical staff, employees and volunteers through the COVID-19 pandemic to ensure the health and safety of the community, now and well into the future.

EDUCATION: Ohio State University (B, M)

FIRST JOB: Cooking burgers at Wendy's

TOUGHEST CHALLENGE: Limiting success by waiting too long to ask for help

ADVICE TO 18-YEAR-OLD: Don't let someone make you a smaller version of yourself



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Blue Cross Blue Shield of Michigan and Blue Care Network would like to recognize our own Jeff Connolly, senior vice president and president, West Michigan and Upper Peninsula, for being named to the Grand Rapids 200. His dedication to the people of Michigan shines through in the work he's done in our company and our communities. Through his service in organizations like Covenant House, Grand Rapids Chamber of Commerce, West Michigan Policy Forum and as Grand Valley State University vice provost for Health Advisory Board, he has shown what great leadership can do.



DAVID VAN ANDEL
Chairman, CEO
Van Andel Institute,
Grand Rapids

David Van Andel is chairman and CEO of Van Andel Institute. He also is an entrepreneur involved in several other business interests in the natural and life science products industries. The son of Jay Van Andel, founder of Van Andel Institute and co-founder of Amway Corporation, he is currently a member of Amway's board of directors and serves on its executive, governance and audit committees. Prior to leading Van Andel Institute, he had been in various positions at Amway since 1977, including chief operating officer of Amway's Pyxis Innovations Business Unit, and was senior vice president-Americas and Europe, overseeing Amway business activities in North America and 22 European and 11 Latin American affiliates. Van Andel played a prominent role in bringing professional hockey back to Grand Rapids in 1996. He is co-owner and chairman of the Grand Rapids Griffins, an American Hockey League team. He is active in numerous business, cultural and community organizations including The Right Place and the Economic Club of Grand Rapids. He is married and has four children and one grandchild.

EDUCATION: Hope College (B)

FIRST JOB: Painting boathouses

INSPIRATIONAL QUOTE: "Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it's the only thing that ever has." Margaret Mead



SHELLEYE YAKLIN
President, CEO
North Ottawa Community
Health System,
Grand Haven

With dual health care experience leading both large for-profits and community-based nonprofits, the pull toward a smaller, more familial setting drew Shelleye Yaklin to North Ottawa Community Health System (NOCHS), where she has served as president and CEO for the last 13 years. She has successfully led the independent health system through seismic industry shifts, one (now two) major recessions, as well as consistently changing market dynamics while never losing sight of its mission, ensuring hyper-local access to the highest quality care. Under Yaklin's leadership, the health system has strategically kept pace, and in some cases out-paced, tertiary neighbors with technological investments at the hospital bedside, in the operating rooms, and in connecting the system's clinics to patients at home. In 2019, she accepted recognition on behalf of the health system for its centennial anniversary, when the community as a whole celebrated NOCHS' founding during the Spanish Flu pandemic, as well as its decades of contributions to the community's exceptional, nationally-ranked quality of life.

EDUCATION: Indiana Wesleyan University (B, M)

FIRST JOB: During college, I worked as an accountant/assistant to the CFO of Hillsdale Hospital. It turned out this exposure to hospital operations would alter my expected career path



STEVE ZUIDERVEEN
President, CEO
Sunset Retirement
Communities and Services,
Jenison

Following a term of missionary service in Nigeria, Steve Zuiderveen began a career in finance/accounting for a national information technology company, reaching the position of director of operations. But with a passion for serving senior citizens, he began a new career as a nursing home administrator and regional manager. He joined Sunset in 2007, first serving as an administrator and CFO before ascending to the top spot. Sunset is a Christian, non-profit organization that provides senior care through Brookcrest (skilled nursing, rehab and memory care), Manor & Villages (independent/assisted living and memory care), Rose Garden (assisted living) and Waterford Place (independent/assisted living and memory care).

EDUCATION: Grand Valley State University (B), Western Michigan University (M)

INSPIRATIONAL QUOTE: "Courage is not simply one of the virtues, but the form of every virtue at the testing point." C.S. Lewis

FUNNIEST WORK EXPERIENCE: A resident in one of our communities had fallen and it resulted in a large bruise from his waist to his knee. As he is telling us the story by the main reception desk, he proceeded to show us a picture that his wife had taken sans clothing. I would have just taken his word for it.

TRAVEL DESTINATION: Swiss Alps

ADVICE TO 18-YEAR-OLD: Be intentional about your future, but don't try to have everything figured out.



JOAN BUDDEN
President, CEO
Priority Health,
Grand Rapids

Joan Budden oversees a \$4 billion company. Under her leadership, Priority Health has become the second-largest health plan in Michigan and the fifth-largest provider-sponsored health plan in the country, according to Priority Health. Budden, who previously served as CMO for Priority Health, has more than 30 years of experience in health care. She currently serves on the board of directors of the Detroit and Grand Rapids Economic Clubs, Van Andel Institute, Grand Rapids Chamber of Commerce, UFP Industries, Independent Bank Corporation and Alliance of Community Health Plans. She is a past board member of the Children's Center in Detroit, Frederik Meijer Gardens and the YMCA of Greater Grand Rapids.

EDUCATION: University of Michigan (B), Wayne State University (M)

FIRST JOB: I took orders at a family-owned pizza place. Pizza is still one of my favorite foods.

BEST ADVICE RECEIVED: Think big, start small and move fast.

FAVORITE HOBBIES: Being with friends and family almost anywhere, reading, crossword puzzles

FAVORITE TV SHOWS: I'm addicted to series like "Ozark," "Big Little Lies," "The Handmaid's Tale" and "Bloodline."

TELL A HIGH SCHOOL GRADUATE: Find a career that makes your face light up when you talk about it.



JEFFREY CONNOLLY

SVP and president,
West Michigan and
Upper Peninsula
Blue Cross Blue Shield
of Michigan,
Grand Rapids

Jeffrey Connolly is responsible for growth and profitability, delivery of high-quality services to consumers, and developing and implementing strategic plans for the health plan business division, West Michigan and Upper Peninsula, of BCBSM. From 2005-06, Connolly was president and CEO of Aetna's Midwest Network Access Business. He also held other executive and senior roles at various organizations in the past 30 years. Connolly serves on the boards for Grand Rapids Chamber of Commerce, West Michigan Policy Forum, Covenant House and Grand Valley State University's Health Advisory Board. He is a member of the CEO Council for Talent 2025 and is a financial supporter of the Arthritis Foundation, United Way, Covenant House, Catholic Charities, March of Dimes, NAACP, Girl Scouts, YMCA of Greater Grand Rapids and Alzheimer's Association.

EDUCATION: Central Michigan University (B)

FIRST JOB: CPA for Deloitte & Touche

LESSON LEARNED: At the birth of each of my children, I was flooded with every emotion possible of the magnitude of responsibility I was graced with as their father. The lesson for me was to enjoy the ride with each of them because it goes way too fast.

LITTLE-KNOWN FACTS: I have a twin brother, and I enjoy classic car repair.

PLAY YOU IN A MOVIE: Tom Selleck, my favorite actor



THOMAS HELMSTETTER

President, CEO
Lighthouse Group,
Grand Rapids

Thomas Helmstetter has led the private full-service insurance broker Lighthouse Group since he was a founding member in 1995. Today, the company has seven office locations, 200 employees and services a 23-state geographic footprint. With over 40 years of industry experience, Helmstetter has held many advisory board positions and strategic leadership roles to support carrier partners, industry growth and development, and community initiatives. He operates under the belief that businesses should always be giving back to the communities they serve and with that mindset, the Lighthouse Group team has volunteered over 1,000 hours to local nonprofits in the past year alone. In addition to his philanthropic commitment, he leads his team in innovation, authenticity and a "people-first" business model that has set Lighthouse Group apart as one of West Michigan's top insurance brokers.

EDUCATION: Illinois Institute of Technology (B)

FIRST JOB: Short order cook at a sandwich shop

BEST ADVICE: Always assume everyone has positive intentions

HOBBIES: Sailing, running, spending time with family

GRAND RAPIDS ATTRACTION: Downtown Riverwalk



GREG WILLIAMS

President, CEO
Acrisure LLC, Caledonia

As co-founder, president and chief executive officer, Greg Williams has successfully led Acrisure to become one of the largest global insurance brokers. Under his leadership, Acrisure has had a compounded annual growth rate of over 80% since its inception in 2005 and eclipsed \$2 billion in revenue in 2019. Acrisure is now one of the top 10 largest insurance brokers in the world and the most profitable insurance broker compared to its peers. In 2016, Williams led a management buyout of Acrisure's private equity investor in a \$2.9 billion transaction. As a result, the company is now majority-owned (85%) by Acrisure's employees and its agency partners, with board control as well. Prior to founding Acrisure, Williams was a board adviser to a variety of companies and was a vice president for Michigan National Corporation (MNC), a \$19 billion bank holding company. As a senior executive at MNC, he managed the Commercial Sales and Services Group, was a member of the Corporate Marketing Committee and chaired the Corporate Operations Committee.

BEST ADVICE: After my father died at an early age — he was 39 and I was 14 — my mother told me, "If you want something in life, you'll have to do it yourself." That galvanized me; it took all excuses away.

LESSON LEARNED: The harder I work, the luckier I get

FAVORITE BOOK: "Grit" by Angela Duckworth



DOUG DOZEMAN

Managing partner
Warner Norcross + Judd,
Grand Rapids

Doug Dozeman is the managing partner for Warner Norcross + Judd and sets the strategic direction for the law firm across eight offices in Michigan. With over 36 years of legal experience in protecting the interests of businesses and individuals involved in complex civil litigation, he works to minimize risks and losses while helping clients move toward successful resolutions. Dozeman defends and prosecutes cases concerning patent infringement, trade secrets, idea misappropriation and many other areas. He holds several community leadership positions as board member for the Hope Housing Commission and The Right Place, and as the former chair and board member for the Grand Rapids Chamber of Commerce.

EDUCATION: Calvin College (B), Wayne State University Law School (J.D.)

FIRST JOB: I grew up on a farm, so I can't remember a time when I wasn't working.

BEST ADVICE: I was taught early on at Warner to treat clients like your friends, and that's always stood me in good stead.

FUNNIEST WORK EXPERIENCE: Learning to play euchre at a summer factory job. We only had 15 minutes during lunch break, so if you didn't learn how to throw in a hand after two tricks, you were roasted as the "college kid."

HIDDEN TALENT: I know how to pluck a chicken.





RAQUEL SALAS GUZMAN
Co-founder, attorney
Avanti Law Group, Wyoming

Raquel Salas Guzman is a criminal defense attorney, real estate investor and the co-founder of Avanti Law Group, a woman- and minority-owned full-service law firm. Salas Guzman said she has devoted her career to the representation of individuals across boundaries of gender, race, age, sexual orientation and social class. She is a “fearless advocate” for the minority community locally and nationwide. Salas Guzman said she has known she wanted to be an attorney since she was a child. A native Spanish speaker, she moved to the United States and learned English while pursuing her law degree.

EDUCATION: Universidad del Este, Puerto Rico (B), Michigan State University College of Law (J.D.)
BIRTHPLACE: Santo Domingo, Dominican Republic
BOARDS: Latina Network of West Michigan, Power of 100 Women
FIRST JOB: McDonald’s
LITTLE-KNOWN FACT: I really love costume parties! That’s why Halloween is my favorite holiday.
HOBBY: Reading about criminal justice reform, other cultures, personal development and personal finance
FAVORITE BOOK: “Who Moved My Cheese?” by Spencer Johnson
TRAVEL DESTINATION: I’ve been to 53 countries of the world, and Mexico continues to be my favorite country to visit. I reached the summit of Mount Kilimanjaro in Africa.
GRAND RAPIDS ATTRACTION: Rosa Parks Circle



SCOTT HILL
Executive partner, attorney
Varnum LLP, Grand Rapids

Scott Hill has been executive partner of Varnum since January 2019, chairing the 175-attorney law firm’s executive committee and responsible for policy implementation, lean processes and attorney development. Hill’s practice focuses on business representation, including transactions, planning and counseling. Specifically, Hill deals with acquisitions, sales, mergers, succession planning for business owners, private equity, financing and joint ventures on a variety of levels. He also spends a significant portion of his time counseling clients on supply chain contracting issues. Joining the firm in 2003, Hill has led the corporate practice team and the Attorney Recruitment Committee.

