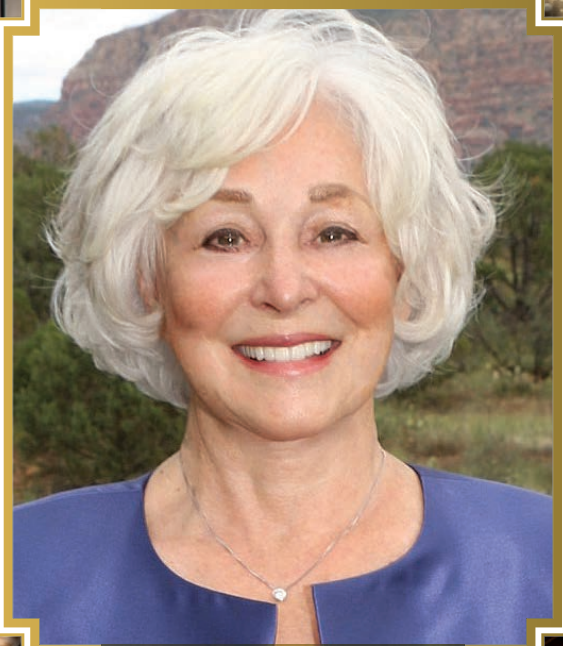


FOCUS

THE MONTHLY NEWS MAGAZINE OF THE LANSING REGIONAL CHAMBER OF COMMERCE • MARCH 2019



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TIM DAMAN
*President and CEO
 Lansing Regional
 Chamber of Commerce*

A Stronger Chamber Means a Stronger Region

THE LANSING REGIONAL CHAMBER OF COMMERCE is pleased to include our 2018 Annual Report in this month's edition of FOCUS Magazine. This is the scorecard we produce for our membership so you can track how your Chamber is performing in the key areas involved in serving our business community and region. That's important because we firmly believe that as the business community goes, so goes the region.

We are proud of the fact that so many of our valued members engaged in our strategic planning process in 2018. It has been quite a journey, one well worth travelling as we emerged from the year-long process with a blueprint for driving the Chamber and our region forward in the years ahead.

While our strategic plan provides an exciting new direction for the Chamber, it has reinforced our long-held value that our most important mission is to provide business value to our members.

While our strategic plan provides an exciting new direction for the Chamber, it has reinforced our long-held value that our most important mission is to provide business value to our members. We are very pleased that our members are telling us that we are hitting the mark in providing that value to their organizations. You can see it in the numbers in the Annual Report with a 92.5 percent member retention rate and record attendance at our events with member engagement increased by more than 44 percent!

2018 was a year in which our government relations team excelled in its role as the voice of business. Among the notable "wins" in the policy arena were securing \$7.6 million to extend Coleman Road in order to ease traffic on Lake Lansing Road and create economic growth, and at the end of the year, securing \$40 million for Heritage Hall, a new welcome center to the Michigan State Capitol, serving as an educational resource and a tourist draw in downtown Lansing.

The importance of turning the Lansing region into a home for the best talent in the nation is why the Chamber has made empowering talent one of its most important initiatives. We should all be proud of our region's role in creating and promoting the ATHENA Leadership Award which honors individuals who strive towards the highest levels of professional and community accomplishments. Leadership Lansing, a talent initiative started by the Chamber to help equip the next generation of community leaders, has seen more than 150 outstanding leaders go through the program in four years.

I may be most proud of the fact that all of the work highlighted in our 2018 Annual Report was spearheaded by a Chamber team that is second to none. All things worth achieving in life include obstacles that must be overcome — and we had our share in the past year. Our team worked remotely for five months as our headquarters in downtown Lansing was renovated. It made life a little difficult, but as we now enjoy the new "digs" we have to say that the character-building experience we endured was well worth it.

Finally, I want to thank all of our members for your support of our organization. With you, not only do we have a strong Chamber, we also have a healthy and vibrant region that is equipped for a prosperous future. ■



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ABOUT THE LEADERSHIP CIRCLE

Leadership Circle members are proven business and community leaders. We value their commitment and applaud their efforts to strengthen our region with their leadership and appreciate the important role they play in advancing our organization.



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Don't Miss! LANSING ECONOMIC CLUB

Featuring: Governor Gretchen Whitmer

Date: March 26, 2019

Location: Kellogg Hotel and Conference Center

Tickets: lansingchamber.org/econclub

WEDNESDAY, MARCH 6 / DELTA DELTA GOVERNMENT RELATIONS COMMITTEE 8 a.m. – 9 a.m. Location: Crowne Plaza Lansing West, 925 S. Creyts Rd., Lansing. The Delta Government Relations Committee meets the first Wednesday of each month to provide a forum for business leaders to discuss important issues impacting Delta Township. To ensure adequate seating, please RSVP to Steve Japinga at sjapinga@lansingchamber.org.

TUESDAY, MARCH 12 / MEMBER MIXER 5:00 p.m. – 7:00 p.m., Location: Pleune Service Company, 4302 S. Creyts Rd., Lansing. Pleune Service Company is a mechanical contractor providing the Grand Rapids and Lansing areas with commercial HVAC repair since 1974. More than 40 years ago, John Pleune started the company with a mission to set his company apart from the competition. The idea worked, the company grew and evolved into a model of business that by design, constantly changes to meet the needs of the customer. Pleune Service Company is a 100 percent employee-owned company. No cost to attend for members (\$15/non-members). Includes hors d'oeuvres.

WEDNESDAY, MARCH 13 / LANSING BUSINESS ROUNDTABLE 8 a.m. – 9 a.m. Location: Lansing Board of Water & Light Train Depot, 1201 S. Washington Ave., Lansing. The Lansing Business Roundtable meets the second Wednesday of each month to provide a forum for business leaders to discuss important issues impacting Lansing. To ensure adequate seating, please RSVP to Steve Japinga at sjapinga@lansingchamber.org.

WEDNESDAY, MARCH 13 / CHAMBER 360 8 a.m. – 9:30 a.m., Location: Lansing Regional Chamber of Commerce Insurance Capital Board Room, 500 E. Michigan Ave., Ste. 200, Lansing. Chamber members are encouraged to attend Chamber 360 to learn how to maximize your Chamber benefits, meet our staff and network with fellow members. This is a FREE event, but space is limited. To register for this event, please contact Michelle Rahl at mrahl@lansingchamber.org.

WEDNESDAY, MARCH 20 / EAST LANSING AND MERIDIAN TOWNSHIP BUSINESS ROUNDTABLE 8 a.m. – 9 a.m. Location: Plante Moran, 1111 E Michigan Avenue, East Lansing. The East Lansing and Meridian Township Business Roundtable meets the third Wednesday of each month to provide a forum for business leaders to discuss important issues impacting East Lansing and Meridian Township. To ensure adequate seating, please RSVP to Steve Japinga at sjapinga@lansingchamber.org.

FRIDAY, MARCH 22 / MARCH MADNESS OPEN HOUSE 12 p.m. – 5 p.m. Location: Lansing Regional Chamber of Commerce, 500 E. Michigan Ave., Ste. 200, Lansing. Hoop it up with the Chamber team as we showcase our recently renovated office space and celebrate the opening round of March Madness. Join us for basketball, networking and more! RSVP online at lansingchamber.org.

WEDNESDAY, MARCH 27 / EXECUTIVE WELCOME 8 a.m. – 9 a.m. Location: Lansing Brewing Company, 518 E. Shiawassee St., Lansing. Connect with the Lansing region's top executives and decision makers at Executive Welcome presented by Delta Dental of Michigan.

TUESDAY, APRIL 4 / LANSING ECONOMIC CLUB 11:30 a.m. – 1:30 p.m. Kellogg Hotel and Conference Center, East Lansing. Speaker: LaJune Montgomery Tabron, president and CEO, Kellogg Foundation. The W.K. Kellogg Foundation (WKKF), founded in 1930 as an independent, private foundation by breakfast cereal pioneer Will Keith Kellogg, is among the largest philanthropic foundations in the United States. Guided by the belief that all children should have an equal opportunity to thrive, WKKF works with communities to create conditions for vulnerable children so they can realize their full potential in school, work and life. Program begins at noon. Please arrive early for registration and networking. \$55/member ticket, \$75/non-member ticket or \$425/table of eight (includes plated lunch). Pre-registration is required.

STAY CONNECTED. STAY SOCIAL.

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[Lansing Regional Chamber of Commerce](https://www.linkedin.com/company/LansingRegionalChamberofCommerce)

2019
LRCC EVENTS

For more information about Chamber events, tickets or sponsorships, contact Ashlee Willis at michiganpremierevents@lansingchamber.org.

THANK YOU RENEWING MEMBERS

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 Leslie Public Schools
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 Lansing, Michigan 48912
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ANDERSON ECONOMIC GROUP

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 Suite 100
 East Lansing, Michigan 48879
 517-333-6984

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3101 E. Grand River Ave.
 Lansing, Michigan 48912
 517-337-2695

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11801 Grand River Ave.
 Brighton, Michigan 48116
 248-204-8094

RESIDENCE INN LANSING WEST

922 Delta Commerce Drive
 Lansing, Michigan 48917
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CHAMBER MILESTONES

We'd like to offer a special salute to these great organizations that reached milestone anniversaries as Chamber members this month. Thank you for your continued support through the years!

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5 Years

Lansing Regional Chamber of Commerce members have unparalleled access to their company and staff profiles on the LRCC website. To access and update this information at any point, visit lansingchamber.org and enter your username and password. If you have not yet logged into the site, please follow the simple password reset instructions. Call 517-487-6340 with any questions.

Doggy Day Care And Spa: Where the Hip Hounds Hang Out!

BY SOPHIA CHARBONEAU, KOLT COMMUNICATIONS

ON ANY GIVEN DAY, JANICE MILLIGAN can be seen out in her yard spending time with her husband, 6-year-old son, and her two dogs, Carly, a golden retriever, and Karets, a cavalier king charles spaniel. To say that Carly and Karets are the only two dogs in her life is far from the truth. All dogs are her life. But that's what you would expect from the person who owns Doggy Daycare and Spa.

Doggy Daycare and Spa, has two locations in Okemos and Lansing. Services provided at each location include daycare, boarding, grooming and training classes.

While attending daycare, dogs have the access to over 8,000 square feet of space between their large indoor gymnasium and fenced playground. In order for dogs to enjoy the benefits of daycare, they must meet certain requirements and go through an enrollment process.

“Our facility isn't necessarily the perfect fit for every dog. In order to help determine if a dog is a good fit, we have an application that needs to be completed that gives us some background information on the dog, a form for their veterinarian to complete and then we schedule a time to conduct the dog's evaluation,” said Milligan.



Milligan

Once a dog passes their evaluation, they are allowed to take advantage of Doggy Daycare and Spa's boarding services.

“Dogs get to enjoy all the benefits of daycare during the day, including spending time outside enjoying the fresh air, having the freedom to play with friends and, of course, receiving lots of love and attention,” said Milligan. “At the end of the day, they get to relax in their own private space to eat and sleep with belongings that you brought from home.”

In addition to daycare and boarding, Doggy Daycare and Spa also provides top notch grooming services. Each dog is groomed by appointment, and all shampoo and conditionings are customized to your dog's specific skin and coat needs.

“We blow dry your pet by hand allowing us to remove stubborn undercoat and examine their body for anything unusual,” said Milligan. “We never ever use cage dryers.”



Every employee that works at Doggy Daycare goes through Milligan's unique training process, which includes topics such as pack management, feeding, administering medications, customer service and scheduling. Senior staff members are also trained in canine CPR. Milligan puts an astonishing amount of effort to making sure her employee's work environment is a positive one.

“Everyone has a day when they would rather do something else, but I never want them to not want to come to work because of a bad environment,” said Milligan.

Milligan recommends that dogs attend daycare regularly one to two times per week, with the maximum being three times. Five days just gets to be too much and having time between visits allows recovery time for the pups. The Doggy Daycare and Spa helps to provide an outlet for dogs to expend extra energy. It creates positive experiences for them and even helps some dogs get over their fear and trust issues – it helps people be the best pet parent possible.

