

# A Major Commitment to **Diversity, Equity** and Inclusion

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MEET NEW LRCC BOARD MEMBERS LRCC URGES LOCAL OFFICIALS TO USE FEDERAL FUNDS FOR TRANSFORMATIONAL PROJECTS



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# Diversity, Equity & Inclusion: Good for the LRCC and Region

e are so pleased at the Lansing Regional Chamber of Commerce (LRCC) to lead many exciting initiatives that serve our members and help build a better region. None has been more important than our commitment to diversity, equity and inclusion (DEI), which was announced last summer and is featured as the cover story in this month's edition of FOCUS Magazine.

As our leadership team developed this program, we felt we first needed to hear from our member's DEI needs, goals and objectives. We also set out to align ourselves with subject matter experts in the region who are best equipped to help us meet those needs. Finally, we recognized our team's importance in fully committing to the DEI journey, starting with a year-long and ongoing training program for LRCC staff.

We also recognized that we could not lead this journey on our own. A successful DEI initiative required the support and engagement of leaders in the region who would come alongside us and guide our efforts. We can't say enough about our lead program sponsors, AT&T and MSU Federal Credit Union, both leaders in their organizational commitment to DEI. Many thanks to AT&T President, David Lewis and MSUFCU CEO April Clobes for immediately jumping on board to help us successfully launch our effort.

Our next step was to form a steering committee of community, business and education leaders who are fully committed to DEI in their organizations and would be willing to lend their expertise to the DEI initiative. Their names are listed in our FOCUS article. Our steering committee has been invaluable to our efforts, starting with developing the member DEI survey, which we have used to shape the direction of our program.

Our survey showed that though there is a strong commitment in the business community for DEI, nearly 45% of respondents said they did not have a formal DEI plan. Several people responding to the survey said they were hampered in pursuing DEI because of staffing shortages. Others were unsure where to start. There was also strong support for quality training and education. The LRCC has used the survey results to step up and fill an obvious need in the marketplace.

As noted in the cover story, we are excited about the quality of programming we have developed in the first few months and particularly look forward to taking our DEI initiative to another level in 2022.

Not only is DEI the right thing to do in all our organizations, but it should also be viewed as the critical component to a regional talent attraction and retention strategy. There is ample research demonstrating that embracing diversity, equity and inclusion makes organizations

stronger and communities richer and more welcoming. Employees in today's workforce insist their organization be fully committed to DEI.

Our goal is to work to make diversity, equity and inclusion a priority for the business community by developing tools and opportunities that promote diverse and inclusive business practices in the Greater Lansing region. We encourage you to join us on the DEI journey.



Our goal is to work to make diversity, equity and inclusion a priority for the business community by developing tools and opportunities that promote diverse and inclusive business practices in the Greater Lansing region. We encourage you to join us on the DEI journey.



STEVE JAPINGA VICE PRESIDENT OF PUBLIC AFFAIRS, LANSING REGIONAL CHAMBER OF COMMERCE



ASHLEE WILLIS FOUNDER AND CEO, MICHIGAN PREMIER EVENTS, LRCC EVENT MANAGEMENT



### February 2022



FEBRUARY LANSING ECONOMIC CLUB

Tuesday, Feb. 1 from 11:30 a.m. to 1:30 p.m. Kellogg Hotel and Conference Center; 219 S. Harrison Road in East Lansing

Sponsored by LAFCU, the February Lansing Economic Club will highlight the 65th anniversary of the Little Rock Nine. The featured speaker, Ernest Green, a member of the Little Rock Nine, will discuss the Little Rock Nine's importance in the continued fight for civil rights and justice in the United States.

**Cost:** Complimentary for Lansing Economic Club members; LRCC members: \$55; Future LRCC member: \$75; Table of eight: \$425



#### FEBRUARY MEMBER MIXER

Tuesday, Feb. 8 from 4:30 to 6:30 p.m. NCG Eastwood Cinema | Eastwood Towne Center | 2500 Showtime Drive, Lansing

Lights, camera and NETWORKING! Hosted by NCG Eastwood Cinema, the February Member Mixer will feature margaritas, complimentary popcorn and opportunities to catch up with old friends and make new connections. Also, stay after the mixer for a private movie showing at 6:30 p.m.

Cost: Complimentary for LRCC members



#### BUSINESS EDUCATION SERIES Wednesday, Feb. 23 from 10 to 11 a.m. Virtual platform

Sponsored by Fraser Trebilcock and Tri-Star Trust Bank, the upcoming Business Education Series program will feature Teri Sand, business service manager and Amanda Johnson, business resource coach, from Capital Area Michigan Works! and discuss ow you can retain A+ talent in your workplace.

**Cost:** Complimentary for LRCC members; Future LRCC member: \$25

## Virtual Business Roundtables

Virtual roundtables allow community and government leaders an opportunity to share what is going on in the community and determine ways to advise the tri-county region.

**Delta Township - Eaton County** Wednesday, Feb. 2 from 9 to 10 a.m.

Lansing – Delhi Township Wednesday, Feb. 9 from 9 to 10 a.m.

**East Lansing - Meridian Township** Wednesday, Feb. 16 from 9 to 10 a.m.



#### 2022 HEALTHCARE FORUM

Thursday, Feb. 24 from 10 to 11 a.m. Virtual platform

Presented by Blue Cross Blue Shield of Michigan and Tri-Star Trust, the 2022 Lansing Regional Chamber Healthcare Forum will focus on the importance of taking care of your mental and physical health and well-being. A new year is a great time to evaluate personal and professional goals and for businesses to create cultures focused on wellbeing. The panel discussion will feature Matt Johnson, author, speaker and president of On Target Living; Susan Maples, DDS, Total Health Dentistry; Karen Gallagher, LMSW, president and clinical therapist, ACSW, Professional Counseling Services and the Wellness Institute of Michigan; and Jonathan Welter, fitness and wellness specialist, Delta Dental of Michigan. Dustin Walsh, senior healthcare reporter for Crain's Detroit Business, will serve as moderator.

**Cost:** LRCC members: \$15; Future LRCC member: \$25



The Lansing Regional Chamber of Commerce (LRCC) hosts numerous events monthly, from Member Mixers to Lansing Economic Club programs. The events and programming provide valuable content and information and give members unique opportunities to connect and network.

The LRCC encourages members to check their email, follow LRCC social media channels, and visit the LRCC website for the most updated information on upcoming educational offerings and networking opportunities.

Registration is available on the LRCC website.

# Thank You Renewing Members

#### ACD.net

Anderson Economic Group

Andrews Hooper Pavlik PLC

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Black Barn Vineyard & Winery

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Brookshire Townhomes (Abrico, Ltd)

Burkett Agency – Farm Bureau Insurance

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Feyer Marketing

Foster Swift Collins & Smith, P.C.

Frontline Appraisal, Inc.

Fuerstenau Agency - Farm Bureau Insurance

Globetrotter Travel

Grand Traverse Pie Co. -East Grand River

Grand Traverse Pie Co. -Okemos

Grand Traverse Pie Company

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Habitat for Humanity Capital Region

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Harbert Home Systems

Harbor Strategic Public Affairs

Harvest Creative Services

Hicks Brothers Real Estate

Impact Solutions

Independence Villages of Grand Ledge

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MacIntyre & Cowen ReMax Grand River

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Michigan Health & Hospital Association

Michigan Legislative Consultants

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North Winds Heating & Cooling, Inc.

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Recruitment Management Consultants, LLC

Romanow Building Services

S & S Die Co.

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Waggoner Financial Group Warren - St. Mary Investment LLC Warren Salvage & Dismantling Corp. Wieland Williamston Compassionate Care WILX WSYM - Fox 47 Zeeb Animal Hospital

# **Chamber Milestones**

Payne-Rosso Company 45 Years

Potter Park Zoological Society 35 Years

**D.L. Walker, Inc.** 30 Years

**Family Life Financial Services of Michigan** 30 Years

**Downtown Lansing, Inc.** 25 Years

**Leon's Transmission Repair, Inc.** 25 Years

Michigan Health Council

25 Years

20 Years

DTN Management Co. 20 Years Michigan State Medical Society

Human Resource Management Services, LLC 15 Years Len's Carpet Care 15 Years **Opportunity Resource** Fund 15 Years **Paradise Funeral Chapel Administrative Center** 10 Years **Fairfax Apartments** 5 Years **Michigan Princess Riverboat** 5 Years RetroDuck.com, Inc. 5 Years The Salvation Army -Lansing Capitol Area

**Stifel Financial** 5 Years

5 Years

We'd like to offer a special salute to these great organizations who reached milestone anniversaries as Lansing Regional Chamber of Commerce (LRCC) members this month. Thank you for your continued support throughout the years!