EDUCATION: Alma College (B), Wayne State University Law School (J.D.)
FIRST JOB: Baseball umpire in Independence Township little league in Clarkston
BEST ADVICE RECEIVED: Stay in the game, from a mentor and coach following his decision to replace me in a game I was pitching. The advice was a reminder that I shouldn’t get too caught up in any specific moment. I refer to it often.
TOUGHEST LESSON: Balancing my resolute leadership style with others to improve the firm, a lesson I credit to Leadership Grand Rapids
GRAND RAPIDS ATTRACTION: John Ball Zoo
FAVORITE CHARITY: Bite Cancer Foundation, which helps individuals and their families who are actively battling cancer



ROBERT JONKER
Chief United States district judge
Western District of Michigan,
Grand Rapids

Robert Jonker has been presiding over court cases for 12 years. He took the bench on July 18, 2007, after former President George W. Bush nominated him. Eight years later, he succeeded the Honorable Paul Lewis Maloney to become the chief judge of the district court. Since becoming a judge, Jonker has ruled in cases pertaining to bribery, patent infringement, embezzlement and civil rights. Prior to attaining the gavel, he practiced commercial and environmental litigation for 20 years at Grand Rapids-based Warner Norcross + Judd LLP. He took cases to trial and appellate courts, the Michigan Supreme Court and the United States Supreme Court. Jonker was the law clerk for Judge John F. Feikens of the United States District Court for the Eastern District of Michigan for two years, from 1985-87. Feikens later swore in Jonker during his formal investiture.

EDUCATION: Calvin University (B), University of Michigan Law School (J.D.)
FIRST JOB: Installing and servicing garage doors and electronic openers
INSPIRATIONAL QUOTE: “What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.” Micah 6:8
HOBBY: Reading, especially political biographies, yoga and golf
TRAVEL DESTINATION: Sedona, Arizona, for peace and New York City for excitement



ERIC PAYNE
Police Chief
Grand Rapids Police Department

Eric Payne was appointed chief of the Grand Rapids Police Department last year and he quickly grabbed the attention of Gov. Gretchen Whitmer. In August, the governor tapped Payne to lead the Michigan Commission on Law Enforcement Standards. The commission sets standards for selection, employment, licensing, license revocation, and funding in law enforcement and criminal justice, in both the public and private sectors. Payne quietly rose up the ranks of the GRPD where he has been serving for more than 33 years. He was a patrol officer, hostage negotiator and field training officer. Payne was an administrative lieutenant for the South Service Area and patrol watch commander. He served as captain of the South Service Area and on the department’s crisis negotiation team. He was the captain of the investigative division. Recently, he rolled out a three-year strategic plan based on safety, innovation and engagement in an effort to transform policing in the city. “It’s my job to make sure Grand Rapids remains one of the safest cities in the country for residents and visitors,” Payne said when he was appointed police chief. “We do this by partnering with the community to reduce and prevent crime and produce public safety outcomes.”

EDUCATION: Grand Valley State University (B)

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616.454.8300
• Commercial Litigation



Eugenie B. Eardley
Eardley Law Offices PC
Rockford
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• Civil Rights/Constitutional
• Employment: Employee
• Personal Injury: General
• PI: Professional Malpractice



William M. Azkoul
Gruel Mills Nims & Pylman
Grand Rapids
616.235.5500
• Banking Law
• Commercial Litigation
• ADR: Commercial Litigation
• Creditor's Rights/Commercial Collections
• Personal Injury: General



Thomas R. Behm
Gruel Mills Nims & Pylman
Grand Rapids
616.235.5500
• Personal Injury: General
• PI: Professional Malpractice
• ADR: Personal Injury



J. Paul Janes
Gruel Mills Nims & Pylman
Grand Rapids
616.235.5500
• Civil Rights/Constitutional Law
• Personal Injury: General
• Personal Injury: Prod Liability



Scott R. Melton
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• Personal Injury: General
• Personal Injury: Prod Liability



Benjamin W. Mills
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• Personal Injury: General
• Personal Injury: Prod Liability



William F. Mills
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• Personal Injury: General
• PI: Professional Malpractice
• PI: Transport Incl FELA & Maritime
• Personal Injury: Prod Liability



Norman H. Pylman
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• ADR: Commercial Litigation
• Nursing Home Negligence
• Personal Injury: General
• PI: Professional Malpractice



Douglas A. Donnell
Mika Meyers PLC
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• Commercial Litigation
• Environmental
• Mineral & Natural Resource
• Toxic Torts Defense



Robert L. DeJong
Miller Canfield
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• Class Action/Mass Tort Defense
• Commercial Litigation
• Products Liability Defense
• Trust, Will & Estate Planning



Joseph Mikhail Infante
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• Commercial Litigation
• Governmental, Municipal, Lobbying & Admin
• Intellectual Property



Stanley J. Stek
Miller Canfield
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• Commercial Litigation
• Land Use, Zoning & Condemnation
• Personal Injury Defense: General



Katherine Smith Kennedy
Pinsky Smith Fayette & Kennedy LLP
Grand Rapids
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• Employment: Employee
• Labor: Union



Lee T. Silver
Silver & Van Essen PC
Grand Rapids
616.988.5600
• Commercial Litigation
• ADR: Commercial Litigation
• Professional Malpractice Defense



Thomas G. Sinas
Sinas Dramis Law Firm
Grand Rapids
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Richard A. Roane
Warner Norcross + Judd LLP
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MATTHEW WIKANDER
CEO, shareholder, trial lawyer
Smith Haughey Rice
& Roegge PC,
Grand Rapids

Matthew Wikander was elected to a three-year term as CEO last year. Smith Haughey Rice & Roegge, which opened in 1941, now features more than 60 attorneys and has offices in Grand Rapids, Holland, Muskegon and Ann Arbor. He is a trial lawyer representing plaintiffs and defendants and practicing primarily in the areas of personal injury and wrongful death, employment and commercial litigation matters. He has trial and litigation experience in both federal and state courts across the state of Michigan and in numerous other states. Wikander's experience includes vehicular, aviation, product liability and construction accidents. Additionally, he serves a variety of businesses and individuals in commercial disputes, such as employment discrimination, employment noncompetition agreements, trade secrets, trademark infringement, wrongful advertising and other unfair trade practice claims.

EDUCATION: University of Michigan (B), Wayne State University Law School (J.D.)
BEST ADVICE: Job security = always making your boss look good
LESSON LEARNED: While compromise has its place in business, too much compromise can lead to mediocrity and preservation of the status quo. Sometimes, leaders need to lead, and they better be willing to do so.
FEW PEOPLE KNOW: I boxed briefly in college.



ROBERT WOLFORD
Managing member
Miller Johnson, Grand Rapids

Bob Wolford serves as one of the firm's managing members and has been practicing law since 2001. He is a corporate lawyer who represents automotive suppliers and other manufacturers in transactions, business and supply chain matters, as well as debtors, purchasers of assets and other interested parties in turnaround and insolvency matters. He regularly represents buyers and sellers throughout the country in mergers, acquisitions of stock or assets, MBOs, recapitalizations, reorganizations, private equity investments and other transactions. He has significant experience advising closely held and family-owned businesses, private equity funds and family offices in all sizes of transactions. Wolford currently serves as the secretary and legal counsel to the Economic Club of Grand Rapids and is one of the founders of the West Michigan Chapter of the Turnaround Management Association.

EDUCATION: University of Michigan (B), Wayne State University Law School (J.D.)
INSPIRATIONAL QUOTE: I have a replica of a paperweight that Lady Bird Johnson kept on her desk. On one side it says, "Can Do," which was LBJ's highest form of praise, and the other side contains a Chinese idiom that translates to, "When someone acquires the discipline of learning, then doing the work comes easily."
TRAVEL DESTINATION: I hate to travel.



MICHELLE LAJOYE-YOUNG
Sheriff
Kent County, Grand Rapids

Michelle LaJoye-Young has worked for the Kent County Sheriff's Office since 1989 in various roles within the corrections, patrol, communications and support services divisions. She served as chief deputy, undersheriff and, in 2018, was appointed sheriff. She is the first female sheriff in Kent County and the only current female in Michigan serving in that capacity. Some of her key projects include a jail expansion, jail management and data collection software, criminal history improvement, law enforcement mobile computing initiatives, dispatch consolidation and record management upgrades. In 2018, she was recognized by the governor for her contributions to statewide communications. LaJoye-Young served in the Michigan Army National Guard and Army Reserves from 1985-89, leaving with the rank of captain. In 2016, she was inducted into the Michigan State University School of Justice Wall of Fame. She is a board member with the Children's Advocacy Center, Grand Rapids Boys and Girls Club, Michigan Criminal Justice Advisory Board (governor appointee) and the FBI Mobile Data Security Taskforce, among others.

EDUCATION: Michigan State University (B), Western Michigan University (M)
INSPIRATIONAL QUOTE: "Be good at something nobody else wants to do." My father



FRANCO BIANCHI
President, CEO
Haworth Inc., Holland

Franco Bianchi assumed the role of president and CEO of Haworth in July 2005. He oversees and directs the performance of the global organization. Bianchi served on the corporate executive team in previous roles as COO, vice president of global product lines management and marketing, and vice president of finance for Haworth North America Contract Furniture. Before joining the executive team in Holland, he held several positions in the European sector, including general manager of Haworth Italy and director of finance, information systems and human resources for Castelli. Bianchi's experience includes auditing, consulting on mergers, acquisitions and re-engineering. He previously was a senior associate for the former Arthur Andersen accounting firm, serving as chief accountant in Montenegro, Italy. He also served in the military for the North Atlantic Treaty Organization (NATO). Bianchi and his wife Alessandra have been married for over 20 years and enjoy staying active with their two sons.

EDUCATION: Bologna University in Bologna, Italy (B), chartered public accountant
LANGUAGES: Italian, English, French
FIRST JOB: My early summer jobs were ice cream maker, fruit picker and porter at a hotel.
BEST ADVICE: Be honest, work hard, dedicate yourself to a goal and good things will happen to you.



■ MANUFACTURING



MARK BISSELL
Chair, CEO
Bissell Inc., Grand Rapids

Mark Bissell leads Bissell Inc., a fourth-generation, family-owned company founded in 1876. It is the seventh-oldest private manufacturing company in the U.S., according to Bissell. The company designs and markets a full line of home cleaning products worldwide and holds significant market share in the U.S. floor care industry. Bissell is a member of the board of directors of Business Leaders for Michigan. He and his wife Cathy Bissell are longtime supporters of John Ball Zoo, including as donors to the JUMP program that provides free admission to economically challenged families and as lead donors for the zoo's Bissell Tree House event venue.

EDUCATION: University of Michigan (B), Cornell University (M)

WHAT WOULD YOU TELL A RECENT HIGH SCHOOL GRAD:

Stay true to your ideals but get out of your comfort zone. Take advantage of opportunities to travel or study abroad. Never stop learning. Take personal responsibility. Be your own advocate. Give back. Opportunity abounds.

GRAND RAPIDS ATTRACTION: Our company and family were honored to have a statue of America's first female CEO and my great-grandmother, Anna Bissell, dedicated along Grand River in downtown Grand Rapids in 2016.

FAVORITE CHARITY: Bissell Pet Foundation (launched by Cathy Bissell and Mark Bissell)



MARC BITZER
CEO
Whirlpool Corporation, Benton Harbor

Marc Bitzer has spent the last 20 years at Whirlpool Corporation. Throughout his time, he has taken on increasingly important roles. He was named the chief executive officer of the company in 2017. However, when he started in 1999, Bitzer held a position in Europe. He was the vice president of the Bauknecht brand group, one of Whirlpool's brands that also includes KitchenAid, Maytag, Hotpoint, Consul and more. He became senior vice president, marketing sales and services for Whirlpool Europe a year later. Bitzer was named the president of Whirlpool Europe in January 2006. He went on to serve as the president of Whirlpool North America between 2009-13. He later was named vice chairman, which included overall leadership of North America, Europe, the Middle East and Africa. Before joining Whirlpool, Bitzer worked for eight years at the Boston Consulting Group in Munich and Toronto.

EDUCATION: St. Gallen Graduate School of Business, Economics and Law (B, M, Ph.D.)

WHIRLPOOL FOUNDED: By Louis and Emory Upton in 1911

PRODUCTS: Major and small appliances

HISTORY: The company converted to armament production during World War II.

REVENUE: \$21 billion (2018)



STEVEN CAHILLANE
Chair, CEO
Kellogg Company, Battle Creek

Steven Cahillane joined Kellogg in October 2017 as CEO and became board chair in March 2018. Prior to Kellogg, in 2014, Cahillane was president and CEO at The Nature's Bounty, a global manufacturer, marketer and specialty retailer of health and wellness products. Prior to Nature's Bounty, Cahillane spent seven years with The Coca-Cola Company, most recently as president of Coca-Cola Americas, with \$25 billion in sales. He also spent eight years with AB InBev, the world's largest brewing company, in various senior leadership roles, including chief commercial officer after the 2004 merger of Interbrew and AmBev. Cahillane serves on the boards of Northwestern University, Purpose Built Communities, The Consumer Goods Forum and Business Leaders for Michigan.

