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Business Weekly

FOR 40 UNDER 40

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LETTER FROM THE EDITOR NEW CROP OF FORTY UNDER 40

BY LISA ESQUIVEL LONG
KPC Media south managing editor and Business Weekly editor

This year, Greater Fort Wayne Business Weekly is celebrating its 15th anniversary.

It has been 15 years since KPC Media started the second business journal that operates in the state of Indiana. This year also marks the 11th year that we've selected from the under age 40 talent in our 16-county coverage area in northeastern Indiana and northwest Ohio.

Selecting the best and brightest is always a pleasure. We find out not only what they are accomplishing in their careers, whether it's in finance, construction, manufacturing or a number of other industries, but also how they are contributing to the fabric of our community through service.

Age may be relative, but it's impressive to see people in their 20s who are contributing so much.

None of them define success with a dollar amount. To them, success is making a difference, overcoming odds and enjoying family.

LISA ESQUIVEL LONG
BUSINESS WEEKLY EDITOR



We want to join with our title sponsor, Ruoff Mortgage, in thanking you for nominating and celebrating these 40 people's accomplishments in business and the community.

If you didn't get a nomination in or want to recognize another deserving honoree, don't despair. We open up the process the day after our Forty Under 40 event.

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March 13, 2020GREATER FORT WAYNE BUSINESS WEEKLY

March 13, 2020

Employer: Kelley Automotive Group, LLC

Education: Bishop Dwenger High School, Purdue University (West Lafayette) BS in Accounting and Management

Community organizations in which you are involved: Through Kelley Automotive, I'm honored to be a part of the team's work to support Backpacks for Hope, Mad Anthony's Hope House, Big Brothers Big Sisters, Boys and Girls Club and many other efforts to support our community.

Hobbies: Running, golf, boating, live music, backpacking and traveling.

Why are you in northeast Indiana? I was raised in Fort Wayne until I was 18. After living in West Lafayette; South Bend; Sydney, Australia; Chicago; Washington D.C. and Columbus, Ohio, I returned to Fort Wayne for a great opportunity with the Kelley Automotive Group that also allowed me to be closer to many of my family and friends. I feel very fortunate that the community where I was raised has so much positive momentum and I am proud of Fort Wayne's development.

What is it about your profession that you enjoy and why? I appreciate the broad range of challenges facing businesses today. Through financial analysis, I enjoy working directly with teams to maximize productivity and develop strategies to improve the business. As a CFO, I recognize the importance of financial reporting and the need for strong controls and processes while balancing efficiency and timeliness.

Where did your first paycheck come from? What was your job then? My first job was a parts counter representative at Parts America (now Advance Auto Parts). A neighbor referred me even though I had no knowledge of car parts. My first manager at Advance would later hire me at a car dealership after he relocated. After college, I joined a public accounting firm that placed me in their dealership audit practice as a result of my high school dealership experience. It was in public accounting where I built the relationships that would result in me moving back to Fort Wayne for a role at Kelley Automotive.

What does success mean to you? I define success as being able to observe my best effort positively impacting the people around me both professionally and personally.

As a child, what did you want to be when you grew up? Happy. For a more detailed answer, as a child, I recall being curious about what different jobs entailed and what people did to earn this thing called money. I've always been interested in how businesses operate and create the economic society we live in today.

Who was your biggest supporter who helped you advance in your career? My career would not be what it is today without the relationships and guidance of many people. Naming one would be unfair to the rest.

What has been your biggest accomplishment thus far in your career? Passing the CPA exam was a milestone in my career. However, my relationship with the Kelley family has been the most notable. After four years with Kelley Automotive, I accepted a position to move to Columbus, Ohio, as a controller with a top 50 dealer group that I thought would help advance my career. Deciding to leave Kelley was extremely difficult, and while I tried to leave on good terms... To receive a phone call from Tom Kelley a few months later asking me to return as the CFO demonstrated a confidence in me that made me very proud.

What has been your greatest mistake thus far; what lessons did you learn? It never fails that I regret an email I send without reviewing it at least once. I have spent more time clarifying messages as a result of rushing to hit send than if I had taken the time to review the message for both grammar and potential interpretation by the recipient.

What are your current professional goals? My current goals are centered on helping Kelley Automotive navigate our current period of growth. Business expansion, acquisition, real estate development and building construction are providing opportunities for professional development. In 2020, Kelley Automotive will add three new franchises as we continue to develop the new auto mall.

How do you remain current/relevant in your profession? In order to provide valuable and relevant information to our company, I attend CFO roundtable meetings, dealership accounting conferences, and continuing professional education for the CPA license as well as reading industry publications and news.

How do you balance your career, family, life and community service? Knowing each one of these (career, family, and community service) is important and dependent on each other for success and happiness, I believe giving all of these 100%.

What do you do to relax? I enjoy running, golf, dinner with friends, and an occasional glass of bourbon.

What book do you recommend? "Outliers" by Malcolm Gladwell

Based on what you know now, what would you tell your high school self? Growing up, you spend your life doing the minimum amount of work to get the grades you want or not get into trouble. The younger you realize that exceeding expectations will be both recognized and rewarded, the better. Learn how to interpret criticism. Either you can be doing something better and you should work on it or you have done the best you can and that is all you can do. Try not to take things personally or react on emotion.

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Twenty20

MACKENZIE VIOLET-ANNE BATES • 24

Employer: Self-employed by Waverly Lane Photography LLC/Bad and Boudie

Education: Some college- I went for photography in 2013 and dropped out.

Community organizations in which you are involved: I have donated to Toys For Tots and try to stay active in community over competition. I run a Facebook group with thousands of local woman; it's an amazing, empowering group!

Hobbies: With two kids and two businesses I don't have much time for hobbies, but my husband and I make it a goal to eat at a new restaurant as often as we can. I travel often, too!

Why are you in northeast Indiana? I feel like one of the minority of people who truly like Indiana. We're a changing state. We are creating this awesome hub of small businesses that pay their owners a living wage, not just corporations. We have a community in every town, every neighborhood. It feels cheesy to say, but Indiana is changing and I'm thankful to be a part of it. It's also nice to live somewhere the cost of living is, well, livable!

What is it about your profession that you enjoy and why? Gosh I could talk all day about this. My career is honestly the most amazing thing I could imagine. Every day I document love, love between couples and families, self-love. I get to capture the real raw moments of love. The way someone can look at their partner and they both explode



in giggles. Boudoir is literally life-changing for some of my clients.

What does success mean to you? Success is having enough money for bills and groceries in the same week, and waking up happy even though you have to go to work.

As a child, what did you want to be when you grew up? I wanted to be a musician or an artist. I started doing photography at around 12.

Where did your first paycheck come from? What was your job then? Taco Bell, front desk person.

Who was your biggest supporter who helped you advance in your career? My grandparents really helped me have the drive to be a business owner, my neighbor and good friend Kathie Swaim taught me that women can succeed and that life is meant to be lived, my daughter taught me that moments need frozen, and my mentor, Melody Dollarhide, has pushed me beyond where I ever knew I needed to be.

What has been your biggest accomplishment thus far in your career? I can't really say there's just one accomplishment, but recently I got a client dressed and she screamed "My breasts look so good." She then

told me she had never said that in her life. So, that was awesome.

What has been your greatest mistake thus far; what lessons did you learn? This list could go on forever, but I think it would be client communication. It's hard to be on top of everything. I've learned to delegate and ask for help.

What are your current professional goals? I just want more vintage couches and neon signs, man.

How do you remain current/relevant in your profession? Honestly, I don't give a care in the world about what anyone else is doing, and I just try to keep my own creativity alive.

How do you balance your career, family, life and community service? What is balance? It's so hard, it's a lot of work, it's a lot of mom guilt, boss guilt, human guilt. It's feeling like you're only 50% for everything.

What do you do to relax? I go to the gym!

What book do you recommend? "The Glass Castle" by Jeannette Walls. It's not happy, but if you're a young woman who comes from a hard home life, it will hit you the way it hit me. We can do this, and sometimes we just need solidarity.

Based on what you know now, what would you tell your high school self? I wish I could just hug her, honestly.

KAYLA BLAKESLEE • 31

Employer: Federated Media as radio host of Fort Wayne's Morning News on WOWO Radio

Education: Union City High School; Pennsylvania State University

Community organizations in which you are involved: I am a Big Sister in conjunction with Big Brothers Big Sisters of NEI; student mentor to Hillsdale College undergrads; member of the Indiana Broadcasters Association's Young Professionals Group; and board member of Penny Pitch Inc. and the Charly Butcher Scholarship Fund.

Hobbies: Spending time with my husband and our two dogs, playing golf, running, reading.

Why are you in northeast Indiana? My first job at WOWO brought me here in 2011 and I fell in love with northeast Indiana and the entire Fort Wayne community. Both have kept me here ever since. There is so much revitalization going on in the Fort Wayne area that I have zero plans to leave and I can't wait to start our family here come June. (My husband and I are expecting our first child June 3)

What is it about your profession that you enjoy and why? I enjoy capturing and sharing the community's stories with our listeners. I've spent almost a decade at WOWO and during that time I have met, interviewed and become friends with some of the most incredible people. This job has allowed me access to so many people and so many opportunities I can't imagine doing anything else. It truly is an honor and a privilege to do what I do every single day.

What does success mean to you? To me, success means finding happiness and peace in everything you do.

As a child, what did you want to be when you grew up? No surprise here, as a child I wanted to be a news anchor or a TV host. (I guess all that practicing on VHS



back in the day paid off.)

Where did your first paycheck come from? What was your job then? My first real paycheck came from McDonald's. I worked the drive-through during the day and then cleaned bathrooms at the end of the night.

Who was your biggest supporter who helped you advance in your career? I could never answer this question with just one name because I've always been surrounded by an incredible support system. My husband, Marty, spent almost 20 years in radio, and he is my greatest inspiration. My parents, Kevin and Roberta Blakeslee have always taught me to work hard, dig deep and have a servant's heart when it comes to being a leader. I credit most of what I know about news and radio to Charly Butcher. He was more than a colleague and friend; he was like a second father. I always called him Albert Einstein as Charly was a radio genius. I also cannot thank Jim

Allgeier and Jon Zimney enough for their support, guidance and wisdom over the past nine years.

What has been your biggest accomplishment thus far in your career? My biggest accomplishment would be the role that I have now. I took over WOWO's morning show back in October 2018 after the sudden death of broadcasting legend, Charly Butcher. Sitting in the chair that he sat in and doing the job that he did for 16 years may be my greatest accomplishment thus far, but it is also the greatest challenge of my career thus far. However, it's a challenge I feel honored to take on. .

What has been your greatest mistake thus far and what lessons did you learn from it? My greatest mistake was thinking everyone worked (and should work) the way I do, quickly and all the time. It wasn't until I got into management that I learned people work and should work differently. Someone once told me, you can't have a team of just quarterbacks,

you need multiple players, with multiple backgrounds, with multiple skillsets to achieve a touchdown.

What are your current professional goals? I would like to continue to do this job that I love, at the radio station I love, in the community I love.

How do you remain current/relevant in your profession? I read constantly and I try to read everything. Most of the time I force myself to read content that doesn't even "interest" me *per se*, just so I can stay in the know on all sorts of topics. And not just politics, but everything from technology to best radio practices.

How do you balance your career, family, life and community service? Thankfully I have a great support system. I could not do everything I do without my husband being so understanding. Something we do to try and keep the balance is write our goals out (in a specific notebook) each year. We continuously refer to that notebook throughout the year to make sure we are staying the course. Sometimes we scratch goals off and sometimes we add new ones.

What do you do to relax? Have I mentioned yet that I love to golf?

What book do you recommend? "How to Win Friends and Influence People" by Dale Carnegie. My father made me read this book growing up (along with many others) and I am glad he did. It taught me that at the end of the day, most people/employees/listeners just want to have their voices heard and feel valued.

Based on what you know now, what would you tell your high school self? When high school is over, it's going to be OK. I promise. Just stay the course and trust in God's timing. Oh, and learn to play golf now while you have the time, that way when you get to be my age, you'll be much better at it.

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The Zacher Company would like to congratulate **DAN GABBARD** for receiving the prestigious 40 Under 40 award. Dan handles the marketing, sales and leasing of commercial real estate properties. He offers seller/landlord representation and buyer/tenant representation throughout Fort Wayne and the surrounding areas. In addition to his professional expertise, Dan gladly extends his time and resources to the community through several different positions with Headwaters Counseling, Big Brothers Big Sisters, Emerging Leaders Alliance of Northeast Indiana, Downtown Fort Wayne Rotary Club, and the IU Real Estate Alumni Network. Congratulations again from the entire team at The Zacher Company.

BISHOP BROWN • 39

Employer: Weigand Construction, chief technology officer

Education: Warsaw High School 1999; Purdue University, bachelor of construction engineering management, 2003; IPFW, MBA, 2008

Community groups in which you are involved: Suburban Bethlehem Lutheran Church family ministry, men's Bible studies, small group, community service events, and serve school ministry board. I am passionate about personal finances and have led Dave Ramsey's Financial Peace University program several times; volunteer coach with NeighborLink.

Hobbies: I'm a big geek, so of course I enjoy playing computer video games with my wife and friends, reading and playing games with my kids and pursuing their interests.

Why are you in northeast Indiana? Except for our years at Purdue University in West Lafayette, my wife and I have lived in northeast Indiana our whole lives. Both of our families are here, and it is important to us to stay near to them. We have been blessed with excellent career opportunities and good friends here.

What is it about your profession that you enjoy and why? I enjoy learning and problem solving. Technology is constantly changing and evolving, so I have endless opportunities to learn new technology approaches and apply them to the challenges we face in the construction industry.

What does success mean to you? I define my personal success by how well I am modeling a Christ-like life to my family, friends, and colleagues by working hard, having appropriate work-life balance and humbly mentoring and serving others.

As a child, what did you want to be when you grew up? As a child, I thought I wanted to be an architect. My father is a



residential carpenter, so I imagined designing the sort of houses and buildings that he would build. As I got into high school, I realized that I'm much more the engineering type than an artist and changed my focus to engineering. It wasn't until the end of college though when I realized my passion was technology and computers.

Where did your first paycheck come from? What was your job then? My first job was working as a laborer for my father in his carpentry business. I started "working" for him around 7 or 8. I put "working" in quotes because having a child of that age now, I see how little help I probably was to him. Dad would pay me \$1 for a day's "labor" but my true pay was his example as a father of how to provide for his family, work tirelessly and be humble.

Who was your biggest supporter who helped you advance in your career? In my career, I have had many mentors who've encouraged me, challenged me and grown me to be

a better husband, father, employee and leader, but my biggest supporter is easily my wife, Heather. She has been by my side through all of it and has unfailingly encouraged me, counseled me, admonished me and loved me.

What has been your biggest accomplishment thus far in your career? My biggest accomplishments have been mentoring the people that work with me to better themselves. I'm proud of how well they are doing, both personally and professionally. I've been blessed to be able to speak into a few men's lives on how to be better husbands, fathers, employees and leaders.

What has been your greatest mistake thus far and what lessons did you learn from it? In my 20s, I was very arrogant and lived very selfishly. God reached into my mess and pulled me out, telling me that He had a plan for my life to prosper me. I learned how to submit to His will and live a life that blesses others, while being blessed immeasurably by Him.

What are your current professional goals? Currently, I'm focused on two areas of professional growth. The first is on how to better implement new technologies into our organization, including communication, training, and deployment. The second area is transitioning my role and perspective from primarily being a doer to being a leader and manager helping others to do the work.

How do you remain current/relevant in your profession? As my work is ever-changing and evolving, it is essential that I remain current on new trends and technologies. I regularly pursue training opportunities through local groups, regional and national technology conferences, and through personal study.