# New Members

#### 517 Living

(517) 420-1942 www.517living.com P.O. Box 368 Mason, MI 48854

#### Baron's Window Coverings (517) 484-1366

www.baronsblinds.com 325 S. Washington Sq. Lansing, MI 48933

# The Center for Physical Rehabilitation

(517) 347-2495 **www.pt-cpr.com** 3536 Meridian Crossing Dr., Suite 240 Okemos, MI 48864

#### Change Media Group (517) 220-6128

www.changemediagroup.com 1000 S. Washington Ave., Suite 101 Lansing, MI 48910

**Deb Muchmore Consulting** (517) 643-7261 www.deborahmuchmore.com

#### **Draft House** (517) 669-5206 **www.drafthousemenu.com** 12449 S. US-27 DeWitt, MI 48820

#### Dumparoo (517) 657-8700 www.dumparoo.com 5740 Carlton St. Haslett, MI 48840

East Side Fish Fry (517) 993-5988 www.eastsidefishfry.com

2417 E. Kalamazoo St. Lansing, MI 48912

Green Dot Stables (248) 515-0894 www.greendotstables.com 410 S. Clippert St. Lansing, MI 48912

#### HAP

(248) 443-1161 **www.hap.org** 2850 W. Grand Blvd. Detroit, MI 48202

#### Healthy Consumer Physical Therapy (616) 803-9829 www.healthyconsumerpt.com 1106 N Cedar St., Suite 300A

Lansing, MI 48906 Indian Trails, Inc. –

dba Michigan Flyer (800) 292-3831 www.indiantrails.com 109 E. Comstock St. Owosso, MI 48867-3199

Kalamink Wind (Apex Clean Energy) (517) 300-2114 www.kalaminkwind.com

#### Konnech Inc

(517) 381-1830 www.konnech.com 4211 Okemos Road, Suite 2 & 3 Okemos, MI 48864

#### Lansing Family and Lifestyle Medicine (517) 258-0855 www.familyandlifestylemedicine.org 12911 Kelly Lane Grand Ledge, MI 48837

#### **Michigan First Credit Union**

(800) 664-3828 www.michiganfirst.com 5110 Times Sq. Pl. Okemos, MI 48864

#### **Morton's Fine Catering**

(517) 339-7255 www.mortonsfinecatering.com 2405 E. Michigan Ave. Lansing, MI 48912

#### **PMI Global Services Inc.**

1399 New York Ave., NW, Suite 400 Washington, DC 20005

#### Runaway Bay Apartments (517) 321-0123 www.ampresidential.com/runaway-baylansing-mi 1011 Runaway Bay Drive Lansing, MI 48917

**Total Security** (517) 622-4853 **www.totalsecurity-usa.com** 623 E. Saginaw Hwy. Grand Ledge, MI 48837

#### Valpak Direct Mail & Digital Marketing

(989) 763-0907 www.valpak.com/detroit 30600 Telegraph Road, Suite 1101 Bingham Farms, MI 48025

#### Vista Springs Majestic Bliss (517) 393-7777

www.vistaspringsliving.com/vistasprings-majestic-bliss 200 W. Edgewood Blvd. Lansing, MI 48911

#### Watertown Charter Township

(517) 626-6593 www.watertownmi.gov 12803 South Wacousta Road Grand Ledge, MI 48837

**Zeineh Law** (517) 292-7000

www.zeinehlaw.com 2800 E. Grand River Ave., Suite B Lansing, MI 48912

LRCC members have unparalleled access to 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 onto the site, please follow the simple password reset instructions.

Call (517) 487-6340 with any questions.



# McLaren's New Health Care Campus Expanding with Addition of Medical Services Building

he new McLaren health care campus opening in spring 2022 is already growing with another medical services building. Lansing-based Gillespie Group will develop the new 60,200-squarefoot building.

"In developing the new health care campus for Greater Lansing, we have focused on adding new ways for patients to access care and strengthen the partnership between McLaren and MSU Health Care," said Kirk Ray, president and CEO, McLaren Greater Lansing. "The new facility will launch an innovative model for diagnostic imaging care between McLaren and MSU Health Care and make it easier for patients to receive radiologic exams."

The development of the facility will employ 100-150 construction workers, and Lansing-based, Christman Company, will serve as the construction manager for the project. The construction is expected to take 16 months, with a target completion date of summer 2023.

"We are not developing just a typical medical office building. This building will be a destination for outpatient care to meet the needs of the residents in this region and beyond," said Pat Gillespie, president, Gillespie Group. "It is inspiring to know that this development will impact our community and health for generations to come."

The most significant component of the facility will be a new outpatient imaging center which is a joint venture between McLaren and MSU Health Care to improve access to state-of the-art, low-dose digitized diagnostic technology. The center includes a full suite of imaging capabilities featuring all-new equipment in the more than 20,000-square-foot space. All four innovative widebore MRI systems will have new Siemens technology to allow faster scanning times. Additional services include a new digital PET/CT scanner and CT scanners offering faster scanning times and lower isotope doses. This center is focused on patient comfort and convenience, including on-site parking and evening and weekend hours. McLaren and MSU Health Care are also working on expanding programs to train the next generation of physicians and diagnostic imaging services.

"This project is a result of many years of collaboration," said Seth Ciabotti, CEO, MSU Health Care. "Together, MSU Health Care and McLaren will combine the latest imaging technology with the clinical and research expertise of talented providers, technologists, and researchers. We will provide a quicker and more accurate diagnosis, shorter wait times, and research to meet the growing need in our community."

When McLaren announced the new health care campus and expanded partnerships with Michigan State University in 2017, it was the beginning of reshaping the University Health Park (formerly known as the University Corporate Research Park), part of the MSU Innovation Network.

"We are thrilled to see additional facilities being developed to support the mission of the University Health Park," said David Washburn, executive director, Michigan State University Foundation. "This very ground and surrounding area anchored by McLaren will become a premier destination for medical research and education and will be a beacon for medical innovation."

# Local Couple Receives Sparrow's Highest Honor for Selfless Volunteer Work

f you've ever met Charles and Lexcie Blockett of Lansing, you'd know they are the epitome of Sparrow volunteers - selfless, compassionate, gracious, and humble.

After a pandemic-related delay, the Blocketts were recently honored (in a private, socially distant setting) with the 2020 Sparrow Founders' Award, the health system's highest recognition. The award is given to a volunteer, community member, or retired caregiver who has made a positive impact on the health of Mid-Michigan. A public celebration is usually held in March, around the anniversary of Sparrow's founding as an organization. Still, the ceremony has been postponed for the past two years because of the pandemic.

In addition to distinguished careers in state government and private business, the Blocketts have dedicated themselves to Sparrow and the community. Charles

joined the Sparrow Foundation Board in 2009 and is now emeritus chair. Lexcie has served with the Mary Magdalen League (St. Lawrence gift shop) and Sparrow Women's Board of Managers.

Sparrow has provided countless hours, serving on various committees, bringing many new friends to the Sparrow Foundation, promoting diversity and inclusion efforts, and recruiting dozens of prospective volunteers.

Both cancer survivors played an integral role in building the Sparrow Herbert-Herman Cancer Center.

During this time when we face so many challenges in healthcare, it's good to focus on volunteers like the Blocketts and how they continue to give of themselves to better the lives of Sparrow's patients and caregivers. While this pandemic surges again, volunteers are still working nearly everywhere for the public at Sparrow.

Sparrow currently has about 650 volunteers serving at Sparrow Hospital in Lansing and another 165 at their Community Hospitals. Some have served Sparrow for over 45 years. The volunteers sit under the umbrella of the Women's Hospital Association, led by the Women's Board of Managers, who continue the work of the 114 women who founded Sparrow in 1896.



Lexcie and Charles Blockett of Lansing accept the Sparrow Founders' Award for the positive impact they've had on the community.