Give your pup a little treat and send them over to Doggy Daycare and Spa! It's “Where the Hip Hounds Hang Out!” ■

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Chamber Sets Advocacy Priorities for 2019

THE CHAMBER SERVES AS THE VOICE OF BUSINESS for the Lansing region. Our government relations team is focused on leading advocacy efforts to strengthen the business environment in our region and enhance our community while keeping you connected and advocating on your behalf.

By building and strengthening key relationships with local, state and federal policymakers who are making decisions that impact your business, we are the trusted voice of your business. Together as business leaders, we will influence policy decisions by leading and executing efforts that focus on our member's guiding principles and our shared vision to make the Lansing region a better place to live, work and thrive.

As we continue to work relentlessly on the policies impacting your business, if you have specific issues that you want our staff to review, please contact our government relations team.

Steve Japinga, Vice President
 Government Relations and Public Policy
 sjapinga@lansingchamber.org
 517-853-6467

Amanda Fischer, Coordinator
 Communications and Public Policy
 afischer@lansingchamber.org
 517-853-6453 ■

THE CHAMBER'S 2019 ADVOCACY PRIORITIES WILL FOCUS ON THE FOLLOWING AREAS:

-  TALENT AND WORKFORCE DEVELOPMENT
-  REGIONAL INFRASTRUCTURE
-  ECONOMIC DEVELOPMENT
-  REGULATORY ENVIRONMENT
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Lansing Regional Chamber Strengthens Membership Team, Adds Member Relations Manager

CHAMBER COMMITTED TO DELIVERING VALUE, SOLUTIONS AND OPPORTUNITIES TO GREATER LANSING'S BUSINESS COMMUNITY

THE CHAMBER IS PLEASED TO ANNOUNCE the addition of Daniel Rials to the Chamber's growing team. Rials will serve as a member relations manager to help deliver extraordinary experiences for members while supporting the region's business community.



Rials

"We're excited to welcome Daniel to the organization to help us build a better Chamber, stronger community and more vibrant region," said Michelle Rahl, LRCC vice president of business development. "The Chamber's growing team will allow us to enhance our high level of customer service while continuing to deliver value and outstanding experiences to our more than 1,000 members and our region's business community that we serve."

In his new role, Rials will focus on new business development and member engagement as part of the membership and business value team – a key role that supports our members and ensures a positive, successful relationship with the Chamber. Rials will work closely with members to maximize engagement opportunities and provide insights on strategies to maximize their connectivity and engagement in the Lansing region.

"Daniel's experience working in business development, customer service and talent development will be a tremendous asset to the Chamber's business development and growth efforts," said Eric Dimoff, vice president of marketing and communications. "We look forward to seeing the positive impact he will bring to our organization as we work relentlessly to help businesses connect, grow and thrive."

Prior to joining the Chamber, Rials was a recruiter for Robert Half, account manager for Enterprise Truck Rental and the general bar manager for an entrepreneurial co-working space in Auckland, New Zealand. He has a strong background in building trust, loyalty and long-lasting relationships with clients.

"My goal is to help members connect, grow and take their business to the next level," said Rials. "Whether it's business or personal, I would love to sit down over coffee (or other beverage options) and chat about what the Chamber can do to help our local community and your business grow."

Rials joins Christine Zarkovich on the Chamber's membership outreach and engagement team. As part of a staff reorganization, the Chamber also bolstered its communications and public policy team by adding Amanda Fischer in December. To learn more about the Chamber, our team and mission, visit lansingchamber.org. ■

**CONNECT WITH OUR MEMBER ENGAGEMENT TEAM.
YOUR SUCCESS IS OUR BUSINESS!**

Michelle Rahl, Vice President
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mrahl@lansingchamber.org
517-853-6457

Christine Zarkovich, Manager
Business Development
czarkovich@lansingchamber.org
517-853-6456

Daniel Rials, Manager
Business Development
drials@lansingchamber.org
517-999-5869

Sparrow Tower Renamed to Honor Retired CEO Dennis A. Swan

THE SPARROW TOWER – a symbol of Sparrow and home to much of its groundbreaking care – has been renamed the Dennis A. Swan Family Tower in honor of the health system's recently retired longtime president and CEO.

The decision – made unanimously by the Sparrow Health System Board of Directors – was revealed in a surprise announcement at a reception for Swan in January.

“Having our family name attached to Sparrow's ten-story Tower is far beyond anything I could have ever imagined,” a stunned Swan said. “We accept this honor with humility and profound appreciation for all past and present Physicians, Caregivers, Volunteers and Donors.”

It was important that “Family” be included in the name because family is so integral to Swan. He and his wife, Kathy, live in Okemos near their daughter and son-in-law, and dote on their three grandchildren.

Richard Bruner, chair of the Health System Board of Directors, said the decision was an easy one for the board, given Swan's impact on Sparrow, and his dedication to Sparrow Caregivers and the health of people in the mid-Michigan region.

“Dennis Swan was a classic servant-leader who thoroughly believed that his job was to take care of the people who take care of the people,” Bruner said. “One of the hallmarks of Dennis is that integrity is paramount to him.

“We felt that the significant growth of the health system and expansion of Sparrow's physical plant in his years of leadership could best be honored by naming the Tower after him.”



Swan was given a crystal replica of the Tower, which was the single largest commitment to improving healthcare in the region when it was built in 2008. The Tower houses such programs as the Sparrow Specialty Hospital, Neurosciences Center, Cardiology, Orthopedics, and many of Sparrow's inpatient rooms.

The Tower is one of numerous achievements during a tenure in which Swan made an indelible mark on local healthcare. Swan retired Dec. 31 after nearly 38 years at Sparrow, including 14 as President and CEO. He has been succeeded by E.W. Tibbs Jr.

During Swan's years as top executive, Sparrow became a member of the Mayo Clinic Care Network; opened the Sparrow Herbert-Herman Cancer Center; formalized affiliations with

MSU's three human health colleges and with Carson City Hospital, Ionia Hospital, and Hayes Green Beach Memorial; formed a joint venture with Mary Free Bed; and achieved elite Magnet status for Nursing, among other achievements.

In addition, he spearheaded the formation of Affirmant, a statewide population health collaborative that is having a far-reaching impact on healthcare throughout Michigan.

Swan has received numerous awards for his business and community work and is past chair of the Michigan Health and Hospital Association, the Lansing Economic Area Partnership (LEAP), and the Capital Area United Way. ■



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Expanding Global and Local Business Opportunities

THE FEBRUARY FOCUS ISSUE introduced LRCC members to the growing importance of the World Benchmarking Alliance (WBA) in quantifying progress in assisting the United Nations and its member countries in achieving the 17 Sustainable Development Goals (SDGs). The WBA estimates that if businesses and governments around the world collaborate in achieving these goals, 380 million new jobs would be created, and \$12 trillion of new economic activity would be generated by 2030. SDG 7, Affordable, Clean Energy and SDG 13, Climate Action, are global challenges that impacts every part of our planet. SDG 13 affirms that “Affordable, scalable solutions are now available to enable countries to leap frog to cleaner, more resilient economies.”

There are a wide variety of ways Mid-Michigan businesses could profitably participate in this global initiative. One of the most “affordable, scalable solutions” is to rapidly expand the installation of solar panel production of electricity by individuals, companies, non-profits and governments. A local example is Meridian Township’s solar array at the corner of Marsh Road and Central Park Drive. Consumers Energy is in the process of transitioning to an increasingly clean energy producer. Lansing Board of Water and Light is moving in a similar direction. Zero carbon emission electricity is becoming economically feasible in the Midwest because of improved technology.

How could individual residential property owners become partners in this global initiative? And what businesses can profit from filling this need? Consider the example of a homeowner whose south/west facing roof surface has adequate space for a 5KW solar panel system which would generate 90+% of annual electricity used. The solar system cost would be paid back in 8-9 years, and for the remainder of the thirty to forty-year useful life, the system would continue to produce very low-cost electricity.

From an environmental impact perspective, over the first 20 years, this single home solar roof system would replace fossil fuel pollution equivalent to 93 tons of CO2



**UNITED NATIONS ASSOCIATION
OF THE UNITED STATES OF AMERICA**

Greater Lansing Chapter

released, or 9500 gallons of gasoline burned, or to planting 2000 additional trees. The solar system would save the owner over \$20,000 in electricity costs over the same period. The return on investment would be around 140% if the cash purchase was made during 2019 while the federal tax rebate is 30%. Tax rebates phase down in succeeding years.

Multiply those numbers by 10,000 for those in our region who could/should install solar systems over the next decade. Think of all the new business that would be generated by attracting solar panel manufacturers, new solar panel installers, solar system advertising, component sales and related activities to our part of the state. Consider the huge potential export market for solar systems of appropriate size and configuration just to Mexico, Central and South America. Who from our area will recognize the opportunity and begin developing plans to participate?

Addressing global challenges, like climate change and international peace, is the essential role of the United Nations and its agencies, panels of international experts, and global initiatives. The WBA is moving ahead rapidly to promote development of collaboration and partnerships among businesses, governments, non-profits and individuals to benchmark progress in achieving the SDGs by 2030.

As a member of the Lansing Regional Chamber of Commerce, the Greater Lansing United Nations Association can play a useful role by informing Chamber members of emerging business opportunities which could create new sources of revenue, while helping make our planet a safer, healthier place for all.

Go to un.org for more details about the SDGs and the United Nations, for WBA information to worldbenchmarkingalliance.org, and to gluna.org for local UNA chapter information. For more information related to this article contact Greater Lansing UNA board member Joseph Hess at jwhessgm@gmail.com. ■



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Bridging the Talent Gap Through Business and Education Partnerships

WHAT DOES THE TALENT GAP LOOK LIKE in our region? It starts with a more robust economy, including a projected growth in jobs in the Lansing region of 38.2 percent over the next decade. Statewide, there are expected to be 800,000 jobs available by 2024. Combine that with a rapidly aging workforce, 10,000 people a day turning 65, it is expected that the millennial generation will comprise 50 percent of the work force by next year and 75 percent by 2025.

Not only do organizations have to manage the transition to a much younger workforce, Davenport University president Dr. Richard Pappas noted that a large challenge exists due to more job turnover among younger workers. Millennials are only staying on the job an average of 19 months before moving on. Appearing before the Lansing Economic Club in January, Pappas said the key for organizations being able to effectively attract and retain outstanding young talent is to understand their desire for professional development and partner with them to help them realize their potential.

“Listen to why they are leaving and provide them with professional training, coaching and mentoring,” said Pappas. “That will show that you care about them. Provide scholarships or tuition reimbursement. It makes them more valuable to you and more engaged.”



Pappas also recommends a commitment to an internship program and a means of building a long-term talent pipeline.

“You get a chance to look at them and see how they match up with your team,” said Pappas. “It gives them a chance to see your vision and how it fits them.”

Pappas said the academic community has a responsibility to be more responsive to the changing needs of the job market.

“We need to be quicker in developing new program offerings because you need to be quicker,” said Pappas.

Pappas urged the business community to consider partnerships with educational institutions that are willing to tailor their program offerings to the needs of the business organization. ■

Our mission is to provide opportunities for our diverse business community to expand their network, engage and connect with decision makers and hear from world-renowned business leaders. Join the club.

Register at lansingchamber.org/econclub.