How do you balance your career, family, life and community service? This is always a large source of tension and an area that needs constant monitoring and great intentionality. I've learned the hard way the importance of committing to what that balance looks like for my family and unapologetically maintaining it. I seek to intentionally include my family in my life and community service, so they have that example to model for their families someday.

What do you do to relax? With three active kids, my "relaxing" is often spent on bleachers watching them play sports or showing llamas through 4-H, but my favorite way to relax is to take a day or weekend road trip with my family. My wife and I also enjoy hosting game nights with friends or playing video games together.

What book do you recommend? It's hard to pick just one, but the book that's been influencing my work the most lately is "Extreme Ownership: How U.S. Navy SEALs Lead and Win" by Jocko Willink and Leif Babin. I found this book to be convicting in how I'm leading those below me and managing up to those above me.

CONGRATULATIONS

DR. DREW FLAMM!
Forty Under 40 Award Winner.

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CONGRATULATIONS, BISHOP BROWN!

Weigand Construction is thrilled to honor Chief Technology Officer, Bishop Brown, for being named to the Fort Wayne Business Weekly's 40 Under 40 Class of 2020! We are proud of Bishop's experience and accomplishments in the ever changing world of construction technology, and his commitment to the community we serve.

ELDON BYLER • 35

Employers: Three Rivers Barricade; Victory Trucking & Supply Company - chief operations officer; Byler Lane Winery - vice president

Education: DeKalb High School, 2002; architectural engineering, IPFW 2009

Community organizations with which you are involved: Auburn Main Street - president; Auburn Main Street Faade Grant Committee - chairman

Hobbies: Playing golf, camping, fishing, woodworking

Why are you in northeast Indiana? I was born and raised in DeKalb County on the Allen/DeKalb county line. The history, events, and way of life in northeast Indiana simply make it easy to live here! With so much to do all within a short drive it's hard to picture my family living anywhere else!

What is it about your profession that you enjoy and why? I really enjoy being part of a large team of industry professionals who work hard together to improve the civil infrastructure of northeastern Indiana. At Three Rivers Barricade we work closely with city, county and state officials to ensure the safety of not just the traveling public, but the men and women who work in these construction zones on a daily basis. I love knowing that people who work within our construction zones are safe, and are able to make it home to their families every night! Concerning the winery - well, I think that explains itself!

What does success mean to you? Success to me is a measurement of happiness. Success doesn't have a price tag, it isn't how far you make it in your career, or what you are able to accomplish, or even a title. It's making sure you were happy, and had fun along the way. It's being excited to get to work and that feeling of accomplishment at the end of every day. Success is a feeling inside yourself that motivates you to keep going.

As a child, what did you want to be when you grew up? I always had a dream as a kid to work in NASCAR. After high school, I chased that dream while pursuing a degree in High Performance Technology. Within six months I found myself on a high level race team in the ARCA Racing Series traveling all over the United States, the traveling



was tough, and I had to make the tough decision to step away from my childhood dream.

Where did your first paycheck come from? What was your job then? JR's Concrete Construction. This was my father's construction company. From a young age, I went to work with him every opportunity I had! I did anything from washing and cleaning the work trucks on the weekends to being out in the field helping any way I could. It's where I learned many of my life lessons that helped set the foundation for my career path that led me to where I am today.

Who was your biggest supporter who helped you advance in your career? First, my wife Rachel. Through many sleepless nights, early mornings, late dinners, tough decisions, and just being an ear for me to vent daily frustrations, she has been there. However, the man that shaped me and pushed me to be the person I am today is my dad, J.R. Byler. Working side by side with him my entire life growing up, he was more than my boss and dad - he was my best friend. He taught me life lessons that you don't learn in school. As a successful business owner with only an eighth-grade education, he inspired me by proving that with hard work, you can do anything you want in life.

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a level of professional respect that is gained and honored by your peers when they can trust what you are telling them good or bad is the truth!

What are your current professional goals? To continue to grow all aspects of every business I'm involved with! Though I have been part of great growth with both Three Rivers Barricade and Byler Lane, there is so much more to do.

How do you remain current/relevant in your profession? Community outreach is huge on many levels. I'm active in multiple industry & professional organizations, as well as not-for-profit community based organizations. Being part of these organizations opens the door to meeting new people, learning new ideas, and staying on the edge of business development. It keeps you aware of things happening not just in your industry, but locally in your community.

How do you balance your career, family life and community service? It's tough, I'm not going to lie. I have three children, age 7, 4, and 2 and it's a very hard thing to balance! However, I do my best to turn off my professional life the second I walk in the door. My wife and I have date nights in our house after the kids are in bed. We really stress the importance of sitting down as a family for dinner every night! At the dinner table, I always go around the table and ask "Best part of your day...Go!" It's a game to my kids, but to me it's a great way to find out what's going on in their lives. I guess it's really making sure I make time for the little things in their lives!

What do you do to relax? I really enjoy just spending time at home on my back patio, firing up the grill, and just forget the day kicked back with music while the kids play!!

Based on what you know now, what would you tell your high school self? Give it all to God! Just because things in your life don't go the way you think they should doesn't mean there aren't bigger and better things in store for you in the future!

CONGRATULATIONS DANIEL GABBARD & SONYA SNELLENBERGER!

Big Brothers Big Sisters is a national nonprofit whose mission is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. It is our vision that all youth achieve their full potential.

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JOSEPH COLLINS • 34

Employer: Edwin Coe Spirits
Education: Economics, Indiana University
Organizations in which you are involved: Community Mentor at Churubusco High School, Churubusco Chamber of Commerce Board of Directors, Homebound Meals, Junior Achievement Noble County, Junior Achievement Whitley County, Junior Achievement Allen County, Fort Wayne Children's Zoo, Fort Wayne Philharmonic, Pheasants Forever, Humane Society, Friends of Riley, St. John Bosco Church, Habitat for Humanity and many more. The company also donate to fundraisers all over the area.

Why are you in northeast Indiana?
My wife and I both grew up in Churubusco. We both went away for school, but once we got together, we knew we wanted to start our family here. We purchased 12 acres just south of Chain O'Lakes State Park to build our house. The state park is routinely rated top in the state northeast Indiana is full of gems like that. It's a great place to raise a family and start a business. Indiana, and Whitley County in particular, are very pro-business.

What is it about your profession that you enjoy and why?
Finding a unique and creative solution to a problem and/or filling a gap in my knowledge on a given topic is the most rewarding. Although I can be a people person, I prefer to work in solitude. At the distillery I am on my own for 10-12 hours a day. That gives me a lot of time for introspection, as well as listening to audiobooks and podcasts. You can get an incredible education from audiobooks and podcasts on nearly any topic while you work... Plus, distilling is cool.

Employer: DePuy Synthes Joint Reconstruction (Johnson & Johnson, owned in Warsaw)
Education: College bachelor's degree
Community organizations with which you are involved: None at the moment, due to work travel out of state every other week.
Hobbies: Working out daily to stay mentally and physically healthy
Why are you in northeast Indiana?
I was born and raised here, but I knew I wanted to work for DePuy Synthes Joint reconstruction since college, so as soon as I graduated, I applied and even relocated to learn more about the field sales to make myself more marketable for the company.

What is it about your profession that you enjoy and why?
I love this company because not only is it big corporation that comes with every benefit you could imagine, but it's genuinely a small family of co-workers who come in daily to do good for the consumers who use our products.

What does success mean to you?
Success, to me, is to always have an achievable goal in mind with plans

What does success mean to you?
Success is being content in my professional and personal life. I've found working alone gives me a lot of time for introspection. While I have some goals that might be almost embarrassing in their ambition, I routinely take time to reflect on how far we have already come with the resources we started with. Both personally and professionally. A little paradoxical, but what works for me is being content and happy with my life and business, while constantly working on both and striving for more.

What did you want to be when you grew up?
I didn't know what I wanted to be until I was almost 30. I started distilling whiskey in my garage in 2012 and knew I wanted to do it forever. I didn't decide to make it a career until 2016. As a mentor at my old high school, I constantly stress that idea to the kids. They don't need to know what they want to do. I tell them to keep trying things until they find something they can't live without. Then find a way to make it pay their bills.

Where did your first paycheck come from? What was your job then?
I worked in my family's industrial coatings company. It was incredibly dirty work; at 15 I was the lowest crew-member. That meant I did every job no one else wanted to do. I'm told it builds character. After college I went back to work in the family business. I got a great post-college business education at that time. I use the skills and lessons I learned there daily in the distillery.

Who was your biggest supporter who helped you advance in your career?
My wife, Kristin. She has always supported my dream and ambition, which has now become our dream. I'm a



natural risk taker, which drives her crazy, but she helps even me out.

What has been your biggest accomplishment thus far in your career?
There isn't a single biggest accomplishment. Our team at Edwin Coe Spirits has accomplished so much I can't single one thing out. So maybe that is my greatest accomplishment, surrounding myself with amazing family, friends and staff that make the distillery happen. So many people have made personal sacrifices. Early on our friends and family would volunteer bartend, bottle, build equipment and improve the building; in fact, they often still do. Our guests have told us about refacing the shelves at our retail placements, straightening bottles and pulling them forward to the front of the shelf.

What has been your greatest mistake

thus far and what lessons did you learn from it?
I don't think I've had any major mistakes, yet. I have a huge support team of family, friends, guest, and guests who have become friends. I very frankly talk, and sometimes argue, with that team before making any big decisions.

What are your current professional goals?
I want to build Edwin Coe Spirits into a statewide and tri-state area brand within the next 5 years. The competition in the spirits industry is intense, making this a very aggressive goal.
How do you balance your career, family, life and community service?
You can only strive to do your best. It's a constant battle of feeling that you aren't doing enough at home, or at work, or for the community.

thus far and what lessons did you learn from it?
My greatest mistake thus far has been staying in one job position for too long. I became complacent rather than pushing my boundaries and expand my knowledge base. I learned that, there is never a "right/wrong time" to change your title at work, just do it!

What are your current professional goals?
My current professional goals for 2020 is to expand on my company's product knowledge, create and strengthen professional relationships, gain new experiences and to improve on public speaking.

How do you remain current/relevant in your profession?
As long as you show up, meet deadlines and respond questions/voice-mails, you're always going to be relevant and trusted.

How do you balance your career, family life and community service?
I make sure my career, family and life are always balanced by having an agenda. If you wake up each day and not have an agenda, then life will pass you by.

accomplishment thus far in your career?
My step from a desk job answering phones all day to a travel-based job, in marketing, to actually see first-hand how our products make a difference in patients' lives.
What has been your greatest mistake

From Sweetwater and the Sweet Family of Companies

CONGRATULATIONS JUSTIN DUNBAR FORTY UNDER 40 AWARD RECIPIENT

The people in our community have benefited greatly from your significant contributions, and we're proud to serve alongside you.

Congratulations on this well-deserved honor!



JUSTIN DUNBAR • 39

Employer: Sweetwater Sound Inc.

Education: Bachelor's degree from Purdue University —Go Boilers!

Community organizations in which you are involved: Musician at my local church where I ring handbells and serve on a number of church committees; “Real Men Read” program through Big Brothers Big Sisters, neighborhood association board member, and participate in a wide variety of charity events.



Hobbies: Photography, golf, playing piano, and spending time with my family.

Why are you in northeast Indiana? I've been an Indiana resident for many years, living in Indianapolis, then attending college in West Lafayette. After graduation, I moved to Fort Wayne to be with my wife and have been here for the last 16 years.

What is it about your profession that you enjoy and why? I have the unique privilege to represent Chuck Surack and Sweetwater when it comes to solving unique customer situations. I enjoy my role because often times I'm able to help turn a customer in to a raving fan when perhaps other may not. It's gratifying to be a part of the Sweetwater culture and to be in

groceries, helping customers, and doing a variety of small jobs around the store.

Who was your biggest supporter who helped you advance in your career? My wife is, and has been, my biggest supporter. She pushes me to always bring my best every day with a positive mindset, which has helped me to advance in my career.

What has been your biggest accomplishment thus far in your career? My biggest accomplishment has been the opportunity to build and lead my own team of talented individuals. Being able to lead people to grow and get better is truly rewarding.

What has been your greatest mistake thus far and what lessons did you learn from it? My greatest mistake came down to pushing the limits too far and making a bad judgement call. I learned that while it's good to be aggressive and push those limits, I shouldn't assume I have all of the answers. It's important to reach out and seek guidance from others who may have had similar experiences.

What are your current professional goals? Continue to learn and use that knowledge to expand my influence to others

within our organization.

How do you remain current/relevant in your profession? I have a mindset of continuous improvement. Doing everything I can to be a subject matter expert in the work that I do, by reading books, learning from others, and rolling up my sleeves to understand how things work. Then using that information to help the company evolve and succeed.

How do you balance your career, family, life and community service? To me, it's all about being present. When I'm at work, I'm 100% committed, and when I get home, I work really hard to put the phone down and be 100% committed to my family. This is true for how I live my life and my involvement in the community

What do you do to relax? I like to disconnect from everything and enjoy a good movie.

What book do you recommend? “Never Split the Difference” by Chris Voss

Based on what you know now, what would you tell your high school self? Persevere. There will be good times and bad times. When things get tough, lean on those around you, stay cool, calm, and collected and do the right thing. This will pay off in the long run!

JAKE FETTERS • 39

Employer: Mosaic Building Solutions

Education: Bachelor of science from Purdue School of Engineering

Community organizations in which you are involved: Big Brothers Big Sisters (volunteer and board member), Science Central (board), BCA (Building Contractors Association) (board of directors and Young Professionals Forum), Lutheran Life Villages (board), Junior Achievement (volunteer class instructor), YLNI member, YPO (Young Presidents Organization), Greater Fort Wayne Leadership Advisory Council, Purdue Alumni Association, northeast Indiana Regional Partnership – Regional Opportunities Council



Hobbies: I try to have as much involvement with my kids' interests as possible, so I spend a significant amount of time at swim practices, with three kids on swim teams. I also officiate the swim meets. I play racquetball once every week at the YMCA and regularly spend time at the gym. At home I like to cook, and I occasionally pose as a golf hack. I am also an avid reader. In the summer I spend time with my landscaping and I always find home improvement projects to get into.

Why are you in northeast Indiana? I grew up in St. Joe, Indiana. After spending time in Chicago during college and Arizona after college, I felt a strong pull to come back to my roots in Fort Wayne. Much of my family is still here. I have four kids, and this is a great place to raise a family and find connection with my community and church. I also wanted to take some of the things I learned about my professional industry from out west and apply them to the way we do things here as I saw an opportunity to make a positive impact in how we do commercial construction in the region.

What is it about your profession that you enjoy and why? I am an analytical person and I enjoy the challenge of overcoming

obstacles and finding a better way to create a vision for businesses as the community grows and develops around me. I love that I can be a part of the growth and development of this region and I am grateful for the amazing relationships and connections that I have made because of what I do.

What does success mean to you? My family is the most important thing to me, so being able to provide for them and also to have the time to be around and be involved with my kids' lives is really the benchmark for success for me.

As a child, what did you want to be when you grew up? When I was little, I wanted to be a pharmacist. I was always good at math and science and I have always been very social, and I liked that pharmacists get to interact with lots of people.

Where did your first paycheck come from? What was your job then? My first paycheck came from Feters Construction where I did grunt labor in the field. That was my introduction to the construction industry.

mindfulness and scheduling time for myself have helped, but it is a constant practice.

What are your current professional goals? My company is still fairly young, and I would like to see it grow and become an established name in the region. I would like to see the company become a choice employer for top talent in construction management.