EDUCATION: Northwestern University (B), Harvard University (M)

FIRST JOB: Sales representative for E & J Gallo Winery

BEST ADVICE RECEIVED: Know how much you can achieve if you don't care about who gets credit. Focus on what's best for the organization. In the long run, it really pays off.

LESSON LEARNED: Making some of the tough decisions that affect people's lives is never easy. And if you ever do find it easy, it's time to stop.

HIDDEN TALENT: I make a terrific pizza, complete with air tosses.



DOUG DEVOS
Co-chairman
Amway, Ada

Doug DeVos co-chairs the board of directors at Amway, one of the world's leading direct selling companies. He previously served as president of Amway for more than 16 years. DeVos' focus on fostering entrepreneurship and providing opportunities for people around the world to start a business of their own helped drive Amway to its leadership position in the industry. DeVos, who joined Amway in 1986, previously served in various leadership positions for Amway in Europe, the Americas and Asia. In 2018, the U.S. Department of Commerce appointed DeVos to the U.S.-India CEO Forum. Beyond Amway, DeVos chairs the executive committee for the National Constitution Center in Philadelphia and is involved in numerous Michigan business and civic organizations. DeVos also has served as an industry leader in numerous roles including chairman of the World Federation of Direct Selling Associations (2014-2017) and chairman of the U.S. Direct Selling Association (2003-2004).

EDUCATION: Purdue University (B)

TOUGHEST CHALLENGE: The shutdown of the direct selling industry in China. However, through industry collaboration, persistence of the Amway teams, and understanding of the regulators, we were able to develop dramatic growth in that market since then.



■ MANUFACTURING



STEVE DOWNING
President, CEO
Gentex, Zeeland

Steve Downing joined Gentex in 2002 as a financial analyst and has served in a variety of roles with increasing responsibilities in commercial management, forecasting, quotation development and strategic partnerships. In May 2013, he was promoted to chief financial officer and vice president of finance while maintaining responsibility for all commercial management activities. His next promotion came in June 2015, when he became senior vice president with added responsibility for the company's business development and sales functions. In August 2017, Downing again was promoted, this time to president, chief operating officer, interim chief financial officer and treasurer. On Jan. 1, 2018, Downing was named chief executive officer. Downing's leadership over the past several years has been instrumental in guiding Gentex through several acquisitions and equity investments, forming key partnerships with leading technology providers, iterating core products and forging new technology paths like biometrics, connected car features and dimmable glass — all while helping to increase the company's sales despite a business climate punctuated by declining automotive production volumes and market headwinds.

EDUCATION: Liberty University (B)



JAMES KEANE
President, CEO
Steelcase Inc., Grand Rapids

Jim Keane has been essential in the growth of the \$3.7 billion manufacturing company that has been a staple in offices, schools, hospitals and homes since 1912. Keane has spent more than two decades at the manufacturer, which has evolved into a furniture, architectural and technological partner for leading organizations. Since he arrived at Steelcase in 1997, Keane has taken on numerous positions, including leading research and development, corporate strategy, IT and finance. He became the president of Steelcase Group in 2006 and was later named the chief operating officer in 2012. In 2014, Keane was appointed the chief executive officer of the company, which has factories and sales offices around the world and approximately 13,000 employees. Prior to joining Steelcase, Keane was the senior engagement manager at New York City-based McKinsey & Company, a management consulting firm, for five years. He also held positions at Peat Marwick and Motorola Inc.

EDUCATION: University of Illinois (B), Graduate School of Management at Northwestern University (M)

BOARDS: Rockwell Automation, IDEO, Grand Valley University Foundation, the Economic Club of Grand Rapids, and the Business and Institutional Furniture Manufacturers Association

FAVORITE BOOK: "Man's Search for Meaning"



CHRISTINA KELLER
President, CEO
Cascade Engineering,
Grand Rapids

Christina Keller is two years into her tenure as the leader of her family-owned private business founded by her father Fred Keller in 1973. With the experiences she garnered since joining the company in 2009, Keller's aim is to ensure Cascade becomes a triple bottom line company. Before she was elevated to her current position in 2018, Keller served as the president for Cascade Business Team for two years, overseeing five of Cascade's nine businesses. She was named president of CK Technologies, the largest of Cascade's business units headquartered in Montpelier, Ohio, in 2013, with additional facilities in Mount Airy, North Carolina; Brownsville, Texas; and Grand Prairie, Texas. Between 2010-13, Keller was the business unit leader for Triple Quest, which produced and distributed the Hydrad filter. Keller also led the strategic integration of all of Cascade Engineering's North American operations.

EDUCATION: Boston College (B), Cornell University (MBA)

BOARDS: Grand Angels Investment Group, Young Presidents Organization, Family Business Alliance, Grand Rapids Community Foundation and Independent Bank

FIRST JOB: Babysitting at a home daycare

HIDDEN TALENTS: I was the girls ice hockey coach at Cornell when I was in business school.

BEST ADVICE: Make sure everyone knows they are valued.



JOHN C. KENNEDY
President, CEO
Autocam Medical, Grand Rapids

Since John Kennedy started the contract medical manufacturing company Autocam Medical in 2005, it has impacted the medical industry globally. The company has facilities in the U.S., China and Brazil, where it makes surgical implants for hips, shoulders and ankles, and surgical instruments such as screwdrivers and drill bits. While leading Autocam Medical, Kennedy also was at the helm of Autocam Corporation, which he founded in 1988 and served as the president and CEO. The Grand Rapids-based company made automotive parts for engines, power steering and transmissions. The company grew from \$8 million to about \$400 million in sales with 13 facilities in China, Brazil, Europe and the U.S. Kennedy later sold Autocam Corporation to NN Inc. in 2014. Outside the manufacturing realm, Kennedy has invested in the Grand Rapids Public Schools educational system by developing a hands-on literacy initiative in partnership with GRPS, Grand Valley State University's Charter Schools Office and Western Michigan University.

EDUCATION: University of Detroit Mercy (B), University of Michigan (M)

BOARDS: Chair at Horizon Global, board member at Grand Rapids University Preparatory Academy, Lacks Enterprises, Van Andel Institute, Acton Institute and The Right Place

TOUGHEST CHALLENGE: Defending my Catholic beliefs by fighting portions of the Affordable Care Act



■ MANUFACTURING



MURRAY KESSLER
President, CEO
Perrigo Company PLC, Allegan

Murray S. Kessler has only been at the helm of Perrigo Company for two years, but he is quickly creating his own legacy. Last January, the consumer goods and pharmaceutical company launched a generic version of Topicort (desoximetasone) Topical Spray 0.25%, which treats plaque psoriasis in patients 18 or older. The manufacturer also acquired Grand Rapids-based Ranir, a maker of oral care products, last May. Kessler formerly was president and CEO of Lorillard Tobacco Company, where he grew the company's market capitalization from about \$9 billion to about \$28 billion during his five-year tenure. He also was the president and CEO of UST Inc. Under his leadership, the company's market capitalization grew from about \$2.5 billion to about \$12.7 billion. Before his time at UST and Lorillard, Kessler had over 18 years of consumer-packaged goods experience with companies including Vlastic Foods International, Campbell Soup and The Clorox Company.

EDUCATION: Villanova University (B),
New York University Stern School (M)

FIRST JOB: Brand assistant at the
Clorox Company

INSPIRATIONAL QUOTE: "Positive feedback makes you feel good. Negative feedback makes you better. Passionately seek real and candid feedback and be a lifelong learner."
Gerry Bell, University of North Carolina.



BLAKE KRUEGER
Chairman of the board,
president, CEO
Wolverine Worldwide Inc.,
Rockford

Blake Krueger is currently board chair, chief executive officer, president and a director of Wolverine Worldwide Inc., a New York Stock Exchange listed international marketer of footwear, apparel and accessories with annual sales of approximately \$2.4 billion. Wolverine's portfolio of owned and licensed brands includes Merrell, Sperry, Saucony, Wolverine, Hush Puppies, Keds, Stride Rite, Chaco, Bates, HyTest, Caterpillar Footwear and Harley-Davidson Footwear, and its products are sold around the world in 170 countries and territories through owned operations and third-party distributors. The company's brands have over 1,000 years of collective brand equity. Krueger was appointed CEO and president in April 2007 and also was appointed board chair in 2009. Prior to that, he held increasingly senior positions within the company since 1993. Krueger practiced law at Warner Norcross + Judd LLP from 1978-1996 in the field of corporate and business law, mergers, acquisitions and securities, and was listed in the Best Lawyers of America while in private practice.

EDUCATION: Michigan State University (B),
Wayne State University Law School (J.D.)

HOBBIES: Fly-fishing

FEW PEOPLE KNOW: Historian and rock 'n' roll aficionado



RICHARD LACKS JR.
CEO
Lacks Enterprises Inc.,
Cascade Township

Manufacturing is in Richard Lacks Jr.'s blood. He joined the family automotive parts business, then called Lacks Industries, in 1973. He became CEO and president in 1999 following the death of his grandfather, John P. Lacks, and father Richard Lacks Sr. in April and May 1999, respectively, at the ages of 94 and 73. Lacks Jr. stepped down as president in 2014, ceding the role to its first nonfamily president, Nick Hrnyak — although Lacks Jr. remains CEO. Lacks Enterprises has an estimated 2,800 employees and \$700 million in annual revenue, according to Manta.com.

EDUCATION: Western Michigan University (B)

COMPANY FOUNDED: 1972

HIRE DATE: 1973

NOTABLE: The company has three divisions, Plastic Plate LLC, Lacks Trim Systems and Lacks Wheel Trim Systems, with locations in the U.S., Germany and Japan.

AWARDS: Under my watch, Lacks Enterprises was named the 2018 Automotive Supplier of the Year by the Grand Rapids New Car Dealers Association and the 2016 Manufacturer of the Year by the Wyoming-Kentwood Area Chamber of Commerce.

PHILANTHROPY: Established Richard J. Lacks Jr. Charitable Foundation



KEVIN LOBO
Chairman, CEO
Stryker, Kalamazoo

Kevin Lobo is doing more than creating and selling orthopaedic, surgical, neuro-technology and spinal products these days. His background in finance has allowed him to grow the medical device manufacturer through more than two dozen acquisitions since he joined the company in 2011, initially as the group president of Stryker Orthopaedics and later the president and CEO in 2012. The forthcoming acquisition of Wright Medical will be the company's largest in its history. Before joining Stryker, Lobo held finance positions at KPMG, Unilever and Kraft Canada. He spent eight years with Rhone-Poulenc, including roles based in Europe as corporate controller of Rhodia, the chemical spinoff, and as general manager of Specialty Phosphates EMEA. He then spent eight years at Johnson & Johnson.

EDUCATION: McGill University (B), University of Toronto (M), Canadian Institute of Chartered Accountants (CPA)

BOARDS: Chair of Advanced Medical Technology Association, board member of Parker Hannifin Corporation and member of Business Roundtable and Business Council

FIRST JOB: Auditor at Richter

■ MANUFACTURING



MATTHEW MISSAD
CEO
UFP Industries, Grand Rapids

Matthew Missad is the leader of a \$4.49 billion public company, UFP Industries. It is a diversified holding company that provides capital, management and administrative resources to subsidiaries that supply wood, wood composite and other products to the retail, construction and industrial markets. Its affiliates are located throughout North America, Australia, Europe and Asia. The company had 2018 net sales of \$4.49 billion, up from \$3.94 billion in 2017.

EDUCATION: Hope College (B), Thomas M. Cooley Law School (J.D.)

COMPANY FOUNDED: 1955

HIRE DATE: 1985

EARLY ROLES: I served as general counsel and secretary from 1987 to July 2011 and also held the position of executive vice president from 1996 until July 2011.

BECAME CEO: July 2011

NOTABLE: I am the fifth CEO in the history of the company.

UPCOMING: Under my leadership, the company is reorganized around the markets it serves rather than by geography to better grow the company, share resources and introduce new products.



ANDI OWEN
President, CEO
Herman Miller, Zeeland

Herman Miller is a globally recognized design and innovation company. As CEO, Andi Owen is responsible for leading the company's worldwide operations, which encompasses nearly 8,000 team members and \$2.38 billion in revenue in fiscal 2018. She was appointed president and CEO in August 2018 and is overseeing the company's aggressive growth strategy to reach untapped market potential around the world. Before Herman Miller, she spent a 25-year career leading complex customer-focused businesses with Gap Inc. Most recently, Owen held full profit and loss responsibility, led 11,000 employees, and oversaw more than 600 specialty and outlet stores across 27 countries as global president of Banana Republic.

EDUCATION: William & Mary (B), Harvard Business School (M)

FIRST JOB: Department manager at Bloomingdale's

INSPIRATIONAL QUOTE: "I never gave up painting. I just changed my palette." Ray Eames

FUNNIEST WORK EXPERIENCE: We used to have periodic contests at one of my past jobs. If there was ever a tie, the two or three people who tied would have to participate in a '70s "dance-off." I think there might have been some fake ties because the dance-offs became so popular.