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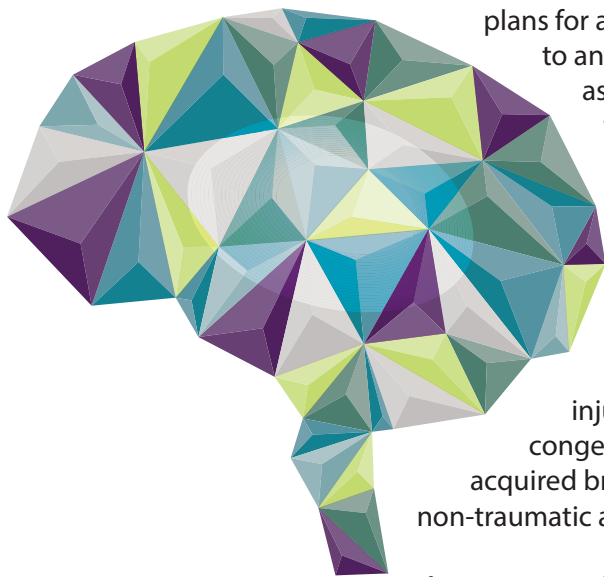
MAGAZINE

Celebrating Brain Injury Awareness Month

Brain injury is often referred to as an “invisible” injury or disability. It is referred to as this due to the impairments and effects of the injury not always being visible or immediately evident. However, to anyone who has suffered a brain injury, or to those that care about someone who has, the effects of brain injury are complex and can pervade many aspects of the individual’s life.

We are proud to join brain injury survivors, caregivers, and supporters in celebrating Brain Injury Awareness Month. For decades, the Brain Injury Association of America (BIAA) has led a nationwide public awareness campaign during the month of March to de-stigmatize brain injury through outreach and education.

According to the Brain Injury Association of Michigan (BIAMI), in Michigan alone, 58,500 people sustain a brain injury each year. The truth is that no one plans for a brain injury, but brain injuries can happen to anyone, at any time. Please join us this month as we spread awareness and educate others on the definition of brain injury, its causes, and where to seek proper rehabilitative care.



What is a Brain Injury?

Just as there are no two people alike, no two brain injuries are the same. An acquired brain injury is an injury to the brain that has occurred after birth; these injuries are not a result of heredity, nor are they congenital or degenerative. There are two types of acquired brain injuries, non-traumatic and traumatic.

A non-traumatic brain injury is caused by damage to the brain by internal factors, such as lack of oxygen, exposure to toxins, pressure from a tumor, and so on. A traumatic brain injury is an injury to the brain that is caused by an outside force or impact that is sudden and damaging.

Common Causes of Brain Injury?

Common causes include, but are not limited to, stroke, falls, tumors, motor vehicle accidents, sports, assaults, and more.

Brain Injury Recovery:

Following a brain injury, it is imperative to receive the proper rehabilitative care. Brain injury survivors can experience an array of cognitive, physical, and emotional/behavioral challenges. These symptoms can often concur feelings of hopelessness in survivors and caregivers, but there is hope.

The goal of brain injury rehabilitation is to maximize function and encourage survivors to attain their fullest potential. Origami Brain Injury Rehabilitation Center brings together a team of experts in order to tailor a care plan to the needs of each survivor.

At Origami, survivors and their support systems are an essential part of the interdisciplinary team and the rehabilitation journey.

Origami Brain Injury Rehabilitation Center is a 501(c)(3) non-profit organization located in Lansing, Michigan. Origami provides comprehensive rehabilitation care for survivors of brain injuries and their families. Through their compassionate and innovative services, Origami creates opportunities and transforms lives.



Creating Opportunities and Transforming Lives



Offering the Region’s Broadest Spectrum of Neuro-Rehabilitation Services



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The Hundred Club: 35 Years of Service

SINCE THE HUNDRED CLUB OF GREATER LANSING WAS FOUNDED IN 1984, when East Lansing Police Department officer James Johnson was killed in the line of duty, other police officers and firefighters from Ingham, Eaton, and Clinton counties have given their lives for us. Our community is forever grateful for the sacrifice they and their families have made.

The Hundred Club helps provide for the widows and dependents of policemen and firemen who lose their lives in the line of duty. The club is known and loved throughout the police and fire fighting communities. In the words of one bluecoat, "it has given all of us a real wonderful lift in our emotions." The club has put a soothing finger on a tender spot that cannot be touched by a set formula of benefit or pension.

"Our police officers and firefighters fulfill a duty through the service they give every day," said Steve Japinga, Lansing Regional Chamber of Commerce vice president of government relations and new member of the Hundred Club Board of Directors. "As citizens, it is our duty to make sure their families are taken care of during a difficult time when they experience the loss of their loved one in the line of duty."



Steve Japinga and Sheriff Scott Wriggelsworth

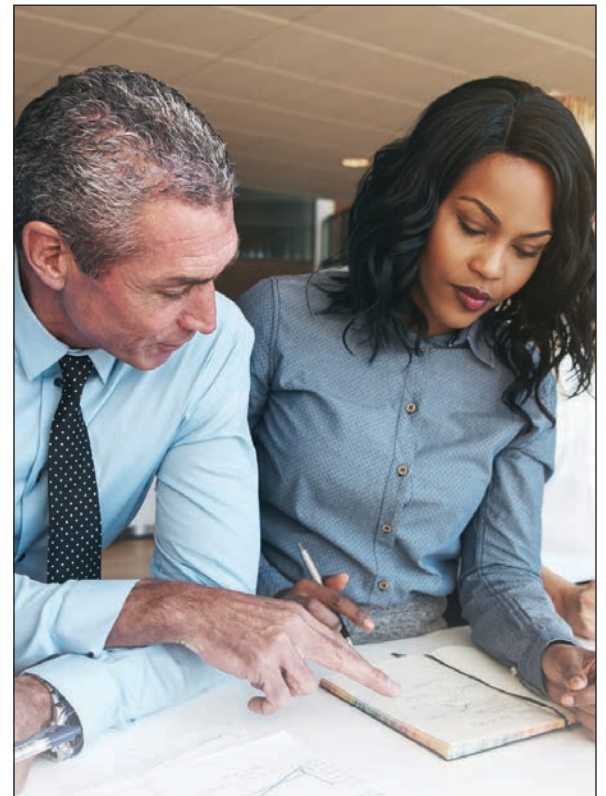
Ingham County Sheriff Scott Wriggelsworth said he was very pleased to have Japinga as a new board member hoping that his presence will boost visibility with the organization in the business community.

"We're the best kept secret in town," said Sheriff Wriggelsworth. "On the one hand, we all hope that we would never have to use this fund, but losing an officer in the line of duty is an unfortunate reality we have sometimes have to face. We want to be there to support the families so they don't have to worry about basic needs at a time when they should be focusing on grieving their loved one."

As it now functions, the Hundred Club stands as assurance to every policeman and fireman in its territory that if he should die [in the line of] duty, the following things will happen within 24 hours: his widow will have \$1000 in cash in the house, current bills will be paid and, if a debt or mortgage exists on his house, arrangements will be under way to clear it entirely. It is not expected that this will lessen the shock and grief of sudden, tragic loss – it is a contribution designed to lift from distracted households the specters of financial worry that are too often born of and compound the tragedy. The surviving spouse must face the loss of their loved one, but also potentially face of the loss of the family home, the burden of debt and possible deprivation for the children.

Each member of the Hundred Club of Greater Lansing contributes annual dues of one hundred dollars. This money is used to provide immediate assistance to the families of police officers and firefighters who died in the line of duty within Ingham, Eaton and Clinton counties. They provide long-term support to surviving families.

To join or donate to The Hundred Club, visit 100clubofgreaterlansing.org. ■



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Crime Stoppers of Mid-Michigan Celebrates 30 Years of Service

BY SOPHIA CHARBONEAU, KOLT COMMUNICATIONS

CASSANDRA HEOS IS A RETIRED SOCIAL STUDIES TEACHER. Beginning in 1971, she has taught coursework in Law, Government and US History. Heos taught that productive responsible citizens serve their community. She internalized the belief that citizens of the community can and should pull together to improve our quality of life. Everyone can make a difference in the quality of life. It's one thing to believe that, but it's another to live it. Heos did just that by bringing Crime Stoppers, to the Lansing area.

Crime Stoppers is an international organization that gives people power by providing an anonymous tip line allowing citizens to provide information to help police solve felony crimes. Rewards for citizen witnesses giving information leading to arrest range from \$50 to \$1000. All funds raised for the rewards stay in the five county area of Ingham, Eaton, Shiawassee, Clinton and Jackson.

Heos was on vacation with her husband in San Diego when she first saw a broadcast by the local Crime Stoppers relating to a murder of an East Lansing woman on campus. When she returned to Lansing, she contacted Lansing Chief of Police, Charles Reifsnyder to explain the program. After three years of contacting other jurisdictions and community leaders and with the support of Chief Reifsnyder, more and more agencies shared their willingness to cooperate.

Finally, in 1989, an organizational meeting brought all the interested parties together. These individuals included Dr. Robert Trojanowicz, a MSU professor who taught classes regarding Community Policing, police chiefs from Lansing, East Lansing, Meridian Township and Michigan State University Police and others who agreed to support the program. The meeting was reported by Sheri Jones, a new crime reporter with Channel 6. Heos' dream became a reality.

"Community efforts by police and awareness in the community came together at the same time," said Heos. "Without the support of law enforcement agencies, the media, community leaders, and good citizens, Crime Stoppers wouldn't work."

Heos mentioned that Crime Stoppers of Mid-Michigan would not be possible without Sheri Jones' talent and the production time that Channel 6 gives to the organization. She also mentioned that she is grateful for the Lansing Police Department who has dedicated a coordinator position specifically for Crime Stoppers of Mid-Michigan. Surrounding police agencies send representatives to advise the unpaid Board of Directors and to assure cross jurisdictional cooperation.

Since then, Crime Stoppers of Mid-Michigan has been providing a positive effect on the Lansing Community. In the last month, it was reported that there is a 80% success rate in arrests of accused felons. An average of 400 tips yearly has given police agencies information to get felons off the street and into the criminal justice system.

"It's because we provide an anonymous tip line," said Heos. "It is the strength of this program. It lets people who know something give information without the threat of retribution. This fear is allayed by the anonymity of the tip line. Many people don't even pick up the tip money."

Anonymous tips can be called in to 517-483-STOP or submitted on the tip software at CrimestoppersofMidMichigan.com. The Facebook Page for Crime Stoppers provides information about unsolved crimes, but does not take tips. A school program called Fast Fifty gives an anonymous reporting system



WLNS-TV anchor Sheri Jones has been instrumental in the success of Crimestoppers in the region

for students in Middle and High Schools where the students can report weapons and drug dealing.

On February 14, Crime Stoppers of Mid-Michigan hosted a 30th Anniversary breakfast celebration. It was here that several vendors of security systems, were able to present safety information to attendees. Additionally, a victim of a burglary and assault told her story of how a security camera at her home led to the arrest of her attackers. Lansing police explained SCRAM (Security Camera Registry and Mapping), a voluntary program which maps out security cameras in their jurisdiction. Since Crime Stoppers of Mid-Michigan is a non-profit organization, it was also a chance for attendees to graciously donate money to help make Crime Stoppers better. CSMM receives no government funding and relies totally on private donations.

The future for Crime Stoppers of Mid-Michigan is bright. It gives regular people the power to make a difference. It gives people the chance to makes the Lansing community a safe place to live and work. ■

MAXIMIZE YOUR MARKETING WITH THE CHAMBER

One of the many perks of Chamber membership is marketing your business to decision-makers and consumers through Chamber resources. Showcase and grow your business. Reserve your spot in FOCUS Magazine or our monthly business-to-business and business-to-consumer marketing email, Marketplace Connect. To reserve your advertising space, contact Eric Dimoff at edimoff@lansingchamber.org or 517-853-6460.

Your success is our business!

CELEBRATING BUSINESS EXCELLENCE AND COMMUNITY SERVICE

More than 700 business and community leaders came together for an evening of inspiration and celebration at the Chamber's 107th Annual Dinner, held in February at the University Kellogg Hotel and Center. The highlight of the night was the recognition of outstanding business and community leaders who were named the recipient of some of the Lansing region's most prestigious awards. The 2019 award recipients include:

Amy Stephenson, Community Service Award
American Fifth Spirits, Outstanding Small Business Award
Lansing Ice & Fuel, Legacy Award
Martha Mayhood Mertz, Community Service Pioneer Award

"Our award recipients are of reflection of the excellence in entrepreneurial spirit, hard work and commitment to the community that has always been a hallmark of the Lansing region," said Tim Daman, Chamber president and CEO. "Their accomplishments of our honorees in the region and around the world have distinguished them as successful leaders and serve as an inspiration for us all."