How do you remain current/relevant in your profession? I think that the best way to stay relevant is to stay connected. I like to be involved in a diversity of social networking groups, nonprofit boards, construction industry networking and education councils, and local leadership and development organizations.

How do you balance your career, family, life and community service? A planner and shared calendar are a must! I have four kids, so scheduling time for each of them individually helps me see on my calendar how my time is balanced for each of them. I schedule personal time as well, even though it is hard to stick to. At the office I make sure that every appointment is added to the calendar so that everyone knows where I am when I am not at my desk and I will block out times for recurring business needs.

What do you do to relax? Exercise is an important part of unwinding and reducing stress, so I carve out time to spend at the YMCA each week. I also take some quiet time to read on weekends.

What book do you recommend? “The Sweet Spot” by Christine Carter, “Moneyball” by Michael Lewis, and “1984” by George Orwell. Besides being good reads, these books offer a lot of insight about things that I feel are important to leadership, success, and happiness.

MORGAN FERGUSON • 26



Employer: Steel Dynamics Inc.

Education: Mississinewa High School, IPFW, business marketing and management; Indiana Tech, MBA

Community organizations in which you are involved: Junior Achievement volunteer at Woodlan High School, volunteer with Pines Hill church, leading a young women's Bible study each week; co-chair the NextGen Leadership Institute with Young Leaders of northeast Indiana and member of the Emerging Leaders Alliance.

Hobbies: Kayaking, painting, traveling, and watching Notre Dame football.

Why are you in northeast Indiana? I moved to NEIN in 2011 to attend college at IPFW. During my senior year I obtained an internship with Steel Dynamics that led to a career. I have grown to love Fort Wayne and I am passionate about supporting the region.

What is it about your profession that you enjoy and why? I really enjoy the people I work with. In my field I have the privilege of getting to know employees, and many of their families, on a more personal level. I have a passion for helping people and get the most satisfaction

out making someone's day a little easier whether it's helping with a health benefit issue or supporting a manager in finding the perfect candidate for a new position.

What does success mean to you? Success is taking the hand you were dealt and responding as if it were the exact hand you wanted. It takes grit and positive attitude to be successful.

As a child, what did you want to be when you grew up? I wanted to be a pastry chef, spending my days baking cookies and decorating cakes.

How do you balance your career, family life and community service? It can be challenging, and I am always working to find the perfect balance. I have learned balance can change from week to week and I have to determine what my top priorities are at a given time. Sometimes it means saying no to the good so I can say yes to the best.

What do you do to relax? I find I am the most relaxed when I am spending time with my family.

CONGRATULATIONS JAKE FETTERS!



On behalf of Big Brothers Big Sisters, our Board, Volunteers, Donors, and Littles, we congratulate Jake Feters for receiving the prestigious 40 Under 40 Award. He has defended the potential of local youth in his years of service by pushing our organization and community to the next level. We couldn't be happier or prouder of his achievement.



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Congratulations, Forty Under 40 honorees. And thank you for inspiring others to step up and make a difference.

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ANDREW FLAMM • 37

Employer: Grace College and Seminary

Education: Master of arts, Gonzaga University; bachelor of arts, Cedarville University

Community organizations with which you are involved: Education and Workforce Policy Committee — Indiana Chamber of Commerce; Regional Opportunities Council — Northeast Indiana Regional Partnership; Board of Directors and Volunteer — Junior Achievement of Warsaw/Tippy Valley; Communication Action Committee for Kosciusko County; Volunteer basketball coach-YMCA; Pre-school Sunday School Teacher — Mission Point Community Church

Hobbies: Walking, biking, playing basketball and generally goofing off with my wife and three boys, and attending Grace College athletic events with my family is also a favorite pastime. Go Lancers!

Why are you in northeast Indiana? Northeast Indiana is a family-friendly environment with plenty of opportunities for having fun and staying active. Our family has the joy of living in Kosciusko County where there are over 100 lakes and miles of walking and biking paths.

What is it about your profession that you enjoy and why? I have the privilege of working at a college where students are inspired to create impact, to grow in knowledge, and to live in a way that reflects Christ and the grace he has bestowed on us. To have a job where those are your goals is a true privilege.

What does success mean to you? Success, for me, is ultimately about sharing God’s love with those around me, starting with my family.

As a child, what did you want to be when you grew up? Most definitely an NBA basketball player. I would have made it, too, if it were not for my lack of size, strength and athletic ability!

Where did your first paycheck come from? What was your job then? My first paycheck came from the Des Moines Register. When I was in elementary school, I delivered papers with my dad every morning. He did most of the work, but he split the pay with me 50/50.

Who was your biggest supporter who helped you advance in your career? My first mentor was a retired, Three-Star Air Force general. He helped me develop a philosophy of leadership



that has influenced how I lead myself and lead others.

pledges in less than five years.

What has been your greatest mistake thus far and what lessons did you learn from it? Failing to slow down. In my exuberance to get more done and faster, I have often missed crucial steps or failed to live up to my own stated priorities.

What has been your biggest accomplishment thus far in your career? I had the joy of serving as a key leader for Grace College and Seminary’s ASPIRE Campaign. The ASPIRE Campaign was completed in 2019 with \$39.8 million in gifts and

DANIEL GABBARD • 24

Employer: The Zacher Company

Education: Snider High School 2014, Indiana University Bloomington Class of 2018 major in business management and a minor in urban planning & community development. Also studied abroad for a portion of 2016 at King’s College in London, and attended Troyer School of Real Estate in 2018.

Community organizations in which you are involved: Headwaters Counseling (board member), Downtown Fort Wayne Rotary Club (committee member), IU Real Estate Alumni Network (local coordinator for the Fort Wayne market), Big Brothers Big Sisters (Big/Mentor), Emerging Leaders Alliance (Member Advocate and Vision 2030 Champion).

Hobbies: Golf, going skiing, watching movies, music and reading.

Why are you in northeast Indiana? I was born and raised here and will always have that personal connection. I enjoy the combination of being close to family, working in a vibrant business community, as well as the attitude and work ethic of the people here.

What is it about your profession that you enjoy and why? I enjoy many aspects of my profession: flexibility, networking and interacting



with a wide variety of people and organizations, assisting companies with the real estate aspect in regards to their strategic plan, and adding value in any way that I can. In these endeavors, I am able to help my community grow and develop further.

What does success mean to you? Success to me means wholeheartedly following your passions in the pursuit of excellence at your craft, all while being able to bring a

positive impact to those you interact with throughout that pursuit.

As a child, what did you want to be when you grew up? I always planned to be an entrepreneur of some sort. At times, I was interested in being a lawyer, a sports agent or a writer. With those different interests in mind, I knew I was destined to work in the business world and connect with people in some form. From a fairly young age, I felt I had a realistic grasp

on the power of positive interactions and connections.

Where did your first paycheck come from? What was your job then? I worked at a clothing retail store called Hollister in Glenbrook Square, along with numerous other high school jobs.

Who was your biggest supporter who helped you advance in your career? It is hard for me to pick just one. I have had several mentors to whom I owe a great deal of my professional and personal advancement, as well as endless support from family, friends and the entire team at The Zacher Company.

What has been your biggest accomplishment thus far in your career? Being responsible for a total of \$2,136,675.70 worth of real estate transactions in the last 10 months.

What has been your greatest mistake thus far and what lessons did you learn from it? Talking too much: listening to respond with an impressive answer, rather than listening to take in the information. I learned to be more of an empathetic and thorough listener in order to bring solutions that my clients can benefit from.

SARAH GIAQUINTA • 36

Employer: Parkview Health

Education: Bachelor degree in biology, Indiana University; medical degree (MD) Indiana University; master of public health (MPH)-Fairbanks Schools of Public Health (IUPUI)

Community organizations in which you are involved: United Way Community Impact Committee member, Super Shot board of directors, Matthew 25 board of directors

Hobbies: Jogging, reading, enjoying time at the lake with my family, watching movies, snow skiing

Why are you in northeast Indiana? I grew up in Decatur, and my husband grew up in Fort Wayne. After living in Nashville, Tennessee, and Indianapolis, we really wanted to move home so that our two children, Henry, 7, and Margaret, 5, would grow up close to their cousins and grandparents. We appreciate both the support that comes with living close to family as well as the close relationships that we have built with our friends and family in the area. We also love the size of Fort Wayne. It offers great restaurants and accessibility to the arts, but is small enough that we feel truly connected to the community.

What is it about your profession that you enjoy and why? As a community health professional, I love that I work on initiatives that have the potential to impact the health of entire populations, and in my current role, I lead teams who serve some of the most vulnerable residents of northeast Indiana. I truly believe that all people, regardless of where they live or their income, deserve the opportunity to lead healthy lives, and it is a privilege to have a career devoted to this.

What does success mean to you? For me, success is being in a job that allows me to serve my community while also being present for my family.

As a child, what did you want to be when you grew up? As a very young child I wanted to be a veterinarian; however, as I entered middle school, I became set on going to medical school to become a pediatrician.

Where did your first paycheck come from? What was your job then? My first paycheck came from Pine Lake Water Park in Berne, Indiana, where I worked in the concession stand. I worked at Pine Lake over the summer from seventh grade through most of college.

Who was your biggest supporter who helped you advance in your career? I would not be where I am today without my husband, Tony. While



we were in our residency training, I made the decision that clinical medicine was not the right path for me. This decision was both overwhelming and terrifying and, at that time in my life, I felt completely lost. Tony supported me through this transition, and truly helped me believe in myself again. His support allowed me to go back to graduate school despite having a full-time job and children, and he continues to be my biggest advocate.

What has been your biggest accomplishment thus far in your career? I consider being in my current role as the VP of Community Health at Parkview, my biggest career accomplishment. After leaving clinical medicine, I really had to redefine my career path. In order to get to this place, it took a lot of time and hard work, and I am so happy to be working in what I consider to be my “dream job.”

What has been your greatest mistake thus far and what lessons did you learn from it? I believe that my biggest mistake was giving up on myself after I decided not to practice clinical medicine. Over time, I learned the importance of being resilient and the value of believing in your unique experience and talents.

What are your current professional goals? I plan to continue to grow in my current role at Parkview. It is my goal to increase our reach into the community and continue to build innovative programs that improve the health of our residents.

How do you remain current/relevant in your profession? I have always loved school, and I try to bring a student mentality into my job daily. I regularly read articles on new and innovative community health initiatives, listen to training webinars, and attend at least one

conference per year. I also love meeting and learning from community health professionals from other organizations.

How do you balance your career, family, life and community service? I am not sure that I ever feel like I am perfectly balancing career, family, life, and community service.

Instead I approach this with the mentality that some days I prioritize my career and other times I prioritize my family, and in either situation I believe it is so important to be able to ask for help. I am grateful for the many friends and family members in my life that support both myself and my family and help us find balance.

What do you do to relax? I love reading and spending time with my husband and two children. We enjoy time together at the lake each summer or having family movie and game nights.

What book do you recommend? “The Gifts of Imperfection” by Brené Brown

Based on what you know now, what would you tell your high school self? I would tell myself that it’s OK to change your mind. Throughout high school and college, I felt that I had to be completely certain with my life and career choices, and that changing course would be considered a failure. I have learned that it is critical to trust your instincts and that things frequently don’t turn out the way they were planned, which is often a wonderful thing.

Congratulations, Stephanie & Sarah!

Two of Business Weekly’s Forty Under 40 winners.

Being named a Forty Under 40 recipient is a great honor that is given to those who work to improve our region. Thank you, Stephanie and Sarah, for making a difference at Parkview and in the community.

We’re proud to have you on our team.



Stephanie Kefer, NP, Cardiovascular and Cardiothoracic Surgery



Sarah Giaquinta, MD, MPH, Vice President of Community Health



NICOLE KENEFIC • 37

Employer: Owner of KDA Furniture & Interiors and RMK Design Associates.

Education: Homestead High School, Purdue University with a degree in interior design. I am also a registered interior designer.

What community organizations are you involved in: I am currently active in WEdesign, which a group of local designers coming together to collaborate. I also work with Aboite Lutheran Church and SACS Dance Team.

Hobbies: As a family we love to travel and spend time together. I love watching my daughters participate in their extracurricular activities. I also enjoy spending time outside in all 4 of our Indiana seasons.

Why are you in northeast Indiana? I was born and raised in Fort Wayne, and both my husband and my extended families continue to live in this area. In addition to the career opportunities, affordable housing and access to great school systems make this a wonderful place to raise our own children.

What is it about your profession that you enjoy and why? Each day is a new opportunity to create new relationships. Many times, clients transition into friendships. We have been blessed to have projects that span the United States, which allows me to travel the country.

What does success mean to you? Dreams + Hardwork + Dedication + God = Success

As a child, what did you want to be when you grew up? I've always wanted to work in the design field. It took a little time and experience through college and early in my career, to figure out that commercial design is where my passion lives. .

Who was your biggest supporter who helped you advance in your career? This is difficult to answer, due to the

countless people who have helped me along the way- Teachers, coaches, colleagues, friends and family. At the end of the day, there are 3 people who keep me going. My husband, Brian, and two daughters, Carolyn and Carly. Without their love and support, none of my accomplishments would matter.

What has been your biggest accomplishment thus far in your career? I had worked for KDA for 10 years when it was time for the previous owners to retire, and I took over as owner in 2014. Soon thereafter, a company we worked closely with also had owners ready to retire, and my husband and I took over that company. I'm thankful knowing that the two businesses continue to grow and surpass most of our annual goals. I'm proud that we are able to provide benefits and wages to help support our employees' lifestyle and families. This keeps me motivated and engaged on being the best business owner I can be.

What has been your greatest mistake thus far and what lessons did you learn from it? I am pretty hard on myself and I don't like to make mistakes, but let's be honest I am human and we all make them. Rather than focusing on how something went wrong or how I made an error, I try to figure what we could have done better. Sometimes what we originally think is a mistake, leads to one our best discoveries. Lately, I've been working on communication with our team; setting clear expectations, and enforcing our procedures. We are so much more successful as a company when we know exactly what is expected of each team member from the start. We all have a pivotal role to play, with the end goal of a successful project.

What are your current professional goals? For the immediate future, I want to be a stronger leader for our team. I know that when I am brining my A-game to the office it is more likely that my team is going to follow suit. Company



attitude is a reflection of leadership, so I know the stronger and better I am, the stronger and better my team will be. Another goal I'm working towards, is to open a Design Center to support our industry. This will be open to area professionals and the public, providing a single location for interior finish & furniture products. Eventually, I would like to open multiple locations throughout the United States.

How do you remain current/relevant in your profession? Connecting with other professionals in our industry to discuss common concerns, and how to solve these issues is my favorite way to grow. I also attend various Continuing Education Courses throughout the year, and NeoCon – the World Trade Show at the Merchandise Mart in Chicago. This helps me keep up with trends, technology and new product introductions.

What do you do to relax? I'm not very good at sitting still, so this is difficult for me. Sitting on my back porch with a book, or being surrounded by friends and family, is my favorite way to relax.

What book do you recommend? Only one? I recently reread “Eat Pray Love,” and enjoy the journey of this book. My favorite business book is “Start with Why” by Simon Sinek.

How do you balance your career, family, life and community service? I think this is a struggle for everyone, especially working parents. Life is busy but I love every minute of it! I look to my husband to help me acknowledge when I may have taken on too much. Since my

husband and I work together, we focus on turning off work when we walk through the doors at home (sometimes we aren't very good that that, but we try). We are intentional in planning family dinners, when kids' sports allow, and make as many memories through vacations, sporting event, theater shows, and just spending time together. I'm always striving for this balance.

Based on what you know now, what would you tell your high school self? I think I would tell my 18-year-old self not to limit my dreams and goals, take the time and DREAM BIGGER. You will achieve more than you ever thought possible.