HIDDEN TALENT: I've got serious face-painting skills — especially Día de los Muertos skulls.



MILIND PANT
CEO
Amway, Ada

Milind Pant joined Amway in January 2019. He leads the overall management of Amway and is responsible for setting the company's strategic vision and growth strategies. Pant reports directly to and holds a seat on Amway's board of directors. He is the first nonfamily member to run the business since its founding in 1959. In his role as CEO, Pant serves on Amway's Global Leadership Team, Amway's key executive decision-making body focused on global strategy development and delivering meaningful ABO and customer experiences. He also serves on Amway's Executive Staff comprised of top cross-functional executive leaders focused on enhancing company culture, talent capabilities and global market needs. Most recently, Pant was president of Pizza Hut International with Yum Brands. In this role, he led the international division across 109 countries with more than 9,000 Pizza Hut stores.

EDUCATION: Indian Institute of Foreign Trade (M) and Birla Institute of Technology & Sciences (M)

FIRST JOB: Unilever, with aspirations of brand marketing but actually a leather buyer for shoes. I spent two years visiting tanneries in India — can still smell the foul stench!

FEW PEOPLE KNOW: I try to read five newspapers every day

FAVORITE MOVIE: I'm a huge fan of Clint Eastwood movies.



STEVE VAN ANDEL
Co-chair
Amway, Ada

Steve Van Andel is co-chair of the board of directors of Amway, one of the world's leading direct selling businesses. He served as co-CEO of Amway from 1995-2018. Van Andel is the eldest son of Amway co-founder Jay Van Andel, who, with Rich DeVos, started Amway in 1959. Over the past two decades, Van Andel has been part of leading a strategic transformation of the company with a focus on growth through digital tools, mobile experiences and product innovations. He has been an ambassador for free enterprise and free trade interests all over the world. He has twice served as chairman of the U.S. Chamber of Commerce, where he remains a member of several committees, and has been involved with the U.S.-China Business Council as well as the U.S.-Korea Business Council. He currently is on the boards of the Gerald R. Ford Presidential Foundation, Business Leaders for Michigan, West Michigan Policy Forum, Metro Health Hospital and Hillsdale College.

EDUCATION: Hillsdale College (B), Miami University (M)

FIRST JOB: Cleaning test tubes in Amway's R&D Department

INSPIRATIONAL QUOTE: "Quitting the first time a problem presents itself is not a way to prevent failure; it's a way to assure it." Jay Van Andel

BUCKET LIST: Flying through the mountains on a glider plane





DAN BAYLOG
President, general manager
WZZM 13/TEGNA,
Grand Rapids

Dan Baylog has held positions of increasing responsibility in the broadcast media industry in Cleveland, Ohio, Norfolk, Virginia, and Washington, D.C. Currently, Baylog is serving as president and general manager at WZZM 13 ON YOUR SIDE. He is a graduate of TEGNA's Executive Leadership Program and has previously taught at Kent State University's School of Journalism and Mass Communication. Baylog actively serves as a mentor for American Corporate Partners, a nonprofit organization dedicated to assisting U.S. veterans in their transition from the armed services to the civilian workforce and most recently has been honored to serve on the Greatest Generation Day committee on behalf of the Gerald R. Ford Presidential Library and Museum in Grand Rapids.

EDUCATION: Ohio University (B), University of Maryland (M)

FIRST JOB: Grocery store cashier

QUOTE: "Get busy living, or get busy dying."
Andy DuFresne, Shawshank Redemption

FUNNIEST WORKPLACE EXPERIENCE: While working virtually during the pandemic, hosting serious business meetings on Zoom with a mess of toys in the background (I have four young kids).

HOBBIES: What are hobbies? (I have four young kids)

SPEND YOUR DOWNTIME: What is downtime?
(I have four young kids)



TIMOTHY GRUBER
President
MLive Media Group

Timothy Gruber was named president of Grand Rapids-based MLive Media Group in March. The media group is the sister company to MLive, with 10 local newsrooms and eight publications throughout Michigan. Prior to becoming president, Gruber was the president of Gannett's Michigan market that included the Detroit Free Press and Michigan.com, which included The Detroit News, Lansing State Journal, Lansing Community Newspapers, Port Huron Times Herald, Battle Creek Enquirer, Livingston Daily Press and Argus and the Observer & Eccentrics (Detroit-area weeklies). Before joining Gannett, Gruber held several senior leadership positions in the communications industry.

EDUCATION: University of Michigan (B)

FIRST JOB: Construction

BEST ADVICE OR FAVORITE INSPIRATIONAL QUOTE:
"Train people well enough so they can leave, treat them well enough so they don't want to."
Richard Branson

HOBBIES: Boating and snow skiing

FAVORITE BOOK, MOVIE OR TV SHOW: Billions and
Who's Line Is It Anyway?

SOMETHING FEW PEOPLE KNOW ABOUT YOU: My first job out of high school was working for GMAC in collections repossessing cars in Flint

TOUGHEST CHALLENGE: Being able to adapt in these trying times during the pandemic and creating a new sense of normalcy in the workplace.



JULIE BRINKS
Vice president, general manager
WOOD-TV/WOTV-TV/
WXSP-TV,
Grand Rapids

Julie Brinks has been in leadership roles with radio and television organizations for over 30 years. She has led the launch of seven new television stations during her tenure, as well as holding general and regional management positions in Michigan, Illinois, Arizona, California and Oregon. She is board chair of the Michigan Association of Broadcasters; a member of the American Heart Association's Go Red for Women board of directors and a Circle of Red member in Tucson and Grand Rapids; and a member of Rotary International. She is a past board member of Junior Achievement, where she also was a business club adviser.

EDUCATION: Central Michigan University (B),
Baker College (MBA)

FIRST JOB: I started at WOOD-TV as a rookie account executive right out of college. My career took me many places and positions, but I returned full circle to lead this amazing group of media professionals decades later. What a privilege!

FAVORITE INSPIRATIONAL QUOTE: "The joy is in creating, not maintaining." Vince Lombardi

LESSON LEARNED: Change is inevitable, whether we instigate that change or things change for us. Understanding that, know what values and principles you will not compromise on and in all else, be flexible.

FAVORITE MOVIE: "No Way Out," it's one of the few movies where the ending caught me by surprise.



SHELLEY IRWIN
Host, producer
WGVU Public Media,
Grand Rapids

Shelley Irwin is the host and producer for The WGVU Morning Show, a newsmagazine talk-show format on the local NPR affiliate Monday through Friday. The show features a wide variety of local and national newsmakers, plus special features. She also hosts several public affairs programs on the TV side, including Family Health Matters and Kalamazoo Lively Arts. Irwin is award-winning in her profession, including five consecutive Gracie Allen Awards from American Women in TV and Radio for excellence as a program host. She was awarded the 2016 Athena Award honoring an individual who has demonstrated leadership in their profession, mentored and opened new opportunities for women and contributed time and talent to the community, as well as the Rotary of Grand Rapids' Service Above Self award, given in recognition of Frederik Meijer, whose humanitarian acts of selfless service made an enduring difference in the lives of others. Her community involvement extends from the Kent County Parks Foundation to the Girls Scouts of Michigan Shore to Shore, Hope Network and Cherry Health Foundation, among others. She has been twice nominated for a Michigan Emmy in Special Documentaries and many Community Services Awards.

EDUCATION: Indiana University Bloomington (B),
University of Indianapolis (M)

FIRST JOB: Burger Chef customer service



KIMBERLY KRAUSE
Vice president, general manager
WXMI, Grand Rapids

Kimberly Krause is no stranger to sales and marketing. She first started in the field at the age of 16, and since then, she has spent much of her career in sales through media. However, Krause took on a new challenge when she joined WXMI, a FOX affiliate and Tribune Media property, three years ago to become the station's new vice president. Before FOX, she spent 21 years at rival TV station, WZZM-13, an ABC affiliate. She started as a local sales manager and was later promoted to vice president of sales and marketing. Krause worked for a year at WLAJ ABC 53 in Lansing. She spent her first six years after graduating college at WWMT Ch. 3 in the West Michigan market as an account executive and, later, a special projects manager.

EDUCATION: Hope College (B)
BOARDS: Ronald McDonald House of Western Michigan and Michigan Association of Broadcasters
FIRST JOB: Retail sales representative at an athletic footwear store
INSPIRATIONAL QUOTE: "The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle." Steve Jobs
LESSON LEARNED: Be confident in your decisions even knowing that you won't always please everyone.
FAVORITE CHARITY: Ronald McDonald House of Western Michigan and the Humane Society of West Michigan



SANDRA GADDY
CEO
Women's Resource Center,
Grand Rapids

Sandra Gaddy is the CEO of Women's Resource Center, an organization founded in 1973 with the mission to equip women to achieve purpose, fulfillment and financial stability through meaningful employment. She previously served as vice president of advancement for Inner City Christian Federation, and chief communication and development officer for Mel Trotter Ministries. Prior to her nonprofit work, Gaddy spent 15 years in banking, including serving as vice president of business banking and wealth management. She has over 20 years of leadership experience and brings expertise in team development, strategic planning, forming collaborative partnerships and fund mobilization.

EDUCATION: Cornerstone University (B)
FIRST JOB: Babysitting. My mom was a licensed child care provider and had a home daycare center. I was a trained assistant, so I had a lot of experience.
FAVORITE QUOTE: "If they don't give you a seat at the table, bring in a folding chair."
Congresswoman Shirley Chisholm, first African American woman elected to Congress
HOBBIES: Long walks listening to a favorite podcast, dancing and watching almost any sport, especially college football and women's basketball
BUCKET LIST: A modern-jazz dance duet with the great dancer, choreographer, producer and actress Debbie Allen



BONNIE NAWARA
CEO
Grand Rapids Opportunities
for Women, Grand Rapids

Bonnie Nawara is the CEO of GROW, a Community Development Financial Institution and SBA-funded Women's Business Center in Grand Rapids. A former business owner, she was recognized as one of the Top 50 Most Influential Women in West Michigan by Grand Rapids Business Journal in 2012, 2014, 2016, 2018 and 2020. In addition, she received the Remarkable Woman Award in 2012 from the Alpha Kappa Alpha Sorority, Outstanding Volunteer Award from the Center for Empowerment and Economic Development, The John H. Logie Neighborhood Business Champion Award from the Neighborhood Business Alliance in 2014 and was recognized by Center for Community Leadership as a 2015 Extraordinary Leader. In addition to small business ownership, Nawara spent six years as a planned giving officer for the American Cancer Society. For five years in a row she was named Top Fundraiser for the Great Lakes Division. She also spent seven years as parts manager for Freightliner of Grand Rapids — the only female parts manager in the country at that time.

EDUCATION: Grand Valley State University (B)
INSPIRATIONAL QUOTE: "Life can only be understood backward but must be lived forward." Soren Kierkegaard



CHRIS PALUSKY
President, CEO
Bethany Christian Services,
Grand Rapids

Chris Palusky is Bethany Christian Services' fifth president, joining the organization in January 2018. He began his career at World Relief and most recently served as U.S. vice president of private funding and humanitarian and emergency affairs at World Vision, a global Christian humanitarian organization partnering with children, families and their communities to tackle the causes of poverty and injustice. He brings over 20 years of nonprofit experience to Bethany, having implemented and established multisite teams that have flourished and grown to meet the needs of vulnerable populations around the world. As president and CEO, Palusky is developing long-term strategy and direction, leading innovative change, and building relationships and partnerships for one of the largest global Christian social services organizations.

EDUCATION: Kennesaw State University (B), University of Reading (M)
FIRST JOB: Dishwasher at a country club
BEST ADVICE: Listen to as many perspectives as you can but, at the end of the day, make a decision
TRAVEL DESTINATION: I have traveled to over 70 countries and lived in 23 of those. A favorite travel destination is tied between Beirut, Lebanon, and Oxford, England.
FAVORITE CHARITY: Bethany Christian Services, of course!
GRAND RAPIDS ATTRACTIONS: The cultural festivals and ArtPrize

Family changes everything



“In the blink of an eye, COVID-19 has upended our world, putting already vulnerable children and families at an even greater risk.

Over the past 75 years, Bethany has met many of the world’s challenges directly, focusing on ensuring children are safe, loved, and connected. Now, during this pandemic, Bethany leans on our faith and continues to stand up for vulnerable children, refugees, and families around the world. I applaud our community leaders, partners, volunteers, and donors for showing kids and families that they’re not alone during this tumultuous time.

Together, we are changing the world through family.”