COMMUNITY SERVICE AWARD: AMY STEPHENSON



Stephenson

It was a simple, but moving news article that prompted Amy Stephenson to start a small program that has grown into a significant movement to help homeless and at-risk women in the Lansing region. Stephenson and Lysne Tait were reading the same article that brought to their attention the dire circumstances homeless people face when menstruating without access to pads and tampons. Their immediate plan of action was to host one breakfast, raise \$500 and donate a few cases of feminine hygiene products to Haven House in East Lansing. The demand for these items and response from the community was beyond anything the women imagined. Helping Women Period (HWP), which Amy co-directs on a volunteer basis, has partnered with more than 125 schools, agencies, food banks, shelters and other charity partners to distribute pads, tampons, liners and bladder control pads to people who menstruate in Ingham, Clinton, Shiawassee and Eaton counties.

For her work in Helping Women Period and her commitment to the Lansing region, Amy Stephenson was presented with the Chamber's Community Service Award at Annual Dinner. When notified of her award, Stephenson, who serves as marketing director for the law firm of Willingham & Coté, P.C., said she was stunned.



"As a proud Chamber member, I have attended this event in the past and am well aware of the caliber and contribution of past recipients," said Stephenson. "There are so many talented, committed people doing amazing things in the Lansing area, it is such an honor that we were identified and selected."

Stephenson was also quick to share credit for her award with her co-director Tait and the volunteers who support the initiative in a variety of ways.

"HWP would not be possible without Lysne Tait. She is the non-profit ying to my yang," said Stephenson. "She handles inventory, charity partner orders, deliveries, board meetings and board relations, tool and process identification and selection (inventory and donor management). Jane Laycock is our financial coordinator. Our countless volunteers deliver product, attend monthly distributions and support us with the myriad of administrative duties."

Approximately 20 core volunteers help Tait and Stephenson get product to the people who need it. Behind all these numbers, 530,000 products were distributed in 2018, assisting approximately 1,500 individuals with product for one year (reflecting a 40 percent increase from 2017). In 2018, HWP also provided basic educational materials and conducted numerous speaking engagements relating to menstrual health, resulting in more visibility to the concept of menstrual equity.

Stephenson says that the contributions of many small businesses have been the backbone of HWP. She cites several, including Storage Sense in Old Town for providing cost-effective storage space, Kirk Curtiss and Michco, also in Old Town, Missey Trudell at Paper Image for supporting marketing and printing, Moonsail North for work on their annual report, Web Ascender for website design and support and MSU Federal Credit Union's Okemos branch for banking support since day one.

As far as her “day job” is concerned, Stephenson is the first person to assume a dedicated marketing role within Willingham & Coté and has been in the position for five years. Firm wide, her responsibilities include managing print and social media, producing client newsletters, coordinating attorney speaking engagements, organizing client events, and supporting attorney attendance at legal industry and business community events. Individually, she works with attorneys to identify their marketing strengths and preferences, and then creates an individualized marketing plan in accordance to those strengths and practice group goals. Stephenson has enjoyed continuing the firm’s amazing corporate legacy of philanthropic efforts. This currently includes:

- Greater Lansing Food Bank, Empty Plate Dinner sponsor;
- Legal Services of Southeast Michigan
- Ingham County Bar Foundation
- Area school sponsors (plays, fundraisers and others)
- American Legion-Department of Michigan

“Helping Women Period has been supported by many amazing local businesses. Willingham & Coté, P.C. was one of the first to step up and provide legal support with articles of incorporation, by-laws, and other contract arrangements, office space, and other administrative tasks,” said Stephenson. “Partner Lee Reimann was our first board member and the firm has supported us financially by sponsoring our annual breakfast each year. Thank you to all the attorneys who have generously supported Helping Women Period and the many other nonprofit organizations in Lansing.”

COMMUNITY SERVICE PIONEER AWARD: MARTHA MAYHOOD MERTZ



Mertz

Martha Mayhood Mertz, the founder of ATHENA International and past president of the Lansing Regional Chamber, was honored with the Community Service Pioneer Award. Mertz joined a small but prestigious group of Pioneer Award recipients, as it marked only the sixth time in Chamber history the award has been given out. The committee to Keep General Motors in Lansing was honored with the Pioneer Award in 2016. Mertz, who has received international acclaim for her work, was honored to receive this special recognition.

“I’m blown away, humbled and grateful,” said Mertz, who now lives in Arizona. “This award isn’t just meant for me. This recognition represents a collection of some of the most outstanding leaders in the Lansing region and around the world. I feel as if I am coming back to honor all of those leaders.”

When Mertz founded the ATHENA Leadership Award in Lansing in 1982, it was the result of her experiences as a Chamber board member. She was the only woman on the board and was rebuffed in her attempts to nominate other women to the board. ATHENA was initially created to achieve a more diverse set of voices on the local board, but it soon evolved into an international movement.

“I spent my first year on the board learning how to speak “male,” but soon realized we needed to change the way we look at leadership,” said Mertz. “Women lead differently than men, although we hadn’t clearly identified that at the time. Women draw from the centuries-long cultivation of their own strengths”.

Mertz says she could literally name 200 people who enthusiastically committed to her cause. The Chamber’s office manager Marge Sheldon committed space and time to ATHENA. Other local leaders who met regularly included Pat Hanes, Lynn Myers Hortense Canady, Jim Anderton, Karen Jury, Sue Mills, Eva Evans, Linda Ackley, Shirley Hyde and MaryLee Davis to name a few.

“It was a most incredible group of people who committed their time,” said Mertz. “It is because of them that ATHENA became impactful.”

CHAMBER COMMUNITY AWARD RECIPIENTS

2018	Amy Stephenson, Willingham & Coté, P.C.,	1984	George Washington Peck, Pioneer Honoree
2017	Jim Robinson, Farm Bureau Insurance	1984	Francis J. Carr, Pioneer Honoree
2016	Paula Cunningham, AARP of Michigan	1984	Charles A. Davis, Pioneer Honoree
2015	Mark Hooper, Andrews Hooper Pavlik PLC	1983	Fritz Bennetts, Oldsmobile Division of GMC
2014	Tim Staudt, WILX-TV	1982	Robert Fisher
2014	Pat McPharlin, MSU Federal Credit Union	1981	Monsignor Jerome MacEachin, Catholic Diocese of Lansing
2013	Michael G. Harrison, Foster, Swift, Collins, and Smith P.C.	1980	Walter W. Neller, Walter W. Neller Company
2013	Deborah L. Harrison	1979	William J. Porter, Porter Realty Company
2012	Dr. Joseph Hess, Greater Lansing United Nations Association	1978	Dr. Edgar Harden, Michigan State University
2011	Bob Hoffman, Wharton Center for Performing Arts	1977	Dr. Theodore Bauer, Physician
2010	Lupe Izzo	1976	Lucile Belen, Belen’s Flowers
2009	Jeff Hicks, Hicks & Mullett, PLLC	1975	Albert F. Schmidt, Schmidt’s Supermarkets
2008	Kelly Rossman-McKinney, Truscott Rossman	1974	Philip J. Gannon, Lansing Community College
2007	David E. S. Marvin, Fraser Trebilcock Davis and Dunlap, P.C.	1973	Albert C. Boyd, Lansing Regional Chamber of Commerce
2006	Dorothy E. Maxwell, The Max Weingar Group Jems & Jewels	1972	Joseph Alexanian, Alexanian’s Rugs
2005	James C. Epolito, State of Michigan	1971	Claud Erickson, Board of Water & Light
2004	Kellie P. Dean, Dean Transportation, Inc., Dean Trailways of Michigan	1970	Hugo Lundberg, Lundberg Screw Products
2003	James W. Butler III, Michigan Broadband Authority	1969	Howard Grimes, J. W. Knapp Company
2002	Jack Davis, Loomis, Ewert, Parsley, Davis & Gotting, P.C.	1968	Floyd Estes, Estes-Leadley Company
2001	Ev Beemer, Lansing Regional Chamber of Commerce	1967	Walter F. Patenge, Wohlert Corporation
2000	Duane Vernon, Credit Bureau of Greater Lansing	1966	Rabbi Phillip Frankel, Shaarey Zedek Congregation
1999	John Demmer, Demmer Corporation	1965	John A. Hannah, Michigan State University
1998	Edward Souders, Panurgy of Mid-Michigan	1964	William R. Carlyon, Consumers Power Company
1997	Jud & Louise Werbelow	1963	William C. Searl, Auto-Owners Insurance Co.
1996	J. Christopher Holman, The Greater Lansing Business Monthly	1962	Edward G. Hacker, Edward G. Hacker Company
1995	Albert A. White, Whitehill Development Corporation	1961	Talbert Adams, Abrams Aerial Survey
1994	Wayne Williams, Williams Auto World	1960	Howard J. Stoddard, Michigan National Bank
1993	Louis E. Legg, Lumber Company	1959	Joseph R. Gwinn, People’s Finance Service
1992	Richard A. Letts, City of Lansing	1958	Fred Wohlert, Wohlert Corporation
1991	Donald A. Hines, Fraser, Trebilcock, Davis & Foster	1957	Jack F. Wolfram, Oldsmobile Division, GMC
1990	James L. Ruetter, Lansing Ice & Fuel	1956	Dwight H. Rich, Lansing School District
1989	Kenneth Patenge, Wohlert Corporation	1955	M. J. Maynard, J.C. Penney Company
1988	Edward B. McRee, Ingham Medical Hospital	1954	Paul A. Martin, Lansing State Journal
1987	Robert Clark, Capitol Federal Savings Bank	1953	C. W. Otto, Lansing Regional Chamber of Commerce
1986	Ed Vogt, BOC Oldsmobile Group	1952	F. N. Arbaugh, F. N. Arbaugh Company
1985	Jack Breslin, Michigan State University	1951	Hugo B. Lundberg, Lundberg Screw Products
1984	W. K. Prudden, Pioneer Honoree	1950	Earle W. Goodnow, Atlas Drop Forge
1984	Ted Sondag, Lansing State Journal	1949	J. Gottlieb Ruetter, Lansing Ice & Fuel
1984	Ransom E. Olds, Pioneer Honoree	1948	Clarence C. Carlton, Motor Wheel Corporation

OUTSTANDING LEADERS HONORED FOR EXCELLENCE IN BUSINESS SUCCESS AND COMMUNITY SERVICE, CONTINUED

Fast forward to today and you'll still find Lansing represented on the ATHENA International board by Sarah Jennings and Sheri Jones.

Since its beginnings in Lansing in 1982, ATHENA has expanded to more than 7,500 awards in over 500 communities around the world.

"We've come a long way since then. Thousands of exceptional women and some remarkable men have received local ATHENA awards and we have honored hundreds of inspirational leaders of both genders by presenting them with the ATHENA Leadership Award, said Mertz. "Along this epic journey, we looked at the qualities that highly effective women leaders bring to their professions and their lives."

With a grant from the Kellogg Foundation, Mertz's team developed the ATHENA Leadership Model, which espouses the following eight principles: Live Authentically, Learn Constantly, Advocate Fiercely, Act Courageously, Foster Collaboration, Build Relationships, Give Back, and Celebrate. These principles evolved and expanded to form the core of her book, *Becoming ATHENA*, which traces the ATHENA history and illuminates the ATHENA principles, with inspiring stories from Mertz and other leaders.

Mertz was honored as one of the Top 25 Women Business Owners in Michigan by the National Association of Women Business Owners (NAWBO) and selected as the Michigan Women-In-Business Advocate by the U.S. Small Business Administration. Other awards she has received include the Visionary Award from Office Depot, in 2004, the Vassilissa Award in Moscow, Russia, and induction in 2006 into the Enterprising Women's Hall of Fame. Mertz received her B.A. in Women's Studies and Psychology from Michigan State University and was honored as a Distinguished Alumni in 2016.

True to the ATHENA leadership mission, Mertz has been a role model and mentor to many women through the years and is regularly asked for advice. She encourages women to first speak up.

"Women need to find their voice," said Mertz. "They need to speak up and value what they know. If you don't speak up your voice will never be heard."