Volunteers assist in their surgical lounge, aiding families waiting for their loved ones to have surgery. They manage their gift shops, which are full-scale retail operations. Volunteers have been key to their COVID-19 clinics, assisting with traffic control and administering vaccines. Courtesy volunteers direct and assist patients and visitors in finding their way. College and adult volunteers work as patient concierges, visiting and helping patients with non-clinical needs such as water and coffee, among other duties. Discharge volunteers assist patients with wheelchairs as they leave otheir hospitals. Volunteers also work at their Herbert-Herman Cancer Center and other units, assisting with office support and supply chain needs.

The Sparrow Guild and Sparrow Foundation Women Working Wonders develop, plan and execute fundraising activities to inspire our community and help secure resources that support patient care.

Volunteers are also vital at Sparrow's community hospitals, providing a friendly face and living the Sparrow values, helping deliver extraordinary care close to home.

These volunteers have been essential to Sparrow's 125 years of caring for the community and deserve our deep gratitude. Interested in volunteering at Sparrow? Go to **Sparrow.org/Volunteer.** 

# Lansing Community College Celebrates December Graduates

ansing Community College (LCC) celebrated its December graduates with in-person ceremonies. The LCC's Fire Science Academy graduated 16 recruits at its ceremony on Dec. 17. Retired LCC Fire Science Academy Coordinator Bill Pawluk served as guest speaker.

A nurse pinning ceremony was held on Tuesday, Dec. 14, with 69 graduates being pinned. One nursing student was pinned a few weeks early and with excellent reason. Nursing student and U.S. Army Staff Sergeant Jacob Showerman received orders for deployment to Uzbekistan, which would prevent him from taking part in the traditional ceremony.

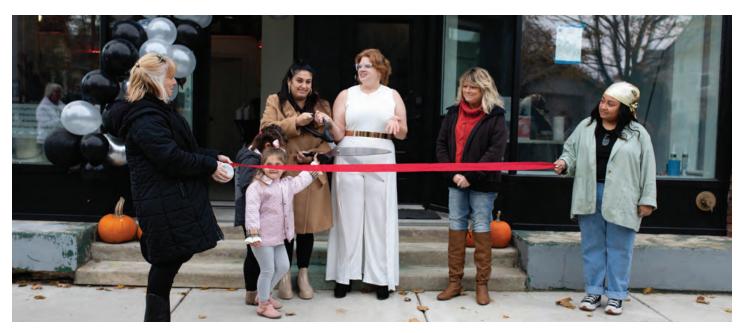
The LCC's nursing program worked with Showerman to provide accommodations for him to complete his clinicals before his deployment, and he has since completed all his program requirements.

Showerman received his pin from the U.S. Ambassador to Uzbekistan, Daniel Rosenblum. He also received the nursing program's Florence Nightingale Award for the graduating student who went above and beyond. As a military student in the Nursing Program, Showerman was also the recipient of an LCC Foundation scholarship.



The Mid-Michigan Police Academy at LCC graduated its newest recruits on Friday, Dec. 13 at the West Campus, which had 24 graduates in its 108th class. Sheriff Tom Reich from the Eaton County Sheriff's Office served as the guest speaker.





**Hair United** celebrated its first anniversary in November 2021 with a ribbon-cutting ceremony and open house. The event featured local treats from Babes Corner Lansing, Strange Matter Coffee, Social Sloth Café and Blumchen Bakery. Hair United is located at 515 Ionia St. in Lansing. Additional information can be found online: www.HairUnitesUs.com

*Photo from left to right:* Lisa Fisher, Lansing Regional Chamber ambassador, family members; Liz Winowiecki, owner of Hair United, Marcy Rzepka, member relations manager, Lansing Regional Chamber; Ayanda Ndlebe, hairstylist at Hair United.



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# Meet the New LRCC Board Members

he Lansing Regional Chamber of Commerce is delighted to welcome three new members to its 2022 Board of Directors. We want to introduce you to the three newcomers: Luke Terry (Rehmann), Amy Scoby (The Christman Company) and Lisa Webb Sharpe (Peckham).



#### LUKE TERRY, REHMANN

Luke is principal/ advisor, wealth management with Rehmann. Luke develops

Terry

creative strategies that help clients meet

their financial goals, integrating asset management and retirement plan services with overall business and financial objectives. Luke began his financial services career in 2003 and has supported small- to mid-size business owners, high-net-worth individuals and

their families, and healthcare professionals. He has extensive knowledge of portfolio construction, providing customized solutions for each client's unique financial goals and needs. Before entering the financial services field, Luke was a professional merger and statistical arbitrage equity trader for two Chicago-based private hedge funds.



Scoby

#### AMY **SCOBY, THE CHRISTMAN** COMPANY

Amy (Baumer) Scoby is the senior vice president at The Christman Company, a

national construction management and real estate development firm headquartered in Lansing. Scoby provides corporate leadership for Christman's marketing, business development and government relations activities. She has more than 20 years of experience in the government, education, and business sectors, including directing an office within the Michigan Department of Technology, Management and Budget before joining Christman.



Sharpe

#### LISA WEBB SHARPE, ED.D., PECKHAM

Lisa Webb Sharpe joined Peckham, Inc., in August 2020, to serve as its chief operating officer. Webb

f

Sharpe oversees four lines of business. In addition to manufacturing clothing and other equipment for the military, her portfolio includes information and help desk services, supply chain, warehousing and logistics and janitorial services. Marketing and business development round out her body of work. Before joining Peckham, Webb Sharpe served as executive vice president at Lansing Community College, director of the Michigan Department of Management and Budget, and as Governor Granholm's cabinet secretary and policy director. Webb Sharpe earned her doctoral degree in educational leadership from Ferris State University.

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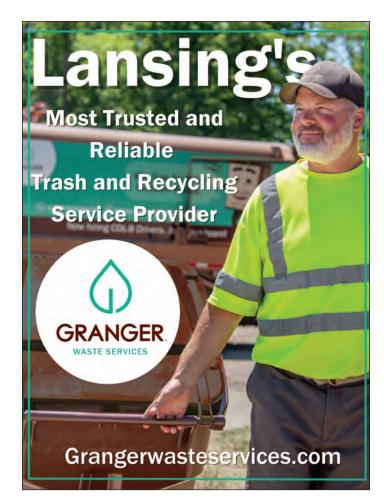




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# Fisher and Hershfield Lead Motivated Group of LRCC Ambassadors

ost of you know members of the Lansing Regional Chamber of Commerce (LRCC) Ambassador Committee by their bright smiling faces at registration or the flash of their gold name tags as they are building relationships. The Ambassador Committee serves a critical role in the LRCC's ability to connect, engage and help our members and ensure the membership investment provides value.

The Ambassador Committee is comprised of business and community leaders from a variety of business and nonprofit backgrounds who believe in the LRCC's mission to help businesses connect, grow and thrive. You will see them at every LRCC event, assisting members to get checked in, seated and engaged. You will hear from them throughout the year as they inquire about the value of your membership. They will be out celebrating every ribbon cutting and grand opening happening in the mid-Michigan region. They are advocating for the growth of our organization by connecting the LRCC to future members.

Leading the 2022 Ambassador Committee as chair will be Lisa Fisher, owner and CEO of Lisa Fisher Associates, a business consultancy firm. Stephen Hershfield, senior associate with CBRE, will serve as vice chair and Demphna Kirkorian, senior director of development, Child and Family Charities, as secretary. Ambassador leaders are selected annually by the group.

"I am so excited to lead this year's group of ambassadors as the business community continues to navigate the challenges related to COVID while also planning for our region's bright future," said Fisher. "The Ambassador Committee is motivated and excited to work together to help future members find the Lansing Regional Chamber while also helping current members utilize and find value in the tools, resources and relationships that are part of their membership investment."