— CHRIS PALUSKY,
PRESIDENT AND CEO

Bethany[®]

Bethany.org

■ NONPROFITS



THOMAS PIERCE
Executive director
Grand Rapids Pride Center,
Grand Rapids

Grand Rapids Pride Center turned 30 two years ago, which coincided with Thomas Pierce's arrival. A native of Brooklyn, New York, his vision for the center that focuses on the LGBTQ community is long term. Going forward, Pierce plans to improve internal operations and expand the organization's presence over the next three to five years through community engagement and partnerships. He moved to Grand Rapids in 2012 to attend Grand Valley State University and spent five years as Hope Network's director of children's residential services.

EDUCATION: Appalachian State University (B), Grand Valley State University (M), Spring Arbor University (M)

INSPIRATIONAL QUOTE: "Most things will be OK eventually, but not everything will be. Sometimes you'll put up a good fight and lose. Sometimes you'll hold on really hard and realize there is no choice but to let go. Acceptance is a small, quiet room." Cheryl Strayed

FUNNIEST WORK EXPERIENCE: I worked at Walmart in college, and one day, a duck wandered in the front door and it became my job to get it out of the store, which I attempted until the duck started chasing me around the front of the store — in front of everyone.

GRAND RAPIDS ATTRACTION: I really enjoy watching planes take off and land at that parking lot/pavilion area next to the airport.



ANNEMARIE VALDEZ
President, CEO
First Steps Kent

Annemarie Valdez has nearly 20 years of experience as an advocate for children and families, including extensive work on innovative funding strategies, a successful millage campaign and next-generation funding. She came to First Steps Kent from Illinois, where she led a statewide infant mortality prevention organization as CEO. Prior experience includes CEO of Child's Hope, housed at UM-Dearborn's School of Education, and the Youth Development Commission in Detroit. She was appointed to the Michigan Governor's Child Welfare Improvement Task Force in 2009. Valdez has worked extensively on infant mortality prevention, early childhood program innovation, such as the national program Jumpstart, and has served on dozens of community advisory councils and boards. More recently, she has been instrumental in the Kent Child Care Crisis Response Team which has helped get funding and supplies to 179 providers so far, representing 3,039 children in their care in Kent County.

INSPIRATIONAL QUOTE: "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Maya Angelou

LESSON LEARNED: If you are able to provide the compelling information to the public, our community is very generous when it comes to investing in our children.

HIDDEN TALENT: I play the electric bass.



MICHELLE VAN DYKE
President, CEO
Heart of West Michigan
United Way,
Grand Rapids

Michelle Van Dyke has led Heart of West Michigan United Way since 2016. Previously, she was president of Fifth Third Mortgage Company. Van Dyke joined Fifth Third Bank in 2001 through the acquisition of Old Kent Bank and assumed the position of executive vice president of retail banking. In 2004, she was named president and CEO of the Western Michigan affiliate. She later was named regional president for each of Fifth Third Bank's Michigan affiliates. Van Dyke assumed the responsibility for the affiliates in St. Louis in 2009 and the Ohio affiliates in 2011. She serves on the boards of Davenport University, Spectrum Health System and Fifth Third Bank-West Michigan.

EDUCATION: Calvin College (B)

INSPIRATIONAL QUOTE: "Long-range vision and strategic planning are great tools, but sometimes we need to get things done before lunch." John G. Miller

HIDDEN TALENT: I have played the flute since I was 10 years old.

HOBBIES: Read and do puzzles of any kind

ADVICE TO 18-YEAR-OLD: I've had this discussion three times (with my own children) in the last eight years. I have said: This whole "adult thing" may seem really hard at times, but don't give up. Pursue your dreams. And remember, you can always come home.



RACHEL VERWYS
Co-founder/executive director
Solutions to End Exploitation
(SEE)

Rachel VerWys has worked in diverse communities from Southern California to West Michigan. Her formal education is in social work with an emphasis in community organizing, planning and administration. She has been a part of holistic community development through faith-based trainings, education advocacy and collective impact with SEE to catalyze a movement of anti-human trafficking. Her organization designs solutions to bridge the gaps in service, shift paradigms in law enforcement and create policies of liberation. Through a collaborative study in 2018, SEE revealed a \$6 million economy of exploitation in the illicit massage industry in greater Grand Rapids. Eight months after the data was released, SEE worked with the city of Grand Rapids to create and pass an accountability measure against exploitation: The Crime Prevention through Environmental Design Ordinance. SEE also completed the study in Dallas and is co-leading it in three other states.

EDUCATION: Calvin College (B), University of Southern California (M)

BOARDS: The Potter's House diversity board; Madison Church governance board, member/elder; Calvin College social work advisory board; Grand Rapids Initiative for Leaders, board president; Communities First Association, board president; Bellflower Unified School District Citizen Oversight Committee

HIDDEN TALENT: Thrift store treasure hunting

THRIVING CHILDREN. WORKING FAMILIES. EQUITABLE COMMUNITIES.

“When communities are equitable, all families can participate in the economy and all children can thrive.”

~La June Montgomery Tabron,
President & CEO,
W.K. Kellogg Foundation



Recognizing our visionary CEO and other leaders in the 2020 Grand Rapids 200.

COVID-19 has shed new light on the inequities that hold communities back. That's why we're grateful a number of public and private sector leaders in Grand Rapids are partnering to advance equity through early childhood education, workforce development, support for entrepreneurs of color and health equity.

For more information on how business leaders can advance racial equity, download the Michigan Business Case For Racial Equity at, wkkf.co/MIBizCase-GRBJ

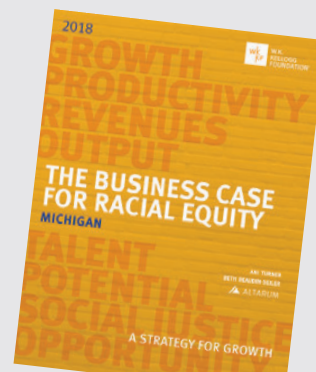


W.K.
KELLOGG
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1930
90
2020

For 90 Years...For children

Grand Rapids Office
99 Monroe Avenue NW, Suite 903
Grand Rapids, MI 49503



■ NONPROFITS



RYAN VERWYS
CEO
Inner City
Christian Federation,
Grand Rapids

Ryan VerWys started his career in Southern California as a community organizer and youth pastor in South Los Angeles and Long Beach. From 2003-14, he founded and directed a Christian nonprofit dedicated to ending homelessness through affordable housing, providing employment opportunities for formerly incarcerated individuals, and asset-based community development in economically marginalized neighborhoods. In 2014, he moved to West Michigan to become the operations director for the church planting agency of the Christian Reformed Church, leading a team that supported work throughout the U.S. and Canada. In 2015, he assumed his current role as CEO of Inner City Christian Federation where he and his team create equitable opportunity and thriving neighborhoods by providing supportive services and creating and preserving affordable housing throughout West Michigan.

EDUCATION: Calvin University (B)

INSPIRATIONAL QUOTE: "Go to the people. Live with them. Learn from them. Love them. Start with what they know. Build with what they have. But with the best leaders, when the work is done, the task accomplished, the people will say, 'We have done this ourselves.'" Lao Tzu

TOUGHEST CHALLENGE: When I was 16, I survived a structure fire that sadly took the lives of my two best friends.



PHILLIP WEAVER
President, CEO
Hope Network,
Grand Rapids

Since 2006, Phillip Weaver has been president and CEO of Hope Network, a \$170 million nonprofit with 2,800 employees that serves more than 73 counties in Michigan. Hope Network has locations and programs across the entire state and is recognized as the premier provider of specialty health and community services to individuals with disabilities and disadvantages. The organization served more than 26,000 people last year alone and also runs the largest nonprofit transportation system in Michigan. Prior to joining Hope Network, Weaver was president and CEO of Goodwill of Greater Grand Rapids. During his 25 years in the public and private sectors, he has held several positions in human resources, organizational development/strategy and executive operations management with Stryker Corp., Ford Motor Co., Triple S Plastics and Eimo Americas.

EDUCATION: Northern Michigan University (B), Michigan State University (M)

BEST ADVICE: Never be afraid to make a mistake or take a risk, and family always comes first

FEW PEOPLE KNOW: I, for many years, have written poetry, and of course, I like to ride my Harley with my wife.

TRAVEL DESTINATION: Mackinac Island and the rest of the U.P. are right up there

HOBBIES: Sports, but mostly basketball. I played until I was 60. Now taking up pickleball.

BUCKET LIST: Ride my Harley from coast to coast



JUDY WELCH
Executive director -
West Michigan
Michigan Women Forward,
Grand Rapids

Judy Welch is a committed leader who understands and values creating, building and supporting others, especially women and girls. She joined Michigan Women's Foundation, now Michigan Women Forward, in 2013 as executive director for West Michigan with a goal to expand and implement existing programs across the state, as well as to implement engagement opportunities for donors and supporters through MWF's Power of 100 signature group. Welch was previously vice president of the West Michigan region for Inforum and Inforum Center for Leadership for eight years. She also served as manager of educational services with National Heritage Academies and as president of Uptown Cleaners, a family-owned and -operated business with 17 locations. She won the West Michigan Woman magazine 2017 Brilliance Connector Award, was recognized in the 2013 Tribute Awards Women of Achievement Gallery and, in 2009, was nominated for the ATHENA Award and Grand Rapids Business Journal's 50 Most Influential Women in West Michigan.

EDUCATION: GRCC/Davenport University (B)

FIRST JOB: Hostess in Mexican restaurant

BEST ADVICE: The tongue has no bones, but it is strong enough to break a heart. So be careful with your words

GRAND RAPIDS ATTRACTION: GR Yacht Club and Reeds Lake



BRIDGET CLARK WHITNEY
President, CEO
Kids' Food Basket

Bridget Clark Whitney leads Kids' Food Basket (KFB), a nonprofit that provides healthy sack suppers, food education, community engagement and fresh urban farm produce to thousands of underserved children in Kent, Muskegon, Ottawa and Allegan counties. During her 18-year tenure, KFB has undergone significant growth, serving 125 children in 2002 to over 8,800 children each weekday as of 2020 — and thousands of West Michigan families through COVID-19. Under her leadership, Kids' Food Basket has grown from a \$20,000 budget to an \$8 million annual budget. Prior to COVID-19, Kids' Food Basket averaged over 290 daily volunteers and has over 15,000 volunteers each year, 33% of which are under age 18.

EDUCATION: Aquinas College (B), Marygrove College (M)

BOARDS: Michigan Nonprofit Association, executive committee and membership and development committee; Michigan Women Forward, advisory board member

FIRST JOB: Camp counselor

FAVORITE QUOTE: "I get up each morning determined to both change the world and have one hell of a good time. Sometimes, this makes planning my day difficult." E.B. White

LITTLE-KNOWN FACT: I'm a rockhound! I have a special love and affinity for rocks and geology, especially Great Lakes fossils and rocks. I'm fascinated by the history of our planet.

■ REAL ESTATE & DEVELOPMENT



SAM CUMMINGS
Managing partner
CWD Real Estate Investment,
Grand Rapids

Sam Cummings has dedicated the past 28 years of his life to preserving Grand Rapids' history and revitalizing the community through the built environment. He and his partners, Scott Wierda and Dan DeVos, are working to bring "new vision, vibrancy and vitality to the urban core and community." Since forming CWD Real Estate Investment in 2008, the trio has assembled more than 3 million square feet of retail and urban office real estate in West Michigan. Prior to forming CWD, Cummings was founding principal and president of Second Story Properties. Under his leadership, Second Story developed and renovated more than 24 properties and 850,000 square feet of office, residential and mixed-use assets. Previously, Cummings also served as partner and president of Macro Properties.

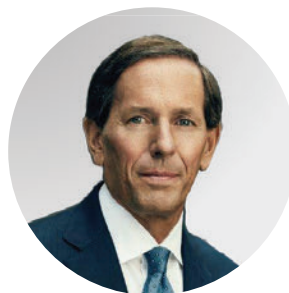
EDUCATION: Calvin University (B)

FIRST JOB: I grew up on a farm. ... My first nonfarm job was manual labor for Doc Zuchowski, a concrete contractor in Newaygo, doing footings, walls and flatwork.

FAVORITE QUOTE: "You have to have your foot in the field." My dad

HOBBIES: Learning, cooking, listening to music, hiking, biking, skiing, enjoying Lake Michigan and the outdoors, art, vintage cars, maritime history and architecture

TRAVEL DESTINATIONS: Savannah, Georgia; Key West, Florida; and the west coast of Ireland when not in Michigan



DAN DEVOS
Chairman, CEO
DP Fox, Grand Rapids

Dan DeVos wears a lot of hats. He is chairman and CEO of Fox Motors, Fox Harley-Davidson and Fox Powersports; majority owner and CEO of the Grand Rapids Griffins; owner of DP Fox Sports and Entertainment; chairman of the Orlando Magic, Lakeland Magic and Orlando Solar Bears; and vice chairman of RDV Corporation. DeVos serves on the Amway board of directors, is a partner with CWD Real Estate Investment and Georgian Automotive Group, and is a limited partner of the Chicago Cubs. He also serves as vice chairman of the Grand Valley University Foundation and chairman of the Orlando Magic Youth Foundation.