OUTSTANDING SMALL BUSINESS AWARD: AMERICAN FIFTH SPIRITS



Wyble

American Fifth Spirits, Lansing's first distillery (ever) was honored with the Outstanding Small Business Award. Head distiller and president Rick Wyble said he was surprised, excited and thankful to receive the recognition. He credited his team members who he says believe in what the company is all about.

"There wasn't a lot of history, statewide or nationally for what we set out to do so it says something about the commitment of our people to advocate what we are all about," said Wyble. "The bottom line is, we make good product."

American Fifth Spirits opened their Tasting Room and Distillery in April 2015 at 112 N. Larch in the Stadium District in downtown Lansing. From the beginning, the company has prided itself in using local ingredients to make inventive, hand-crafted spirits of remarkable quality. Wyble says Michigan's wide array of great agricultural products is a big advantage.

"At first, we supported local agriculture because we could, but as we went along, we saw how much we could help support other businesses in our state," said Wyble.



"We are buying corn from a small farmer from Elsie. It is great to be able to support his dream and ours at the same time."

Wyble has been building on his extensive experience in the wine industry. He has earned the following designations, including Certified Specialist of Wine (CSW) and Certified Specialist of Spirits (CSS). He learned the craft of distilling by attending the Artisan Distilling Seminar through Michigan State University. Rick followed up this initial education by attending the Craft Spirits Technology Workshop at Siebel Institute in Chicago.

American Fifth Spirits serves more than 50 cocktails and updates the menu the fifth of every month. This allows them to play with fresh, seasonal ingredients. All juices are freshly squeezed and syrups and liqueurs are made from scratch.

"Everything we do is by hand, completely sensory," Wyble said. "At larger corporations, it's all about numbers. For example, if you taste American Fifth bourbon versus other major label producers, there's a noticeable difference in the depth of flavor because of the quality of ingredients we use."

American Fifth's products are drawing national recognition. The company's bourbon received a gold medal and its gin entry was recognized with a bronze at the recent San Francisco World Spirits Competition.

American Fifth is adding several new products in 2019. Wyble says the company has also been building inventory the past three years to accommodate plans to expand distribution of its products into several other midwest states within the next four to five, starting with Indiana later in 2019.

LEGACY AWARD: LANSING ICE & FUEL



Reutter

In the early years after its founding, workers at Lansing Ice & Fuel cut ice from the Grand River and delivered it by horse and buggy along with fuel to residents and businesses. Now, more than 110 years later, Lansing Ice & Fuel remains family-owned and operated by the fourth and fifth generations of the Reutter family.

Lansing Ice & Fuel has been an integral part of the region since 1906. Founder Gottlieb Reutter was president of the board of directors of the Lansing Regional Chamber in 1932. In honor of the company's longstanding commitment and its more

CHAMBER LEGACY AWARD RECIPIENTS

2018	Lansing Ice & Fuel	2014	Legg Lumber
2017	The Greater Lansing Association of REALTORS (GLAR)	2013	PNC Bank
2016	Lyman & Sheets Insurance Agency	2012	Consumers Energy
2015	Sohn Linen Service	2011	Maner Costerisan
		2010	Kositchek's Menswear



In the early years ice was cut from the Grand River and delivered by horse and buggy along with fuel to residents and businesses.

than 65 years of Chamber membership, Lansing Ice & Fuel is being honored with the Chamber's Legacy Award.

"We are honored to be selected for this award," said Bob Reutter, Lansing Ice & Fuel vice president and fourth generation family member. "We've been in the Lansing area for a long time because we have such a great team of employees that strive to service our customers and our communities in Lansing and surrounding area. We will hopefully be around another five generations."

Although the types of services Lansing Ice & Fuel provides and how they deliver them has changed, the core values and dedication to service remain the same. The company delivers propane and fuel oil, greases, oil and lubricants, gear lubricants, cutting oil, coolant, washer fluid and diesel exhaust fluid. Lansing Ice & Fuel also works with customers from large companies to individuals to fulfill their specific lubrication and fueling needs.

Lansing Ice & Fuel recently expanded by adding a new division, LIFTco, which provides service and installation of hoists, lubrication equipment, pneumatic systems, automobile lifts and air compressors to auto dealerships, commercial fueling stations, farm fueling equipment, service stations and service garages in Michigan.

"We started out delivering lumps of coal into people's basements and with the modernization of equipment have evolved into other types of fuel," said Reutter. "Through all of that, we have always taken pride in delivering our products in a timely manner."

Many family businesses start to falter in the second or third generation. Lansing Ice & Fuel has defied the odds and continues to grow into the fourth and now fifth generation of family leadership. Bob Reutter credits his father James, now 85, for teaching him the business. In addition to his business acumen, Jim Reutter was an outstanding community leader and was honored by the Chamber with its Community Service Award in 1990. Bob's son, now in college, is also learning the business during his breaks away from school. Reutter attributes the company's focus on providing for the best employees as a key to its long-term success.

"We're here to do our best to provide a good lifestyle and a good environment for our employees," said Reutter. "We've been blessed with dedicated employees who work hard to do the best job — day-in and day-out. They are why we have been able to make it to the fifth generation." ■

OUTSTANDING SMALL BUSINESS RECIPIENTS

2018	American Fifth Spirits	2000	Anita Covert, Country Stitches
2017	Byrum Builders	1999	Terry Terry, Message Makers
2016	Triterra	1999	Kellie Dean, Dean Transportation
2015	M3 Group	1998	Robert Trezise, Delta Economic Development Corp.
2014	Friedland Industries, Inc.	1998	Kathie Drolett, Drolett Travel
2013	Harvest Creative Services	1997	Robert & Theresa Hubbell, Prudential Hubbell Real Estate Co.
2013	Stony Point Communications	1997	Richard Haskins, S.C.O.R.E.
2012	Van Martin, CBRE Martin	1996	Rachelle Neal, Capitol Research Services
2011	Dr. Marcy Street, Doctors Approach	1996	Dee Smith, Lansing Community College
2010	Steve Trecha, Integrated Strategies, Inc.	1995	Ray Tadgerson, Capital Consultants
2009	Terry Terry, Message Makers	1995	Ed Carpenter, Liskey's Professional Wheel Service
2008	Charles Creamer, Midwest Transaction Group	1994	Noelle Clark, Hasselbring-Clark Company
2007	Charlie Smith, Smith Floral & Greenhouses	1994	Gary Granger, Granger Construction Company
2006	David G. Chapman, David Chapman Agency, Inc.	1993	Mary Ellen Sheets, Two Men & A Truck
2005	Matt Rhodes, Dusty's Cellar	1993	Iris Socolofsky-Linder, Fraser, Trebilcock, Davis & Foster P.C.
2005	Irene Savoyat and Chris Reay, Creative Wellness Holistic Health Center	1992	Theda Rudd, McDonald's Restaurants
2005	Howard & Vivian Ballein, Student Book Store	1992	Bob Carr, Capitol National Bank
2004	Shawn & Terri Grady, G.E.E! Communications & Network Solutions	1991	David O'Leary, O'Leary Paint
2004	Pierre Medawar, Medawar Jewelers	1991	David Marvin, Fraser, Trebilcock, Davis & Foster P.C.
2004	John J. Castillo, Castillo & Associates, Inc.	1990	Priscilla Peterson, MRI/Office Mates 5
2004	Dorothy E. Maxwell, Gems & Jewels/Max Weingar Group	1990	John O'Malia, Snell Environmental Group
2003	Roy C. Saper, Saper Galleries and Custom Framing	1989	Jose Gamez, Aztec Industries
2003	Martin L. Saper, SCORE	1989	John Dodge, Sneekers of Lansing/ROI Golf Mgmt
2003	G. Umakanth, Symbiosis International	1989	Chris Holman, Greater Lansing Business Monthly
2002	Robert Fish, Mary Roszel, Mike McFall, Beaner's Gourmet Coffee	1988	Wayne Williams, Williams Auto World
2002	Michael Skory, Skory, Inc.	1988	Theda Rudd, McDonalds
2002	Kelly Rossman-McKinney, Truscott Rossman	1988	Ed Souders, Entre Computer Services
2002	David Hayhow, Prime Management	1987	Pat Hanes, Howard & Howard Attorneys
2002	Bo Garcia, Small Business Development Center at Lansing Community College	1987	Joe Landis, Microform Systems, Inc.
2001	John Sharnetsky, Northstar Environmental Services	1986	Alyson Steele, Uniforce Temporary Services
2001	Jamie Czekai, Old Town Commercial Association	1986	Alan Suits, Recomtex
2001	David Lick, Loomis. Ewert, Parsley, Davis & Gotting P.C.	1985	Dan Fatallah, Delphi Glass Corp.
2001	Craig Harris, Turkeyman	1984	Robert Kleiman, RBK Corporation
2001	Leanne Stites, Principal Shopping District	1983	Richard Bahls, Elliott Store Fixtures
2000		1982	David Buxton, Spartan Paper & Office Supply, Inc.

To learn more about the Chamber's annual awards and recipients, visit lansingchamber.org.

Diverse Teams Require Inclusive Decision Making

BY WENDY HAMILTON, TECHSMITH

“THEY HAVE TALENT, WE SHOULD GET THEM ON THE TEAM.”

These were the words from my teenage son’s soccer coach as practices began this year. He was asking the parents to support players who otherwise couldn’t participate. This phrase transcends its intent as a plea for ride-sharing and used cleats. It means... talent shouldn’t go to waste.

Valuing talent is a human instinct; we know this as parents, spouses and people managers. Even the movies we love — Good Will Hunting, The Matrix, Ratatouille — are about harnessing unexpected talent. The phrase ‘diamond in the rough’ which visualizes the concept of hidden exceptionalism, began in the 1600s.

So why in 2019 is there still a need to write articles on diversity and inclusion?

It’s also human instinct to value what’s familiar - shared experiences, values, and traits. Human arrogance, another Hollywood trope, means few of us have the insight or humility to acknowledge the role of luck and circumstance in our successes. These two points together mean we make mistakes when evaluating others. And, our long history also demonstrates change aversion: we don’t fix what we don’t want to acknowledge as broken.

The last point speaks to hiring practices. A 2016 HBR article¹ suggests they’ve



Hamilton

become overcomplicated and we’d be better off focusing on a few success predictors instead. As part of efforts to increase diversity, TechSmith and many other tech companies are increasingly emphasizing core values in the interview process.

For TechSmith, a focus on diversity also means how we create teams and make decisions. Teams with a variety, rather than shared experiences, values and traits make better decisions than individuals alone. Research² has shown that ethnically and gender diverse teams make more fact-based decisions and produce more innovation. TechSmith also believes in including perspectives from a variety of departments in decisions that affect customers. Because diverse teams using inclusive decision-making processes are consistently successful — they can be empowered, another TechSmith value.

Not making diversity a priority risks stagnant thinking - teams that won’t challenge each other, won’t think out of the box, and won’t take risks. An outcome that won’t be competitive. The words of my son’s coach also remind us of the obvious: teams require the best talent to win.

Wendy Hamilton is the CEO of TechSmith. Learn more at techsmith.com. ■

1. hbr.org/2016/10/talent-matters-even-more-than-people-think

2. hbr.org/2016/11/why-diverse-teams-are-smarter



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One community bank hits it out of the park.



Patrick Gillespie, President, Gillespie Group with Patty Barnas, Market President, Lansing, First National Bank of Michigan.

When the Gillespie Group developed the idea of The Outfield Lofts overlooking the home field of the Lansing Lugnuts, they turned to a bank that would share their dream and vision. “When looking for a bank to partner with for a new development, we prefer one that is also open minded and thinks creatively,” Patrick said, “First National Bank of Michigan dove right into the project to help make it a reality. We have a lengthy history with their bankers because they maintain connections and care about their partners - we are more than a name on a spread sheet. First National Bank of Michigan is a true business partner.”



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of Michigan

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Delta Dental: Enriching Lives and Enhancing Communities

LIKE MANY BUSINESSES ACROSS THE NATION, Delta Dental has faced challenges when it comes to retaining talent, but by focusing on corporate culture, the company has kept employees happier and staying longer.