## 2022 LRCC AMBASSADOR COMMITTEE

**Carmen Argersinger,** manager, Strategic Partnerships, Delta Dental of Michigan

**Daria Czarnik,** regional sales manager, Royal Alliances

**Chaz Carrillo,** independent agent associate, David Chapman Agency

**Colleen Curran-Schultz,** local sales manager, Effectv

**Heather Febres-Cordero,** community relations, Hospice of Lansing – Ionia Area Hospice

**Lisa Fisher,** speaker/ trainer/coach, Lisa Fisher Associates (*Chair*)

**Thomas Hamp,** business coach, Advicoach

**Steve Hershfield,** senior associate, CBRE (*Vice Chair*)

**Casey Jacobsen,** business marketing representative, LaFontaine Automotive Group

Lawalt Johnson, supervisor of network security & operations, Lansing Board of Water and Light

#### Demphna Krikorian,

senior director of development, Child and Family Charities (Secretary)

**Shawn Mach,** attorney, Klug Law Firm

Sara Majeske, community ambassador and executive assistant, Custom Built Design & Remodeling

**Chad Munce,** digital sales manager, WLNS-TV

**Corey Rees,** market manager, RJourney

Barb Schram, independent distributor, Shaklee

**Ernest Tisdale,** Mid–Michigan regional director, EDUStaff

**Dan Wilkinson,** commercial loan officer, Eaton Community Bank

**Andy Zarkovich,** independent agent, Reed Insurance Agency

#### FOCUS ON TALENT

# LRCC Job Board Helping Region's Employers Fill Their Talent Needs

he Lansing Regional Chamber of Commerce (LRCC) Job Board provides a valuable tool to help employers in the region address their staffing needs, which is especially critical during the Covid era when most businesses are struggling to address talent shortages. Since the Job Board went public in April 2021, many employers have found it helpful to connect with job seekers.

"We regularly have 25-35 job postings at any given time," said Ashley Sandborn, director of marketing and communications, LRCC. "The Job Board is proving to be a place where organizations can go to showcase their available opportunities."

The Member Job Board is located on the LRCC website under the Talent tab and can be accessed at **Member Job Board Jobs - Lansing Regional Chamber of Commerce** (lansingchamber.org).

LRCC team members regularly review all postings to ensure they are current and include the logo of the organization listing each job. The LRCC has developed several key



initiatives around talent, including Leadership Lansing. The job board was the logical next step in helping our members attract and retain the best talent possible.

"For years, our members have told us that the availability of talent is the number one concern they have in trying to grow their business," said Sandborn. "We are continuing to provide resources to assist them in meeting those needs."

Only LRCC members are allowed to add jobs to the website. However, the landing page will be available to the public. Therefore, people outside the organization will also be aware of and view open positions.

The GLCVB's role is to market the Capital Region as a travel destination and our vision is to inspire visitors and residents alike to love Lansing as much as we do. We understand what makes this community great. Work with us to host your next meeting or event and together we can grow the local economy while showcasing our hometown pride. Contact us today!

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A Major Commitment to **Diversity, Equity** and Inclusion

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he killing of George Floyd, combined with several other shootings, has dramatically shifted this country's dynamic – it resulted in one of the largest protest movements in decades. The event was the latest in a series of shootings that have culminated in an unprecedented, widespread demand for social justice.

The push for social justice is not new. The killing of George Floyd, combined with several other shootings, have dramatically shifted the dynamic in this country. Corporate America has become more engaged and businesses of all shapes and sizes are recognizing that a commitment to diversity, equity and inclusion (DEI) is necessary for their business, employees, customers and most importantly, the future of their communities.

Amid the heightened social justice movement came the Covid pandemic, which drew even more attention to the inequality of opportunity in our nation, state and region. As the Lansing Regional Chamber of Commerce (LRCC) led regional efforts to get businesses relaunched and reengaged during the pandemic, it was also clear that we were nowhere near business as usual when it comes to social injustice and systemic inequality of opportunity for our communities of color. As LRCC leaders reflected on how to best drive positive change in confronting the uncomfortable truth of inequality, the organization decided to launch a major DEI commitment that includes programs, resources and professional development to empower the business community to contribute to an equitable and inclusive region.

"Embracing diversity, equity and inclusion makes our businesses stronger and our communities more welcoming," said Tim Daman, president & CEO, LRCC.

The decision to commit to DEI came as an increasing number of business leaders recognized the importance of increasing their commitment to DEI within their organizations. Employees and shareholders became a driving force for corporate commitment and consumers are driving a marketplace revolution. National studies show that 78% of consumers want companies to address social justice issues and prefer that product decisions align with their values and support just causes.

### DIVERSITY, EQUITY AND INCLUSION COMMITTEE

The LRCC DEI Committee was developed to guide the LRCC staff to create a DEI event and programming series for the business community. These individuals are passionate about making an impact regarding DEI and some do so professionally.

Whitney Anderson-Harrell, MSUFCU

Lori Simon, Sparrow Health System

**Jennifer Sturdy,** PNC Bank

Kelli Ellsworth-Etchison, LAFCU

Matea Čaluk, M.Ed. (She/ Her/Hers), Michigan State University

Victoria Meadows, LEAP

**Elaine Hardy,** City of East Lansing

**Judi Harris,** St. Vincent Catholic Charities Refugee Services **Michelle Massey,** TechSmith

Rachel Kuntzsch, Public Sector Consultants

**Calvin Jones,** Lansing Board of Water & Light

Susan Porrett, Davenport University

Sein Paul Benavides, Cafecito Caliente

**Lisa O'Connor,** Publicom

**Carrie Rosingana,** Capital Area Michigan Works!

Tony Willis, LEAP

Brian Daniels, emPOWer Lansing

including one in January on reasonable accommodations in the workplace.

LRCC has

developed several

outstanding DEI

training programs

"Everybody has different views about why DEI is important to themselves and their organization," said Steve Japinga, vice president of public affairs, LRCC. "It can be anything from working to having a more positive, inclusive workplace or trying to understand your customers better. It's about having better retention and understanding where all people come from and how they can be included."

#### REGIONAL PARTNERS CHAMPION DEI COMMITMENT

To maximize the impact of the LRCC's commitment to DEI, the LRCC recognized it would need strong corporate support. The Lansing region is fortunate to have many organizations that have well-established commitments to internal DEI programs. Several of them agreed to partner with LRCC in championing the DEI series. AT&T Michigan and MSUFCU Federal Credit Union (MSUFCU) quickly embraced the role as lead sponsors.

AT&T's nationally recognized diversity, equity and inclusion (DEI) program, I AM, emphasizes affirmation, conviction, confidence and for each team member to believe in who they are as a person. AT&T has implemented specific programs supporting gender equality, including sponsorship of the WNBA and U.S. Women's soccer team and encouraging advice to young girls. AT&T Michigan President David Lewis says the commitment to DEI has made AT&T a better organization.

"We focus on what we call 'Stand for Equality.' It is one of our core values at AT&T," said Lewis. "It is the driving force behind our goal to make diversity and inclusion both a business and a moral imperative. Externally and internally, it is a focus to make sure our employee base, our colleagues and our external stakeholders know that we stand for equality for all people."

Lewis notes that AT&T has been aggressive in making certain the company goes beyond lip service and lives out its DEI commitment every day. The organization has contributed tens of millions of dollars to civil rights organizations. Those contributions include \$10 million to black and underserved communities that face longstanding social inequities and higher unemployment.

#### A MAJOR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

"We want to make sure that we use our time, talent and our treasures to make an impact in areas where we live, work and raise our families," said Lewis. "Lip service with an employee base as large as ours does not go anywhere. We have to create opportunities for our employees to engage, talk, discuss and most importantly, have the ability to make an impact in their communities all over the country."

MSUFCU's commitment to DEI is engrained in their culture. It is demonstrated in their mission to help members achieve their dreams and their core values to cultivate diversity, equity and inclusion.

"Since MSUFCU was founded, we have believed in this principle and set industry trends based on it," said Whitney Anderson Harrell, chief community development officer, MSUFCU. "We truly believe everyone should be able to be their full, authentic selves."

For over 80 years, MSUFCU has built on that belief and has recently taken several steps to further their DEI efforts, including creating employee resource groups, a DEI council and DEI department.

"We are looking forward to ensuring a lasting impact and continued growth toward our DEI goals," said Amanda Denney, director of diversity, equity and inclusion, MSUFCU. "Through the years I have worked at MSUFCU, it has always been clear that DEI matters. We are never satisfied with doing okay. We always want to continue improving."

"David Lewis recognized what we were trying to do and jumped on the opportunity to support our program from day one," said Daman. "Having DEI leaders like AT&T and April Clobes at MSUFCU embrace our program in the way they have done helped us align with leading content experts in the DEI field and focus our efforts on recruiting medium-size and smaller businesses into the program."