EDUCATION: Northwood University (B)

BEST ADVICE: "If you have a dream, give it a chance to happen." Rich DeVos. My Dad was always there with an encouraging word, a smile and a belief that anything was possible. His enthusiasm was contagious and a great example for us all.

ADVICE TO AN 18-YEAR-OLD: I had the privilege of attending a Grand Valley State University graduation last year and was able to share a few words with the graduates. It was a great honor. My message to them was all about mindset — about how there is great power in your state of mind. The famous football coach, Lou Holtz, used to say that life is 10 percent what happens to you and 90 percent how you respond to it. I'm a firm believer in that.



GARY GRANGER
Chairman, CEO
Granger Group

Gary Granger has 42 years of leadership experience in all phases of the development process. He demands quality, value and the highest possible returns for investors on every project in which he is involved. Prior to his namesake company, Granger began his career as a field engineer with his family's business Granger Construction Company, where he eventually served as its president for five years. The company grew significantly during his tenure there. In 1997, he established Granger Group to pursue his vision of achieving an extraordinary level of excellence in delivering the built environment. In its first 17 years, the real estate investment and development company established many essential business and community partnerships, leading to over \$1 billion worth of successful developments in Michigan and throughout the U.S. Granger Group provides investment, financing, development, design/build, asset management and property management services.

EDUCATION: University of Colorado (B)

TOUGHEST CHALLENGE: Completing a very large project with many moving parts (i.e., rebuild Herpolsheimer's) into one division.

HOW DO YOU SPEND YOUR DOWNTIME?: I am the type of person who always wants to better myself and learn continuously. So, I spend most of my down time reading books, newspapers and magazines, as well as devotionals.



ROBERT GROOTERS
President
Robert Grooters
Development Company,
Grand Rapids

Robert "Bob" Grooters was born and raised in Grand Rapids. After beginning his career working for a regional grocery distributor, he became involved in an industrial metal salvage operation, where he said he began to realize the "tremendous need" for industrial space in the West Michigan market. He visualized assisting West Michigan businesses by providing "cost-effective" industrial and office space at highly visible locations. Robert Grooters Development Company is a developer of industrial and manufacturing buildings in the region and has created numerous business parks in West Michigan. The company now owns nearly 2 million square feet of space. Through management, leasing, expansion and more, the Grooters team has helped hundreds of large and small companies. Grooters and his wife Sharie have been married for 58 years. They have two children and five grandchildren.

FIRST JOB: A&P Foods, Spartan Stores

TOUGHEST CHALLENGE: Developing River House, the tallest building in Grand Rapids, and Bridgewater Place, the fourth-tallest building in Grand Rapids

BOARDS: Seidman College of Business Dean's Advisory Board, Gilmore Car Museum board of trustees

DOWNTIME: Boat trips, classic car shows, golfing

BEST ADVICE: Be fair, always speak the truth and help others



DUWANE "DUKE" SUWYN
CEO - West Michigan Investment
Colliers International,
Grand Rapids

Duwane Suwyn's knowledge of the market comes from extensive experience in business and real estate. He co-owned Caledonia Equipment Inc. from 1980-90 before working at Grand Real Estate Inc. as a commercial and industrial salesman. He joined Colliers International West Michigan as vice president and director of the Industrial Group before later being named president. More recently, he was chairman and CEO. He has led such notable projects as redevelopment of the 1 million-square-foot former Bosch Manufacturing building into two standalone facilities that are now home to the global headquarters of X-Rite and other tenants. He also worked with Steelcase to market a major portion of its Grand Rapids campus, approximately 5 million square feet over 200 acres, which is now home to multiple companies.

FIRST JOB: I grew up on a very large farm and my first responsibility was feeding and taking care of the young calves.

TOUGHEST CHALLENGE: Losing my wife of 32 years to brain cancer in 2017. Seeing my most ardent encourager and the love of my life fight a battle with that horrific disease was the hardest thing I've ever had to do.

HIDDEN TALENT: I sang Southern Gospel music with my dad and three of my brothers, recording a half-dozen albums and CDs.



SCOTT WIERDA
Managing partner
CWD Real Estate Investment,
Grand Rapids

Scott Wierda has more than 27 years of commercial real estate, development and brokerage experience. He also is co-owner and founder of Jade Pig Ventures, a Grand Rapids-based full service commercial real estate investment and development firm. Established in 1995, the company's portfolio includes grocery-anchored shopping centers, mixed-use centers, single-tenant retail, restaurants and office users, as well as medical office buildings. Previously, Wierda was vice president of sales for S.J. Wisinski & Co. He specialized in retail and office sales and leasing throughout West Michigan. As a guest speaker, Wierda has addressed public/private partnerships at the City Manager's Consortium as well as mixed-use and public/private partnerships at the International Council of Shopping Centers-West Michigan Round Table. He is vice chair of the Michigan State Housing Authority and also serves on the boards of the Downtown Improvement District and Grand Valley State University Foundation.

EDUCATION: Hope College (B)

INSPIRATIONAL QUOTE: "Make no little plans, they have no magic to stir man's blood." Daniel Burnham

FEW PEOPLE KNOW: I played college golf and a lot of competitive golf while in my 20s and 30s. I won two club championships at two different courses/clubs and I still have a course record when I shot 64 at a club in Pennsylvania.



MARY ANNE WISINSKI-ROSELY
Principal, office adviser
NAI Wisinski of West Michigan,
Grand Rapids

Mary Anne Wisinski-Rosely has been with NAI Wisinski of West Michigan since 1995, specializing in the sale and leasing of office properties. In addition to her real estate activities, Wisinski-Rosely has served as board president for the Commercial Alliance of Realtors and is extensively involved with many nonprofit organizations. Her professional certifications include SIOR and CCIM. NAI Wisinski of West Michigan is headquartered in Grand Rapids and maintains a second location in Kalamazoo. It provides all facets of commercial real estate services, including brokerage and property management, throughout the entire West Michigan region. Through its relationship with NAI Global, the firm has access to over 375 NAI affiliate offices throughout the world.

EDUCATION: Saint Mary's College - Notre Dame (B)

BEST ADVICE: No client need is too small. You never know who they know or what they may grow into someday. It is all about the relationships.

FEW PEOPLE KNOW: I love to play golf. I have won the Ladies Club Championship at Cascade Hills Country Club 18 times.

LOCAL ATTRACTION: Lake Michigan

ADVICE TO 10-YEAR-OLD: I would tell anyone young to always try to stay positive. You will face some ups and downs, so be sure to celebrate the ups and learn from the downs. Also, communication is so important as a key to any success — personal or professional.



BING GOEI
CEO
Eastern Floral, Grand Rapids

At the age of 72, Bing Goei still is creating an impact on the community. He has been the CEO of one of the largest floral companies in the state for 18 years. His business has multiple locations and it provides a variety of job positions, including floral designers, sales representatives, delivery drivers and more. Along with holding the title of CEO, the Indonesian native also is an entrepreneur. He is the founder of Goei Center, which is an event space for weddings, receptions and parties. Throughout his life, he has been an advocate for immigrants and the economic impact they can provide in the state. In 2014, he was appointed the first director of the Michigan Office of New Americans by former Gov. Rick Snyder in an effort to attract highly skilled, job-creating immigrants to Michigan. He was the chief adviser to the governor and state departments on the formulation and implementation of Michigan's immigration policies, programs and procedures.

BOARDS: Dégagé Ministries, West Michigan Asian American Association

FAVORITE QUOTE: "A journey of a thousand miles begins with one single step." Chinese proverb

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CCIM, SIOR
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Mary Anne Wisinski-Rosely
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Congratulations to our CEO, Mina Breuker, on being named one of Grand Rapids Business Journal's Top 200 Business Leaders. Her warmth, compassion, and intelligence are a tremendous asset to those she serves and those who serve along with her.





RICK KEYES
President, CEO
Meijer Inc., Walker

Rick Keyes became the seventh president in Meijer's history in 2015 and, a year later, added the title of CEO — one of the only nonrelative CEOs in the family-owned retailer's history. Previously, Keyes was EVP of supply chain and manufacturing, moving from Ohio to Grand Rapids to fill the role in 2006. Keyes has worked for Meijer for three decades and has presided over charitable efforts and led the charge to open a new urban-concept store, the Bridge Street Market in Grand Rapids. Meijer has more than 240 supercenters in six Midwest states and employs about 70,000 people.

COMPANY FOUNDED: 1934

EDUCATION: Ohio Northern University Rudolph H. Raabe College of Pharmacy (B)

FIRST JOB: Student intern at a Columbus, Ohio, Meijer pharmacy in 1985

NOTABLE: According to a 2016 article in his alma mater's alumni journal, Keyes prides himself on keeping his pharmacist license up to date, despite not having practiced as a pharmacist since the 1990s.

CURRENT SERVICE: Board treasurer, National Association of Chain Drug Stores Inc.

PAST BOARDS: Raabe College of Pharmacy Advisory Board



HANK MEIJER
Executive chair
Meijer Inc., Walker

Hank Meijer is executive chair of Meijer and son of Frederik Meijer. According to his bio from Grand Valley State University, he joined the family business at age 11 as a grocery clerk. After serving as a reporter for a Detroit-area newspaper group, he became editor and, later publisher, of a weekly newspaper in Plymouth. He rejoined Meijer in 1979 as assistant advertising director and has served the company since. He wrote biographies of Sen. Arthur Vandenberg and of his grandfather, Hendrik Meijer, and is a philanthropist.

COMPANY FOUNDED: 1934

EDUCATION: University of Michigan (B)

FIRST JOB: Meijer grocery clerk

NOTABLE: With his brother, Doug Meijer, Hank Meijer was ranked No. 224 on the 2019 Forbes World Billionaires list and No. 68 on the Forbes 400 ranking of the wealthiest Americans.

BOARDS: In addition to his role as a Hauenstein Center Associate at Grand Valley State University, Meijer serves on the boards of Business Leaders for Michigan, The Henry Ford, The Kettering Foundation, The National Constitution Center, Grand Valley University Foundation, Ford Presidential Foundation and the Food Marketing Institute.



CHRIS BAKER
Co-owner
Betten Baker Automotive,
Muskegon

Chris Baker is serious about investing in Michigan. Betten Baker Automotive has been in business for 37 years, but the company really hit a growth spurt over the past four, expanding further into West Michigan. As of January 2019, Betten Baker Automotive had grown to 21 dealerships in western and mid-Michigan after adding South Haven Chevrolet Buick GMC. The company had 12 dealerships in 2016. The company set a record growth level in 2018 by adding eight dealerships. Through all of these acquisitions, Baker has maintained embracing local communities by retaining the staff of each dealership the company acquired. Betten Baker also has dealerships in Allegan, Twin Lake, Lowell, Grandville, Big Rapids and Ludington.

EMPLOYEES: About 900

BRANDS: Buick, Cadillac, Chevrolet, Chrysler, Dodge, Ford, Honda, GMC and Jeep



JOHN LEESE
President, owner
Harvey Automotive,
Grand Rapids

John M. Leese has been owner of Harvey Automotive since 2002 but has worked for the car dealership for over 39 years. The company was founded in 1966 with the opening of Harvey Cadillac. In 2003, the Cadillac facility was remodeled and is currently undergoing a reimagining estimated to be completed in spring 2021. Harvey Lexus (originally opened in 1990) added its own service facility in 2004 and also will complete some facility updates in 2021. In fall 2015, Leese opened Harvey Auto Outlet, offering affordable pre-owned vehicles to the luxury mix. Two full-service centers and a collision center round out service and repair at Harvey Automotive. "We don't just sell and service some of the finest vehicles on the planet; we're in the people business," Leese said. "It's been our philosophy to treat people as guests in our home. It's a different shopping experience right now, but we have a tremendous outlook going forward. We're excited about what the future holds."

EDUCATION: Northwood University (B)

HOMETOWN: Grand Rapids

HIGH SCHOOL: Forest Hills Northern High School, class of 1977

BOARDS: Grand Rapids New Car Dealership Association





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DIANE MAHER

President, COO
DP Fox Ventures &
Fox Motor Group,
Grand Rapids

As the leader of two companies that are involved in a variety of industries, including real estate, automotive, transportation, fashion, sports, powersports and entertainment, Diane Maher has been very impactful in the Midwest. Under her leadership, Fox Motor Group has made many acquisitions and opened dealerships since 2000, when she became the CFO and COO. At the end of 2019, the company merged its Chicago powersports operations into a new entity called WC Fox Motorsports. This combined entity operates Harley-Davidson and other motorcycle franchises in 18 locations throughout Chicagoland and Milwaukee. This group is the largest Harley-Davidson dealer group in the United States. Fox Motors also acquired K&M Dodge RAM and Van Andel & Flikkema Chrysler Jeep in 2019, bringing the Fox Motors family to 48 automotive and powersports brands in 52 locations that can be found in Michigan, Illinois and Wisconsin.