The Okemos-based insurance company was started in a small house on the west side of Lansing more than 60 years ago and now provides dental coverage plans to more than 8.5 million people in Michigan, Indiana and Ohio. Delta Dental works to advance the oral health of individuals to keep them leading normal, healthy lives without disruption from dental-related pains.



Jurkovic

As a lifelong Lansing area resident, Delta Dental's new CEO Goran Jurkovic believes in the community and its growing future. In his role, Jurkovic is looking at how to not only position Delta Dental to continue its success, but to also ensure the Lansing region has a strong pipeline of talent flowing in and staying here for years to come.

"We have been here for more than 60 years and we want to make sure we are setting that stage for the next generation of leaders," said Jurkovic. "We are trying to connect and engage future talent to keep right here in the Lansing region."

ENGAGING TALENT AND EMPOWERING GROWTH

Engagement is an important part of Delta Dental's corporate identity and is a big factor in retaining employees. Jurkovic says that engagement and corporate culture have always been important but may be more important now as new generations join the workforce and look for companies that they can feel "a part of."

Delta Dental has completed several surveys to evaluate employee satisfaction levels and learn what the company can do to improve team member experiences and get employees more engaged. By keeping an accurate pulse on the needs of their employees, Delta Dental has been able to incorporate programs and incentives to ensure they are on the cutting edge of what their team wants and needs.

In addition to the robust compensation and benefits packages the company offers, Delta Dental promotes wellness among employees by providing a fitness center at their headquarters in Okemos and Farmington Hills office for all employees to use. The company also puts on programs and competitions to encourage health and wellness within the company.

With five distinct generations working side by side in the workplace, Delta Dental recognizes that people communicate in different ways and expect different things from the company. Delta Dental has dedicated time and resources to update their communications strategies and to better understand how they communicate with the diverse generations in the workforce.

COMMUNITY CHAMPION

Beyond the office, Delta Dental is committed to encouraging employee participation in philanthropic activities on company time – allowing employees to feel involved in activities bigger than themselves, while working to help better the community they live and work in. More than 60 percent of Delta Dental employees participate in the program.

In addition to providing opportunities for employees to make an impact locally, the company is investing in the economic revitalization of Lansing while supporting projects to attract and keep talent in the region. In 2018, Delta Dental and its family of companies — Dewpoint and Red Cedar Investments — made a \$390,000 investment



in the Lansing Riverfront Project and worked with organizations like Lansing Economic Area Partner (LEAP) and PROTO InsurTech Program, the only insurance accelerator in the nation, to lure talent to the area.

"For us it's not just about writing checks. It's about being involved and being a part of that growth and revitalization of our community," said Jurkovic. "We think that will bring talent into the area, and hopefully, attract people who otherwise wouldn't think of Lansing as the place to be."

With Michigan State University being a close, consistent source of top talent and Lansing Community College's new Pure Insurance program, Jurkovic said it is vital to connect with those students and showcase the career opportunities here in Lansing. This is the first place they should look for work after graduating. Jurkovic believes it is the responsibility of corporate leaders to work together, competitors or not, to create a culture in Lansing that can both attract and keep young talent in the region.



"It is incumbent to work together," said Jurkovic. "The only way we're going to survive and thrive is to collectively ensure there's enough going on in the Lansing area that the talent pipeline wants to be here, remains here and thrives here."

Delta Dental plans to continue building and maintaining key community partnerships with businesses in the area and encourages other companies to do the same for the overall benefit of the Lansing region.

To learn more about Delta Dental, visit deltadentalmi.com. ■

Leadership Lansing Focuses on the Importance of Diversity and Inclusion

MAKING PROGRESS IN BUILDING A DIVERSE and inclusive work culture requires leaders to be bold and willing to have tough, often uncomfortable conversations. Those were just a couple of the messages that emerged during the Leadership Lansing training in February. Diversity and Inclusion (DNI) was the theme for much of the day, which started with a lively panel discussion featuring experts from organizations that have excelled in advancing DNI. The panel was moderated by Tedi Parsons (LEAP) and featured Lori Simon (Sparrow Health System), Michael Flowers (Lansing Board of Water and Light), Kim Hafley (Foster Swift) and Karla Anderson (Emergent Holdings/AF Group).



“To be a DNI practitioner in the workplace, you have to be bold,” said Simon.

“It is hard work-you have to roll up your sleeves,” said Parsons. “You are going to get pushback.”

DNI is not something that is just for larger organizations with more resources to invest. Flowers encouraged smaller business to start by focusing on inclusion.

“If team members feel included in the decision-making process, that is a great first step,” said Flowers.

Panelists also recommended that a good starting point for most organizations is to do a cultural audit, which will provide a snapshot of where the organization is at the time of the audit.

Following the DNI panel, the Leadership Lansing cohort travelled to Peckham where they learned about the mission of the organization that provides career opportunities for the disabled. Peckham employs 2,500 team members across five service lines.

TechSmith CEO Wendy Hamilton served as the ‘Lunch with a Leader’ speaker. She continued the theme of diversity by emphasizing the importance of encouraging diversity of opinion in the workplace. She told the group to seek out opinions of people who will provide a contrary viewpoint to their own.

The February Leadership Lansing workshop concluded with a field trip to Granger. Among the takeaways was the learning about the eye-opening amount of technology the company has in place to manage trash collection, recycling and landfill operations. ■

Career Ready Talent: Our State’s Economic Vitality Depends on It

BY STACY ADADO, COMMUNICATION SPECIALIST, INGHAM INTERMEDIATE SCHOOL DISTRICT

IN A RECENT HECHINGER REPORT article titled “10 years later, goal of getting more Americans through college is way behind schedule,” Jon Marcus discusses how budget cuts, high tuition and public disillusion have slowed the progress of this goal, while employers struggle to find skilled workers. Although this may be true, the good news is that more high school students than ever before are participating in Career and Technical Education (CTE) programs, better preparing them for life beyond high school.

Ingham Intermediate School District currently offers 19 CTE programs at the Wilson Talent Center in Mason, serving more than 800 students. Each program has a business advisory committee and works with local employers to ensure alignment with industry needs. Students can earn high school credit, free college credit, and state and national industry certifications at no cost. Over 500 industry certifications were earned last year alone. To say CTE students have an “edge” over their peers beginning their freshman year of college or entering the work environment is an understatement.

The state of Michigan has placed a spotlight on professional trades opportunities, and that focus must continue if we are to ever fill the

talent gap. Michigan needs welders, machinists, construction laborers and technicians, and in the capital region, we also need employees in the business and insurance sectors. Not all of these professions require a four-year degree or even a two-year degree. Training in professional trades doesn’t have to wait until college, this happens today in high schools across the state.

Employers, who are looking for talent, should attend the Reverse Job Fair on March 21, at Eagle Eye Golf Club hosted by CTE programs from Clinton, Eaton and Ingham Counties. This event flips a typical job fair structure and perspective employers search the room for students who have concluded training in construction, health care, information technology and manufacturing. These high school seniors are looking for employment (full time, part-time, summer), internships or apprenticeship opportunities with local employers. If your business is interested in attending this event, please contact Stacy Adado at 517-244-1324 or sadado@inghamisd.org.

As a region, we continue to make a concerted effort to show students that there are many paths to success. ■

GECKO Program Provides Eaton County Students with Disabilities Access to On-The-Job Skills Development Training

BY SARAH MIDA, GECKO PROGRAM COORDINATOR AND STACI ANDERSON, TRANSITION SERVICES COORDINATOR, EATON RESA

IN EATON COUNTY, STUDENTS WITH DISABILITIES have access to a program in which they are able to develop skills necessary to transition from public education to adulthood and the workforce. The program, known as the Giving Eaton County Kids Opportunities (GECKO) started in the fall of 2009 in Grand Ledge High School as a pilot initiative and has since grown to annually serve over 50 students across all five high schools within Eaton Regional Education Service Agency (RESA).

This work-based learning program, originally funded through a grant from the Michigan Rehabilitation Services, is designed to teach employability skills, work safety skills and job specific skills to each student. Once trained on a variety of appropriate tasks, students work four days per week and attend a vocational seminar class one day per week focusing on career exploration and development, job readiness and transition skills. In 2011, based on successful attainment of employment outcomes for students involved in the pilot program, Eaton RESA then provided financial support to expand GECKO to serve students from all local school districts it serves.

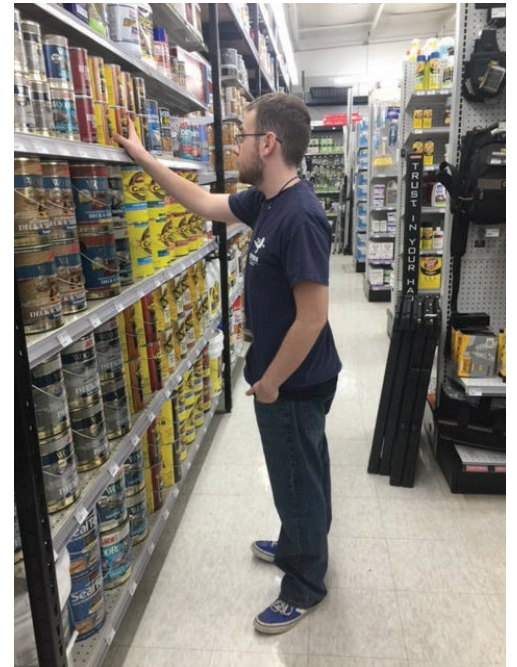


GECKO supports a variety of students with disabilities, and the program can be modified to fit each individual student's needs. Participants have the opportunity to work with employers in the community gaining skills in retail, custodial, restaurant, day care, assisted living, automotive services and many other areas. The primary goal of the GECKO program is to help students become job ready, so they are viable candidates for competitive employment when they complete their schooling. Job coaches work with students on following directions, handling feedback, presenting themselves on the work site, communication skills and many other job readiness skills.

"The GECKO program gives students a realistic understanding of employer expectations and training for future employment," said Dorothy, human resources manager at the Charlotte Walmart, who has hired over a dozen students who have participated in the GECKO program.

"We view the GECKO program as an extended interview for both students and the employer. It gives students an opportunity to determine if they are a good fit for the employer, and it gives the employer an opportunity to determine how a student can fit with their organization."

For more information on how to become involved with the GECKO program as an employer, please contact Staci Anderson, Eaton RESA Transition Services Coordinator at 517.541.8732 or Sarah Mida, GECKO program coordinator at 517-420-3148. ■



THE HEARTS OF FUN
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Per Foursome

June 12
2019

**Hearts of Fun
Golf Scramble**

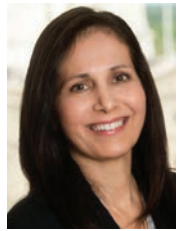
Eldorado Golf Course
3750 West Howell Road
Mason, MI 48854

8:30AM Registration
9:00AM Shotgun Start
Register at www.inghamisd.org

The proceeds from this charity 18-hole golf scramble will benefit the construction of a fully accessible playground at Heartwood School for children with disabilities.



PEOPLE NEWS



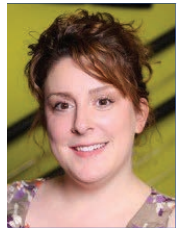
Fox

Governor Gretchen Whitmer has appointed **Fraser Trebilcock** attorney **Anita G. Fox** as director of the Department of Insurance and Financial Services (DIFS). Ms. Fox, a Kalamazoo College and University of Michigan Law School graduate, began her career with the Washington D.C. law firm of Steptoe & Johnson.



Hannah

Origami Brain Injury Rehabilitation Center would like to congratulate President & CEO, **Tammy Hannah** for being appointed vice chair of the Disability Network Capital Area Board of Directors. The Disability Network Capital Area works to transform thinking to improve the environment and quality of life for people with disabilities.



Fleming



Watson

The Davies Project is pleased to welcome the following new board members: **Megan Fleming** is

an account executive with M3 Group; and **Dana Watson** is a health educator with the Ingham County Health Department's Maternal Child Health.