Tricia Neary, VP of Marketing and Development



Congratulations, Tricia.

You're now a *Forty Under 40* award winner. And you're also one in a million to the Lutheran Life Villages community.

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Congratulations Nicole!



We are so proud of all of your accomplishments, your dedication and drive are what makes you a standout.

Thank you for your determination and vision, we cannot wait to see what the future holds for you.

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STEPHANIE KEFER • 37

Employer: Parkview Physicians Group – Cardiovascular Surgery, Parkview Regional Medical Center, RN, MSN, FNP-BC, CNOR-CSC, RNFA

Education: Homestead High School, 2000; Purdue University, bachelor of science with a major in nursing, 2004; University of Indianapolis, masters of science in nursing, family nurse practitioner 2009

Community organizations in which you are involved: Association of periOperative Registered Nurses (AORN), Chapter 1503 president; American Academy of Nurse Practitioners (AANP), member; Coalition of Advanced Practice Nurses of Indiana (CAPNI), member; American Association of Critical Care Nurses (AACN), member; Parkview Physicians Group – Inpatient Advanced Practice Provider Committee Chair; Parkview Donor Council, member; applying to become a member of the Ossian Rotary Club

Hobbies: Sewing, playing cards, going on adventures with my kiddos, Mikey and Samantha, and husband, Mike.

Why are you in northeast Indiana? When I was about 4 years old, my dad was transferred to Fort Wayne with General Motors. Although I went away for college, my husband and I decided to move back to Fort Wayne to be close to our parents prior to starting a family.

What is it about your profession that you enjoy and why? My job is awesome! Every day I assist in the operating room and help provide the best experience to our patients while they are in the hospital. Every surgery is a little different and every patient we encounter is unique. I love that in surgery we actually fix things! We can sew a bypass around a blockage in an artery on the heart with a vein that I take from the leg. We can remove part of the lung that has cancer. We can fix an aneurysm in the abdomen with stent-grafts through two small incisions that if it ruptured – half of all individuals would die before reaching the hospital! I enjoy the ever-evolving technology, my interactions with my co-workers, and having the autonomy in guiding a patient's post-operative experience.

As a child, what did you want to be



when you grew up? I wanted to be a nurse because I saw in my own family how important that profession is in helping individuals and families cope with medical conditions they were facing.

Where did your first paycheck come from? What was your job then? When I was 15 years old, I worked for Waterfield Mortgage Company and worked as a telemarketer. I called their current customers that had high interest rates and asked if they were interested in more information about refinancing.

Who was your biggest supporter who helped you advance in your career? I have had many cheerleaders that have been pivotal in my life. My eighth-grade science teacher, Cindy Nestle, got me very interested in anatomy and physiology. My Latin teacher, Kathy Adair, supported me as I was the Indiana Junior Classical League president my senior year at Homestead and that sparked my love for being a leader. Melanie Braswell was my clinical instructor at Purdue and encouraged me to get into the operating room. Rhonda Anders was my manager at St. Francis Hospital in the cardiovascular operating room and she boosted my confidence to reach for the stars. My biggest supporter that has always been there for me is my

be like them. In 2010, my husband and I decided it was time to move back home to Fort Wayne. I had one year of experience as a nurse practitioner and applied everywhere that was hiring. I was so excited to interview with the cardiovascular surgeons at Parkview because it was for the role that I had always admired and strived to achieve. I was thrilled when I was offered the position and it's amazing how much I have grown over the last 10 years in this role!

What are your current professional goals? I love my current job, and I am always looking for ways to improve my knowledge and skills in cardiovascular surgery. I jump at the opportunity for learning new things.

How do you remain current/relevant in your profession? I stay active in professional organizations like CAPNI (Coalition of Advanced Practice Nurses of Indiana) and AORN (Association of periOperative Registered Nurses). I attend as many educational programs as I can. I also enjoy teaching nurses and advanced practice nurses. When I teach, I research the topic and learn more about it myself so I can accurately describe it.

How do you balance your career, family life and community service? When I am at work, I work hard, but when I am with my family, I do my best to dedicate myself to being in the moment with them, and exposing them to new opportunities in the community. We do a lot of activities as a family that are new to all of us.

What do you do to relax? Getting a pedicure, shopping and just unplugging from email and social media.

Based on what you know now, what would you tell your high school self? Have fun, study a little harder for your anatomy and physiology class (this is the most relevant class for your future), stand up straighter, and do not worry what others think of you. Being smart, getting things completed in a timely fashion, and getting good grades may make you a nerd, but being a nerd is a great thing personally and you will succeed in life! Never miss an opportunity to live life to the fullest.



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JEREMY KIRKWOOD • 33

Employer: Indiana University School of Nursing, Fort Wayne

Education: Bachelor of science in health science administration from the University of the Incarnate Word and a Master of arts of administration expected in May 2020. Certified Healthcare Simulation Operations Specialist (CHSOS).

Community organizations with which you are involved: Volunteering time and energy to Q4, a local youth robotics team, mentoring the team about how robotics can become a career for them in the health care simulation field, and a member of a Catholic Men's running club, "Disciples on the Run"

Hobbies: Running and ultra-marathoning, spending as much time as possible with my six children and amazing wife, and enjoying all of the amazing family amenities Fort Wayne offers.

Why are you in northeast Indiana? I was recruited by Indiana University for my position and have really enjoyed the area. We loved the warmth of the community and decided to settle down here after several military moves.

What is it about your profession that you enjoy and why? I am one of the rare people that loves getting up and going to work every day. I have the opportunity to innovate technologies that improve health care education on a daily basis. Seeing learners engage with technology in an advanced level gives me a lot of pride. We are not only building a Simulation Center here and advanced technology learning systems, we are building THE System. Leading the way for others



in my profession is an amazing feeling.

What does success mean to you? I look at success in very measurable ways on both a macro and micro scale. If I can help with the graduation of nursing class that has a 100% NCLEX pass rate, I have succeeded as well as my team. If we change one person's life and help them find their calling in the health-care professions, that is also success. If others model their behavior and their processes after IUFW Nursing, than that is definitely success.

As a child, what did you want to be when you grew up? I wanted to be an astronaut; I still do. I think I would settle to be a space tourist in the future though.

Who was your biggest supporter

who helped you advance in your career?

I have had several mentors through my career. I would say that the first mentor that I had was the department head of Labor and Delivery at an overseas hospital I worked at. She really helped refine my passion for quality, patient safety and organizational development.

What has been your biggest accomplishment thus far in your career? This is very difficult for me to say. When I was involved in patient care, I had the opportunity to save lives. The feeling of purpose associated with lifesaving measures is very hard to follow up. However, now I get to help train others for those moments and it means a lot to me. I feel like that is a daily accomplishment that I try to never take for granted. I feel

as though the accomplishments just keep on coming, but it is because I am aligned with an amazing team.

What has been your greatest mistake thus far and what lessons did you learn from it? Professionally, I feel as though I "settled" in a few roles, and I was about to make the same mistake before I found my dream job. What I did right was to say "no" to jobs that were not going to be fulfilling and placing myself out there completely until I got a perfect match.

What are your current professional goals? My current goal has been the same one that I have had since I walked in the door at IUFW Nursing. I try to use my talents and abilities to produce the most innovative and technologically advanced learning environment for learners. We are accomplishing that goal and it is amazingly fulfilling. In the process, we are innovating and leading the way for others.




How do you remain current/relevant in your profession? My strategy to remain relevant is to be a very smart technology consumer. I believe that many times IT/IS/AV and Simulation professionals get bogged down thinking about systems on a corporate or commercial level. I try to find innovation on the consumer level, which can be used much more easily by faculty, staff, and students. They will already be familiar with the systems I put in place, but at a larger scale. I do constant research on new technologies, and I experiment often to see what is possible in component interplay. I am a member of SSIH, INACSL and other simulation bodies that help to keep me up on new trends as well.



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CHRISTOPHER LAMM • 34

Employer: Ashley Industrial Molding, Inc., senior account manager

Education: DeKalb High School 2003; Community College of the Air Force – A.S. aeronautical sciences 2004-2008; Purdue University Fort Wayne – B.S. organizational leadership and supervision 2011; Indiana University Fort Wayne – MBA 2012

Organizations in which you are involved: MAPP Young Professionals, Board of Directors; Mfg. Asso. for Plastic Processors (MAPP), city of Auburn Plan Commission; Society of Plastics Engineers (SPE), Ashley Industrial Molding, Community Outreach Board; Bear Creek Estates HOA board president; Quiet Knight, Inc., 501©3, co-founder and treasurer; community mediator; Legion and Legion Riders

Hobbies: Lake fishing, swimming, riding motorcycles, golf, playing games with the kids and watching sports.

Why are you in northeast Indiana? I landed in northeast Indiana when my father retired from the USAF in 1998; after high school I joined the Air Force as well. Returned to Auburn because it really fills every bucket; close to family, safe and supportive area to raise my family, opportunities to engage with my neighbors and the community, and the ability work for a great company. The values of integrity, service to the community and others, and striving for excellence and engagement is really present in our corner of Indiana.

What is it about your profession that you enjoy and why? Working for Ashley Industrial Molding, we are a cross-functional team that allows for some very effective blending of responsibilities and roles. I am in a technical sales/account management role which allows me to do a lot of different things. One day I may be negotiating a strategic contract, the next I am working with OEM design engineers on improving a products design for a better use or functional change, analyzing a new concept or project for quoting, speaking at a conference, or creating a new process. No matter what it is though, my company, and really my industry, works together as a team and no one lives in a silo.

What does success mean to you? Success to me is realized by balance; balance of family, profession, community, spiritual, and self. My goal is to continually grow in each area, but as each individual area may grow or evolve at different times or in different ways it is important for me to step back periodically to re-assess all of them to ensure that there is still a balance between them and I am not sacrificing too much of one for the other.

As a child, what did you want to be when you grew up? Growing up in the Air Force, I wanted to be just like Chuck Yeager (USAF Pilot); though Jeremy Magrath (Super-cross Rider) was a close second. Neither panned out for me, but



reading about/watching them, their stories, their continual drive reminded me that no matter where life takes you, there is always an opportunity for those that are willing to work and seize it when the chance is presented.

Where did your first paycheck come from? What was your job then? My first actual paycheck came from working as general labor for a canopy fabrication shop and a canopy erection shop. This was an eye-opener how things really come together from taking raw materials to creating something useful... and it taught me that I really didn't like working long hours outside in the Indiana winters (much credit to all those that manage to do it).

Who was your biggest supporter who helped you advance in your career? My biggest supporter in my current career is my director, Roger Pickens. I am a very curious person by nature and he has given me a very long leash, and the support necessary, so that I am given every opportunity I have asked for to expand my breadth of expertise, knowledge, and general exposure in the field and industry (from support/training both internally and externally, providing the ability/flexibility so I may serve in community and professional organizations and engage in industry events, he has been a champion (or supported me championing) any cause or project I have asked. They say good managers keep or lose team members, and Roger has really fostered an environment where I can grow and develop.

What has been your biggest accomplishment thus far in your career? Professionally, my biggest accomplishment was controlling my first mission as a weapons director (1C5X1D) while I served in the Air

Force. As a young airman, the amount of training and effort to get to that level, at that phase of my career, was something that gave me a lot of pride. Personally, the day my father and I received the acceptance of our Articles of Incorporation for Quiet Knight, Inc. (2010) and began "officially" down the path of helping veterans and others in northeast Indiana.

What has been your greatest mistake thus far and what lessons did you learn from it? Not listening. Effective communication is such an essential part of everything I do and being able to effectively understand what is actually being communicated vs. my assumptions or pre-conceptions becomes an important distinction. To be candid, I still fail at listening at times professionally and personally... though I believe being actively aware of this allows me to continually work to improve my ability to listen more

effectively.

What are your current professional goals? In the short-term, I am currently working on securing my PMP (Project Management Professional) certification and hope to have it by the end of this year. In the mid/long-term, I am excited about helping shape the strategic growth of my company.

How do you remain current/relevant in your profession? To stay relevant, I seek to pull from the knowledge of my colleagues, suppliers, and others as often as possible to gain their tribal knowledge and expertise. Relationships, research, and engagement is key to understanding markets, technology, materials, and processes because composites can be as much of an art as a science, I also attend and/or present at industry events whenever I can. I try not to limit myself to just plastics exposure, the world today is so inter-related that it is important to be abreast of not only the industry, but also the market and government influences that impact the OEM's we support as well as those that may buy their consumer goods.

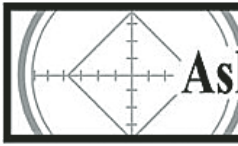
How do you balance your career, family, life and community service? Balance is hard sometimes, though my wife is really my rock and partner in being able to ensure everything is being handled – we use our calendars to sync everything and make sure someone has everything covered... and when we are triple booked, it is great to have a good network of family and friends that will step up and lend a hand. My wife is my touchstone, as one area may get busier or fall too far out of balance, she knows how to get me to step back, assess, and re-align.

What do you do to relax? I try to shut off — whether it is going out to the lake, a motorcycle ride, playing a game with the kids, reading a book, watching a game, or just going for a drive; by just stepping away from whatever "it" is and focusing on something else, the stress can just be put into perspective and relieved.

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YE WIN LATT • 36

Employer: Butterworth Industries, Inc.

Education: BEHS, Taunggyi; Oxford Sr. Sec. School, New Delhi; BA – economics, Indiana University Bloomington; masters of business administration – human resources, Indiana Wesleyan University.

Organizations in which you are involved: International Friendship Association, Burmese Advocacy Center, Burmese Muslim Education and Community Center

Hobbies: Reading and writing. During my free time, I write nonfiction stories and articles – mostly in Burmese language. Also, gardening, a hobby I inherited from my grandma.

Why are you in northeast Indiana? After graduating from Indiana University, I moved to Fort Wayne in 2008. At first, it was meant to be a temporary stop before heading to Pennsylvania to continue graduate school. I then found myself assisting new immigrants in Burmese community and I realized my contribution has positive impacts on many families. Along the way, I got to know many great people in Fort Wayne. My wife and I decided to get married and call Fort Wayne home ever since.

What is it about your profession that you enjoy and why? I believe each individual is unique



and, being in the field of human resources, getting to know all those unique personalities and behavior is fascinating.

What does success mean to you? To me, success has different meaning under different circumstances but to loosely summarize the way I see, success is attaining favorable end

result. I usually set a target point that defines what's favorable and what's not.

As a child, what did you want to be when you grew up? I wanted to be a doctor, not because my Asian parents pressured me. It was just because, as a kid, I thought doctor, lawyer and engineer are the only three real career choices available. After

all, I always wanted to be someone who make positive contribution to the society. Life is precious and I want to spend it by doing things that are meaningful to the people around me.

Where did your first paycheck come from? What was your job then? My first paycheck came from University Information Technology Services (UITS) at IU Bloomington. It was first real job that I worked as a computer consultant — assisting the university students at computer labs across the campus.

Who was your biggest supporter who helped you advance in your career? I am fortunate to have (been) surrounded by people who appreciate and value team spirit. Whether, it is at work, the business or community projects, I was able to do what I do best only with the support of people around me. More importantly, I have a beautiful wife who has always been by my side for over a decade and half. My parents and siblings are always (been) supportive of whatever path I choose.

What has been your biggest accomplishment thus far in your career? My biggest accomplishment was receiving BRSP scholarship that was sponsored by the Bureau of Educational and Cultural Affairs of the U.S. Department of State. It was the beginning of many great things that happened in my life.

AUSTIN MILLER • 30

Employer: Tire Star of Wolcottville, Kendallville, and Ligonier

What is your education? High school, homeschooled

Community organizations in which you are involved: Fairhaven Church; member LaGrange County Chamber of Commerce and enjoy networking with fellow members. My business makes an effort to support our local youth sports teams and many nonprofits.