EDUCATION: Ferris State University (B)

BOARDS: Our Daily Bread Ministries, West Michigan Policy Forum and Mercantile Bank of Michigan

FIRST JOB: Serving up cones at an ice cream shop and picking blueberries

HOBBIES: Watching Michigan State football and basketball games

GRAND RAPIDS ATTRACTION: Frederik Meijer Gardens



TIM GORTSEMA

President
Grand Rapids Griffins,
Grand Rapids

A member of the Grand Rapids Griffins' original 1995 staff, Tim Gortsema began his career with DP Fox Sports & Entertainment as director of finance and administration before being named vice president in 1997. In February 2007, he was promoted to senior vice president of business operations, becoming just the second person to direct the Griffins' front office, and he was named president of the franchise in June 2015. Now in his 25th season with the club, Gortsema oversees all business-related activities for the Griffins. Under his watch, the Griffins have surpassed 7,900 in average attendance in each of the last five seasons.

EDUCATION: Hope College (B), Western Michigan University (M)

FIRST JOB: Washing cars at Tuff-Kote Dinol

FAVORITE QUOTE: "Don't judge each day by the harvest you reap but by the seeds that you plant." Robert Louis Stevenson

FEW PEOPLE KNOW: I still own and drive my first car — a 1972 VW Bug with big tires, tinted windows and a sunroof.

PLAY YOU IN A MOVIE: Dwayne "The Rock" Johnson — although he will need to drop 4 inches of height and 70 pounds of raw muscle mass. Other than that, and the massive difference in bank accounts, we are pretty much the same person.



LEW CHAMBERLIN

Founder, chair
Whitecaps Professional
Baseball Corp.,
Comstock Park

Along with his partner, Denny Baxter, Lew Chamberlin was instrumental in bringing the Whitecaps to West Michigan. He began the process in 1986 and didn't rest until the team's inception in 1994. The Whitecaps have set the all-time Class A attendance record three times and have drawn over 10 million fans to Fifth Third Ballpark over the past 25 years. Chamberlin serves on the board of the Grand Rapids Chamber of Commerce and is one of the seven members of the Grand Rapids-Kent County Convention/Arena Authority, a quasi-public board that owns Van Andel Arena and DeVos Place Convention Center. He is the former president of the Grand Rapids Art Museum board of trustees and a past board member of Experience Grand Rapids and the Grand Rapids Downtown Market. More recently, Chamberlin serves as co-chair of the First Steps Kent Commission, which is working to build a comprehensive support system for Kent County children from birth to age 5.

EDUCATION: Allegheny College (B), University of Toledo College of Law (J.D.)

FIRST JOB: General laborer at John Ball Park Zoo

BEST ADVICE RECEIVED: Never stop trying.

TOUGHEST CHALLENGE: The recovery effort from the devastating ballpark fire of Jan. 3, 2014

HIDDEN TALENT: I'm ambidextrous

FAVORITE BOOK: "The Sunlight Dialogues" by John Gardner



MIKE GUSWILER

President
West Michigan Sports
Commission, Rockford

Mike Guswiler has spent over 25 years in the hospitality industry, working for Hyatt Regency, Sheraton Hotels and other private and nonprofit organizations geared toward economic impact through tourism. Guswiler was named president of the West Michigan Sports Commission in June 2007 and works to promote sports tourism and secure sports-related business for economic benefit and quality of life in the region. The West Michigan Sports Commission has worked to secure or host hundreds of sports events in the area that contribute millions of dollars to the economy. Guswiler is a graduate of Leadership Grand Rapids (2006) and Leadership West Michigan (2008). He resides in Rockford with his wife of 27 years, Julie. They have four children.

EDUCATION: Central Michigan University (B)

FIRST JOB: Dock porter on Mackinac Island

BOARDS: Task Force on Women in Sports, West Michigan Miracle League board; formerly National Association of Sports Commissions, Transplant Games of America board

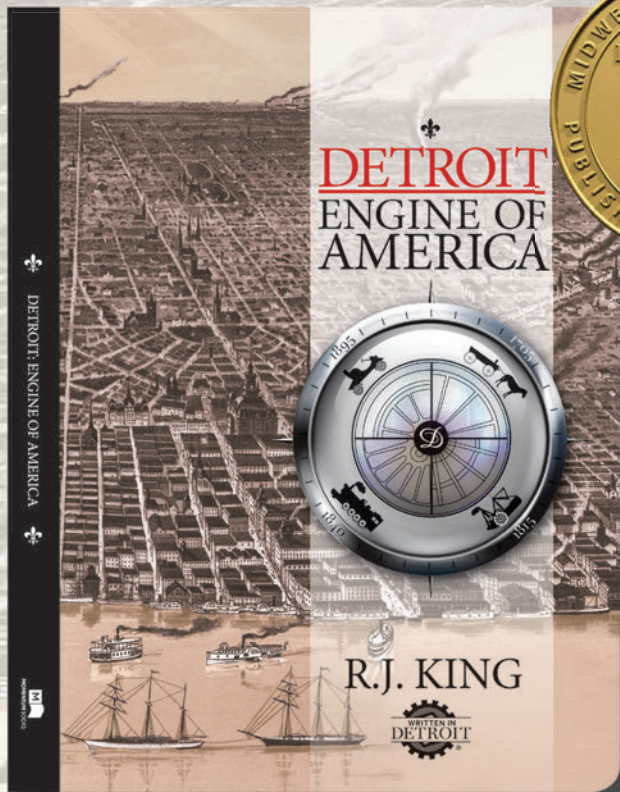
FAVORITE TV SHOW: "The Office"

TRAVEL DESTINATION: Skiing the mountains of Colorado, Utah and Idaho

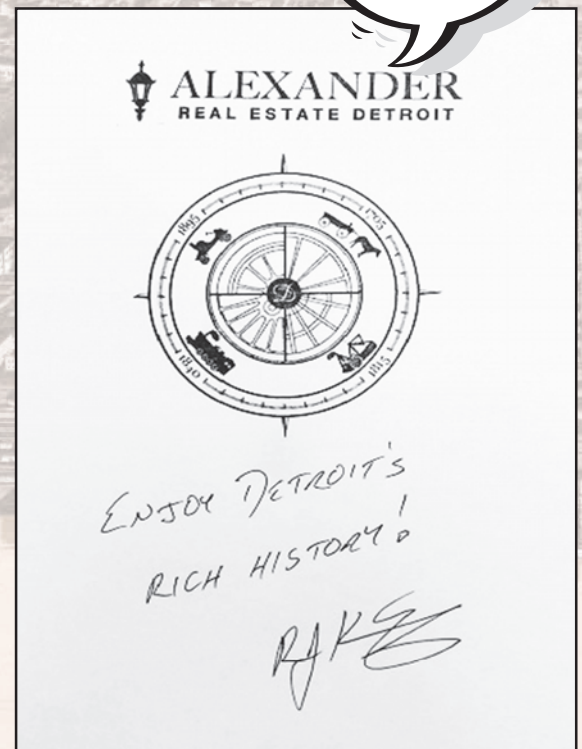
TOUGHEST CHALLENGE: Having the fortitude to continue to work the long hours and find learning opportunities to gain new skill sets, all the while gaining courage to become a change agent.



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STEVE JBARA
President, founder
Grand Rapids Drive,
Grand Rapids

Steve Jbara is president and founder of the Grand Rapids Drive, the Detroit Pistons' affiliate NBA G League team, which he said made a profit in its first season. Since then, the team has grown to top five in the league in sponsorship revenue and gate receipts, and No. 1 in team gear/branded items. In 2014, Jbara established the SSJ Group, the controlling company of the team, consisting of more than 28 business leaders. He also is the chief strategy officer for WaitTime, a Detroit-based startup that has developed a crowd intelligence software platform for sports venues, and owner of Air Co., a Brooklyn-based CO2 technology company. In 2016, Jbara took the role as COO of Jekyll & Hyde Advertising in Detroit.

EDUCATION: Trine University (two B)

BOARDS: Detroit Sports Commission, Gilmore Car Museum, Double Down Development, the NBA's team leadership committee, NBA G League's broadcast committee, Endeavor Detroit, Leaders for Kids advisory committee, Special Olympics Michigan

FIRST JOB: Mowing the fields at West Portage Little League

FEW PEOPLE KNOW: I'm a Broadway junkie.

HOBBY: Flying. I recently acquired a pilot's license.

TRAVEL DESTINATION: New York

BUCKET LIST: Winning a G League championship

TOUGHEST LESSON: "No" is just a word. For my first capital raise, I was told no over 300 times.



CARL ERICKSON
Founder, chairman
Atomic Object

Some of the best advice Carl Erickson said he received was from his grandfather while working on a wood project. His grandfather said, "Anything worth doing is worth doing well." Erickson has taken that advice and allowed it to be a guiding light in his professional career. Erickson and a former student of his from Grand Valley State University started Atomic Object, a software design development consultancy, in 2001, after his dot-com startup company faltered due to an inability to get second-round funding. Nineteen years later, Atomic Object is a thriving business that has other offices in Ann Arbor and Chicago. With his decades of experience in startups and knowing the significance of funding, Erickson is assisting fellow entrepreneurs by being an early stage investor. He helps build companies through access to capital. Erickson is the managing director for Tappan Hill Ventures and he serves on the boards of Legacy Trust, AdAdapted and Grand Angels.

EDUCATION: Purdue University (B), Michigan State University (M)

FIRST JOB: Delivering the Penny Saver newspaper

TOUGHEST CHALLENGE FACED OR LESSON LEARNED:

You're rarely qualified or really ready for your next job. Take it anyway.

FAVORITE CHARITY: Grand Rapids HQ, a homeless and runaway youth drop-in center



MEREDITH BRONK
President, CEO
Open Systems Technologies,
Grand Rapids

Meredith Bronk has been with Open Systems Technologies since 1998. She started her career in accounting, then transitioned to project management, recruiting and human resources. She joined OST as a project manager and was promoted to COO before being named president and CEO, leading the company's 250-plus employees. Bronk serves on several boards, including the Grand Rapids Chamber of Commerce, United Bank of Michigan, the Economic Club of Grand Rapids and SecurAlarm Systems.

EDUCATION: Alma College (B), University of Notre Dame (M)

FAMILY: Married with three daughters, ages 16, 18 and 20

FIRST JOB: In high school, I worked in the athletic director's office, typing up contracts for umpires and officials, coordinating busing and doing other clerical activities.

LESSON LEARNED: With the retirement of our founding CEO, I learned it wasn't necessary for me to fill his shoes but instead to leverage my strengths and bring people around me to complement those skills.

FAVORITE BOOK: I always go back to Simon Sinek, and I'm currently reading "How Will You Measure Your Life?" by Clayton Christensen.

DOWNTIME: Relaxing on the lake with family. When not outside, I like to cook big family meals on the weekends.

GRAND RAPIDS ATTRACTIONS: Frederik Meijer Gardens and Cannonsburg Ski Area



MARK JOHNSON
Co-founder, managing partner
Michigan Software Labs,
Ada

Mark Johnson is the co-founder and managing partner at Michigan Software Labs. Johnson is a member of the Forbes Technology Council and a frequent writer on topics such as technology, culture and business. Michigan Software Labs won the Inc. Best Places To Work Award in 2019 and 2020. The team was rated a Global Technology Leader by Clutch in 2019 and 2020 as well as the No. 1 App Development Company in the USA by MobileAppDaily.com. Last year, Johnson received the GR 200 award for being one of the 200 Most Powerful Business Leaders in West Michigan from the Grand Rapids Business Journal.

EDUCATION: Hope College (B), Cornerstone University (M)

FIRST JOB: Bagger at D&W

TOUGHEST CHALLENGE: COVID-19 has continued to be a reminder to invest in your people and your technology. The idea of "future proofing" a business-model is more important now than ever before.

HIDDEN TALENT: I have performed on stage in NYC for vocal performance and am a classically trained tenor

SPEND YOUR DOWNTIME: My wife and I enjoy spending time with our four daughters. We play princess and bake cakes.