Top row, left to right: Terry Link, David Wiley, Bob Barnhart, Tom Bartley, Lia Bommarito, Kathy Gut, Hakan Yildiz, and Thasin Sardar. Bottom row, left to right: Zeline Pritchard, Joe Hess, Lynn Bartley, Lisa Berg, Emily Wisniewski.

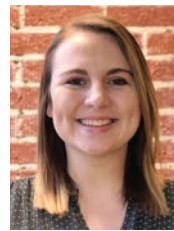
The Greater Lansing Chapter of the United Nations Association of the USA is pleased to announce the election of the following officers to lead activities during 2019: president: **Lynn Bartley**, past president: **Joseph Hess**, treasurer: **Thomas Bartley**, vice presidents **Robert Barnhart** (membership), **Kathleen Gut** (global education), **David Wiley** (advocacy) and secretary: **Emily Wisniewski**.

Associated Builders and Contractors Greater Michigan Chapter (ABC), announces new Board

of Directors leadership for 2019. The incoming offers are: Chairman – **Jason Johnson**, J.E. Johnson; Vice Chairman – **Ken Misiewicz**, Pleune Service Company; Secretary – **Brian Stadler**, Wolgast Corporation; Treasurer – **Dave Mollitor**, Consolidated Electrical Contractors; Immediate Past Chairman – **Steve Russell**, A/C Electric; and Executive Emeritus - **Ed Tanzini**, The Tancor Corporation.



Eaton Rapids Medical Center (ERMC) employees **Jill Whitaker** and **Jeffrey Ackerman**, PharmD were honored with the Dr. Meinke & Dr. Sherman Care. Serve. Inspire. Award at the hospital holiday celebration on Saturday, January 5, 2019. Each year, two ERMC employees are recognized for providing exceptional service to fellow staff members, patients and the community. The award, also known as the Employees of the Year Award, was established to honor Dr. Albert Meinke and Dr. Eber Sherman, physicians who were instrumental in the founding of Eaton Rapids Medical Center.



Taber

Capitol Fundraising Associates in Lansing announced the addition of **Kelsey Taber** to its team of fundraising consultants. Kelsey joins the team with a background in digital marketing giving her a unique perspective on how to emotionally appeal to an audience of donors and build relationships.



Origami Brain Injury Rehabilitation Center is proud to announce the promotions of the following employees to Direct Support Professional Team Leads. These individuals provide exceptional care to brain injury survivors

on their rehabilitation journey. (L to R) **Megan Moser**, **Megan Makoski**, **Seth Krimmer**, **Courtney Humphrey**, and **Amy Bigg**.

Ida Tedesco joins **Kirk Montgomery** as co-anchor of *News Ten Today* (4:30am-7:00am Monday – Friday) starting March 4th, alongside chief meteorologist Darrin Rockcole. She will also contribute special reports and stories for *News 10's* new 90-minute evening newscast (5:00pm-6:30pm Monday - Friday) on a regular basis.



Kelly



O'Connor

The **Mason Public Schools Board** of Education has welcomed two new members to the Board. **Michael Kelly**

and **Patrick O'Connor** will serve the district and community as Board of Education members until 2024 and 2022 respectively. In addition to the new Board of Education members, existing members who were reelected in November, were sworn in for their new terms. **Ralph Beebe's** new term will expire in 2022 and **Kurt Creamer's** new term will expire in 2024.



Alam



Manshun

McLaren Greater Lansing is the first hospital in the mid-Michigan region to treat carotid artery disease using

a new procedure that dramatically lowers the risk for stroke during and after surgery. Vascular surgeon **Syed M. Faisal Alam, MD**, performed a TransCarotid Artery Revascularization (TCAR) at McLaren Greater Lansing Hospital on January 10, 2019. TCAR (tee-kahr) is a clinically proven and minimally invasive approach for high surgical-risk patients who need carotid artery treatment. **Evert "Dutch" Manshum** of Portland was one of those patients.



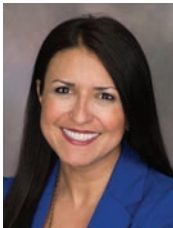
Stokes

Origami Brain Injury Rehabilitation Center would like to extend a sincere thank you to **Mark Notman**, who has retired from their Board of Directors after eight years of service. Origami is pleased to welcome Michigan State University's College of Osteopathic Medicine's Director of Finance and Human Resources, **Michael Stokes** as the newest member of their Board of Directors.

Cinnaire, a non-profit Community Development Financial Institution (CDFI) that provides creative loans, investments and development services to support community development, recently announced the appointment of **Chris Neary** as vice president, policy, research and advocacy in the company's Wilmington, DE, office. In this position, Chris will be responsible for the development, management and execution of Cinnaire's public policy agenda, and the coordination of Cinnaire's actions and work on policy matters at the state and national level.



Davis



Geiger

Associated Builders & Contractors, Greater Michigan Chapter (ABC, GMC) and

The Greater Michigan Construction Academy (GMCA) announced the promotion of **Stephanie Davis** to vice president and chief learning officer of both organizations and the hiring of **Catalina Geiger** as its director of fund development &

retention manager. Ms. Davis will oversee the associations leadership, education, safety and marketing functions. Mrs. Geiger will oversee the association's funding and financing to supporting the Skilled Trades in Commercial Construction education program.

Origami Brain Injury Rehabilitation Center would like to congratulate **Maddisen Cardwell** for being promoted from patient care technician to care coordinator. In her new role, Maddisen will provide oversight, understanding, and guidance to brain injury survivors and their families on their rehabilitation journey. Maddisen has a degree in Neuroscience with a focus on Psychology and Health Sciences. Maddisen has been a member of the Origami team since 2017.

The Greater Lansing Convention and Visitors Bureau is proud to announce its Board Officers for 2019: **Kenric Hall, CTA**, Chair - Radisson Hotel Lansing at the Capitol; **Eric Sudol, CTA**, Vice-Chair - East Lansing Marriott at University Place; **Michael Brand**, Secretary-Treasurer - Wharton Center for Performing Arts; **Dorothy E. Maxwell, MPA, CTA**, Past-Chair - Max Weingar Group; **Cindy Bowen, CHA, CTA** - Crowne Plaza

Lansing West; **Thomas M. Collins** - Traverse City Leasing, Inc.; **Kellie Dean** - Dean Transportation/Dean Trailways; **Barry Freed, CTA** - Art Craft Display, Inc.; **Kristina Reitler, CMP, CTA** - Spartan Hospitality Group; **Derrell Slaughter** - Ingham County Commissioner; and **Aimee Wright, CTA** - Quality Suites Hotel



Hankwitz

Edge Publicom announced the addition of **Nicole Hankwitz** as vice president to its growing agency in downtown Lansing. Most recently, Hankwitz served as director of the Senate Majority Communications Office under Senate Majority Leader Arlan B. Meekhof and executive director of the Senate Republican Campaign Committee for the 2018 election cycle.

Origami Brain Injury Rehabilitation Center is pleased to announce their 2019 Board of Directors roster. Origami's Board of Directors is comprised of individuals from both parent organizations, Peckham, Inc. and Michigan State University's College of Osteopathic Medicine: **Mitchell Tomlinson** - chairperson; **Vincent Schimizzi**

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– vice chairperson; **Marilyn Tarrant** – treasurer; **Greta Wu** – secretary; **Scott Derthick** – officer; **Michael Stokes** – officer; **Dr. James Sylvain** – officer; **Nate Vanderlaan** – officer and **Tammy Hannah** – president & CEO.



Resch



Schneider

Longtime capital-area professionals, **Brenda Resch** and **Rebecca Schneider**, announced the formation of **Compass**

Consultant Group, a public policy firm based in Lansing, Michigan. Specializing in high-level issue research, analysis, and development, Compass combines extensive public policy knowledge with decades of hands-on legislative and executive experience and a nimble ability to complete projects large and small for client partners. Schneider is co-founding Compass after having recently managed her own consulting firm following an eleven-year career in government relations and public service. Resch is co-founding the firm after ten years of experience in public policy and state legislative affairs.



Presenting the YMCA of Metropolitan Lansing's C. Colton Carr Exemplary Volunteer of the Year Service Award to Heather Cooper Kim, second from right, are, from left, the Lansing Y's Jeff Scheibel, president and CEO, Denise Schroeder, board chair, and Jim Schmelter, board member and former C Colton Carr recipient.



Tri-County Office on Aging was awarded the YMCA of Metropolitan Lansing's Kellie Dean Healthy Living Community Impact Award. From left, the Y's Jeff Scheibel, president and CEO, Denise Schroeder, board chair, the TCOA's Tammy Lemmer, Robyn Ford, Christine Histed, Thomas Smith and the Y's Casey Thompson.

YMCA of Metropolitan Lansing presented two prestigious awards at its annual Y Holiday Social. **Heather Cooper Kim** received the C. Colton Carr Exemplary Volunteer of the Year Service Award. The award is the highest award for volunteers and is dedicated to the memory of C. Colton Carr

who exemplified the spirit and mission of the organization. Cooper Kim's award makes history as the first in the 37 years of presenting the volunteer of the award that it went to a person whose family member previously received it. Her father was an awardee in 2008. The winner of the Kellie Dean Healthy Living Community Impact Award is the **Tri-County Office on Aging (TCOA)**. TCOA is the 4th recipient of this award to recognize community organizations.



Penhollow

The Greater Lansing Sports Authority is pleased to announce it has hired **Elise Penhollow** as sports coordinator.



Williams

Byron Williams has been named director of logistics over **Peckham's** DLA 3PL division. As director, Williams is responsible for overseeing third party logistics for the United States Department of Defense. Additionally, Williams manages the forklift operator program for more than 200 employees.



Bailey

Lansing Community College welcomed its new chief diversity officer just a few short months ago, but she has already made significant contributions and gained the respect and hearts of those she has come in contact with. **Tonya Bailey** began her career at LCC in fall 2018 joining the college from Michigan State University where she served as the director of student success and focused on student support initiatives. Bailey leads The Office of Diversity and Inclusion and strives to provide resources that foster awareness and empowers students with the tools, experiences and knowledge to promote global citizenship and a more inclusive campus.



Hamp

Tom Hamp of AdvCoach Mid-Michigan was bestowed the 2018 Franchisee of the Year award. This high honor recognizes the franchisee who best exemplifies the qualities of an AdvCoach Partner. They foster strong Client-Coach relationships by embracing their role as a sentinel of the Client's dreams. They demonstrate their belief in possibilities by helping their clients move beyond their blind spots to reach their objectives.

The Community Foundation welcomes two new staff members to its Community Investment Department: **Cindy Hales**, director of community investment, and **Tracy Russman**, community investment associate. Hales brings over 30 years of experience in the nonprofit sector and has served as an executive director of several organizations. Russman has worked for nonprofits for 25 years, coordinating events, volunteers and programs for the American Red Cross, the Make-A-Wish Foundation of Michigan and Ele's Place Lansing.

Foster Swift Collins & Smith, P.C. attorneys **Matthew S. Fedor**, **Clifford L. Hammond**, **Ryan E. Lamb** and **John W. Mashni** have been elected as shareholders of the firm. Fedor practices in the areas of business law, estate planning, probate, trust and estate administration and elder law matters; writing content for the firm's elder law blog at mielderlawblog.com. Hammond focuses on employment and labor law counsel and litigation in both the Lansing and Southfield offices. Lamb primarily practices business and tax law, immigration, estate planning, and real estate law from the firm's Holland and Grand Rapids offices. Mashni practices in the areas of business, tax, and intellectual property, and has a strong focus in the areas of nonprofits, cybersecurity, technology, and entertainment.



Fast

Able Eyes proudly welcomes **Lindsay Fast** to the Able Eyes team. Lindsay has a passion for helping others in the community through the Able Eyes mission; providing a resource for children and adults of all abilities through the use of technology for accessibility.