#### **BUILDING THE DEI PROGRAM**

To build the DEI program that truly met the needs of LRCC members and the region, the LRCC created a steering committee that consists of leaders in the region with solid commitments and backgrounds in DEI (See sidebar article for a full list). The committee has been invaluable in shaping the direction of the DEI Initiative.

"We felt if we were going to go on this journey, it had to be bigger than just the Lansing Regional Chamber," said Daman. "I give a tremendous amount of credit to Ashlee Willis and Steve Japinga for their leadership in putting together this steering committee. It is a great group of community leaders, education leaders and business leaders coming together to guide what we do."





Anderson-Harrell

Bailey





Daman

Japinga

Denney







Roberts



Willis

Working with the steering committee, the LRCC developed a member survey to get a handle on where members are currently in the DEI journey and what those members felt were their most important needs to help them move forward. Members that completed the survey indicated a strong desire for training support. The survey responses became a blueprint for designing the DEI education and training.

"Conducting a survey to hear from members was an important factor because it allowed us to gather information, resources and DEI session topics the business community needs," said Ashlee Willis, founder and CEO, Michigan Premier Events, events management for LRCC. "Inclusive leadership, unconscious bias and recruitment and retention were some of the topics the business community is looking to have more educational sessions and resources." In the past few months, the LRCC has put together programs designed to offer DEI courses to teams of individuals, facilitated by experienced instructors for professional & organizational development. The LRCC DEI series has provided practical strategies for businesses looking to connect diversity to business strategy for growth in three target areas: workplace, workforce, and marketplace.

Some of the programs the Lansing Regional Chamber of Commerce has had in the past focused on understanding and addressing implicit bias and microaggressions in the workplace, inclusive leadership and reasonable accommodations in the

workplace.

"Members were able to understand how to recognize their own biases and learn strategies to eliminate biases in organizations, explore critical selfreflection. and provide strategies for action that support equity and inclusion in the workplace," said Willis. "They also learned how to make modifications and implement necessary and reasonable accommodations in the workplace so their employees can feel seen, safe and secure. Members who participated in these sessions were also equipped

# DIVERSITY, EQUITY & INCLUSION PARTNERS

Michigan Diversity Council LEAP: One&All – Inclusive Entrepreneurship Michigan State University: Office of Diversity, Equity and Inclusion Davenport University Lansing Community College: Office of Diversity and Inclusion Grand Ledge Chamber of Commerce Michigan Premier Events: Executive Leadership Essential Programs Sparrow Health System If you would like your organization's DEI information included contact Steve Japinga, vice president of public

If you would like your organization's DEI information included, contact Steve Japinga, vice president of public affairs, LRCC at sjapinga@lansingchamber.org.

with tools to become aware of, and sensitive to, the emotional reactions and expressions in themselves and others with issues around race, political divisions, and religious differences."

A recent training focused on "reasonable

accommodations," a term that is confusing and can cause some employers to back away from developing a DEI program. Anna Warbach, a business relations consultant and Christine Roberts, an occupational therapy consultant, both working at the Michigan Department of Labor and Economic Opportunity, conducted the program. Roberts stressed the importance of a comprehensive, reasonable accommodation process for employers, as it will do more than increase the inclusivity in workplaces. Still, it will also provide a different point of view to many businesses in the Greater Lansing region. "People with disabilities can bring a unique perspective to the workforce. They overcome challenges, whether they're physical or mental, as they move through their daily lives. They're creative problem solvers," Roberts says. "It's really about finding out what a person's strengths are and if there's a functional limitation, using an accommodation to address it."

Members who have attended the LRCC DEI sessions have provided valuable information to use in their DEI leadership role. They have also expressed that the resources and sessions have been a self-reflection. Dorinda Carter Andrews, chair of the teacher education

> department at Michigan State University and Darryl Shelton, COO, Christian Schools International & Davenport University IPEX, have facilitated some recent programs.

Upcoming DEI programs include diverse hiring strategies, fostering a culture of belonging in the workplace, a course on Small **Business certifications** for women-owned, minority-owned, and veteran-owned businesses. The LRCC will also start a DEI Executive Roundtable for executives, a 12-month commitment consisting of 12 leaders

to implement social change within their organizations, enhance their role as inclusive leaders and provide tangible tools for business growth and success. The DEI Executive Roundtable will be facilitated by Dr. Tonya Bailey, founder of TCB Consulting, Inc., and chief diversity officer at Lansing Community College.

"Advancing workplace diversity is more important today than ever before, said Dr. Bailey. "While the topic of diversity, equity and inclusion isn't new, 2020 was a wake-up call for companies to reexamine their DEI initiatives. Consumers take their business to companies with a proven commitment to diversity, equity and inclusion. As employees are looking to executive leadership to make a difference, organizations must evolve or risk a shrinking candidate pool, reduced market share, and ultimately, lost profitability. The

#### A MAJOR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

LRCC's DEI Executive Leadership Roundtable comes at the right time for real leaders in search of real change."

Dr. Bailey is also facilitating diversity, equity and inclusion training and professional development for LRCC staff.

"I would encourage the business community to attend future sessions and share topics they would like to see as a session," said Willis. "This is a leadership and community collaboration of effort and more work still needs to be done. It takes listening, getting comfortable with the uncomfortable, commitment, action, and the power of collaboration in our professional and personal lives to make Lansing an equitable, welcoming and inclusive region."

#### **DEI MAKES US ALL STRONGER**

For AT&T's David Lewis, supporting the LRCC's DEI program was a natural extension of his organization's DEI commitment. He also recognizes how business leadership in embracing DEI is an important part of building a region that is widely viewed as welcoming and inclusive.

"The business community has a vested interest in all of this," said Lewis. "Every company, large and small, must have some focus on diversity and inclusion. It helps your employee morale, work performance and helps every employee feel comfortable and welcome. Companies in the business community have to embrace diversity and inclusion not as an exercise once a year, but as a common practice throughout the year."

"It is all about all of us and we want to all do better together," said Japinga.

From the beginning, the LRCC team has set out to create a DEI program that would be long-lasting – something that is much more than just completing a project, checking a box, and moving on to the next shiny object. Daman emphasizes that the true success of the DEI program will be measured long after the current LRCC leadership team has moved on from the organization.

"I hope that in five or ten years

from now, somebody would look back and recognize the work of the leadership at the Lansing Regional Chamber of Commerce at the time we launched this program and how critically important it was to the organization and the community," said Daman.

The LRCC encourages more involvement from organizations committed to DEI in their own business and the Greater Lansing region. For more information, contact Ashlee Willis at **michiganpremierevents@ lansingchamber.org** or visit **DEI - Lansing Regional Chamber of Commerce (lansingchamber.org).** 

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"Testament: The Little Rock Nine Monument" honors the courage of the nine African American students who began the process of desegregating Little Rock's public schools in 1957. Located on the Arkansas State Capitol grounds, the memorial features bronze sculptures of the nine students, along with plaques bearing quotations from each of them. (Photo courtesy of Arkansas Department of Parks, Heritage and Tourism)

# Mid-Michigan's MLK Commission Features Four of 'Little Rock Nine' in MLK Day of Celebration

ANNUAL EVENT RECOGNIZED THE 65TH ANNIVERSARY OF 'LITTLE ROCK CRISIS'; EMPHASIZES AGE IS NOT A FACTOR IN THE ABILITY TO CORRECT INJUSTICE

he signature annual event of the Dr. Martin Luther King Jr. Commission of Mid-Michigan was recognized as the 65th anniversary of the Little Rock Crisis that mobilized a nation to ensure access to quality education.

The 2022 MLK Day of Celebration featured four of the nine students, known as the Little Rock Nine, who volunteered in 1957 to desegregate one of the nation's largest all-white high schools. Their courageous actions tested the strength of the 1954 unanimous Supreme Court ruling *Brown v. Board of Education* that declared segregation in public schools unconstitutional.

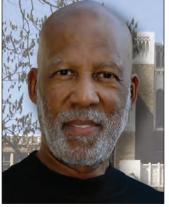
The commission's celebration was broadcast on Jan. 17 on WILX TV 10-NBC and WLNS TV 6-CBS.

"The stories our guests revealed their strength and resolved to correct an injustice even at their young ages at the time — the youngest was 14," said Elaine Hardy, commission chair. "They and their families endured constant intimidation, bullying, and verbal and physical abuse. But their actions helped define the civil rights movement. One of the strongest lessons they offer today is that age need not be a factor in one's ability to correct an injustice."