Hobbies: Hunting, fishing, biking, backpacking and running ultra-marathons. One of my favorite summer activities is road tripping with my wife in our 1987 Ford Country Squire station wagon and exploring backcountry areas. I also love to read!

Why are you in northeast Indiana? I was born and raised here. I've never left this area so it definitely feels like home.

What is it about your profession that you enjoy and why? I enjoy people and I get the chance to interact with customers and employees. I like taking someone's broken car and make it useful again. I also enjoy the visionary aspects of leading my company — new technology, customer and employee retention, and long term goals.

What does success mean to you? Success is living my life for something

greater than myself. For me, that means living according to the principles taught in the Bible, trusting that they not only work for my personal life but also for my business.

As a child, what did you want to be when you grew up? I always wanted to be a farmer. While that's not my full-time job I still help on my family's farm during the busy times of the year.

Where did your first paycheck come from? What was your job then? Honeyville Feed. I was a delivery driver and also worked on some maintenance projects.

Who was your biggest supporter who helped you advance in your career? My mom and dad. My dad taught me patience, perseverance and problem-solving. My mom always provided what I needed to survive during the early years of my business.

What has been your biggest accomplishment thus far in your career? Owning my business and watching it succeed.

What has been your greatest mistake thus far and what lessons did you learn from it? My biggest mistake was not delegating



enough tasks. From the beginning, I felt like I had to make my business successful. It depended on me. I learned that the company runs more smoothly when I train and equip my employees to complete tasks that had always been my responsibility.

What are your current professional goals? I intend to make my company a great place for someone to work. I want to

give my employees the opportunity to succeed in life. For that to be possible I need to be a great leader so I want to take more leadership training.

How do you remain current/relevant in your profession? I love to learn! I attend business conferences for automotive repair shop owners a few times a year. In addition, I am a member of a mastermind group from the automotive industry.

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Congrats!

Monique Moss

Congratulations to Fort Wayne Rhythm and Praise's Monique Moss. She is Program Director and Morning Show Host of "Mo in the Morning" on Fort Wayne's Rhythm and Praise Radio Station. Mo's mission is to connect and build relationships with listeners that create hope and real-life change. She was also featured in "30 Cool Creatives Under 30" in Fort Wayne Magazine.

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TRICIA NEARY • 33



Employer: Lutheran Life Villages

Education: Central Noble High School, Honors Diploma; Ball State University, B.S. exercise science; University of Saint Francis, MBA

Community organizations in which you are involved: I have recently pulled out of a lot of my community organizations as I work on the \$17 million project, Piper Trail. It has added extra effort and hours, forcing me to prioritize my time differently. I previously served as a board member for the United Way of Noble County.

Hobbies: Traveling, family time, and running, although I struggle to find time to do so.

Why are you in northeast Indiana? I love the small-town feel, strolling small farmer's market and visiting local business owners is how we prefer to shop.

What is it about your profession that you enjoy and why? I enjoy my job because I get to see the impact we make on the individual. We play a role in their life at crucial moments. The members, residents and clients feel like an extension of my family.

What does success mean to you? Success is knowing I gave my very best effort. I have to constantly challenge myself to not just look at the end results but rather the path and effort it took to get there.

As a child, what did you want to be when you grew up? As a child I thought I wanted to be a doctor. I have always been drawn to careers of service and impacted other human beings.

Where did your first paycheck come from? What was your job then? I lasted one day picking strawberries at a local strawberry farm but for most of my teenage years I worked at fast food or delivering pizzas.

Who was your biggest supporter who helped you advance in your career? I have so many supporters in my life. I can't rank one higher than another. I have an amazing husband who supports me as well as incredible co-workers, team and leader.

What has been your biggest accomplishment thus far in your career? It's hard to pick one but our most recent project, Piper Trail has been a huge undertaking. We have had to educate the market on an innovative concept while managing construction and a pre-sales process. It has pushed me to think differently and creatively. I have enjoyed growing personally and professionally through the project.

What has been your greatest mistake thus far and what lessons did you learn from it? I wish I could tell my younger self to slow down and give more grace to myself. I am my own worst critic and expect perfection in everything I do. I have realized that perfection isn't the goal but rather striving for excellence.

What are your current professional goals? Complete the community Piper Trail. We are halfway through sales and construction with move-ins taking place every week. Each day is a stretch of my skills and ability to problem solve on my feet.

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MONIQUE MOSS • 27

Employer: Rhythm and Praise Radio Station

Education: Franklin Community High School; bachelor of science with a concentration in electronic media from the University of Indianapolis

Community events in which you are involved: I volunteer for “RealTalk” with “City Life: Youth for Christ”

Hobbies: Watching sports and playing any type of sport. Anything to do with Kobe Bryant, I’m in. I also love to laugh!

Why are you in northeast Indiana? I moved from Indy to Fort Wayne for a job in radio. I love the community and relationships I have built here.

What is it about your profession that you enjoy and why? I love being on-air, I love encouraging listeners and laughing and having fun at the same time.

What does success mean to you? To be my authentic self and be effective in whatever I’m doing.

As a child, what did you want to be when you grew up? I wanted to play professional women’s basketball in the WNBA.

Where did your first paycheck come

from? What was your job then? In middle school, I worked the concession stand at an under-21 music club called Logos

Who was your biggest supporter who helped you advance in your career? My mom, Angi Moss, has believed in me and supported me through every step in my journey. Also, Scott Uecker has been a mentor and guide to me throughout my radio career.

What has been your biggest accomplishment thus far in your career? My biggest accomplishment was in 2018, when we launched Rhythm and Praise as a brand-new radio station in Fort Wayne.

What has been your greatest mistake thus far and what lessons did you learn from it? My greatest mistake has been assuming. I’ve learned and am learning that if I want to see change, I must be the one to make the first step, I can’t wait on anyone else.

What are your current professional goals? To encourage and reach more listeners on air through Rhythm and Praise, as well as bring more opportunities and significant change on the southeast



side of Fort Wayne.

How do you remain current/relevant in your profession? I keep myself informed by reading books/articles, and I stay up to date on what others in my profession are doing. I also intentionally get involved in the community, so I know firsthand what’s going on.

How do you balance your career,

family, life and community service? I try not to just “fit” things in, I make it a point to schedule my priorities in my day and everything else follows around that.

What do you do to relax? Drink iced coffee, listen to a podcast, watch TV on Netflix

What book do you recommend? “SOAR” by T.D. Jakes

KATIE O’MUIREAGAIN • 38

Employer: Asher Agency

Education: MBA from the University of Saint Francis

Community organizations in which you are involved: Greater Fort Wayne Inc. Downtown Development Committee; Art This Way; Canterbury School (volunteer)

Hobbies: Reading, listening to audiobooks or podcasts, gardening

Why are you in Northeast Indiana? I was born and raised in northeast Indiana. I managed to escape for six months but quickly came running back. Northeast Indiana is unique, and I am thrilled to participate in its growth.

What is it about your profession that you enjoy and why? My job is consistently inconsistent and I love that! While I do my best to plan and prepare for my day or week, I never know what “fire” will hit or what problem will need solved. It keeps me on my toes!

What does success mean to you? Success to me is a happy and healthy family.

As a child, what did you want to be



when you grew up? A teacher or a nurse.

Where did your first paycheck come from? What was your job then? My first job was at ProFed. I’m not sure what my title was, but I spent a

lot of time doing odds and ends jobs like manually shredding paper and folding brochures.

What are your current professional goals? My current professional goal is to

keep growing myself and others.

How do you remain current/relevant in your profession? I keep an eye on marketing trends, read industry books and teach marketing courses at the University of Saint Francis.

How do you balance your career, family, life, and community service? I have become laser focused on what is most important to me. Because of this, my various worlds – career, family, life and community service – often merge and complement each other rather than compete. I’m also not afraid to say “no” to something that isn’t working.

What do you do to relax? I love to travel! I love the anticipation, excitement, discovery, adventure, and exploration. The feeling of getting outside the box. I find so much inspiration in experiencing something new and different.

What book do you recommend? I recommend “Extremely Loud & Incredibly Close” by Jonathan Safran Foer.

Based on what you know now, what would you tell your high school self? Enjoy the ride.

GABE ORTIZ • 39

Employer: Ciocca Cleaning and Restoration

Education: Bishop Luers High School, attended Tri-State University (now Trine) for two years. After my second summer coming back to work at Pepsi, I decided to stay and take a full-time job, which set me on my path to where I am now.

Community organizations in which you are involved: Right now, not as many as I’d like. I am currently a Knight of Columbus and a parishioner at St. John’s the Baptist Church. In the past, I’ve volunteered with the Special Olympics, which was awesome, Vincent Village and the CYO as a youth football coach.

Hobbies: I don’t have a lot of down time, but when I do, I like hanging out with my family, playing games or exploring Fort Wayne and some of the surrounding areas with my kids or riding our bikes through Foster Park.

Why are you in Northeast Indiana? I was born and raised in the O7 and am still proud to call the south side of Fort Wayne home. One of our favorite get-away spots is Pokagon State Park. We take drives to Huntington, Bluffton or Warsaw and enjoy the different lakes and parks. Northeast Indiana is just home to us.

What is it about your profession that you enjoy and why? I enjoy the interaction with so many different people. I get to meet with customers from all sorts of different professions and help make a difference in their work space. I also enjoy engaging with employees from all walks of life, different generations, cultures and places. We all work together to reach a common goal.

What does success mean to you? To me, success is providing for my family, making them proud and setting a good example for my kids and along the way making a difference in the lives I touch.

As a child, what did you want to be when you grew up? I believe I wanted to be a police officer or a preacher. But I always knew I wanted to be a father.

Where did your first paycheck come from? What was your job then? I started off working around our neighborhood, watching people’s homes and/or pets, mowing lawns, shoveling walks and such. Then I had a paper route. However, my first paycheck came from working at Casa d’Angelo’s on Fairfield when I was 15. I worked Saturday mornings cooking pasta and washing dishes. It was a great first job and I learned so much working there throughout high school.

Who was your biggest supporter who helped you advance in your career? My wife, Sarah, has always been a great supporter. She has always made it so I could dive into my work and dedicate the time needed to advance wherever I’ve gone. I come

from a large family and with having nine siblings, I’ve always had a lot of support from them. I’ve also had some other great mentors, coaches and cheerleaders along the way.

What has been your biggest accomplishment thus far in your career? I would say my biggest accomplishment would be some of the relationships that I have built with employees, co-workers customers and even some of my bosses over the years. I aim to learn something from the people I interact with and hope to make a positive impact on them at the same time.

What has been your greatest mistake thus far and what lessons did you learn from it? I would say not standing up for myself early on in my career when others wanted to hold me down because I didn’t come up the same way they did. I was just a hard-working young professional hungry for knowledge and experience and I think that bothered some people. I took a different direction for a couple of years but ended up on a good path. In the end I feel like I gained their respect through my work ethic and perseverance.

What are your current professional goals? My current goal is to continue to grow in my role, build my knowledge of this industry, help the company grow its customer base and market share as well as strengthen its infrastructure. I also aspire to get more involved in my community and to continue to build my personal brand.

How do you remain current/relevant in your profession? I’ve stayed current by getting involved with industry associations, getting certified by their standards, joining industry related social and net working groups and reading industry magazines and other publications.

How do you balance your career, family, life and community service? I’m still working on mastering that task! I have a great support system at home from my wife and kids, my work is flexible enough to where I can go on field trips with my kids’ school and any community service I get to do is rewarding for me. I guess that is why I feel so blessed to be where I am today.

What do you do to relax? I enjoy sitting on our back deck listening to music, watching the kids play in the yard and reminiscing with friends and family.

What book do you recommend? I highly recommend “Be a Man” by Father Larry Richards for the men out there. I would also recommend “The Five Dysfunctions of a Team” by Patrick Lencioni.



Congratulations, Gabe!

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DENNIS POSTEMA • 37



Employer: Owner and CEO of Postema Insurance & Investments, LLC, author of several finance and personal development books, and owner of nine other companies. I am also the publisher and founder of two monthly digital magazines.

Education: Northwest State Community College with an associate's degree in business management technology.

Community organizations in which you are involved: Walk to End Alzheimer's and Relay for Life. I also serve at my local church at our men's fellowship breakfast.

Hobbies: Writing in my free time, anything fitness related, and playing basketball.

Why are you in northeast Indiana? Our corporate office is located in Defiance, Ohio, but we have a satellite office in Hamilton, Indiana servicing clients all over northeast Indiana.

What is it about your profession that you enjoy and why? I love helping people protect what they've worked for and safeguard their legacy. In this business, you



have the opportunity to change people's lives and offer the security and peace they are looking for and when that is accomplished, that is one of the best feelings I could have.

What does success mean to you? Success is accomplishing all that you are capable of. When you are continually reaching your goals and find happiness at the same time, to me that is what success is all about.

As a child, what did you want to be when you grew up? I wanted to play basketball in the NBA.

Where did your first paycheck come from? What was your job then? My first paycheck was working as a janitor at the age of 15.

Who was your biggest supporter who helped you advance in your

career? My biggest supporters are my family, friends, and especially my wife. They support me because they are not what I like to call "dream-crushers."

What has been your biggest accomplishment thus far in your career? My biggest accomplishment so far has been having over 15 No. 1 best-selling books, with some of those books even becoming international best-sellers. I've also been featured on the cover of two national finance magazines.

What has been your greatest mistake thus far and what lessons did you learn from it? My greatest mistake thus far is putting my health second to my career. I almost worked myself to death (not kidding) and doctors told me my illness was partly stressed-induced. This resulted in 13 surgeries and now I am taking better care of myself and learning to make time to enjoy the little things in life.

What are your current professional goals? My current professional goal is to help as many people as I can live and have a happy, successful life.



NIKKI QUINTANA • 35





The Board of Commissioners of the **Metropolitan Human Relations Commission** would like to congratulate **Nikki Quintana** Executive Director
Forty under 40 award recipient for 2020

Nikki strives to exemplify the mission of Metro: "To enforce civil rights laws and empower the citizens of Fort Wayne through education on diversity and discrimination issues."

Employer: Fort Wayne Metropolitan Human Relations Commission

Education: Snider High School, Fort Wayne, B.S. in business administration with a concentration in international business, University of Saint Francis; Juris Doctorate, Indiana University Robert H. McKinney School of Law

Community organizations in which you are involved: The League for the Blind and Disabled, Jackson R. Lehman YMCA, Women's Economic Opportunity Advisory Council, Summit City South Rotary Club, northeast Indiana Human Resources Association, Multicultural Council of Fort Wayne, Young Leaders of northeast Indiana, Indiana Consortium of State and Local Human Rights Agencies, Allen County Bar Association: Women Lawyers Section, and Mayor's Commission on Domestic Violence, Rape and Sexual Harassment.

Hobbies: Spending time with family and friends, playing pickup soccer, working out, traveling and trying new restaurants.

Why are you in northeast Indiana? I was born and raised in Fort Wayne, Indiana. Most of my family lives here so I am deeply connected to the city. Beyond having most of my loved ones nearby, I am excited about the opportunities Fort Wayne has to offer and all the new developments happening downtown. Fort Wayne is a great place to live and raise a family.

What is it about your profession that you enjoy and why? I get to serve my community and help make Fort Wayne a more diverse and inclusive place to live. Throughout my various roles at the Metropolitan Human Relations Commission ("Metro"), I have been able to empower the citizens of Fort Wayne through education on diversity and discrimination issues. I believe education is an important step in creating real change. It's been amazing to see how excited the community is to learn about ways they can be more inclusive

What does success mean to you? Success means always striving to be the best version of your authentic self, being of service to others, and finding joy in every circumstance.