HOBBIES: Tennis, golf and pickleball

FAVORITE CHARITY: Rotary (supports international aid), Alpha Women's Center (supports local new moms)

■ TRAVEL & TOURISM



GEORGE AQUINO

Vice President, Managing Director
AHC+Hospitality

Over the course of his nearly 30-year career at AHC+Hospitality, George Aquino has taken on numerous roles at the Grand Rapids-based hotel company, which manages five local hotel properties and their respective restaurants within the Hotel District, a hotel in Detroit, a restaurant in Ann Arbor, two hotels in The Villages, Florida, and Peter Island Resort and Spa in the British Virgin Islands. The Filipino native began his career at AHC+Hospitality in 1992 as the assistant director of food and beverage for Amway Grand Plaza Hotel in Grand Rapids. Then he headed to the Caribbean, where he served as director of food and beverage, and later the general manager at Peter Island Resort. In 1996, Aquino returned to the Grand Rapids area, where he became the corporate director of operations at the Amway Grand. Before resuming duties here, he completed the executive management program at Cornell University and took cooking classes at Peter Kump's New York Cooking School, now the Institute of Culinary Education. Now, Aquino and AHC+Hospitality are looking to grow the hotel company by building a three-story, 37,000-square-foot, 24-room hotel in the Village of Ada called The Ada House.

EDUCATION: University of Iowa, Cornell University and Institute of Culinary Education



PETER BEUKEMA

CEO, partner
Suburban Inns, Hudsonville

Peter Beukema leads Suburban Inns, a family-owned and -operated hotel and restaurant management and development company founded more than 40 years ago. He serves on the board and various committees of the InterContinental Hotels Group (IHG) Owners Association and is a part of the IHG Rewards Club Committee and the Emerging Leaders Network. Beukema also is on the Holland SmartZone Board and the boards of the American Hotel Lodging Association and the Michigan Restaurant and Lodging Association. In October 2018, he was named to the Business Journal's 2018 class of 40 Under 40 Business Leaders.

EDUCATION: Northwood University, West Palm Beach, Florida (B)

FIRST JOB: My first job outside of the family business was a dishwasher position for Galley Restaurant in St. Ignace.

INSPIRATIONAL QUOTE: "If someone offers you an amazing opportunity, and you are not sure you can do it, say yes, then learn how to do it later." Sir Richard Branson

TOUGHEST CHALLENGE: The transition from first generation to second generation in the family business and keeping everything together. In the end, we must all stay family. Too often, families and great companies fall apart because of lack of planning and communication. This needs to start early on, not at retirement.

HIDDEN TALENT: I have my pilot's license.



TORY RICHARDSON

President, CEO
Gerald R. Ford International
Airport Authority

Although Tory Richardson began leading the Ford Airport in September 2019, he took on the executive leadership role with almost three decades of aviation experience. He served as the executive vice president and chief operating officer of the Columbus Regional Airport Authority for the past seven years. Prior to his time in Columbus, Richardson served as the executive director of airports for Fort Wayne-Allen County Airport Authority in Indiana for more than eight years. He also was the executive director of Rapid City Regional Airport in Rapid City, South Dakota, and an airport operations officer at the Dubuque Regional Airport in Iowa. Despite his lengthy resume, Richardson said, right now, the COVID-19 pandemic has been his biggest challenge yet. To adjust to the circumstances, he said the airport authority was forced to downsize the airport while rebuilding trust with the flying public. In its efforts to rebuild trust, Richardson led the airport in becoming the first airport in the country to test a new autonomous robot that disinfects by using ultraviolet technology to ensure the health and safety of its passengers and guests.

EDUCATION: University of Dubuque (B)

FIRST JOB: At the age of 12, I spent my summers de-tasseling and roguing corn

HOBBIES: I love spending time outdoors and with my family, whether it's biking, walking, running, skiing or boating



DOUG SMALL

President, CEO
Experience Grand Rapids,
Grand Rapids

Doug Small began his tenure with Experience Grand Rapids, the city's convention and visitors bureau, in 2008. He has 38 years of experience in the hospitality, tourism and destination marketing industries with an emphasis on destination marketing and management for several large-to-midsize destination marketing organizations throughout the country. Experience Grand Rapids operates with an annual budget of \$11 million generated through private and public partnerships. Since Small's arrival, hotel performance has seen record level attainments in room revenue and occupancy for nine consecutive years. In 2008, annual hotel occupancy stood at 48%. In 2019, it reached 66.8%, eclipsing the national average of 66.2%. Hotel room revenue has grown from \$96 million in 2008 to over \$216 million in 2018. Small's community and industry involvement includes serving on the board of directors for the U.S. Travel Association, Economic Club of Grand Rapids' executive committee, West Michigan Sports Commission, the Regional Air Alliance of West Michigan, Downtown Grand Rapids Inc. and Downtown Market Grand Rapids.

EDUCATION: Siena Heights College (B)

FEW PEOPLE KNOW: In college, I could jump over a bar nearly 7 feet in the air. Also, I have 13 siblings.

GRAND RAPIDS ATTRACTION: It will be the completion of the Whitewater project.



RICHARD WINN
President
AHC+Hospitality,
Grand Rapids

Richard Winn has held his current position for over six years, beginning with the company in 1997 as Amway Grand general manager and then as vice president and managing director. In the past five years, the AHC portfolio has grown from one hotel — the Amway Grand — to seven. The company also owns the JW Marriott Grand Rapids, Courtyard Grand Rapids Downtown and the AC Hotel Grand Rapids Downtown, as well as manages the Hyatt Place Grand Rapids/Downtown, Peter Island Resort & Spa in the British Virgin Islands and The Waterfront Inn in Florida. Winn has experience growing a chain of hotels in his previous job as CFO of Adam's Mark Hotels in St. Louis, where he started by helping open a 900-room flagship hotel. His community involvement includes work with Grand Rapids-Kent County Convention/Arena Authority, Grand Rapids DDA, Experience Grand Rapids, and the Michigan Restaurant and Lodging Association.

EDUCATION: Western Michigan University (B)
BEST ADVICE: Never give up on anything that is important to you
HOBBY: Renovating homes
ADVICE TO 18-YEAR-OLD: Find out what really inspires you and go after it. Have patience, be persistent and be willing to put in the work to achieve it.
GRAND RAPIDS ATTRACTION: Van Andel Arena



DAVID FREY
Chairman, CEO
Union Bancorp Inc.,
Grand Rapids

A fourth-generation Grand Rapidsian, David Frey began his banking career in 1971 with Manufacturers Hanover Corporation in New York. In 1974, he returned to Grand Rapids to join Union Bank & Trust Co. founded by his grandfather in 1918. He subsequently served as president and then chairman of Union Bank & Trust Company and Union Bancorp Inc., its parent. Union Bancorp merged with NBD Bancorp in 1986. Frey was the officer in charge of NBD Bank – West Michigan and its successor financial institutions, culminating in a merger with JPMorgan Chase in 2004. He is a civic leader in the metropolitan Grand Rapids area. He served as co-chair of Grand Action, which spearheaded the design, funding and construction of the Van Andel Arena, DeVos Place Convention Center, Meijer Civic Theatre historic renovation and the Downtown Market. In 1993, he served as chairman of the Grand Rapids Community Foundation and chairman of The Right Place in 2001. He currently serves as vice chair of Grand Action 2.0.

EDUCATION: University of North Carolina (B, JD)
FIRST JOB: Houseboy at private trout fishing club
TOUGHEST CHALLENGE: Corporate turnaround in a poor economy, dismal stock market and interest rates at a generational high level
HIDDEN TALENT: Sang in the men's glee club in high school
FAVORITE BOOK: "Theodore Rex" by Edmund Morris



FRED KELLER
Founder, chair
Cascade Engineering,
Grand Rapids

Fred Keller said he believes business has the opportunity to complement its efforts on financial performance with works in social and environmental arenas. That was the credence he harbored some 47 years ago when he began molding plastic parts with six employees in a 10,000-square-foot building. Now, that succinct belief has been manifested in the continuous growth of the company. Cascade Engineering now employs nearly 2,000 people across 13 facilities in six U.S. locations and additional European operations in Budapest, Hungary. The company primarily focuses on designing, engineering and injection molding of large plastic parts. Cascade has nine business units that supply a variety of markets including transportation, recycling/waste management, office furniture, agricultural/industrial containers, polymer compounding and RFID asset management. Keller's business success has given him a platform where he shares his knowledge and experiences with students at his alma mater.

EDUCATION: Cornell University (B), Rensselaer Polytechnic Institute (M)
FIRST JOB: Selling greeting cards door to door at 12 years old
HIDDEN TALENT: Pastry chef
FAVORITE HOBBIES: Hiking, woodworking, cooking
TRAVEL DESTINATION: Rural Germany
LESSON LEARNED: When bad things happen, you need to learn from it but not let it define your future.



PETER SECCHIA
Managing partner
SIBSCO, Grand Rapids

Family-owned SIBSCO is a commercial real estate firm with more than 1 million square feet in its portfolio. Peter Secchia's influence reaches far beyond real estate. He is the former U.S. Ambassador to Italy and previously served as chairman of the Grand Rapids Economic Club, president of Youth Commonwealth, on the board of Baxter Community Center and led many community activities to raise funds for inner-city schools and youth through the Gus Maker basketball tournaments in downtown Grand Rapids. He also chaired the re-dedication of the George Welsh Auditorium and chaired the original dedication of the Van Andel Arena. He was the operations chairman for the Gerald R. Ford Museum dedication (1981), chairman of the Secchia Millennium Commission for the city of Grand Rapids (2000) and chairman of the fundraising committee for the amenities to be added to Kent County's Millennium Park (2003-06). Secchia also helped found the GRPS high school for hospitality sciences and what is now the West Michigan Sports Commission. His family name appears on buildings throughout downtown, including Secchia Hall at GVSU, the Secchia Center at MSU's College of Human Medicine and the Secchia Institute for Culinary Education at GRCC.

EDUCATION: Michigan State University (B)
BEST ADVICE: P P P P P (prior planning prevents poor performance)





Elevating LEADERSHIP

The Gerald R. Ford International Airport board of directors and team honor **Tory Richardson** as one of **Grand Rapids 200** — The Most Powerful Business Leaders in West Michigan.

flyford.org



BY THE NUMBERS

Of the men and women who make up The Grand Rapids 200 for 2020, most hold a college degree, worked their way up through the ranks and wouldn't dream of quitting.

314

DEGREES BY 187 INDIVIDUALS

Undergraduate degrees (189)
Graduate degrees (94)
Ph.D. (10) J.D. (16) M.D. (5)

EDUCATION SITUATION

The Grand Rapids 200 is a highly educated group with several leaders holding more than one degree. The overall coterie, made up of 187 people who earned at least a bachelor's degree, hold a collective 314 diplomas.

5.0%

8.0%

EARNED THEIR PH.D.

The top schools for Ph.D. students, both at 30.0%, were the University of Michigan and Michigan State University.

EARNED THEIR J.D.

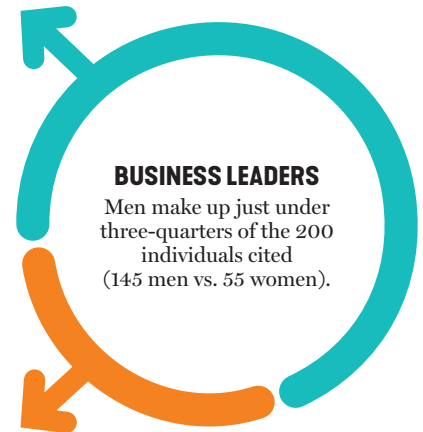
The top school for attorneys, at 31.3%, was Wayne State University.

72.5%

MEN

27.5%

WOMEN



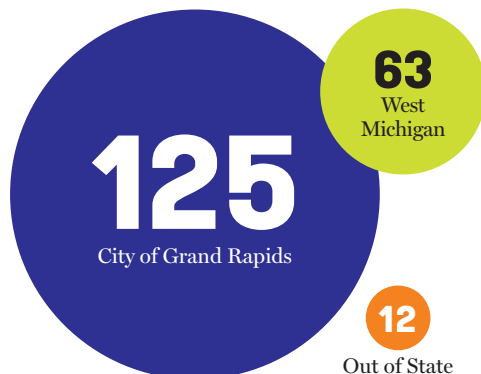
UNDERGRADUATE SCHOOLS ALMA MATERS

The top five schools of Bachelor's Degree holders are listed below. Of those, you'll see most wearing green and white.



GRADUATE SCHOOLS ALMA MATERS

Aside from Harvard University, most graduate school attendees chose to continue their education in Michigan — see above for the rest of the schools that made the top five.



HEADQUARTERS LOCATION

Accounting for every business, with some listed multiple times, The Grand Rapids 200 work mostly within the city.

NOT FOR EVERYBODY

While most of The Grand Rapids 200 graduated from college, 13 members chose the entrepreneurial or military route out of high school before turning to the corporate world.



GRAND RAPIDS
200
HONOREE



Lighthouse
GROUP

Congratulations to Tom Helmstetter
and all of the Grand Rapids 200 Honorees! Thank you for your
leadership, vision, and steadfast commitment to our community.



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Fifth Third Means Business™

From assessing risk to M&A advisory, we know your business requires unique solutions to meet the specific moments you're navigating. That's why, at Fifth Third Bank, we have a team of local experts who understand your business. Whatever your business goals are, we're here to help you succeed. Let's build, together.

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