Rehmann's Roger Webster was named the director of resource partners for the Michigan Society of Human Resource Management (MISHRM). MISHRM supports education to HR professionals including the importance of developing relationships with the companies that offer solutions in these functional areas. Companies aligned with MISHRM are recognized as important resources that every HR professional should be familiar with, in order to accomplish their jobs and support their organizations.



Brown

Doctor's Approach Dermatology is pleased to welcome **Dr. Allison Brown** to their team. Brown is a board-certified dermatologist and a board certified dermatopathologist. She completed her dermatology residency at Medical College of Georgia, and her dermatopathology fellowship at the University of Cincinnati College of Medicine.

Dr. Brown specializes in prevention, diagnoses, and treatment of skin cancer.

Twenty-four **Fraser Trebilcock** attorneys have been selected for inclusion in the list of Michigan's *Leading Lawyers* for 2019, a distinction earned by fewer than five-percent of all lawyers licensed to practice law in Michigan; **H. Kirby Albright, Michael S. Ashton, Douglas J. Austin, Stephen L. Burlingame, Mark A. Bush, Edward J. Castellani, Michael E. Cavanaugh, Graham K. Crabtree, Michael P. Donnelly, Jennifer Utter Heston, Max R. Hoffman Jr., Hon. Peter D. Houk (Ret.), Mark E. Kellogg, Elizabeth H. Latchana, Darrell A. Lindman, David E.S. Marvin, Thaddeus E. Morgan, Brian P. Morley, Melisa M.W. Mysliwicz, Michael H. Perry, Gary C. Rogers, Thomas L. Sparks, Marlaine C. Teahan and Thomas J. Waters.**



Singh

Sam Singh, former Democratic Leader in the Michigan House of Representatives, has rejoined **Public Policy Associates** as a senior consultant. Mr. Singh will focus on several key areas, including nonprofit management, philanthropy, education, energy, and workforce/entrepreneurial development. His work will center on projects related to Michigan.



Kauffman

Greater Lansing Convention and Visitors Bureau events and program manager **Kristina Kauffman** was recently promoted from director of communications to vice president of communications with the Michigan Chapter of Meeting Professionals International.



Flammer

Chuck Flammer has joined **Bekum America Corporation**, the world's leading designer and manufacturer of blow molding machinery, as its business development manager. Prior to joining Bekum, Flammer served as vice president of sales for Kautex North America.

COMPANY NEWS

MSU Federal Credit Union is pleased to announce the charity partners its employees selected for their 2019 charity campaign! Each year, employees work together to support our communities through a yearlong charity campaign. Credit Union employees raised \$231,780 for selected 2018 charity partners and look forward to increasing fundraising and volunteer efforts this year. Employees will raise funds and awareness throughout the year for these local organizations: **Child and Family Charities, Be Nice Mental Health Foundation, Hope Against Trafficking, and Capital Area United Way.**

Lansing Community College celebrated Black History Month with an array of special events. This year's theme, "Black Migration," highlighted the exodus of over five million African Americans from the rural Southern United States to the urban Northeast, Midwest, and Western states between 1916 and 1970. The mass movement was birthed out of a desire to escape oppressive economic conditions and the promise of greater prosperity in the north.

The lives of countless individuals in the local communities benefitted thanks to the contributions by **Michigan International Speedway, MIS Cares and Americrown** in 2018. The giving will carry on in 2019 as the track continues to make a difference in the area. MIS and its sister company Americrown combined to donate a total of \$1,022,097 to local service groups and organizations through cash donations, in-kind donations, work programs, grants and sponsorships, as well as tickets and merchandise that clubs raffled to raise money. MIS Cares, the speedway's charity arm, awarded \$85,000 in grants to 19 deserving organizations to improve the local communities. All of these deserving recipients share the MIS Cares mission to assist and inspire youth in Jackson and Lenawee counties.

ASE, a not-for-profit employer association that

serves as a source for information and support on all matters affecting employment, recently announced that it would expand the instructor-led courses it offers into Mount Clemens and Lansing. ASE has partnered with the Michigan Bankers Association to bring classes to the Lansing area. As an introductory offer, ASE is offering member rates and an additional 10% discount now through March 15.

The law firm of **Loomis, Ewert, Parsley, Davis & Gotting P.C.** is pleased to announce its 2019 officers and Executive Committee: **Kevin J. Roragen** was elected president of the Firm, **Ted S. Rozeboom** was elected vice president, **James F. Anderton, V** was elected treasurer, **Sara L. Cunningham** was elected secretary and **Michael G. Stefanko** was also elected to the executive committee as director.

Area businesses provided donations totaling \$145,000 to the **Dr. Martin Luther King Jr. Commission of Mid-Michigan**, Friday, Jan. 18, to support the Commission's work in promoting equality, diversity and social justice. Check presentations were from **Cinnaire, \$50,000; MacDonald Broadcasting, \$50,000 in-kind support; Jackson, \$15,000; Delta Dental, \$10,000; LAFCU, \$10,000** including in-kind support; and **Michigan State University Federal Credit Union, \$10,000.**

Moonsail North is thrilled to announce that they have earned an honorable mention from PR Daily of Ragan Communications in the print publication category for their Educare California at Silicon Valley illustrated brochure.

The **Arts Council of Greater Lansing** is pleased to announce the release of its 2019-2021 Strategic Plan. With close to 55 years of success as Greater Lansing's arts council, planning is something they take very seriously, as it helps them determine where they have been and locate where they need to go.



McLaren Greater Lansing is the first hospital in the mid-Michigan region to treat carotid artery disease using a new procedure that dramatically lowers the risk for stroke during and after surgery. When taking one of the most serious drugs on the market, it is important to have careful monitoring, proper dose adjustments, access to the latest information, and care from experienced health care professionals. It is so important to manage this medication consistently that McLaren Greater Lansing has created an Anticoagulation Clinic that specifically manages

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patients who are taking warfarin. Warfarin is typically taken by patients who have atrial fibrillation (AFib), which is an irregular heartbeat that can increase your risk for stroke, heart failure, and other cardiac complications. However, the drug is also used by patients who have had a pulmonary embolism (PE), deep vein thrombosis (DVT), or who have had a heart valve replaced.

Mason Public Schools is proud to announce the district's strong state of financial health and stability. Through strong leadership from the Board of Education, staff, and faculty, the District has continued to move forward in a positive financial direction. The District received an unmodified audit opinion, achieving the highest level of assurance possible. Plante Moran shared the positive results of the Mason Public Schools financial audit on Monday, October 1 with the Board of Education.

Do you wonder if there are opportunities to improve the effectiveness your HR function? That's why **HR Collaborative** created the HR & Talent Management Discovery. By engaging in the Discovery process with HR Collaborative, you will not only gain great insight into how your business stacks up to HR best practices, but you will also examine how the human resources function strategically aligns to your overall business strategy.

Quality Dairy has announced a set of operational restructuring decisions that allow QD leadership to continue enhancing the customer experience at Quality Dairy stores. To improve coordination and efficiency, the company plans to turn the current bakery in REO Town into "QD Central," housing bakery, commissary, and dairy operations. Quality Dairy recently introduced a home delivery service called QD Quick Delivery, launched its new Fiesta Chip Dip and created new packaging for its ice cream. Extensive renovations are underway at the Holt store, including a Corner Creamery with outdoor seating, a drive-up window and freshly designed interiors. To keep the focus on retail customers, Quality Dairy is in the process of closing QDC Plastics, a manufacturing division of the company. The closure allows Quality Dairy to concentrate on upgrading their stores, introducing new products and improving the customer experience.

At the **Mason Public Schools** Board of Education meeting on February 4, the Board approved bids for 13 construction contractors to begin work on Alaiedon Elementary, which is part of Phase 1 of the Capital Improvement Project. The total bid award was \$8.3M. The contractors selected were LJ Trumble Builders for general trades, Proline Concrete for concrete, TCI for site work, Davenport Masonry for masonry, Howard Steel for structural and miscellaneous steel,

Shively-Bouma for metal studs, drywall and ceilings, Roofing Innovations for roofing, Traverse City Glass for aluminum and glazing, Lansing Tile & Mosaic for flooring, Architectural Systems Group for casework, Professional Thermal Systems for mechanical, United Electrical Contractors for electrical and Promech Engineering for commissioning.

Domestic production of key medical radioisotopes took another big step forward in Michigan. Lansing based **Niowave, Inc.** confirmed that it has begun producing several medical radioisotopes by fissioning low enriched uranium using a superconducting electron linear accelerator. The isotopes produced include Molybdenum-99 (Mo-99), Iodine-131 (I-131), Xenon-133 (Xe-133) and Strontium-89 (Sr-89). These products were generated under a license from the Nuclear Regulatory Commission. Mo-99 is the parent isotope of Technetium-99m (Tc-99m), the most widely used radioisotope in medical diagnostic imaging worldwide. I-131 is also used as an imaging agent and is effective in treating hyperthyroidism. Xe-133 is used extensively as an inhaled radiopharmaceutical agent for lung imaging. Sr-89 is used to help relieve bone pain that can occur with certain types of bone cancer. The worldwide radiopharmaceutical market is estimated to be \$4 billion annually and grows as more radioisotopes are made available.



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LCC will join the national act commemorating four centuries of African-American history in the United States, beginning with the arrival of Africans in the English colonies at Point Comfort, Virginia, in 1619. The year-long commemoration established by Public Law HR 115-102 was signed into law by President Donald Trump on Jan. 10, 2018. LCC will commemorate, educate and celebrate the contributions and rich history of African-Americans throughout a year-long journey; from the abhorrent slave trade, to the Civil War, to Jim Crow segregation, to the civil rights movement and beyond, we will recognize the many accomplishments achieved in the face of mighty oppression.

Dewpoint is proud to announce their partnership with Turbonomic to address the IT needs and budget constraints of mid-market clients. The award-winning, Michigan-based, information technology services and solutions provider has entered a strategic go-to-market partnership with Turbonomic, enabling Dewpoint to resell, consult and implement Turbonomic's hybrid hosting management platform. The new partnership enables Dewpoint to help clients avoid months of time and investment analyzing, documenting, planning and migrating application workloads from

legacy platforms to more optimal cloud and hybrid hosting models.

Construction of the first phase of the \$29 million expansion of **Burcham Hills**, a Life Plan Community in East Lansing, known as StoneBriar at Burcham Hills, has officially begun. Significant areas of the existing Burcham Hills building are being renovated or enhanced, including a new dining venue with outdoor seating, wellness and activity spaces, salon and spa, group exercise areas with fitness and strength equipment and a multipurpose space for residents. When the entire \$29 million project is completed, StoneBriar at Burcham Hills will also feature 44 new upscale independent apartments with either a patio or balcony, underground parking and a new main entrance with porte-cochere. Residents will also have access to other amenities on the Burcham Hills campus, including walking paths, a putting green, library, dining rooms, children's playground and more.

Access to health care is especially challenging for families that do not speak English. To address this, 7C Lingo has provided translation services for **The Davies Project**. In addition to information in six languages on the website, 7C Lingo also has been developing a poster with the information for clinics and will provide access to a 24/7 phone service with an interpreter in any language. Thanks to the City of

Lansing for the funds to help make this possible to make sure no child with a serious health condition misses an appointment.

Lansing Ignite FC and **LAFCU**, a credit union serving nearly 65,000 members across the state of Michigan, announced a multi-year contract naming LAFCU as the inaugural kit sponsor of LIFC for the 2019-2023 seasons. To celebrate its partnership with LAFCU, LIFC has created an enter-to-win jersey giveaway ahead of the home opener on April 13 and will host a jersey unveiling party for fans to attend in March. Details for the jersey unveiling party will be announced at a later date, while supporters can enter for a chance to win an LIFC jersey via www.lansingignite.com.



LAFCU is accepting applications for its 2019 Write to

Educate Essay Contest that offers two \$2,500 college scholarships to high school seniors and allows each winner to direct a \$500 donation from LAFCU to a charity. Lansing State Journal is the community sponsor of the contest. The scholarships can be used at Lansing Community College, Lansing, or at any Baker College campus in Michigan or online. The entry deadline is March 31. Applications are available at www.lafcu.com/lafcumyway. ■

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