As a child, what did you want to be when you grew up? I always wanted to be a lawyer. However, the type of lawyer I wanted to be changed over time.

Where did your first paycheck come from? What was your job then? I worked at KFC as a cashier and lobby attendant. I was 15 and ready to earn extra money to put towards traveling and getting new soccer gear

Who was your biggest supporter who helped you advance in your career? My husband and my family are my biggest supporters.

JENNY REFFITT • 38



Employer: Entrepreneur — Reffitt Investments LLC and Sun Kiss

Education: Associate degree in business

Community organizations in which you are involved: City Council in Columbia City, The City SC Director/Treasurer/Coach, YMCA Coach, Junior Achievement, Lemonade Days, and volunteer at multiple Whitley County Community Schools.

Hobbies: Playing soccer, coaching, traveling and cooking

Why are you in northeast Indiana? I was raised in Fort Wayne and most of my family lives in the area.

What is it about your profession that you enjoy and why? Freedom to be involved in the community and be very hands-on raising my three little boys.

What does success mean to you? Success is different to everyone, but being able to have a happy, fulfilling life with family and friends while enjoying the simple things.

As a child, what did you want to be

when you grew up? I thought I was going to be a lawyer or FBI Agent.

Where did your first paycheck come from? What was your job then? A little local restaurant and I was a waitress, which helped jump-start my skill sets.

How do you remain current/relevant in your profession? I network a lot with different tanning salons, vendors, and attend conventions/training on a regular basis.

How do you balance your career, family, life and community service? Sometimes it is extremely difficult. I try to always put my family first, but that doesn't always happen. I prioritize and do as much as I can while the boys are at school or asleep. Being a business owner is tough but I wouldn't change a thing. I am able to enjoy quality time with my littles, which never gets old.

What do you do to relax? Massages and working out really helps me relax, plus little boy cuddles are a huge win.



Based on what you know now, what would you tell your high school self?

Don't be afraid to take the path less traveled. Follow your heart and big things will happen!



KEVIN ROTHGEB • 38



Employer: PNC Bank Churubusco Branch

Education: BA history IPFW

Community organizations in which you are involved: President Churubusco Chamber of Commerce; Board of Directors Anthony Wayne Rotary Club; Junior Achievement Volunteer; Freshman Mentor Smith Green Community Schools and Churubusco Masonic Lodge

Hobbies: Watching the Cubs and Hoosiers games, kayaking and traveling

Why are you in northeast Indiana? I was born and raised in Fort Wayne. Northeast Indiana is home.

What is it about your profession that you enjoy and why? Every interaction that I have with a client or employee is an opportunity to make a positive impact in someone's life, either directly or indirectly. Whether it is a kind word in a difficult time or helping them with their banking needs, every day is a chance help someone.

What did you want to be when you grew up? Archaeologist. I always searched for dinosaur bones in my sandbox.

Who was your biggest supporter who helped you advance in your career? Lee Prescott. He worked on me for two years before I made the jump to



banking. He had the foresight to know I would excel in the financial services arena. He taught me how to get the best out of your employees, to keep thinking three steps ahead, and that success should be shared.

What has been your biggest accomplishment thus far in your career? That the community of Churubusco embraced a young man from Fort Wayne, trusted me enough to lead their chamber two times in the last

professional goals? I strive to develop and lead other leaders to empower people in their careers as well as their community and bring positive change.

How do you remain current/relevant in your profession? I read as much as possible. I also have a great network of friends and associates that let me ask questions in their area of expertise.

How do you balance your career, family, life and community service? According to my wife, this is not something at which I excel. I am trying to make sure that no matter what I'm doing, I try to be in the moment as much as possible.

What do you do to relax? I take a walk with my wife, Kelly and my dog, Snoopy.

What book do you recommend? "Things Fall Apart" by Chinua Achebe

Based on what you know now, what would you tell your high school self? I would tell myself that the cliché that life is short isn't a cliché at all. Your parents won't be around forever, traveling isn't something that can wait, taking risks is an essential part of life, and the relationships you have with people matter more than anything else.



NATHAN ROUTSONG • 39

Employer: President, Owner of Simplx Security and Certified Burglar and Fire Alarm Systems

Education: East Noble High School 1999. BYU bachelor's degree in business management with an emphasis in marketing. My greatest education though probably came as a door-to-door salesman, which is how I paid my way through college.

Community organizations in which you are involved: The YMCA, Fort Wayne Leadership Forum, Fort Wayne Indoor BMX & Skatepark, Ave Maria House, Kate's Kart, Genesis Outreach, Fort Wayne Mad Ants, Elmhurst Little League, Georgetown Little League, Grabill Missionary Upward Basketball, and Simplx Cares

Hobbies: Working out, running and being involved in our kids activities.

Why are you in northeast Indiana? Northeast Indiana is my home. I love the beauty as well as the amazing community of people that we have here. The industry of Security & Life Safety is one built on trust and personal relationships. I consider our customers, friends and family. north-east Indiana appreciates and recognizes when a company does not treat their customers as simply numbers.

What is it about your profession that you enjoy and why? What I enjoy most about my profession has certainly changed over time. While I will always love to work with customers and design systems based on their needs, most of my energy and time these days are spent focused on taking care of our employees. Our growth and scalability is only as successful as my ability to create an environment where our team members feel they are supported and have opportunities within our organization. I enjoy the fire and ambition that shines through the eyes of a co-worker when they take ownership of a challenge. That keeps me motivated.

What does success mean to you? Success is never giving up.

As a child, what did you want to be when you grew up? As a child I think I always wanted to be a doctor. That's mostly because my mom programmed me to want to be a doctor.

Where did your first paycheck come from? What was your job then?

My first official paycheck came when I was 14 years old from the Kendallville McDonald's. I honestly really enjoyed that job. I was thrilled to be raking in \$4.10 an hour.

Who was your biggest supporter who helped you advance in your career? My wife, Tara. Any morsel of success that I have achieved in my career is directly connected to the sacrifices and commitment of Tara to give of her time and energy to support me and our family. She has her bachelor's degree in nursing and is a licensed RN, yet she put that career path on hold as our business and family grew.

What has been your biggest accomplishment thus far in your career? In 2017 we had the opportunity to acquire Certified Burglar and Fire Alarm Systems, one of northeast Indiana's oldest and longest standing leaders in our industry. I had always looked to them as the gold standard of quality installations and system designs. The experienced employees and loyal customers that came from that acquisition have formed a very humbling and exciting chapter in the Simplx story. I recently went on a service call to a customer's home who has been with us since 1976. It makes for a great conversation when I can tell the customer that they have been with our company longer than I have been alive! It is very exciting to build on that legacy.

What has been your greatest mistake thus far and what lessons did you learn from it? Our first year in business I was very focused on hiring new salespeople and making as many personal sales as I could. With very little capital new sales were crucial. We quickly began to attract new customers and our calendar began to fill up with installation appointments. I was so focused on the sales side that I did not give enough attention to the technicians that were doing the installation work. I also did not have any experience doing the installations and was completely dependent on others to deliver what we were selling. Our lead technician decided to leave the team, and we were left with a full schedule and no way of satisfying the orders. I realized that the only way for us to avoid ever being in this position again was to jump on the installations team and work to gain experience. This shift in focus allowed me to establish quality installation standards — many of which are still present today.



What are your current professional goals? My main goal is to continue to develop myself and the team into the leaders that Simplx needs as we grow and the business evolves. I am grateful to all of those that are on this journey with me and am excited for those that will be a part of our future.

How do you remain current/relevant in your profession? I am an avid podcast listener and attend industry trade shows throughout the year. My favorite trade show to visit is ISC West in Las Vegas. Our first smartphone app was available for download back in 2006 for Blackberry phones, and we have continued to adapt as cloud based platforms have changed our industry over the last 10 years. We are very fortunate to have a multigenerational team making the introduction of new technology exciting for some and less scary for others as they have resources to lean on for training.

How do you balance your career, family life and community service? The short answer is that it's a constant juggle. Simplx is my oldest child as we started the company before having children back in 2005.

What that means is that the kids have grown up in the business. The kids all work as janitors, paper shredders, kitchen stockers and whatever other jobs we can think of at the office. Our staff and their children are like family to our children. These relationships are one of the best parts of running the business.

What do you do to relax? I love building sand castles. I also love to spend time drawing and coloring with Sharpies. I am pretty much a grown-up 12-year-old!

What book do you recommend? A book I read very early on in my career was "The Greatest Salesman in the World" written by Og Mandino. It's a captivating story that defines a series of secret life principles that some of the most successful people in history have employed in their lives to find joy and abundance.

Based on what you know now, what would you tell your high school self? I wish I would have spent more time with my grandparents while they were close and life was not nearly as busy. I am grateful to have my Grandma Routsong still living and try and spend as much time with her as I can.

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ZACHARY SAUDER • 38

Employer: Katz, Sapper & Miller

Education: Leo High School; Indiana University Bloomington with a double major in accounting and finance.

Community activities in which you have been involved: Financial Executives International (FEI) and have held the role of VP of membership in the past and was recently voted to become the next VP of programs, board chair of Boys and Girls Clubs of Fort Wayne, previously served as treasurer.

Hobbies: Spending time with my wife, Emily, and kids, Anna, Jackson and Eva, hanging out with friends, playing golf and watching IU basketball.

Why are you in northeast Indiana? Our families are all in northeast-Indiana. It is a great community to raise a family and the expansions and new offerings the city has now compared to even a few years ago is awesome. We love being in the community and the Katz, Sapper & Miller office is downtown and it is exciting to be a small part of the growth Fort Wayne is experiencing.

What is it about your profession that you enjoy and why? I enjoy working with a team that wants to get better every day, it is an awesome feeling to experience. I also enjoy the variety that I am exposed to on a daily basis and being a trusted partner with clients where we can add value and help them make their business better.

What does success mean to you? It has changed over the years and believe it is different for everyone. Today, I believe that success is doing something you love and making a difference in the lives of others. I would add that raising my kids to become productive and contributing citizens would be the ultimate success.

As a child, what did you want to be when you grew up? I am not sure exactly but I believe it

was to own or run a business. I come from a family of small businesses and it definitely has influenced my entire life, work ethic, mindset, approach, etc. I have taken that mentality to every job I have had, which I believe has helped me become successful in my different roles.

Where did your first paycheck come from? What was your job then? My first paycheck was working for my father's construction company. I was probably 16 years old and my father's business was homebuilding. I worked every summer and during Christmas break and learned early the value of hard work and doing what is necessary to provide a great customer experience.

Who was your biggest supporter who helped you advance in your career? I have been blessed to have many supporters over the years. Obviously my parents have played a large role in supporting me and I have modeled my approach based on watching my father run his business over the years. I have also worked for a few really good CEOs who supported me and helped my growth. I am confident in addition to those individuals that there are countless others who have recommended me, introduced me, connected me to others and I have been the benefactor of their support without even knowing it.

What has been your biggest accomplishment thus far in your career? Helping mentor and guide team members into new roles successfully has been a really fun process for me. It helped me learn more about the area(s) the individuals worked in and also helped me give support and inspire confidence in those talented individuals who simply needed a chance to show the impact they could make.

What has been your greatest mistake thus far and what lessons did you learn from it? Taking a position/job based on the



amount of money it pays. It is nice to make more money but it is extremely critical to ensure it is something that will bring you happiness. Making more money and being miserable the majority of your day is not a great trade-off for me. My advice would be to put yourself in a position where you first figure out what you are good at and makes you happy. I believe opportunities will present themselves where money will follow.

What are your current professional goals? My number one goal is to strive to keep making a difference in the lives of the people I interact with, whether they are in the community, on the KSM team, or clients. I believe if that happens, I will accomplish all the goals that could be written.

How do you remain current/relevant in your profession? I attend conferences and training that is applicable and will help me provide value to my clients. For me, I try and look at what my client's challenges are

and help identify possible solutions. This could lead down many different paths of investigation and is why continual learning is so critical.

How do you balance your career, family, life and community service? This is a difficult task and I do not believe I have mastered it yet. I make an effort to be at all of my kid's activities and get home for dinner each night. I think one thing that has helped me is being in charge of my schedule and having hard stops during the day so I can allocate my time properly. Does not always work perfect but if you have a plan, it gives you a greater chance of executing. I think the key is understanding your limits and making sure you do not take on too much as all are important.

What do you do to relax? Taking the family to the movies, attending concerts, golfing, as well as home improvement projects.

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TYLER SECRIST • 26

Employer: Century 21, Bradley and Secrist Lawn Care

Education: IPFW, member of the soccer team on an athletic scholarship to continue an education in business

Hobbies: I exercise daily and am an active member at several, local Fort Wayne gyms. I also enjoy many outdoor activities such as hiking, rowing, and playing with my two dogs. In my free time, I like to spend time with my family and am known to enjoy a good book with a cup of coffee in the morning.

Why are you in northeast Indiana? I was born in Fort Wayne and my family continued to raise me in south Auburn. They successfully built a stalwart, landscaping company that I began helping with as a teenager. Soon after, I signed to play Division 1 soccer to continue my education at IPFW. I've always just loved it here. Family is close. Cost of living is low. The market is thriving. This city has so much potential and I want to be a part of that growth.

What is it about your profession that you enjoy and why? I like helping people. I enjoy the various challenges, because every transaction is different. I get to educate people and help them in making one of the biggest investments



they ever make. I also enjoy the creative side of things. Some say my marketing is very new-age, but that's exactly where I see our mobile landscape going.

What does success mean to you? Success to me means waking up every day and being happy.

As a child, what did you want to be

when you grew up? Growing up, I wanted to be a professional soccer player.

Where did your first paycheck come from? What was your job then? Growing up in a family business, I began working for Secrist Lawn Care at a very young age. I spent every spring break, every summer vacation, and even two-hour delays/snow days

on the job. This was my first paycheck and I wouldn't change it for anything.

Who was your biggest supporter who helped you advance in your career? My brother has always been my biggest supporter. He's always believed in me and challenged me to do more and be more.

What has been your biggest accomplishment thus far in your career? I would definitely say my biggest accomplishment is how fast I've built my own business from ground zero. From selling seven-figure, luxury estates, to multimillion-dollar commercial properties and everything in between, my client base is just getting started. In addition, I've also invested, flipped, and built real estate personally all while simultaneously working a 9-5 for my family's business. I think my biggest accomplishment in my career thus far is just learning to balance it all.

What has been your greatest mistake thus far and what lessons did you learn from it? Although I'm a confident person, I'd say there have been instances where I've made the mistake of not following my gut. The lessons that I've learned is to bet on myself and not second guess my decisions.

ZACHARY SMITH • 32

Employer: Noble County Highway Department

Education: Bachelor of science in civil engineering, Rose-Hulman Institute of Technology, 2009

Hobbies: Watching and participating in all kinds of sports, although a majority of my free time is now focused on my children.

Why are you in northeast Indiana? I returned home to raise a family and to use my knowledge and experience to improve my local community through public service.

What is it about your profession that you enjoy and why? I'm able to physically see the impact of my work within the community. As a project manager for a local municipality, I am able to see projects all the way from conception to completion.

What does success mean to you? As an engineer, success is measured in your ability to solve problems, by the most efficient means possible.

As a child, what did you want to be when you grew up? A pilot.

Where did your first paycheck come from? What was your job then? My first job was at age 15 as a dishwasher for our local Pizza Hut.



Who was your biggest supporter who helped you advance in your career? I've been fortunate to have excellent professional mentors beginning with my professors at Rose-Hulman and continuing through my direct supervisors at each phase of my career.