The theme for the 2022 celebration was "In the long run, justice finally must spring from a new moral climate." This was written by Dr. Martin Luther King Jr. to President Dwight D. Eisenhower when requesting federal assistance with school integration in Little Rock, Arkansas. The nine students had initially been met by a



Ernest Green



Dr. Terrance Roberts



Carlotta Walls LaNier



Minnijean Brown Trickey

hostile crowd of about 1,000 people and the Arkansas National Guard, as ordered by Gov. Orval Faubus.

The former Little Rock Central High School students appearing in the program were:

- Ernest Green
- · Carlotta Walls LaNier
- Dr. Terrance Roberts
- Minnijean Brown Trickey

Lt. Gov. Garlin Gilchrist II interviewed them. Two have ties to Michigan State University: Green earned bachelor's and master's degrees at MSU; LaNier attended MSU for two years before completing a bachelor's in Colorado. More information about the four guests is available at https://bit.ly/CommissionLR9.

The Jan. 17 program also included:

- Musical performances.
- · Messages from elected officials.
- Recognition of winners of the commission's student essay contest offers \$17,500 in prizes and scholarships.
- Announcement of the commission's annual sponsors.

Many organizations, including the City of East Lansing and City of Lansing, actively supported the commission's work. Corporate sponsors donating

\$10,000 or more for 2022 programming are AF Group/ Blue Cross Blue Shield of Michigan, CASE Credit Union, Cinnaire, Consumers Energy, Dean Transportation, Delta Dental of Michigan, Jackson, LAFCU, Lake Trust Credit Union, MacDonald Broadcasting and MSU Federal Credit Union.

Mark McDaniel, Cinnaire CEO, returned as master of ceremonies, and a digital program book is available for download from the commission's website.

This is the second time in the 37-year history that it was televised rather than live in person. Pre-pandemic, the annual celebration was presented before sold-out audiences of up to 2,200 at the Lansing Center, Lansing.

Dr. Martin Luther King Jr. Commission of Mid-Michigan supports equality, diversity, and social justice. It focuses on the area's pressing issues of literacy, youth violence, hunger, mentoring, education and community enrichment. The nonprofit organization hosts speakers and concerts, supports community service agencies, and promotes youth initiatives, such as essay and art contests, college scholarships and an annual Y-Achievers tour for high school students.

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# Veteran White House Correspondent Jon Decker to Speak at LRCC Public Policy Forum on March 3

eteran White House Correspondent, Jon Decker of Gray Television will be the featured speaker at the upcoming Lansing Regional Chamber of Commerce (LRCC) Public Policy Forum on Thursday, March 3. The event takes place from 5 to 8 p.m. at the Country Club of Lansing. Tickets are \$55 for LRCC members, \$75 for future LRCC members and \$425 for a table of eight.

Decker, who has been a member of the White House Press Corps since 1995, will speak on the Biden and Trump administrations and look ahead to the 2022 midterm elections.

"Having a seasoned White House journalist like Jon Decker join us for this event will give business community members a rare opportunity to get a glimpse behind the curtain and learn more about the inner workings of Washington D.C. and the presidency," said Steve Japinga, senior vice president of public affairs, LRCC. "We expect this to be viewed as a mustattend event by our members who have a strong interest in public policy and politics."

In 2015, Jon Decker was elected by his colleagues to the board of the White House Correspondents' Association. Jon serves on the faculty of Georgetown University and the UCLA School of Law, where he is an adjunct professor. He also serves as a media fellow at the McCain Institute. Jon, a Washington, D.C. Bar member, is the only lawyer in the White House Press Corps.

Previously, Jon served as the White House correspondent for Fox News Radio, Reuters Television and SiriusXM Radio;



Washington correspondent for PBS Television's "Nightly Business Report"; the host of PBS Television's "This Week in Business"; business reporter for the NBC affiliate in Washington; and field producer for NBC in Miami. He has served as a media fellow at the Hoover Institution at Stanford University and was an aide to the late U.S. Senator John Heinz. Jon, born in Washington, D.C., received his bachelor's and master's degrees with honors from the University of Pennsylvania and received a J.D. from the George Washington University Law School. He also studied international law at the Sorbonne in Paris.

Interested in attending the LRCC Public Policy Forum on March 3? Contact Steve Japinga at **sjapinga@ lansingchamber.org** or visit the LRCC's website at www.lansingchamber.org.





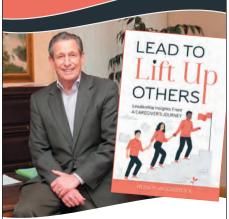
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# LRCC Urges State and Local Governments to Use Federal Covid Relief Funds to Help Transform the Region

he Lansing Regional Chamber of Commerce (LRCC) urges state and local government leaders to use federal Covid-19 relief funds on targeted programs that can transform the region and help Michigan regain its position as a top state for income, jobs, and widely shared prosperity. The federal funds are part of the American Rescue Plan (ARP), which helps communities recover from the impact of the pandemic.

In a letter to local leaders, the LRCC notes that many of the ARP funds to date have been used to backfill areas impacted directly by the Covid-19 pandemic. The LRCC is encouraging state and local leaders to work in a bipartisan fashion to ensure that the remaining funding is used to help the region and state emerge from the global pandemic even stronger.

"The Lansing Regional Chamber of Commerce strongly urges state and local leaders to take the time needed to ensure that funds are not simply spent," said Tim Daman, president & CEO, LRCC. "They must use them effectively to transform our region, which will make our community a better place to live, work and thrive."

The LRCC letter suggests five guiding principles leaders at all levels should follow when investing the remaining stimulus dollars:

- Transformational investments help the region achieve long-term goals and leapfrog other states and regions in education/skills, fostering business competitiveness and growing well-paying jobs.
- 2) Maximize Michigan's share of stimulus dollars.
- 3) Protect flexible funding and target uncovered gaps, which the LRCC says should fill uncovered Covid health issues, education and economic gaps after other sources are exhausted.
- 4) Prioritize leverage and avoid unfunded mandates. Governments should seek to leverage private and public sector dollars to achieve larger goals and provide steady returns. Investments should be sustainable and avoid creating recurring tax burdens for residents and businesses.
- 5) Measure outcomes and ensure transparency, including identifying clear goals and metrics and transparency into where and how funds are spent.

"By following these basic guidelines, we believe these dollars can be invested wisely and contribute to sustainable, equitably shared prosperity for our residents, communities and businesses," said Daman. Harbor

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Greater Lansing is pleased to

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**Derek Peters** 

vice president

resources. Derek

addition of

as the new

of human

#### **NEW HIRES**



Pfeifer

worked in the Michigan House of Representatives and brings experience in the grassroots and public relations fields. He is a University of Michigan graduate and is currently pursuing his master's degree there. Harbor Strategic is located at 910 W. Ottawa Street in Lansing.



Craig

Lansing real estate agent, loves to help people find their next home and sell their current one, while serving the community as a part-time soldier in the Michigan Army National Guard.



Peters

grew up locally in Mason, Michigan. His career in human resources began with a labor union out of the Detroit area, where he helped with labor relations. Peters joined the human resources team at McLaren Greater Lansing. While working at McLaren, he received his Juris Doctor and became a licensed attorney. He has recently led the HR teams at McLaren Lapeer Region, McLaren Health Management Group, and McLaren Northern Michigan.

Emily

Vandehoef has

ioined Tandem

intern for spring

2022. Vandehoef,

a graphic design

major in her

at Lansing

Community

final semester

Studios as an



Vanderhoef

College, will provide graphic design, administrative, and business development support. Welcome to the team, Emily!

Foster Swift Collins & Smith continues to see steady, significant growth with two experienced attorney hires in January, after adding four attorneys in the fourth quarter of 2021. Attorneys Benjamin C. Dilley and Daniel S. **Zick** are joining the firm's litigation practice group. Dilley will practice from Foster Swift's Grand Rapids office, focusing his practice on civil litigation, and commercial, employment and energy law. Zick will be based in the firm's Lansing office. His practice focuses primarily on general civil litigation, and commercial, municipal, and insurance defense litigation.