What has been your biggest accomplishment thus far in your career? Fundraising — to date I've brought in over \$18 million through state and federal grant programs to

help rebuild my home county's infrastructure.

What has been your greatest mistake thus far and what lessons did you learn from it? I have been fortunate to not have hit any major stumbling blocks in my career to this point. However, there is always a lesson to be learned from new experiences.

What are your current professional goals? My current focus is to continue my current path of rebuilding Noble County's Infrastructure. My goal is for Noble County to have the best county road and bridge program in the nation.

How do you remain current/relevant in your profession? I stay very active with several professional associations, including American Society of Civil Engineers, Association of County Highway Engineers and Superintendents, Association of Indiana Counties and Association of Indiana County Commissioners.

How do you balance your career, family, life and community service? It's all about being organized and efficient with your time.

What do you do to relax? Spending time with my wife and two sons.

What book do you recommend? Books are great, but in the internet area I would recommend being directly plugged in to current information on whatever specifically interests you.

SONYA SNELLENBERGER-HOLM • 30

Employer: Northeast Indiana Regional Partnership

Education: Academic Honors degree from South Side High School; bachelor's degree in communication from PFW; master's degree in organizational communication from PFW

Community organizations in which you are involved: Big Sister through Big Brothers Big Sisters and vice president of the Positive Resource Connection board.

Hobbies: Running, working out, watching Pacers basketball, gardening and reading.

Why are you in northeast Indiana? I left northeast Indiana, come back, left again, and come back once again. I moved back to Fort Wayne from Indianapolis eight years ago. At that time, I was positive that I would have left again in two years or less, but somewhere along the line Fort Wayne and northeast Indiana became less of a stopping point for me and more of a permanent option. Over the years, I've stayed in the region because, in many ways, this place aligns with my own life goals. Northeast Indiana is working to create a positive and welcoming environment. It has created a platform for any resident to make it a better place to call home. Also, people here are proud, determined and not afraid of hard work. It's hard to want to move away from such an amazing place.

What is it about your profession that you enjoy and why? I love the variety of work that economic development offers. It allows me to focus on attracting and retaining talent, developing the talent pipeline, ensuring that students have high-quality work experiences, among many other things. The span of work has breadth and depth which makes it extremely challenging but extremely rewarding because we are ultimately making northeast Indiana better for all of its residents.

What does success mean to you? To me, success has nothing to do with a job title I have or the amount of money I earn. Success is about how I show up every single day as a wife, friend, daughter, and co-worker. Success for me is being reliable, honest, vulnerable, grateful, and ethical in all situations. It takes a lot of effort and continued growth to show up for yourself, others, and your work. That type of success shouldn't be underestimated.

As a child, what did you want to be when you grew up? I wanted to be an artist, a photographer, an Olympic speed skater, and a Zamboni driver, just to name a few. As a teenager, I wanted to be a fashion designer, dental hygienist and a flight attendant. .

Where did your first paycheck come from? What was your job then? I was 14 when I started working at Dairy Queen across the street from



Bishop Luers High School. I worked the cash register and made "hot eats and cool treats."

Who was your biggest supporter who helped you advance in your career? There is not one single supporter that helped me advance in my career. For me, I had a village of supporters.

What has been your biggest accomplishment thus far in your career? My biggest accomplishment thus far was winning Indiana Intern's Intern Supervisor of the Year award from the Indiana Chamber of Commerce and IndianaINTERN.net. Creating positive work-based learning experiences and relationships for students is something that I am deeply passionate about it. I really struggled to figure out "what I wanted to do when I grew up" and some days still do, but I have had so many amazing people walk by side during moments of exploration. I have always wanted to be that same positive influence for young adults on the same path I was on. The Intern Supervisor of the Year award is a reflection of years' worth of personal growth and investment in others.

What has been your greatest mistake thus far and what lessons did you learn from it? I have made a lot of mistakes along the way. I'm not sure I can pinpoint one major mistake, but I'd say the thing I've learned from the culmination of mistakes I've made is to take a good look at the role I played in that mistake. It's really easy to transfer blame to something or someone else. Every mistake has our fingerprint on it (probably more than one fingerprint); it's important to understand our role in that mistake,

own it, and make it right.

What are your current professional goals? My goal for 2020 is to look back and to look forward. I have had my nose in my work for a long time, and that hasn't left me a lot of room for reflection or to dream big. I've had a lot of wonderful experiences in the past 10 years and I'd like to take all of those lessons learned to help me create a plan to where I'm ultimately trying to go.

How do you remain current/relevant in your profession? The way I stay relevant in my profession is through the relationships I've built. My work means nothing if it doesn't positively affect the audience I am trying to serve. There's no article, webinar, or training that can replace a personal conversation or insights from that audience. The best way to stay relevant is to learn directly from the source.

How do you balance your career, family, life and community service? This has been a struggle for me over the years. I love my work and I love serving the community so it's easy for me to get lost in the work and ignore the most important part of my life, my family and friends. I took the time to understand what my priorities are and learned how to set boundaries so I can balance all of the elements of my life. I have nights where I don't take my computer home, so I can focus on family, I will only serve on two boards or committees at one time so I can be deeply dedicated to them, I set a screen time limit on my phone so I don't lose my focus at work, I go to the gym so I can keep my sanity, and sometimes, I just have to remember to breathe.

What do you do to relax? I add time to relax to my to-do list and that helps me give myself permission to sit down, read a book, watch a show, or spend time with my friends.

What book do you recommend? My recommendation to anyone is to read any book. Every book or article has something to offer. Three books that really changed my life personally and professionally are: "First, Break All the Rules" by Marcus Buckingham, "Wild" by Cheryl Strayed, and "Braving the Wilderness" by Brene Brown.

Based on what you know now, what would you tell your high school self? High school was a challenging chapter in my life. I was dealing with some intense family trauma and feeling the struggle of not being an adult but not exactly being a kid either. I remember feeling very lost, very angry and ungrounded. It was a challenge just to "show up" to school, work and for my friends. In many ways, I'm very proud of that girl because she kept keeping on. If I had the chance to talk to that girl today, I'd tell her that all of these challenges will be worth it in the long run, keep walking through the doors that others are helping you open, search for your joy in life, tell the people you love that you love them, that it's OK to not be OK sometimes, stay humble, and stay wild.

Congrats



SONYA SNELLENBERGER-HOLM

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DANA SNYDER • 36

Employer: Centier Bank

Education: New Haven High School; BS of finance, IPFW; MBA IU Kelley School of Business

Community organizations in which you are involved: Leukemia Lymphoma Society; Kate's Kart; World Baseball Academy

Hobbies: Playing with my kids, traveling, cooking, making puzzles, watching sports, and lounging poolside.

Why are you in northeast Indiana?
I was born and raised in New Haven and many of my immediate and extended family members still reside in northeast Indiana. Living near them allows us to spend time together and stay connected. Family is extremely important.

What is it about your profession that you enjoy and why?
I've always loved numbers, math, and finance. My career has allowed me to utilize my strengths to help business owners in our community grow their companies and achieve their goals.

What does success mean to you?
I will feel successful in life if, over the course of my years, I am able to contribute more to others than I take.

As a child, what did you want to be

when you grew up?
Growing up I always wanted to be a flight attendant. I loved the idea of flying around the world being exposed to different scenery and cultures.

Where did your first paycheck come from? What was your job then?
My first paycheck was from Hair Harbor. I worked as a receptionist in the hair salon and ran the tanning bed operation. It was a great job! In hindsight, it was an early lesson on the importance of relationships. Every stylist was fully competent of cutting, coloring and styling hair. The ones who exceled were the ones that placed the most focus on building genuine client relationships.

Who was your biggest supporter who helped you advance in your career?
Rob Slusser has been my biggest supporter throughout my career. Since my early days as a credit intern at Tower Bank, he has given of his time to teach me the ropes. I've had the pleasure of working directly for Rob in various capacities throughout my career. As each new challenge presented itself, Rob had a greater belief in my abilities than I had myself. To this day, he provides honest and constructive feedback, challenges me to step outside of my comfort zone, and empowers me to be the best banker thank I can be. Thank you, Rob!



What has been your biggest accomplishment thus far in your career?
My greatest accomplishments are found in the success of individuals that I've had the privilege of managing and mentoring during my career. There is nothing more rewarding than having an opportunity to help others achieve their goals.

How do you balance your career, family, life and community service?
I know what is most important to me and I'm not afraid to ask for the things I need to maintain the balance. I am extremely grateful to work for a family-owned bank that affords me the flexibility to be a mom who works (not a working mom) and encourages associates to give of their time and talents in our community.

What are your current professional goals?
As a business banker, I am constantly aiming to increase my network of partners and clients so we can work together to continue making northeast Indiana one of the best places to live in the country.

How do you remain current/relevant in your profession?
I remain current by continuously seeking to learn something new. It's not about knowing all the answers, rather the willingness to work hard enough to figure it out.

What book do you recommend?
Professionally: "Never Eat Alone" by Keith Ferrazzi; Favorite "read-aloud" from raising my children: "Where's My Mom?" by Julia Donaldson





Congratulations

DANA SNYDER

AVP/BUSINESS BANKING OFFICER - FORT WAYNE

for being named one of *Greater Fort Wayne Business Weekly's*

40 UNDER 40

As a lifelong Fort Wayne resident, Dana is passionate about developing genuine relationships with clients and providing world class service. Dana's commitment to the Fort Wayne community is unwavering. Her specialty in loan and depository services for commercial and industrial business ensures clients' needs are heard. The Centier Bank family congratulates Dana for this achievement.



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MEMBER FDIC

JAROD STEFFEN • 38

Employer: Fairhaven Funeral Home and Cremation Services

Education: Rensselaer Central High School; Worsham College of Mortuary Science of Wheeling, Illinois; (Associate's); Taylor University of Upland, bachelor's degree

Community organizations in which you are involved: Member of Apostolic Christian Church of Leo; Sunday School teacher; Fort Wayne Rescue Mission; Erin's House for Grieving Children; Mission Church Christmas Eve Distribution; Supporter of Fort Wayne Fraternal Order of Police; local Little League sponsor

Hobbies: Running, home projects, fantasy football, and spending time with my family

Why are you in northeast Indiana?
My wife and I moved to the Fort Wayne area after feeling directed to work with youth at Gateway Woods Family Services in Leo. We worked with teenagers who were court-ordered to be in group home placement. It's a wonderful organization with people that have a heart for the youth of northeast Indiana. My wife and I understood it would be a short-term ministry opportunity. We served there for three years before my wife returned to teaching and I returned to the funeral industry.

What is it about your profession that you enjoy and why?
Caring for others through a difficult time is always very fulfilling. People who arrive at our funeral home typically don't want to be there, but it's where they find themselves.

Coming alongside and helping mend the brokenness is where I find the most fulfillment. My work is very purposeful, and, although difficult, the work keeps me focused on others. Working around death causes constant self-reflection and eternal thinking. I also enjoy working alongside local clergy, healthcare workers, and military honors teams.



This profession allows me to feel connected to the community.

What does success mean to you?
A successful day for me is when details are carried out with accuracy, a community joins together in support, and a grieving family is satisfied and at peace with their act of commemoration. Personally, feeling successful usually means that I've given my best for God's glory.

Where did your first paycheck come from? What was your job then?
I was a paperboy for a local newspaper, *The Rensselaer Republican*.

Who was your biggest supporter who helped you advance in your career?
My family. I've been blessed with a wife, parents, sisters, and in-laws who have always supported me. I've also worked with good leaders who challenged and pushed me.

What has been your biggest accomplishment thus far in your career?
Teaming up with my business partners, Mark Scheidt, Britton Claghorn, and Lucas Glessner. These guys make me better every day. The establishment of this group and the unified way in which we began our business was a great accomplishment.

PATRICK STONE • 34

Employers: Zoeller Company, Corporate Quality Manager; adjunct professor at Indiana Tech and Trine University

Education: Bachelor degree in mechanical engineering, Master's of business administration and Master's of science in engineering

Community organizations with which you are involved: Cub Scouts Pack 3314 Cub Master; Civic Theatre board member and board development committee member, Indiana Tech college of business advisory board member, vice president of St. Joseph Hessen Cassel school board and technology committee member

Hobbies: Home improvement projects, everything from carpentry to electrical to general construction; camping, fishing, four-wheeling, and programming and web design. I try to involve my family in all of those things when I can.

Why are you in northeast Indiana?
I was born and raised right here in Fort Wayne and have always loved this area, everything from the people to the affordable living.

What is it about your profession that you enjoy and why?
I love helping others, whether it be to understand a concept or teach them how to do something that allows them to better themselves. In my role, I get to do that daily across all departments and facilities.

What does success mean to you?
To me, success means to never quit trying. Many people have been credited with saying "Success is a journey, not a destination." I wholeheartedly believe that and the only way we can continue on our journey of success is to keep trying. If the way we are doing it doesn't work, try something different. Learn from our mistakes and keep trying.

Where did your first paycheck come from? What was your job then?
Other than mowing lawns and yard work, my first real paycheck came from a small locally owned sandwich shop, "A Taste of New York."

Who was your biggest supporter who helped you advance in your career?
I've been so blessed to have so many supporters and encouragers along the way that it's hard to determine who was the biggest supporter. I believe that my wife has always been my biggest supporter and cheerleader. No matter the sacrifices I've been willing to make to serve others, she has always been on board and believed in me and furthermore encouraged me.



ROBERT TIPPMANN III • 39

Employer: Tippmann Engineering
Education: Bishop Dwenger High School
Community organizations in which you are involved: Member of St. John New Haven Catholic Church
Hobbies: Hanging out with my six children, target shooting, riding motorcycles, arts and crafts, traveling for work and working

Why are you in northeast Indiana?
Born and raised here, great place to work and raise family, excellent economy

What is it about your profession that you enjoy and why?
I love building tangible products and machinery which can further the progression of an industry that will only continue to grow.

What does success mean to you?
Creating goods and services for a company while employing individuals with the same type of work ethic as me. Taking pride in the work and services we provide to our customers. Not having regrets after a project is finished, and knowing we did the best we could.

As a child, what did you want to be when you grew up?
An astronaut

Where did your first paycheck come from? What was your job then?
Redman Plumbing and Heating in Columbia City, cleaning offices.



Who was your biggest supporter who helped you advance in your career?
I worked for many years for Dennis Tippmann Sr. in his manufacturing business in several different capacities for about 15 years. This business allowed me to hone my management and supervision skills as well as learn the ins and outs of design and manufacturing in several different industries.

What has been your biggest accomplishment thus far in your career?
Co-inventor of the QFM In-Rack Freezing System

What has been your greatest mistake thus far and what lessons did you learn from it?
Trying to do too much on my own. It is critical to have a team in place so that I can delegate certain tasks which I would prefer to do on my own. I can handle

many or even most of the tasks I delegate, but I've learned over the years that trying to do it all on my own takes away the ability for my team to learn. It's okay to ask for help. I have learned that more tasks are completed and completed in a more efficient manner through proper delegation. This has allowed me to focus on my top priorities while being confident the smaller tasks are taken care of correctly.

What are your current professional goals?
The growth of my employees in and out of the office. I want to make sure I'm providing the best tools to them as I possibly can, so they can achieve their goals to the best of their abilities. To have our product be the first thing people think about when they think of freezing capabilities. That I and the company build a reputation based off of hard work and trust. Always looking towards the future of the industry, and not settling for the mindset of, "We have it pretty good right now, so let's stick with it." instead of, "How can we make this better even if it means outdated our own product."

How do you remain current/relevant in your profession?
In an industry which continues to grow as rapidly as the cold chain is growing, it is imperative to keep close relationships with the key players as well as continue to gain knowledge in the industry and develop innovative products and concepts to stay on top.

How do you balance your career, family, life and community service?
I am an extremely organized person who looks for every type of tool and asset on the market to help balance and manage my work load, so that I am left with plenty of time to spend with what is really important in my life: family and God. I also try to surround myself with individuals who I can trust to take care many important business decisions.

PHILIP WAGLER • 39

Employer: Barrett McNagny LLP
Education: B.A., Bethel University, Mishawaka, Indiana; J.D., Maurer School of Law, IU – Bloomington; MBA, Kelley School of Business, IU

Community organizations in which you are involved: President of the Leo-Cedarville Regional Sewer District board of trustees, a member of the Bethel University alumni board, coach of two Upwards Basketball teams at Grabill Missionary Church, and second-grade Sunday School teacher at Grabill Missionary Church.

Hobbies: Tennis, running and reading, although the older my children get the more that I find that my "free" time is mostly spent as a coach, a homework helper, and a chauffeur

Why are you in northeast Indiana?
I grew up in LaGrange County and my wife grew up in Allen County. Both of our families are still in northeast Indiana, and we made a decision while I was in law school that we wanted to raise our family in northeast Indiana to maintain a close connection with our families.

What is it about your profession that you enjoy and why?
I primarily work with clients to develop estate plans and business succession plans, and I get to know my clients and the challenges they are facing as we navigate those processes. I enjoy taking what is often a complicated matter and making it less stressful for my clients, while helping them meet their goals and communicating with them in a way that they can readily understand.

What does success mean to you?
Success to me means helping others and providing opportunities for my children to grow, develop, and learn.

As a child, what did you want to be when you grew up?
I wanted to be the president of the United States.

Where did your first paycheck come from? What was your job then?
My first real paycheck was from Miller's SuperValu in LaGrange. I carried groceries to cars, stocked shelves and ran the cash register. Before that, though, I remember cleaning tables, washing dishes and running the cash register at my grandparents' restaurant. I do not recall that I was paid a paycheck, but I did get paid, sometimes with money and always with food.

Who was your biggest supporter who helped you advance in your career?
I am extremely blessed to have had multiple supporters and mentors during my initial years as an attorney, but Trisha Paul, a partner at Barrett McNagny LLP, has spent countless hours mentoring me and helping me develop as an estate planning attorney and



client advocate, and I am extremely grateful for her willingness to pour into me and help me develop.

What has been your biggest accomplishment thus far in your career?
After eight years as an associate attorney at Barrett McNagny LLP, I was voted in as a partner at the end of 2018.

What has been your greatest mistake thus far and what lessons did you learn from it?
I passed on the opportunity to take part in study abroad programs while in undergrad, and I believe that was a mistake because I believe the experiences of traveling to other countries and experiencing other cultures and ways of life are important to a broader understanding of the world, our place in it, and the many blessings we enjoy in the U.S. Looking back, I have realized that when opportunities for new experiences present themselves I should take advantage of them, if at all possible.

What are your current professional goals?
My current professional goals are to continue developing my practice as an estate planning and business succession attorney.

How do you remain current/relevant in your profession?
Staying current in my profession means continuing to learn, which for my position involves reading scholarly publications, attending seminars, and keeping abreast of the news and political landscape to better advise clients on potential future changes to the laws that may affect them.

How do you balance your career, family, life and community service?
I find balancing all of these things

challenging, but I have learned that setting priorities and sticking to them is the best course of action. Being involved with my family and serving my community are important

to me, so it may mean that being home for dinner one night requires some time spent working later that night or that attending a board meeting may mean a few hours spent working on the weekend. All in all, there is no perfect way to balance everything we want to do, but I think that we will make time for those things that are most important to us.

What do you do to relax?
Relaxing usually involves going for a walk with my wife and kids, Friday family movie night, board games and dinners with friends.

What book do you recommend?
A friend recently sent me "Essentialism: The Disciplined Pursuit of Less" and it has been a good read regarding a focus on prioritizing choices to control how our time and energy is spent. I am also a life-long Cubs fan, and the book, "The Cubs Way: The Zen of Building the Best Team in Baseball and Breaking the Curse" is a great read for Cubs fans.

Based on what you know now, what would you tell your high school self?
Work hard, but take time to enjoy life because time passes quickly.

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Just a few of the attributes that earned Zach Sauder a place among this year's Forty Under 40 honorees. Congratulations, Zach! We are proud to call you a colleague.



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Barrett McNagny congratulates

Philip Wagler

on being named to
Greater Fort Wayne Business Weekly's
Forty Under 40 Class of 2020.



A partner with Barrett McNagny, Philip concentrates his practice in the areas of estate planning and administration, probate matters, business succession planning, and federal and state taxation.

Congratulations to Philip and to all of the 2020 *Forty Under 40* recipients!



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JANIE WALDRON • 39

Employer: SOLV Holdings, LLC.

Education: Master of business administration, Huntington University 2018.

Community organizations in which you are involved: Children's Ministry at The Chapel. My husband and I serve on Saturday nights in the infant/toddler room. When we first started attending The Chapel eight years ago, we had 2-year-old triplets. In the past several years, I have had the opportunity to serve The Rescue Mission with a special project for their new company headquarters, represent our company at The Culinary Queens event supporting EasterSeals, participate in a company build for Habitat for Humanity, pack over 10,000 meals for Kids Against Hunger, serve on the Goodwill Industries of northeast Indiana board, participate in Girl Scout events with my daughter, volunteer in the kid's classroom and speak at the International Women's Day brunch. I was also able to join the Innovative Education International team on a trip to Nairobi, Africa, to visit schools in underdeveloped areas to share the technology behind IEI's SmartBox, an instant wireless classroom.

Hobbies: Interior design and remodeling, baking (eating) and watching cooking-related shows and competitions, traveling around the world and experiencing new foods and culture, and my all-time favorite, watching my kids play sports, although I am a bit partial to softball. In general, I love spending time with family and friends.

Why are you in northeast Indiana? My family and I were relocated to Fort Wayne as a part of a work promotion back in 2011. That opportunity concluded in 2014, but we stayed because we found Fort Wayne to be a wonderful place to raise a family. The cost of living was beyond affordable, excellent schools, and we had engaged with the community through our church, our children's activities, and at the time, professionally through a few organizations that I participated in. During my employment transition, I was embraced by our neighbors, and it was thru a connection with one of those

individuals that I found a home with my current organization.

What is it about your profession that you enjoy, and why? Every day I get to be a problem solver! My role is extremely diverse, which provides great variety in the work that I do daily. I am a direct line of support to the company presidents in our portfolio and the teams that they lead, a partner with our CFO and CEO and general jack-of-all-trades in supporting functions within Human Resources, IT, Marketing, research, and long, short-term planning. The balance between strategic and action are perfect for my personality.

What does success mean to you? Finding joy in something you do every day!

As a child, what did you want to be when you grew up? I wanted to be a baby doctor, or as I later discovered an obstetrician.

day, she is a dear friend and advisor.

What has been your biggest accomplishment thus far in your career? My biggest accomplishment thus far would be the achievement of my MBA. I participated in a two-year experiential program while working full time in a leadership role, serving on two boards, raising four elementary-aged kids, temporarily relocating to Dallas for six months on a special project and still making my marriage a priority.

What has been your greatest mistake thus far, and what lessons did you learn from it? I believe my greatest mistake thus far has been in not asking for help when needed — finding the humility to acknowledge that I am in over my head and need the assistance of others to help me navigate through challenging situations.

What are your current professional goals? Joining the world of acquisition requires a high-level of knowledge and refined skill in the area of negotiation. One goal is to further develop this skill. I also want to understand the relationship dynamics between buyer and seller better, placing myself in the position to take lead on deals in the future. Another professional goal I'm pursuing comes from our most recent acquisition. I was tasked with digging into the company's financials from both a financial and managerial accounting perspective. I want to better grasp the principles of accounting to best support and partner with our CFO.

How do you remain current/relevant in your profession? I enjoy reading and listening to books in my car as a part of my commute, so I consider books key to helping me stay current with certain topics. I try to attend at least two conferences per year, centered around either areas that I am seeking to grow professionally or that are industry-specific to the companies within our portfolio. These conferences also allow me to make connections and gain knowledge around trends and changes in the marketplace.

How do you balance your career, family, life, and community service? I would say that I've learned to accept that certain seasons exist in our lives, meaning that, at times, your career, your family, your community, or yourself may require more time and attention than others.

What do you do to relax? Working out, massage therapy, and reading for pleasure.

CONGRATULATIONS
JANIE WALDRON



Being chosen for the **Forty Under 40** award is a testament to your leadership at SOLV and your impact not only on the Ambassador Enterprises network of affiliate companies, but also in our community.

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BRANDON WEAVER • 26

Employer: Marine Auto Sales

Education: Snider High School, U.S. Marine Corps

Community organizations in which you are involved: Shadarobah Horse Rescue

Hobbies: Shooting, cars

Why are you in northeast Indiana? Fort Wayne is where I grew up, and where I hope to grow my veteran-owned business.

What is it about your profession that you enjoy and why? I love working with the community. The opportunity to make someone else's life better is what you I look forward to.

What does success mean to you? Success means living every day doing what you love.

As a child, what did you want to be when you grew up? I've always wanted to own my own dealership.



helped you advance in your career? My beautiful wife, Jessica and our families.

What has been your biggest accomplishment thus far in

your career? I would say that opening and running my own dealership is my biggest career goal thus far.

What has been your greatest mistake

thus far and what lessons did you learn from it? With every dealership/business comes a lot of choices. I have learned that I need to make decisions thoughtfully and quickly.

What are your current professional goals? My goal is to see my business grow sustainably.

How do you remain current/relevant in your profession? I am always teaching myself new ways to make the dealership better and better.

How do you balance your career, family, life and community service? I have tried to dedicate specific times in each area of my life.

What do you do to relax? I love to go by the lake with my wife and our dog, Hunter.

What book do you recommend? I really love reading finance books, I'm not sure I could choose just one.

Based on what you know now, what would you tell your high school self? Work hard, it will pay off.

CHELSEA WOLPERT • 27

Education: Bachelor of arts: interpersonal and organizational communications

Community organizations in which you are involved: Young Leaders of northeast Indiana, American Business Women's Association of Fort Wayne, Fort Wayne Komets, Junior Achievement and United Way of Allen/DeKalb counties.

Hobbies: Reading any and all genres of books, daily journaling, yoga and walking my Aussiedoodle, Albus.

Why are you in northeast Indiana? Family is extremely important to me and the entire clan resides in northeast Indiana. This has always been my home.



What is it about your profession that you enjoy and why? I enjoy how every client has a different story and being in banking we get to help fund those stories. I also enjoy seeing the different generations of families we get to serve.

What does success mean to you? Success to me is when I can leave work or a group and know I left it better than the day before. I feel the most successful when my employees achieve goals and milestones in their careers. Every moment can be a learning moment with the right attitude.

As a child, what did you want to be

when you grew up? If you ask my mother, it changed weekly. It started as an English teacher. I loved reading from such a young age and thought being able to read books and write about them would be a cool job.

Who was your biggest supporter who helped you advance in your career? My mother and father claim those spots in my career. My mother taught me to be a gentle leader and to never let my employees or anyone feel less than. My father taught me that if I put in the hard work early, the fun work would come.

What has been your biggest accomplishment thus far in your career? My biggest accomplishment thus far has been cross-training my office to run without me being so, knowing that if I were to leave- I trained them to be able to continue a forward and upward momentum.

What has been your greatest mistake thus far and what lessons did you learn from it? My biggest mistake was adopting the mindset, "If I am this busy, I have to be successful." I really burnt myself out the year I spent telling myself that. I learned that success is not measured by how packed your schedule is but the quality of work you leave behind.

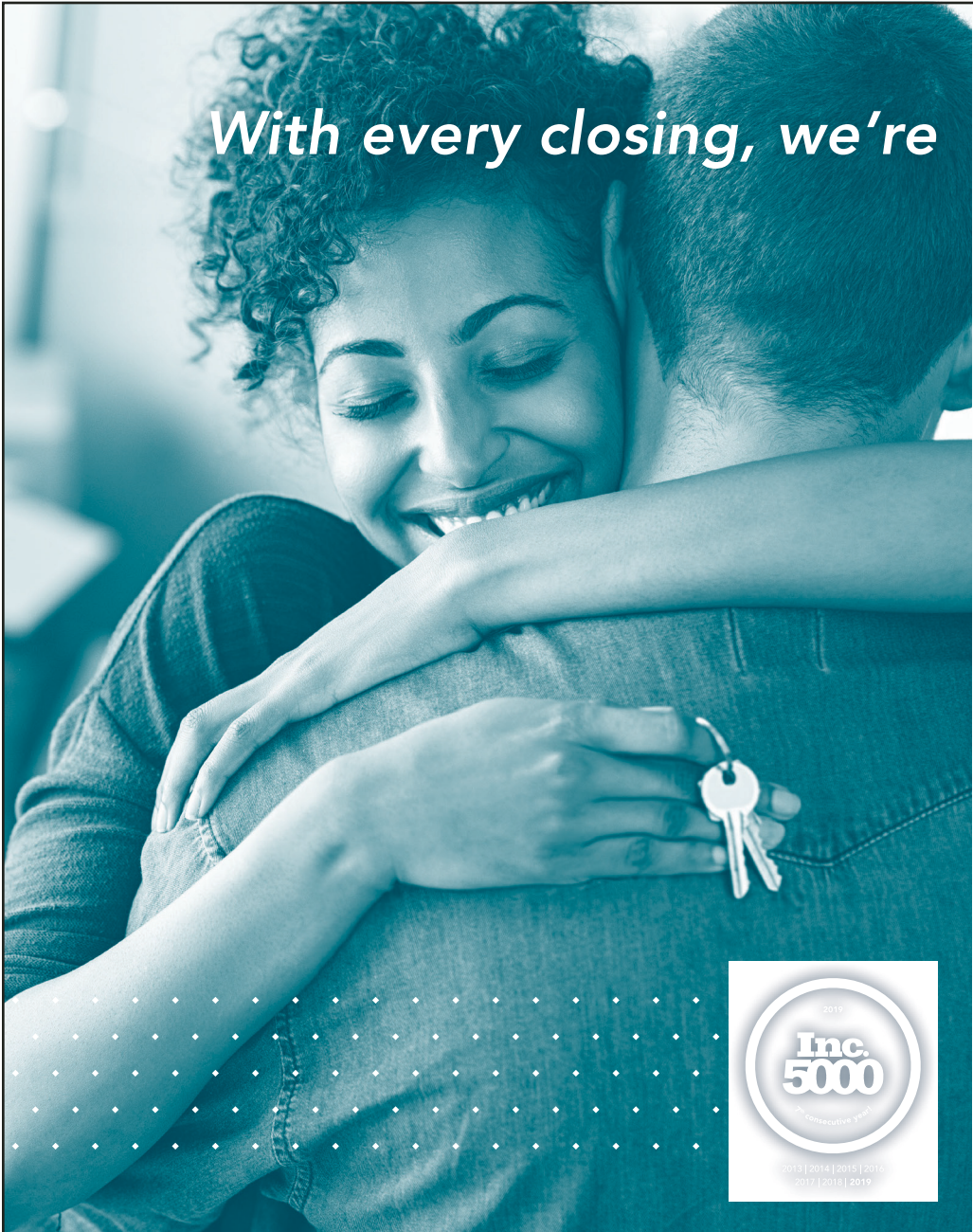
We've always known she was a superstar.

Congrats, Chelsea!





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Congratulations Patrick Stone!

Flint & Walling congratulates Patrick on being named a 2020 Forty Under 40 award recipient.

We are proud of Patrick's achievement and thank him for his outstanding performance in helping to ensure a quality product for Flint & Walling.