Less than three months away from the return of baseball to Jackson® Field<sup>™</sup>, the **Lansing Lugnuts**, the High-A affiliate of the Oakland Athletics, are proud to announce three staff promotions and five new additions to the Lugnuts' staff: April Landon, entering her 19th year with the Lugnuts, was promoted to Lugnuts assistant food and beverage director; Terry Alapert, who joined the Nuts in 2018. was elevated to director of creative services: Nick Bertoia. entering his second season on staff, was promoted to corporate

account executive; Becca Pensyl joins the Lugnuts as director of finance, entering Minor League Baseball after previously serving as accounting manager for the Lansing School District and internal auditor at Central Michigan University (CMU); Sarah Metsky is the Nuts' new director of food and beverage; Nick Lalama joins the Lansing front office as ticket operations manager at Jackson<sup>®</sup> Field<sup>™</sup>; **Marcos Martinez**, a Michigan State Spartan, is the Nuts' new group sales account executive, entering Minor League Baseball after working at the Julian Samora Research Institute at Michigan State University; and the Lugnuts add a second CMU Chippewa in Jacob Darnell, who joins the sales department as an account executive. Jacob grew up just outside Mount Pleasant and is currently pursuing his graduate degree at CMU in the sport administration program.

#### AWARDS



Daryl Tilley, executive director of information technology services at Ingham Intermediate has been

Tillev

School District, awarded the 2021 Chief Information Officer

(CIO) Award for the Large & Enterprise Division from Info-Tech Research Group. Since 2016. the Info-Tech CIO Awards have recognized outstanding CIOs for delivering exceptional value to their organizations. This achievement demonstrates success in achieving stakeholder satisfaction, the most vital variable for any information technology leader.

Publicom Inc., a full-service marketing communications firm, has earned a gold award in the national Healthcare Digital



Marketing Awards competition. The winning entry is an eblast that encourages an internal audience to get vaccinated against the coronavirus. It was judged on creativity, marketing execution, message impact, technology application and innovative content. Entries were received from nearly 1,000 health care and medical institutions across the country.

The Government Finance Officers Association (GFOA) recently announced that **Lansing Community College (LCC)** received the GFOA's Award for Outstanding Achievement in Popular Annual Financial Reporting (PAFR award). A PAFR extracts information from an organization's annual comprehensive financial report to produce a summarized, shorter version designed to be readily

accessible and easily understandable to the general public and other interested parties who do not have a background in public finance. This award represents a significant achievement for LCC. To be eligible for the PAFR Award, LCC needed to submit its comprehensive annual financial report to GFOA's Certificate of Achievement for Excellence in Financial Reporting Program and receive the certificate for the current fiscal year. Each eligible report is reviewed by judges who evaluate the report based on the following categories: reader appeal, understandability, distribution methods, creativity and other elements.

McLaren Greater Lansing nurse Lauren Camargo was honored with the DAISY Award for Extraordinary Nurses. The award is part of the DAISY Foundation's program to recognize the exceptional care nurses provide daily. The nomination, submitted by Lauren's co-workers, read as follows: "Lauren Camargo has endured this past 14 months with compassion and grace. Her clinical knowledge and expertise in supporting patients during critical illness and end of life is second to none. Lauren has been creative in utilizing video meets, consistently communicating



Camargo

with families, and making that connection when in-person visiting hasn't been allowed or is limited. We have witnessed so much grace and calmness from Lauren; her professionalism has shown through. Our ICU couldn't do it without her. Thanks, Lauren, for being you and for being a part of our team."

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#### MEMBERS ON THE MOVE

CARF International Surveyor. CARF International is an independent, nonprofit accreditor of health and human services that promotes the quality, value, and optimal outcomes of services through a consultative accreditation process and continuous improvement services that enhance the lives of persons served.



Several students from the Wilson Talent Center's Health Foundations course recently competed in HOSA Future Health Professionals regional competition and have advanced to the state leadership conference. The regional competitions were held virtually in December, and the state leadership conference will take place at the Grand Traverse Resort from Feb. 24-25. The following students placed in the top 10 in the regional competition. which advances them to the state leadership conference: Elizabeth Washington (Waverly), dental terminology; Alyssa Browning (Holt), medical terminology; Nariyah Conway (Holt), medical terminology; Lauren Keener (Haslett), medical terminology; Jessey Adams (Williamston), nutrition; Abby McCartney (Holt), physical therapy; Ava Campbell (Fowlerville), sports medicine; Mackenzie Dalton (Stockbridge), sports medicine; Addison Minott (Mason), sports medicine; Bailey Bartrum (Stockbridge), prepared speaking; Sydney Hagelberger (Dansville), research poster; and the team of Janayla Edwards (East Lansing), Rofaida Musa (Lansing Sexton), **Emelia Johnson** (East Lansing) and Kristine Li (Mason), biomedical debate.

#### BOARD OF DIRECTORS & EXECUTIVE COMMITTEE UPDATES







Three outgoing **Sparrow Eaton Hospital** board members were honored for their years of service at a recent celebration dinner. The departing board members are **Frederick Darin, OD,** retired optometrist who served 36 years; **Charles Grundstrom,** a retired educator and school administrator who served 22 years; and **Sharon Kubica,** a retired educator who served 11 years. These three have collectively contributed nearly 70 years of voluntary service to the local hospital.

#### PROMOTIONS





Bean



Maner Costerisan, a top regional business consulting and public accounting firm based in Lansing, announced various promotions and

Rathbun

welcomed several new faces. Bill Tucker, CPA and audit partner, was named to the firm's board of directors. Bill brings more than 20 years of experience specializing in government and nonprofit auditing and consulting to Maner Costerisan. Courtney Bean, CPA, was promoted to senior manager in the firm's audit department. A graduate of Central Michigan University with bachelor's degree in business administration/ accounting and Master of Business Administration in value-driven organization, Courtney began her career with Maner in 2012. She supports the firm's cannabis, nonprofit, and affordable housing clients. Amber Rathbun, CPA, was promoted to senior manager in tax. Amber joined Maner in 2014 and supports the firm's nonprofit team. She graduated from Michigan

State University with bachelor's and master's degrees accounting. Jessica Hengesbach (accounting) and Sammy Schrauben (tax) were promoted to managers at the beginning of the new year.

#### Associated Builders and **Contractors (ABC) Greater**

Michigan Chapter announces new board of directors leadership for 2022. The incoming officers are as follows: Chairman – Jon Lynch, Three Rivers Corporation; Vice Chairman – Kevin Wray, Valley Electrical Contractors; Secretary - JoAnn Tanzini, The Tancor Corp; Treasurer – Mike Laundra, Alloy Construction Service, Inc. and Immediate Past Chairman -Shawn Pnacek, Great Lakes Bay Construction. 2022 Directors: Rick **Deneau.** A4H Construction: **Erick** Forshee, Fisher Companies; Glenn Hengesbach, Albin Hengesbach Carpentry & Custom Cabinets, Inc; Jason Johnson, J.E. Johnson; Jeff Kipfmiller, Answer Heating and Cooling; Ken Misiewicz, Pleune Service Company; Brian Stadler, Wolgast Corporation; Steve Russell, A/C Electric; Mike Tenniswood, American Plumbing; Noah Trombley, Bierlein-Trombley Electric.



Russell

president of the Home Builders Association of Greater Lansing (HBA). Russell Builders has been building superior custom homes for over 40 years throughout the Greater Lansing area. Started by John

Nate Russell. Russell Builders

as the 2022

has been elected

Russell, Nate's father, in 1977, Russell Builders is family-owned and operated. Nate brings a wealth of knowledge and expertise to his new role as president of the HBA.

Foster Swift Collins & Smith, P.C. attorneys Mark J. DeLuca, Taylor

A. Gast, Rachel G. Olney and Tyler J. Olney have been elected as shareholders entering 2022. All four joined the firm together as associates in 2015. Mark DeLuca practices from Foster Swift's Lansing office as a trusts and estates practice group member. Taylor Gast practices from the firm's Lansing office. Gast helps businesses and organizations of all sizes and at all stages of development grow and solve problems. Rachel Olney is a litigator in the firm's Southfield office, where she focuses her practice on a broad range of complex insurance coverage litigation matters, including first and thirdparty no-fault, insurance defense, medical malpractice defense, business and commercial litigation, and mass tort defense cases. Tyler Olney focuses his practice in general litigation and workers' compensation defense from the firm's Southfield office.

#### **COMPANY NEWS**



Local homebuilders had an amazing impact on our community through their Toys for Tots Campaign. Members of the **Home Builders Association of Greater** Lansing (HBA) collected/purchased 10,157 toys this year. HBA Lansing raised over \$28,000 during their campaign. They also had 136 donation boxes at 103 locations. Last year, the total number of toys distributed through the Salvation Army in our area was roughly 30,000 so it is clear their campaign makes a difference.

#### MSU Federal Credit Union

(MSUFCU) was pleased to host a virtual Lansing SAVE night Nov. 23, 2021, to introduce the



program to families with children in the Lansing School District. Lansing Student Accounts Valuing Education (SAVE) is a schoolbased initiative, free for students in the district. The program offers each kindergartner in the district a MSUFCU savings account to be used for post-high school education. It also offers financial education from elementary through seventh grade classrooms, taught by Credit Union employees. MSUFCU partners with the City of Lansing, Lansing School District, and Capital Area United Way to offer the Lansing SAVE program, which runs from December to May each school year. For more information, visit msufcu.org/ lansingsave.

Lansing Family and Lifestyle

**Medicine,** a new nonprofit clinic and member of the Lansing Regional Chamber of Commerce, partnered with the Lansing Seventh-Day Adventist Church to pilot the first Renové health program. Nearly two dozen participants from the Lansing community completed the lifestyle intensive from Oct. 6 through Nov. 11, 2021. During this six-week lifestyle transformation program, attendees learned and practiced key principles to improve their physical and mental health.

After learning their copper phone lines would be discontinued in December 2021, the Ronald **McDonald House of Mid-Michigan**  (RMHMM) applied for a Jackson Community Grant to fund a phone and family communications upgrade project. Jackson National Life Insurance Company awarded RMHMM \$29,000 to support their upgrade to an internet-enabled telecommunications system. This change will help the House meet higher guest satisfaction goals, as families will now be able to make calls to their network of support systems across the United States, Canada and Mexico in addition to local numbers. The upgrade will also reduce IT equipment and service costs, saving RMHMM over \$6,620 annually.



Students in the National Technical Honor Society at the **Wilson Talent Center** held a donation drive to make the holidays more cheerful for the teen moms and babies residing at Angel House. The students purchased and collected several new items, including clothing, toys, diapers and personal care items for the residents and their infants. The items were delivered to Angel House on Friday, Dec. 17, 2021, just in time for the holidays.

With the holidays in full swing, the McLaren Greater Lansing Foundation teamed up with local businesses, civic organizations and hospital departments to spread holiday cheer across the mid-Michigan community. For 11 years, McLaren Greater Lansing (MGL) departments have come together to decorate and donate trees and gifts to charities and families in the community as part of its A Simple Gift: Community Tree Program. This year, the foundation extended the invitation to participate in the Greater Lansing community. Each group received a three-foot artificial tree from the foundation and worked together to decorate and shop for items to share with a charity, family, or individual. Nearly 50 groups participated in the program and donated to local charities, as well as families or people in need.



If you passed the Lansing Center on your way to Silver Bells in the City, you likely saw artwork that **LAFCU** is sharing to raise awareness of the importance of love and equality. The 10 pieces of art projected on the Lansing Center's exterior east-facing wall are of healing words depicted by area residents for LAFCU's Love & Equality Art Initiative. The words are love, humanity, change, peace, kind, empathy, unity, one, hope and heal.

**Sparrow Health System** has received a \$586,000 federal grant to purchase telehealth equipment, primarily aimed at expanding patient access and leading-edge medicine for areas served by community hospitals in Carson City, Charlotte, Ionia, and St. Johns. Sparrow had the top application in Michigan and was among 62 healthcare facilities nationwide that received funding by the Federal Communications Commission in the second round of its COVID- 19 Telehealth Program. The funding will support things such as video connections between Sparrow's various sites, for example allowing a physician at Sparrow Hospital in Lansing to connect with a patient at Sparrow Ionia Hospital. It will also fund efforts such as a virtual stethoscope, permitting a physician at one site to listen to the heart of a patient at another location.



#### **Origami Rehabilitation**

celebrated six months of creating opportunities and transforming lives at their new satellite location, Origami West. Origami West opened in June 2021 and is located at 137 S. Marketplace Blvd. in Lansing. Origami West offers the same outpatient services available at their Mason location, such as physical therapy, occupational therapy, speechlanguage pathology, psychiatry, psychology, drivers' rehab, and more. Origami provides comprehensive rehabilitation for children, adolescents, and adults with neurological, developmental, mental health, and orthopedic conditions.

**MSUFCU** employees raised \$52,349 for local organizations during the third quarter of 2021. Employees chose New Hope Pet Rescue in Charlotte, Mich., as their third-quarter charity partner, raising \$43,152 through internal fundraising initiatives, including dress-down days and raffles. They also raised \$9,197 for **Capital Area United Way (CAUW)**, the Credit Union's ongoing charity partner. New Hope Pet Rescue's mission is to provide a means to place unwanted, adoptable animals in appropriate, loving homes.



Suzanne Hanses, DO, a surgeon at **McLaren Greater Lansing Breast** Care Center, is a veteran when it comes to participating in medical mission trips. Hanses started her volunteerism through the Peace Corps in 1978, where she was stationed in Liberia, West Africa. Since then, Dr. Hanses goes on mission trips as often as she can. Forty-three years later, Dr. Hanses, and a group of other medical professionals and volunteers from various other states, arrived back in Liberia for a two-week medical mission trip from Oct. 8-22, 2021, through the Bridges of Hope organization. Bridges of Hope is a non-profit organization focused on providing quality health care, clean water, and education in Liberia and has often focused on school and church building in the Liberian communities. Through past connections, Hanses was contacted through the organization to participate in the group's first medical mission trip. Dr. Hanses and Leandra Jelinek, DO, chief surgical resident at McLaren Greater Lansing, participated in the trip and provided surgical assistance and medical education.

With fewer commuters traveling to downtown Lansing, demand for

**CATA's** weekday express service has declined to single digits. To better allocate fleet resources, the current 40-foot buses assigned to Route 46 Mason Limited and Route 48 Williamston-Webberville Limited were replaced by 25-foot paratransit buses effective, Monday, Jan. 10. The smaller vehicles can accommodate up to 15 passengers. Customers traveling from Mason, Webberville and Williamston to downtown Lansing will continue to receive the same fixed-route service they are accustomed to the same service hours traveling the same route at the same fare.



On Nov. 20, 2021, the Great Lakes Christian College Crusaders women's soccer team defeated the Arlington Baptist University Patriots at the Austin-Tindall Sports Complex in Kissimmee, Florida, by a score of two to one in the 2021 National Christian College Athletic Association Division II national championship game. The Crusaders overcame the adversity of the season, finishing with 13 wins, four losses, and one tie. The Crusaders have earned their first NCCAA Division II national championship in just two seasons.

This year, **Peckham** raised more than \$8,000 in the Blaffle fundraiser. The Blaffle is a blessing and a raffle campaign, hosted by Peckham Youth Services, that provides a way for staff to contribute to team members and their families who may be experiencing significant hardships this season. Through this act of generosity and kindness, Peckham can bless nearly 100 people, with 100% of the raised funds going directly to gifts for families. The Youth Services team will deliver Blaffle packages over the holidays.

The Crosstown Showdown between the **Lansing Lugnuts** and the Michigan State Spartans is 86 days away and counting, set for 7:05 p.m. on Wednesday, April 6, at Jackson® Field<sup>™</sup>. Two days later, the Lugnuts will raise the curtain on their 26th season, hosting the Lake County Captains at 6:05 p.m. on Friday, April 8, opening a 132-game High-A Central season, concluding Sunday, Sept. 11.

The Office of Diversity and Inclusion (ODI) at **Lansing Community College** held a Racial Healing and Transformation Week from Jan. 17-21. The week was filled with essential and timely conversations on racial healing, equity and justice. As part of the National Day of Racial Healing, ODI offered films and discussions, guest speakers and experts in racial healing, the continuation of the Courageous Conversations series, and virtual healing space. Learn more at www.lcc.edu/racialhealing. •

# Chamber Events

Your Connection to Professional Development and Networking Success

From professional development to networking, the Lansing Regional Chamber of Commerce hosts events to fit every need.

A full list of events is located on the Chamber Calendar on the LRCC website.



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